

PLAINTIFF'S
EXHIBIT

ETCO-164

THE ECHO

VOLUME 9

1961

ICFME CORPORATION

ETC 20730

THE ECHO

Gun Club Committee Gives 1961 Schedules for Sportsmen

The ERAH Gun Club has posted their 1961 shooting schedules for Trapshooting, Rifle & Pistols and the Junior Rifle Club. The Club is headed up by an active Committee. They are Roy Vashola, Bill Price, C. E. Curtis, Fred Box and C. D. Berry.

The Junior Rifle Club is open to all members' children from 12 to 18. These young people learn the safe and proper use of firearms from a National Rifle Association-qualified instructor. Their competition is supervised by qualified adults.

A reminder to all members that use the Park: fire arms should be kept away from RAE Acres except for use at the supervised scheduled shoots.

The following shooting schedules are being printed for the information of members.

Trapshoot Dates

January 11	July 4 & 15
February 25	August 5 & 26
March 18	September 23
April 22	October 7
May 6 & 20	November
June 10	TURKEY SHOOT

TIME 9:00 a.m.

Rifle & Pistol Shoot Dates

February 25	July 1
March 25	August 12

April 3	September 9
May 13	October
June 21	TURKEY SHOOT

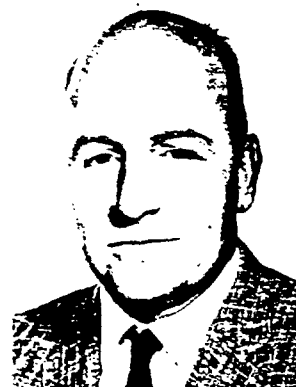
TIME 9:00 a.m.

JUNIOR RIFLE CLUB meets 2nd & 4th Sundays, 2:30 p.m.

Two New Foremen Are Selected



Daren D. Carter



Harvey B. Williams, Jr.

Resident Manager M. C. Hudgins announced the promotions of two men to the position of salaried production foreman.

They are Daren D. Carter and Harvey B. Williams, Jr., both of Operations.

The effective date of their promotion is February 1.

D. D. Carter

Carter was employed here May 27, 1952, as an operator trainee, spending his entire time in Operations Section. Last September 1, he was moved up to wage-roll foreman.

A long-time resident of Houston, Carter served in the Army during World War II, and completed high school in Houston schools. He is active in Scouting, serving as Advisor, Explorer Post 332.

He is married to the former Celeste King of Waco, and they are parents of one son, Daren, Jr., 16.

H. B. Williams

A life-long resident of Houston, Williams finished high school at Midby High. He served in the Navy 1912-15, followed by employment at Shell Oil and Petro-Tex.

He was employed here April 16, 1952, and like Carter, was moved up to wage-roll foreman, last September 1.

Williams is married to the former Bobbie Kennedy of Houston, and they have two sons, Gregory, 11; Michael, 9, and a daughter, Sharon, age 16.

repair.

Concluding, Ethyl's survey says the findings "tend to bear out the belief that women are an important factor in the gasoline market today and that they will become even more important in the future. Not only do better than half of the U. S. female heads of households drive, but also they are generally younger than the non-drivers. Thus, we can expect to see an increasing percentage of women driving in the future. Further, their higher socio-economic position enhances their value as oil company customers."

Survey Shows Added Influence Of Women In Gasoline Market

New York, January 16—Women are an important and growing factor in the gasoline market—but the majority of them still defer to their husbands in selecting the service station they patronize and the brand and grade of gasoline they use.

This is one of the conclusions drawn from a survey of women's purchasing and driving habits, currently published by Ethyl Corporation. Entitled "Women on Wheels," the survey was conducted for Ethyl by Young & Rubicam, Inc.

Ethyl's survey is a comprehensive study of the influence of women on purchases of service station products and services. Encompassing a statistical sample of 1,900 women, the survey was directed to female heads of households. Eighty-three percent of the women interviewed were married and the wife of the

head of the family; the remaining 17% were unmarried, widowed or divorced.

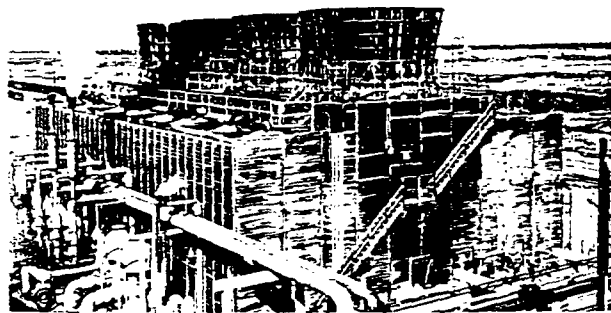
The Ethyl survey found that fully half (51%) of the women interviewed have a car in the family and drive it. To measure their relative influence on the purchases of service station products and services, each of the women was asked who in her family was responsible for making specific decisions involving the car she drives most often. Included among these decisions were such questions as: who decides on the service station to be used, the brand of gasoline to be purchased, the grade of gasoline to be purchased, and when the car needs general maintenance or replacement of items.

Depending upon their answers to the foregoing questions, the women were then classified as "primary decision makers," "secondary decision makers," and "non-decision makers."

Fifty-six percent of the women who drive their family car were found to be "non-decision makers." This means that these women left it up to others, usually their husbands, to decide what service station they would patronize, what brand and grade of gasoline they would use, and other pertinent factors.

Thirty percent of the women who drive were found to be "secondary decision makers." These women make at least one and perhaps as many as three decisions regarding the servicing of the car, but they do not decide on both the service station to be used and the brand of gasoline to be bought.

The final 14% of the women drivers were found to be "primary decision makers." These women decide on the service station and the brand of gasoline to be bought. They may also decide on the grade of gasoline to be used and other factors regarding the car's servicing and



COOLING TOWER "GROWS"—Work was completed recently on the Houston plant water cooling tower. The four fan stacks were extended to a new height of 14 feet to assure greater cooling efficiency. The stacks were previously less than six feet high.

As Reported In—



The BULLETIN

HOUSTON PLANT

(December 8) At a meeting of the Suggestion System committee this week adoption was recommended on 14 suggestions aggregating \$185 . . . (December 9) Another first for the Houston Plant was the processing of the first tank trailer of Vinyl Chloride. Prior shipments to customers were made by railway tank car . . .

(December 12) Establishment of a Gulf Coast regional office by Ethyl Corporation is announced by Malcolm P. Murdock, vice president in charge of Sales. The new regional office, with headquarters in Houston, increases from four to five the number of Ethyl regional offices throughout the country . . . (December 12) Cecil R. Bearden, operator 2/c, observed his fifth anniversary of service with the Company . . .

(December 14) Winners of the annual Christmas Turkey Roll were: Yvonne Laird, Jake Sharpe, Bobby Mixon, Neal Chevalier, L. O. Cope, Curley Palmer, E. M. Ratcliff, Logan Wood, D. W. Benthall, Hazel Sloan, C. D. Berry, Dorothy Evans, Helen Sharpe, and Johnnie Dooley . . .

(December 19) More than 400 eager children turned out for the Annual ERAH-sponsored children's party held at Peppermint Park . . . The children of ERAH members were also entertained at a Christmas party held for them at the Charles Drew High School Auditorium in Crosby . . .

(December 20) C. J. Lowe, general superintendent of Maintenance, observed his 15th anniversary of service with the Company today. J. L. Wiseman, Stores clerk, ob-

served his fifth anniversary with the Company today . . . (January 3) A quick review of the records revealed an unofficial total of 162 "Big T" days last year. This compares to only 111 during 1959 . . .

(January 4) Another good New Year's resolution would be for each employee to take advantage of the Suggestion System for earning extra cash. The system has much to offer in return for a small amount of your time spent in submitting a good idea . . . (January 5) In a meeting this week, C. L. Gremillion, R & D supervisor, was named chairman of the publicity committee of the Central Safety Committee, for 1961 . . .



SERVICE AWARDS—D. J. Kennedy, manager of Employee and Community Relations, observed his 15th service anniversary with Ethyl, December 31. C. J. Lowe, general superintendent, Maintenance and on-Plant Construction, reached his 15th anniversary on December 20.

Operations Employee Passes Away



Floyd H. Kingdon
1920-1961

Floyd H. Kingdon, Operations, passed away Sunday, January 22, in the Veterans Hospital. Burial services were held Tuesday, January 24, and he was interred in Forest Park Cemetery, Houston.

One of the first employees to be employed at the Houston plant, Kingdon was employed here March 3, 1952, and he spent his entire work career in the Operations Section.

He is survived by his wife, Lillian, and one son, Ronald, age seven. Floyd was a veteran of World War II, having served in the Air Force 1941-45. He was 40 years old.

We join his many friends in expressing sorrow at his untimely death.

Suggestion Awards

A number of Suggestion System ideas have been parlayed into cash

awards during the past several weeks. Successful suggestors are as follows:

Operations

Jim Fink \$25
A. C. Reinhardt 10
C. H. Eckardt 10
R. E. Collins 10
W. E. Brownfield 10
C. R. Moore Certificate

Maintenance

B. E. Kimball and J. L. Zumwalt
(Share three awards) \$35
Z. J. Dickert and J. E. Kent
(Share two awards) 25
R. Q. Wright 25
C. C. Hahn and R. Bernard
(Share) 20
N. T. Mahaffey (two awards) . . . 20
B. J. Ellison 15
Howard Kelley 10
S. J. Walters 10

Safety Office

Virginia Berry \$25

E & CR

Barbara Liles (Three awards) . . . \$30
B. W. McCay (Two awards) . . . 20
Maxine Latham and Barbara Liles
(Share) 10

Finance

Jeanette Austin \$10

New President Takes Over



NEW CLUB PRESIDENT—R. P. Love, left, was installed as president of the Ethyl Management Club on January 18. He is accepting congratulations from outgoing President Jess Tovey. Seated at right is Edward Dowd, principal speaker at the meeting.

Safety Review

A review of last year's safety records revealed continued improvement in many respects. One example is the new high reached by plant employees in the number of perfect days of safety.

"Big T" Days	1960	1959
January	14	8
February	10	6
March	19	10
April	19	8
May	13	8
June	11	7
July	12	6
August	10	5
September	12	10
October	15	16
November	12	15
December	15	15
Totals	162	114



Published monthly for the employees of the Houston Plant of Eth Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors at the International Council of Industrial Editors.

J. B. LeRay Supers

Vol. 8 No. 11 January, 1961

On New Jobs

E & CR

R. G. Copes from acting special assistant to manager of E & CR to special assistant to manager of E & CR.

Finance

Elsie Griffin from general accounting clerk to payroll clerk.

C. G. Doyal from Maintenance-Operations clerk, Maintenance, to general accounting clerk.

Maintenance

W. F. Aller from operator helper 1/c to shift machinist 1/c.

G. Bennett from hiring to painter trainee.

From hiring Operations vacation relief pool to painter trainee, Operations vacation relief pool: T. Croom, M. Green and J. Parker.

From painter 2/c to painter 1/c: W. R. Howard and H. M. Johnson.

Operations

B. Manuel from operator 2/c to cell changer 1/c.

B. Blakely from laboratory hiring to laboratory helper 2/c.

R. V. Hutchens from 3rd floor 2 c. to 4th floor 1 c.

From 1st Floor & H.B. 2 c. to utility 1 c: M. L. Cole.

J. A. Kirkwood from 1st floor & H.B. 2 c to blender 1 c.

C. L. Swindle from unassigned 2/c to blender 1 c.

L. D. Limmer from pool 2 c to 2nd floor 1/c.

P. L. Wood from pool 2 c to blender 1 c.

W. T. Price from operator 2 c to analyst.

From operator 1 c to analyst: M. L. Bear, J. G. Dominey, B. F. Miller and H. A. Wayman.

From operator hiring to operator helper 2/c: J. Gilbert, R. Gregory, A. Morgan, D. Osley and T. Suttle.

From operator 2/c to 2nd floor 1/c: J. J. Auzenne, W. Geary and R. James.

F. Cooper from operator 2/c to utility 1/c.

E. Patterson from operator 2/c to 4th floor 1/c.

J. W. Bell from operator 2/c to operator 1/c.

From operator helper 1/c to operator 2/c: C. Bearden and J. Holcomb.

Big Day For Small Fry



LUCKY WINNERS—These young men posed for the camera after winning three of the six door prizes given away at the ELRAH Christmas party December 17. They are from left JIMMY LEE, with the Table Tennis Set; GARY LUX, Croquet Set; BRUCE NEWSOME, Badminton Set. Other winners were RUSTY HOOPER, Table Tennis Set; DOUGLAS SPALDING, Croquet Set; TONY NICOLosi, Badminton Set.



TOYS APLENTY—This attentive group of little folks have just received their ELRAH Christmas toys from Santa Claus (Lee Sandel). The children received a present from Santa Claus as they left Peppermint Park, after a full morning of the rides.

ELRAH Children Present Christmas Program



NEW EXPERIENCE—Mistress of Ceremony, Helen Wilson, daughter of Sam Wilson is introducing the next participant of the ELRAH Christmas Program. Santa Claus (Steve Arrenaux) seems to have it made as the silent overseer.

Citizenship Series—Number Five

Lesson in American Citizenship*

[From "The Road Ahead" by John T. Flynn, reprinted by permission of publisher, The Devin-Adair Co., New York]

"If we consider the Communist both inside and outside the party, it is not a simple matter to distinguish him from the Socialist. He is in fact a Socialist. * * * They will differ as to the time table, as to which sectors will be attacked first, and as to the extent as to which outright nationalization must go, but they are agreed that socialism in one form or another we must have, and on this plane all of them—Planners and Socialists and Communists—are the same. They are Socialists in fact, and must be grouped together as enemies of our traditional American system. * * * They support any legal or extralegal action that will tend to wreck the private enterprise system.

"For instance, the Communists who are much more realistic than their softer Socialist comrades, know that nothing will wreck the Capitalist system more quickly and more surely than extravagant spending and the accumulation of public debt. They are therefore for any plan or program that will tend to pile on top of our creaking Capitalist vehicle new tons of debt. Our less intelligent, and often stupid and mushy Socialist reformers who frequently know little economics and despite its dull and dreary lessons, support public spending because its effects are immediately pleasant and they have been persuaded by a new school of economists that it is a perfectly sound policy for a private enterprise system."

[From "The Mainspring of Human Progress" by Henry Grady Weaver, reprinted by permission of publisher]

"Human energy cannot operate effectively except when men are free to act and to be responsible for their actions. But liberty does not mean license; for no one has a right to infringe upon the rights of others. * * *

"It's easy to say 'Let's settle this or that by passing a law.' But laws on the statute books can never be an adequate substitute for moral restraint based on enlightened self-interest—which means a recognition of one's duties as well as of one's rights.

"The extension of laws into areas where they cannot be enforced does more harm than good: 1. It takes emphasis away from personal responsibility and promotes the dangerous notion that legalized force can be used as a substitute for self-control and individual morality. 2. It increases red tape and government overhead, without accomplishing the intended result. 3. It weakens respect for the really necessary laws. 4. Law observance breaks down, and remedy is sought in hoisting the penalties and in passing additional laws. 5. Along with it all, the administrative and enforcement facilities are further increased, which means taking more and more people away from productive work.

"Any attempt to give to government the responsibilities which properly belong to the individual citizen works at cross-purposes to the advancement of personal freedom. It retards progress—morally as well as along the lines of greater productivity. Look at it from any angle you please, there's no escaping the conclusion that moral restraints are more efficient than legal restraint—which, incidentally, is just another way of saying that honesty and decency are profitable."

* Courtesy of American Citizenship Committee, State Bar of Texas

1960 in Review—An Exciting, Progressive Period



JANUARY—Plant communications with other Company locations were vastly improved with the installation of a new 100 words-per-minute Teletype machine, as announced a year ago. Subsequent improvements during 1960 further increased the efficiency and scope of Ethyl communications. Shown operating the new machine is Drucilla Nixon.

On Communications

Work was recently completed on the installation of a new, 100-words per minute fully automatic multi-station teletype system for better and faster Company communications.

With the newly-installed equipment, the Houston plant may now communicate directly via teletype with Detroit, New York and Baton Rouge offices, and these same offices can also teletype directly to the Houston plant.

Prior to the new installation, all communications went through the Baton Rouge plant and were relayed from that point.

This improvement in the Company's communications system is long-range planning, to meet present and future needs for fast, economical communications...

For Greater Safety

Phase seven of the Houston plant's emergency planning and control procedure concerns Communications, Alarms and Radios. Installation of this emergency equipment has just recently been completed.

The on-plant emergency communications system consists of the following:

1. A general alarm consisting of 18 horns placed throughout the plant for notification to all plant personnel of emergency situations.
2. A "crash" alarm telephone system, tying together selected telephone throughout the plant for simultaneous intra-plant communications.
3. On-plant radio communications consisting of two portable radio receivers and transmitters to be used between the scene of an emergency and the control center or Main Gate...

Do you remember?

There are so many things happening every day that it becomes difficult to recall events of significance to us at the Houston plant.

What happened, of significance, to us during January, February and March of last year that we can recall right offhand?

Perhaps the excerpts of ECHO copy and pictures from those three issues will remind us that 1960 was a big year, filled with events denoting progress for the Houston plant and the Company.

A like summary is also given on Page five for events of April, May and June, and the last six months of 1960 are featured on Pages six and seven.

—the editor

Faster Unloading

A vacuum pump system for unloading shipments of antiknock compounds at refineries—which will make possible faster unloading for many refiners—is announced by Ethyl Corporation.

The new system, Ethyl points out, will be particularly valuable to refiners who desire faster unloading of

antiknock compounds or whose unloading operations may be difficult due to their high altitude locations or use of high vapor pressure gasoline stocks.

The vacuum pump system was developed by Ethyl's Product Service and Safety Department and perfected by the Company's experimental mixing plant in Houston. A patent has been applied for on the system.

Clarence J. Lowe, general superintendent of Maintenance and on-Plant Construction has been selected to attend the University of Texas' Executive Development Program, it was announced here March 9... For the fourth consecutive year Ethyl will be sponsoring a Little League baseball team in Pasadena...

Service Honors

Service Awards during January, February and March of last year were as follows:

January: Ross Tedler (5), Carl Walker (20), Anita Farris (5), Dean Goates (5), Wanda Gentry (5), L. L. Harris (5).

February: Tom Wofford (5), Cam Carrier (2), Dan Mundinger (10).

March: Earl Young (5).



FEBRUARY—The 12th day of this month last year recalls high excitement when this area was blanketed with snow, as Earl Zeturelle so aptly indicates. It was interesting, also, that on the same date in 1958 we had a snowfall—a rarity in this area.

Vinyl Announcement

The Company announced here February 10 that a plant for the manufacture of Vinyl Chloride Monomer will be built at its Houston plant.

The new plant is being built to supplement the Company's Vinyl Chloride Monomer plant at Baton Rouge, and to provide increased future capacity for the rapidly growing polyvinyl chloride industry.

Construction work on the Houston vinyl chloride plant is expected to start within the near future, with completion scheduled for early in 1961...

With announcement February 10 of construction of a vinyl chloride plant here, this represents the first major products diversification at the Houston plant.



MARCH—One year ago in March we were completing and reviewing the plant's revised Emergency Procedures program. This picture, showing an orderly personnel evacuation drill in progress, spells out the primary consideration given to Houston plant personnel should an emergency ever exist.

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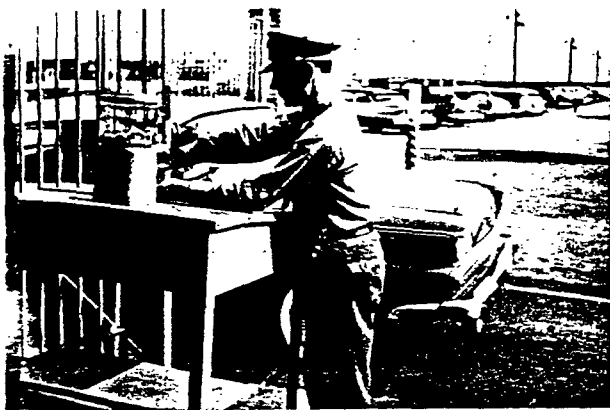
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APRIL—This issue of The ECHO one year ago featured the installation of a "gun machine" at the Main Gate, used for spot-checking outgoing automobiles which are authorized to park within the plant. A white marble means "continue on." A black one calls for a spot-check of the car. John Means is doing the manipulating in this photo.

And Now TML

Ethyl Corporation reported on April 26 that it is making Tetramethyl Lead at its Baton Rouge plant. Tetramethyl Lead is an antiknock compound for gasoline similar to Tetraethyl Lead.

Its Tetramethyl Lead operations at Baton Rouge represent the first commercial production of this antiknock compound.

Both TEL and TML, Ethyl developed, work in the same way. Principal differences between the two compounds are that TML is more volatile than TEL, and that TML reacts at a slower rate during combustion than does TEL. Both antiknock compounds exert their antiknock effect when they form reactive particles during combustion inside an automobile engine.

Good Citizenship

Continuing high interest in youth-development organizations by Ethyl Corporation was shown when the Company announced participation in the Pasadena Livestock calf-sponsorship plan.

Ethyl agreed to sponsor a calf, which is taken care of by an area high school student until it is sold during the Pasadena Livestock Show and Rodeo this fall.

Service Honors

Service Awards during April, May and June, 1960, were as follows:

April: Margaret Norman (5).

May: Leonard Bender (10), Carl Feazle (5).

June: John Figgins (5), Hugh Gordon (5).

April, May, June Activities

Ethyl Corporation announces the introduction of its newest preignition control additive for gasoline—

"Ethyl" Ignition Con-Compound 4. Known chemically as trimethyl phosphate, the new gasoline additive is said to be highly effective in controlling such automotive combustion problems as spark plug fouling, surface ignition and rumble.

The new compound, Ethyl said, provides more phosphorus per pound of compound than any similar preignition control additive, and it is available at a lower cost per pound of phosphorus than any comparable additive.

Personnel Changes

Simultaneous announcements of personnel moves in Employee and

Community Relations and Manufacturing were made on Monday, June 21.

D. J. Kennedy, manager of Employee and Community Relations, announced that John W. Glynn, formerly Operations shift superintendent, would assume the position of field representative.

Resident Manager M. C. Hudgins announced the promotions of three men in Operations:

Leslie H. Depew, Operations area foreman, becomes shift superintendent, replacing Glynn.

Willie A. Todd, production foreman, becomes area foreman, replacing Depew.

William H. Janes, Jr., operator 2^c, becomes Operations production foreman, replacing Todd.

All changes are to become effective July 1.

The winners in the "Small Fix Safety Fiesta" were announced at a brief ceremony held at the plant on June 1.

The winners were: Johnny Johnson, 13, son of Jeanette Austin (First Prize); Ray Blair, 13, son of T. R. Blair; Raymond Hill, 16, son of E. P. Hill; Gary Lux, 11, son of L. P. Lux, Jr.; Theda Renee Wright, 12, daughter of R. Q. Wright; and Edmond Tyler, 7, son of Willie B. Tyler, Jr.

The weekend of June 11 climaxed a whole year of activities for the ERAH bowlers.

In the afternoon battle for intra-plant championship, the Five Aces drubbed the Baton Rouge challengers, defeating them by 103 pins in a three-game match at Meadowcreek Lanes.



MAY—First Aid refresher training for more than 200 Houston plant employees was underway this time last year, featuring latest life-saving and rescue techniques. Here a group of General Works employees observed the use of a mouth-to-mouth device for administering artificial respiration.

Blending Breakthrough

A new multi-component blending system for refineries—that can simultaneously blend an unlimited number of different gasoline stocks and additives in precise proportions—is announced by Ethyl Corporation.

The system, which was developed by Ethyl, is designed for inline blending operations at refineries. Using digital computer techniques especially designed for the purpose, it can blend any combination of blending stocks and additives in any desired proportion.

Ethyl's multi-component system is to be installed at the Company's Houston manufacturing plant. Following its scheduled completion this Fall, the system will be available for inspection by refiners.



JUNE—The plant pipelitters made a difficult job look easy early last summer. There was a need for another cooling water outlet off the water main picture here, and J. F. Flynn, J. F. Grubbs and C. E. Sharp promptly "shot-tapped" the main with pressure remaining in the water system throughout the operation.

ETC 20735



JULY—Grady Akers, left, was one of a number of employees who shared nearly \$2,000 awarded through the Suggestion System in 1960. Here Fred Bux, Operations foreman, is presenting him with a check for an idea which grossed \$90. Percentage of adoption of suggestions submitted last year averaged one out of every four.

Export Sales

C. D. Carter has been promoted to the newly-created position of Export Sales Manager of Ethyl Corporation. It was announced by Malcolm P. Murdock, vice president in charge of Sales.

Mr. Carter will have charge of sales of "Ethyl" anti-knock compounds outside of the United States and Canada. He will also be responsible for overseas sales of other Ethyl products available to the oil and related industries . . .

George M. Lane, superintendent of Industrial Engineering, was transferred to the Baton Rouge plant, effective August 1, as acting assistant director, Manufacturing Budgets and Costs . . .

New Lab

Construction work is underway on Ethyl Corporation's new Long Beach (Cal.) gasoline testing laboratory. The Company has announced.

The new laboratory, which will be located in the Los Angeles Basin refining area, will contain the latest equipment for testing all phases of gasoline quality. It will also be equipped to test diesel fuels for cetane number . . .

TEL Still Leads

Milwaukee, September 14—As many as ten different chemical additives are added to gasoline to improve their performance in automobile engines. A. E. Felt, of Ethyl Corporation's Detroit research lab-



AUGUST—Summers spell real fun for the children, and EIRAH and ELRAH-sponsored activities last year contributed materially to their enjoyment. Summer camps were held for both boys and girls, with a total of about 200 attending. Other recreational activities included daily swimming, Easter and Christmas parties and many other activities.

oratories, said here today at a national meeting of the Society of Automotive Engineers . . .

The most widely used gasoline additive, he continued, is tetra-ethyl lead, which adds about ten octane numbers to today's gasolines . . .

Two new antiknock agents have been recently introduced. Mr. Felt pointed out. One of them, tetramethyl lead, offers superior antiknock effectiveness in some of today's gasolines and engines. The other, a manganese compound, is a remarkably effective antiknock when used alone. But its main value stems from the fact that very small amounts markedly boost the effectiveness of the lead-based antiknocks . . .

Summer Time, 1960

- Good Safety Performance
- Record August Rains
- Swimming, Camping

New Plant Rises

Houston plant employees have been watching with interest the spectacular rise of the new Vinyl Chloride plant. Construction personnel, mixing brains, brawn, concrete, and steel, are rapidly piecing together an ultra-modern, complex chemical unit.

When the unit goes on stream the end result will be production facilities for a product new to the Houston plant—a major raw material for the plastics industry . . .

New Additive

Ethyl Corporation announces the development of a new extreme pressure additive for automotive and industrial applications.

Called "Ethyl" Extreme Pressure Additive 1, the new product has been designed specifically for use in automotive transaxle fluids, in gear oils, and in industrial cuttings oils. It was developed to meet the increasingly severe "extreme pressure" conditions being encountered in a number of fields.

In conventional automobiles, Ethyl explained, separate lubricants are used for the automatic transmission and rear axle. However, the Company pointed out, the addition of EPA 1 to a conventional automatic transmission fluid enables it to meet the extreme pressure requirements of rear axle hypoid gear oils. Thus, EPA 1 may open the way to a single lubricant for both applications . . .

Service Honors

Service Awards during July, August, and September, 1960, were as follows:

July: Ed Frederic, Jr. (5), Dr. Gordon Burdick (10).

August: Ronnie McArthur (5), Roland Kimball (5), Junior Flynn (5), Mary Mayes (5).

September: George Glover (10), J. B. LeRay (10), Bob Maser (10), Shirley Propst (5), Earl Patterson (5).



SEPTEMBER—The Houston plant participates in a number of community-building projects, and Little League ranks high on the list. Last year the Ethyl-sponsored Little League teams took two trophies for their efforts, being presented by Lou Schneider, team manager, to Assistant Manager J. F. Kohler, Jr. M. B. Guy was assistant team manager.



OCTOBER—A real "cool" job undertaken last fall was the replacement of baffles in the water tower. This unique view shows Carpenter Joe Baltuskonis easing new baffles into position. There are about 9,000 slats in each of the four sections of the cooling tower.

A&S Improved

An improved Accident and Sickness Benefit plan was announced, effective November 1, improved in several important respects.

Under Non-occupational Disability Benefits, the present schedule provided a maximum of 12 weeks' full pay and 40 weeks at half pay benefits for employees with 10 or more years of service. This is improved to provide maximum benefits equal to 26 weeks at full pay and 26 weeks at half pay after 12 or more years of service...

UF Goal Reached

Houston plant employees, displaying the highest qualities of teamwork and generosity, smashed over the top in the 1961 United Fund drive.

Contributions amounting to \$9,124.50 were pledged, almost \$100 more than the goal of \$8,744.

The largest advance this year came in per cent participation. This year's drive shows that 90 per cent of all employees made contributions. Last year participation was 80 per cent...

New Certificates

Heretofore the Houston plant Suggestion System procedure has included the presentation of a Certificate of Award with each cash award for any adopted suggestion.

Effective November 1, employees will receive a yellow Certificate of Award for his first suggestion, a green Certificate with the fifth one, a red one for the tenth suggestion; blue for number 15; and a purple Certificate of Award signed by President B. B. Turner for the 25th adopted suggestion...

In the Fall, 1960

Fellowships

Twenty graduate research fellowships and one undergraduate scholarship have been awarded by the Company for the 1960-61 academic year. This is Ethyl's 21th consecutive year of such support of higher education.

Most of these fellowships provide \$1,900 each for living expenses, plus an allowance for tuition and fees. In addition, each university department concerned received \$600 for expenses in connection with the fellow's work.

Turner Talks

Ethyl Corporation President B. B. Turner, a visitor at the Houston

plant last month, was principal speaker before a near-capacity crowd of Ethyl Management Club members while here.

The meeting was held at the Houston Executive Club. Mr. Turner's comments were based upon queries presented by members of the club...

New Office Here

New York, December 15—Establishment of a Gulf Coast regional office by Ethyl Corporation is announced by Malcolm P. Murdock, vice president in charge of Sales.

The new regional office, with headquarters in Houston, increases from four to five the number of Ethyl regional offices throughout the country. The other regions and their respective headquarters are Mid-Continent region, Tulsa; Central region, Chicago; Eastern region, New York; and Western region, Los Angeles.

The Gulf Coast regional office was created, Mr. Murdock said, in order that Ethyl could serve its customer oil companies more effectively. Reflecting the increasing importance of the Gulf Coast area in the Oil Industry's over-all operations, the new Ethyl region will be completely staffed with experienced service and technical personnel...

Service Honors

Service Awards during October, November and December, 1960, were as follows:

October: Thelma Ransom (5), Harold Woest (20).

November: Ben Ellison (5), Juanita Flint (5).

December: Royce Bearden (5), Clarence Lowe (15), James Wiseman (5), Dave Kennedy (15), Virginia Berry (5).



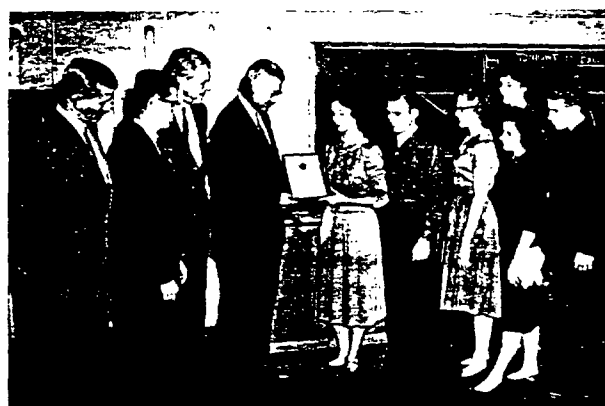
NOVEMBER—A big milestone was reached at the Houston plant during Thanksgiving month. The Vinyl Chloride plant, on which construction commenced in May, was completed and put on stream. Here Operator C. C. Black prepares the first tank car for shipment, with Foreman George Farrell looking on. Date: November 10.

And Now Vinyl

Without fanfare or ceremony, Ethyl Corporation's Houston plant became a multi-product chemical plant at exactly 1:53 p.m. on Thursday, November 10.

It was at this moment that clear, colorless Vinyl Chloride Monomer began flowing into a storage tank...

With completion of the new Vinyl unit the Houston plant assumed a dual role, becoming a major producer of Vinyl Chloride Monomer. This product is sold by Ethyl to other chemical companies who polymerize it to form polyvinyl chloride.



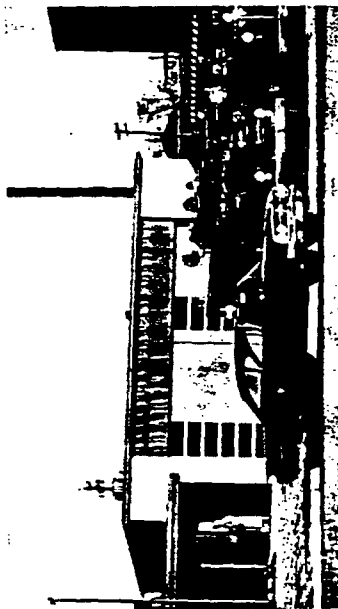
DECEMBER—This issue of The ECHO, complete with traditional red and green Christmas colors, also featured the highlight of another important activity sponsored by the Houston plant: Junior Achievement. Here Resident Manager M. C. Hudgins is presenting the J. A. charter to officers of the "Company."

ETHYL CORPORATION
Houston Plant
P. O. Box 472
PASADENA, TEXAS

Return Postage Guaranteed

BULK RATE
U. S. Postage
PAID
Pasadena, Texas
Permit No. 11

Pasadena Progress Continues



On Saturday, January 21, a new Fire Station was dedicated in Pasadena, thus contributing additionally to Pasadena's growing reputation as a "fine place to live."

A resident of a community is very much concerned with fire fighting equipment which is available to protect his property. Pasadena's four stations, all built since 1946, reflect the growth of this booming city and the sense of responsibility thus demonstrated to its citizens.

Ultra-modern fire fighting equipment and strategically located stations have been major factors in the rock-bottom fire insurance rates enjoyed by Pasadena home owners.

We salute the Pasadena Volunteer Fire Department for doing a fine job of protecting the lives and property of its citizens.

THE ETHYL CORPORATION

Increase in Gasoline-Powered Autos Seen

St. Louis, April 6.—Five years from now, it is predicted, the number of gasoline-powered autos will be about four times as much as at present.

"Black Box" Does Big Job

The "Black Box" is the device which records the speed, direction and other data of an airplane in the event of an accident.

Plant Receives Nurse Award

The Ethyl plant in Houston has been awarded the Nurse Award for its outstanding contribution to the community.

Mrs. Fink Receives C of C Citation

Mrs. Fink has been awarded a Citation of Commendation by the C of C for her outstanding service to the community.

Engineers Studied Tetramethyl Lead for Many Years

Engineers have studied tetramethyl lead for many years, and have found it to be a very effective anti-knock agent.

New Plant Boosts Ethyl's Aluminum Alkyl Capacity

The new plant in Houston will increase Ethyl's capacity to produce aluminum alkyls, a key component in the production of high-octane gasoline.

1960 IN REVIEW

See pages 4-7

Company Establishes New Regional Office Here

The Ethyl Corporation has established a new regional office in Houston, Texas.

Let's Halt Excessive Taxation

Let's halt excessive taxation on the oil industry, which is essential to the production of gasoline.

Emergency Procedure Phase Seven, On-Plant Communications

The emergency procedure phase seven, on-plant communications, has been completed.

Tetraethyl Lead Is Widely Used

Tetraethyl lead is widely used in gasoline to increase its octane rating.

New Certificate Idea Adopted

A new certificate idea has been adopted by the Ethyl Corporation.

Snow Blankets Houston

A heavy snowfall has blanketed Houston, Texas, on January 21.

Plant February 12

The new plant in Houston is scheduled to be completed by February 12.

April Is Busy

April is a busy month for the Ethyl Corporation.

Month in Politics

A month in politics has been a busy one for the Ethyl Corporation.

Christmas Metaphor

The Christmas metaphor has been used by the Ethyl Corporation.

Green Tower

The Green Tower has been a landmark in Houston.

Plant Is Now Producing VCL

The plant is now producing VCL, a key component in the production of high-octane gasoline.

Citizenship Series—Number One

The first issue of the Citizenship Series has been published.

Management Club Officers for 1960 Installed

The officers of the Management Club have been installed for 1960.

THE ECHO

Shades of Spring: Play Ball!

The first days of March will see thousands of young boys seeking billets on Little League baseball teams.

Their only concern—and rightfully enough—will be to end up on the roster of one of the teams—any team!

This is always a problem because there are always many more aspirants to the teams than there are openings.

But as any Little League team manager or official will tell you, it is a back-breaking chore to organize a League, secure sponsors, buy equipment, find willing and capable adult help, locate practice areas, train the players; plus other details too numerous to mention.

Is it worth it? Attend one game this spring. You don't have to be a partisan. Just watch the players. Or if you want to have more fun, watch the happy (or unhappy) parents (it depends which side is winning) seated in the bleachers.

