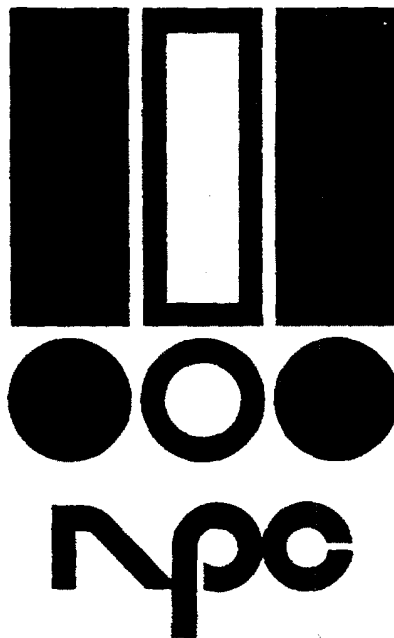


National
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Coatings
Association

Member
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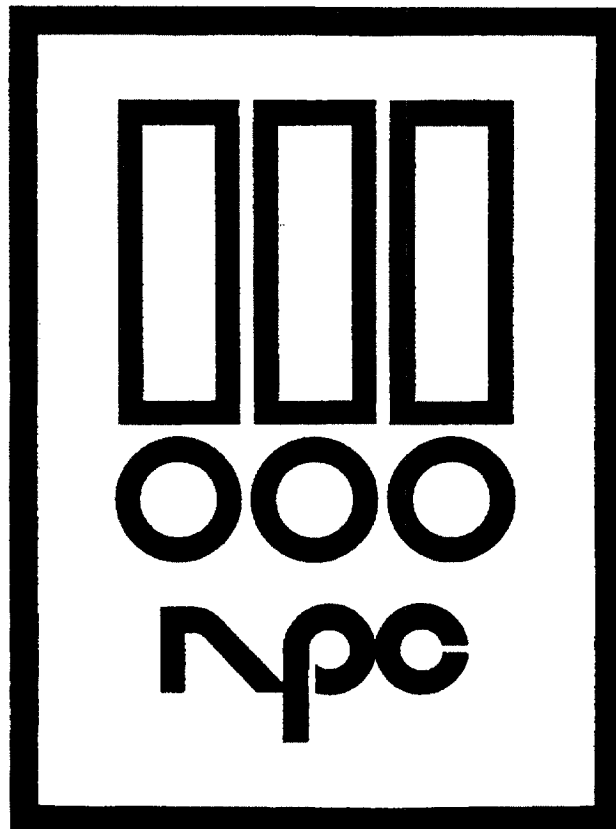
72-73
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National
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Member
Services

72-73
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1972-1973 MEMBER/SERVICES DIRECTORY

National Paint and Coatings Association, Inc.
1500 Rhode Island Avenue, N.W.
Washington, D.C. 20005
(202) 462-6272

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NPCA/RI 017687

Code of Ethics

NATIONAL PAINT AND COATINGS ASSOCIATION, INC.

WE, members of the National Paint and Coatings Association, Inc., recognizing our responsibilities and obligations to promote the public welfare, and to maintain honorable, fair and friendly relations among men, do pledge ourselves:

1. To compete always with fairness and honesty, seeking patronage on merit and service; to refrain from false, derogatory reference, written, oral or printed, to competitors or their products; and from the circulation of harmful rumors regarding such competitors' products or their personal or financial reputation; to strive, by sincere and intelligent cooperation with our competitors, in all lawful ways to increase the efficiency and service to the public of the industry as a whole; to base our advertising exclusively on the merit of our own products and the value of our own service, without false, derogatory reference to the products of competitors or misleading comparisons therewith.
2. To be guided by a spirit of justice, honor and fairness, in all our relations with members of the allied trades, realizing that the standard of ethics maintained in our industry must vitally affect the standard observed in associated industries; to encourage the adoption by the allied trades of similar codes as guides to govern their practices; and to discourage unfair trade practices in those trades, even though such practices might at times be to our own immediate advantage.
3. To represent our products truthfully in advertising, labeling and branding; avoiding therein all false or misleading statements or descriptions.
4. To avoid and actively strive to prevent all forms of commercial bribery or corruption by members of this Association and by the industry in general; and to this end we pledge our support to the Federal Trade Commission in locating and prosecuting individuals guilty of such practices.
5. To recognize the right of employees to use all honorable and reasonable efforts to better their conditions, but to refrain from directly or indirectly soliciting or bidding for the services of the employee of another member; to promote, in light of contemporary hiring practices, high ethical standards in the area of manpower recruitment.
6. To refrain from the unethical practice of taking in exchange for our own products the paints and coatings of another manufacturer.
7. To adhere faithfully to the rules of conduct herein set forth and to inspire our fellow members to do likewise, believing that the Golden Rule is the only safe guide of conduct in the relations among men.
8. Any violation of this Code shall be referred by the General Counsel of the National Paint and Coatings Association, Inc., to the Executive Committee for consideration and action. To ensure fairness, elementary due process requirements will be met throughout these proceedings.

For 85 Years Progress Through Cooperation

The first meeting to organize an association of paint and varnish manufacturers was held at the Grand Union Hotel, Saratoga, New York, on September 11, 1888. There were in existence at that time several paint clubs which were strictly local or regional in scope. Because paint was distributed mainly through drug stores, many paint manufacturers were members of the National Wholesale Drug Association.

The first and oldest paint club was the Paint and Oil Club of New England, organized February 23, 1884. It is still a thriving organization as the New England Paint, Varnish and Lacquer Association. The St. Louis Paint, Varnish and Lacquer Association held its first meeting on December 18, 1886. The first meeting of the Chicago Club was held February 25, 1887. The New York Club was organized February 26, 1887. The Philadelphia Club was organized October 1, 1887 and the Pittsburgh Paint and Drug Club came into being on May 24, 1887. George B. Heckel, in his history of the American paint and varnish industry, "THE PAINT INDUSTRY," calls attention to the fact that the Cincinnati Club also had been organized in 1888.

Delegates of the various paint and oil clubs met in Saratoga and agreed on the organization plan and decided on the name "National Paint, Oil and Varnish Association of the United States."

In the decades following the organization of this association, the manufacturers in the industry, while almost invariably retaining their membership in the National Paint, Oil and Varnish Association, formed separate organizations which developed as follows:

Paint Grinders' Association of the U.S., organized May 8, 1889.

Paint Manufacturers' Association of the U.S. (a change of name by the Paint Grinders' Association) in 1907.

National Varnish Manufacturers' Association, organized November 3, 1903.

American Paint and Varnish Manufacturers' Association, organized October 11, 1926, being a combination of the above two.

Unification of the National Paint, Oil and Varnish Association and the American Paint and Varnish Manufacturers Association was brought about November 1, 1933 at the annual meeting of the industry held in Chicago. At that time the National Paint, Varnish, and Lacquer Association was founded. New conditions clearly demonstrated the interdependence of the various factors of the industry in cooperating with the Government through a single powerful organization of its own, with maximum prestige and benefit for the individual members and the industry as a whole.

At their 84th Annual Meeting on November 9, 1971 the members of the National Paint, Varnish and Lacquer Association voted to change the Association name to the National Paint and Coatings Association (NPCA). It was felt that this new name would broaden the scope of the organization to include all coatings and better represent the Association's dominant part in the industry's progress. Today, in its splendid Washington headquarters, the National Paint and Coatings Association is a highly efficient and well regarded organization which renders valuable and varied services to its members.

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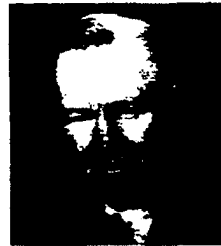
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J. A. HAGER	1965-1966
ARNOLD R. WOLFF	1967-1968
EDWARD A. FOY	1969-1970
B. A. MALM	1971

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1969 - ARNOLD R. WOLFF	1963 - WILLIAM E. HOOD
1968 - DR. LEROY W. SHUGER	1962 - B. M. BELCHER
1967 - CHARLES W. FINEGAN and HOWARD HECHT	1961 - JOSEPH F. BATTLE
1966 - THOMAS M. STOKES	1960 - WILLIAM M. STUART

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H. BRAITH DAVIS

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1967

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1965

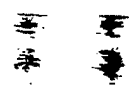
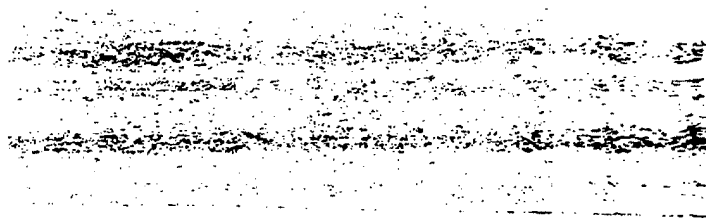
J. A. MARTINO
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1964

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The image shows a stack of overlapping data charts for various resin types. The visible titles from top to bottom are: POLYESTER RESIN, AMINO RESINS, COPOLYMER RESINS, EPOXY ESTERS, and POLYTHIOPHENE ALKYDS. Each chart contains a grid of test data with columns for different properties and rows for different resin grades. The charts are arranged in a fan-like stack, with the bottom chart showing a grid of data points.