Little League baseball is truly becoming a great American spectacle. The finesse of the polished, professional athlete may be missing, but you get many glimpses of plays that leave you gasping.

Sometimes it's a comedy of errors

which is priceless—as only over-zealous 10- or 11-year old boys can exhibit.

You also see the fundamentals of teamwork and sportsmanship rubbing off on these youngsters as the season unfolds from day to day. These are by-products of the game which will stand good for the boys as long as they live.

It soon becomes evident that it is a most worthwhile activity, something of real value to our youths.

Ethyl Has Teams

For the fifth consecutive year the Houston plant is sponsoring youth baseball teams.

The "Bears" in the American League, Pasadena Little League, will sport Ethyl's name again. This sponsorship also includes the "Bear's" "B" Team, the "Red Sox."

The Houston plant is also assisting in the sponsorship of the Houston City Negro Teenage Baseball team, playing in northeast Houston.

New Booklet Describes A & S Aid



A PAT HAND—Jerry Johns, Mail Room clerk, is dealing out a hand that is a sure thing for all Houston plant employees. Last month copies of the booklet "Accident and Sickness Benefit Plan" were mailed to all employees. The booklet described improved benefits that are granted under the Plan.

Features Important Changes

A Blue Book of Benefits, with gilt-edge security for Houston plant employees, was mailed during February.

This booklet featuring the amended Accident and Sickness Benefit Plan dates back to November 1. At this time several important changes were incorporated, which includes:

- * Occupational and Non-Occupational Disability benefits were liberalized considerably, allowing up to a maximum of 26 weeks' full pay for disability.

- * Also liberalized were the rules covering requalification for the maximum amount of benefits, either occupational or non-occupational.

With minor exceptions the discretionary feature applying to the Permanent Disability benefit schedule is removed.

All costs of the Accident and Sickness Benefit Plan are borne by the Company.

Any questions which might arise after reviewing the booklet should be directed at the Personnel Office. Extra copies of the booklet are also available in the Personnel Office.

Machine Shop Group Ends Year Without Injury

Every day is a "Big T" day in the Machine Shop.

Once in awhile a bunch of guys get together, make up their minds to settle for nothing less than perfect, and then accomplish their objective. It's that simple.

A year ago the Machine Shop group made up their minds to work without incurring injuries. Today they are the proud possessors of a record of a full year's work without a single injury of any kind!

This group included R. C. Grafe, W. H. Hendrick, S. A. Kobojek, A. C. Jones, C. M. Oates, W. F. Schultz, O. R. Stephenson, Deairl Thorpe, W. N. Williams and Fabian Greenwell.

D. L. Burkes is Machine Shop foreman. Burkes is particularly proud of the fact that the group more or less took it upon themselves to reach this goal.

As this issue went to press the group's record was continuing.

This no-injury performance works out to more than 17,000 manhours of perfect safety.

Although every conceivable safety feature is built into every job on the plant, good teamwork and safe practices are necessary at all times. The



machine shop area is no exception.

Congratulations are in order to Machine Shop personnel for this splendid performance—an excellent example for the rest of the plant.

SAFETY EXPERTS—What else can you say about a group working a whole year without any injuries? Front row from left are Machine Shop Foreman D. L. Burkes, W. H. Hendrick, O. R. Stephenson, S. A. Kobojek, W. F. Schultz, and C. M. Oates. Standing from left are Deairl Thorpe, R. C. Grafe, Fabian Greenwell, A. C. Jones and W. N. Williams. (Greenwell worked with the group several months before transferring to Instrument Group.)

As Reported In—



The BULLETIN

HOUSTON PLANT

(January 6) **Rodgers G. Hebert**, I.E., will observe his 10th anniversary of service with the Company on Sunday . . . (January 10) The Company announced yesterday a five percent general wage increase to all eligible salaried employees as well as a 14 cents per hour increase to all hourly paid employees . . . (January 12) The Suggestion System committee recommended payment of 9 suggestions aggregating a total of \$120 . . .

(January 16) **W. J. McCleskey**, electrician 1/c, reported to work today . . . (January 16) **Roy Vosloh**, Operations emerged as the Top Gun for 1960 at the annual Top Gun Trapshoot competition . . . (January 17) **L. H. Sandel**, Plant Protection, was elected Captain in the Pasadena Volunteer Fire Department, Station Number one, in an annual election last night.

(January 25) An enthusiastic group was present at the annual ERAH meeting. The highlight of the meeting was a well stated recommen-

dation for the 1961 Board of Directors to consider the construction of a Club House at RAE Acres. Door prize winners of the four U.S. Savings Bonds were: **Gail McNeese**, \$50 Bond; **Steve Mizerik**, \$25 Bond; **C. D. Berry**, \$25; and **Cliff Gremlion**, \$25 Bond . . .

(January 27) The Ethyl Employees' Credit Union Board of Directors elected new officers for the year. **M. I. Phillips** is president; **J. A. Evans** is vice-president; **W. L. Kinzer** will be treasurer; and **Marie Mixon** is secretary . . . (January 31) **Robert N. Yates**, Maintenance, observes his fifth anniversary of service with the company today . . .

(February 1) Two Operations waggeroll foremen have been promoted to salaried foremen. They are **D. D. Carter** and **H. B. Williams, Jr.**, both 8-year veterans in Operations . . . (February 7) New employees **Frank W. Loerwald** and **Roy C. Helm**, pipefitters 1/c, reported to work yesterday . . .

Recreation Receives Shot in Arm



FUNDS FOR FUN—At the end of each year the Company turns over all vending machine profits, on a pro rata basis, to the two recreation organizations. Here **Amos Dezer** (left), president of ELRAH; and **Cliff Gremlion**, treasurer of ERAH, accept checks in behalf of their respective organizations from **Dennis Shum**, acting as the Company's representative for recreation.

Two Engineers Assigned Here

Two transfers of engineers to the Houston plant were effected here recently.

Leland R. "Lee" Briggs, process design engineer at Baton Rouge, was transferred here February 15. He is in Technical Services, R & D.

William H. Morgan, who was here from 1954 to 1959, returned to the Houston plant March 1. In his new assignment he is Economic Analysis engineer, R & D.

Lee Briggs

Briggs, a native of Madison, Wisconsin, attended schools there. He was graduated in 1956 with a BS degree in chemical engineering at the University of Wisconsin.

He was employed by Ethyl June 29, 1956, as an engineer, serving in Process Engineering and Process Design before his transfer here in February.

He is married to the former **Mary Lyon** of Madison, Wis., and they are parents of one daughter, **Carol** lone, age three.

Bill Morgan

Morgan, employed with Ethyl since August 16, 1952, is a native of Wilkensburg, Pa.



He is a graduate of the University of Virginia where he received a BS degree in chemical engineering in 1952.

Morgan served in the Army in Korea and worked as a chemical engineer before being transferred to Houston in 1951. He remained here until September, 1959.

He has worked at the Baton Rouge plant during the past year and a half. He is married to the former **Helen Letsinger** of Indianapolis and they have two children.

Citizenship Series—Number Six
Lesson in American Citizenship*

(From an address entitled "On Bread and Circuses," delivered in Houston, Texas, October 5, 1955 by Admiral Ben Moreell)

How far have we departed from our traditional values? There is no mystery here. It is well known that the basic policies of the two major political parties with respect to the intrusion of the State into the economic and social lives of the people differ only in degree and method. There is no discernible difference in fundamental principle. Prominent political figures of both parties pay lip-service to the letter of our Declaration of Independence and Constitution, while they violate the spirit. Many important and vocal elements among our people agree among themselves that "Our Constitution is outmoded." They support the thesis of a prominent Swedish socialist, Gunnar Myrdal, whose views have recently been dignified, undeservedly, by being cited by our Supreme Court, that, "The Constitution of the United States is impractical and unsuited to modern conditions" and that its adoption was "nearly a plot against the common people."

The proponents of an all-powerful centralized government have erected a bureaucratic colossus which imposes upon our people controls, regimentation, punitive taxation, and subsidies to pressure groups, thus paralleling the "organized mendacity, subvention, bureaucracy and centralization" which played so great a part in the downfall of Rome! This result has been accomplished—

FIRST—by tortured interpretations of the "general welfare" and "commerce" clauses of the Constitution!

SECOND—by an ill-advised Constitutional Amendment which confers upon Congress power to confiscate private property without due process of law;

THIRD—by court decisions of questionable jurisdiction, motivated by political expediency and rationalized by new "social doctrine";

FOURTH—by abdication by the Congress of its independent authority and power in favor of the Executive; and

FIFTH—by bribery of the sovereign States into submission to Federal domination.

These measures have so eroded the liberty of the individual that one wonders if the victory of the American Revolution has been preserved! It appears that we have rejected the original intent of our Founding Fathers to set up a government of narrowly restricted powers, and substituted for it a new concept which demands that omnipotent government should assume economic, social and moral responsibilities for a servile people!

This brings to mind the warning given us by the great English scholar and statesman, Macaulay, in 1857. He said, "Either some Caesar or Napoleon will save the ruins of government with a strong hand; or your republic will be as fearfully plundered and laid waste by barbarians in the twentieth century as the Roman Empire was in the fifth—with this difference, that the Huns and Vandals who ravaged the Roman Empire came from without, and that your Huns and Vandals will have been engendered within your own country by your own institutions."

*Courtesy of American Citizenship Committee, State Bar of Texas.



Ring-Wearers Must Use Added Caution

A neighboring Ship Channel plant recently reported a disabling injury to an employee which may well remind us of the ever-present need for safe practices.

The report stated: "As the employee was descending a ladder, a ring on his finger caught on a projection and injured the finger so severely that it had to be amputated."

HOW'S *your* ATTENDANCE?



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

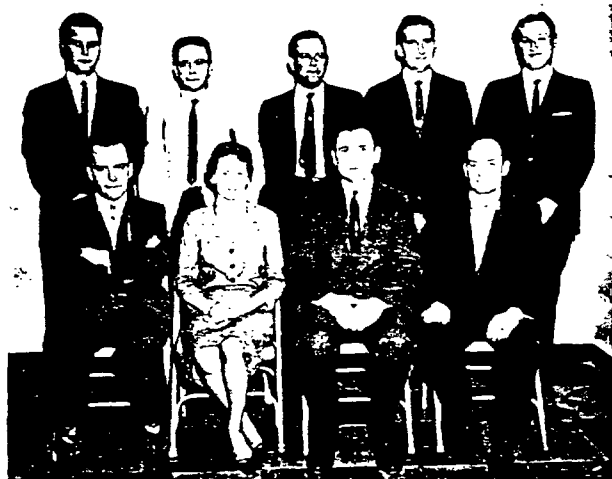
The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay Supervisor

Vol. 8 No. 12 February, 1961

ETC 20740

Credit Union Reports Another Successful Year



1961 CU BOARD—The entire group of 1960 Credit Union officers was re-elected at the annual meeting held in January. Seated from left are Bob Schmerler, Marie Mixon, Hylton Webb and Jimmy Evans. Standing from left are Billy Laird, Paul Chase, M. I. Phillips, Steve Mizerik and Walter Kinzer.

For the eighth consecutive year the Ethyl Employees' Credit Union has paid a near-maximum dividend to its shareholders.

In the annual meeting, held Friday, Jan. 20, the members unanimously approved a payment of five per cent dividends.

This resulted in slicing a \$21,596 pie among an estimated 1200 shareholders.

An additional \$1,000 was returned to 1960 borrowers in the form of a 10 per cent interest refund, leaving the required amount for the guaranty fund, and \$1,150.90 going into undivided earnings.

Vote of Confidence

Elections held during the evening was a vote of confidence for the 1960 Board of Directors. The entire group was re-elected.

They are Billy Laird, Paul Chase, M. I. Phillips, Steve Mizerik, Walter Kinzer, Bob Schmerler, Marie Mixon, Hylton Webb and Jimmy Evans.

In electing the Board of Supervisors the voters returned incumbents Ira Ferguson and Hugh Gordon to office, and the third position was filled by Bob Copes.

Prize Drawings

High interest was generated in the drawings for door prizes, amounting to a total of \$250, and the top prize \$100 bill was claimed by Randy Hanks, six-year-old son of Leroy Hanks. The \$50 second prize drawing brought forth jubilant David Lock, Jr.

Five \$10 door prize winners followed, and they were Mike Harlow, Fred Boy, Toni Nicolosi, Bob Carter and Verdie LeRay.

The ten \$5 prize winners included Terry Chapman, Tracy Durham, Jess Tovey, Hank Novak, Cliff Greenhill, Bill Boyd, David Sparks, Rodney

Price, L. D. Bishop and Clifton Shoemaker.

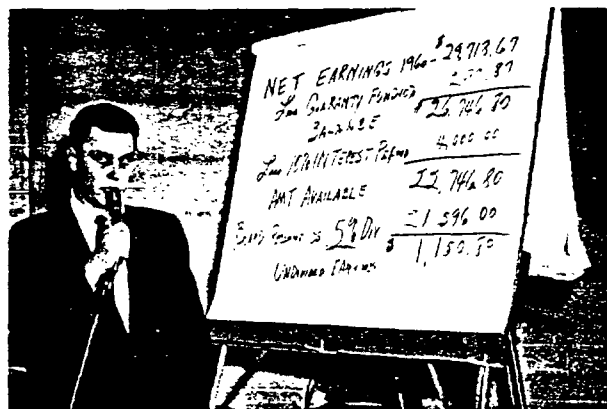
Marjorie Wells was winner of the drawing in the "misspelled words" contest, ten dollars' worth.

Guest Speaker

Main speaker for the evening was former Ethyl employee Don Edwards, past president of F.E.C.U. He is presently Corpus Christi area representative for the Texas Credit Union League.

Edwards had only high praise for F.E.C.U., stating that of all CU organizations he has worked with, none exhibited higher interest in their organization than the Ethyl group.

Another item of business, unanimously approved by the members, was several amendments to the CU by-laws which were recommended by the Board.



IN A NUTSHELL—Billy Laird, treasurer for 1960, goes over the Credit Union financial report with the 300 members present at the meeting. These figures show, briefly, Credit Union earnings, and recommended disposition of these funds.

NET EARNINGS 1960	\$29,713.67
Less GUARANTY FUNDS	2,577.87
2A-24.25	\$27,135.80
Less (CREDIT) TEST FUND	4,200.00
AMT AVAILABLE	\$22,935.80
5% Div	\$1,146.79
UNDIVIDED EARNINGS	\$21,789.01



SECOND PRIZE—D. F. Lock, Operations, and his son David, Jr., both seem well pleased with the \$50 second prize winnings. At left are M. W. Dickie, Maintenance, and C. C. Wilson, General Works, who helped out on the drawings.

Soft drinks, coffee and doughnuts were served as refreshments.

A Tribute to Transportation



DO BIG JOB—The scooters in use at the plant provide speedy transportation for personnel whose duties require their presence in widely-scattered areas of the plant during the course of their work. Recently three of the scooters were "retired" and replaced with new ones. Instrument Foreman E. P. Hill displays one of the new units.

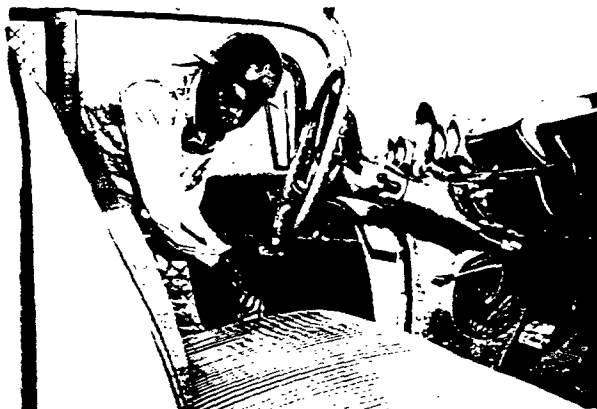
On the Cover

Six-year old Randy Hanks became the focal point of interest when his ticket number was called at the Annual Credit Union meeting, held January 20.

He is displaying a \$100-dollar bill top prize in the drawing. With him is Jimmy Evans, door prize chairman.

However, every Credit Union member was a winner that night, as a handsome dividend was declared for shareholders.

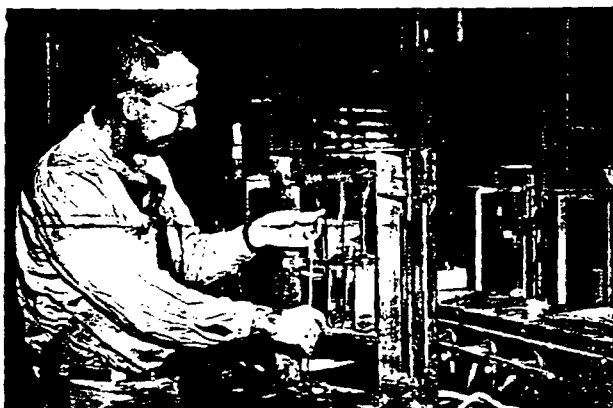
Those who made loan payments through the Credit Union also made out; an interest rebate was granted. For full story on this meeting see accompanying story on this page.



CAR BEAUTY—One of the most popular uses of Vinyl in the past few years has been for seat covers in automobiles, such as the ones Joe Cornier is cleaning. Customer items such as seat covers have accounted for the rapidly-growing Vinyl Chloride industry of which the Houston plant recently became a part.

Vinyl Performs Many

- Rustproof
- Light Weight
- Flexible
- Safety Aid
- Long Lasting



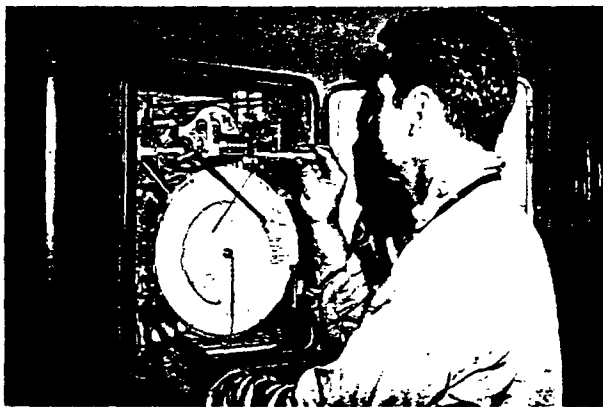
VINYL, VINYL, EVERYWHERE—Operations Lab analyst J. G. Dominey is busy preparing to make an Ethylene analysis—a raw material for Vinyl Chloride. It is interesting to note that the tubing he holds in his hand is Vinyl; so is the apron he's wearing.



OPERATIONS WRAP-UP—Painter J. O. Watkins is carefully wrapping a process line with a Vinyl-base tape. The use of this tape over the past several years has proved very successful in cure and maintenance of piping—another tribute to Vinyl.



FIRST-RATE SAFETY AID—Operator C. A. Lewis, like all Houston plant employees, is extremely safety-conscious, and avails himself of proper safety equipment to do a job. A helpful safety device as he manipulates this Sodium sludge valve is the face shield he is wearing—made of Vinyl.



EVEN THE TOOLS—D. R. James, instrument mechanic, is using a screw starter in making repairs to this recorder. It is no accident that the tool's handle is made of Vinyl. Work on units of this type is best done with non-conducting tools, and Vinyl easily qualifies in this instance.

ETC 20742

Plant Jobs

Times are changing.

Most Houston plant employees can recall, when the plant first started up, units and buildings composed of steel, glass, wood, concrete and other metals.

However in recent years we have seen a growing list of useful items used more and more in every area of the plant, practically unheard of eight years ago.

When visiting salesmen offer items which boast being rust-

proof, unbreakable, flexible, lighter, such claims take on real meaning to economy minded industrial plants. What are they? Plastics.

Many of the plastics measure up to such high qualities, and one of the front runners is Polyvinyl Chloride—a product which leaves this plant in raw material form and comes back to the Houston plant as a consumer product.

More and more of this Vinyl product is finding its way into the plant, doing a big job for us.

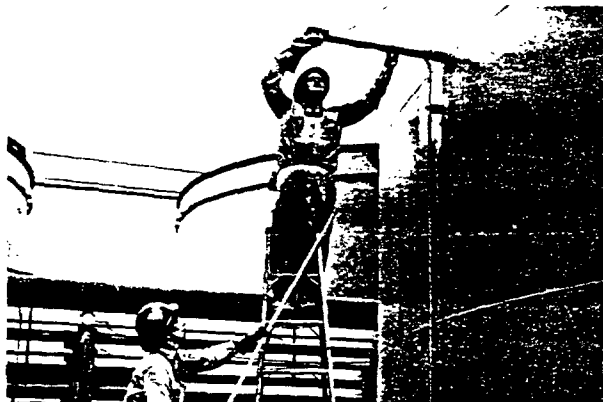
A glance at the illustrations on these two pages will reveal just a few of the ways in which Vinyl is employed here.



ALSO FOR RAINWEAR—Houston plant personnel have recently found that foul weather clothing made of Vinyl is tough and serviceable and very economical. Here Machinist O. E. Steele models the Vinyl rain clothes during a "downpour," while working near the Cooling Tower.



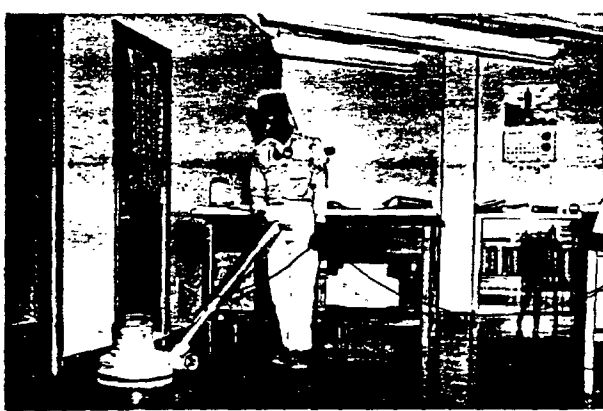
ANOTHER VINYL AID—Operator R. L. Ferguson inspects an acid line for leaks in the Chlorine Purification area. The properties of this product are such that Vinyl plays a significant part in this area. The line below Ferguson's hand is Vinyl base, as well as the flange covering he is checking.



FOR LONG, LONG WEAR—Electricians J. T. Roach (on ladder) and C. W. Covington are busy installing new conduits for a light fixture. The conduit Covington holds is made from Vinyl—a weatherproof material to stand years of hard use.



A PLASTIC VALVE—Operator E. D. Griffin is manipulating a valve in the Ditch Treat Area which is manufactured from Polyvinyl Chloride. The anti-corrosive features of this valve is of great significance in industrial plants. Griffin is also wearing vinyl-treated gloves.



VINYL FLOORS, TOO—Elius Rose, General Works, goes about the task of putting a high polish on floors in R & D offices on the evening shift. As a floor covering Vinyl has proved to be very satisfactory, and represents one of the major uses of this product.

FOR THE REST OF YOUR
LIFE... PAYROLL SAVINGS.



Buy U.S. Savings Bonds
REGULARLY

Good Advice

Most folks follow safety rules in almost everything they do—driving a car, helping around the house, working on the job, even mowing the lawn. But they often forget the most important safety rules—those for protecting their hearts.

The Houston Heart Association, an affiliate of the American Heart Association, and a major United Fund agency, offers these easy rules for helping to keep your heart safe and sound:

1. Don't worry needlessly about your "symptoms." See your doctor.
 2. Control your weight. Look better, feel better, work better—and live longer—with normal weight.
 3. Get enough rest. Regular rest relieves constant fatigue and lightens the work of your heart.
 4. Keep physically fit. Exercise regularly and moderately.
 5. Have fun—but act your age.
 6. Ease up and relax. Don't let tensions and anxieties wear you down.
- And most of all, don't depend on do-it-yourself diagnosis. For medical advice about your heart see your doctor. For helpful information, call the Heart Association at JA 2-0125, or write to the Association, 411 Jones Library Building, Texas Medical Center, Houston 25.

Easter Parties

Two big Easter outings are planned again this year for Ethyl children. Ed Edwards, chairman of the Children's Activities committee, announced that the annual ERAH Easter Party would be held Saturday March 25, at Peppermint Park.

It will be staged from 9 a.m. to 12 noon.

The ELRAH group is planning an egg hunt for members' children, also on March 25.

The location for their egg hunt will be given later.

Zarbock Zeal Is Boon to Area Boxers



THE RING THAT ZARBOCK BUILT—Art Zarbock, second from left, beams with pride for good reason. The Airline Boxing Club, built on his property, is sanctioned by the Gulf Coast AAU. Featured here with him are from left Billy Martin, Manuel Garcia, Ford Ham, Carlyle Wright, Assistant Charles Court and Jim Mahan.



AN "A" FOR EFFORT—Zarbock displays his club's 1960 Championship Team trophy, taken last year in the Golden Gloves competition in Houston. With him are two outstanding Golden Gloves contenders who work out regularly in the Airline Boxing Club, Ford Ham and Manuel Garcia.

New Publicity Committee Named



NEW COMMITTEE—1961 saw the appointment of a new publicity committee for the Central Safety Committee. The group is charged with responsibility for publicizing safety during the coming year. From left are G. R. Murphy, V. D. C. Smith, Chairman C. L. Greenhill, H. R. Cunningham, and J. B. LeRay.

A number of young boxers have in the last few days slugged their way to State Golden Gloves finals, thanks to people like Art Zarbock.

The Gulf Coast region of the AAU, covering the Houston area, always produces a number of aspiring youngsters for this State meet. One of the key boxing centers in this area is managed by Art Zarbock, Maintenance.

Art began his activities with the Gloves in 1956 by helping out with Regional tournament in Houston. He worked with his first boy in 1957, who won the Novice heavyweight championship in that tournament.

This seems to have broken the ice and Zarbock was asked by the Gulf Coast AAU to establish a boxing club in the North Side. They rented a building for him and paid for all the equipment. All Art had to do was devote his time and round up the boys. Getting the boys was no problem but the time element has almost forced him to give it up at times.

Zarbock's wife, Jan, has a real interest in his hobbies. Her unselfish attitude helps him continue in this worthwhile work. Also their daughter, Shelly, is the team mascot.

Although the boxing club was in its growing stage in 1958-59, it was able to win a number of individual and team trophies. The Airline Boxing Club during the summer of 1960 began construction of their present quarters in Zarbock's garage. They enlarged his garage to 24' x 40' giving them ample room for a 14' x 14' ring, all types of boxing bags, exercising equipment and a shower room.

The boys come in large numbers to work out in the gym year around. An average night would find from 10 to 15 boys working toward some tournament, with as many as 10 working out during the peak training for the Golden Gloves.

The club entered 15 boys in the 1960 Regional Gloves competition where they came away with the Team Championship. They had nine reach the finals where five won division Championships. The two open Champs went to the State tournament where they ranked high in the competition. Zarbock was chosen to manage last year's State team from the Gulf Coast Region.

The Airline Club entered 10 fighters in the 1961 Regional tournament and missed repeating as team champs by the loss of one fight. When the ink has dried in this year's record book the name of A. L. Zarbock and the Airline Boxing Club will be well remembered.

Zarbock is a nine-year veteran at the Houston plant. His friends poke fun in a friendly way at Art about his boxing experiences, but they have a real admiration for his ability to teach the art of self defense and sportsmanship to the young men of this area.

ETC 20744



AS CLOSE AS A PHONE—Dial 444 in case of emergency. No further elaboration is needed on this statement. This number connects you with the emergency control center (Main Gate), and will bring immediate response. The hand? That's A. R. Simer, Stores warehouse.

Plant Emergency? Dial 444

The equivalent of an "SOS" at the Houston plant is "111".

Interpreted, this means that any time an emergency exists anywhere in the plant, calling for quick action, the person making the report or requesting assistance should dial 111.

This phone number will connect you with the plant emergency Control Center (located at the Main Gate).

The advantage of using this number is that it is never used except for any possible emergency. The chances are remote that you would get a "busy signal."

Another advantage is that someone is always present to answer this telephone, seven days a week, around the clock.

What may be classified as an emergency? Any occurrence that may call for speedy assistance: A fire, explosion, serious leak or line rupture, an injury to personnel which might require first aid or ambulance service, etc.

Who should make such a call? Any person witnessing the occurrence of

such an incident.

Although the number 111 is easy enough to remember, this number has been added to the circular number plate on all plant telephone dial pieces as a constant reminder.

The dial piece also carries number 325, which is the extension for plant Medical.



On New Jobs

Finance

E. M. Harvey from R & D economic analysis engineer, Houston, to manager of economic evaluation coordination, New York

Maintenance

C. E. Sharp from pipelitter 1/c to instrument mechanic 1/c.

J. E. Grubbs from pipelitter 1/c to pipelitter leaderman.

C. P. Gaboury from pipelitter leaderman to pipelitter 1/c.

D. L. Gentry from electrician 1/c to instrument mechanic 1/c.

W. L. Kinzer from acting Construction, General Work and Paint supervisor to Instrument and Electrical supervisor.

J. J. Bridges from acting Cost, Procedure and Methods engineer, Industrial Engineering, to Construction, General Work and Paint supervisor.

R. P. Love from acting Instrument and Electrical supervisor, to special assignment.

Operations

P. L. Wood from 2nd floor 1/c to 3rd floor 2/c.

C. P. Cole from unassigned 2/c to 1th floor 1/c.

From operator helper 2/c to operator helper 1/c: G. R. Brubn, C. H. Eckardt, J. L. Layton, V. D. Long, L. M. Nicholas and G. L. Walling.

Ideas Converted to Extra Cash

Several Houston plant employees have come up with ideas for improvements recently, which they have submitted for cash awards.

In all, eleven ideas grossed \$220 for the suggestors. Johnce Dooly, Operations, was high man with four ideas for \$50. Ben Williams and Jack Perry combined their talents for \$60 on three ideas.

Maintenance

George Cox.....\$20
Grant Davis..... 10
R. O. Hudgins..... 10

L. D. McDonald..... 10
J. L. Zumwalt, B. E. Kimball, J. E. Kent and Z. J. Dickert. (share) 10

Operations

Jack Perry and Ben Williams (Share) three awards.....\$60
Johnce Dooly (three awards)..... 15
Jack Gunn..... 10
Philip Hebert..... 10
Johnce Dooly and Jim Brady (Share)..... 10

Safety Office

Virginia Berry.....\$25

ERAH Board for 1961



NEW BOARD—Members of the ERAH board of directors, elected to serve during 1961, are, left to right: Wes Venable, Roy Yoshiki, G. M. Richardson, Carmie Berry, Horace Mosely, Harry Holloway, Ed Edwards, Cliff Gremillion and Linda Liles. In subsequent action Berry was elected president, Holloway, vice-president; Gremillion, treasurer; and Linda Liles is secretary.

ELRAH Board for 1961



NEW BOARD—Elected as Board of Directors for ELRAH during 1961 were seated from left: Otto Smith, Hammond Slater, and Eulice Rose. Standing from left are Martin Phayer and Amos Dever. Named president was Dever, the vice-president is Slater, and Smith is secretary.

DON'T FIDDLE AROUND... TRY PAYROLL SAVINGS.

Buy U.S. Savings Bonds REGULARLY

ETHYL CORPORATION
Houston Plant
P. O. Box 472
PASADENA, TEXAS

Return Postage Guaranteed

BULK RATE
U. S. Postage
PAID
Pasadena, Texas
Permit No. 11

THE ECHO

ETHYL CORPORATION

Camp Fire Girls

50 Years of Growth

Camp Fire Girls, observing their 50th anniversary, offers purposeful activities geared to the special interests and aptitudes of growing girls. Its primary purpose is to help girls learn to fill their special functions as women in the home, in business and in the community.

The magnetic appeal of Camp Fire to millions of girls during this half century of changes has been the ability to widen their intellectual, cultural and spiritual horizons. From age seven through high school years, girls enjoy a continuous experience which keeps pace with their growing interest and increasing maturity.

Today, in communities all over the nation a half million members enjoy the delights of learning by doing, the fun and friendships of work and play in groups under the leadership of adult volunteers.

It is the responsibility of adults to help youth prepare to meet the challenges and responsibilities of the future. Membership by adults and girls is vital if the promise of youth is to be fulfilled in the hope of the future.



February, 1961
Vol. 8 No. 1

Credit Union Meeting

See Page 3

THE ECHO

New Safety Contest Challenges Abilities to Create Safety Rhymes

A new safety contest, asking for contributions to a series of plant "road signs," was announced recently. A letter was mailed to the homes

of all employees offering participation in the contest.

Acceptable "rhymes" will mean a \$10 safety prize to the successful authors.

These rhymes will be used as safety messages to stimulate continuing interest in employee safety.

N. R. Hart, chairman of the Central Safety Committee, pointed out that the signs would be used to stress home and highway safety, as well as deliver safety messages which relate to the plant.

Hart expressed the hope that participation would be heavy in the contest. "All of us have the ability—and desire—to express our own interpretation of safety," Hart said. "This gives each person on the plant the opportunity to submit his idea for consideration. If it is accepted, it will not only be used, but you will be paid \$10 for your effort."

"And what's even more important," he added, "is that your message will make a substantial contribution to our safety—possibly contributing an idea which may save a life. It's a very worthy cause."

The first of the plant signs is tentatively scheduled to be used after April 15.

The Safety Publicity Committee will serve as judges for all entries. This group includes C. L. Gremillion, chairman; H. R. Cunningham, J. B. LeRay, George Murphy, and Virgil Smith.

The specific rules of the contest appear elsewhere in this issue of the paper.



WHAT'S THIS?—It's a sample of the desired end product in the plant's new safety contest. All employees are to receive information concerning details of the contest. Ac-

ceptable rhymes will merit cash prizes, and the rhymes will be appropriately displayed. Examining the "sample" above is H. W. Jones, Maintenance.

Golf Bargain

ERAH has come up with an offer that will catch the eye of any bargain-conscious members, that is if they are

interested in learning or improving their golf game.

Arrangements have been made with the professional at the Texaco Country Club to give six group lessons to

lady members of ERAH and wives of members. The cost of these lessons will run about \$1.50 per lesson. They will last for one hour. Dates for lesson will be given later.

All needed now to complete plans for this outstanding offer is ten women. A half-dozen ladies had signed up at press time.

New Installation in Blender



WHAT IS IT?—This unit, located in the blending area, TEL Building, has created a lot of attention lately. It is the Multi-Component Blending System console—a unit of particular interest to Ethyl refinery customers. For details of this unit, and some of those who have visited here to see it, see Page Seven, this issue.

Camp Dates Set

One of the first items of business the new ERAH Board of Directors undertook this year was setting dates for the Summer Camps for girls and boys.

E. D. Edwards, chairman of Children's Activities, announced that camp for the boys would be held August 2-5, and camp for the girls would be August 9-12.

Details of the programs to be conducted during Camps will be given later.

Mercier to School

George T. Mercier, Operations area superintendent, will attend the University of Texas Executive Program, from April 4 to May 1.

The course is being conducted at Villa Canille, Hunt, Tex., near Kerrville.

This is the second year this program has been offered. In 1960, Clarence J. Lowe, general superintendent of Maintenance and on-Plant Construction, attended.

Featured in this five-week course are a variety of planned educational experiences essential to executive development.

Throughout the program, emphasis is placed on active participation by those attending. Under guidance



George T. Mercier

of expert discussion leaders, participants find their thoughts, views and conventional practices being compared and challenged both in and out of the class-room.

Mercier, a 22-year veteran with the company, started as a chemical engineer in 1939. Following a number of assignments in R & D Department, Baton Rouge, he transferred to Houston in 1952.

He was promoted to his present position January 25, 1957.

As Reported In----



The BULLETIN

HOUSTON PLANT

(February 10) One year ago today the Company announced that the Vinyl Chloride Monomer plant would be constructed here. This announcement represented the first major products diversification at the Houston plant. . . . (February 17) At a meeting of the Credit Union Board of Directors yesterday, the group voted to relax the restriction on share purchases. Members are no longer subject to the \$2,100 share purchase limit which has been in effect for several years.

(February 20) Here are the several Activities Chairmen appointed for 1961. Athletic Activities, Roy Vostloh and Wes Venable; Social Activities, Harry Holloway; Children's Activities, Ed Edwards; Special Events, Bob Black and G. M. Richardson; Constitution and By-laws, Horace Mosley. As a member of ERAH, you are invited to approach your representative concerning proposed activities. . . . (February 21) Pete Runnels' Day is being noted by many Houston plant folks. Pasadena has gone all out to

make this day long remembered for one of its finer citizens. . . .

(February 23) A crew of Maintenance personnel was busy today replacing the B-1 Furnace stack. This was done in connection with the rebricking of the same furnace. . . .

(February 27) Thirty-four enthusiastic golfers teed off Saturday morning in the first Erah golf tournament of the year. Harold Woest and Leonard Reeder took first place with a low-ball score of 60. Lee Sander and Wes Venable, Andy Anderson and Oral Steele all tied for second and third place with 64. . . .

(March 2) Frank Durham, Credit Union manager, is appealing to CU members to make telephone calls to the CU only during business hours. They are 8 to 9 a.m. and 12 to 4:30 p.m. He wishes to point out that calls between 9 and 12 interrupt and slow down the detail work that must be done each day during this time. . . . (March 3) F. Barrett Horton, Jr., superintendent of Stores and Services, will observe his 10th anniversary of service with the Company on Sunday.

Ethyl Sponsoring FFA Calf

For the second consecutive year, the Ethyl Corporation has announced participation in the Pasadena Livestock calf-sponsorship plan.

The Company purchased a young White Face calf in February for Pasadena high schooler Jimmy Medearis. Jimmy will care for the calf until it is sold next October at the Pasadena Livestock Show and Rodeo.

The Hereford calf has been paid

for by the Company. Ethyl will also cover the cost of all feed and other expenses until the livestock auction. At that time the calf will be sold and young Medearis will reimburse the Company for its expenses, keeping the difference for himself.

Jimmy is a typical all-round teenager being active in many activities. He is a vocational ag student at Pasadena High School, a member of the



MAKES "DEBUT"—Jimmy Medearis, Pasadena High School student and member of Future Farmers of America, proudly displays "Ethyl's ECHO," the calf being sponsored by Ethyl Corporation. Jimmy hopes his calf will grow to the 1,000-pound class by October.

Fauver Observes Service Date



SERVICE AWARD—James M. Fauver, Operations area foreman (left) observed his 20th anniversary of service with Ethyl on March 14. L. L. Davis, general superintendent, Operations, presented him with his service certificate and pin.

Personnel Moves

Three moves of Maintenance supervisory personnel were effected here March 1.

John D. Roper, acting supervisor, has been assigned to the position of Maintenance area supervisor. Dean G. Goules, acting Stores supervisor, has been assigned to the position of Stores supervisor.

James A. Kelly, Maintenance supervisor, has been placed on special Maintenance assignment in the TEL area.

Future Farmers of America, takes part in youth rodeos, plays football and enjoys water skiing. Each morning, at 5:30 a.m., he feeds and grooms the animal. This is repeated every afternoon. He spends over three hours every day grooming his calf for the forthcoming show this fall.

The calf-sponsorship, under auspices of the Pasadena Livestock Show, Fair and Rodeo Association, is about 11 years old. This year there are 24 such sponsors for calves in the Pasadena area.

Every worthy calf should have a name, and Jimmy didn't take but a minute to name his calf. It is called "Ethyl's ECHO."

The calves, either Black Angus or Herefords, are about six months old when purchased under the sponsorship arrangement. At the time of the auction each calf will weigh about 900 pounds, and will compete for grand champion honors.

The program has proved to be a highly successful youth activity, as well as furthering interest in stock raising and improvement.

In addition to the above sponsorship, Ethyl has sponsored a Junior Achievement company in Pasadena since 1952, and sponsors two Little League baseball teams.

James M. Fauver, Operations area foreman, observed his 20th anniversary of service with the Company on March 14.

In a presentation held, L. L. Davis, general superintendent of Operations, presented Fauver with his pin and certificate.

Fauver commenced his service with the company as an operator helper on March 11, 1941, and was promoted to foreman in 1951.

He was transferred to Houston March 4, 1952, as area foreman, his present position. He is a graduate of Istrouma High School in Baton Rouge, and attended Louisiana State University for two years.

Fauver and his wife, the former Lorraine Stolzenthaler of New Orleans are the parents of two children: Jim, Jr., 19; and Cynthia, age 13.

Other service anniversaries during March included F. Barrett Horton Jr., who observed his 10th service anniversary on March 5, and L. A. Mitchell, five years, on March 19.



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay, ... Supervisor

Vol. 9 No. 1

March, 1961

ETC 20748

Port Magazine Story Offers Good Review of Ethyl's Scope

To Ethyl employees the story given below is a well-known one. It was published in the February issue of *Port of Houston Magazine*.

Nevertheless it is worth reading as a refresher. It reveals again the many components which go into making Ethyl Corporation, and how we at Houston plant fit into the Ethyl picture.

The Editor

EVERY TIME you "filler up" you could properly give thanks to the Ethyl Corporation plant on the Houston Ship Channel for its production of a product that saves you—and every other American motorist—an average of \$32 on your annual gasoline bill and that helps to make possible today's better gasolines at a price not much higher than prevailed three or four decades ago. (That's true. If gasoline seems expensive to you, put the blame on the high taxes, where it rightfully belongs.)

"The product is tetraethyl lead (TEL), the basic and active ingredient in 'Ethyl' antiknock compounds. When refiners add this product to gasoline—usually on the order of the equivalent of one teaspoonful per gallon—several extra octane numbers are built into the fuel.

"It has been estimated that the use of TEL conserves crude petroleum at the rate of about 250 million barrels a year. How so? Crude petroleum contains only a limited amount of hydrocarbons suitable for immediate

use as gasoline components. Thus, to create modern high-octane gasoline through refining methods alone, the refiner must process the crude oil more severely with a subsequent loss of yield. By adding TEL, however, he is able to upgrade the gasoline, conveniently and economically, without the wasteful use of additional crude.

"Since their introduction 33 years ago, antiknock compounds have grown in usefulness to the extent that about 93 per cent of all motor and aviation gasoline now sold in this country is improved by tetraethyl lead. During those same years, the steady increase in gasoline antiknock quality has been accompanied by the development of better engines which could best utilize the improved fuels as they come along.

"What is the result of this coordinated progress? The most realistic yardstick is 'miles per gallon,' since this makes allowance for the difference in weight among both cars of the present and of the past. 'Miles per gallon' is the distance that one gallon of gasoline can move one ton of automobile. On this basis, the average car in use today gets about 75 per cent more real mileage out of a gallon of fuel and at 13 per cent less cost (exclusive of taxes) than did its 1930 counterpart.

"Houston is one of three U. S. locations where Ethyl Corporation manufactures antiknock compounds (the plural form is correct since the Company offers six different formulations, depending upon specific refinery and marketing needs).

"Ethyl also has manufacturing plants at Baton Rouge, which is the largest of its kind in the world, and at Pittsburg, California, in the San Francisco Bay region. The Baton Rouge unit was opened in 1937, the Houston plant in 1952 and the Pittsburg plant in 1953. In addition to these facilities, there is an 'Ethyl' antiknock compound manufacturing center at Sarnia, Ontario, operated by Ethyl Corporation of Canada Limited.

"In recent years, Ethyl has added to its diversified product line with great rapidity, with the result the Company now markets more than 50 chemicals useful to industry, national defense and consumer goods. One of the more prominent of the new products is vinyl chloride monomer, used in the manufacture of plastic for such as floor tile, phonograph records and garden hose.

"Until recently, Ethyl's production of vinyl chloride monomer was concentrated at Baton Rouge. Now the Houston plant also is a major supplier of this versatile raw material, a new unit for the manufacture of vinyl chloride monomer having gone



Cookie Sales Brisk at Main Gate

WORTHY EFFORT—A troop of Brownies were busy as little bees on March 14, selling cookies to plant employees leaving the plant. Here Pipetitter R. L. White pauses to purchase a box of the cookies. Proceeds went to improve and expand camping facilities.

into operation there a few months ago.

"Most of Ethyl's products are additives for gasoline, diesel fuel, oil, and other lubricants, and hence are important components of modern petroleum products. Some of the functions which the Ethyl additives perform are improvement of engine cleanliness, suppression of spark plug fouling and prevention of rust, carbonator icing and valve wear.

"Metallic sodium, manufactured by Ethyl, is used as a raw material in making high-energy fuels for jet aircraft and rockets. Triethyl aluminum and trimethyl aluminum, among the other Ethyl products, also are promising components of fuel for aircraft and rockets.

Channel Location Ideal

"M. C. Hudgins, resident manager of the Ethyl plant, says that his company finds the *Houston Ship Channel* an ideal location in every respect, particularly in accessibility of raw materials used in the Ethyl manufacturing process and in the rail and water shipment of materials both into and out of the plant. The plant employs about 750 men and women, some 90 per cent of whom live in Pasadena and other communities in the immediate area.

"In addition to the manufacturing plant, Ethyl Corporation also maintains in Houston a major service center building and gasoline testing laboratory. And, in continuing to grow with the local area, Ethyl this year opened a fifth regional office, based in Houston. Headquarters of the other four regions are New York, Chicago, Tulsa and Los Angeles."

ERAH Golfers' 1961 Schedule of Matches Given

Each Spring time brings on an invasion of the local golf course and Ethyl's golfers take no exception to this annual habit. Even the most strict fair weather golfer has broken out the old clubs and limbered up those sleeping muscles.

The 1961 ERAH golf committee got off to a fast start by setting up this year's schedule early in February. They made arrangements to play all of the one-day tournaments at Glenbrook golf course, starting at 7:00 a.m. on the following dates:

February 25, 1961 June 17
March 25 August 12
May 20 September 9

Members of this year's committee are: A. B. Bishop, Wes Venable, L. R. Denson, W. L. Kinzer, R. G. Gapes and B. R. Blair.

Winners of the February one-day, pick-your-partner, tournament were: Harold West and Leonard Reeder, Lee Sander and Wes Venable, Andy Anderson and Oral Steele tied for second and third place.

The Committee decided on a sweeping change in this year's Spring tournament. They announced the tourney will be a pick-your-partner, match play tournament. It will kick off in conjunction with the March 25, one-day tournament. The completion dates for matches are as follows:

First Round—By April 3, 1961.
Second Round—By April 29.
Third Round—By May 20.
Fourth Round—By June 10.
Fifth Round—By July 1.

CANCER'S 7 DANGER SIGNALS

- 1 Unusual bleeding or discharge
- 2 A lump or thickening in the breast or elsewhere
- 3 A sore that does not heal
- 4 Change in bowel or bladder habits
- 5 Hoarseness or cough
- 6 Indigestion or difficulty in swallowing
- 7 Changes in wart or mole

If your signal lasts longer than two weeks, go to your doctor to learn if it means cancer.

AMERICAN CANCER SOCIETY

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1961

ETC 20749

Machine Shop Safety Continues; Their Comments on Safety Given

Last month personnel of the Machine Shop were featured in The ECHO. The story described how they sustained no injuries whatsoever during a one-year period.

As The ECHO was going to press this month their performance was continuing, well into the 11th month, without injury.

What makes a group work this length of time without receiving a scratch? Is there a reason behind this safety performance—one which might be of value to each of us?

So, on the theory that you can't

argue with success, we decided to go back and talk with each man in the group to see what his specific reasoning was.

We asked each man the question: "To What Do You Attribute the Outstanding Safety Performance in the Machine Shop During the Past Year?"

Their answers were interesting and varied. Perhaps a study of these answers will benefit each of us as we try and improve our own safety efforts, whatever our jobs may be:

"I give credit to Ethyl's good safety program which makes us all safety-conscious. Also I feel we had a lot of good luck."

A. C. Jones



"I appreciate our safety program enough to abide by all the safety rules and regulations. If I don't use the equipment supplied by the Company I feel uncomfortable."

W. H. Hendrick

"The reason I think we worked one year without injury is the cooperation between the foreman and the men. This contributes to efficiency, production and safe working days. A good environment is why I was safe."

O. R. Stephenson



"I think that our good safety record in the Machine Shop came from the good attitude each of us has about safety, and by helping each other on the job."

G. M. Outes

"I think all the men know their jobs which is a factor. Thinking about what you do while performing your job is important. Everyone was cautious, too, and kept their hand tools in good shape."

W. N. Williams



"I feel that there have been two factors contributing a great deal to our record: being alert, watching and helping your fellow worker, and not doing anything in haste, take your time."

W. F. Schultz

"An improvement on our grinding chip breakers and cutting bits has helped us a great deal. It has helped us psychologically, putting us in a better state of mind, and we also perform better work."

Deniel Thorpe



BOOKLETS AVAILABLE—Surplus copies of several Reading Rack booklets are available to employees, displayed here by Jeanne Harlow, Purchasing. Booklets remaining after a reasonable length of time will be donated to local groups.

Back Issues of Booklets Available

Have your overlooked or otherwise failed to pick up some of the recent Reading Rack booklets? Back issues of certain ones are still available.

Some of the recent booklets made available have been above average—well worth the 15 or 20 minutes it might take to read them.

Back issues are retained as long as it is felt that they may be desired by Houston plant employees. Following this interval, the remaining issues are offered to worthy local organizations which would consider them useful.

If an employee is active in some organization (such as Boy Scouts, Parents-Teachers' Association, etc.), he is invited to pick up limited quantities of back-issue booklets which may be useful to his organization. The Publications Office retains these booklets.

Here are titles of some of the booklets which are available:

"Any Means To Achieve Our Ends." This is a superior booklet that describes an ideology contrary to the American way of life. It is written as a father may talk to his teen-age son.

"How To Cut Strokes off Your

Golf Score." Need we say more? About 100 copies remain.

"How Our Foreign Policy Is Made." This pertinent subject is delved into in an easy-to-understand fashion. It is designed to stimulate a desire for additional research and study of this subject.

"The Hunting Yearbook." The subject matter doesn't match the season, but the ardor of a dyed-in-the-wool hunter is a year-round thing. Excellent for Scout groups, make references to gun safety.

"Income Tax Guide." About 100 copies remain for those who have waited until the last minute for this chore. (Remember the deadline April 15).

These and several other booklet are available in limited quantities. Sound good? Visit Publication Office.



"I have been sold on safety for a long time, am still sold on it and will be sold on it from now on. You have to be conscious of safety at all times while performing your job."

S. A. Kohojek

"Shop teamwork is a matter of cooperation with one another and the foreman has a lot to do with it. So, for safety, half the job is done with good working conditions. The other half comes with good safety training."

R. C. Graft





UNUSUAL VIEW—This particular view of Ethyl's Houston plant is one seldom seen by plant employees. It was taken from Todd Shipyard. At far left a crane can be seen working at the task of placing "rip rap" along the

embankment which has been eroding away. More than 1,200 feet of Ethyl Ship Channel frontage will have to be reinforced in this manner. About 200 feet will be reinforced with interlocking steel beams driven into the ground.

Work Underway at Channel to Halt Erosion

Golf Tournament

March 25 was a big day for EBAH golfers and the Glenbrook golf course was the setting. Thirty six golfers took part in the combined one-day pick-your-partner tournament and the kick-off of the Spring pick-your-partner match tournament.

Results of the one-day tourney were as follows: First prize went to Bob Blair and John McGarry; Second and Third prizes were split between W. T. Price and F. C. Riley, J. York and R. Coney, G. D. Battle and R. J. Laporte.

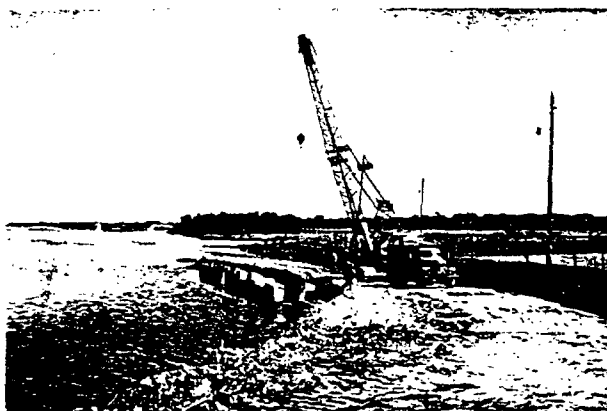
The following golfers have signed for the Spring Match Tournament: Wes Venable and Lee Sandel, Jake Sharp and C. A. Shinn, Jake Lockman and Claude Rhoads, H. C. Cutrer and Ben Phillips.

Also J. L. Hogan and Logan Wood, Jim Fawcett and Carl Walker, Harold Woest and Leonard Reeder, Jesse York and Dick Coney.

Also M. K. Alston and J. B. LeRay, Earl Patterson and Jim Wiseman, Dick Love and Mac Gay, Dale Battle and Randy Laporte.

Also Bob Copes and Hudson Field, Bob Blair and John McGarry, Buford Fenderson and George McGay, E. M. Luman and Louis Davis.

Also Cam Carrier and Walt Kinzer.



THIS IS "RIP-RAP"—This illustration shows a crane placing huge chunks of concrete into the Ship Channel water's edge on the Houston plant frontage. This will prevent further erosion of frontage. About 200 feet of the area will take interlocking steel beams.

Bob McCay and Bill Willburn, O. W. Fisher and Bob Fowler, Ben Bishop and C. H. Gilliland.

Also T. J. Kizziah and Oral Steele, Roscoe Gorder and Horace Mosley, Bill Price and Frank Riley, R. T. Bishop and C. E. Kramer.

Morgan, D. Ooley, C. K. Rogers, R. D. Scott, W. E. Sheppard, T. Suttle, E. A. Thiele and J. L. Tyler.

Mexico Trip

Gene Eddleman, 16, son of Mr. and Mrs. Roy Eddleman, (Maintenance) has a flair for salesmanship.

A work project to halt erosion of Ethyl property at the Ship Channel was launched here March 13. It is estimated that it will take about six weeks to finish the job.

To accomplish the job, about 200 feet of steel pilings will be driven into the embankment, and another 1,200 feet of the Ship Channel embankment will be reinforced with "rip-rap."

Over a period of years the Ship Channel waters have been gradually eroding away valuable footage of Ethyl property. This is caused by tidal actions, artificial waves created by passing vessels and other forces.

Cost of this work is estimated at about \$75,000.

and it won him a trip to Monterrey, Mexico last week.

Gene has a newspaper route in Pasadena for the Houston Chronicle. The paper conducted the contest for boys. Those acquiring a stipulated number of new subscribers would qualify for the all-expense paid trip, and Eddleman was one of the winners.

Three chartered buses of the youths left Houston Friday, March 21, returning here March 27.

On New Jobs

Maintenance

K. L. Fielder from pipelitter hiring to pipelitter trainee 1.

W. W. Turner from 1st floor and H.B. 2/c to warehouseman 1/c.

J. A. Kelly from Maintenance area supervisor, TEL area, to special assignment, TEL area.

D. G. Coates from acting Stores supervisor, Stores and Services, to Stores supervisor, Stores and Services.

J. D. Boper from acting Maintenance area supervisor to Maintenance area supervisor.

H. B. Alfred from laundry, change house and salvage foreman, Stores and Services, to assistant Yardmaster, Stores and Services.

Operations

B. Blakely from laboratory helper 2/c to laboratory helper 1/c.

From operator helper 2/c to operator 1/c: G. D. Baker, J. Gilbert, R. Gregory, A. M. Mancuso, A.

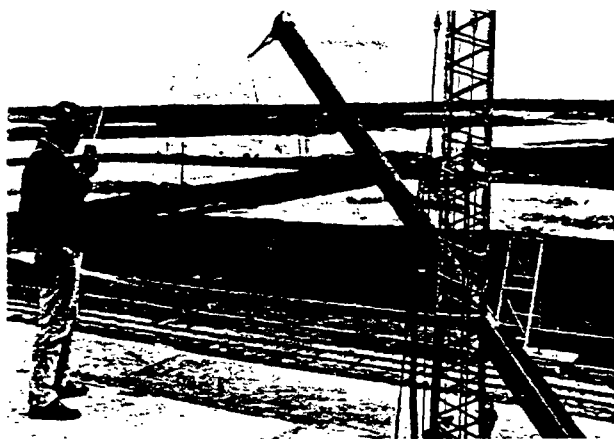
**PAYROLL SAVINGS...
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REGULARLY**

Contest Safety Rules

1. All employees of Ethyl's Houston plant, except members of the Executive and Central Safety Committee, are eligible to enter the contest.
2. The contest consists of writing your slogans, verses or rhyming words in the six (6) blocks as arranged and illustrated on the attached paper which was mailed to you. Your name will be entered in the last block. You are limited to a maximum of four (4) words in each block. The words must illustrate or emphasize some phase of plant, home, or highway safety. There is no limit to the number and/or types of entries per employee. Additional entries may be submitted on similar forms if desired.
3. Slogans will be judged on their originality, applicability to safety and rhyme appeal. The Safety Publicity Committee will judge all entries. All entries will become the property of Ethyl Corporation and the decisions of the judges will be final.
4. Prizes for the best thirty (30) slogans selected will be \$10 each.
5. Entries may be deposited at the *Main Gate* in the box labeled "What's Your Rhyme" or mailed to Ethyl Corporation, P. O. Box 172, Pasadena, Texas. Attention: Mr. C. L. Greenillion.
6. Your slogans are desired immediately. Entries will be judged weekly for the duration of the contest. Contest deadline for entries will be April 30.



200 FEET: A WHISPER—Foreman E. R. Vickers, standing on top of the TEL Building, gives instructions by radio as the new Furnace stack is slowly hoisted into proper position. This is the first time portable radios were used for such a job at the Houston plant.

Portable Radio Units Proved Their Value on New Stack Job

In industry, the installation of smoke stacks from time to time is a rather commonplace activity.

Being subject to hard and continuous use, plus exposure to weather, makes occasional replacement of these stacks necessary.

Such a job was undertaken in the TEL area last month. Two Furnace stacks had to be replaced.

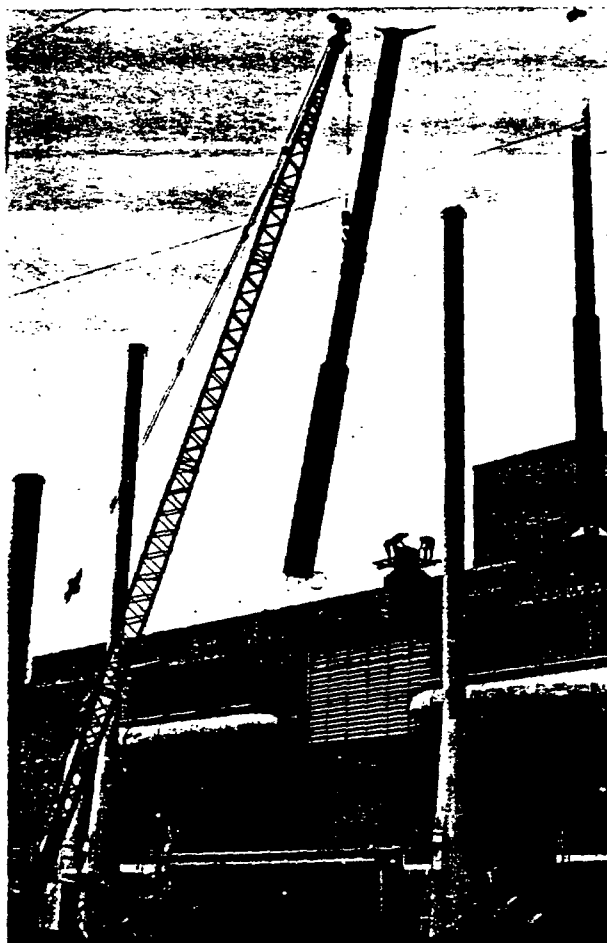
Communications is one of the biggest problems Maintenance personnel face during the actual raising of a new stack. Proper instructions to riggers-crane operators and others involved must be relayed precisely and promptly.

And last month Maintenance employed a new tool which has simplified communications considerably: the use of "walkie-talkie" radio. The result: Highly satisfactory.

One man was stationed on top of the TEL Building and another on the ground in the vicinity of the crane, each with a portable sending and receiving radio set.

As the stack was raised up into position, specific instructions were relayed back and forth between the two men with radios, who pass on the word to those involved in placing the stack. This procedure has eliminated attempts to shout signals, arm waving and other efforts to communicate.

Thus two stacks, about 75 feet in length, were put up in record time with a maximum of safety and efficiency and a minimum of confusion. And another device takes its place in the Houston plant as an aid in doing a big job.



UP SHE GOES—75 feet of gleaming new Furnace stack is hoisted into position—a big job well done last month by plant Maintenance employees. The Furnace stack at the right had also been replaced just the week before.

Classes Starting

Any enterprising Ethyl employee and his family interested in self-improvement should consider the classes offered by the YMCA. Attending these classes could easily turn into a family affair because of

the varied subjects being offered. Dad could take Photography at the same time Mom was brushing up on her shorthand.

These informal classes are offered at very reasonable rates. Along with the added education you are sure to meet a number of new friends.

Select the course you want and mail your check to the Downtown YMCA Program Office, 1600 Louisiana, or register the day of the course in the Program Office. For further information on courses call CA 4-9501.

All courses are \$12.00 for eight weeks. (Except Bridge—\$8.00.)

ASTRONOMY	May 2...	7:00-9:00 pm
DANCING—Ballroom and Latin American	May 5...	7:00-9:00 pm
PAINTING—for beginners & advanced...	April 12...	6:00-8:00 pm
WRITING—for profit & pleasure	April 12...	6:00-8:00 pm
PHOTOGRAPHY—for beginners	April 14...	6:00-7:00 pm
JUDO For Women—for self-protection	April 11...	6:00-7:00 pm
SKIN DIVING—for men and women	April 11...	8:00-9:00 pm
BRIDGE—for beginners and advanced	April 18...	6:00-10:00 pm
SPANISH—conversational—beginners	April 5...	6:00-7:00 pm
SPANISH—conversational—advanced	April 5...	7:00-8:00 pm
FRENCH—conversational—beginners	April 11...	6:00-7:00 pm
FRENCH—conversational—advanced	April 11...	7:00-8:00 pm
SHORTHAND—Gregg—beginners	April 11...	5:30-6:30 pm
SHORTHAND—Gregg—review & speed	April 11...	6:30-7:30 pm
SPELLING & VOCABULARY		

BUILDING	April 14...	7:30-8:30 pm
BOOKKEEPING—for the adult beginner	April 11...	6:30-7:30 pm

INVESTMENTS & THE STOCKMARKET March 28... 7:00-9:00 pm

Call the Program Office, CA 4-9501 for information on Coin Club, Dances, Folk-singing Club, Folkdancing Group, Senior Citizen Club, and Fencing Club.

Four From Here Eligible To Attend 25-Year Dinner

Four Houston plant employees will be eligible to attend the Company-sponsored 25-year dinner this year, scheduled for Thursday, May 11.

Those eligible include J. E. Kohler, Jr., H. F. Royal, Frank Epps, and E. J. Darragh.

The dinner, honoring employees with 25 or more years of service, is being held at the Baton Rouge Country Club.

Darragh makes his "freshman" appearance this year. He will reach his 25th year of service on November 1.



THE MODERN WAY—Joe Tinney, Maintenance supervisor, received handling instructions from Vickers who has a similar unit on the Building roof. This information is quickly passed on to personnel manning the hoisting crane and handling lines.

Plant Blender Installation Interests Ethyl Customers

Designed for Refinery Use

During the past few weeks the Houston plant has served as a major hub of activity for Sales Department personnel and visiting customer company representatives.

Focal point has been the recently installed Multi-Component Blending System, which Sales personnel have been demonstrating to customer representatives.

The new system—the only installation of its type within the Company—will be readily adaptable for use in oil company refineries.

The Ethyl developed system is designed for in-line blending operations at a refinery and uses digital computer techniques especially designed for the purpose.

The System was installed here primarily for demonstration purposes to customers, and for Sales Department training programs.

The unit is located on the first floor of the blender area in the TEL Building.

Shown on this page are some of the visitors who came to see the unit in operation.



TEXACO INCORPORATED—Resident Manager M. C. Hudgins (left) headed up a tour of the plant for representatives from Texaco Incorporated. The tour included a close study of the Multi-Component Blending System. He is explaining a detail here to Texaco Works Manager E. W. McNealy.



SIGNAL OIL AND GAS—G. E. Smalley (left) of Signal Oil pays close attention as Houston Plant Engineer Hugh Gordon (center) reviews some of the electronic features of the new unit. Back to camera is Ken Just, chief product service engineer, Ethyl Gulf Coast regional office.



CITIES SERVICE—Ethyl Sales Representative A. J. DeLaune (left) explains a detail of the Multi-Component Blending System to a group from Cities Service Refinery, Lake Charles, La. The unit is located on first floor Blender, TEL Building.



HUMBLE OIL & REFINING—Ethyl Engineer Warren Green (right) explains the details of the new Blending System to four representatives from Humble who visited here last month. This installation is the only one of its kind within the Company.



PONTIAC OIL—Two representatives from Pontiac Oil Company, Corpus Christi—Gra Phelps and Doyle Harris—observed the Multi-Component Blending System in action last month. Other groups will be viewing the unit in the months ahead.

ETHYL CORPORATION

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THE ECHO

ETHYL CORPORATION, HOUSTON

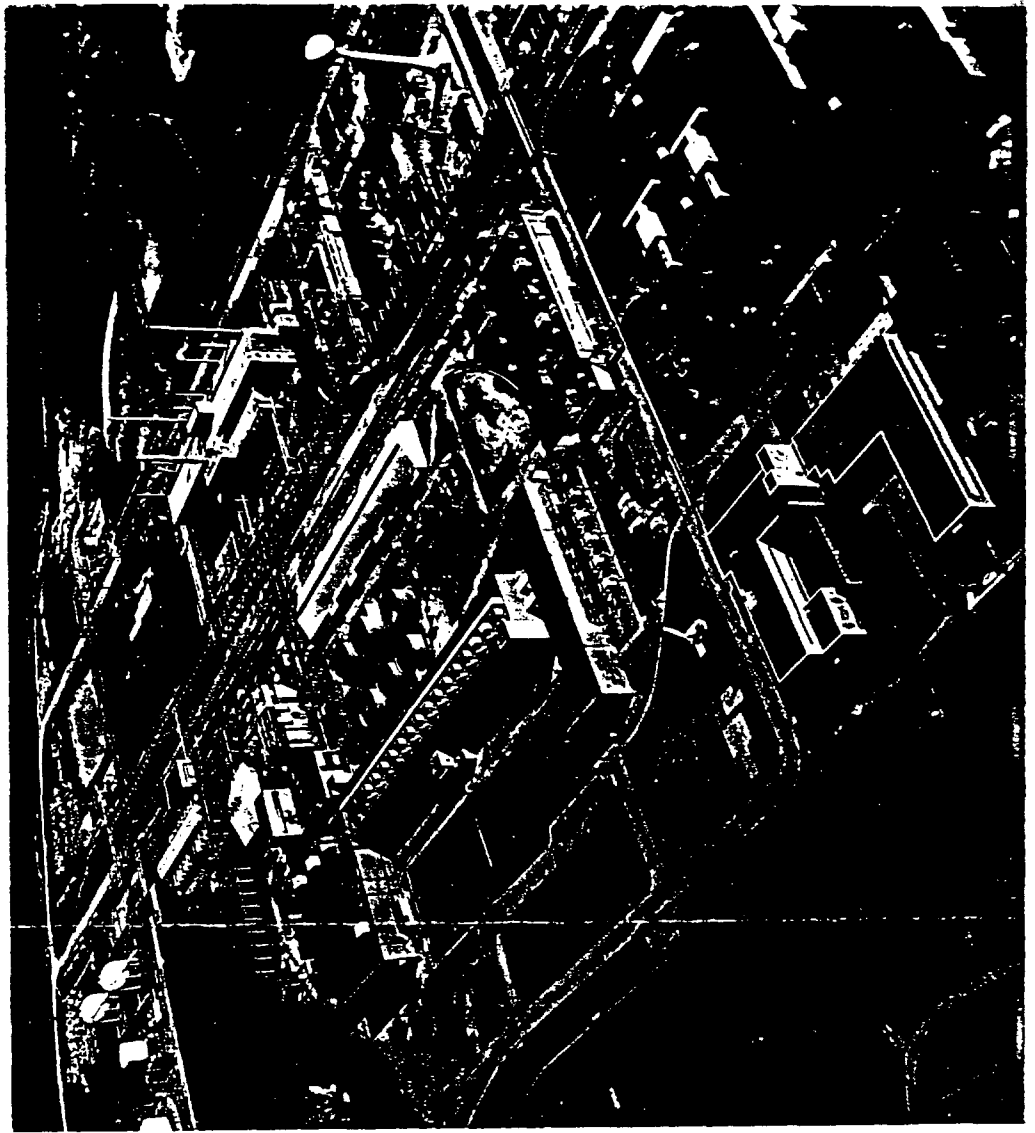
Our Thanks to the Port of Houston

The striking aerial view of Ethyl Corporation's Houston plant, featured at right, appeared recently on the cover of the *Port of Houston Magazine*, February issue.

Requests for copies of the magazine were too numerous to fill. So we did the next best thing: Secure permission to feature the illustration in *The ECHO*.

So, thanks to the Port of Houston, we are able to reproduce this illustration of the Houston plant. The article which was printed in that issue of *Port magazine* is also reprinted, on Page Three.

This article represented one of a series being published by the Port of Houston featuring Ship Channel industries.



ETC 20754

THE ECHO

Pool Opens on Memorial Day

Eighty-five fun filled days have been planned for all ERAH members this summer as the pool at RAE Acres will be open from May 30 through September 1. The pool will open in conjunction with the gala park opening ceremonies on May 30 (Plant Holiday, too).

There will be many hot days between May and September when a dip in the pool and a picnic under the trees will be just what the doctor ordered.

E. J. Ritchey, a Pasadena grade school teacher, will serve again this year as life guard. Ritchey, along with being a qualified life guard, was a real hit with the children during summer camp. The ERAH Board of Directors feel he will add a great deal to this summer's recreational activities at RAE Acres.

A work group of ERAH members will have the pool and all the other facilities spruced up opening day.



ERAH LIFEGUARD—E. J. Ritchey has been selected by the ERAH Board of Directors to work as lifeguard at the RAE Acres pool this summer. He served as Summer Camp Director last year.

Company Doubles Capacity for Antioxidants to Meet Demands

New York, April 17—In response to rapidly growing demands from oil refiners and other industrial users Ethyl Corporation announces completion of a major expansion in production facilities for its orthoalkylated "Ethyl" antioxidants.

The expansion will almost double the capacity for its principal antioxidants, the Company said. In addition, the enlarged facilities will enable Ethyl to produce, in commercial quantities, other orthoalkylated chemicals with potentially important industrial applications.

Ethyl's antioxidants are the result of an orthoalkylation process discovered in the Ethyl laboratories, and subsequently patented by the Company. Since their introduction a few years ago, these additives have become widely known in the United States and abroad as highly effective, low-cost antioxidants for a broad range of uses.

"Ethyl" Antioxidant 702, Ethyl reports, is finding widespread uses in lubricants for automotive and aviation piston engines, for railroad

and marine diesel engines, and for outboard motors as well as in industrial oils and automotive transmission fluids.

It is a powerful antioxidant, has unusual anti-wear properties, and is highly effective in high-temperature engine operations. Moreover, because it is ashless, it has found extensive use in lubricating oils for aircraft piston engines, in lubricants for two-cycle engines, including outboard motors and motor bikes, and most recently, in ashless lubricants for passenger cars. Also, because it contains no corrosive materials, it will not damage sensitive engine parts as are found, for example, in railroad diesel engines. It is completely non-reactive with water, and therefore has been widely adopted for use in marine diesel engines.

"Ethyl" Antioxidant 703—which is used for synthetic jet engine oil, industrial and motor oils, and greases—combines the desirability of a "hindered" phenolic oxidation inhibitor.

(Continued on Page 2)

Ethyl's New Regional Offices Open Here

Without fanfare or ceremony Ethyl Corporation's new Gulf Coast Region offices opened on Monday, April 17.

New quarters for the brand new Sales Department organization are located on the 13th floor of First City National Bank building.

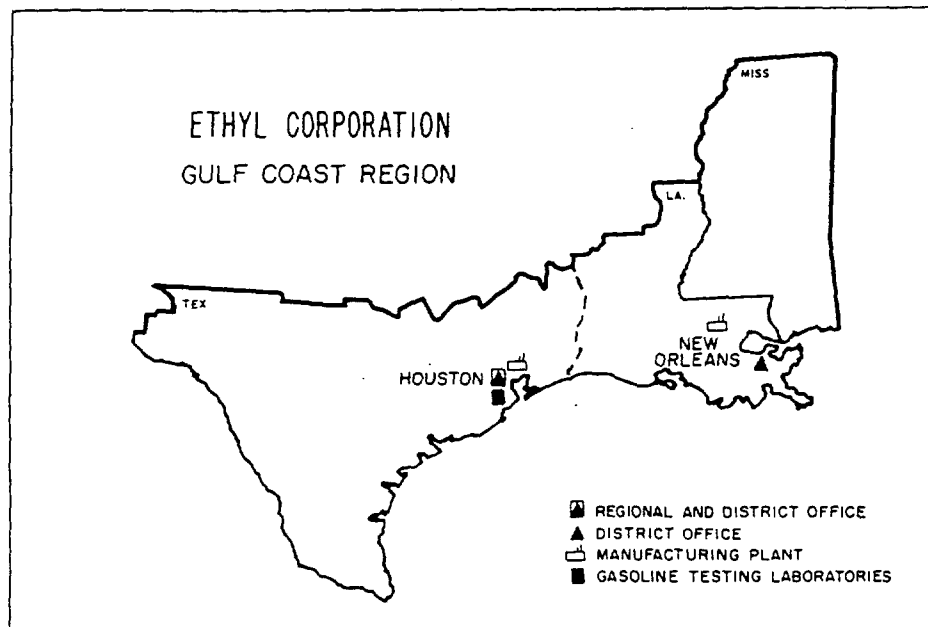
The new regional office increases

from four to five the number of Ethyl regional offices throughout the country. Malcolm P. Murdock, vice president in charge of Sales, pointed out that the new region was created in order that Ethyl could better serve its customer oil companies.

The new region reflects the in-

creasing importance of the Gulf Coast area in the Oil Industry.