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Bodying and Puffing Agents	TROYKYD 218A, GT ABC, XYZ, TROYTHIX A	Leveling Agents	LEVEL-AID GLA
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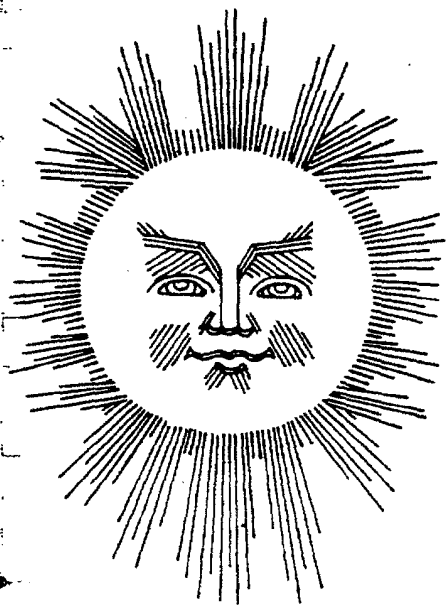
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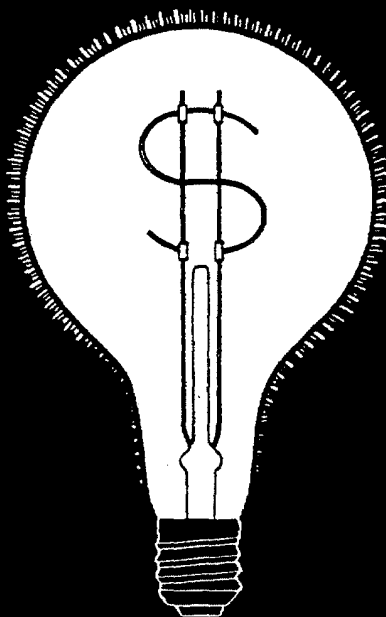
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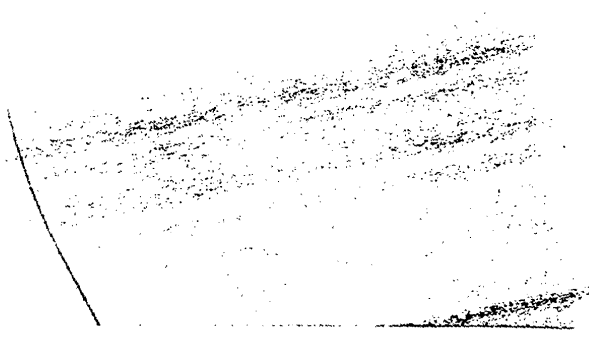
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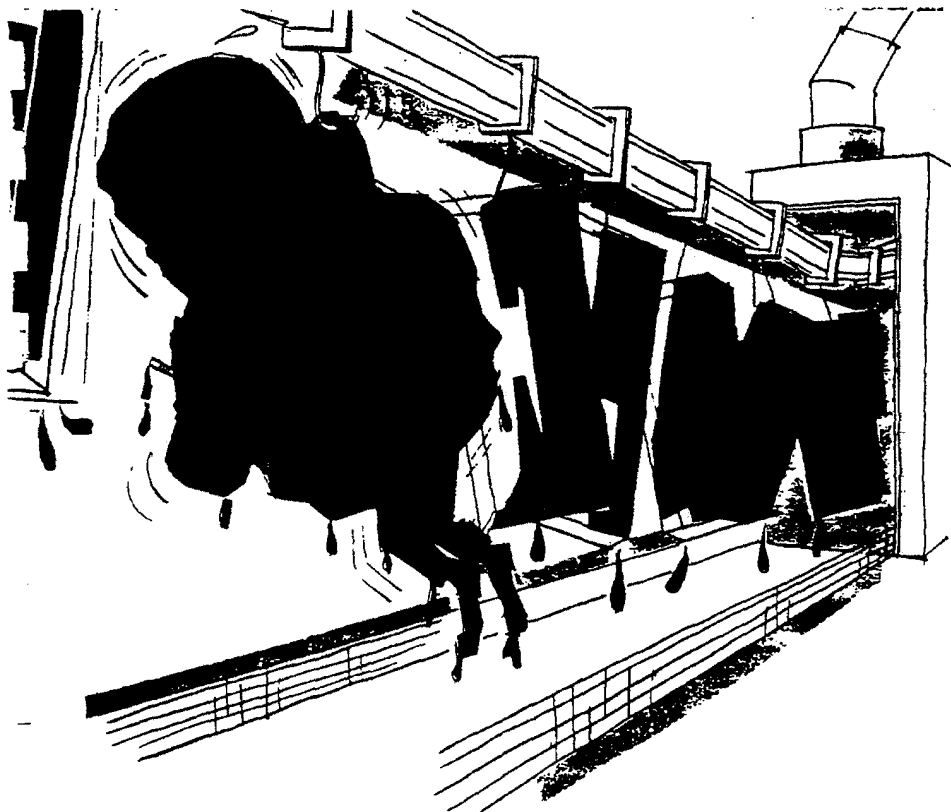
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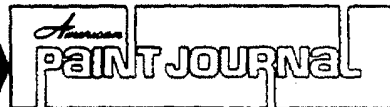
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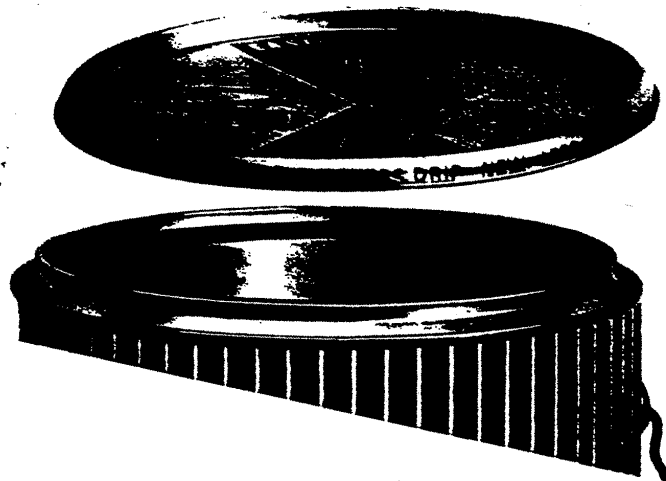
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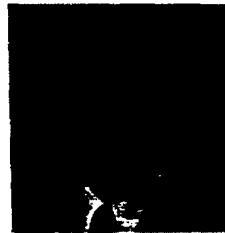
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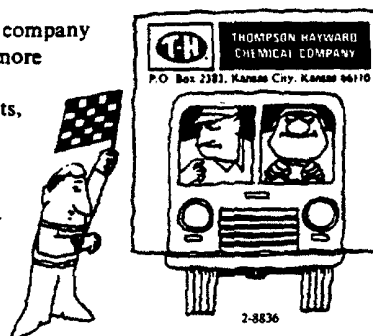
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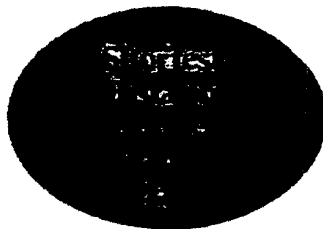
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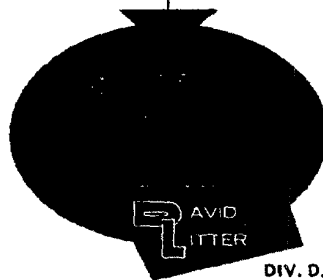
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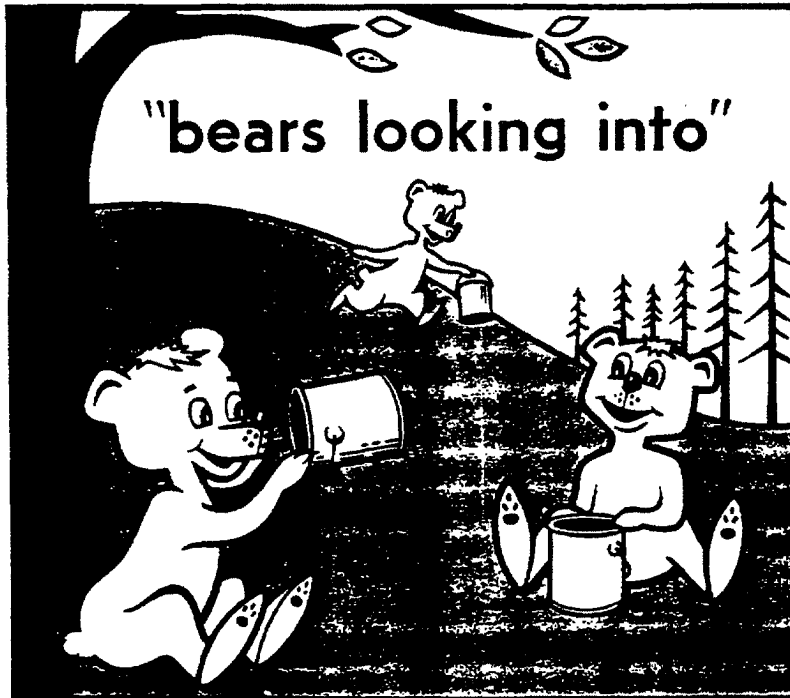
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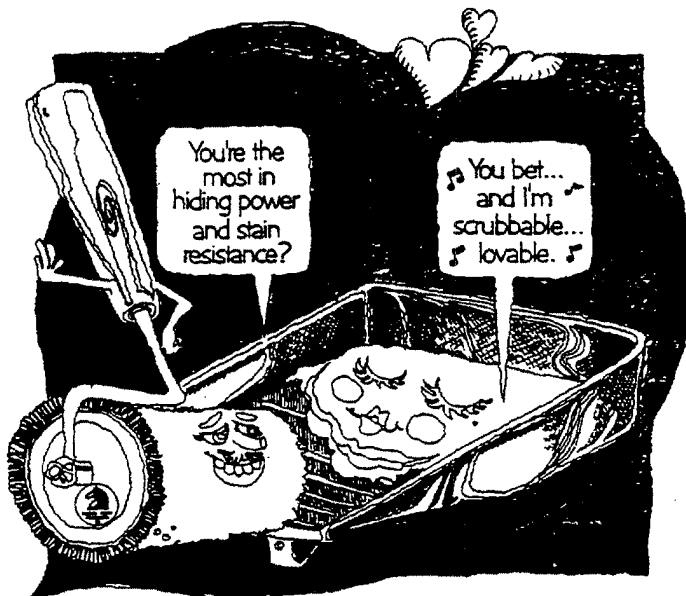
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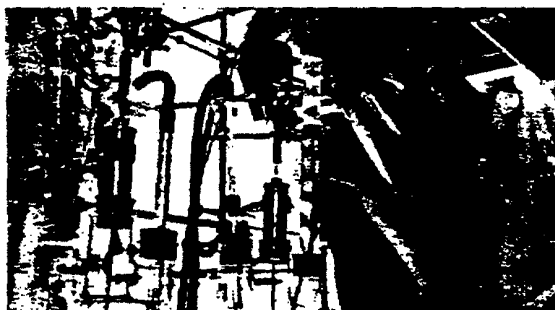
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Chester I. Edmondson, General Manager

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Minn. 55418 (612) 781-4833
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 Sol L. Spiller, Group Manager of Operations

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 Sidney I. Mann, President.

ZUMMACH PAINT CORP.
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 645-1264
 Richard H. Leep, President.

1. The first step in the process is to identify the problem or issue that needs to be addressed. This involves gathering information and understanding the context of the problem.

2. Once the problem is identified, the next step is to define the objectives and goals of the project. This helps to clarify what needs to be achieved and provides a clear direction for the team.

3. The third step is to develop a plan or strategy to address the problem. This involves breaking down the problem into smaller, manageable tasks and determining the resources needed to complete each task.

4. The fourth step is to implement the plan. This involves putting the strategy into action and monitoring progress to ensure that the project is on track.

5. The final step is to evaluate the results of the project. This involves assessing the outcomes against the objectives and goals and identifying any areas for improvement.

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the 1990s, the number of people in the world who are under 15 years of age is expected to increase from 1.1 billion to 1.5 billion. The number of people aged 65 and over is expected to increase from 200 million to 400 million. The number of people aged 15 and over is expected to increase from 3.5 billion to 4.5 billion. The number of people aged 15 and over is expected to increase from 3.5 billion to 4.5 billion. The number of people aged 15 and over is expected to increase from 3.5 billion to 4.5 billion.

1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 26

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William Bartz, Operations Manager.

MIDLAND DIVISION, OF THE DEXTER CORPORATION
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Don Wallace, Secretary-Treasurer.

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T. M. Byrd, Gen. Sales Mgr.

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Eric G. Orting, Vice President.

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Irving Getzog, Gen. Sales Manager.

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1424 Philpot St., Baltimore, Md. 21231
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NATIONAL INDUSTRIAL CHEMICAL CO.,*

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783-0220

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409 S. Raymond Ave., Alhambra, Calif.
 91803 (213) 282-7073

John C. Zola, President.

ZOLATONE PROCESS, INCORPORATED

3411 E. 15th St., Los Angeles, Calif. 90023
 (213) 269-9231

Sidney I. Mann, President.

ZUMMACH PAINT CORP.

120 E. Mineral St., Milwaukee, Wisc. 53204
 645-1264

Richard H. Leap, President.

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NPCA/RI 017824

CHEMICAL COATINGS

JERRY HALL, Director

The Director of the Chemical Coatings Division is responsible for all activities pertaining to Chemical Coatings matters. The Director, in conjunction with the various committees of this Division, promotes the products and the welfare of the members of this segment of the industry. Close cooperation is continued with customer groups to broaden the Chemical Coatings markets and to keep abreast of end users' requirements. The Director plans and coordinates authorized programs and seminar discussions for all committees of the Chemical Coatings Division.



J. HALL

TECHNICAL DIVISION

ROYAL A. BROWN, Director

RICHARD W. MURRY, Assistant Director

The Technical Director is responsible for administration and supervision of all technical, scientific and information activities relative to technical aspects of the paint, varnish and lacquer industry. The Technical Division staff initiates and prepares bulletins, circulars and pamphlets to keep members informed of new technical developments and changes in the industry.