The western extremities of the region commence from a point approximately 250 miles west of Austin, extending eastward across southern Texas, most of Louisiana, and takes in all of Mississippi.



THREE-STATE REGION—Ethyl Corporation's new Gulf Coast region is outlined above, from a western boundary about south of Odessa, all the way to the Mississippi state line eastward. Ethyl established the region to serve more

effectively the customer oil companies in this region. The new regional office headquarters are located in the First City National Bank building, Houston.

ELRAH Has Party At Battlegrounds

The weather was perfect for this year's ELRAH annual Easter Party held Saturday, April 1. The party was a huge success with over a hundred children and parents in attendance.

San Jacinto Battlegrounds was the site of this year's party. The highlight of the party was a big Easter Egg Hunt for the children. The committee, Amos Deyer, Martin Player, Earice Rose, Hammond Slater and Otto Smith made sure all the children had a basket full of Easter eggs after the hunt.

Door prize winners were: Janice Rose, Gloria Rucker, Audrey Davis, Elmer Jean Evans, Barbara Anzune and Ruby Douglas.

Dance Coming Up On May 20

Harry Holloway, ERAH Social Events chairman, has announced the second dance of the year, to be held in May.

The dance is to be held in the Elks Lodge, Pasadena, on Saturday, May 20, from 9 to 1. Red Novak's orchestra will furnish the music.

Holloway said that there will be a three dollar charge for guest couples.

As Reported In—



The BULLETIN

HOUSTON PLANT

(March 6) Harvey B. Williams, Jr. and Daren D. Carter are attending a one-week course in "Human Relations" at SMU this week. . . (March 14) James M. Fauver, Operations area foreman, observes his 20th anniversary of Company service today. . .

(March 16) The Suggestion System committee met yesterday and recommended payment of \$370 on 25 suggestions which had been submitted—the largest aggregate amount recommended this year. The largest two awards are \$50 and \$45. . . (March 17) L. A. Mitchell, Operations supervisor, observes his fifth anniversary of Company service Sunday. . .

(March 20) Mary Winters, replacement stenographer, reported to work Friday. Mary was employed as a temporary employee. She was formerly employed here, 1953-1958. . . (March 23) B. M. Ranes, Operations, commences a military leave of absence tomorrow. His leave will permit him to participate in the air-lift of Arnold Air Society from England Air Force Base, Louisiana to Selfridge Air Force Base, Michigan. . .

(March 24) Work began March 13 on "Operations Shore-Up" at the Ship Channel shore line of the plant. The work has progressed at a rapid rate giving Ethyl's shore line a real "face lift." One of the larger pieces of concrete, weighing approximately 20 tons, was set in place yesterday. . . (March 27) A number of Ethyl golfers participated in the Houston City Golf Tournament completed

yesterday. Bob Fowler won his match yesterday in the finals to take the Sixth Flight Championship. . .

(March 29) Thirty-five Texas A&M College students and two of their instructors are visitors at the plant today. These junior year chemical engineers are here on their annual field trip. This is a three-day trip where they inspect six local plants to gain a practical knowledge of industrial processes. . . (March 31) Eight of this year's ECU officials have just completed a six-week course in "Credit Union Management" which was conducted at Lee College. The following received a Certificate of Completion for attending these classes: M. I. Phillips, J. A. Evans, Don Griffin, R. L. King, Paul Black, Steve Mizerik and Bob Copes. . .

(April 3) Richard E. Shepherd, Industrial Engineer, reported to work at the Houston plant today. . . (April 5) Door prize winners of the big ELRAH Easter party were: Janice Rose, Gloria Rucker, Audrey Davis, Elnor Jean Evans, Barbara Auzenne and Ruby Douglas. . .

(April 6) Foundation work on a new 70-foot ventilation stack is nearing completion, and will improve ventilation in certain areas of the TEL Building. . .

(April 10) E. D. Edwards, ERAH Children's Activities chairman, announced August 2-5 as Summer Camp dates for the boys, and August 9-12 as camp dates for the girls, at RAE Acres. . .

"Ethylco" Advisors Honored



FOR YOUTH WORK—Resident Manager M. C. Hudgins (center) presented three Houston plant employees with certificates of appreciation for their work as advisors in Junior Achievement. From left are John Nesser, Sam Crowther, Hudgins, Jim Kelly, and A. C. Hopper, superintendent, Employee and Community Relations.



IDEA MAN—J. L. Dooley, second from left, received a "25" certificate for the many suggestions which have been adopted. He is only the second Houston plant employee to receive such a certificate. From left are Area Foreman Jim Fauver, Dooley, Shift Superintendent George McHaffey, and Bob Mueser, Operations supervisor.

Suggestion Awards Rolling in

A total of \$370 was shared among several successful suggesters recently. Below are given names and amounts awarded:

Operations

J. L. Dooley and S. H. Lee (Share)	\$45
J. R. Perry and B. L. Williams (Share)	20
Doyle Wiederhohl	20
B. L. Williams	15
Phillip Hebert	15
Vince Nicolosi	15

Maintenance

R. T. Bishop and W. L. Bone (Share)	\$50
J. L. Zumwalt, J. E. Kent, B. E. Kimball and Z. J. Dickert (Share 2)	20
M. R. Belanger	15
Carl Feazle	15
H. L. Andrews	15
Charles Hahn, R. Bernard, and J. G. Galey (Share)	10
L. W. Banta	10
T. W. Rogers	10
V. J. Kainer	10
R. B. Board and C. C. Hahn (Share)	10

Company Doubles - - -

(Continued from Page 1)

hibitor with the surface-active properties of an amine, Ethyl points out. Not only will it prolong the oxidation life of a lubricant, the Company says, but it will also impart alkalinity, dispersancy, anti-rust and anti-wear properties.

A third major member of Ethyl's antioxidant family is "Ethyl" 733, which has rapidly found extensive worldwide use in motor and aviation gasolines and in jet fuels and industrial oils.

In addition to its excellent antioxidant properties, "Ethyl" 733 is non-toxic and easy to handle, and requires no pre-mixing with a solvent vehicle to provide ready miscibility in petroleum products. "Ethyl" 733, the Company declares, is less expensive than other antioxidants, and is highly effective in controlling the storage stability of finished gasolines and their additives. Unlike some other fuel antioxidants, "Ethyl" 733 does not contribute to induction system deposits. Moreover, it has military as well as commercial approval for use in motor and aviation gasoline and in jet fuels.

Its line of antioxidants and related ortho-alkylated chemicals, Ethyl reports, is finding growing uses in rubber, plastics, resins and related fields.

HOW'S *your* ATTENDANCE?



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay Supervisor

Vol. 9 No. 2 April, 1961

ETC 20756

CU Starts "Sharing Contest"

M. L. Phillips, president of the Ethyl Employees' Credit Union, announced that a Sharing Contest commences in May.

This contest, open to all Credit Union members, will encourage the use of the Credit Union for savings.

A drawing is to be held on the 15th of each month, starting in June. The member whose name is drawn, and who has purchased a CU

share during the past month or opened a new account, will receive ten dollars.

If there isn't a winner, the money will be added to next month's prize.

All Ethyl Employees' Credit Union members are eligible except office employees and officials of the CU and their families.

The contest will continue during 1961, with one drawing each month.



WHILE IN DALLAS—Members of the Ethyl Employees' Credit Union paused between busy sessions at the State Credit Union conference in Dallas March 21-25, for this picture. From left, seated, are Paul Chase, Paul Black, Marie Mixon, Frank Durham and Bob Schmeidler. Standing from left are Jim Evans, Walter Kinzer, M. L. Phillips and Don Griffin.

Submit Contest Entries NOW

Only a few more days remain to submit entries in the "What's Your Rhyme" contest at the plant. Final date for entries is May 15.

Nelson Hart, Central Safety Committee chairman, said that more than 200 entries had been submitted by the end of April. He pointed out that the primary purpose behind the contest was to promote and encourage improved safety by Houston plant employees, "while at work, at home, or on the road."

Employees are invited to participate by submitting "rhyming signs" which will be properly displayed if selected as winners. The winners will be selected by a panel of judges consisting of the members of the Central Safety Committee publicity subcommittee.

Members of this committee include Cliff Greenmillion, chairman; George Murphy, Virgil Smith, Hal Cunningham and J. B. LeRay.

Each rhyme selected will merit a prize of \$10, less necessary deductions. The rhymes will, at a later date, be prominently displayed.

To create the rhyme any subject may be used. However, emphasis is placed on rhymes which deal with home, highway and plant safety.

Entries will be judged on the basis

of originality and applicability. All employees, except members of the Central and Executive Safety Committees, are eligible to participate.



IN PLAIN VIEW—R. L. Hurd, Maintenance shift machinist, displays five badges, normally worn in plain view inside the Houston plant. From left a white badge used by salaried personnel, green ones for Operations personnel, yellow for General Works, blue for visitor badges, and red ones are worn by Maintenance personnel such as the one pinned on Hurd's shirt.

Badges Essential in Plant Security

Our methods of living and working today have necessitated an identification system based on numbers that requires the memory of an IBM computer.

However these identifying numbers in their several forms have proved to be useful and an indispensable part of our every day lives.

As an example, practically every person who is old enough to work has a Social Security number which he keeps as long as he lives.

Every driver has a license, the most significant feature being its number. The most significant feature of insurance policies, courtesy cards and paper money is the number given on each.

Every automobile owner purchases license plates on which numbers are prominently displayed. Even athletes'

numbers have become inseparably associated with certain famous players.

The same system has become a reality in industry. For office records and easy identification, each employee is assigned a number which he will retain for the duration of his employment. (The only exception at the Houston plant is when a wage-roll employee advances to a salaried position, he receives a new badge number.)

Another outstanding reason for number-identification in the Houston plant, as in most industries, is identification for security purposes.

Access to the Houston plant for employees is by presentation of a pass bearing a number and photographic likeness of the employee. For personnel working within the plant who must change from their street clothes, a badge is worn in a conspicuous manner on the work clothes. In this way authorized persons have proper, uncomplicated access to the plant. But in today's highly competitive business world, it is imperative that proper identification of personnel is achieved.

It's interesting to note that the average Houston plant employee soon learns to identify a man's work area by the color of his badge. Maintenance employees wear red badges. Operations personnel have green ones. The General Works group has yellow badges. Salaried personnel have white ones. And each plant visitor is issued a badge, blue in color, with the word "visitor" inscribed.

The badge and pass are valuable possessions to Houston plant employees. They represent employment at one of the finest industrial plants in this area, serving as ready identification and as identity in local business places. They should be replaced when worn out, and reported if lost.

But the most rewarding use of the pass is when it is presented every two weeks as identity for the payroll check!

High Tribute Paid to Cooper



EMPLOYEE HONORED—Wilfred Cooper, Maintenance electrician (left), was highly honored last month by the Pasadena Elks' Lodge. He is shown here receiving an honorary life membership in the Lodge, the second man in the Lodge to be so honored. Making the presentation is John Furhop, prominent Galveston lawyer and candidate for president of the Texas Elks State Association. At right is Al Sulak, newly-elected Exalted Ruler of the Lodge, taking over the position just vacated by Cooper.

Newsome, Maeser Make Community Contribution

Fun for all

Last month Golden Acres Cub Pack 230, their parents, and friends convened for the monthly program, at Golden Acres elementary school auditorium.

The group of 60 or 70 adults and children displayed the high enthusiasm that one senses where good organization is evident. Attendance was heavy and interest was high.

The evening's program, too, was anticipated with pleasure. The announcement had stated that a magician was going to perform a series of acts for them.

An hour later the meeting ended; another successful activity concluded.

There is a real sense of accomplishment in a meeting of this type. A bit of fun is sprinkled in to a planned Scouting program, develop-



HEALTHY PARTICIPATION—An organization can only be as successful as the members make it by their support and participation in its activities. On this basis Golden Acres Cub Pack 230 is a howling success, as the above

photo indicates. This shot shows a portion of the audience of parents and children attending the March meeting. J. A. "Pete" Newsome, Operations, is committee chairman of the Pack.

ing high ideals and ethics in the young individuals.

Those responsible for this particular Scout program were J. A. "Pete" Newsome, Operations, and a

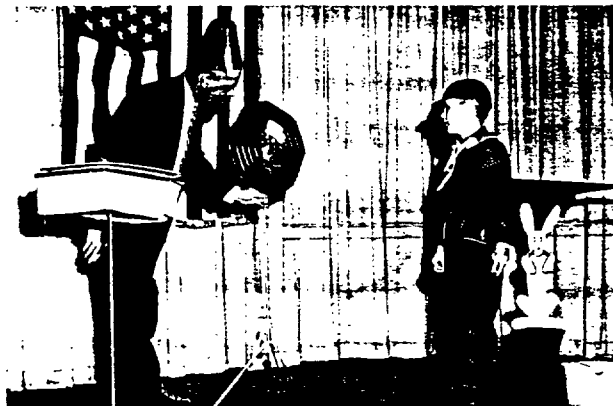
resident of Golden Acres. He is Committee Chairman for Cub Pack 230. The star of the program was Bob Maeser, Operations, who resides in Baytown. He was ably assisted on the stage by his daughter, Betsy, 10.

Much of the success of the development of our youth is dependent upon men such as Newsome and Maeser. These men find time to apply their respective talents in a selfless manner, woven into their busy schedules with their own families, homes and their responsibilities as employees of Ethyl Corporation.

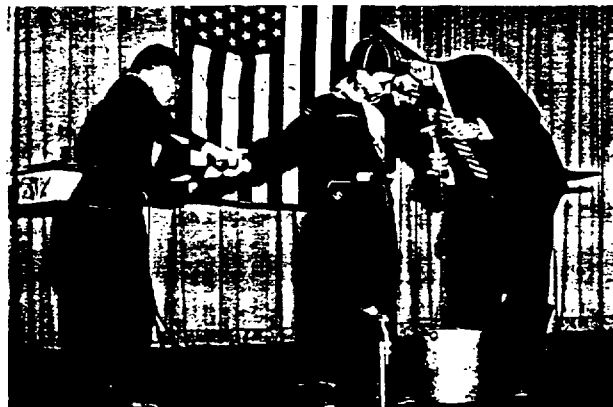
Pete has been working with the Cub Pack for two years now, and although the demand on his time is great, he feels that it is a rewarding experience. Cub Pack 230 has eight Dens which register about 70 Cubs.

Maeser's experience as a magician dates back to his high school days, and he has presented his magic act many times before youth groups, always well received. He is a member of the International Brotherhood of Magicians.

The significance of Pete's and Bob's efforts is twofold: It is satisfying to each in his individual effort; and it represents a contribution to our youth, tomorrow's leaders.



NOTHING TO IT—One Cub Scout "pumps" and lo! The other's elbow becomes a fountain, much to the mirth and enjoyment of an appreciative audience. The magician's act is a popular one since it permits participation by spectators.



SEEING IS BELIEVING—With the help of a rather incredulous young Cub Scout, Bob produces a "missing" card with the greatest of ease. The legendum produced by a magician is a sure-fire attraction for children, ranging in age from six to 60!

On the Cover

This month's ECHO cover features two Ethyl employees combining their talents to insure the success of a Cub Pack meeting.

Bob Maeser, Operations, left, offered to stage his magician act before Golden Acres Cub Pack 230, when requested by the Pack committee Chairman, Pete Newsome, Operations.

Pete's son, Bruce, 12, seems real interested in the paraphernalia, and Betsy Maeser, 10, is an "old pro" when it comes to assisting her dad during his performances.

Antiknock Compound Needs Are Changing

San Antonio, April 10—Choice of the best antiknock compound for a particular gasoline poses a complex problem for refiners, but the right selection can yield important savings in processing and blending costs, the Western Petroleum Refiners Association was told here today at its 19th annual meeting.

The day of the single, all-purpose antiknock compound is over, W. W. Sabin and C. J. Wolf, of Ethyl Corporation's research laboratories, Detroit, said in a research report entitled, "Economies of Antiknock Selection." Recent introduction of new antiknock compounds gives each refiner a choice among nine or more antiknocks, any one of which, singly or in combination, may best take advantage of his gasoline blending stocks.

Thus, they pointed out, antiknock selection adds a new dimension to gasoline blending studies, increasing their complexity but offering greater flexibility and savings in meeting today's diverse requirements.

Demand for the newer antiknocks stems both from changes in engine requirements and changes in refining methods, the Ethyl engineers said.

The variety of cars to be satisfied is greater than ever before, ranging from high-performance, automatic transmission models to compact cars and foreign models with manual shift. Fuel components available to meet this diversity of engine needs range from paraffinic alkylates to highly aromatic reformates. Because of this fuel and engine diversity, there is a need for a spectrum of antiknocks to help refiners tailor-blend their particular components into gasoline-satisfying the greatest proportion of their customers at the least cost.

The wide variation among refining situations prevents simple generalization on antiknock selection. Messrs. Sabin and Wolf said. However, they added, case studies of hypothetical situations, based on ac-

(Continued on Page 7)

No More Taxes, Please

The 11,000-mile, \$40 billion Interstate and Defense Highway System, a nationwide network of multi-lane, express-type highways, is now in its fourth full year of a scheduled 15-year construction program.

Dr. Princi Moves Up



Dr. Frank Princi
New Medical Director

Cincinnati—Dr. Frank Princi has been appointed director of the Medical department of Ethyl Corporation. He formerly was associate director.

Dr. Princi succeeds Dr. Karl V. Kitzmiller, former medical director of the Company, who has been named staff medical advisor. At the same time, Dr. Lester W. Sanders, Sr. has been appointed associate medical director.

Dr. Princi has been associated with Ethyl Corporation's medical activities for the last 12 years. He is professor of industrial medicine and assistant director of the Institute of Industrial Health at the University of Cincinnati, and associate director of the Kettering laboratory there.

Dr. Princi received his BA and MD degrees at the University of Colorado, received graduate training as a Rockefeller Fellow in industrial hygiene and general medicine, and studied in the Department of Clinical Physiology at the Trudeau Sanatorium.

Dr. Sanders, who has been named Ethyl's associate medical director, has been associated with the Company since 1925. He received his MB and MD degrees from the University of Cincinnati, taught in the College of Medicine, and has been assistant professor of industrial medicine in the Department of Preventive Medicine and Industrial Health at the University of Cincinnati.

Dr. Kitzmiller, who is now staff medical advisor to Ethyl Corporation, has been associated with Ethyl for 35 years. He earned his BS and MD degrees at the University of Cincinnati, and has been associate professor in the Institute of Industrial Health in the College of Medicine there.

Although it will be some time before most motorists can travel over long continuous stretches of the system, considerable progress has been made.

As of June 1960, more than 9,000 miles had been opened to traffic. This included 3,700 miles built to 1975 standards, 3,440 miles improved to today's standards and 2,300 miles of existing toll roads that were incorporated into the Interstate System.

In addition nearly 15,000 miles are either being built or are at an advanced stage of planning and preparation. Thus 23,900 miles, more than half of the 11,000-mile total, are completed or underway, and more miles are being opened to traffic every day.

Good as the progress of the Federal highway program has been, however, it could be even better if more of the Federal highway user taxes were used for highway purposes.

During 1960, for example, the Federal Government collected some \$1.3 billion in highway user taxes. But only \$2.6 billion was used for the road program. The remainder—\$1.7 billion, or more than 40 cents of every automotive tax dollar—was diverted into the treasury's general fund and away from road uses. This has been the pattern since the program began.

From the outset, the petroleum industry has objected to this financial sleight-of-hand for two reasons:

1. It results in loading an unfair and excessive tax burden on this industry's major customer, the motorist;
2. It has hurt the road program by depriving the highway fund of revenues it should rightfully receive but does not.

The petroleum industry has consistently championed a sound highway system, soundly financed, but the financing method being followed in Washington seems to be neither sound nor equitable.

It is undeniable that the motorist is already paying out more than the cost of the Federal highway program, in the form of special Federal taxes on gasoline, vehicles, oil, tires, car parts and accessories.

Yet he has been asked to submit to two Federal gasoline tax increases in four years to provide more road funds, with the result that the combined state and Federal tax on this product has climbed to nearly 50 per cent of the price of the fuel itself, nationwide.

This is becoming a matter of growing concern to many people—

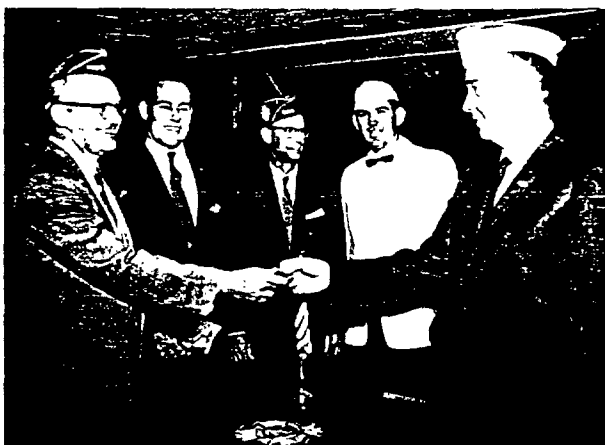
—To motorists, who feel the

A&M Chem Students Visit Plant



COLLEGE STATION VISITORS—A group of 35 chemical engineering students from Texas A & M were guests here March 29. Intense interest and note-taking is evident in this illustration, as some of Ethyl's manufacturing processes are explained to them. Later they made a walking tour of the plant.

Sharp Up for "Second Hitch"



POST COMMANDER—R. A. Sharp, Operations (left) anticipates with pleasure his second consecutive year as Post Commander of Pasadena VFW Post No. 2034, following recent elections. Sharp is receiving a pin for outstanding service last year from Charles Younis, junior vice commander, VFW Department of Texas. Next to Sharp is G. C. Walling, Operations, and a prospective member of the organization. The other are John Torrence, Jr., vice commander, 2034; and Joe Harris, Fourth District commander.

effect of a total state and Federal tax averaging a dollar or more on 10 gallons of gasoline

—To farmers and manufacturers whose products are transported by highway at an ever-increasing cost

—To highway officials trying to calculate the loss in anticipated road revenues as excessive taxes slow the growth in gasoline demand

—To the men and women who make their living in the petroleum industry

Fortunately, Congress recognized the problem when the latest gasoline tax increase was before it, in 1959. At the time the fourth cent of tax

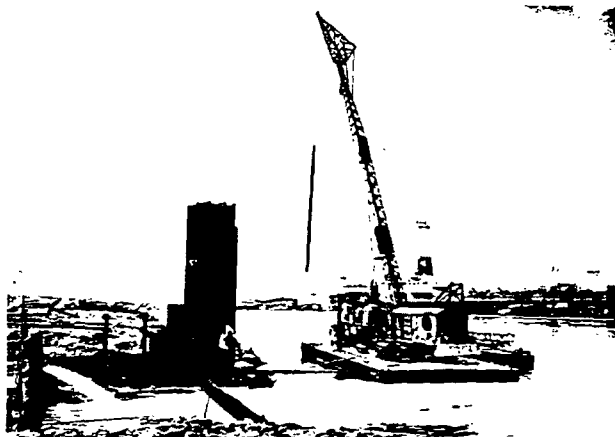
was added, Congress provided that it would expire on June 30, 1961.

At that time, a specified portion of the other highway user taxes not now used for roads will, for the first time, go into the highway program. This is a step toward sound financing.

The temporary one-cent gasoline tax generates about \$500 million a year in revenue. The taxes scheduled to take its place will exceed this amount now going into the Highway Trust Fund.

If Congress keeps this promise, it will help correct the injustice being done to the motorist without endangering the progress being made on the Interstate highway program.

Channel Work Is Completed



INTERLOCKING STEEL—In the vicinity of the Channel Water pumps, steel beams are pile-driven into the ground, interlocking each other. This view shows the work about half done on the upper side of the inlet, with a similar job to be done on this side of the inlet.



COMPLETED JOB—Shown here is about 700 feet of rip rap in place at the Ship Channel, complete except for smoothing the dirt approaching the rip rap, later to be planted in grass seed. Viewing the job from left are Bob Marshall, Benny Duke and Jack Knoone.

Encouraging Advances Made in Fight Against Cancer

Because of the heavy death toll from cancer, the encouraging gains made in the control of the disease tend to be overlooked, according to statisticians of Metropolitan Life Insurance Company.

Even though methods of treatment have been largely limited to surgery and radiation, much progress has been made in lengthening the life of cancer patients, the statisticians point out. The American Cancer Society estimates that if all patients received early and adequate treatment, one-half would survive at least five years after diagnosis of the disease.

Some indication of the effect of the detection of cancer at an early stage is provided by a study sponsored by the National Cancer Institute of the follow-up records of 117,000 patients from 99 hospitals in the United States.

For example, for male patients with cancer of the stomach, the five-year survival rate was 3 percent, while for those who received treatment at an early stage it was 30 percent. For cancer of the esophagus, the contrasting records were 2 percent and 24 percent; for cancer of the large intestine, 29 percent and 51 percent.

Among female patients, the importance of treatment at an early stage was just as marked. Against a 50 percent five-year survival record for breast cancer, 72 percent of patients receiving treatment at an early stage were still alive after five years. For ovarian cancer, the contrasting percentages were 24 and 60 percent.

These figures do not take into account deaths that would normally be expected from other causes, the sta-

tisticians point out. For that reason, survival rates so adjusted are materially higher than those shown.

"Progress is steadily being made in the control of cancer," the Metropolitan statisticians conclude. "Much more can be accomplished, even in the present state of knowledge, through more intensive application of our available resources. Nevertheless, the main hope for major advances rests upon fruitful research on the cause or causes of cancer. Recent work revives the hypothesis that viruses may be implicated in some forms of the disease. Whether or not this proves true, a new orientation appears to be evolving in the field of cancer research. Greater emphasis is being placed on discovering new clues to the nature of the disease and investigating new measures of prevention and treatment, including chemotherapy."

Grad Pix Wanted

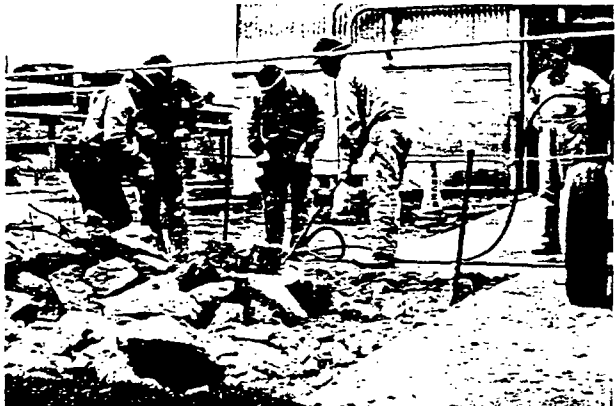
When a student graduates from high school or college it's a proud moment for the parents.

We would like to share this pride with you, placing the graduate's picture in a following issue of The ECHO.

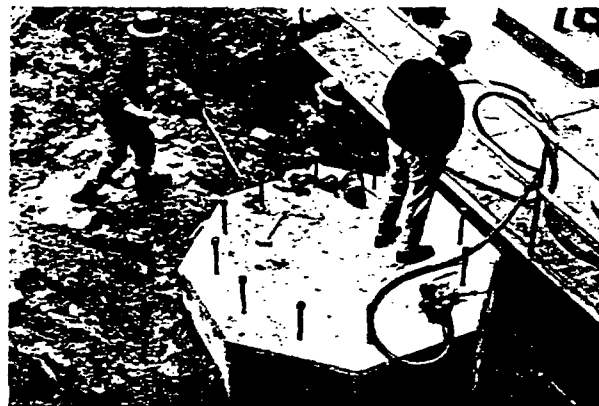
If there is a son or daughter in your home graduating from high school or college this month, please submit a photograph to the Publications Office for use in a following issue. The picture will be returned promptly, undamaged.

Photographs in cap and gown will be preferred. If not available, however, a regular photograph will be satisfactory. Please submit picture by May 26.

Old Concrete Comes Out - - - - - New Concrete Goes In



FOR GREATER SAFETY—A 20-foot section of plant road near the Cafeteria was torn out and replaced last month to eliminate standing water after rains. From left are Will Luskett, R. J. St. Romain, Faris Rose and Marvin Jackson tearing out the reinforced concrete. At right is General Works Foreman O. H. Prater.



STURDY BASE—Maintenance Foreman Giles Bowers is standing on the new-poured concrete base for a ventilation stack near Alloy section of TEL Building. The base which goes down over nine feet, took 22 cubic yards of concrete. Work was performed in April by plant Minor Construction personnel. At left is Otto Smith placing fill dirt while M. W. Dickey concerns himself with underground piping.

ETC 20760

Winter League Bowling Ends Soon

This year's ERAH Winter Bowling league is fast becoming history. May 11 is the last night for this year's pin-busters and a number of teams still have a chance to win the second-half championship. The current leaders are the Lucky Lads, Kool Kats, Live Wires, Blenders and Lucky Strikes. These teams held the first five places as of April 17.

E. M. Ratcliff is the league's top scratch bowler with the high scratch game of 251 and the high scratch series of 626. Clarke E. Tippen holds top honors in the handicap division with high handicap game of 272 and high handicap series of 693. Doc Harrison is tops for the ladies group with a high scratch series of

571 and high handicap series of 664.

Registrations are being accepted for this summer's ERAH bowling league. League play will move back to the Meadowbrook Lanes near Pasadena. They will bowl on Tuesday night at 6:15 p.m. The starting date will be announced later.

ERAH Golf Interest Is High

This year's pick-your-partner Spring match tournament has proved to be an interesting switch for ERAH golfers. The new type handicap tournament gave the golf committee more freedom to match players with similar working schedules. It is progressing so well that the final match should be played the latter part of May.

The following golfers were first-round winners: Wes Venable and Lee Sanderl, Jake Locklear and Claude Rhoads, Jim Fowler and Carl Walker, Dick Coney and Jesse York, M. K. Alston and J. B. LeRay, Dale Battle and Randy Laporte, Bob Blain and John McQuary, Buford Fenderson and George McCoy, Bill Wilburn and Bob McCoy, Bob Fowler and O. W. Fisher, T. J. Kizziah and O. E. Steele, Bill Price and Frank Riley.

These golfers won their second-round matches: Jake Locklear and Claude Rhoads, Dick Coney and Jesse York, Dale Battle and Randy Laporte, Buford Fenderson and George McCoy, Bob Fowler and O. W. Fisher, T. J. Kizziah and O. E. Steele.

The golf committee announced another one-day, pick-your-partner tournament for May 20, 7 a.m. at the Glenbrook golf course.

Antiknock Needs ---

(Continued from Page 1)

tual fuels, illustrate that worthwhile savings result from the optimum choice.

In several of the cases studied, they reported, one of the lighter lead alkyls proved best, such as in blending straightrun and reformate to produce a regular grade fuel for manual shift cars. In another case—an aromatic premium to satisfy late model, automatic-transmission cars—the various alkyl lead compounds differed greatly in cost-effectiveness. In the latter case, the optimum antiknock was a mixture containing a high percentage of methyl radicals.

Thus, the Ethyl representatives reported, while TEL probably continues to offer the broadest overall response, specific refining situations often can best be handled by TML, equilibrium mixtures of lead alkyls, or various physical mixtures of TEL and TML. Careful study of the particular case is the only way to determine which antiknock offers the greatest savings, they concluded.

Easter Outing Is Fun-Packed



EASTER DOINGS—Taking a whirl in one of the contraptions above is no place to wear an Easter bonnet. In fact the young man in the lead car (unidentified) seems to view the ride to come with some apprehension. All that notwithstanding the "Mad Mouse" was a popular ride with ERAH children.



BEFITTING A LADY—This gaily-decked young lady, complete with machine gun and rear seat bodyguard, readies herself for an Easter eye-spin around the park in her multi-colored space ship. More than 500 youngsters turned out for the annual ERAH-sponsored party.



HARD AT IT—Not an Easter egg was in sight, but the March 25 ERAH Easter party at Peppermint Park was a memorable occasion for the little ones. Here the self-propelled rail cars get a real workout by a never-ending line of ERAH children.

Ethel Mae Wins Jr. Rifle Trophy



PRETTY PLINKER—Ethel Mae Edwards, 14, daughter of E. D. Edwards, was recent winner of the ERAH-sponsored bi-monthly junior rifle shoot. She holds the trophy presented to her, attesting her skill with a .22 rifle.

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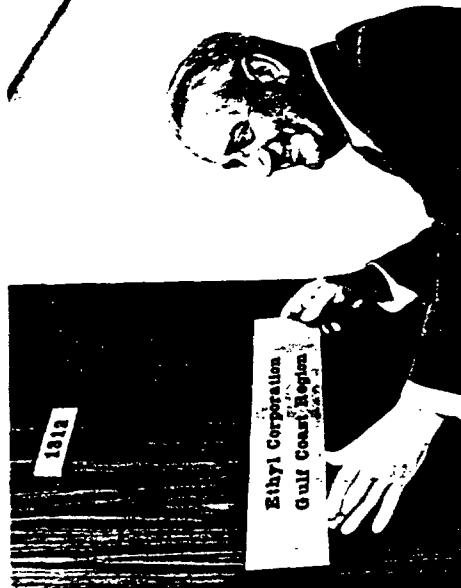
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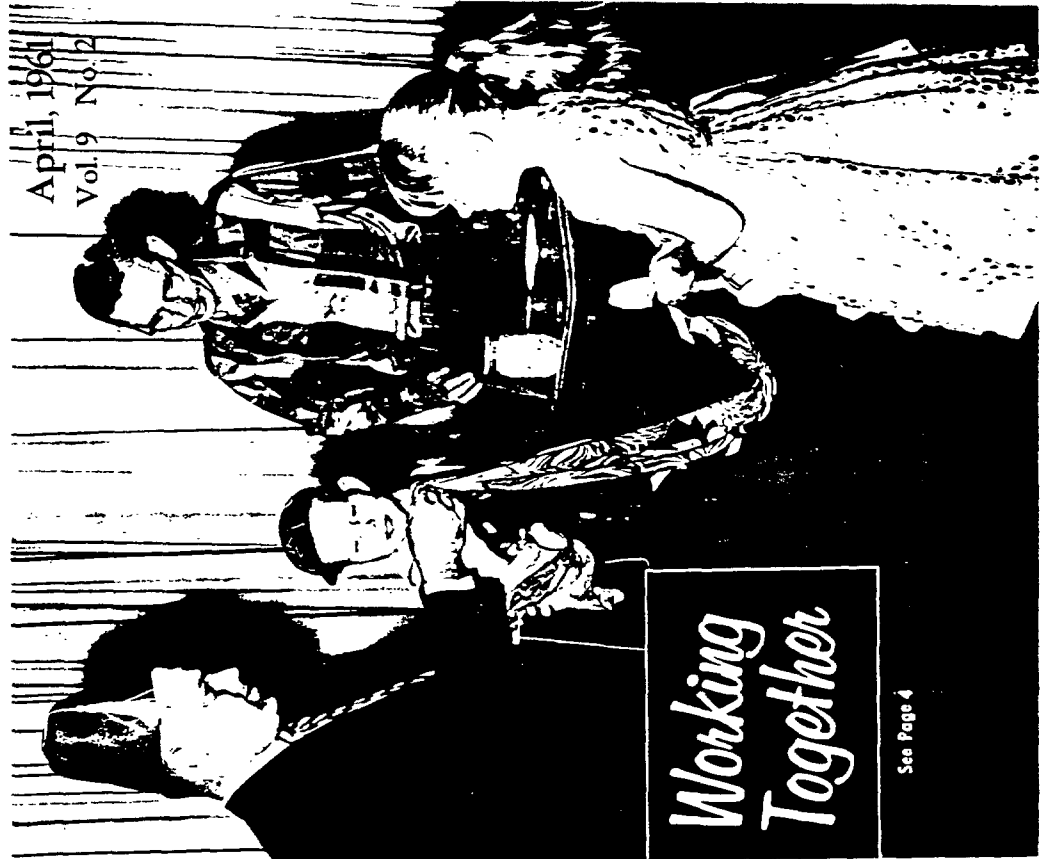
ETHYL CORPORATION

Regional Office "Open for Business"



Ellis K. Locher, manager of Ethyl's new Gulf Coast Region, was very busy on April 17. This was the date the regional office opened, without fanfare, on the 13th floor of the new First City National Bank building.

The new region sprawls across Texas, most of Louisiana and takes in all of Mississippi. A map of the region appears elsewhere in this issue in conjunction with additional information on this topic.



Working Together

See Page 4

April, 1961
Vol. 9 No. 2

THE ECHO

Plant Cited for Sales Effort During API Tours Held Here

Houston plant personnel became super-salesmen for three days last month, and received a warm-hearted "thanks" from Ethyl Sales department personnel for their fine efforts.

On May 3-9-10, the Refining Division of the American Petroleum Industry held a convention in Houston, with refinery executives from all over the nation in Houston for the occasion.

Ethyl Sales people invited many of these visitors to see the Multi-Component blending system which is installed in the Houston plant, and a full schedule of tours was conducted here for three days.

More than 20 tours were held, representing the largest number of visitors the plant has accommodated since Family Day ceremonies were conducted April 19, 1952.

The plant was spick-and-span as a result of good housekeeping, and many favorable comments were overheard from the guests concerning plant cleanliness.

Each time a group came in the TEL Building to witness a blend being made, Operations personnel had to adjust Operations production accordingly. The entire series of demonstration blends were made without a hitch or delay.