The Technical Division furnishes staff support and consultation to the Executive Vice President, all officers of the Association, the General Counsel, and other Division Directors. The Technical staff edits the work of the Public Relations Division for technical accuracy and develops technical presentations for other organizations whose members use coatings. When joint research and exploratory technical programs with other organizations are approved by the Scientific and Executive Committees, they are supervised and coordinated by the Director and Assistant Director of the Technical Division. Technical Division personnel cooperate with ASTM, SSPC, ANSI and other similar organizations in the development of new and improved test methods for products of the industry.

The Technical Division prepares and publishes Raw Material Indexes, The Guide to Government Paint Specifications and The Abstract Review and maintains liaison with other related scientific groups in connection therewith. The Division is responsible for the activities of nine NPCA committees, including Scientific, Manufacturing Management, Community Services Steering Committee, Fire Retardant, Loss Prevention, Industry Suppliers and Joint Coatings - Forest Products Committees.



R. A. BROWN



R. W. MURRY



J. L. COLNESS



B. A. MATHES



A. N. DARROW



B. R. PAUL

PUBLIC RELATIONS

JERRY L. COLNESS, Director

BETH A. MATHES, Assistant Director

ALAN N. DARROW, Assistant Director

BILLY R. PAUL, Art Director

The Public Relations Division is responsible for a comprehensive communications program for the Association and its members. The Division disseminates information on the industry's products, on the Association's position and action on matters of industry concern, and on NPCA services and activities. The Division uses a broad range of communication techniques to accomplish these tasks including: editorial material for newspapers, magazines and broadcasters; films; audio-visual presentations; press conferences; and communication tools such as the Annual Report, Member/Services Directory, and COATINGS.



P. B. DONITHAN

ADMINISTRATIVE SERVICES

PATRICK (JACKIE) DONITHAN, Supervisor

The Supervisor of the Administrative Services Division purchases all supplies and services connected with building maintenance and staff operations. He handles inventory control and storage; and issues all supplies and equipment. Receipt of incoming materials and shipment of all outgoing materials are functions of this Division. In addition, the Supervisor manages the Association mailroom.

ENVIRONMENTAL SPECIALISTS

FRANCIS SCOFIELD

DANIEL S. RING

Francis Scofield, former NPVLA Vice President-Technical Affairs; and Daniel S. Ring, former NPVLA General Counsel, were retained for the year 1972 as environmental specialists. The arrangement was worked out pursuant to a recommendation of the Community Services Steering Committee with respect to air pollution matters.

The resolution pointed out that the implementation of the Air Quality Act and its amendments will impact heavily upon the coatings industry during 1972 and 1973 when states will be establishing and implementing standards for oxidant levels. The basic purpose was to focus attention on both state and federal levels with respect to proposed standards, public hearings, and legislative proposals on air pollution. The responsibilities under the contract involve the following: (1) The collection of information on the subject, time and place of public hearings on the establishment of standards in various states. (2) The distribution of such information promptly to members that would be affected by such standards. (3) The marshaling of information on the nature of the bodies holding the hearings so as to determine what type of witness would be most effective. (4) Insofar as is possible, with respect to states having substantially similar problems, preparation of model legislation or regulations which will ultimately be offered by witnesses at the hearing on standards for air quality, with particular attention to states that will be the leaders in the promulgating and implementing of standards. (5) Compilation of a list of possible witnesses from among local associations for testimony concerning matters of direct import to the members of the association affected by the hearing. (6) Procurement and reservation of services of expert witnesses where needed. (7) Publication of a monthly digest of matters relating to hearings, proposals, and other air quality data for the benefit of all local associations. (8) Arranging with designated representatives of local associations to maintain close and direct liaison with the Community Services Steering Committee and its appropriate subcommittees.

The offices for Mr. Scofield and Mr. Ring are located in the headquarters building.



F. S. SCOFIELD



D. S. RING

PAINT INDUSTRY EDUCATION BUREAU

RICHARD W. JOHNSON, Director

Objectives and Goals

- A. To marshal the resources of the coatings industry in the interests of scientific, technical and management education for the benefit of the industry and its personnel, and for advancement of the public welfare.
- B. To maintain close liaison with educational institutions, whose students may be encouraged to recognize the coatings industry as a field in which rewarding careers are built on the industry's need for a broad range of interdisciplinary skills.
- C. To cooperate with government agencies and with other professional and industry organizations in programs relevant to the educational objectives of the Trustees.
- D. To stimulate the industry's exercise of responsibility for self-improvement by its extension of both tangible and moral support of programs for continuing education of present employees.
- E. To promote the advancement and adoption of new technology; the application of modern management practices; and the improvement of programs and techniques of education and training of personnel, for the ultimate benefit of the coatings industry, the users of its products, and the public at large.



R. W. JOHNSON

Under the direction of the Paint Industry Education Trustees, the Bureau is responsible to the entire industry for planning, supervising, and coordinating the industry's educational efforts. The Bureau, sponsored cooperatively by the National Paint and Coatings Association, the Federation of Societies for Paint Technology, and the Canadian Paint Manufacturers' Association, is organized to provide assistance and service to all local industry educational endeavors and to offer leadership in the promotion of educational programs of universal importance.

The efforts of the Bureau, its staff, and the Trustees will be aimed essentially at helping to solve industry problems in manpower recruitment and manpower development.

PAINT INDUSTRY EDUCATION TRUSTEES - 1972

John Oates, Chairman	(1974)	George Nichols	(1973)
Henry O. Farr, Vice Chrmn.	(1974)	Colin D. Penny	(1973)
Harold A. Chloupek	(1973)	Harry A. Scott	(1974)
George Gibson	(1973)	Elias Singer	(1972)
Joseph A. Hager	(1974)	Eric Barry	(ex officio)
Roy Hartman	(1974)	R. J. Baudhuin	(ex officio)
William J. Klapper	(1972)	R. Lamontagne	(ex officio)
Sidney Lauren	(1972)	Robert Matlack	(ex officio)
Paul E. Leary	(1973)	Robert A. Roland	(ex officio)
		Jean P. Teas	(ex officio)

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CERTIFICATION OF INCORPORATION
of
NATIONAL PAINT AND COATINGS ASSOCIATION, INC.

FIRST. The name of the Corporation is National Paint and Coatings Association, Inc.

SECOND. Its principal office in the State of Delaware is located at No. 901 Market Street, in the City of Wilmington, County of New Castle. The name and address of its resident agent is The Corporation Trust Company, No. 901 Market Street, Wilmington, Delaware.

THIRD. The nature of the business or objects or purposes to be transacted, promoted or carried on are: To promote the welfare of the Paint, Varnish, Lacquer, Water Paint and Kindred Products Industry, to engage in education and scientific research, to strengthen business and fraternal relations among its members, to remove evils and customs contrary to sound business principles and ethics, to safeguard the interests of the public, to administer and abide by the Code of Fair Competition of the Paint, Varnish and Lacquer Manufacturing Industry as approved by the President of the United States and any amendments thereof, and to possess and exercise all of the authorities, powers and duties, including powers of delegation, conferred by said Code or any approved supplement thereof.

To purchase or otherwise acquire, own, mortgage, pledge, sell, convey, assign and transfer, or otherwise dispose of real and personal property of every class and description and wheresoever situate; and to assume the whole or any part of the obligations or liabilities of any association.

To enter into, make and perform contracts; to borrow money and execute evidences of indebtedness; to acquire, hold, use, sell, assign, lease, grant licenses in respect of, or otherwise dispose of letters patent, patent rights, licenses or privileges, copyrights, trade-marks and trade names relating to or useful in connection with the business of this corporation.

To have one or more offices, and to carry on all or any of its operations, activities, and business in any of the States, Districts, and Territories of the United States and in foreign countries subject to the laws of such places; and, in general, to do everything necessary, suitable and proper for the accomplishment of the purposes or the attainment of any of the objects or the furtherance of any of the powers hereinbefore set forth, either alone or in association with other corporations, firms or individuals, and to do any or all of the things hereinbefore set forth and referred to, to the same extent as natural persons might do.

The powers, objects and purposes above specified shall be in no-wise limited or restricted by reference to, or inference from the terms of any other clause in this certificate, but they shall in each case be regarded as independent powers, objects, and purposes.

FOURTH. This corporation shall be a membership corporation and shall have no capital stock. The corporation shall not be conducted for profit and no part of its revenues or earnings shall inure to the benefit of any member as such.

FIFTH. The By-Laws may provide that the property and the business of the Corporation shall be governed or managed by the Executive Committee, and shall provide the number, qualifications, powers, terms of office, classifications and duties of the members of said Committee, and for the method of election of said members. The By-Laws shall also provide for conditions of membership in the Corporation and for classification of such membership, based on the nature, kind, or amount of business done by members, their group af-

filations, or geographical location, and other bases for classification; for dues based on classifications of membership or otherwise; for the election or appointment, terms of office, powers, and duties of officers of the Corporation; for the method of establishing committees, filling vacancies, appointing employees; for the methods of voting by members, including representation of certain groups or classes of members by delegates or alternates; for annual and other meetings of the Corporation or its officers or committees; for the admission and expulsion of members and the forfeiture of memberships; and for the amendment and method of amendment of such By-Laws. The By-Laws may also contain any other provision or provisions which may be desirable to insert from time to time for the regulation and/or conduct of the business of the Corporation.

SIXTH. The Corporation is to have perpetual existence.

SEVENTH. The private property of the members shall not be subject to the payment of corporate debts to any extent whatsoever.

EIGHTH. In furtherance and not in limitation of the powers conferred by statute, the Corporation is expressly authorized to carry on its business and to hold annual or special meetings in any of the States, Districts or Territories of the United States; and to have one or more offices or branches therein, subject to the laws of the State of Delaware, to keep the books of the Corporation at such places as may be from time to time designated by the Corporation; to receive contributions, and to assess and collect fees, dues and other payments, as may be provided for in rules and regulations adopted by the Corporation.

NINTH. The Corporation reserves the right to amend, alter, change, or repeal any provision contained in this Certificate of Incorporation in the manner now or hereafter prescribed by the laws of the State of Delaware for the amendment of Certificates of Incorporation; but only on the vote of at least two-thirds of the members entitled to vote.

TENTH. The names and places of residence of the Incorporators are as follows:

Names	Residences
M. Q. MACDONALD	Washington, D.C.
T. S. MOULTON	Washington, D.C.
C. S. PEABBLES	Wilmington, Delaware

WE, THE UNDERSIGNED, being each of the Incorporators hereinbefore named for the purpose of forming a corporation to do business both within and without the State of Delaware, and in pursuance of the General Corporation Law of the State of Delaware, being Chapter 65 of the Revised Code of Delaware, and the acts amendatory thereof and supplemental thereto, do make this certificate, hereby declaring and certifying that the facts herein stated are true, and accordingly have hereunto set our hands and seals this 1st day of December, A.D. 1933.

M. Q. MACDONALD	(Seal)
T. S. MOULTON	(Seal)
C. S. PEABBLES	(Seal)

In the presence of
HAROLD E. GRANTLAND.

STATE OF DELAWARE }
COUNTY OF NEW CASTLE } ss.

BE IT REMEMBERED, That on this 1st day of December, A.D. 1933, personally came before me, Harold E. Grantland, a Notary Public for the State of Delaware: M. Q. Macdonald,

T. S. Moulton, and C. S. Peabbles, all of the parties to the foregoing Certificate of Incorporation, known to me personally to be such, and severally acknowledged the said Certificate to be the act and deed of the signers respectively and that the facts therein stated are truly set forth.

GIVEN under my hand and seal of office the day and year aforesaid.

HAROLD E. GRANTLAND,
Notary Public

HAROLD E. GRANTLAND
Notary Public
Appointed Jan. 11, 1933
State of Delaware
Term of Two Years

BY-LAWS

of
NATIONAL PAINT AND COATINGS ASSOCIATION, INC.
Organized November 1, 1933
Incorporated December 1, 1933
(Superseding Prior Organizations Dating from 1888)

ARTICLE I

Title

The name of this organization shall be the National Paint and Coatings Association, Inc.

Object

The object of this Association shall be to promote the welfare of this industry, to strengthen business and fraternal relations among its members, to remove evils and customs contrary to sound business principles and ethics, and to safeguard the interests of the public. The Association shall not directly or indirectly restrict free and lawful competition.

ARTICLE II

Membership

SECTION 1. Membership in this Association shall consist of individuals, companies, firms or corporations who are manufacturers of paints, varnishes, lacquers, chemical coatings, water paints and kindred products, such as but not limited to shellac varnishes, removers, thinners, stains, fillers, artists' colors, roof coatings, caulking and glazing compounds and putty; and manufacturers, brokers or importers of materials and equipment used in connection with the manufacture, merchandising or application of paints, varnishes, lacquers, chemical coatings, water paints and related or kindred products.

Regional or City Associations

SECTION 2. Any Regional or City Paint, Varnish and Lacquer Association with five or more members eligible to join the National Paint and Coatings Association, Inc., after subscribing to its By-Laws and Code of Ethics and upon approval of the Board of Directors, may become a member.

Class A and Class B Membership

SECTION 3. Class A membership consists of individuals, companies, firms or corporations who are manufacturers of paints, varnishes, lacquers, chemical coatings, water paints and kindred products, such as but not limited to shellac varnishes, removers, thinners, stains, fillers, artists' colors, roof coatings, caulking and glazing compounds and putty.

Class B membership consists of manufacturers, brokers or importers of materials and equipment used in connection with the manufacture, merchandising or application of paints, varnishes, lacquers, chemical coatings, water paints and related or kindred products, who shall pay dues on their domestic sales of products manufactured or sold by them to this industry.

Those who qualify for both Class A and Class B membership shall determine and report their net domestic sales of paint industry products and their dues classification positions on both the A and B schedules, and shall report their dues obligations as the combined total of dues calculated under both schedules in accordance with definitions, instructions and related information approved by the Executive Committee.

In calculating net domestic sales of Class A and Class B products, members shall

follow the accounting procedures which determine the dollar net sales figure appearing in their profit and loss statements for the last fiscal year, excluding those items not applicable to the paint industry. Interbranch or interdepartment inventory transfers of such products or inventory transfers to wholly owned subsidiaries or affiliated companies are not to be regarded as sales for the purpose of this report. Sales made by such subsidiaries or affiliated companies to others who purchase for use or resale shall be included when reporting sales on the consolidated form or such sales may be reported on separate forms and submitted by said subsidiaries or affiliated companies.

The membership dues shall be determined by the Executive Committee and approved by vote of the membership at the Association's Annual Meeting. The schedule as so approved shall be placed in the Annual Member/Services Directory for the fiscal year(s) involved. In the event no change is made, the schedule of dues approved and printed for the preceding fiscal year shall be used.

Dues are payable quarterly in advance on the 1st of January, April, July and October, based on total annual sales reported by the member in accordance with Article II, Section 10, of the By-Laws, as provided for in the following schedules.

SCHEDULE OF "A" MEMBERSHIP DUES

SALES VOLUME CLASSIFICATION			DUES		
Class	Sales in Excess of	But Not Exceeding	Base Dues	Plus Rate Per \$1,000 of Sales Over Base	
1....	\$ 1	\$ 100,000	\$ 110	-0-	
2....	100,000	150,000	110 +	\$1.10 per	\$ 100,000
3....	150,000	250,000	185 +	1.05 per	150,000
4....	250,000	500,000	270 +	.99 per	250,000
5....	500,000	750,000	517 +	.94 per	500,000
6....	750,000	1,000,000	751 +	.88 per	750,000
7....	1,000,000	1,750,000	971 +	.83 per	1,000,000
8....	1,750,000	2,500,000	1,593 +	.72 per	1,750,000
9....	2,500,000	5,000,000	2,127 +	.66 per	2,500,000
10....	5,000,000	20,000,000	3,777 +	.605 per	5,000,000
11....	20,000,000	35,000,000	12,852 +	.55 per	20,000,000
12....	35,000,000	50,000,000	21,102 +	.495 per	35,000,000
13....	50,000,000	100,000,000	28,527 +	.132 per	50,000,000
14....	100,000,000	150,000,000	35,127 +	.10 per	100,000,000
15....	150,000,000	up	40,077 +	.086 per	150,000,000

SCHEDULE OF "B" MEMBERSHIP DUES

SALES VOLUME CLASSIFICATION			DUES		
Class	Sales in Excess of	But Not Exceeding	Base Dues	Plus Rate Per \$1,000 of Sales Over Base	
1....	\$ 1	\$ 100,000	\$ 100	-0-	
2....	100,000	150,000	100 +	\$.80 per	\$ 100,000
3....	150,000	250,000	140 +	.87 per	150,000
4....	250,000	500,000	207 +	.53 per	250,000
5....	500,000	750,000	340 +	.47 per	500,000
6....	750,000	1,000,000	457 +	.40 per	750,000
7....	1,000,000	5,000,000	557 +	.33 per	1,000,000
8....	5,000,000	10,000,000	1,892 +	.27 per	5,000,000
9....	10,000,000	20,000,000	3,225 +	.133 per	10,000,000
10....	20,000,000	50,000,000	4,559 +	.087 per	20,000,000
11....	50,000,000	up	6,559 +	.0333 per	50,000,000

SECTION 4. New members shall pay dues from the date nearest the date of their acceptance into the membership of this Association. Each Class A and Class B member is entitled to one vote at the Association meetings and to receive copies of all publications and circulars of the Association. They are eligible for membership in Regional or City Associations and when elected thereto shall pay the Regional or City Association's dues, but shall not pay any additional National dues.

Canadian Membership

SECTION 5. Canadian membership shall consist of individuals, companies, firms or corporations who are manufacturers of paints, varnishes, lacquers, chemical coatings, water paints and kindred or related products located in Canada. Such individuals, companies, firms, or corporations may become members of the National Paint and Coatings Association, Inc., upon approval of the Board of Directors. They are entitled to receive copies of all publications and circulars of the Association. They shall pay dues in United States funds, or its equivalent, in amounts paid by corresponding classes of Class A members, but not in excess of \$250.00. Canadian membership shall also be available to individuals, companies, firms or corporations who are manufacturers in Canada of materials used in the manufacture or application of paints, varnishes, lacquers, chemical coatings, water paints and kindred or related products. Such concerns shall pay dues in United States funds, or its equivalent, in amounts paid by corresponding classes of Class B members, but not in excess of \$200.00 per year, and shall be entitled to receive copies of all publications and circulars of the Association.

Application for Membership

SECTION 6. All applications for Class A, Class B and Canadian memberships, after approval by the Chairman of the Membership Committee, shall be referred to the Secretary, who shall submit them at once to the Board of Directors of the Association for action.

SECTION 7. No individual, company, firm or corporation shall be admitted to Class A membership until they have subscribed to the Association's Code of Ethics and signed its agreements relative to Non-Exchange of Products and Anti-Bribery.

Honorary Members

SECTION 8. Any individual who has rendered distinguished service to this industry or to this Association may be elected an Honorary Member by two-thirds vote at any regular meeting of the Board of Directors.

Honorary members shall be exempt from all payment of dues.

Expulsion and Resignations

SECTION 9. Expulsion and Resignations: The Board of Directors, at its discretion, may declare forfeited any membership for good and sufficient reasons, or for non-payment of dues that are in arrears six (6) months. Any member in good standing whose annual dues are fully paid, may resign upon written notice to the Secretary not less than thirty (30) days in advance of the end of the dues' year.

Annual Dues

SECTION 10. Annual Dues: The fiscal year of this Association shall commence January 1, and end December 31. Dues of Class A, Class B and Canadian members shall be based on such members' total sales for their last fiscal year, which shall be reported as soon as such figures are available after January 1.

Scientific Section Circulars

SECTION 11. Scientific Section Circulars: Scientific organizations at home and abroad, and foreign manufacturers of paints, varnishes, lacquers, chemical coatings, water paints and kindred or related products, may receive the Scientific Section Circulars on payment of \$150.00 per annum.

ARTICLE III

Officers

SECTION 1. The officers of the Association shall consist of a President, a Vice President, seven (7) Regional Vice Presidents, a Treasurer, a Secretary, and an Executive Vice President.

SECTION 2. The President shall be elected by the members of the Association from Class A members for one (1) year or until his successor is elected and shall qualify. He shall serve without compensation.

SECTION 3. The Vice President shall be elected by the members of the Association from Class A members for one (1) year or until his successor is elected and shall qualify.

SECTION 4. Seven (7) Regional Vice Presidents shall be elected by the members of the Association from Class A or Class B members, one from each of the seven (7) zones as designated in Article XVII. They shall be elected for one (1) year or until their successors shall be elected and shall qualify.

SECTION 5. Treasurer: The Treasurer shall be elected by the members of the Association from Class A members for one (1) year or until his successor is elected and shall qualify.

SECTION 6. Secretary: There shall be a Secretary of the Association, who shall be elected or appointed by the Board of Directors for one (1) year or until his successor is elected and shall qualify.

SECTION 7. Honorary Officers: Other offices of honorary character may be conferred upon any member by the unanimous vote of the Board of Directors.

SECTION 8. Executive Vice President: There shall be an Executive Vice President of the Association who shall be elected or appointed by the Executive Committee for three (3) years or until his successor shall be elected and shall qualify.

Board of Directors and Executive Committee

SECTION 9. The Board of Directors of the Association shall consist of the President, Vice President, Treasurer, Regional Vice Presidents and thirty-six (36) additional Directors, twenty-seven (27) of which shall be Class A members and nine (9) of which shall be Class B members.

SECTION 10. Directors other than the officers listed in Section 9 above shall be elected by members of the Association for a term of office of three (3) years. They shall be elected so that at the end of each year the terms of one-third (1/3) of such Directors so elected shall expire. At each annual meeting the successors to such Directors whose terms expire shall be elected to hold office for terms of three (3) years or until their respective successors have been elected, provided, however, that at the annual meeting in the year following the meeting approving any change increasing the number of Directors as provided for by the By-Laws, one-third (1/3) of the additional members added to the Board shall be elected for one (1) year; one-third (1/3) for two (2) years and one-third (1/3) for three (3) years, so that the terms of office of an equal number will expire at the end of each year.

Any vacancy among the members of the Board of Directors may be filled by a majority vote of the Board, and if not filled by the Board, by the members of the Association at its next annual meeting. The term "Vacancy" as used in this section shall include any directorship which is unfilled as the result of the death, resignation, removal or disqualification of a director, or of an increase in the number of Directors occurring by amendment of these By-Laws, or of any other cause, between annual meetings of the Association.

The officers of the Board of Directors shall consist of a Chairman and Vice-Chairman. At the Annual organization meeting, a Vice-Chairman shall be elected by the Board of Directors from its membership. He shall not serve more than three (3) consecutive one-year terms, but may be elected to office again after an interval of one (1) year.

SECTION 11. Executive Committee: The Board of Directors shall elect an Executive Committee of twelve (12) from its Class A members. They shall hold office for their term as members of the Board. In addition, the President, Vice President, and Treasurer shall be members of the Executive Committee.