At every point the customer-visitors contacted Houston plant personnel they received courteous, helpful treat-

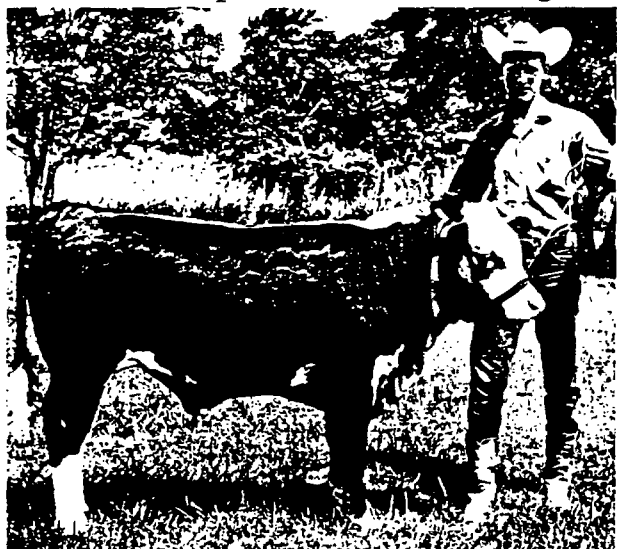


INTENSE INTEREST—A record number of visitors were on the plant May 8-10, viewing the Multi-Component Blending System. Shown here viewing one of the electronic components is W. V. Lohie, executive vice president and director, Manufacturing, Sinclair Refining Company. In the foreground is Ethyl's Art Decker.

ment.

Following the tours the Ethyl Sales department offered profuse thanks for a big job, well done.

A Champion in the Making



GROWING, GROWING—Was it March that we introduced to you the small, scrubby calf that Ethyl was sponsoring? Under the careful hand of owner Jimmy Medaris this gorgeous hunk of seal is nearing the 700-pound mark, and rapidly approaching the beef stage!



TOUGH JOB—Virgil Smith is almost surrounded by entries in the "What's Your Rhyme," safety contest. Smith served as one of the judges. There were more than 450 entries in the contest.

Safety Contest Entries Judged; Rhymes Selected To Be Displayed

A flair for writing rhymes and an abiding interest in Ethyl safety practices set the pattern in the recent "What's Your Rhyme" safety contest, which was conducted at the Houston plant.

This is evident since three employees walked away with 20 of the 30 rhymes which were accepted by the judges.

The rhyming championship went to Wanda Gentry, R & D secretary, who produced 15 of the winning rhymes, Vic Harbers, shift machinist, placed with three, and Ed Weigelt, Maintenance field foreman, had two.

There were 10 other winners, each having one of their rhymes accepted.

They were Mary Mayes, Wanda Gragard, S. J. Walters, Bob Jennings, G. P. Bennett, M. W. Dickey, C. B. Bonnerup, Barbara Liles, J. L. Threadgill and H. R. Mosely.

Gentry Tells How

In discussing the contest with the "champ", Mrs. Gentry pointed out that she submitted more than 200 rhymes.

This represents a considerable effort on her part, proving once again

that hard work and an inquiring mind is a winning combination.

Wanda indicated that many of her ideas for rhymes came from Ethyl safety rules. By taking a known safety rule it then was a matter of giving it an interesting or humorous twist in rhyme form.

She added that she has no special talent or training for creating rhymes, but just gets a lot of pleasure in producing them.

Judging Procedure

Nelson Hart, Central Safety Committee chairman, said there was a total of 450 entries in the contest.

Each entry received a number, and the contestant's name was then cut off his entry prior to the judging.

In this manner each of the judges studied the entries based only on merit, never knowing whose entry he was examining. After the 30 winners were selected, the number was matched up with the name that had been cut off.

Members of the committee included Cliff Gremillion, contest chairman; Virgil Smith, Operations; George Murphy, Maintenance; Bill Crockett, Safety; and J. B. LeRay, E & CR.

The 30 winning rhymes are being prominently displayed on the plant, as well as being presented in The ECHO and various issues of The Bulletin.

"The objective of the contest was to stimulate a continuing interest in safety among Houston plant employees," Hart said. "These rhymes offer constructive reminders of safe practices at the plant, in the home, and on the road."

"We feel," he added, "that the contest objectives were reached, judging from the participation and the quality of the entries."

"I wish to express my personal thanks to all those who participated, and only wish we could have accepted 300 winners instead of just 30," Hart concluded.

Each of the winners will receive ten dollars for each winning entry, less necessary deductions.

On the Cover

In Spring the swing is to things outdoors.

The ECHO cover this month features a swing that is so very important to those hopeless addicts, the golfers.

It's so important, in fact, that the ERAH lady golfers have engaged a professional to show them just how you go about it, which makes real good sense.

The cover features Pro Al McMichael of Texaco explaining this fine art to Mrs. Jesse York and Mrs. Claude Rhoads. For more on this Spring swing, see Page three.

Three Employees Receive Long Service Awards



20 YEARS' SERVICE—Henry L. Burkholder, senior technical service engineer, R & D, received his 20-year service pin and certificate from Superintendent Ray Hodgkinson. His anniversary date was April 22. Many R & D employees were present at the presentation.



20 YEARS' SERVICE—T. A. "Dick" Mitchell, area foreman, receives his 20-year certificate and pin from General Superintendent C. J. Lowe. His anniversary date was May 9. From left are R. P. Triche, Mitchell, Dan Mundinger, Lowe, and Dean Goutis.



20 YEARS' SERVICE—George W. Farrell, area foreman, observed his 20th anniversary with Ethyl on May 14. L. L. Davis, Operations general superintendent, presented him with his certificate and pin.



Rosamond P. Triche, Jr.
15 Years' Service

Seven employees have observed service anniversaries totaling 95 years during April and May.

Heading the list were three 20-year veterans: Henry L. Burkholder, Jr., R & D; Thomas A. "Dick" Mitchell, Maintenance; and George W. Farrell, Operations.

R. P. Triche, Jr., Maintenance, reached his 15th anniversary on April 22, and Richard E. Terris, Maintenance, observed 10 years of service on April 9.

Two five-year anniversaries were observed: Jim Browning, Operations, on May 1, and Drucilla Mixon, Traffic, on May 17.

Henry Burkholder

Employed by the Company on April 22, 1941, Burkholder started as a control laboratory chemist, later becoming a development lab chemist.

In 1952, he moved to Houston as a chemical development engineer. His present position is senior technical service engineer.

He is a 1940 graduate of the University of Florida with a BS degree in chemical engineering. Married to the former Ann Copes of Baton Rouge, they have a son Lee, age 7, and a daughter, Elizabeth, age 4.

Dick Mitchell

Dick was employed by Ethyl on May 9, 1941, as a Maintenance instrument helper. In 1950, he was promoted to Maintenance shift foreman.

At the time of his transfer to Houston in 1952, he was area foreman, later reassigned to his present position of area instrument foreman.

He is married to the former Peggy Vickers of Baton Rouge. They have one son, T. A. Jr., 10, and a daughter Barbara Kay, age 14. Dick served in the 6th Air Force, England, during World War II.

George Farrell

Farrell has 20 years' experience in Ethyl Chloride production. He was employed May 11, 1941 as a mechanical helper, moving almost immediately into Operations.

He was promoted to production foreman in 1951, and promoted again to area foreman at the time of his transfer to Houston the following year.

He is married to the former Laveria Poole Pollock, La., and they are the parents of twin daughters, Helen and Allen, both married, and one son George Wayne.

Emmons Promoted To Area Foreman

On May 1, David H. Emmons was promoted to Shops area foreman. His previous position was that of Maintenance field foreman.

A nine-year veteran with the Company, Emmons was employed in 1952 as a shift mechanic. During the same year he was promoted to shift foreman, and became a field foreman in 1953.

Emmons is a native of Mexia, Tex., attending Dallas schools. He is married to the former Nealie Audrey Orren of Manisville, La. He served in the Navy during World War II.



David H. Emmons
Promoted



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

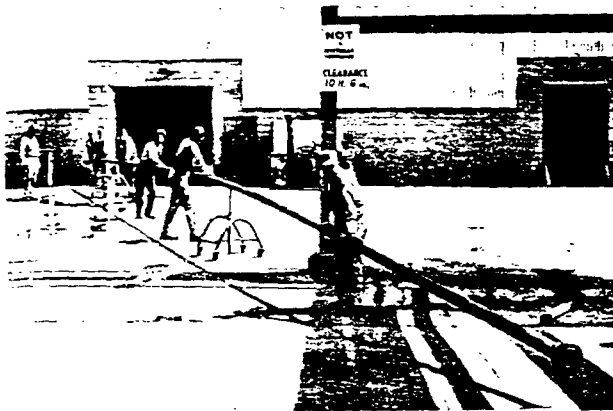
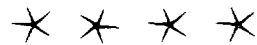
J. B. LeRay, Supervisor

Vol. 9 No. 3

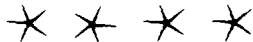
May, 1961

Pictorial Page

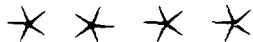
Bees & Baseball, Girls & Guys



BIG FABRICATION JOB—There's 80 feet of three-inch piping, welded together from four 20-foot sections of piping. It's a new fluid line. Wheeling out this whopper of a job, from left, are Foreman Tom Parkinson, Dan Proffitt, R. E. Torrey, H. A. Horton, Sealan Perkins, E. J. Wright, and H. W. Jones.



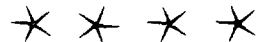
OBSERVING ETHYL TECHNIQUE—Four nurse students from Sacred Heart Dominican College nursing school observe Ethyl Technician Tom Wofford give an eye test to L. L. Lewis. The students are from left, the misses Roehen, Ryan, Kuntz and Rodriguez.



RECORDS ARE IMPORTANT—Margie Wells shows the students how medical history records are kept on each Houston plant employee. Their visit to the plant last month was a field trip to gain experience in industrial nursing.

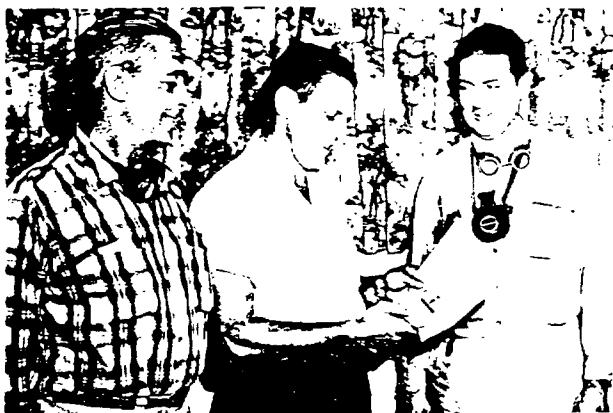


LITTLE LEAGUE BOOSTERS—The Ethyl-sponsored "Bees" visited at the Main Gate May 16, offering booster stickers and memberships. Here Operator G. C. Waller comes up with a donation to "Future Leaguer" Mark Schneider, age two, son of Team Manager Lou Schneider. Other members of the team look on with approval and appreciation.



UNANNOUNCED VISITORS—The Houston plant was unwilling host to a colony of bees last month, and it's just as well that we didn't have immediate need for this fire plug! At any rate Electrician B. R. Gardner coaxed the colony into the box with moral support from T. L. Renfro, outside machinist.

ETC 20765



SECOND LARGEST—Buddy Dickson, center, former operator, was recipient of a \$725 Suggestion System award recently. This is the second largest amount paid in the seven year history of the suggestion system. With Dickson is Frank Epps, shift superintendent at left, and Jack White, production foreman.

Suggestion Awards Keep Coming

A total of \$250 was paid out in awards on 15 suggestions recently. Below are given names and amounts:

Operations	
J. L. Dooly and S. H. Lee (share)	\$75
Charles A. Lewis (two awards) ..	25
Roy Skeen	20
Ben Williams, Jack Perry (share)	20
L. L. Miller	15
J. W. Bell	10
J. L. Dooly	10

Maintenance	
J. T. Gallemore	\$15
C. M. Oates	10
V. L. Mach, C. D. Kramer (share)	10
B. E. Kimball, J. L. Zumwalt, J. E. Kent, Z. J. Dickert (share)	10
J. L. Hogan	10
Al Zabka	10
M. G. Clark	10

On New Jobs

Maintenance
R. R. Goodson from warehouseman 1/c to waggeroll foreman, Laundry, Change House and Salvage.
D. Chadwick from operator-breaker crew 1/c to carpenter-insulator 1/c.

Operations
B. L. Konvicka from laboratory assistant 1/c to laboratory analyst.
From vacation relief pool-painter trainee to operating vacation relief pool helper 2/c: T. Croom, M. Green and J. Parker.
From operator helper 1/c to operator 2/c: G. R. Bruhn, C. H. Eckardt, V. D. Long, L. Nicholas and G. Walling.
H. Yowell from pool 2/c to blender 1/c.

Four Attend 25-Year Dinner in B.R.



OVER A HUNDRED YEARS—These four Houston plant employees attended the 25-year dinner, held in Baton Rouge May 11. From left are J. F. Kohler, Jr. (33 years); E. J. Darragh (25 years this year); H. F. Royal, (32 years); and Frank Epps (32 years).

As Reported In—



The BULLETIN

HOUSTON PLANT

(April 11) **J. L. Dooly**, Operations, is the second Houston plant employee to receive the "25" Suggestion Award Certificate. **J. M. Fauver**, Operations area foreman, in a brief ceremony in the shift superintendent's office this morning, presented **Dooly** with his certificate and his 25th and 26th award checks. "25" Suggestion Award Certificates are signed by **B. B. Turner**, president.

(April 12) **Frank Loerwald**, Maintenance, playing for Pasadena's M & H Cleaners, drove in the winning run to give his team the softball title in the Houston City pre-season softball tournament. They won 1-0 in the eighth inning.

(April 17) Ethyl Corporation's brand new Gulf Coast Regional office became a reality this morning. Located in Room 1312 in the equally new First City National Bank Building in Houston, the door was opened on schedule this morning. (April 18) **M. B. Gay**, Maintenance, was elected president of the Mac Smythe Parents-Teachers Association in an election last week.

(April 19) Today marks the ninth anniversary of the Houston plant. Many employees will recall this date and the big Family Day activities that took place on this occasion.

(April 20) The Suggestion System committee met recently and recommended payment of \$250 on 15 suggestions which had been submitted. The largest award is \$75.

(April 21) **C. C. Currier** was picked to represent the National Council of Catholic men of the Houston-Galveston district at their annual convention. (April 26) **Dr. J. C. Burdick** was elected "President Elect" of the Texas Industrial Medical Association at their annual meeting held this past week end at Galveston, Texas.

(April 23) With the idea of encouraging Credit Union members to use the Credit Union for saving a drawing is to be held monthly. For through December, Members' name drawn will receive \$10, provide they purchased a share or opened a new account during the previous month. (May 1) **James I. Browning**, Operations supervisor, observes his fifth anniversary of service with the company today.

(May 3) **C. E. Curtis**, Operation had his eye on those clay pigeon Saturday when he broke 24 out of 25 during the trophy shoot. In warm-up shoot, he broke 24 out of 25 to give him an outstanding total for the day of 47 out of 50.

Ultraviolet Rays Can Damage Eyes

With the reopening of bathing beaches and summer recreation areas, a warning has been issued to sun worshippers by the Texas Society for the Prevention of Blindness, a division of National Society for the Prevention of Blindness. The Society warns that the same ultraviolet rays that give a much-coveted suntan may damage the eyes, and urges that sun bathers protect their eyes from bright sunlight or reflected glare.

To answer the many questions received from the public about the proper use of sunglasses, the Society has published a pamphlet entitled "Sunglasses." It may be obtained on request to the Texas Society for the Prevention of Blindness, 1501 Memorial Professional Bldg., Houston 2, Texas.

The Texas Society pamphlet emphasizes that while sunglasses reduce the daytime glare on a sunny beach they should not be worn when driving at night or in early twilight. It reminds drivers, "Any glass which reduces the brightness of oncoming headlights will also reduce visibility and faint roadside cues which a

driver depends upon for holding it road."

The Texas Society for the Prevention of Blindness is the only voluntary health agency engaged in prevention of blindness through total program of research, community service and education.

PAYROLL SAVINGS MEANS S-M-O-O-T-H SLEDDING.



Buy U.S. Savings Bonds REGULARLY

Worth Reading

The Houston Better Business Bureau is making available to the public a booklet "Health Quackery," for printing cost, 15 cents.

The booklet gives practical, understandable warning against self-diagnosis and self-treatment—particularly in ailments suspected of being anemia, arthritis, epilepsy, and high blood pressure.

The booklet also contains informative sections on alcoholism, dental plates, diabetes, eyebrow dye (a warning), mole removers, obesity, psoriasis, radioactive products, sinus disorders, stomach ulcers, trench mouth, vitamin-mineral food supplements, wrinkle removers, eye diseases and hormones.

The article on the booklet concluded: "The suggestion is made to place little confidence in testimonials from laymen, and to remember that it is dangerous to try to diagnose and treat your own serious or chronic ailments. Misinformation on health can be dangerous."

How About "Cloh-yar"?

That's progress for you.

On May 15, Resident Manager M. C. Hodgins announced that there is no longer an "Ethyl Chloride Area," that henceforth the same area would be designated "Chlorinated Hydrocarbons Area."

There's good reason for this. When the plant was first built, the production of Ethyl Chloride dominated all else in this part of the plant.

Since that time, however, we have seen the addition of the Vinyl Chloride plant. Consequently the change is well justified.

Mr. Hodgins pointed out that the name change was decided upon to avoid the possibility of misunderstanding when the term is used.

Now all that remains is for someone to come up with a suitable abbreviation for this mouthful when using the telephone!

Insurance Tip

Houston plant personnel who are covered by Tennessee Life hospitalization insurance can save themselves a considerable amount of time with a little pre-planning.

If a hospital admission is anticipated, the member should stop by the Personnel Office and ask for appropriate claim forms.

The forms will then be properly endorsed at the hospital by those concerned, and forwarded immediately to the insurance company.

Concerning Blue Cross

This step is not required, on the other hand, by plant personnel who are covered by Blue Cross.

The only requirement for this group is to produce evidence of membership, giving certificate and group number.



SCHOOL OF GOLFING—Texaco Pro Al McMichael and his assistant, Mike Baker are showing some of the fundamentals of golf to a dozen Ethyl ladies. Since this class got underway early in May, another group is meeting in the mornings.

Leisure Activities Rise with Temperature

The Ethyl Recreation Association Houston is moving into high gear as summer vacation reaches full bloom. ERAH activities for 1961 will be at a peak during June, July and August.

A brand new ERAH activity that seems to keynote the excitement of the season is the ladies' golf lessons. These gals, that are right at home swinging at rolling pin, broom or doing the family wash, have had no trouble learning to swing a golf club. The enthusiasm of the initial group was so contagious another group of ladies began morning lessons.

The first group have about completed their final of six lessons and will be taking to the golf courses. This is bound to make baby sitters out of a few golfing husbands.

Bowling News

The Lucky Five team dominated this year's Winter League by winning both the first and second rounds of league competition. They will meet the winner's of the Baton Rouge plant bowling league at Baton Rouge to determine the intra-plant championship.

Summer league commenced May 23 with a number of new faces entering into the fun of this fine sport. Summer league bowling is ideal for beginners of all ages and anyone interested in informal competition.

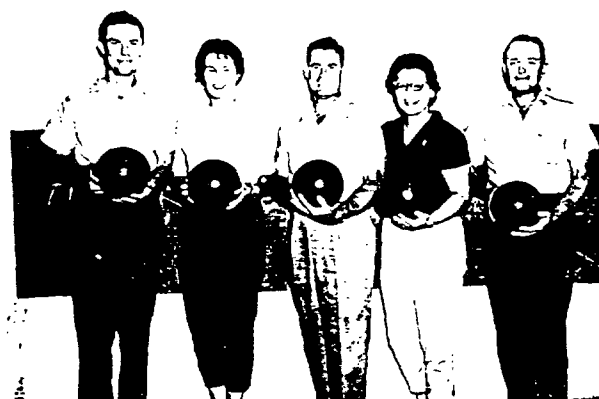
Summer Camps

E. D. Edwards, chairman of Children's Activities, announced that camp for the boys would be held August 2-5, and camp for the girls would be August 9-12. These annual three-day summer outings are highly enjoyed by about 200 sons and daughters of ERAH members.

Along with all the other routine ERAH activities that will be going on, this summer is shaping up as a season of real fun.

Men's Golf

This year's pick-your-partner Spring tournament has moved into



WINTER LEAGUE CHAMPS—The "Lucky Five" ERAH bowling team displayed more than luck in beating 15 other teams to become plant champs. From left are Ed and Leona Weigelt, "Curley" and Charlie Palmer and M. W. Dickey. Team member who wasn't present: Sherwood Grogan.

the final round well ahead of schedule. Third-round winners were: Jake Locklear and Claude Rhoads, Buford Fendlason and George McCoy, O. W. Fisher and Bob Fowler. A drawing was held in the Recreation office and Fendlason-McCoy got a bye to move into the finals while Locklear and Rhoads, Fisher and Fowler will play to determine the other pair to play in the finals.

Another successful one-day tournament was held in May at the Glenbrook Golf Course. Top honors went to the following: Bob Walling and Glyn Walling, Claude Rhoads and Jake Locklear all tied for first and second place. Third place went to Rosemond Triche and Clarke Tippen.

The golf committee announced another one-day, pick-your-partner, tournament for June 17, 7 a.m. at the Glenbrook golf course.

July 4th Celebration

Another full day of activities is planned for the 4th of July holiday at RAF Acres. Make your plans now

to attend this annual affair that draws large crowds of Ethyl folks.

CU Ups Coverage

A major improvement, possibly benefitting all Credit Union share holders, was achieved last month.

Credit Union President M. L. Phillips announced that the life insurance covering shares held by CU members, has been raised from a maximum of \$1,000, to \$2,000.

The Credit Union made application for this increase last month, and approval was given on May 19.

Formerly, a member was insured up to a maximum of \$1,000 in shares. This meant that, should he die, his beneficiaries would receive a like sum of money up to \$1,000 held in shares.

Under the new arrangement, this same coverage is provided up to the new maximum of \$2,000 which a member may hold in shares.

Our Congratulations Go to 1960-61 Graduates



Linda Lou Benthall
Pasadena High School



James W. Bonnerup
Pasadena High School



Rebecca Gruemmer
Pasadena High School



Earl Candler
G. W. Carver High School



Earl G. Eddleman
Pasadena High School



Suellen Falconer
Acadia Baptist Academy
Eunice, La.



Randall Grafe
Pasadena High School



Donna Ann Griffin
Pasadena High School



Carole Marie Harbers
Pasadena High School



Markie Herring
Pasadena High School



Thomas A. Jennings
B.A. degree, Economics
Rice University



Raymond Jensen
Pasadena High School



Elaine Johnson
Deer Park High School



Charles E. Kirkland (Sr.)
South Houston High School



Aolter O. Liles, Jr.
Pasadena High School



Betty Jo Podman Lovett
Logansport, La., U. S.

ETC 20768

Murdock on Driving

Miami Beach, May 19—Are you tense, nervous, jittery? Do you feel a need to relax?

Then take a ride in the family car.

An overwhelming majority of the nation's motorists say that driving on the open road is very relaxing. They enjoy the rhythm and motion of the car, and like the sense of power and control they get from driving. What's more, they favor the idea of pleasure driving with no particular destination in mind, and they like to drive over roads they have never travelled before.

These are among the conclusions of a nationwide survey of motorists' attitudes just completed by Ethyl Corporation.

Highlights of the survey were presented here today by Malcolm P. Murdock, vice president in charge of sales for Ethyl. He spoke before the midyear meeting of the Marketing Division of the American Petroleum Institute.

The majority of motorists, Mr. Murdock reported, actively enjoy driving, and derive real satisfactions out of it. Women, he continued, show an even stronger preference for driving than do men, even though they do far less driving than their husbands. Although most of their driving is local shopping, visiting friends, running errands—most women welcome driving because it

gives them a change of pace from their household chores.

Over one-third of the women interviewed like to drive alone, Mr. Murdock said. But when it comes to long trips, "they like to have their husbands along with them and, in fact, they expect their husbands to do most of the driving."

"Nearly three-quarters of the drivers interviewed," Mr. Murdock pointed out, "say there still is adventure in driving a car, in going to new places, and in seeing new things." Some spots have the most appeal for motorists, and the majority of them like best to drive near the water. Sightseeing is the principal attraction for motorists on trips of all kinds, followed by visiting friends and relatives.

Surprisingly enough, the Sunday afternoon drive is far from dead. According to Ethyl's survey, 63% of all motorists look favorably on taking their families out for a Sunday drive, and they consider it a treat for their children.

Parents also strongly favor sightseeing trips to interesting and historical places, and believe these trips have great educational value for their children. Most drivers enjoy driving with children, and find that the children amuse themselves easily on a trip. The only time the children are a problem is on an extended trip.

By far the majority of trips taken range from one-day to weekend excursions, Mr. Murdock said. Most

Salvage Yard Is Bird "Sanctuary"



NESTS ON GROUND—The salvage yard has been selected as the site for at least two nesting birds to hatch their young, and a visitor to the area will be treated to the "sounded bird" gyrations on approaching the nests. Here Robert Bernard moves in and the birds—one a killee and the other a night hawk—flutter into their act.

motorists do not care to be on the road for more than a few days at a time.

The automobile is the preferred means of travel for 36% of all motorists, Mr. Murdock reported. Motorists find a car more pleasant and relaxing than any form of public transportation.

One of the areas investigated by Ethyl's motivation study was motorists' attitudes regarding the cost of car operation. The majority of mo-

torists say that they do not limit their mileage in order to reduce their car expense. While motorists are conscious of overall costs, the survey noted, their principal concern seems to be over the cost of food and lodging for their families on a trip.

For most motorists, Mr. Murdock pointed out, "ideal driving conditions" consist of good roads, good traffic conditions and good weather, in that order. Most actively disliked is traffic congestion. Motorists say the principal reason why they don't do more pleasure driving is lack of time. Highway safety is only a minor deterrent to more driving, the survey showed.

One of the more surprising findings in Ethyl's survey, Mr. Murdock said, concerned drivers' opinions of other drivers. "Contrary to popular belief," he declared, "most motorists don't hate every other fellow on the road. A majority consider other motorists to be competent drivers, and find them, by and large, to be courteous and friendly." Only 9% of the drivers surveyed considered other drivers to be impolite, and only 10% thought they were reckless.



Betty Sue Machost
Bellaire High School



Mary Ida Masters (Palmer)
Jesse Jones High School



Lynn Ann Benfro
Jesse Jones High School



Antoinette Tartaglia
Milby High School



Leo M. Thomas
Sam Houston High School



Carolyn Weigelt
Jesse Jones High School



Charlotte Westbrook
Pasadena High School

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THE ECHO

ETHYL CORPORATION MAGAZINE

May, 1961
Vol. 9 No. 3

Three Cheers — For the Parents!

About this time every year a group of young folks, of an average age of 18, breathes a sigh of relief: High school days are over!

Perhaps in a few years, however, they will reflect back and say to themselves, "boy, those were the good old days."

Be that as it may, we are featuring photographs of more than 20 sons and daughters of Ethyl employees who were graduated, sharing with them the pride they hold for these achievements. (See pages 6-7)

While most of the congratulations are directed at the children, we will offer a lusty cheer for the hard-working parents who pushed and prodded these youngsters through.

It takes a measure of devotion, sacrifice and love that only parents can muster in seeing these children through school. Much of this the sons and daughters are inclined to take for granted at this time. But in due course, they will look back and give proper credit.

Summer
Fun...



See Page 5

ETC 20770

Prepare in Advance for Hurricanes

Four years ago at this time Houston plant folks were talking about, and helping, our less fortunate neighbors living in and around the vicinity of Cameron, La. The occasion was Hurricane Audrey.

Two years ago, on July 25, we were all holding our breath as Hurricane Debra whistled through Harris County.

No one has any idea about whether or not this capricious force will sweep through the Gulf of Mexico this year. The precise, two-year interval described above, however, makes one wonder.

To say the least, preparation is mandatory, and the weather bureau proclaimed June 15 as beginning date of the hurricane season.

Plant people planning to be away from home on vacation should consider such a possibility before leaving. Loose objects should be stored safely in the garage, and the hot water heater should be cut off. Even better would be to cut off gas and water service at the meters.

The Houston plant, likewise, views the possibility of a hurricane with deep concern for the "maximum safety and protection to employees and property."

The plant's *Emergency Manual*, which describes procedures to be followed in such an event, devotes 29 pages to "Hurricane and Storm Procedures." This represents more than one third of the entire contents of the manual.

Those responsible for taking action

as a hurricane becomes eminent would do well to review procedures outlined in the *Manual*, with special emphasis on their work area.

The fact remains that this big force of wind, glamorized with a girl's name, is a treacherous foe.

Ethyl Announces AK Price Drop

The Company has notified its customer oil companies of a reduction in the prices of "Ethyl" antiknock compounds, effective immediately.

The reduction amounts to approximately 5%.

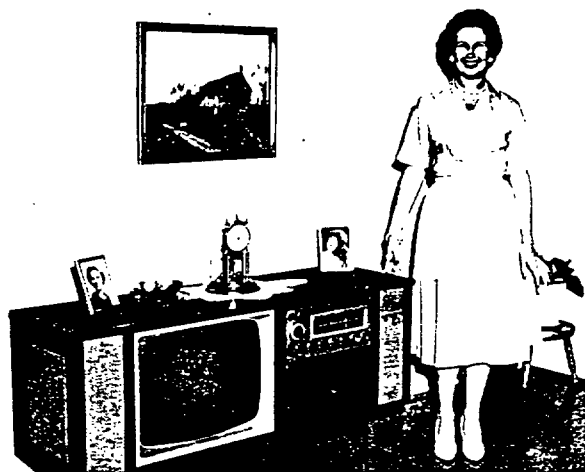
The action was taken, the Company said, to increase the use of antiknock compounds and thereby utilize some of the excess capacity that has resulted from technological advances in antiknock compound manufacturing methods in recent years. Ethyl said it intends to keep the prices of its antiknock compounds fully competitive with all other methods of obtaining antiknock improvement.

Following are the new prices of "Ethyl" antiknock compounds, all in cents per pound of lead alkyl content:

Motor Mix, 55.61 cents; Aviation Mix, 59.61 cents; TML Mix, 85.19 cents; MLA-250 Mix, 66.27 cents; MLA-500 Mix, 73.36 cents; and MLA-750 Mix, 81.11 cents.

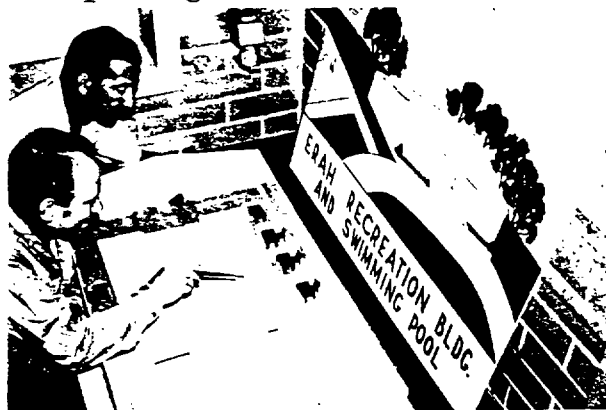
The price of Ethyl's Motor 33 Mix remains unchanged at 72.58 cents per pound of tetraethyl lead content.

Parker Family Scores in Contest



JUST BY CHANCE—Mrs. Howard Parker, Jr. has good reason to smile. Recently, during the course of a Pasadena super market contest, Lady Luck touched Mrs. Parker and she was immediately \$1,000 richer. Some of the new wealth was immediately converted into the handsome TV-Stereo console shown in the above illustration.

Recreation Project Is Proposed, Improving Facilities at RAE Acres



BIG PLANS—Harry Holloway, ERAH building committee chairman, and Cliff Gremillion look over a scale model and drawing of a projected RAE Acres building project. Employees were given full details of this project in a recent letter.

Absentee Procedures Keep Pay Straight

Being absent from work, except for vacations, is sometimes a painful experience. The absence may be for disability, fulfilling a duty such as jury duty, or possibly a funeral leave.

Equally painful, however, is to find upon return that your next pay check is considerably less than you had earned.

This circumstance is usually traced back to the procedure used during the absence, and in due course the pay differential is corrected.

There is a Plant procedure covering every imaginable type of absence. If the proper procedure is followed, Payroll personnel will stay right in stride and properly account for the absence.

What is there to do? Below is given procedures for anticipated absences, un-anticipated absences, and the follow-up.

Anticipated Absences

A. Report the expected absence to your foreman and to the Main Gate, giving necessary details.

B. If absence is caused by disability (illness or injury of any kind), clear through Plant Medical.

C. If absence is for jury duty, to serve as witness in criminal case, or as an election judge, show the subpoena or certifying letter to your foreman, then present it at the Main Gate.

D. If absence is for military physical exam, show the letter from the government to your foreman and then present it at the Main Gate.

Unanticipated Absences

Telephone Main Gate and furnish the data requested. If no telephone is available, do this by messenger or mail. (Note: If absence is for disability, do this on the first day.)

(Continued on Page 1)

A building and swimming pool to accommodate all ERAH members' needs at RAE Acres is being proposed by the ERAH Building Committee.

A letter was mailed to all eligible Ethyl employees describing this proposed building program.

Three ERAH Board Members make up the building committee. They are Harry Holloway, chairman; Cliff Gremillion and Roy Vosloh.

The group proposed a 60 to 100 foot air-conditioned building and a new pool which will be 30 by 60 feet in dimension.

If the members approve the proposal, construction will commence this summer, with the building facilities ready for use within 60 days after construction commences.

The proposed pool would be available for use next year.

Timely Hit Wins Softball Game



CLUTCH HITTER—A. B. Morgan, Operations, playing in the recent Houston softball tournament, came through with a clutch hit to give his team a 2-1 triumph and consolation championship. R. D. Scott, Operations, was another member of the team.

Good Source for Vacation Funds



NICE AWARD—J. A. Hooper, Operations, came through with a Suggestion System idea which paid him \$195 last month.

A jackpot of almost one thousand dollars of Suggestion System money has been divided among a group of suggestors during recent weeks.

J. A. Hooper was top man, with a suggestion which brought in \$195 for him. R. M. Wolfe, also in Operations, had an idea for an improvement in the Blender area which was worth \$155.

The top single award in Maintenance went to O. W. Schaller, an idea worth \$10. Below are given names and their awards:

Operations	
J. A. Hooper.....	\$195
R. M. Wolfe (two awards).....	165
J. L. Dooly and S. H. Lee.....	
(share, six awards).....	110
J. W. Brady (six awards).....	60
B. L. Williams and J. L. Dooly.....	
(share two awards).....	30
B. L. Williams and J. R. Perry.....	
(share three awards).....	30
J. L. Dooly (two awards).....	25
Jack Gunn.....	10
Jack Elliott.....	10
L. B. Murray.....	10



SECOND MONEY—R. M. Wolfe, Operations, had an idea for a Blender area improvement worth \$155.

Maintenance

O. W. Schaller.....	\$ 10
J. T. Roach (two awards).....	35
E. B. Holstine (former employee) and	
L. W. Banta (share).....	25
J. L. Zumwalt, J. E. Kent, Z. J. Dickert and B. E. Kimball.....	25
(share two awards).....	20
L. T. Gore.....	20
Ed C. Bruce.....	20
Chester Gage.....	15
N. T. Mahaffey.....	15
J. A. Gigout.....	15
Charlie Hahn and Robert Bernard (share).....	10
R. H. Kimball.....	10
Horace Rose.....	10
A. B. Bishop.....	10
J. L. Zumwalt, R. E. Kimball and J. E. Kent (share).....	10
J. J. Butler.....	10
Louis Mickler.....	10
Finance	
Elsie Griffin.....	\$ 10
Purchasing	
Jeanne Harlow.....	\$ 25
Research & Development	
Wanda Gentry.....	\$ 15



LONG SERVICE—Randal J. Laporte, Operations Laboratory supervisor, completed 20 years' service with the Company in June. L. L. Davis, Operations general superintendent, presented him with a service pin and certificate.

Service Anniversary for Randy

Sunglass Tips

Two mistakes commonly made by lasses who wear sunglasses can lead to serious eye trouble, warns the National Society for the Prevention of Blindness.

The Society, which has published a pamphlet answering the many queries received about the proper use of sunglasses, points out that one mistake is wearing them constantly—movie-star fashion, that is keeping them on indoors, in the shade or at night. The pamphlet emphasizes that sunglasses that reduce the glare from a sunny beach or open water should never be worn when driving at night. Any glasses which reduce glare also diminish roadside visibility and increase the chance of accidents.

The second mistake is to look directly at the sun while wearing sunglasses. By staring directly into the sun at any time, a person transforms the lens of the eye into a magnifying

Randal J. Laporte, Operations Laboratory supervisor, observed his 20th anniversary of Company service on June 2.

Laporte was employed at the Bato Rouge plant on June 2, 1944 as an analytical chemist. He remained in this position until his promotion and transfer to Houston in 1952.

He is a graduate of Loyola University, New Orleans, with a BS degree in chemistry, and an MS degree in chemistry from LSU, 1950. Married to the former Alma Brossard of Breaux Bridge, La., they are the parents of two daughters.

Robert F. Sylvus, R & D chemist, engineer, reached his 45th anniversary of service with the Company on June 11. Lee Briggs, also of R & D noted his fifth anniversary June 2.

glass turned on the retina. The sun's infra-red rays thus focused can cause an irreparable burn with permanent loss of vision. The Prevention of Blindness Society suggests that when sunbathing you cover your eyes with cotton pads or something equally opaque.



AND STILL CHAMP—Five years ago Jim Koch came through with an idea which paid him \$1,300 in Suggestion money. This is still top money for a single award. Who's going to be the new champ?



TATTERED "T"—The speedy destruction of "Big T" flags is a plant-wide undertaking in which every employee figures. One plant injury is sufficient to haul the flag down. Our motto: Let 'er rip! C. L. Skipper is replacing one which was well used.

Let'er Rip!



Published monthly for the employees of the Houston Plant of Eth Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay.....Supervisor

Vol. 9 No. 4

June, 1966

ETC 20772

Plant Gains Four New Employees

Four engineers were employed at the Houston plant last month in the Manufacturing Department.

Cox, who was a June graduate from the University of Arkansas



with a B.S. degree in industrial engineering, is serving in the Industrial Engineering Group. He started work here June 6.

He is a native of Paragould, Ark., attending high school in Searcy, Ark.

He is married to the former Patsy Copeland of Little Rock, Arkansas, and they are the parents of one daughter and two sons. They reside at 2902 Dewberry Lane in Pasadena.

Corley, employed here June 5 as Assistant Stores Supervisor, Maintenance, was graduated from the University of Houston this month with a



B. S. degree in industrial engineering. He is a native of Humble, Tex., attending high school in Galveston. He is married to the former Carol

Fair of Lisbon, Ohio, and they are the parents of a son and daughter. They reside at 1711 Doolittle in Houston.

Brantley, who was a June graduate from the Georgia Institute of Technology with a



B. S. degree in industrial engineering, is serving in the Industrial Engineering Group. He started work here June 19.

He is a native of Wrightsville, Ga., where he attended Wrightsville High School.

Holaday, employed here June 20 as Assistant Maintenance Supervisor



was graduated from the University of Mississippi this month with a B. S. degree in mechanical engineering. He is a native of Greenville, Miss., attending high school at the Gulf Coast Military Academy in Gulfport, Miss.

He is married to the former Emily Souter of Pace, Miss.



LITTLE CAR, BIG JOB—W. R. Taylor, Railroad group, is spotting the Scale Car in position for the weekly check of Plant railroad scales. This unit of a car carries a lot of weight in more ways than one. No unit on the plant, of any kind, performs a more exacting job.

Plant Scale Car Performs an Exacting, Weighty Job for Ethyl

Within the Houston plant there is a railroad car that barely qualifies for this name.

It is a runty little unit that squats low among the sleek tank cars which transport Ethyl products all over the country.

This unit carries no product; its insides are filled, leaving no room for another commodity. It remains unchanged in appearance since it first rolled in nine years ago.

It is called a scale car. It weighs exactly 80,000 pounds. Exactly.

While the fluid cars may be more impressive in appearance, none has greater importance than the part played by this insignificant, compact model of rolling stock.

The part this little car plays is re-

lated directly to Ethyl customers. This car is Ethyl's rolling guarantee that tank car scales on the Houston plant are as accurate as it is humanly possible to make them. When an Ethyl customer receives a tank of "Ethyl" fluid he may be fully confident that the weight given on his bill of lading is the exact quantity he is paying for.

How is this done, you say?

Once each week, year-around, the plant locomotive nudges the scale car on to the Plant tank car scales. The weight which is then registered on the scale should come to exactly 80,000 pounds. If it doesn't, then necessary adjustments on the scale are made.

The little scale car is a measurement standard that approaches absolute perfection. Regularly a railroad company brings in its own master test car and checks the Ethyl scale car against theirs. The difference is invariably almost non-existent.

If the Ethyl scale car is painted, the weight change which might occur because of the added paint is recalculated to offset any minute difference. If a bolt is changed, this possible weight difference is considered. When not in use, the scale car is kept housed in the Plant garage so that the weather becomes a minimum factor as might relate to weight change.

Thus it becomes obvious that this insignificant unit, seemingly useless, is certainly as important as any other unit on the Plant.

This is true because Ethyl customers have a right to expect, in addition to highest possible quality and outstanding service, a full measure of the product they are buying.

And the little runty scale car assures them just that.

CU Report Given in this Issue

Everyone is interested in the success of their Credit Union. One way to keep current on your CU would be to lend an eye to the monthly financial statement.

Quite often members have questions about the overall picture of their credit union that may go unanswered until the annual meeting in January of each year.

In this connection, The ECHO, will run a monthly financial statement which appears on Page four. Then members can watch their credit union grow on a monthly basis.

The key to this continued growth is dependent upon member participation. Systematic savings and member loans are beneficial to both the member and the Credit Union.

Two More High School Graduates



GRADUATE—Edward J. Darragh, Jr., was graduated from St. Thomas high school last month. (Photo received after ECHO went to press last month.)



GRADUATE—Treva Carol, daughter of Hylton Webb, E & CR, was graduated from Armijo Joint Union high school, Fairfield, Calif., last month. (Photo received after ECHO went to press last month.)

Scales Next

The story found on this page, describing the Ethyl scale car, is obviously only part of the story.

The magnificent Plant scales, upon which our tank cars and tank trailers are weighed, are remarkable precision instruments.

These scales require, and receive, the skill of a craftsman in their maintenance.

It is planned to present this information in the next issue of The ECHO, space permitting.

ERAH Campers—Five Years Ago



SEE ANYONE YOU KNOW?—This photograph was taken at RAE Acres in 1956, the first year that full, three-day Summer Camps were instituted. A group of girls will be back again August 9-12, and the registration blank found on this page may be submitted.



JUST A FEW—Here are some of the boys who took part in the ERAH Summer Camp for boys during 1956. Some of these youngsters may be serving as teenage counselors when Camp is conducted this year, August 2-5. Be sure and register your children early.

ERAH Activities

Large numbers of ERAH members are reaping benefits from their recreation association. Many informal activities are being accepted by the members with enthusiastic participation.

Golf

ERAH ladies taking part in the two golf schools have completed their lessons. These lessons were given by Pro Al McMichael of the Texaco Country Club. The girls had a lot of fun and learned a great deal about

the game of golf in a short period of time. This was a highly successful new ERAH activity.

Another successful one-day tournament was held in June at the Glenbrook Golf Course. Top honors went to the following: Dick Coney and L. L. Davis took first place. Second place went to L. M. Reeder and I. B. LeRay. The golf committee announced the next tournament will be August 12, at the Glenbrook course.

Bridge

The popular ERAH Bridge parties got kicked off with their first party in June. Prize winners for this party were: Mr. and Mrs. Cliff Ryan, first prize; Mr. and Mrs. Bobby Wood, second prize and Mrs. M. D. Terry won the traveling prize.

These parties are scheduled for the first Friday of each month and will be held at the San Jacinto State Bank building's community room.

R. J. Laporte attended an organizational meeting of the Industrial Bridge League to request membership in same. Details of the League will be given at a later date.

Absentee ---

(Continued from Page 1)

Following Any Absence

A. For disability: check through Plant Medical before reporting on the job.

B. For jury duty or service as witness: give your foreman the slip from Clerk of Court showing dates of duty.

C. For blood donation: give your foreman the note from the doctor or blood bank attesting your presence.

REGISTRATION FOR ERAH CAMPS

Boys: August 2-5—Girls: August 9-12

Employee's Name _____ Badge No. _____

Address _____ Phone _____

Names of Children _____ Age _____ Sex _____

I will be able to assist during Boys' ☐ Girls' ☐ Camp this year.

Mr. _____
Signed Mrs. _____

First CU Drawing Is Held

Interest in the Ethyl Employees' Credit Union "Sharing" Contest is becoming more intent.

The first drawing was held in the Credit Union office at 12:15 p.m. on Thursday, June 15. A member's name was drawn but he was not eligible.

This increased the amount of the July 15 drawing to \$20. If there isn't a winner the money will be added to the August prize. It will continue to

grow until there is a winner.

To become eligible for the money you must purchase or open a new account during the previous month.

All Ethyl Employees' Credit Union members are eligible except off employees and officials of the CU and their families.

The contest will continue during 1961, with one drawing each month



SHARING CONTEST—A name of a Credit Union member was drawn June 15. Had this person purchased a share, or opened a new account during May, he would have been ten dollars richer. Present for the drawing were Paul Chas. M. I. Phillips, Frank Durham, Steve Mizerik and Marie Nixon.

Credit Union Business Report for May, 1961

Shares on Deposit.....	\$133,100.00
Loans to Members.....	193,044.00
Investments.....	30,000.00
Reserves.....	55,933.00
Profit for Year—to Date.....	11,675.00
Number of Members.....	1,231
Number of Loans.....	326

Not For Profit—Not For Charity—But For Service

ETC 20774

Contest Rhymes Spark Houston Plant Safety Drive



POUNDING ON SAFETY—R. W. Seymore, Maintenance carpenter, is driving home a message all can heed. This eye-catching rhyme, and the 29 other winning rhymes in the recent safety contest, will be prominently displayed until all have been used.



Wanda Gentry
15 Winners



Vic Harbers
3 Winners



Ed Weigelt
2 Winners

The fruit of the recent "What's Your Rhyme" safety contest is harvested, and is presently being displayed before plant employees on a road-type series of signs in the plant, as well as in Company publications.

The product is a series of carefully-judged rhymes designed to drive home safety messages covering a number of circumstances.

The primary topics in the rhymes selected included a number of plant situations, safety in the home and road safety.

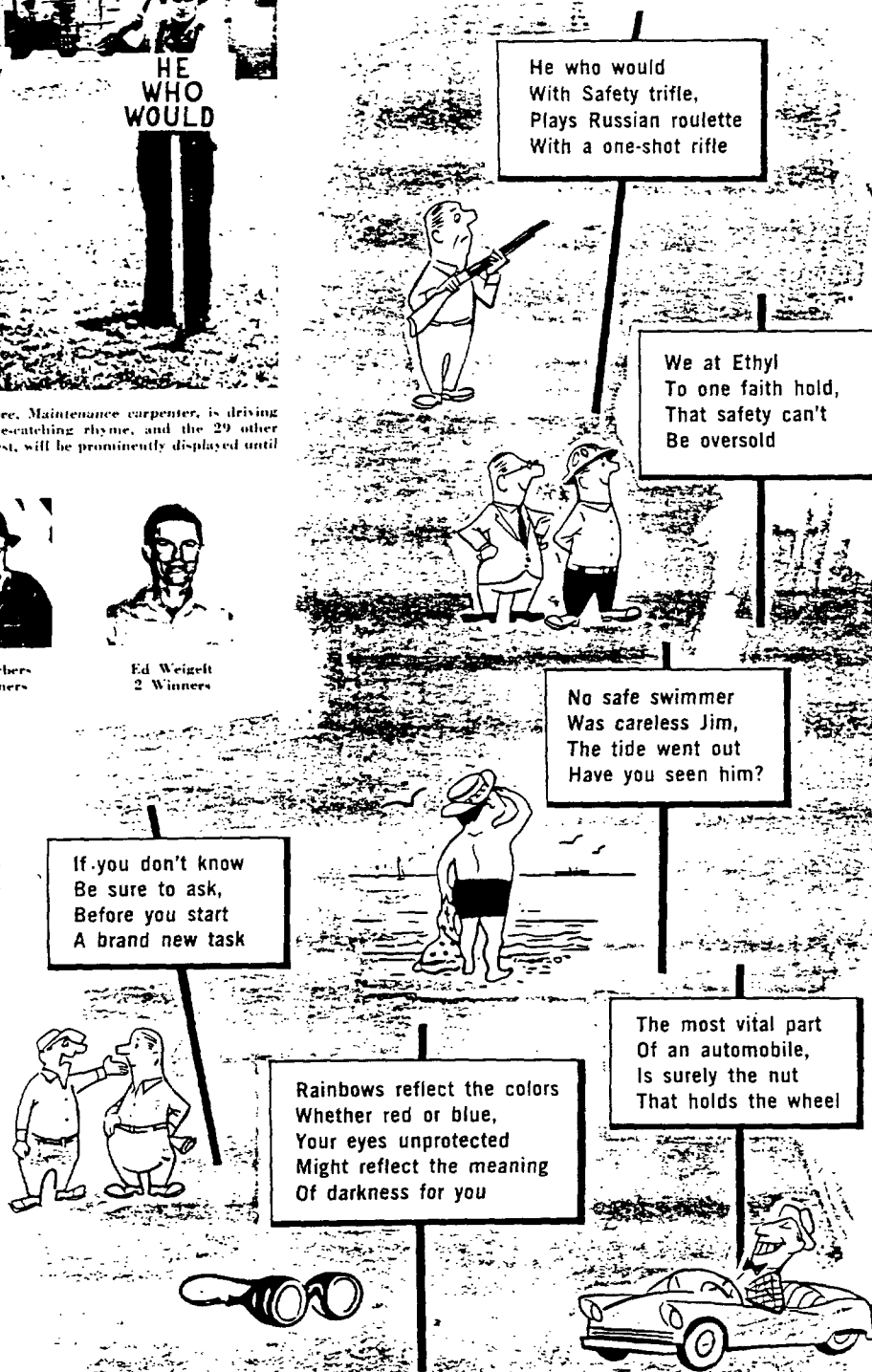
Some of those selected, and which have been displayed to date, are featured at the right.

The first sign appeared on June 20, and a new one is being displayed every Tuesday and Friday. This schedule will continue until the supply is exhausted Friday, September 29.

Judges in the contest, responsible for selecting the 30 rhymes from 150 which were submitted, were impressed particularly with the humor presented in most of these messages. The humor, nevertheless, remains as "icing" on the cake, with a very serious undertone implied in each instance.

Safety Meeting Subject?

The Safety Publicity Committee has suggested that some of the rhymes used may be further developed into topics for 30-minute safety meetings which are conducted by the various plant groups.





THAT CHAMPIONSHIP SMILE—It's no easy task to come in last place—and still flash a winning smile. Such was "Dennis' Menages" in the Winter Bowling League, and one of their "privileges" was to serve food during the June 3 bowlers' barbecue. From left are Dennis Sloan, Jess Tovey, Hazel Sloan, Elizabeth Tovey and M. K. Alston.



TROPHY WINNERS—Bowlers who collected new hardware for their trophy case were, standing from left, Leona Weigelt, Yvonne Laird, Marjorie Wells and Charlie Palmer. Front row from left are M. W. Dickey, Ed Weigelt, Carley Palmer, Sherwood Grogan, Clark Tippen and E. M. Ratcliff.

Bowlers Conclude Winter Activities

This year's annual bowlers barbecue was held recently at RAE Acres with more than 100 persons attending the affair.

A delicious barbecue was enjoyed by the group of ERAH bowlers and their families. After the meal the group met for business with the election of officers and the presentation of last season's trophies taking the spotlight.

The group voted for 1961-62 ERAH Bowling League officers. They are Jimmy Evans as president, Bill Covington, vice president; and E. D. Edwards, who will serve as secretary-treasurer.

Individual honors, with appropriate trophies, went to outstanding bowling achievements during the past season. E. M. Ratcliff took high scratch series, with 626 and high scratch game with a 251. Horace Mosley had the high handicap series with a 711. The high handicap game was reached by Clarke Tippen.

In the ladies' division Dot Harryman had the high scratch series of 571 and Marjorie Wells achieved the

high handicap series of 661.

The most improved bowler trophy went to Yvonne Laird. She showed an 13 pin improvement over 1959 average. The highest average trophy went to E. M. Ratcliff with a 131.

The Lucky Five team drove to Baton Rouge on June 10, to defend their between plants trophy. The Lucky Five group were Champion of the 1960-61 Winter Bowling League. The team that made the trip were A. Palmer, C. Palmer, E. Weigelt, M. Dickey and E. M. Ratcliff (substituting for Mrs. Weigelt).

They missed retaining the trophy by 23 pins. The Baton Rouge team, after defeating our group, showed them a royal time of fool and fellowship. These Ethyl people from across the Mississippi not only won the trophy, but they also won the admiration of the Houston group.

Currently the Summer League is the big bowling activity. A number of new participants are experiencing the fun of watching their average grow each week, plus the excitement of winning a few games occasionally.

Paul Black Tackles BU for CU

This time of year everyone is either talking about taking a vacation, or about what a good time they had while vacationing at some exciting place.

Paul Black, Jr. takes no exception to this rule. But, for one week of his vacation Paul did take exception and spent it at Baylor University, Waco, learning more about the management of a Credit Union. He attended the First Annual Texas School for Credit Union Personnel, June 1-9, 1961. This school was sponsored by the Texas Credit Union League.

The educational program was designed for directors, committee members, employees of credit unions and all credit union members who are interested in being of service in helping the members of their credit union.

Paul spent 25½ hours in the classroom during the four and one-half days (and some nights) on the Baylor campus. There were 32 other credit union officials from across the state that attended this first school with Paul. The Baylor faculty hosted the group to a party and dinner for a change of pace.

Some of the subjects tackled by the group included: Basic Accounting, Financial Statement Analysis, Mem-

ber-ship Relations and Family Financial Counseling. The courses were taught by university professors and



Paul M. Black, Jr.
Attends CU School

professionally trained people in various business fields.

When asked what he thought about spending his vacation this way, he said "I feel the information I gained while there will be invaluable to me in my work with Ethyl Credit Union."

As Reported In----



The BULLETIN

HOUSTON PLANT

(May 9) Thomas A. Mitchell, Maintenance area foreman, observes his 20th anniversary of Company service today . . . (May 10) Hudson Field, Jr., Purchasing & Traffic, will present a talk to Industrial Management majors at Texas A & M College at College Station, Texas, today . . .

(May 12) George W. Farrell, Operations area foreman, will observe his 20th anniversary of Company service Sunday . . . (May 15) Aolter Liles, Jr., son of Barbara Liles, was recently awarded a four-year, \$1,300 per year, McDermott scholarship to Massachusetts Institute of Technology . . . (May 17) Drucilla A. Mixon, Traffic, observes her fifth anniversary of service with the Company today . . .

(May 29) We welcome temporary summer employees James T. Mitchell and Finis E. Carleton, III . . . (May 29) Ethel Mae Edwards, "Annex Oakley of the Junior Rifle Club," again won the bi-monthly trophy shoot yesterday . . .

(June 1) Seven years ago today, on June 1, 1951, the Houston plant Suggestion System was announced. This morning, Suggestion No. 11,150

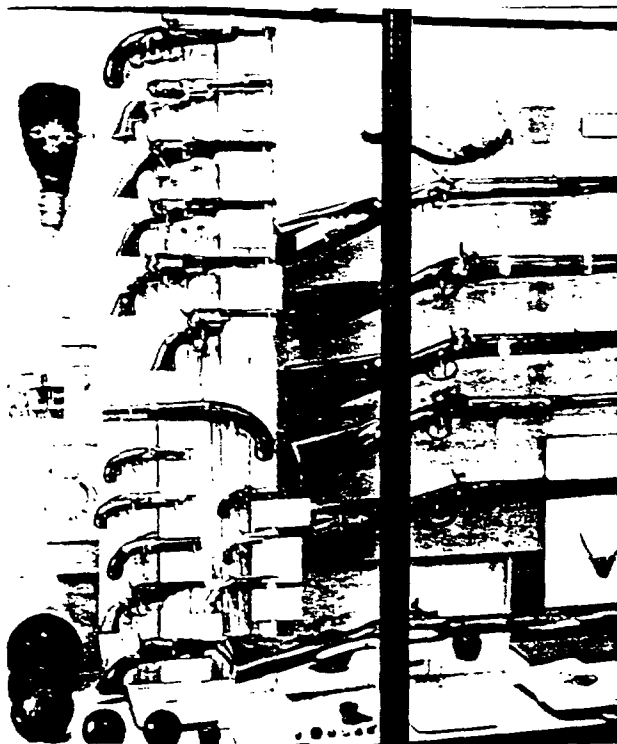
was stamped and processed. During this seven-year period more than \$33,000 has been paid to employees for ideas that have been adopted, seems a fitting celebration that 2 employees will receive \$695 in suggestion awards today . . .

(June 1) All employees can look to our May safety performances with pride as Twelve "Big T" days were posted for the month . . . (June 2) Randal J. Laporte, Operations supervisor, observed his 20th anniversary of Company service today . . . (June 5) Vernon O. Johnson, Power Operator, began a two-week leave of absence this morning for military service . . .

(June 6) A Sub-Major sustained by an Operations employee on May 31 was reclassified as a Major Injury our second major for the year, this time last year we had sustained no major injuries . . . (June 9) Robert F. Silvus, Research and Development, will observe his fifth anniversary of service with the Company Sunday . . . (June 9) The 1961-62 Bowling League officers will Jimmy Evans, president; Bill Covington, vice president; and E. D. Edwards, secretary-treasurer . . .

ETC 20776

Sightseeing's Wonderful, But Let's Start at Home



"San Jacinto Battlegrounds Museum gun collection is one of many fascinating sights"

Almost within the shadow of our homes the San Jacinto Battleground remains as vivid evidence of history-making where it actually occurred.

Visitors from all over the United States converge on this shrine; we all live only a few miles away.

On this spot 125 years ago a foreign army was defeated. This action paved the way for development of natural boundaries which today make up this great Nation.

The significance of this battle is so colossal that it is difficult to grasp the profound effect it had on the course of human history.

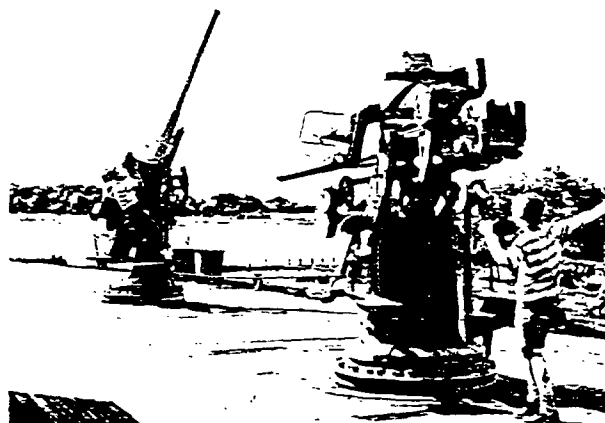
Try traveling the 12 miles of well-kept roads, stopping to read each of the 19 granite and bronze road markers. Each one explains an important action which occurred on that spot.

Examine with infinite care the countless Museum items which relate to the growth and development of Texas. Read the inspiring inscriptions chiseled into the native stone sides of this massive structure.

Take the 489-foot elevator trip up this shrine for a breathtaking view of this area.

And don't fail to visit that gallant old warrior, the Battleship Texas, which served well for three decades as a floating Peace-maker.

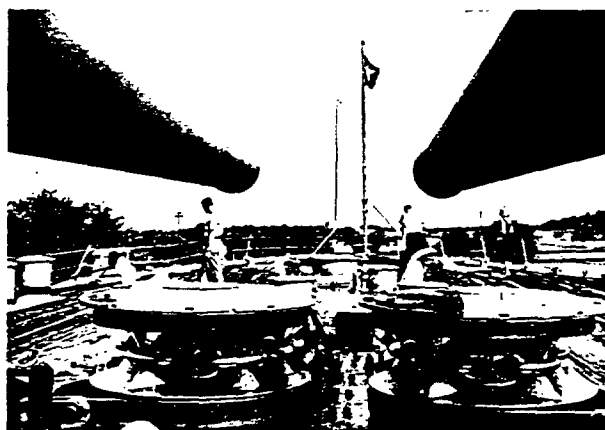
Then, and only then, will you be ready to hit the road this summer for sightseeing in other areas of Texas.



"The children will have fun zeroing in on an imaginary target with Texas' AA guns ..."



"The Monument is world's tallest masonry structure. From top you can see all of Battlegrounds and surrounding country"



"From any vantage point the view is pleasing, dramatic. Worth exploring!"

ETHYL CORPORATION

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THE ECHO

June, 1961

Vol. 9 No. 41

SIGHTSEEING? Start Here!



See Page 7

Suggestion System

Let's Go Prospecting

Over 100 years ago, massive gold deposits were unearthed in California and other areas in the West. These finds brought out thousands of prospectors hoping to hit it lucky.

Today many prospectors still roam these areas in search of precious metals, and they occasionally hit it rich—a combination of hard work and luck.

The Houston plant Suggestion System, in some ways, parallels the California gold rush. Seven years ago suggestions poured in and large numbers of awards were earned for adopted ideas. Since then each area has been carefully gone over. No one, for instance, has topped Jimmy Koch's \$1,300 idea in 1956.

Is this to say that the field of ideas is barren and picked over? Don't you believe it!

There's one major difference between prospecting for gold and turning in suggestions: the element of luck is overshadowed by the factor of brain power. A well-thought out idea is worth a lot more than prospectors' luck any time.

There's still gold in them that western hills—and there's still plenty of good ideas to be turned in from every area of the plant.

New Ethyl Savings Plan Begins September 1



Flexibility Keynotes Plan

Ethyl Corporation made another giant step forward last month in further expanding excellent benefits to employees.

On July 5, President B. B. Turner announced a Savings Plan for employees, whereby the Company would contribute 50 cents for every dollar invested by the employee, up to 10 per cent of his base pay.

This new Savings Plan is the most important new benefit plan addition to be inaugurated by the company since the commencement of the Retirement Income Plan, which dates back to 1917.

The new Savings Plan in no way alters the present Retirement arrangement. In fact, one of the qualifications for participating in the Savings Plan is that the employee must be a contributing member of the Retirement Income Plan.

Initially, the plan was made available to non-represented employees, with September 1 set as date the plan becomes effective. The same plan was offered to represented wage-roll personnel, with a merit pay modification, through their respective bargaining units.

Those presently qualified to participate in the plan will be asked to sign up by August 14 in order to make the first payroll deduction on September 15.

A series of meetings, designed to explain all details of the plan, commenced the week of July 17. A slide film is being used in the meetings which gives a detailed review of the entire plan for full understanding.

Copies of a booklet titled "Save for Security," was distributed to all employees. This booklet, divided in three sections, gives the following details:

- A brief resume of the Savings Plan
- The Savings Plan Text
- The Trust Agreement.

Additional copies of the booklet are available in the Personnel Office for employees who have misplaced theirs.

Personnel having any questions about the Plan are invited to call or visit the Personnel Office. Every effort will be made to provide answers to their questions.

Questions—And Answers

A number of questions have already arisen concerning the Ethyl Savings Plan.

In an effort to be of assistance, the most popular questions asked have been published on Page Two of this issue of the paper.

The answers are given right below each question.

Additional Question-Answer material on this topic will be published in the future as they might arise, and as space permits.

Continued in this manner until the 30 selected as winners have all been displayed. The last one is scheduled to be used Friday, September 29.

The Cover

This month's cover illustration features a Houston plant employee signing an important piece of paper as Personnel Office Clerk Maxine Latham looks on.

E. L. "Doc" Crunk visited the Personnel Office on Friday, July 7, announcing his readiness to sign up for the new Ethyl Savings Plan which had been announced only two days before.

"Doc" became the first employee at the Houston plant to sign up for the new Savings Plan. He said: "Ethyl has never done anything but good by me, and I know this Plan is one of the best available. I just wish we could've had it 20 years ago!"



WHAT'LL YOU HAVE?—A group of salaried employees receive a briefing on investment options, and other details, in the Ethyl Savings Plan, from Training Supervisor Hyllon Webb. The new Plan goes into effect September 1, with the initial sign-up deadline set August 14.

high temperature lubricant, as an intermediate for thermally stable polymers and for radiation resistant polymers, and also as an ultraviolet absorber.

Ferrocene, which was discovered in 1951, has been attracting increasing attention in the last decade, first, because of its unique chemical and physical properties and, second, because it has led to broad new research and development work in the whole field of organometallics. It is a so-called "sandwich" compound in

which an iron atom is sandwiched between two cyclopentadienyl rings lying in parallel planes. Its discovery has led to the synthesis of numerous other organometallic sandwich compounds.

The reactions of ferrocene, Ethyl points out, are in many ways similar to the aromatics. Its ease of oxidation is the greatest difference between it and the aromatic compounds. The compound, which has a low order of toxicity and is thermally stable, is highly soluble in hydrocarbons but insoluble in water.

Ethyl is producing the compound at its Orangeburg, S. C. plant, using cyclopentadiene as a raw material. At present, "Ethyl" Ferrocene is available in development quantities at a price of \$10 a pound. It is expected, however, that as production is increased, this price will be reduced.

Company Announces New Additive

Ethyl Corporation announces the availability in development quantities of "Ethyl" Ferrocene, which is di-cyclopentadienyl iron.

The compound, Ethyl points out, is finding growing applications as a combustion control additive, as a

Ethyl Golfers Play in Jaycee Meet



ETHYL WELL REPRESENTED—The first annual Pasadena Open Golf Tournament brought out a number of Ethyl golfers, including the chairman of this Jaycee-sponsored event. Shown here in a bit of pre-tournament clowning are T. J. Kizziah, attempting a "difficult" putt, with friendly help from Bob Thomas, A. B. Bishop and Horace Mosely. Thomas, a member of the Junior Chamber of Commerce, served as chairman of this activity, which started July 19.

Take Some Time And Read the Rhymes

Sprinkled about this issue of the paper are a number of cartoons with an accompanying four-line safety rhyme.

The safety rhymes are the product of Houston plant personnel who took part in the "What's Your Rhyme?" safety contest conducted on the plant several months ago. Each winning rhyme was worth ten dollars to the winners.

The rhymes have attracted considerable interest and comment both at the plant and elsewhere.

A new rhyme is displayed every Tuesday and Friday, and will con-

Ethyl Savings Plan—Questions & Answers

Question: Can I start in the Ethyl Savings Plan on September 1 by making a large cash payment?

Answer: No. Contributions to the Savings Plan will be made only through payroll deductions. You may choose to contribute from one to ten per cent of your base pay, however.

Question: The illustrations use four per cent as an example of interest rate we may earn. Will this percentage vary?

Answer: Yes. The four per cent is simply presented as an example of earnings from money you and the Company have invested.

Question: What is the first date I can make a cash withdrawal of my contributions on the Short Term plan? On the long Term plan? (assuming I enter plan September 1).

Answer: If you have allocated funds to the Short Term plan on September 1, you will automatically receive a check on or about May 15, 1962, covering this eight-month period. Portions of the funds you have invested in the Long Term plan become available for withdrawal by you after April 30, 1964, but you must request withdrawal; it is not automatically issued to you.

Question: Suppose I retire early, say at age 60. Will I receive all my investment upon retirement?

Answer: Yes. You will recall that the Plan is dissolved when an employee retires, dies or terminates. There is no reference to age with regard to retirement.

Question: Ten per cent is a good size portion of my pay check. How will this be deducted?

Answer: As stated in another question on this page, deductions will be made by payroll deductions. But the full amount of your contribution will not come out of one check a month. Rather, it will be equally distributed between the two checks that non-represented employees receive each month.

Question: Will Personnel Office help me select an investment option?

Answer: No. Personnel Office will be happy to help you fully understand the many details of the Plan, but deciding on investment options must be determined by the participant.

Question: Can I "play the stock market" within the five options to which we may allocate funds?

Answer: After your initial investment, which you will indicate on your enrollment form, you may re-allocate (or convert) to other option(s) twice a year without charge. Beyond this you



will be charged a service fee of one per cent for more than two changes in any one year. On the other hand you can increase or decrease the percentage you contribute to the Savings Plan (up to 10% maximum) at any time.

Question: How do I go about selecting the best combination of the Savings Plan for me?

Answer: No one but yourself can determine this. It is suggested that you carefully study, or otherwise gain information, about the Savings Plan. Then calculate how some combination of the Plan can best serve you and your family, with an eye to the future.

Question: If I receive a raise in pay, will my Savings Plan contributions go up automatically?

Answer: Yes. You will recall that the same procedure applies to Retirement Income Plan and Group Life Insurance. You may move into a new bracket in these two instances, and this is effected automatically. The same procedure will be used in



the Savings Plan. On the other hand, it is your privilege to reduce the percentage of your Savings Plan contribution in the event that you felt a need for the maximum amount of any new pay raise.

Question: How will we know the value of units, which will go up and down from time to time?

Answer: At the very outset, on September 1, each dollar you invest will have a unit value of one. Thereafter, once each month, the Trust will issue the Unit Value, which will be published in *The Bulletin* and *The ECHO*. In addition, your Plan Year statement, which is issued after April 30 each year, will provide this information. The statement will go to each participant in the Savings Plan.

Question: If I voluntarily suspend my contribution, when can I withdraw what I have invested?

Answer: The entire Ethyl Savings Plan is built around a "plan year." This is from May 1 to April 30 the next year. Thus any checks distributed by the Trustee will be made a few days after this date every year. The only exception to this would be for personnel who leave the Company, retire or die.



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

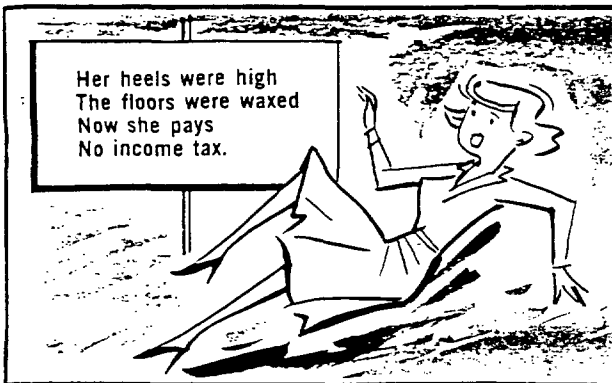
The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay, Supervisor

Vol. 9 No. 5

July, 1961

ETC 20780



On New Jobs

Operations

From operator helper 1/c to operator 2/c: G. D. Baker, J. Gilbert, R. Gregory, J. L. Layton, A. M. Mancuso, A. Morgan, D. Ooley, C. K. Rogers, R. D. Scott, W. E. Sheppard, T. Suttle, E. A. Thiele and J. L. Tyler.

W. Brightwell from furnace 2/c to 2nd floor 1/c.

From industrial engineer (temporary), Industrial Engineering to production foreman, Operations: F. A. Box and G. R. Moore.

From Operations vacation-relief pool helper 2/c to Operations vacation-relief pool helper 1/c: T. Croom, M. Green and J. Parker.

R & D

B. J. Lentz from senior technical services engineer, R & D, to senior process design engineer, R & D, Baton Rouge plant.

Safety

Virginia Berry from Safety sten to Safety stenoteletypist.

Suggesters Reap More Cash Awards

A number of suggestions were adopted last month, reaping cash awards for the suggesters. Here they are:

Operations

O. A. Raines (3 awards).....\$30

J. L. Dooley and S. H. Lee (share 2 awards).....	25
J. R. Perry and B. L. Williams (share 2 awards).....	20
J. L. Dooley (2 awards).....	20
C. R. Bearden.....	10
Jack Gunn and L. J. Williams (share).....	10

Maintenance

M. G. Clark.....	\$15
J. J. Butler.....	15
C. J. O'Rear.....	15
M. R. Belanger.....	10
Alex J. Zabka.....	10
L. W. Banta.....	10

Safety Office

Virginia Berry.....	\$10
---------------------	------

The Deer Won't Appreciate This

The Texas Game and Fish Commission announced last week that, in certain Texas counties, hunters can shoot almost as many deer as they can ducks.

There are 14 counties that will permit kills of three deer, details available by querying the local Commission office.

Ethyl hunters are reminded that hunting licenses expire on August 31, and new ones will have to be purchased.



Saving Toes Is Specialty of The Clothing Issue Room



TOE SAVER SPECIAL—Hank Bennett, Stores, displays a good variety of safety shoes available at cost in the Clothing Issue room. Each shoe is designed to accommodate a different working condition in the plant. But every piece of foot wear shown here (with the exception of shower clogs) has something in common. There is a two-ounce steel plate in the toe to protect the wearer.

The Houston plant is made up of millions of pounds of steel. Buildings, towers, vessels, tanks and all types of equipment all use steel.

One of the smallest of these steel items is a cup that weighs two ounces. This cup is built into the toe of plant employees' safety shoes.

The Purchasing Department buys over ten types of safety footwear which are offered to employees at cost. All these shoes have one thing in common: the safety cup in the toe. The steel cup distinguishes the footwear as a "Safety Toe" shoe.

The Safety toe covers the portion of the foot that is most susceptible to injury. This amazing little built-in safety device is specially treated to withstand the blow of an object weighing upwards of 650 pounds. A number of Houston plant employees can look back over the last nine years and praise the day they purchased a pair of these foot-saving shoes.

The Stores issue room offers various type shoes which are designed to protect the employees in all areas for any type of work.

They also have three types of footwear that are not classified as "safety toe." These are issued to employees at no cost. One is the shower sandal which is designed to prevent slipping while taking a shower. Two types of rubber boots are worn during rainy weather over the safety toe shoes.