SECTION 12. Notwithstanding the other provisions of this Article III, there shall be no limitation of time so long as they hold office with respect to the number of consecutive terms that the President, and Treasurer of the Association may serve, either as a member of the Board of Directors or the Executive Committee.

SECTION 13. The officers of the Executive Committee shall consist of a Chairman and a Vice-Chairman. At the annual organization meeting, the Executive Committee shall elect a Vice-Chairman from its membership. He shall not serve more than three (3) consecutive one-year terms, but may be elected to office again after an interval of one (1) year.

SECTION 14. Members of the Board of Directors and Executive Committee shall hold office for three (3) years. No one who has been elected as a Board member for a full three (3) year term shall be eligible for reelection until at least one (1) year shall have elapsed.

ARTICLE IV **Duties of Officers**

SECTION 1. Duties of the President: He shall be responsible for such duties as the Board of Directors or the Executive Committee may direct or delegate. He shall be an ex-officio member of all Association Committees. The President shall preside at all annual and special meetings of the membership of the Association; make such appointments as are provided for in the By-Laws and also those required by action of the membership of the Association, the Board of Directors and/or the Executive Committee. He shall present at the first session of the annual meeting of the membership of the Association a report upon the affairs of the Association, together with such matters and recommendations as may be of interest or pertinent to the industry. The President shall also be the Chairman of the Executive Committee and of the Board of Directors.

SECTION 2. Duties of the Vice President: He shall perform all of the duties of the President in his absence and such other duties as may be assigned to him by the Executive Committee.

SECTION 3. Duties of the Executive Vice President: The Executive Vice President shall be the chief executive officer for all administrative matters and such other duties as the Board of Directors, the Executive Committee or the President may direct or delegate.

SECTION 4. Duties of the Regional Vice Presidents: The Regional Vice Presidents shall perform such duties as may be delegated to them by the Board of Directors, or Executive Committee, or by the President in the administration of his duties. It shall be the duty of the Regional Vice President of each Zone to visit the Regional and City Associations in his Zone and report to them all matters of importance relating to the activities of the Association.

SECTION 5. Presiding Officer: In the case of inability or for any other reason, the President cannot preside at any meeting of the membership of the Association, the Vice President shall preside, and in the absence of both, the Vice Chairman of the Board of Directors shall be the presiding officer.

SECTION 6. Duties of the Treasurer: It shall be the duty of the Treasurer to open such bank accounts in such banks as may be approved by the Executive Committee; and to provide for the receipt of all moneys due the Association. Disbursement shall be made by voucher signed by the Secretary or, in his absence, by a representative, authorized by the Executive Committee, as coming within the budget, and countersigned by the Treasurer.

SECTION 7. Under the authorization of the Executive Committee, the Treasurer shall be empowered to invest the funds of the Association; to sell, convert or exchange securities or property owned by the Association, and to execute any and all necessary documents in connection therewith.

SECTION 8. In the case of the death, illness, disability or absence from his office of the Treasurer, any one of the following officers of the Association is hereby authorized to countersign checks, and otherwise to perform, ad interim, the necessary duties of the Treasurer: The President, Vice President or Executive Vice President.

SECTION 9. The Treasurer shall keep an accurate account of all receipts and disbursements and shall submit quarterly to the Executive Committee and the Board of Directors a financial statement and operating statement, including a list of all delinquents, covering the period from the last such quarterly financial statement. He shall submit an annual statement as of the last day of December, audited and certified by a Certified Public Accountant, to the Executive Committee and the Board of Directors and, upon approval by the Board of Directors, he shall present this report to the membership of the Association.

SECTION 10. Duties of the Secretary: The Secretary shall provide minutes of all meetings of the Association, the Board of Directors and the Executive Committee, preserve all records belonging to the Association, and perform such other duties incident to his office as may not otherwise be provided for.

SECTION 11. It shall be the duty of the Secretary to approve or provide for the approval for payment of all proper expenditures of the Association as provided for in the approved budget. He shall report to the Chairman of the Membership Committee all applications for membership, and shall notify the Treasurer and new members of their election to membership. He shall also submit to the President thirty (30) days before the annual meeting of the Association, a complete list of the Regional or City Associations holding membership in the National Association with the number of their members in good standing, which list shall be the basis of representation at the annual meeting of the Association.

SECTION 12. The Secretary of the Association shall be sworn to the faithful discharge of his duties. He shall be custodian of the seal of the Association and may affix the same to any instrument requiring it, and when so affixed it shall be attested to by his

signature or by the signature of the President or Treasurer.

Duties of Board of Directors and Executive Committee

SECTION 13. It shall be the duty of the Board of Directors to discuss and consider the affairs of the Association and of the industry and to recommend to the Executive Committee such matters which will further the object and purposes of the Association. The Board of Directors, in addition to the specified duties in these By-Laws, shall also consider programs to foster the trade, business and financial interest of Association members, to reform abuses relative thereto, to diffuse accurate and reliable information as to the interest of the paint, varnish and lacquer industry and other related matters, to promote a friendly intercourse among Association members, and to do all things necessary to carry out the aforesaid purposes for the mutual benefit and protection of its members under and subject to such conditions as may be prescribed by these By-Laws.

SECTION 14. The Board of Directors shall elect or appoint a Secretary of the Association as provided by these By-Laws, who shall perform such duties as may be delegated to him by the Board of Directors, the Executive Committee, or the President.

SECTION 15. Duties of the Executive Committee: The Executive Committee shall be the policy making and supervisory body of the Association. It shall establish and direct the policies governing property and operations of the Association, be responsible for the expenditure of its funds and exercise all the powers of the Association except as otherwise provided by law or by these By-Laws.

The Executive Committee shall receive for consideration and action at their meetings all reports, resolutions and communications presented by the Board of Directors, Officers of the Association, Chairmen of Committees, Regional or City Associations and members, including any matters which in the judgment of the Executive Committee, require immediate consideration because the benefits and effectiveness of prompt action, if held over for the action of the annual meeting of the Association, would be seriously impaired or entirely destroyed; except changes in the By-Laws as provided for in the By-Laws. The Executive Committee shall consider all reports, resolutions and communications received prior to a meeting of the Board of Directors, and shall, through the Secretary, submit them, with recommendations, to the Board of Directors' next meeting.

SECTION 16. The Executive Committee shall consider and take action upon the budget for, and the expenditure of any funds of, the Association.

SECTION 17. The Executive Committee shall have the power to authorize the Treasurer to open bank accounts; to buy, sell, convert or exchange securities and property of the Association as provided by these By-Laws.

SECTION 18. Bond: The Association shall provide indemnity bonds for the President, Vice President, Treasurer, Secretary, and such employees as directed by the Executive Committee. The Executive Committee shall designate the amount of the bonds. The bonding expense shall be paid by the Association.

ARTICLE V

Vacancies in Offices

SECTION 1. President: In the event the office of the President becomes vacant by resignation, death or by action of the members of the Board of Directors, the Vice President shall act as President until the next annual meeting of the Association when a successor shall be elected.

SECTION 2. Vice President and Regional Vice Presidents: In the event the offices of

SECTION 9. Representation at Meetings: All members, including Canadian members, shall have full privilege of the floor and one (1) vote at all meetings of the Association. Honorary members shall be entitled to the privilege of the floor without voting power. The privilege of the floor at any meeting may be extended to delegates or representatives from other organizations or to any other individuals by authority of the Board of Directors, or upon favorable vote by two-thirds of the voting members present.

SECTION 10. Delegates: Each Regional or City Association in good standing shall elect delegates to meetings of the Association from its Class A and B members, as follows:

One (1) delegate for each ten (10) members or less.

Two (2) delegates for more than ten (10) and less than twenty (20) members.

One (1) delegate for each additional ten (10) members over twenty (20) members.

SECTION 11. Alternates: Each Regional or City Association shall elect an alternate for each delegate, who shall act for such delegate during his absence, and whose vote shall be binding the same as if cast by such delegate.

SECTION 12. Voting Power: At all meetings of the Association, Class A, B, and Canadian members and Class A and B delegates of local associations present shall be entitled to one vote each. A Class A or B member may vote by proxy.

SECTION 13. A qualified member or delegate may demand a vote by roll call of Class A, B, and Canadian members and delegates. Said vote may be taken at once or during the next regular business session. Such roll call vote of those present or by proxy shall supersede the result of any previous vote on the same question by the membership at large.

ARTICLE VII

Voting by Mail

SECTION 1. The Board of Directors and Executive Committee: When necessary, the Board of Directors or the Executive Committee shall vote by mail on matters presented by the President, and the majority of the votes received within fifteen (15) days shall be decisive.

SECTION 2. Members: Question which, in the judgment of the Board of Directors or the Executive Committee, are of sufficient importance for the consideration of the Association, but are not important enough for a special meeting, may be voted upon by mail by the voting membership of the Association, and a majority of the votes received within thirty (30) days shall be decisive.

ARTICLE VIII

Committees

SECTION 1. Trade Sales: There shall be a National Trade Sales Committee, the Chairman of which shall be appointed annually by the President.

SECTION 2. The President of this Association, in collaboration with the President of each Regional or City Association, shall appoint to this Committee a Regional or City Association member having a thorough knowledge of trade sales in his district. It shall be the duty of the Chairman of each Regional or City Trade Sales Committee to organize thoroughly those interested in trade sales in his district, including those manufacturers who sell refinishes to auto accessory wholesalers, or dealers. The actions and recommendations of these Regional or City Association's Committees shall be presented by their Chairman to the Association's Trade Sales Steering Committee.

SECTION 3. Chemical Coatings: There shall be a National Chemical Coatings Committee, the Chairman of which shall be appointed annually by the President.

SECTION 4. The President of this Association, in collaboration with the President of each Regional or City Association, shall appoint to this Committee a Regional or City Association member having a thorough knowledge of Chemical Coatings in his district. It shall be the responsibility of this Committee member, as local Chairman, to organize thoroughly those members interested in sales of Chemical Coatings. The actions of these Regional or City Associations' Committees shall be presented by their Chairmen to the Association's Chemical Coatings Steering Committee.

SECTION 5. National Advisory Committee: This Committee shall consist of the officers of the National Association, the Regional Vice Presidents, the Presidents and Secretaries of the Regional or City Associations. This Committee shall meet annually prior to or during the annual meeting of the Association at the call of the President. The President of this Association shall preside at such meetings.

SECTION 6. Budget and Finance Committee: This Committee shall be appointed by the President, and shall consist of three (3) or more members from the membership of the Board of Directors who are not members of the Executive Committee and the Treasurer, who shall be the Chairman of the Budget and Finance Committee. They shall consider and recommend to the Executive Committee the allocation of income of the Association.

SECTION 7. Unfair Competition Committee: This Committee shall be appointed by the President, subject to approval by the Board of Directors.