A great deal of thought and experiment goes into the purchase of each new-type shoe. All the shoe tops are made of leather or rubber. The soles are made of varied materials like vinyl, crepe, neoprene, cord, rubber, neoprene rubber and others.

One striking example of the Company's desire to continue improving employees foot protection is found in the new shoe used by Sodium Operators. The old brogan with extra layers of heavy soles have been replaced with a light weight, low-quarter, ripple sole shoe, also available in a high top.

An average year would show the Stores issue room issuing over 500 pairs of safety shoes. Sizes of these shoes range anywhere from a size 6 to size 14. The lace-toe Hi-top is considered one of the more popular models by plant personnel. Safety shoes can be purchased through payroll deduction.

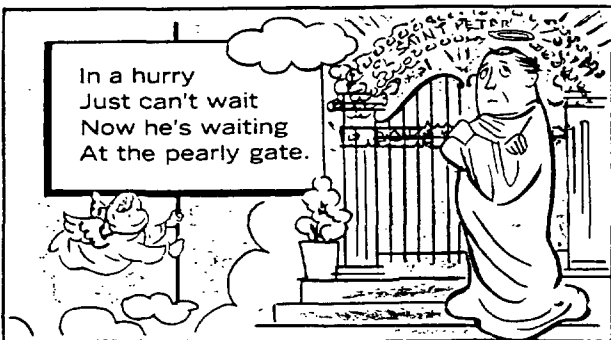
Compared to the massive part that steel plays on the Houston plant, the hundred-plus pounds that employees carry around in their shoes is very small. Although it is small in quantity it is big in quality. Safety toe shoes play a major role in our safety program here at Ethyl.

Comfort Is Important

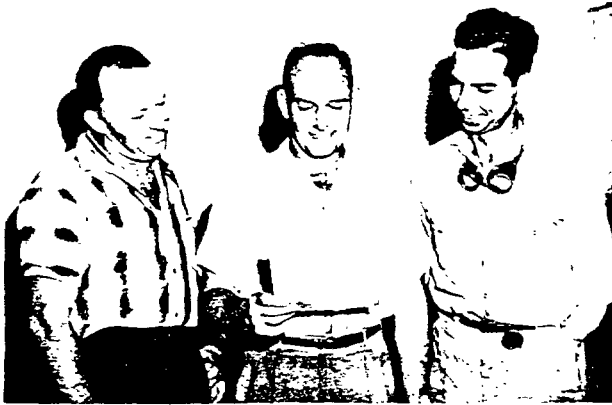
Several factors enter the picture before a safety shoe is made available at the Houston plant.

It is first checked by responsible personnel to assure proper quality and use of good material.

Samples are worn by personnel in the area in which the shoe is most apt to be used. At this point the big question is: "Is the shoe comfortable?" When the shoe satisfactorily passes all tests it is then made available—a gilt-edge, five-toe investment in safety.



Recreation Reaches Summer Peak



NEW BOWLING OFFICERS—The ERAH Bowling League officers for the 1961-62 winter league were elected at the annual outing held in June. From left are E. D. Edwards, secretary-treasurer; J. A. Evans, president; and C. W. Covington, vice-president. The new bowling season will start in mid-September this year.

ERAH activities for July got off with a bang with the big 14th of July annual fireworks display at RAE Acres. A large crowd of members witnessed the outstanding display that could be seen for miles around the Clear Creek area.

July was also a month of preparation for the big Summer camps for the youngsters to begin the first week in August. The boys camp began August 2 and girls were scheduled for August 9.

Other activities consuming members recreational hours are as follows:

Bowling

ERAH bowlers are beginning to turn their attention toward this year's Winter Bowling League. Teams are signing up and league organization will be complete in August. League play will commence on Tuesday

night, September 5, 1961.

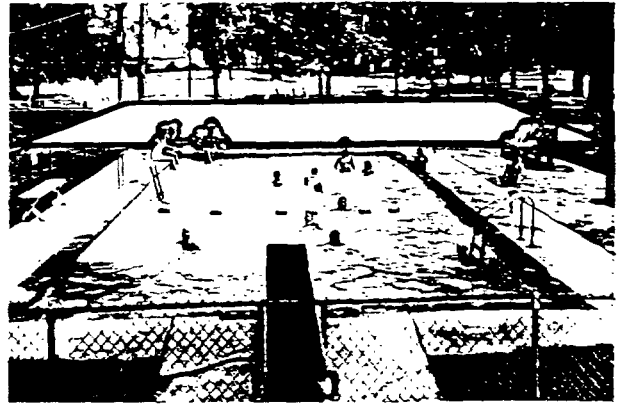
This year's league will bowl at the Meadowcreek Lanes on South Richey. League President Jimmy Evans is expecting 18 teams to form this year's league.

The summer league is entering the final stages with three teams fighting hard for the championship. The Live Wires, Unknown's and the Pairs all have a good chance to capture the crown.

Bridge

The second ERAH-sponsored Bridge party was held recently with a good group attending. Winner in the double and re-double match were: Mr. and Mrs. R. J. Laporte, first prize; Mr. and Mrs. B. G. Wood, second prize.

These parties are scheduled for the first Friday of each month and will



OPERATION FACELIFT—Shown above is a typical summer scene at the RAE Acres pool. Notice, however, the white space at the south end. This is how big our pool WILL be if those eligible sign the two-dollar-a-month improvement slip now in the hands of Building Committee co-chairmen. The names of co-chairmen are given in the story below.

Building Project Making Headway

The pool at RAE Acres is inching towards enlargement, two dollars at a time.

More than 300 ERAH members have pledged two dollars a month for 66 months to finance the cost of enlarging the pool and building a club building.

The go-ahead signal on construction will be given when 450 members

be held at the San Jacinto State Bank building's community room. The next party is scheduled for August 4.

The ERAH bridge group's entry was accepted recently into the Industrial Bridge League. Play in this league will commence later this fall. Details of the league will be given at a later date.

It was announced recently that ERAH had made arrangements with a professional Bridge teacher to offer lessons to members. There will be a nominal charge for the lessons that will be given in series of five lessons. Those interested should contact R. J. Laporte for further details.

Trapshoot

Roy Vosloh, Operations, was top gun at a recent Trapshoot at RAE Acres. His sights were set on perfection as he broke 50 out of 50 clay pigeons for the day. Fred Box, Operations, was pushing Roy hard during the trophy shoot by breaking 24 out of 25. This is outstanding shooting in anyone's league.

Golf Tournament

Here's a switch for golfers.

There will be an ERAH-sponsored "Scotch Twosome" handicap tournament, Saturday, Aug. 12, with 8 a.m. tee-off.

It will be held at Galco Country Club, LaMarque.

have signed pledge cards.

The new building would be available for use within 60 days after construction starts, and the enlarged pool would be used next summer.

Details of the project were given in a letter mailed to all members, and those eligible, recently.

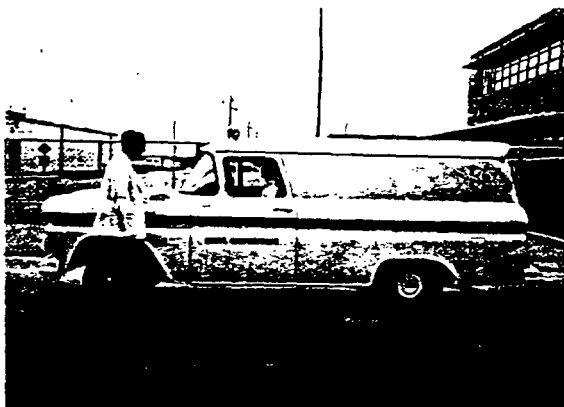
Details of the building project were worked out by a three man committee, all members of the ERAH Board of Directors. They are Chairman Harry Holloway, Cliff Gremillion and Roy Vosloh.

Card Holders

The major burden, success or failure of the project, rests with the co-chairmen who have been selected to approach members and those eligible, "sell" them on the idea of the improvement, and then sign them up.

These co-chairmen are Sam Patterson, Ben Hill, A. G. Poe, C. P. Galoury, Carmie Berry, Linda Liles, E. D. Edwards, E. J. Mathison, Y. C. Cleveland, Dan Benthall, Bob Black, Wes Venable and G. M. Richardson.

Let's Keep This One Parked!



NEW AMBULANCE—The Medical Department received a new ambulance last month, replacing the 1953 model. Most of the mileage on the old ambulance was accumulated running back and forth to the garage for servicing. But that's what we want: an ambulance which is never used.



The safety rules
He often flaunted
Now they say
His house is haunted.

Plant Track Scales Approach Weighing Perfection



DEEP IN THE HEART OF—Tom Renfro, outside machinist, who is responsible for plant scale maintenance, is shown here in a track scale pit. He is probing into one of the pivots on this scale for harmful dust deposits which can adversely affect the movements when a load is being weighed. The track scale pits are steam heated to drive off moisture.



SCALE HOUSE WORK—Here Renfro disassembles the scale poise for an examination of the movements within this unit. The entire mechanism within the 50-foot scale pit below transmits minute movements of this beam, thus providing the reading upon which our customers are billed for products shipped. Perfect working condition of the scales at all times is a must.

As Reported In—



(June 12) **Jackson R. Martin, Jr.** reported to work this morning at the Houston plant. He was hired as a temporary summer employee . . . (June 13) The Power and Utilities group, including power operators, utilities operators and power electricians, has worked five years through yesterday without a time-losing injury . . .

(June 14) The Suggestion System Committee met recently and recommended payment of \$295 on 22 suggestions which had been submitted . . . (June 19) ERAH golfers enjoyed another fine tournament last Saturday at the Glenbrook Golf Course. Dick Couey and L. L. Davis took top honors. L. M. Reeder and J. B. LeRay came in second . . .

(June 22) Several months ago plant publication proudly pointed to the outstanding safety performance

of Machine Shop personnel. They had worked one year without an injury of any kind. Their good work is continuing. The group has now worked more than 15 months without any injury . . . (June 27) **Travis J. Galloway** reported to work this morning at the Houston plant in the R & D department. He was hired as a temporary summer employee . . .

(June 29) **Leland R. Briggs**, Research and Development observed his fifth anniversary of service with the Company today . . . (July 5) One of the largest gatherings ever seen at RAE Acres was on hand to witness an outstanding fireworks display late yesterday evening. Those responsible for setting off the aerial display included Bob Black, C. P. Gaboury, W. R. Willette, D. H. Sloan, C. E. Tippet, E. D. Edwards and C. D. Berry . . .

It goes without saying that our customers measure us in terms of the quantity of product they receive for their dollar. This is a fair measure, and Ethyl has a reputation for delivering "a full pound."

Much of the reputation we enjoy may be attributed to the Plant track scales and the manner in which they are maintained.

One would be inclined to think that any scale reading reasonably close to the actual weight on anything as massive as a loaded tank car would be considered good. Not so! Our delivered product, checked and re-checked for accuracy, will average 10 pounds or less from true weight.

age 10 pounds or less from true weight.

There's nothing accidental about this kind of accuracy, for the scales are the most pampered units on the plant.

Housed in concrete pits beneath the tracks, the scale mechanism is subjected to steam heat the year around. This heat drives off moisture which would encourage rust and creaky joints.

When cars are being switched, necessitating heavy traffic over the weigh area, there is an alternate set of tracks which may be used to minimize traffic over the scales.

But the most important features of scale care comes in the form of inspection and maintenance. T. L. Renfro, outside machinist, is assigned as scale repairman. And just as regular as clockwork, he is busy crawling in and around these massive units. He probes for harmful dust and dirt in and around the sensitive balance points to assure unrestricted movements. With grease and oil he keeps the units in delicate working order, just as a watch repairman adjusts a watch.

One of the problems peculiar to scale maintenance, Renfro says, is the lowly mud dauber and his nest-building habits. These insects seem to take great delight in building their mud nests in obscure points of the scale system, creating a perplexing situation until discovered and cleaned out.

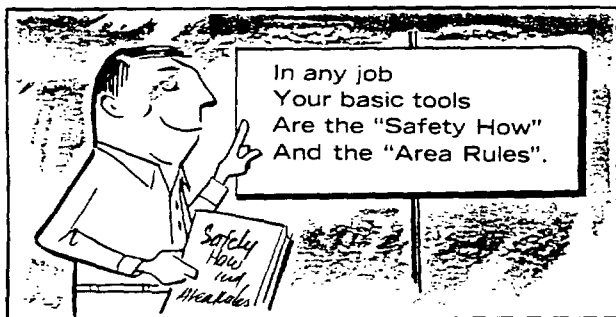
With six of these huge track scales and one truck trailer scale—not to mention more than 100 lesser scales—Renfro is never without something to do.

This is just another example of another important job being performed at the Houston plant, and additional evidence of how our work is reflected where it counts the most—with Ethyl's customers!

How Much— How Little?

The question has frequently come up: How much will the Houston plant track scales weigh? The maximum they can measure is 240,000 pounds.

Another question asked: What is the smallest amount they will record? Jim Barr and Henry Alfred, weighmasters, state that under ideal conditions, the plant scales will record one pound or less!



Sights Worth Seeing Before The Summer Is Over



"Houston's oldest landmark. Noble House, is steeped in early history. Worth seeing."



"Hermann Park Zoo is a perennial delight for old and young. Beautiful, peaceful."



"Museum of Fine Arts features countless masterpieces - an excellent place to visit."



"A visit to the Turning Basin is second only to travels to faraway places."

As the summer wears on and vacations for many are behind as memories, there is time to see and do things without leaving the area.

Houston, big and bustling, is the largest city in the South. Many pleasant hours may be spent here, taking as much or as little time as you care to spend.

Some of the spots to visit are featured on this page, representing the old and the new, the arts and the zoo.

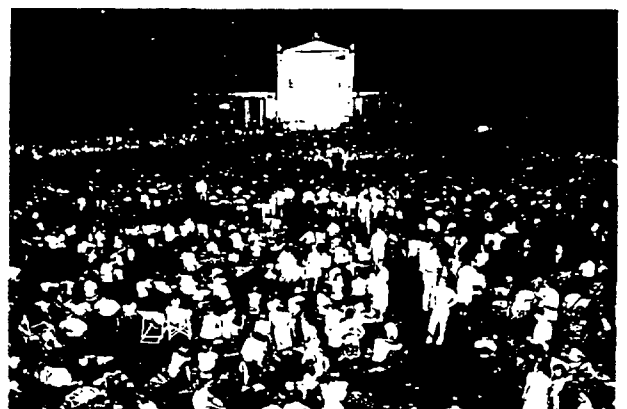
For the lover of good foods there are specialty houses representing almost every nationality. A drive through the many tree-lined residential areas of fine homes is time well spent.

Being a "Sidewalk Superintendent" can be fun, and the tallest building west of the Mississippi (Humble Building) is now under construction in downtown Houston. There are many lovely churches to see, ranging from traditional to ultra-modern, of all denominations.

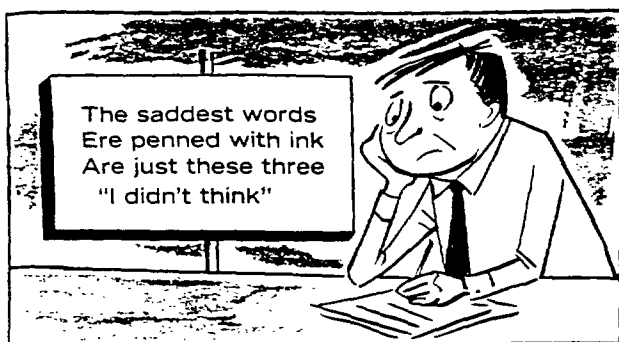
There is The Coliseum, and Music Hall, tree-lined Rice University, and beautiful Busch Stadium (but hurry to see this!)

To say the least, there is much to see and do on a fine summer day in Big Houston.

* All photos shown on this page are courtesy of the Houston Chamber of Commerce.



"Try an evening concert at Hermann Park before summer is over. Most Sundays at 8."



Members Are Asked To Show Rec Cards

A check of membership cards of those visiting RAE acres and participating in ERAH activities was instituted in July.

According to President Carnie Berry this step was taken to protect the privileges accorded to members in good standing.

Members are urged to carry their membership card with them at all times. Those who may have lost their cards can obtain duplicates at the Recreation office.

C. H. Area Undergoes Turn Around

An overhaul of process equipment—commonly called a "Turnaround"—in the Chlorinated Hydrocarbons area was undertaken in July.

The Ethylene Dichloride section was worked over first and put back into operation, followed by work on

the Vinyl and Ethyl Chloride sections.

For the Vinyl Chloride section this was the first complete overhaul of these facilities since the unit went on stream last November.

The biggest job to be accomplished is replacement of the reactor in "C" section of EDC. This unit is about 75 feet tall and five feet in diameter.

First Six Months Safety Performance

What's the score?

Here's the tally of perfect days of safety during the first six months of this year, compared with the same period in 1960:

	1960	1961
January	14	12
February	10	10
March	19	11
April	19	13
May	13	12
June	11	17
	86	75

August CU Pot Is Worth \$30

The Credit Union is having trouble giving money away.

A "sharing" contest commenced in May, offering \$10 to the member whose name was drawn, provided he had purchased a share or joined the CU during the previous month.

In June and July names were pulled out of the hat, and neither person qualified.

The sum aggregates, however, and the August 15 drawing will be for \$30. The monthly contest continues during 1961.



Credit Union Business Report for June, 1961

Shares on Deposit	\$501,648.00
Loans to Members	509,820.00
Investments	30,000.00
Reserves	55,970.00
Profit for Year—to Date	11,200.00
Number of Members	1213
Number of Loans	839

Not For Profit—Not For Charity—But For Service

General Works Group Stage Highly Successful Annual Meet



WORTH WAITING FOR—This long line of Ethyl employees and their families seem quite content to wait their turn—and for good reason: It was heaped-up plates of barbecue, beans, salads and drinks. In addition there was snowcones available all day to keep cool. The occasion was the annual General Works outing, staged this year at Hester House in Houston, July 1.



FUN FOR ALL—A group of playful youngsters—children of General Works employees—pause during this fun-filled outing while the photographer took their picture. There was an estimated attendance of 350 at the July 1 get-together.



COMMAND POST—A friendly game of Bingo on a pleasant Sunday afternoon, after eating a big barbecue dinner, is just hard to beat. Here's Hammond Slater calling out numbers to an intent group of Bingo players. There was excellent attendance at the annual outing this year.

ETHYL CORPORATION
Houston Plant
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THE ECHO

ETHYL CORPORATION

Ethyl Savings Plan

July, 1961
Vol. 9 No. 5

It's Up To You

I'm just a wheel. A steering wheel. And you're my captain. Behind me you can make me take the kids to school. You can turn me down the sunny road toward town. With me you can guide your goods to the market place . . . you can rush the sick to the hospital . . . you can go in minutes to places hours away. You can do magic.

Yet, in the blink of an eye, in the tick of your watch, I can turn deadly killer. I can snuff out the life of a kid still full of life—maybe your kid. I can twist a smile into tears. I can wreck and cripple and destroy. I can deal out death like the plague. And I'm no respecter of persons. A child, a grandmother, even you, my friend . . . it's all the same to me.

I'm sensitive. I respond instantly to the hands you give me. Give me calm hands, steady hands, careful hands . . . and I'm your friend. But give me unsteady hands, fuzzy-minded hands, reckless hands . . . then I'm your enemy, a menace to the life, the happiness, the future of every person, every youngster riding, walking, playing.

I was made for pleasure, and usefulness. Keep me that way. I'm in your hands. I'm just a steering wheel. And you're my captain. Behind me you're the lord and master of a miracle . . . or a tragedy. It's up to you.



ETC 20786

THE ECHO

Savings Plan Participation Is High

A resounding majority of eligible Ethyl employees expressed confidence in their future with Ethyl this month by enrolling in the new Ethyl Savings Plan.

At this time more than 75 per cent of eligible employees had pledged sums of their base pay ranging up to 10 per cent.

The first deduction will come out of pay roll checks that participants are scheduled to receive September 15.

Their Choices

How did the participants choose among the three options for savings?

About 50 per cent of the participants elected the Short-Term plan. In this instance about 75 per cent of their investment will be returned to them next May. And the majority of the Company's contribution will remain as savings for them in the Long Term stock choices as a savings.

About 30 per cent of the participants elected the Long Term plan. In

this instance all of theirs and the Company's moneys will remain as a savings. (If desired, however, they can request withdrawal of portions of their investment after April 30, 1961.)

About 20 percent of the participants elected a combination of the Short and Long Term plans, which are described above.

How Much?

About 82 per cent of the participants elected to pledge the full 10 per cent of their base pay in the Ethyl Savings Plan.

Personnel have the privilege of increasing their savings contributions up to the 10 per cent maximum at any time upon 30 days prior notice to the Company. They, likewise, have the privilege of reducing this sum in a like manner.

Those who were eligible, but chose not to join the Savings Plan in August, are reminded that they can join the plan at the beginning of any future payroll period.

Gentry, Perkins Prove Helpful

Two Houston plant employees were projected into roles of Good Samaritans last month on two separate occasions, coming through with flying colors.

E. R. Perkins, Operations, was instrumental in aiding three automobile accident victims, employing his first aid training. D. L. Gentry, Maintenance, may have well saved the lives of two men thrown out of their boat.

On Sunday, July 30, Perkins was traveling between Winnie and Beaumont when he came upon an overturned car. Other motorists had stopped and removed the three vic-

tims, but the lack of first aid training by others present was immediately obvious.

Perkins and an unidentified man immediately rendered proper first aid to the wreck victims, remaining until police officials appeared.

On Saturday, August 5, Gentry and several friends were enroute to fishing grounds near an oil drilling rig 12 miles offshore from Galveston.

Off to one side the party noticed a boat operating in an erratic manner and Gentry headed his boat to investigate. Upon drawing near he found the boat empty, and there were two men swimming in the vi-



CONCEPT CHANGES—Painters are busy on Ethyl's road sign, brushing on a fresh coat of paint. But the thing of significance is the word change, from "Antiknock Compound" to "Chemicals," which has just been lettered in. The change took place in July.

Road Sign Tells Tale of Growth

Last month many employees going to or leaving the plant may have noticed painters dressing up the Ethyl sign at LaPorte Road intersection.

One small change was made in the wording of the sign, the first change since the 49-foot sign was installed in early 1954.

With a few strokes of the brush, the painters substituted the word "Chemicals" for "Antiknock Com-

pound."

However the significance of this small change is far-reaching, indeed.

Until recently the Ethyl trademark, seen from coast to coast on tank cars, tank trailers, in advertising and many other places, featured the word "Antiknock Compound."

This trademark wording implied an organization which produced a single product.

A quick review of Company developments during the past several years reveals that Ethyl Corporation is now marketing more than 50 products.

Only last month the Company announced the availability of "Ethyl" Ferrocene, which is dicyclopentadienyl iron.

While antiknock compound ranks as a major production effort by Ethyl Corporation, even this concept requires the use of the plural. During recent years the Company has made available to gasoline refineries a growing list of antiknock compounds to assure them the exact additive to best meet their needs.

It is true, of course, that relatively few Ethyl customers are concerned with the wording in the Ethyl trademark.

However there is unanimous agreement that the Ethyl trademark, whatever the wording, brings to mind almost 35 years of famous service and a quality product, every time!

Pot Grows

The August 15 Credit Union "Sharing" drawing was a duplicate of the June and July drawings—no winner.

The September 15 drawing will be for \$40. The monthly contest continues during 1961.

city, having been thrown out of their boat upon hitting some unknown object.

Both men had been injured by the churning propeller in their efforts to re-board their circling craft, and had been in the water over an hour.

Gentry and his party rescued the two swimmers, headed towards a shrimp who radioed Galveston for Coast Guard assistance. Gentry then headed back toward the jetties with the injured men. They were transferred to the Coast Guard cutter which took them on in.



D. L. "Cotton" Gentry
Rescued Two in Gulf



E. R. Perkins
Aided Accident Victims

On The Cover

No, Mr. Motorist, you are not seeing double.

But you are being asked to be doubly cautious in your driving habits from Labor Day on.

For after that date thousands of little ones, like lovely Perla and Paula Falconer will be school-bound each morning.

The Falconer twins, age six, commence a new adventure in their lives when they enter first grade at Gardens Elementary school in Pasadena.

To make doubly sure you get the message, Perla displays a most appropriate sign. The sign is one of the winners in the recent Ethyl-sponsored safety contest. Read and heed, please.

United Fund Agencies

Once each year Houston plant employees are invited to participate in the United Fund drive, the funds with which 67 United Fund agencies will operate during 1962.

The drive will commence on the plant during October, and the goal set by the Houston-Harris County UF board of trustees will be \$5,969,232.

The United Fund goal assigned to the Houston plant will be given later. As before, payroll deductions will be permitted as a method of payment for employees who wish to use this method.

A question frequently asked is: "Where does the money go?" In answer to this, given below is the list of agencies which is dependent on UF contributions for next year's operation:

Child Care

Big Brothers of Houston
Catholic Charities
Convent of the Good Shepherd
Day Care Association
Day Care Home
DePelehin Faith Home
Florence Crittenton Home
Negro Child Center

Family Services

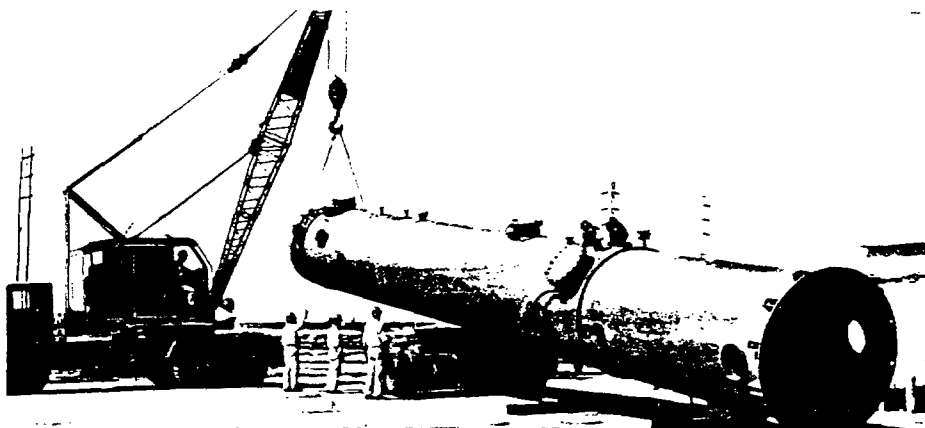
Catholic Women's Club
Church Welfare Bureau
Eliza Johnson Home for Aged Negroes

Emergency Relief Fund
Family Service Bureau
Jewish Family Service
Legal Aid Clinic
St. Anthony's Home for the Aged
Salvation Army-Harbor Light
Salvation Army-Pasadena Corps
Salvation Army-Welfare & Corps
Salvation Army-Women's Residence

Big Assignment



ETHYL MAN CHOSEN—A. G. "Hank" DeArman, Boy Scout leadership training chairman for the San Jacinto district, was chosen by the San Houston Area Council, to lead the *Annual Scout Leaders' Family Conference* at the Scout ranch, "El Rancho Cima," near San Marcos, August 23-27. Hank also conducted the conference last year.



NEW ROCKET?—What with so much news about rocket rattling and missilery, one's first impression is that Ethyl is suddenly going into competition with Cape Canaveral. Not so, of course. This peaceful 75-foot giant is simply a

production vessel which ultimately makes a valuable contribution to American missiles through creation of the valuable tax dollars Ethyl pays. It is a reactor which was installed in the ECH area during the August turnaround.

Big Turnaround Completed in CH Area

The word "turnaround" is a commonplace one in this area, relating to overhaul of process equipment—an essential practice from the standpoint of safe operations and for most efficient production.

Another word could be closely associated with a turnaround. That is "turnover"—meaning the turnover of a great deal of money for new parts and equipment during a turna-

round.

During the July turnaround conducted in the Chlorinated Hydrocarbons area a great deal of work was accomplished, and a lot of expensive equipment was replaced.

The pipelitters, for instance, were kept busy installing a number of new valves of special construction, many of them costing almost \$500 apiece.

A reactor condenser tube bundle had to be replaced, representing an investment of approximately \$1,000.

Then too there was the chore of installing a new reactor which was purchased at the bargain-basement price of 20 cents a pound. However it weighed 55,000 pounds which put the cost at about \$11,000.

The Ethylene Dichloride area required a couple of new heat exchanger floating head covers at approximately \$750 apiece.

Every turnaround requires scores of new nuts, bolts, studs, gaskets, and many more "miscellaneous" items which tally up to an astronomical cost.

Then, too, the costs of tools, maintenance equipment and wages and

salaries, and production loss must be figured in.

While such costs are anticipated as business expense, it must be remembered that funds to cover such maintenance expenses come out of profits.

Needless to say, it takes a lot of profit to cover the expense of a turnaround—or any similar maintenance work.

In the best interest of ourselves, therefore, it behooves us to make every effort to hold down such expenses in every way we can. It stands to reason that other companies making these same products are trying to cut costs in order to undersell Ethyl's products. And when they do, Ethyl jobs are jeopardized.

So when a turnaround is in progress—or any other work—it's in our own best interest to watch that turnover—of money.

A remarkable safety goal was reached during the Chlorinated Hydrocarbons area turnaround.

Not a single injury of any kind was sustained by Maintenance personnel performing this work, an estimated 3,600 manhours.

This performance will remain as a standard of achievement, and those participating are to be congratulated on a splendid safety effort.

School Lunch Fund
Sheltering Arms
Star of Hope Mission
Travelers Aid Society
Vocational Guidance Service
Volunteer Community Services
Volunteers of America

Youth Services

Bayshore Recreation Home
Boy Scouts of America
Camp Fire Girls
Jewish Community Center
Julia C. Hester House
Neighborhood Centers Association
Salvation Army-Red Shield Center
San Jacinto Girl Scouts
Y. M. C. A.
Y. W. C. A.

Health Services

Child Guidance Center
Goodwill Industries
Houston Area Diabetes Association
Houston Committee on Alcoholism
Houston Council for Retarded Children
Houston Speech & Hearing Center
Lighthouse for the Blind
Riverside General Hospital
San Jose Clinic
Texas Rehabilitation Center-Gonzales
Visiting Nurse Association

National Agencies

American Heart Association (including Houston chapter of Texas Heart Ass'n)
American Red Cross
Medical Research Foundation of Texas
National Fund for Medical Edu-

cation
Mental Health Association
American Hearing Society
American Social Health Association
Blind Veterans Association
Council on Social Work Education
National Council on Crime and Delinquency
National Recreation Association
National Social Welfare Assembly
Texas Citizens Committee of NCED
Texas Social Welfare Association (including local center)
United Seamen's Service
World Adoption International Fund
United Cerebral Palsy (including local treatment center)

Central Services

Community Council



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay.....Supervisor

Vol. 9 No. 6 August, 1961

As Reported In—



The BULLETIN

HOUSTON PLANT

(July 11) The monthly Credit Union "Sharing" drawing was held today, and once again there was no winner. The drawing next month will be for \$30... (July 17) A new ambulance for the Houston plant was placed in service today, replacing the 1954 model which was traded in...

(July 17) Week end readers of the Pasadena Citizen newspaper were exposed to Houston plant safety rhymes. The paper printed them from page five of the latest issue of The ECHO. Also, one of our rhymes was used in today's issue of The Houston Post in the "Post Card" Column...

(July 31) Charles A. Westbrook began a two-week leave of absence for Military Service this morning...

(July 31) S. Jack Walters is absent today serving on jury duty...

(August 3) Paul King got in some good fishing last week. He landed a seven-foot sailfin on a trip 15 miles out of Freeport and a photo of him and his catch was featured in a Houston

newspaper this week. In addition, he and his three companions caught 33 kings, plus many lesser fish...

(August 7) A large group of ERAH Bridge players turned out Friday night for their monthly bridge get-together. Jene and Charles Gravely won first prize. Jene is employed at Ethyl's Regional office and was a guest. Cliff and Chris Ryan took second prize. Verdie and J. B. LeRay won the traveling prize... (August 8) Robert G. Copes, Employee and Community Relations, observes his 10th anniversary of service with the Company today...

(August 8) Fred Box, Operations, won the trophy in last Saturday's shoot by breaking 24 out of 25 clay pigeons. C. E. Curtis, Operations, came in a close second...

ERAH Activities

The two big ERAH Summer Camps held the spotlight for all ERAH activities during the month of August. They concluded their sixth camp in the same number of years with all the youngsters having the time of their lives.

Bridge

ERAH bridge players and potential players are really in the news with many activities scheduled.

Winners of the August monthly bridge party were: Jene and Charles Gravely won first prize. Jene is employed at Ethyl's Regional office and was a guest. Cliff and Chris Ryan took second prize. Verdie and J. B. LeRay won the Traveling prize. The next monthly bridge party is scheduled for Friday, September 1.

The ERAH sponsored bridge lessons for beginners will commence September 11. G. R. Nail, professional bridge instructor, will conduct the classes at the Bridge Studio of Houston, 2425 Norfolk. There will be five sessions costing \$1 per session. Your fee for taking the lesson should be turned in to D. H. Sloan or R. J. Laporte by September 5.

Ethyl bridge players will commence competition in the Industrial League in September. This team will consist of six couples of one ERAH member and their spouse. These tournaments will be held monthly. Those interested should contact R. J. Laporte or C. D. Berry. Details of this new bridge activity will be at a later date.

Golf

August 12 was the date of the pick-your-partner, Scotch twosome handicap tournament. Winners of this tourney were: A. B. Bishop and Bill Price, Jake Sharpe and C. A. Shinn all tied for first and second



VACATION VEHICLE—Louis and Joan Mickler, Kristi, 2, and one-year-old Jeff show un concealed pride at their own version of transportation and living-sleeping quarters for vacation—a former school bus.

Bus Converted for Vacation Use

Summer time is fading but vacationing is still a popular topic of conversation. All these conversations seem to be centered around some interesting camping-out spot. The discussion takes a quick turn toward the subject of camping equipment.

Here many Ethyl folks are taking pride in the new cots, tents and even trailers recently purchased to help outfit their family for camping.

The Louis Mickler family has places with a low net score of 72. Bill Wilburn and Bob McKay took third place. The next one day tournament will be September 9.

This year's big Fall Match Tournament will kick-off in conjunction with the September 9 one-day tourney. First round matches will be played that Saturday. All ERAH golfers should sign up now so the Committee can establish the flights.

Bowling

Summer League bowlers completed their competition recently with the Live Wires taking the Summer Championship. Team members of the winning team were: Lois Covington, Mildred Benthall, Bill Covington and D. W. Benthall. Individual honors for the league went to Bill Covington with a high-scratch series of 576. Clarke Tippen with a high handicap series of 675. Al Zaluka with a high-scratch game of 231. Bill Covington and Clarke Tippen tied for high handicap game of 215. In the ladies' division Yvonne Laird had the high-scratch series of 531 and Goldie Her-ring had the high handicap series of 649.

come up with a unique idea that consolidates all the necessary equipment into one unit. Louis and his father purchased an old school bus and have remodeled it into a self-propelled house trailer. Louis is a clerk in the Mail Room.

They completely stripped the inside, then partitioned it into three sections. Two sections house the bunks, where the upper bunks can be lowered to make seats while riding. There are three large drawers under each bunk to accommodate any storage items. The middle section has a sink on one side and a stove and ice-box on the other.

The Mickler's purchased "Old Number 9" a year ago. This bus served many years hauling children of the West Columbia School District. They have made trips hunting at Trinity, Texas, week-end trips to Huntsville State Park and spent a week of this year's vacation at Garner State Park. They have plans for much longer trips in coming years.

Traveling is quite comfortable as they cruise along at 50 miles an hour and get fair gas mileage at 11 miles per gallon. The gas tank holds 75 gallons of gas and they have equipped the bus with a 100 gallon Butane tank for the stove.

Louis explains the bus can sleep 12 adults and has proved to be an ideal way to take a vacation. Also he revealed old school buses may be purchased by contacting the proper School authorities.

Many Ethyl people are joining the large group of Americans that are making camping one of today's more popular family activities.

New Foreman



Roy R. Goodson
Promoted to Foreman

Roy R. Goodson, nine-year veteran with Ethyl, was promoted to Field Foreman in the Stores and Services group, Maintenance. The effective date of Goodson's promotion was August 1.

A native of Palestine, Tex., Roy completed high school there, followed by service in the Army 1944-46, in the Pacific Theater.

Roy worked for several years for United Rubber at Baytown before being employed at Ethyl April 9, 1952.

He is married to the former Vera Belle Johnson, also of Palestine, and they are parents of four children.

Credit Union
Business Report for July, 1961

Shares on Deposit.....	\$511,302.00
Loans to Members.....	512,627.00
Investments.....	30,000.00
Reserves.....	56,032.00
Gains for Year—to Date.....	16,650.00
Number of Members.....	1,217
Number of Loans.....	367

Not For Profit—Not For Charity—But For Service

ETC 20789

Girls' Summer Camp Was Solid Success



READY AND ABLE—Camp Director Hollis Powell welcomes aboard 10 lassies who have come prepared to stay—for three days. And stay they did, 87 of them, for an adventure-filled Summer Camp to be long remembered.