SECTION 8. The following regular Committees shall consist of three (3) or more members each, to be appointed by the President:

Aerosol Coatings Manufacturers Committee	Marine Finishes Manufacturers' Committee
Arbitration Committee	Memorial Committee
Budget and Finance Committee	National Chemical Coatings Division Steering Committee
By-Laws Committee	National Membership Steering Committee
Chamber of Commerce, U.S.A. Committee	Packaging Committee
Chemical Coatings Industry Committee	Public Relations and Publicity Committee
Community Service Steering Committee	Roof Coatings Committee
Credits and Collections Committee	Roof Coatings Technical Subcommittee
Fire Retardant Paints Committee	Safety and Loss Prevention Committee
Furniture Finishes Group Steering Committee	Scientific Committee
Government Suppliers Committee	Sealants, Caulking and Glazing Steering Committee
High Performance Architectural Coatings Steering Committee	Sealants, Caulking and Glazing Steering Subcommittee
Industry Suppliers Committee	Seamless Systems Manufacturers Steering Committee
Inter-Society Color Council	Tariff Committee
Joint Coatings-Forest Products Industries Steering Committee	Trademark Committee
Joint Paint Industry Coordinating Committee	Trade Sales Marketing Committee
Labeling Committee	Traffic Committee
Legislative Committee	Unfair Competition Committee
Management Information Committee	
Manufacturing Management Committee	

SECTION 9. Entertainment Committee: The President shall appoint each year an Entertainment Committee of three (3) or more members who shall be responsible for the entertainment and social features at the annual meetings.

SECTION 10. Chamber of Commerce of the United States of America Committee: The President shall appoint annually a Chamber of Commerce of the United States of America Committee, composed of a Chairman, and the number of delegates to which this

Association may be entitled, as provided for in the By-Laws of the Chamber. The Chairman and the delegates are empowered to represent this Association in accordance with the By-Laws of the Chamber, and to cast their votes for this Association upon any subjects presented to them. The Committee shall present to the Chamber, upon approval of the Executive Committee, such subjects as the Association may submit, and no proposition, resolution or question shall be presented or approved by the Committee without the approval of the Executive Committee.

SECTION 11. Press Relations: The President may appoint annually a Press Relations Committee, consisting of five (5) members who, together with the Secretary, shall edit material for all media and shall edit all reports of the annual meeting or other meetings of the Association, when necessary. A stenographic report of the business proceedings of the annual meeting of the Association shall be made. Upon application, such report shall be furnished as edited and approved by the Press Relations Committee, to any or all of the trade papers, press, radio and television.

SECTION 12. Arbitration Committee: The Chairman of the Executive Committee shall appoint annually an Arbitration Committee consisting of six (6) members of the Association. All members are cordially invited in cases of dispute, to avail themselves of the services of this Committee and thus avoid the unnecessary expenses, delay and ill-feeling of litigation.

Rules and Procedure for Arbitration:

1. When requesting an arbitration, the parties shall forward immediately to the Chairman of the Arbitration Committee their written agreement to abide by the decision of the Arbitration Committee. They shall deposit with the Treasurer of the National Paint and Coatings Association, Inc., a sum of money designated to defray the expenses of the Committee on Arbitration, including traveling expenses to the place where hearing is to be held and all expenses incident to the hearing. The amount of this deposit in excess of such expenses will be returned pro-rata. If first deposit is insufficient, the parties to the controversy shall pay the additional amount, same to be divided equally between them.
2. When the parties to the controversy have complied with Rule 1, the Chairman of the Arbitration Committee shall confer with his associates and fix a time and place where the arbitration meeting is to be held and notify both parties.
3. Unless otherwise agreed between the parties of the controversy, each party shall submit to the Arbitration Committee his side of the case in form of a typewritten statement, which shall present his position and contain his arguments in support of same and cite any precedents bearing on the case. This shall be accompanied by original papers or exhibits referred to in the statement.
4. No person shall sit as a member of the Arbitration Committee at a hearing who is interested in any manner in the subject matter of the dispute or who has previously expressed an opinion on the merits of the particular controversy or who would be subject to any common law disqualification of a judge to hear and determine such controversy.
5. A majority of the members of the Arbitration Committee shall be present to constitute a quorum empowered to hear and determine the matter in dispute, and such majority may, if it desires, select substitutes for other members of the Committee who are unable to attend. Such substitutes shall be members of the

Association and qualify under Rule 4 and shall serve only in connection with the controversy for which they have been selected.

6. The record of the action of the Committee shall be made in triplicate, one copy of which shall be given to each of the contending parties, and one copy sent to the Secretary of the National Paint and Coatings Association, Inc., but no report of the same shall be published or made a matter of permanent record.

SECTION 13. Resolutions Committee: The President shall appoint a Resolutions Committee of three (3) members from the membership of the Executive Committee at the annual meeting of this Association. This Committee shall consider all reports, resolutions or recommendations which may be referred to them in sessions of the annual meeting pertaining to matters that have not been before the Board of Directors or the Executive Committee. They shall submit to the annual meeting such resolutions or reports with their recommendations. When necessary, they shall draft and submit to the annual meeting of the Association resolutions on subjects requiring action of the membership.

SECTION 14. Special Subcommittees: The Chairman of the Executive Committee or the President, upon specific directive of the Executive Committee and when the exigency may arise, or when in their judgment it may be required, shall appoint additional special or subcommittees, to whom the Chairman and/or the President shall refer or delegate to investigate, report or confer on subjects not within the scope of the duties assigned to other committees, as provided for in the By-Laws.

SECTION 15. Duties of Committees: It shall be the duty of all Committees, unless otherwise specified, to receive for consideration, all subjects involving the interests represented by said Committees; to formulate such recommendations as may seem to serve the best interests of the Association, for presentation to the Board of Directors or Executive Committee in the form and manner prescribed in these By-Laws.

SECTION 16. Communications: All communications relating to or affecting any interests covered by any Committees, shall be referred by the President, upon the approval of the Executive Committee, to the Chairman of such interested Committee, who shall make reply or return such recommendations as his Committee may indicate, to the President for presentation to the Executive Committee at their next scheduled meeting, or if required by an emergency, by mail.

ARTICLE IX

Reports, Resolutions and Communications

Each Committee shall submit, through its Chairman, to the President at least thirty (30) days before the annual meeting of the Association for presentation through the Board of Directors to that meeting of the Association, a written report accompanied by recommendations, if any, on the subjects assigned to said committees. All resolutions, special reports or communications received by the President in advance of the annual meeting of the Association, shall be referred by him to the Executive Committee for consideration and by them referred, with their recommendations, to the Board of Directors for presentation at the annual meeting of the Association for appropriate action.

All resolutions, reports or communications presented in annual meeting sessions pertaining to matters which have not been before the Executive Committee and the Board of Directors, may be referred to the Resolutions Committee for consideration and recommendations; reports of such considerations and recommendations shall be made prior to the adjournment of the annual meeting of the Association.

ARTICLE X

Trademark Bureau

SECTION 1. A Trademark Bureau shall be established and maintained by the Association for the purpose of recording and furnishing information as to the trademarks or brand names used by members of our industry. This Bureau will also furnish other data and information regarding trademark matters in general.

SECTION 2. The President will appoint a Trademark Committee which shall, subject to the approval of the Executive Committee, make and adopt such rules and regulations as may seem desirable, with regard to the registration of trademarks and the general operation of the Trademark Bureau, the furnishing of reports and publication to members and non-members relating to trademarks and the fees to be collected therefor.

ARTICLE XI

Expenses of Officers

As may be authorized by the Budget and Finance Committee and approved by the Executive Committee, the necessary expenses of the President, Secretary, duly accredited agents and representatives shall be included in the annual budget and paid from Association funds.

ARTICLE XII

Annual Meeting Registration

The registration fee for each person attending the annual meeting of the Association shall be determined by the Executive Committee at its July meeting.

ARTICLE XIII

Press and Non-Member Representation

At the annual meeting of the Association, representatives of the press and other news media and non-members of the Association may be admitted to preliminary opening sessions. All subsequent sessions shall be executive in their character and none but members shall be admitted except by approval of the Executive Committee or by a two-thirds vote of voting members present. The President may appoint a Sergeant-at-Arms whose duty it shall be to exclude all visitors except as herein provided for.

ARTICLE XIV

Nominating Committee and Nominations

SECTION 1. Nominating Committee: At least three (3) months preceding the annual meeting of the Association, the President shall appoint, subject to the approval of the Executive Committee, a Nominating Committee of seven (7) members as follows:

Four to be selected from Class A membership, two to be selected from Class B membership (none of whom shall be officers) and the President.

SECTION 2. The report of the Nominating Committee shall be presented at the end of the first business session of the annual meeting of the Association, and shall be voted upon at the last business session of the annual meeting of the Association.

SECTION 3. Six (6) weeks prior to the annual meeting of the Association, the Nominating Committee shall mail to all members, entitled to vote, the names of the candidates to be elected to the Board of Directors, as provided for in Sections 9 and 10 of Article III, to-

gether with the names and location of their companies. Twenty-five (25) members, entitled to vote, may place other candidates in nomination and will do so by filing the names of said candidates with the Nominating Committee three (3) weeks prior to the annual meeting of the Association, provided only one (1) name be filed from any Regional or City Association.

SECTION 4. Other Nominations: Other qualifying nominations may be made from the floor, by any one having voting privileges, at the first business session succeeding that at which the Nominating Committee makes its report, and shall be voted upon at the last session of the annual meeting of the Association.

ARTICLE XV

Rules

SECTION 1. Parliamentary: The proceedings of all meetings of this Association, its Board of Directors, its Executive Committee, and its other Committees where appropriate, shall be subject to parliamentary rules as indicated in Robert's Rules of Order.

SECTION 2. Order of Business: (1) Opening of annual meeting. (2) Roll Call. (3) President's address. (4) Treasurer's report, including auditor's report. (5) Committee reports. (6) Resolutions. (7) Unfinished Business. (8) New Business. (9) Election of officers and members of the Board of Directors. (10) Installation of officers and members of the Board of Directors.

ARTICLE XVI

Code of Ethics

We, members of the National Paint and Coatings Association, Inc., recognizing our responsibilities and obligations to promote the public welfare, and to maintain honorable, fair and friendly relations among men, do pledge ourselves:

1. To compete always with fairness and honesty, seeking patronage on merit and service; to refrain from false, derogatory reference, written, oral or printed, to competitors or their products; and from the circulation of harmful rumors regarding such competitors' products, or their personal or financial reputation; to strive, by sincere and intelligent cooperation with our competitors, in all lawful ways to increase the efficiency and service to the public of the Industry as a whole; to base our advertising exclusively on the merit of our own products and the value of our own service, without false, derogatory reference to the products of competitors or misleading comparisons therewith.
2. To be guided by a spirit of justice, honor and fairness, in all our relations with members of the allied trades, realizing that the standard of ethics maintained in our Industry must vitally affect the standard observed in associated industries; to encourage the adoption by the allied trades of similar codes as guides to govern their practices; and to discourage unfair trade practices in those trades, even though such practices might at times be to our own immediate advantage.
3. To represent our products truthfully in advertising, labeling and branding; avoiding therein all false or misleading statements or descriptions.
4. To avoid and actively strive to prevent all forms of commercial bribery or corruption by members of this Association and by the Industry in general; and to this end we pledge our support to the Federal Trade Commission and any other enforcement agency in locating and prosecuting individuals guilty of such practices.
5. To recognize the right of employees to use all honorable and reasonable efforts to better their conditions, but to refrain from directly or indirectly soliciting or bidding for the

(Adopted November 2, 1933; Amended November 2, 1934; November 1, 1935; November 20, 1936; October 29, 1937; November 1, 1940; October 31, 1941; October 20, 1943; October 26, 1944; November 1, 1945; November 8, 1946; November 14, 1947; November 10, 1948; November 2, 1949; November 17, 1950; October 31, 1951; November 19, 1952; October 28, 1953; November 5, 1957; October 29, 1958; October 21, 1959; October 29, 1960; November 1, 1961; November 7, 1962; October 30, 1963; November 11, 1964; October 27, 1965; October 31, 1967; October 22, 1968; November 9, 1971.)

NOTE: The Non-Exchange Agreement and the Anti-Bribery Agreement, the texts of which are reprinted in full below are referred to in Article II, Section 7 of the By-Laws (page 129 of the Member/Services Directory).

ANTI-BRIBERY AGREEMENT

WHEREAS, The Federal Trade Commission, at Washington, has decided that the practice in trade of manufacturers or dealers, secretly giving commissions, gratuities, or other things of value to employees of concerns to whom they sell is unfair competition; and

WHEREAS, the members of the National Paint and Coatings Association, Inc., are in full sympathy with the purpose and wish to cooperate with the Federal Trade Commission to eliminate the practice:

THEREFORE, we hereby agree for ourselves individually, our respective companies, salesmen and employees, not to permit the gift of any commission, gratuities, or other things of value to employees of concerns to whom we sell; and we further agree not to allow our salesmen expense money for any other purpose than for legitimate expenses, and not to permit any funds to be dispensed in any illegal way to influence business.

We are signing this agreement irrespective of our membership in the National Paint and Coatings Association, Inc., or contemplated membership or because signing it is compulsory in order to become members or to continue membership in said Association.

NON-EXCHANGE AGREEMENT

WHEREAS, the taking of the products of one manufacturer by another in exchange for his own products—commonly known as the "Exchange of Paints and Coatings"—is unethical and demoralizing:

1. We hereby agree for ourselves and for all individuals, firms or corporations employed by us or doing business under our direction and control that we will not take or allow to be taken in exchange for our own products any paints or other coatings of any other manufacturers; nor will we make or permit to be made any concessions, allowances or gifts of any kind to promote or facilitate such exchange.
2. We agree to report promptly to the National Paint and Coatings Association, Inc., any violation of this Agreement coming to our knowledge.
3. We agree to cooperate with the National Paint and Coatings Association, Inc. in the investigation of such report.

4. The General Counsel of the National Paint and Coatings Association, Inc. shall inform the member complained of and shall investigate such report. If the complaint is verified and further action warranted, it shall be referred to the Executive Committee, which shall notify the accused of the charges and provide due opportunity for hearing. The undersigned agrees that if the Executive Committee shall find that such charges are supported by fact and that the accused has acted without valid justification or excuse, the Committee will direct the General Counsel to report all pertinent data to the Federal Trade Commission for appropriate action. A finding against a member of a violation of the law by the Federal Trade Commission shall be deemed a violation by such member of Section 6 of the Code of Ethics of the National Paint and Coatings Association, Inc.

5. We agree to inform all individuals, firms or corporations employed by us or doing business under our direction and control of the purport of the scope of this Agreement.

6. We accept responsibility for any violation of this Agreement by any individual, firm or corporation in our employ or doing business under our direction and control.

LOCALS

LOCALS

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LOCALS

LOCAL ASSOCIATIONS

(Affiliated with the National Paint & Coatings Assn. Inc.)

"C" designation applied to those who are closely allied with the paint industry but who are not eligible for membership in the National Association.

ATLANTA PAINT AND COATINGS ASSOCIATION Atlanta, Georgia

President, **BOB SUTTON**
The Sherwin-Williams Co.

Vice President, **DON WAGEN**
PPG Industries

Secretary, **PAT HANSON**
Camco Paints, Inc.

Treasurer, **DON RILEY**
Glidden-Durkee, Div. SCM Corp.

FIRM	REPRESENTATIVE
American Mineral Spirits Company (B) 2275 Tucker Industrial Blvd., Tucker, Ga. 30084	FRANK ATKINSON
Atlanta Solvents & Chemical Company (B) 2323 Lansol Rd., Doraville, Ga. 30340	JERRY NIGH
Berry Paint Supply (B) 452 Sawtell Avenue, S.E. 30315	CHARLES BERRY
Binks Manufacturing Company (B) 3752 N.E. Expressway, N.E. 30329	C. E. FULLER
Camco Paints (A) 2862 Ponce de Leon Ave., Decatur, Ga. 30030	PATRICK HANSON
Cargill, Inc. (B) 2200 Parklake Drive, Suite 170, 30345	THOMAS TOLLE
Childs Paint & Floorcovering, Inc. (B) 964 DeKalb Ave., N.E., 30307	GEORGE WILLINGHAM
Continental Can Company, Inc. (B) 2 Executive Park, West, N.E., 30329	McKENDRED NANCE, JR.
Cook Paint & Varnish Company (A) 1710 Chattahoochee Ave., N.W., 30318	A. L. PENN
Devco Paints, Div. Celanese Coatings Co. (A) 229 Techwood Drive, N.W., 30313	P. LANGLEY
DuPont de Nemours Co., E. I. (B) 1571 N.E. Expressway, 30329	J. C. BETTY
Glidden-Durkee Div. SCM Corp. (A) 375 Lucke Street, N.W., 30313	J. E. LOWRY
Graco, Inc. (B) 460 Plasemour Drive, N.E., 30324	R. H. KLASS
Gray Seal Paint Company (B) 276 Vickers Drive, N.E., 30307	F. ALLEN SHEALY
Hopkins Company, R. T. (B) 544 Means Street, N.W., 30318	R. T. HOPKINS

J. B. International Marketing Corporation (B) JAMES T. WALSH
 1107 Glidden Street, N.W., 30318
 Mason & Associates, Val (B) VAL MASON
 P.O. Box 1815, 30301
 Minnesota Mining - 3-M Corporation (B) ROGER SEIFERT
 5929 Peachtree Industrial Blvd., Chamblee, Ga. 30341
 Norton Company (B) J. F. HELMS
 5200 Peachtree Road, Chamblee, Ga. 30083
 Permits Corporation, The (A) W. D. DICKINSON
 796 Old Scottdale Rd., Decatur, Ga. 30033
 Pittsburg Paints - PPG Industries, Inc. (A) M. R. EDWARDS
 188 - 14th St., N.W., 30305
 Prager Brush Company (B) EDWARD PRAGER
 730 Echo Street, N.W., 30318
 Pratt & Lambert Paint Company (A) M. H. BROOKS
 191 - 14th Street, N.W., 30318
 Precision Paint Company (A) T. T. BROOM
 5275 Peachtree Industrial Blvd., Chamblee, Ga. 30005
 Rohm & Haas Company (B) GEORGE ELLIOTT
 3400 Peachtree Road, N.E., 30305
 Sanders Paints, Inc. (A) ART SANDERS
 3658 Lawrenceville Highway, Tucker, Ga. 30084
 Sherwin-Williams Company, The (A) L. W. BEARD
 431 Marietta Street, N.W.
 Smith Can Company (B) ROBERT FRANKLIN
 P.O. Box 6687, 30315
 Smith Paint & Lacquer Company (A) GEORGE AMOS
 239 Alexander Street, N.W., 30313
 Smith Company, William Armstrong (A) MURPHY CLAXTON
 P.O. Box 430, East Point, Ga.
 Southern Paint Products Company (A) LARRY HECHT
 P.O. Box 10915, 30310
 Southland Paint Company, Inc. (A) THOMAS FERGUSON
 1625 Stone Ridge Drive, St. Mountain, Ga. 30083
 Standard Container Company (B) JOHN RHEA
 265 South Main St., Jonesboro, Ga. 30236
 Stewart-McElrath, Inc. (B) CHARLES MILLER
 350 North Clarendon Ave., Scottdale, Ga. 30079
 Titanium Pigments (B) JOHN A. GOLDHAMMER
 3272 Peachtree Rd., N.E. 30305
 Whitaker Oil Company (B) ALBERT ROSENBLATT
 P.O. Box 2364, Station D. 30325

BALTIMORE COATINGS ASSOCIATION

Baltimore, Maryland

President, IRVIN ESAUGH, JR.
Bruning Paint Co., Inc.

President-Elect, JOHN EMMERLING
Lenmar Lacquers, Inc.

Vice President, HARRY G. DAHL
The O'Brien Corp.

Secretary, WILLIAM TATE
Tate Chemical Sales Co.

Treasurer, G. B. VAETH
Contact Paint & Chemical Co.

FIRM	REPRESENTATIVE
Allied Chemical Corp., Plastics Division (B) 10 N. Presidential Blvd., Bala Cynwyd, Pa. 19004	PHIL ISE
American Cyanamid Co., Pigments Division (B) 185 Commerce Drive, Fort Washington, Pa.	R. BERGER
Ameco, A Div. of Union Oil Co. of Calif. (B) P.O. Box 3479, 21226	DAVID GAULER
Athey Paint Company, The C.M. (A) 1809 Bayard St., 21230	WILLIAM E. YOUNGER
Baltimore Copper Paint Company (A) 501 Key Highway, 21230	OLIVER H. REEDER
Baltimore Paint & Chemical Corporation (A) 2325 Hollins Ferry Road, 21230	L. W. SHUGER
Borden Chemical Company (B) 984 Ivycroft Rd., Wayne, Pa. 19807	WILLIAM M. YOUNG
Brown Company, Andrew (A) P.O. Box 229, Laurel, Md. 20810	E. W. BOWEN
Bruning Paint Company (A) Fleet & Haven Sts., 21224	HOWARD G. SHOLL
Budeke's Paints (E) 418 S. Broadway, 21231	R. N. GARDNER
Cabot Corporation, Titania Div., (B) 200 Raiton Center Parkway, Edison, N.J. 08817	SCOTT K. BOICE
Campbell Sons' Corporation, Harry T. (B) 100 W. Pennsylvania Ave., Towson, Md. 21204	P. J. FITZPATRICK
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O'Shea Co., G. R. (B)	G. R. O'SHEA
2630 Rossmoor Rd., Rm. 205, Rossmoor, Ill. 60422	
O'Toole, Westrick & Harrison (C)	EDWARD F. O'TOOLE
33 N. Dearborn St., Suite 1700 60602	
P.R.A. Laboratories, Inc. (C)	WILLIAM C. SPITZER
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Chemtack Corporation (B) Box 181024 38116	TED GRAYES
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DAP of Memphis, Inc. (A) 556 Suzette St. 38106	CECIL DUNEHEW
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Humble Oil & Refining Co. (B) 1211 Union Ave. 38104	JOSEPH O'REILLY
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Lilly Industrial Coatings, Inc. (A) 2832 Channel Ave. 38113	W. I. LONGSWORTH, JR.
PPG Industries, Inc. (A) 2630 Summer Ave. 38112	LEO LEATHERS
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Thompson-Hayward Chemical Co. (B) 1583 Channel Ave. 38113	FRANK BOULDIN

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 United Paint Company W. J. HUETTEL JR.
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Cabot, Inc., Samuel	SAMUEL CABOT
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156 Western Ave., Allston, Mass. 02134	
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888 Providence Hwy., Box 168, Dedham, Mass. 02026	
Celanese Resins (B)	HUGH W. HASELTINE
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Chemical Products Corporation (A)	THOMAS D. MCGUIRE
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Commercial Chemical Co., Inc., Div. A. W. Chesterton Co. (B)	PAUL J. BURNETT
300 Canal St., Lawrence, Mass. 01840	
Commercial Solvents Corp. (B)	JOHN J. HAGAN
50 Terminal St., Boston, Mass. 02129	
Compo Chemical Company, Inc. (B)	RICHARD J. CAREY
125 Roberts Rd., Waltham 54, Mass.	
Containers, Inc.	GERALD SILVERSTEIN
25 East St., Cambridge, Mass. 02141	
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55 William St., Woburn Hills, Mass. 02181	
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447 Main St., Gloucester, Mass.	
Dexter Brothers Co. (C)	CHARLES P. KALIL
137 Forsyth St., Boston, Mass. 02115	
Diemont-Levy Company, Inc. (C)	IRVING DIEMONT
365 Albany St., Boston 18, Mass.	
Doe & Ingalls, Inc.	HERBERT M. JOHNSON
56 Garden St., Everett, Mass. 02149	
duPont de Nemours & Co., Inc., E.I., Pigments Dept. (B)	HOWARD J. CLAUSSEN
301 North Ave., Wakefield, Mass. 01880	
Explosive Dept., Chemical Sales (B)	DONALD W. McLAUGHLIN
348 Congress St., Duxbury, Mass. 02332	
Durant Paints, Inc. (A)	ANTHONY G. YANNETTI
112 Railroad St., Revere, Mass. 02151	
Eagle Can Company (B)	JOHN D. SCARPA
Peabody Industrial Park, Peabody, Mass. 01960	
Eagle-Picher Industries, Inc. (B)	WILLIAM J. BALDRIDGE
7900 W. Chester Pike, Upper Darby, Pa. 19082	
Eastern Lacquer Corp. (A)	ALBERT LIEBMAN
1080 Eastern Ave., Malden, Mass. 02148	
Eastman Chemical Products, Inc. (B)	J. E. "JAN" EARLY
Subsidiary Eastman Kodak Co., 480 Cochituate Rd.	
Framingham, Mass. 01801	

Enjay Chemical Co. (B) HENRY G. JOHNSON
 80 W. 49th St., New York, N.Y. 10020
 Fish Chemical & Equipment, Inc. (B) G. FRANKLIN FISH
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 FMC Corporation (B) WILLIAM J. WHEELER
 Fountain St., Framingham, Mass. 01701
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 259 Cottage St., Franklin, Mass. 02038
 Freeman Co., R. T. (B) RICHARD T. FREEMAN
 Hingham Industrial Center, Hingham, Mass.
 Gagnon-Haskell, Inc. (A) W. L. HASKELL
 13 Hutchins St., Auburn, Maine
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 124 E. 40th St., New York, N.Y. 10018
 General Electric Company (A) BRUCE A. KRAUSE
 305 Eastern Ave., Chelsea, Mass. 02150
 General Mills, Inc., Chemical Div., (B) JOHN R. YURCHISIN
 425 Broad Hollow Rd., Melville, Long Island, N.Y.
 Gibbon-Homens Co., The (A) JAMES M. HEALY
 32 Main St., Matawan, N.J.
 Glidden-Durkee Div., SCM Corp. (B) KENNETH R. MEDLEY
 Pepperell Rd., West Groton, Mass. 01472
 Gloucester Paints, Inc. (A) JAMES N. ABBOTT, JR.
 Duncan & Rogers Sts., Gloucester, Mass. 01930
 Goodyear Tire & Rubber Co., Chemical Div. (B) PATRICK F. McCANN
 215 First Ave., Needham Heights, Mass. 02194
 Grace, W. R. & Co., Polymers & Chemicals Div. (B) H. THEODORE MILLER, JR.
 62 Whittemore Ave., Cambridge, Mass. 02140
 Guignon & Green Company (B) CLEMENT H. HORST
 99 W. Hawthorne Ave., Valley Stream, N.Y. 11580
 Hancock Paint & Varnish Co. (A) HARGREAVES HEAP III
 Box 114, Accord, Mass. 02018
 Harmon Colors, Specialty Chemicals Div.,
 Allied Chemical Corp. (B) RONALD L. SADLER
 P.O. Box 14, Hawthorne, N.J. 07567
 Harshaw Chemical Co. (B) JAMES F. CRAFTY, JR.
 P.O. Box 145, Barrington, R.I. 02806
 Hayden Mica Company, Div. of
 Franklin Mineral Products Co. (B) ROGER T. HAYDEN
 Main St., Wilmington, Mass.
 Hercules Incorporated, Coatings & Specialty Products Dept. (B) JOHN E. UPHAM
 1330 Boylston St., Chestnut Hill, Mass. 02167
 Hilton-Davis Chemical Company (B) EDWARD J. BRITTON
 Box 1206 Annex Station, Providence, R.I. 02904
 Houghton Chemical Corp. (B) WILLIAM H. O'CONNELL
 52 Cambridge St., Allston, Mass. 02134
 Howe & French, Inc. (B) DAVID J. O'CONNELL
 Colonial Rd., Salem, Mass. 01970
 Huber Associates, R. B. (B) JAMES H. CHRISTOPHER, JR.
 203 Arlington St., Weterown, Mass. 02172
 Hugheon Chemical Co. (A) ANTHONY J. CIAMPA, JR.
 Lakeside Office Park, Wakefield, Mass. 01880

Humble Oil & Refining Company (B)	REGINALD L. MAYNARD
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New York Office	WILLIAM H. STABLEIN
Hutchinson River Pkwy., Pelham, N.Y. 10803	
Hyde Manufacturing Co. (B)	H. G. BARTH
54 Eastford Rd., Southbridge, Mass.	
Imperial Color Dept., Hercules, Inc. (B)	FRANK W. HALLETT
1330 Boylston St., Chestnut Hill, Mass. 02187	
Karr-McGee Chemical Corp. (B)	JOHN R. DAWSON
99 Park Ave., New York, N.Y. 10018	
Kohnstamm & Co. Inc., H. (B)	JOHN H. HOBBS
11 Elkins St., So. Boston, Mass. 02127	
Kollmorgen Corp., Color Systems Div. (B)	K. DEAN GRADE
67 Mechanic St., Attleboro, Mass. 02703	
Koppers Company, Inc. (B)	JAY W. BESTMANN
430 Park Ave., New York, N.Y. 10022	
Kyanize Paints, Inc. (A)	HARRY A. HALL III
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Lewis & Company (B)	BEN F. SANDS
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Litter Co. Inc., D. H. (B)	WILLIAM R. HOLMES
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Lovazzola-Ward Co. Inc. (B)	DONALD E. WARD
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110 King Philip Rd., Rumford, R.I. 02916	
M&M Chemical Sales Corp. (B)	A. LEO MANUEL
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105 Central St., Stoneham, Mass. 02180	
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Long Meadow Rd., Bedford, N.Y. 10506	
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241 Corporation Way, Medford, Mass. 02155	
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Everett Station, Boston, Mass. 02149	
Moore & Co., Benjamin (A)	HAROLD E. NOFTLE
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222 Forbes Rd., Braintree, Mass. 02184	
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N.E. Sales Office: 235 Bear Hill Rd., Waltham, Mass. 02154	
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Neville Chemical Co. (B)	DONALD L. MARSH
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 2 Snug Harbor Dr., So. Yarmouth, Mass. 02864
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 21 Newport Ave., North Quincy, Mass. 02171
 Northeast Chemical Co. (B) E. E. ROSS
 P.O. Box 685, Newton Lower Falls, Mass. 02162
 Nu-Brite Chemical Co., Inc. (A) CAESAR A. VENTURA
 10 First St., Taunton, Mass.
 Nuodex Division, Tenneco Chemicals, Inc. (B) LAWRENCE OKUN
 1498 Morris Ave., Union, N.J. 07083
 Parks Corporation (A) FRANK W. DAVIDSON
 P.O. Box 5, Somerset, Mass. 02725
 Pennsylvania Industrial Chemical Corp. (B) DENNIS W. PEARSALL
 209 W. Central St., Natick, Mass. 01760
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 Lakeside Office Park, Wakefield, Mass. 01880
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 Philipp Rd., Holbrook, Mass. 02343
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 11 Bradston St., Boston, Mass. 02118
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 40 Washington St., Wellesley Hills, Mass. 02181
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 Sherwin-Williams Chemicals, Div. Sherwin-Williams Co. (B) ALEC P. ALEXANDER
 19 Central St., Stoneham, Mass. 02180
 260 Madison Ave., New York, N.Y. 10016 O. HOYD CLARK, JR.

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250 Madison Ave., Morristown, N.J. 07960	
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P.O. Box 2042, 27 Haynes Ave., Newark, N.J. 07114	
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245 Park Avenue, 10017	
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185 Moonachie Road, Moonachie, N.J. 07074	
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522 Fifth Avenue, 10036	
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P.O. Box 25, Wood-Ridge, N.J. 07075	
Cemco, Inc. (B)	HOWARD T. VON OESEN
1200 High Ridge Road, Stamford, Conn. 06905	
Chemtron Corporation, Pigments Division (B)	ROBERT E. VAN VRANKEN
393 Seventh Avenue, 10001	
Chemray Coatings Corp. (A)	H. PETER TEPPERMAN
150 Lincoln Blvd., Middlesex, N.J. 08846	
CIBA-Geigy Corporation, Resins Dept. (B)	MORTON M. GRUBER
444 Saw Mill River Rd., Ardsley, N.Y. 10502	
Cincinnati Milacron Chemicals, Inc. (B)	DONALD M. MATTHEWS
500 Jersey Avenue, New Brunswick, N.J. 08903	
Cities Service Company, Pigments & Specialties Division (B)	WILLIAM IBSEN
80 Wall Street, 10005	

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 43-43 Vernon Boulevard, Long Island City, N.Y. 11101
 Conray Products Company (B) M. A. MIDDLEMAN
 97 Ongley Street, Rockville Centre, N.Y. 11571
 Continental Can Company, Inc. (B) HENRY L. MURRAY
 633 Third Avenue, 10017
 106-18 Queens Blvd., Forest Hills, N.Y. 11375 RAY G. SOLCUM
 620 Route 3, Clifton, N.J. 07014 GENE A. PAPES
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 167 Kosarth Street, Newark, N.J. 07101
 Cosen Chemical Corporation (B) MILTON GOLL
 481 River Road, Clifton, N.J. 07014
 Crocker Company, Inc., H. S. (B) DONALD LINDEN
 140 Sylvan Avenue, Englewood Cliffs, N.J. 07632
 Diamond Shamrock Chemical Co. (B) GIRARD E. PFEIL
 99 Park Avenue, 10016
 Dow Chemical Company, The (B) F. NORMAN CHRISTOPHER, JR.
 Park 80 Plaza East, Saddle Brook, N.J. 07662
 dePont de Nemours & Co., E.I., Pigments Department (B) JOSEPH McQUILKEN, JR.
 1170 Clifton Avenue, Clifton, N.J. 07013
 Electrochemicals Department (B) ROBERT A. BLANCHFIELD
 Explosives Departments (B) V. R. WILSON
 350 Fifth Avenue 10001
 Durelac Chemical Corporation (A) EDWIN S. LEISTER
 84 Lister Avenue, Newark, N.J. 07105
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 7900 W. Chester Pike, Upper Merion, Pa. 19082
 Eastman Chemical Products, Inc. (B) MELVIN B. SCOTT, JR.
 27 Bleeker Street, Milburn, N.J. 07041
 1133 Avenue of the Americas 10036 ANTHONY ERRICO
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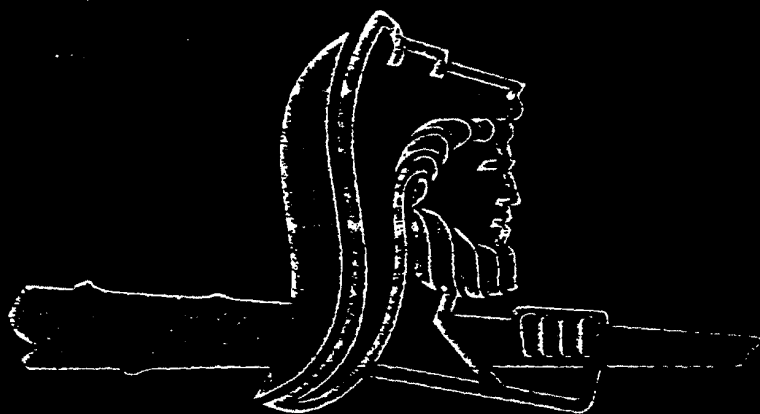
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