OFFICIAL PORTRAIT—The girls' Summer Camp class of '61 muster out in full review for their official picture. The costumes are varied and a good Marine would be horrified at the line, but nobody can match those big, pleasant smiles which spell GOOD TIMES.



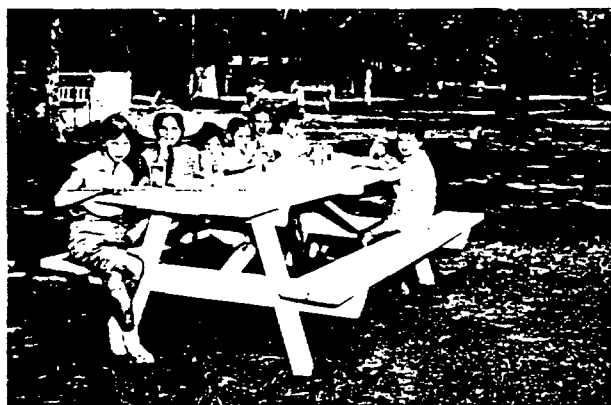
About 200 children of Ethyl employees are recalling fond memories of the recent Summer Camps at RAE Acres and looking forward to next year's outing.

Most of them breeze through their three-day camp period with never a thought about long, hard hours put in by adults who contribute so much to a successful summer camp program.

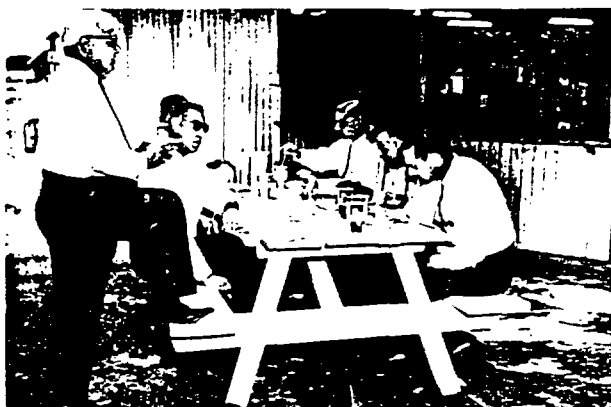
Without the splendid help of the volunteers listed below there wouldn't be near as many fond memories:

Ruth Porter
Mary Perry
Mary Hill
Mary Richardson
Nadine Fendllason
Mary Shoemake
Pearl Smith
Ben Hill
Jack Perry
Reagan Hudgins

Sylvia White
Evelyn Spalding
Margie Edwards
Bertha Seymore
Doris Detweiler
Dorothy Tippen
Roy Skeen
Charles Gahoury
Carl Porter
Johnce Dooly



A QUESTION IS ANSWERED—What's the best part of Summer Camp? There's the wonderful swimming several times a day; there's the companionship, the games and movies. But the eating rates 100 per cent participation! Three hot meals a day, too.



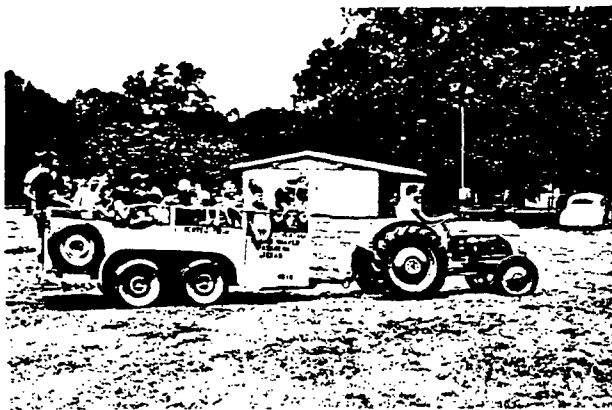
SURPRISE INSPECTION—The girl summer campers played hosts to members of the Houston plant quite unexpectedly on their last day. Here the group is sampling the food. In the background is the screened-in barbecue house.

Boy Campers "Live it up" at Summer Camp

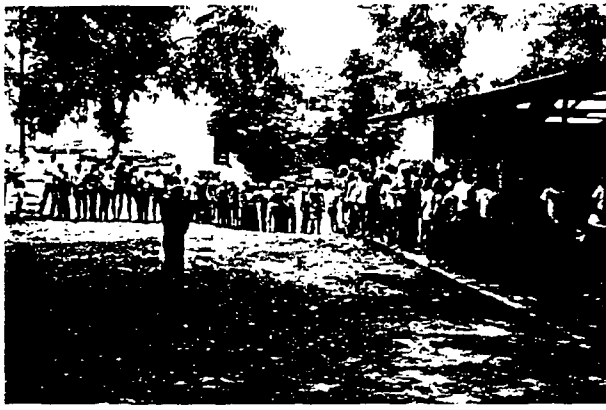
For the sixth consecutive year Ethyl children have participated in a fun-filled, three-day Summer Camp. These pleasure-filled days will remain as highlights of their growing-up years.



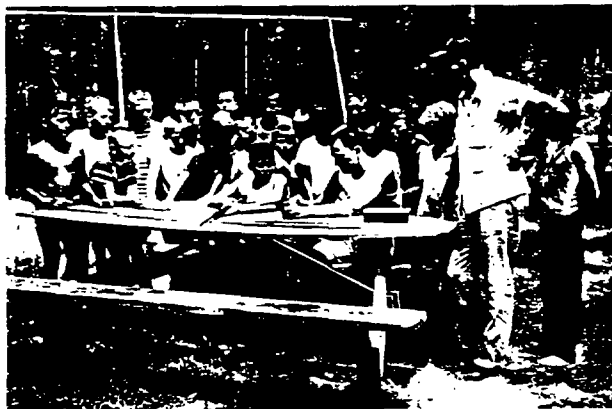
NEW ADVENTURE—Gary, age nine, standing with dad R. A. Gregory, is being registered for his first campout, by Mrs. Jack Perry and Mrs. Nick Spalding (partially concealed). Looking on approvingly is E. D. Edwards, ERAH chairman of children's activities.



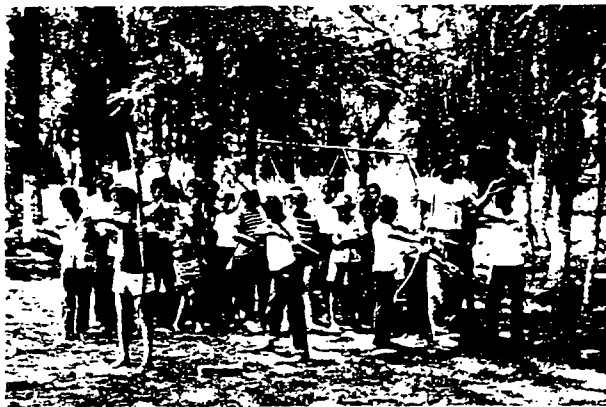
CHANGE OF PACE—Even swimming, eating, playing, competitive sports and movies get to be a routine. But put a group of boys in a tractor-drawn trailer and it's a barrel of fun most anytime. The teenage counselors ride at the rear to keep the youngsters safely inside the trailer body.



A PAUSE FOR THANKS—Considering the enormous appetite that is generated by camping out, it's heart-warming to see these young men pause to offer thanks for His graciousness. But don't get in the way once food is served!



THIS IS HOW—A weapon of any kind is one to be treated with respect. This is one of the facets of safety training the boy campers received prior to competitive target shooting with compressed air BB guns.



ARROWS AWAY—This group of young Ethyl summer campers learn some of the fine points of Archery under capable guidance from Camp Director Hollis Powell. Another group waits impatiently to take their turn on the firing line.



FOR "MOST LOST" HONORS—There's nothing quite so useless as a lock without a key, and Guard Foreman Logan Wood holds the key to many such useless items. Lost one lately? Try the Main Gate.

Lost Keys Mean Trouble, Expense

Military "Insurance"

As world tension has mounted during recent weeks Houston plant employees have expressed and shown apprehension concerning these developments.

Two categories of employees, however, are more concerned than most. These are the scores of employees who are members of some Reserve component of the armed forces, and those who are subject to being drafted for military service.

The best thing that could happen, of course, would be for all nations to settle their differences and live peacefully.

Some, however, seek to destroy our way of life and our freedoms, and we have defended these rights for almost 200 years.

Under these circumstances it is reassuring to employees and dependents that Ethyl's leave of absence plan for active military service is so considerate of a man entering service, and the needs of his family.

Here are the highlights of the plan which would affect an employee being called to active duty in the Armed Forces:

1. Any employee with one or more years of service is given a lump sum payment equivalent to two months' normal full pay.

2. He will receive a cash payment in lieu of any unused vacation time he is entitled to for that year.

3. Employees' dependents may receive a monthly, supplemental allowance from Ethyl, which may amount to up to 50 per cent of the employee's Company pay during this active duty period.

4. He continues to accrue seniority during this military leave of absence.

5. And after completing his "hitch" he returns to a job at the plant, if properly qualified.

The above points are the major ones relating to this subject. Personnel interested in full details of the military leave plan should contact or visit the Personnel Office.

Pollen Poses Problem Annually

This time of the year people are concerned with how hot it's going to be, are the fish biting and who's going to beat the Yankees.

But a segment of the population is chiefly concerned with the pollen count for the day. This count, for hay fever victims, takes on considerable meaning.

This subject is explored by Dr. Malcolm Watt, Ethel consulting physician, who goes into detail concerning the nature of it, the cause, management and treatment.

the editor

That perpetual and annual tormentor known as Hay Fever has several synonyms, such as: Seasonal Allergies, Rhinitis, Pollinosis, Pollen Allergy, Pollen Asthma when the bronchi are involved.

Hay Fever is an allergic response of the nasal mucosa or lining, the conjunctivae and membranes of the pharynx and bronchi to air-borne pollens, to other seasonally air-borne particles such as portions of insects or plants or spores of certain molds and diverse other protein materials. The disease is believed to affect almost 3% of the population and is the most common respiratory allergy. While allergy of one or another type is apparently hereditary in distribution, it is found that young children are susceptible to skin allergies due to food and develop hay fever commonly at about school age. Psychogenic factors are credited by some with an important role in predisposition to hay fever as well as to other allergies.

The clinical picture of the hay fever attack is one of extreme wretchedness owing to lacrimation, sneez-



BIG PROBLEMS—Irvin Denton, Operations, strikes a pose which immediately draws the sympathy of hay fever sufferers. It's that time of the year, and pollen count is suddenly important.

ing, nasal obstruction and itching about the nose, eyes and pharynx.

The cause in a given case can be traced by the time of onset to termination and by skin testing with the pollens that prevail locally during that season. Ragweeds, the most common causative agents, pollinate in the late season, which in many localities, begins in mid-August. Multiple allergies are usual, some patients being afflicted at all seasons.

As to management, prophylaxis, when available is ideal, consisting of removing the patient from the offending environment to one free or nearly free of the causative pollen; or by mechanically filtering the household air or at least the bedroom air to remove as much of the pollen as possible.

Practically most patients ultimately require desensitization to one or more pollens—this is done by injections of pollen extracts in progressive dosage; this procedure must be repeated at appropriate intervals.

As to symptomatic treatment, the antihistaminic compounds have revolutionized this phase of the problem. These compounds take the misery out of hay fever, as most hay fever sufferers can testify.

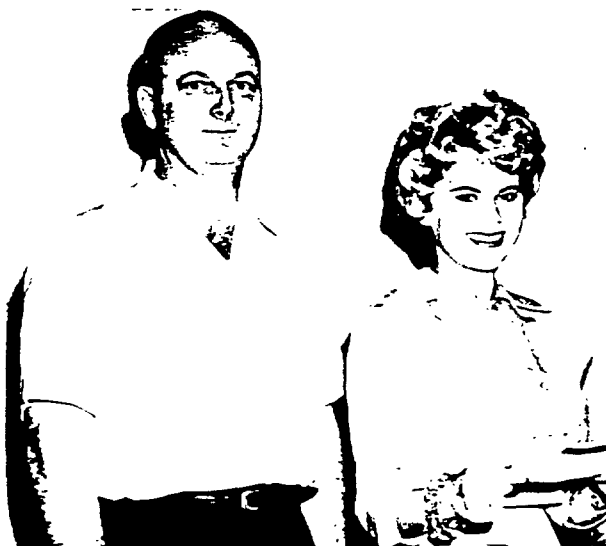
Two Will Attend Chicago Meeting

Two Houston plant employees have been selected to attend the 33th annual National Management Association convention, to be held October 25-27.

Selected were Bobby G. Wood, R&D; and Fred Box, Operations. E. M. Human, Finance, was named alternate delegate.

This year's convention is being held at the Sherman Hotel in Chicago, Ill.

Ranes' Guess Good for Cash



LUCKY WINNER—B. M. Ranes, Operations, is \$50 richer because of a hot weather guess. A participant in the First Pasadena State Bank's popular "Sizzler Contest," Ranes placed third. There were 20,000 entrants in the contest. He is shown here with the Bank's "Miss T. n' T.", Sarah Tucker.

Nearby Park and Museum Spell out Family Fun

9 a.m.: Left Pasadena via Washburn tunnel, took the North Loop . . . Hit highway 75 and traveled north on the new four lane highway.

10:10 a.m.: Drove through beautiful Conroe.

10:15 a.m.: Turned off 75 on Parkroad 40 at Huntsville State Park sign . . . enjoyed ride along park road, many trees . . . big park—2,122 acres.

10:50 a.m.: Reached lake in middle of park, real nice lake . . . took tour of area around pavillion . . . had large area for swimming . . . fresh, clean smell of trees was disturbed only by the smell of campfires and barbecue on the grill.

11:20 a.m.: Took boat ride, sure was a big lake.

12:15 p.m.: Children took a cool swim, pretty water, sandy bottom.

1:05 p.m.: Ate a picnic lunch, food tastes extra good out like that.

2:15 p.m.: Took ride around park . . . has nice cabins available to public by making reservations . . . people camping out.

2:30 p.m.: Left main area of park, east to highway 75 . . . turned left on 75 headed north for Huntsville, Texas.

2:50 p.m.: Arrived in Huntsville, home of Sam Houston State Teachers College . . . followed highway 75 to college campus . . . made left turn at Sam Houston Museum . . . parked car near beautiful little pond . . . took walking tour of area . . . went through the Steamboat house where Sam Houston died . . . also visited house where he lived most of the time in Texas . . . took tour of Museum erected in his memory . . . very educational.

3:15 p.m.: Started home driving south on highway 75 . . . a wonderful day spent, fun for the whole family.



"Fun in the sun at Huntsville State Park, and only 90 minutes from Pasadena. Try it"



"Here is a shrine, in Huntsville, to one who cut a wide swath thru history's pages"



"Tree-fringed lake spells real boating fun for visitors to Huntsville State Park"



"'Steamboat House' figured into fabulous life of Sam Houston, giant in Texas History"

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PASADENA, TEXAS

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Safety Through Verse

The safety rules
He didn't obey
Would have prevented
This long hospital stay

He didn't see
The double track
Now his Cadillac
Is compact

Safety first, tag that valve
Drain that line
The eyes you save
Are yours and mine

Wear safety shoes
The figures show
The odds are that
You'll save a toe

A spill of oil
Less you absorb it
Could put a friend
Of yours in orbit

He put a jumper
On a fuse
Now his widow
Sings the blues

Your plan should be
Keep floors uncluttered
Or "HELP" may be
Your last word uttered

Want to put
Your son through school?
Make "Safety First"
Your Golden Rule

THE ECHO

ETHYL CORPORATION

August, 1961

Vol. 9 No. 8



ETC 20794

THE ECHO

Plant Medical Offers Flu Shots

Carla Damages Presented Within

Within this issue of the paper you will find a series of pictures relating to the recent Hurricane Carla.

Pictures were taken at the Houston plant on Sunday, September 10, and again on Tuesday, September 12.

These illustrations show some of the efforts made by Plant personnel to protect equipment, and the impunity with which the hurricane regarded these efforts.

Several employees sustained substantial losses concerning their homes and personal effects. Two of these were Donald L. Otis, Operations foreman, and L. P. Lax, operator 1/c. Both gave permission to feature photographs taken at their homes, in Brownwood Subdivision, near Baytown. See Pages five and six.

About all we can say is that we hope the next one just swirls around at sea without hitting land, and of course, be prepared in the event another one ever heads this way.

ERAH Dance On October 14

Harry Holloway, ERAH Social Events chairman, has announced the third dance of the year, to be held in October.

The dance is to be held in the Elks Lodge, Pasadena, on Saturday, October 14. Jimmy Mardo's 10 piece orchestra will furnish the music.

It's Rodeo Time in Pasadena



GRADE "A" PRIME—Jimmy Medearis proudly presents his FFA-sponsored calf, carefully tended since last February. His calf, sponsored by Ethyl Corporation, is being groomed for championship honors at the 12th annual Pasadena Livestock Show and Rodeo, which commences Monday, October 9.

Brady Collects for Good Idea



BIG CHECK—J. A. Brady, operator 1/c in Chlorinated Hydrocarbons area, accepts a Suggestion System check for \$260. Making the presentation is J. R. Daniel, area foreman.

In general, we usually agree that exterminators are the only group that derive income from bugs.

There is another kind of "bug," however, that has provided considerable income for a large number of Houston plant employees.

Any newly-constructed unit, new gadget, new car or any other device usually doesn't perform with maximum efficiency until minor problems are overcome, and these corrections are sometimes loosely referred to as "ironing out the bugs."

Such has been the experience in the Houston plant's Vinyl Chloride section, placed in operation late last year.

Personnel who have worked in this section have used the Suggestion System quite frequently in suggesting idea-paying improvements in this new operating section.

Thus "ironing out the bugs" have contributed considerably to improving operations of this unit as well as providing a source of additional income.

Such a procedure, of course, isn't confined to the Vinyl Chloride section. Suggestions are constantly being made in some of the older, more established sections which pay off handsomely.

On the Cover

Hurricane Carla's great force, the wind, remained unseen, of course. But the record of its velocities was captured on tape by the Houston plant's anemometer, as shown on the Cover.

At one point you will note where this vicious force reached a velocity of 90 miles per hour, with constant winds of 50 mph and higher for a sustained period of time.

Second Largest

James W. Brady, operator 1/c, came up with a suggestion which paid him \$260 this month. This check was second this year only to one paid former operator J. B. "Buddy" Dickson early this spring, amounting to \$725.

Brady's idea concerned an improved method of restarting a refrigerated cycle pump after it has lost suction.

O. W. Schaffer, Maintenance, has received a check for \$60 as proof positive that improvements can still be made in the "old" area of the plant, too. His idea had to do with an improvement in the TEL area.

Those receiving check recently for their suggestions are:

Maintenance

O. W. Schaffer	\$60
J. L. Zumwalt, B. E. Kimball, J. W. McIntyre and E. J. Dickert (share)	30
C. B. Bonnetup	20
R. H. Kimball and Carl Feazle (share)	10
J. E. Kent, B. E. Kimball, J. L. Zumwalt and Z. J. Dickert (share)	10
Roy Helm	10
B. Bernard and D. L. Tronsdale (share)	10

Operations

J. W. Brady	\$260
Ben L. Williams and J. B. Perry (share three awards)	15
B. C. Williams	15
S. H. Lee and J. L. Dooly (share)	15
Grady Akers	10
A. E. Day	10
J. E. Amworth	10
Drexel Boyd	10

R & D

Georgia Ruth Harris	\$10
---------------------	------

Ind. Eng.

R. B. Armstrong	\$10
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Plant United Fund Drive Starts



KICKOFF DATE—Six co-chairmen of the Houston plant's annual United Fund drive are ready to go. From left are R. H. Bruemmer, Nelson Perkins, L. G. Wells, H. R. Dixon, J. J. Butler and C. A. Smallwood. The drive commenced October 2, and has a goal of \$9,100.

Area Coaches Attend EMC Meet



TALENT HUNT?—Four District 12-AAAA football coaches, guests at the September meeting of the Ethyl Management Club, look over the only possible prospect in attendance—Walter Field, son of Hudson Field, Purchasing Agent. From left are Coach Harry Morgan, South Houston High; Coach Paul Smith, Galena Park; Field; Coach Pete Sallis, Baytown; and Coach Bob Harfield, Pasadena. The coaches described their teams' prospects for the 1961 season.

Top Guidance for "Ethyco"



JUNIOR ACHIEVER ADVISORS—One of the largest groups ever registered with Ethyl's "Ethyco Company" is receiving guidance from these Ethyl employees. From left are: C. L. Cox, Ind. Eng.; W. E. Ainsworth, Maintenance; J. A. Kelly, Maintenance; Dennis Sloan, E. & C. R.; and B. A. Holaday, Maintenance.

Credit Union

Business Report for August, 1961

Shares on Deposit.....	\$517,744.00
Loans to Members.....	513,217.00
Investments.....	30,000.00
Reserves.....	50,070.00
Gains for Year—to Date.....	19,045.00
Number of Members.....	1,235
Number of Loans.....	120
Not For Profit—Not For Charity—But For Service	

As Reported In— The Bulletin

(August 14) **LeRoy Hanks**, Operations, began a two-week leave of absence for military training yesterday . . . (August 15) The sixth annual ERAH-sponsored Summer Camps for boys and girls are complete . . .

(August 17) **Frank Loerwald**, Maintenance, played for *The Houston Chronicle* Champs Glenco team in the recent tournament . . . (August 18) **A. C. Hopper**, superintendent of Employee and Community Relations, will observe his 10th anniversary of service with the Company Sunday . . .

(August 25) The Ethyl Employees Credit Union has carefully worked out plans designed to individually assist eligible personnel take full advantage of maximum participation in the Ethyl Savings Plan. Interested? Drop by for a personal interview . . .

(August 29) It was **Fred Box** day at RAE Acres last Saturday on the trapshoot range. He managed 21 out of 25 for top gun honors. **Roy Vosloh** came in second with a score of 23 . . .

(August 30) The big "150" which we sported in yesterday's *Bulletin* represents about 5 months of safety achievement, roughly 633,000 man-hours of work without a disabling injury . . .

(September 5) **Bobby R. Blair**, Finance, observed his 10th anniversary of service with the Company yesterday . . .

(September 5) A large group of bridge players enjoyed another ERAH monthly bridge party Friday. **Mr. and Mrs. B. G. Wood** won first prize and **Mr. and Mrs. Horace Mosley** took the second prize. **Mamie Terry** won the door prize.

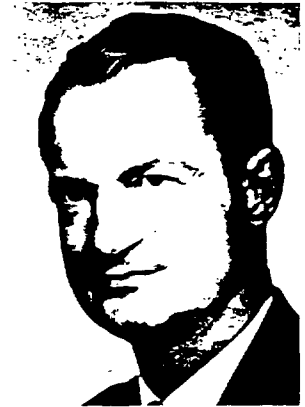
The ECHO Makes A Correction

The last issue of *The ECHO* recognized the fine efforts of volunteers who contributed so much toward the highly successful Summer Camps.

In doing so, however, **Mrs. Pat Reinhardt**, wife of **A. C. Reinhardt**, Operations, was inadvertently left out.

Mrs. Reinhardt not only worked during this entire camp period, but has been a volunteer helper during many previous Summer Camp periods.

Service Awards



Buford Fendlason
15 Years' Service

Four employees have observed service anniversaries during August and September.

Heading the list was a fifteen year veteran: **Buford Fendlason**, Purchasing, Robert G. Copes, Employee and Community Relations, reached his 10th anniversary on August 3 and **A. C. Hopper**, Employee and Community Relations, observed his 10 years of company service on August 20.

Bobby Blair, Finance, observed his 10th year of Company service on September 1.

Buford Fendlason

Employed by the Company on September 9, 1916, Fendlason started as a clerk, later becoming an Assistant Purchasing Agent. He was promoted to Purchasing Agent in January 1952.

In 1951, he moved to Houston as Purchasing Agent to head the Purchasing group.

He is a 1911 graduate of Louisiana State University with a BA degree in Geology. Married to the former **Nadine Baltz** of Baton Rouge, they have a daughter **Anne**, age 10.



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

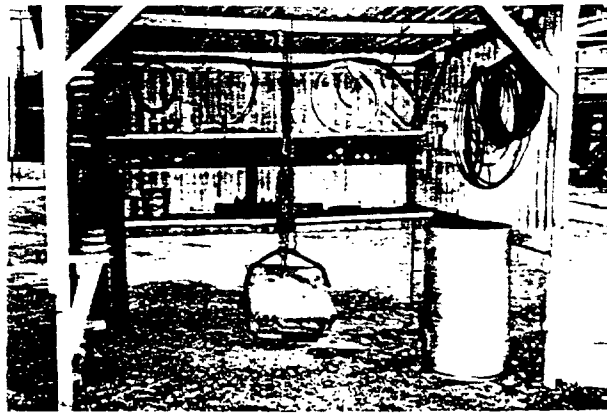
J. B. LeRay, Supervisor

Vol. 9 No. 7 September, 1961

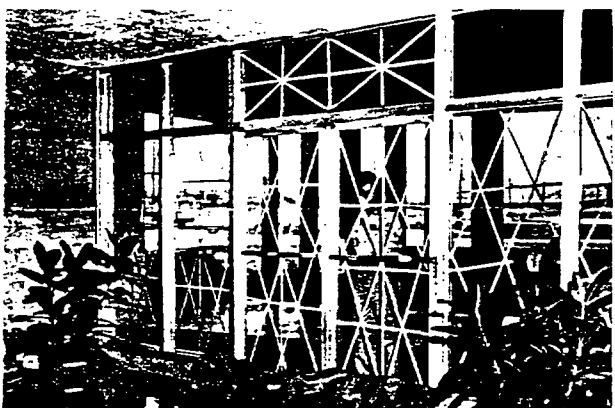
Hurricane Procedures Were Used at Plant



In preparation, mountains of sand were bagged by works personnel in anticipation of Carla, and placed in strategic areas to minimize water damage.



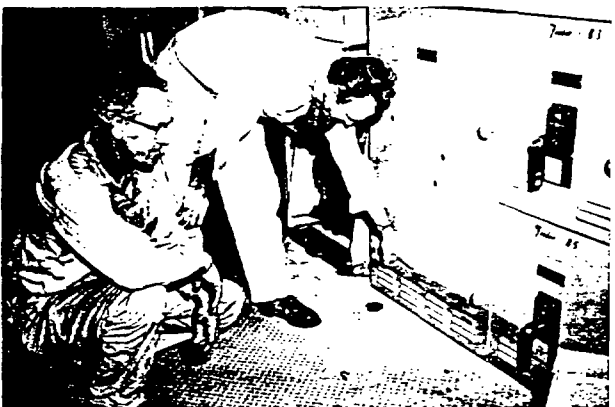
Stores Receiving shed employed the steadying influence of a 2,000 pound pig of lead. Many similar Hurricane Procedures were taken in all areas.



Taped glass and sandbagged entrance in O & M Building lobby. Despite efforts like these, water came up several inches into the building, making big cleanup job.



The furnace area of the TEL Building was heavily sand-bagged in anticipation of rising water. However the water came up quite high in this area, causing some damage to the melt pots.

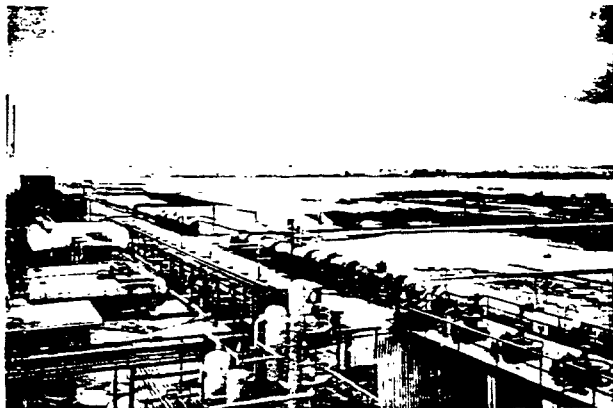


The stain left after water receded is clearly shown here, in ground floor of the Rectifier Sub-Station. This is the most water ever experienced in nine years of operation.



No, this isn't a lumber yard, just debris swept into the low area to the east of the TEL Building. Cleanup of this area is nearing completion.

Storm Damage Minimized by Timely Action



Early Tuesday morning, September 12, water was receding fast, but some evidence of the height can be visualized from the view, looking north across Chlorinated Hydrocarbons area.



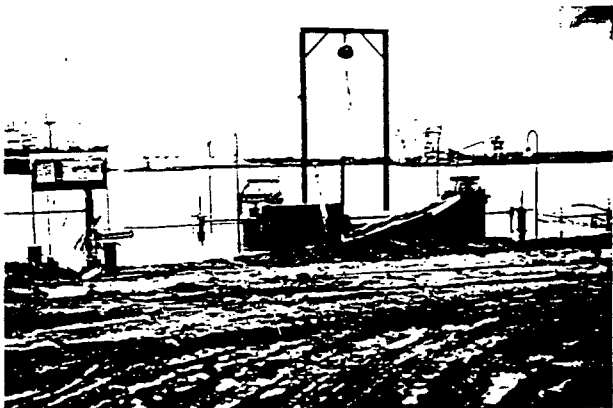
The south side of the old construction warehouse, near Garage, shows some effect of the strong winds which occurred Monday, September 11. Only superficial damage was sustained on permanent installations.



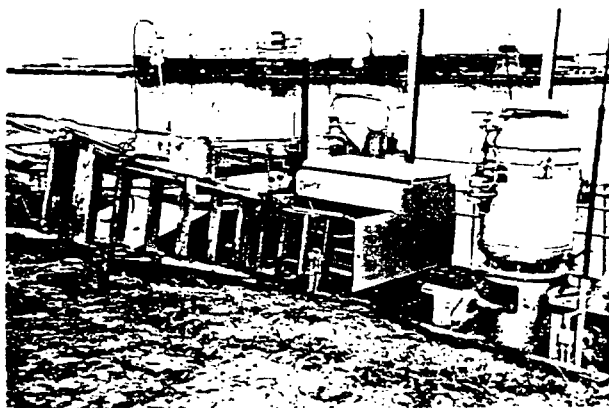
More debris, looking west along the Ship Channel embankment of Ethyl's Houston plant. At the height of the storm the water was several feet deep at this point.



This area, far from the Ship Channel, shows evidence of debris and roofing deposited helter-skelter. A big cleanup job in all areas of the plant followed closely on the heels of the storm.



Tuesday shot taken of Channel Water pumping station shows these massive electric pumps still inundated. They were completely submerged just a few hours earlier.



Stairway down to pumping platform ripped up in foreground, with Maintenance personnel commencing immediate repair efforts to these units, channel almost normal in this view.

Lux' Home Sustained Severe Water Damage

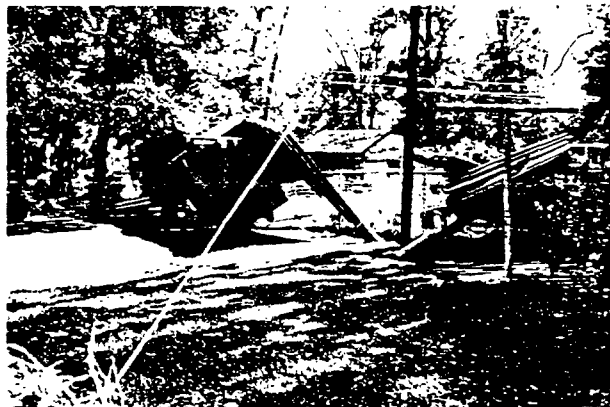
Six Feet of Water



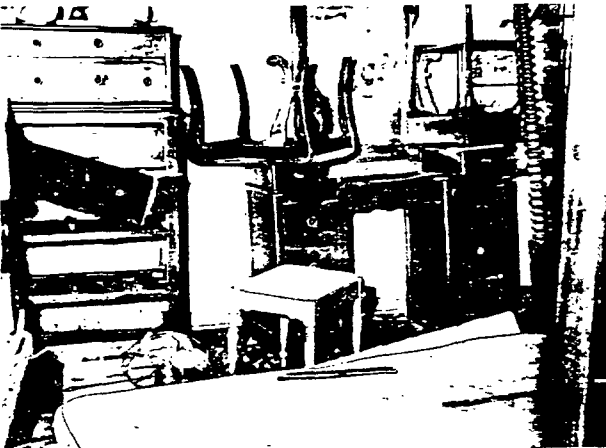
The L. P. Lux living room hardwood floor humped up about 24 inches because of water. Note water mark on the wall above the piece of furniture in the corner.



Garbage can contains remains of what was once carefully-wrapped food in the freezer shown at rear. Water rose above the hot water heater shown here in corner of garage.



Electric power line touches ground in Lux backyard, with sheds ripped up, concrete foundations still attached.



Soggy, soaked furniture heaped up in Lux bedroom, most of it ruined and unusable. Almost every home in this area, Brownwood Subdivision, suffered some damage.



Operation cleanup. Every available container is filled with the debris hauled out of the house—once treasured family possessions.

Donald Otis' Home Almost Demolished

Brick Walls Fell

Furniture Ruined

Note: (Many employees' homes suffered storm damage, though less than that shown on this page)



A picture window view of neighbors from several blocks away salvaging remains of their home which ended up in Otis' yard.



Once a well-kept kitchen, the room was in shambles following the storm. This view shows kitchen cabinets, sink.



The Donald Otis family, residents of Brownwood Subdivision were hard hit. Note collapsed brick wall in foreground, with Mrs. Otis surveying the scene (center).



In this view you're looking through the wall studding of two bedrooms, where savage water swept away everything.



Some of the debris and foreign matter which swept into the Otis home is visible here in foreground. Lying on its side is a refrigerator, total loss.

ETC 20800

Cadet Horton Relates African Experiences

During the past summer about 200 college students—those from West Point Military Academy—participated in "Operations Crossroads Africa."

These students, in teams of 12 to 15, went into small villages in various parts of Africa to work with African natives and students on building schools, sanitary systems, roads and other civic projects.

The organization is sponsored by numerous universities, and the expense is borne partially by private contributions and partially by the students themselves.

One of the "Crossroaders" this summer was Barry Horton, son of F. B. Horton, States superintendent. Barry is a senior at West Point.

The information presented below is excerpts from letters young Horton wrote home. Barry was a member of a group sent to the village of Nkwatia in Ghana. He has since returned to the United States and resumed his studies at "the Point."

the editor

June 28: The flight (from U. S.) lasted 23 hours with one-hour stops in the Azores, Dakar and Monrovia. We left the Azores just at daybreak—a marvelous and beautiful sight. Dakar was desolate and dry, while Liberia (Monrovia) was thick and lush. Ghana, at least here at the coast, is a pleasant cross between the two. Thank heaven for the rain; it really cools the place off and is quite pleasant. The University College in Accra is immense and beautiful, done in purely African architecture, and the accommodations are simple but quite adequate.

July 1: Today was a most eventful day in every way. We got up bright and early this morning to go to the Republic Day celebrations of Ghana—off to the stadium, 15 miles away in downtown Accra, to witness a most beautiful, well-drilled military parade.

This was the first time I got to see the "Osoyefo" (means redeemer or messiah), Dr. Kwame Nkrumah, and to hear him speak. Although he seems mild mannered and quiet, he presents an appearance of great strength and devotion to his call.

After the ceremony we went to the market, where my wallet was stolen with \$25 and all my ID cards—will be much more careful next time. After that fiasco, we happened upon a group of dancers and drummers from Togo and spent 1½ hours listening, laughing and clapping with them.

I also saw an unforgettable sight last night—a big all-Ghana dancing and drumming exhibition, with top-notch traditional groups from every part of Ghana. They were so fabulous. The rhythm was infectious.



"CROSSROADER"—Barry Horton, son of F. B. Horton, Maintenance, and a West Point senior, spent two months in Africa this summer as a member of the "Operations Crossroads Africa" group.

July 1: Today the whole group of us went down to Labadi Beach near Accra to spend my first American Independence Day away from the U. S. All the Americans in Ghana were there, and each Crossroader was assigned to a family to eat. I ate with a charming couple from Louisiana here with the USIS (Information Services). We had delicious tuna sandwiches, fried chicken, deviled eggs, potato salad, baked beans, pickles and lemon pie. A real change after fu-fu, keke and rice with gravy which we get at the University College dining hall.

I'm getting used to the fermented keke, a side dish which is like sour uncooked cornmeal patties. Fu-fu we have for breakfast, a sour type of watery oatmeal or cream of rice-type cereal. The big heavy rolls thick with good butter make the breakfasts a success. Never any milk, always water, with a choice of coffee or tea (always ½ cream) or cocoa. It's edible and often enjoyable, but the menu varies little and gets rather boring.

July 6: Today we visited the new harbor at Tema; the largest bridge in Ghana (the only one across the Volta River); and the Volta River Project site. It is so massive; a village of 30,000 will eventually be formed when it is in full swing (a dam, hydro-electric plant, and a bauxite-aluminum smelter complex, costing one half billion dollars).

July 9: Yesterday morning we left Accra, bound for Nkwatia, in a Mercedes bus, brand new and just big enough for all 14 of us with luggage on the top rack, along with all of our food supplies, including 12 fresh pineapples we picked up in the market as we were told none would

be available in Nkwatia. (We have a pineapple field next door to our quarters here!)

The trip began typically one hour late, but the drive went fast and it was very beautiful. The jungle began to thicken and grow lush and green. The road was just a bit narrow and winding and everyone seems to like to ride down the center line.

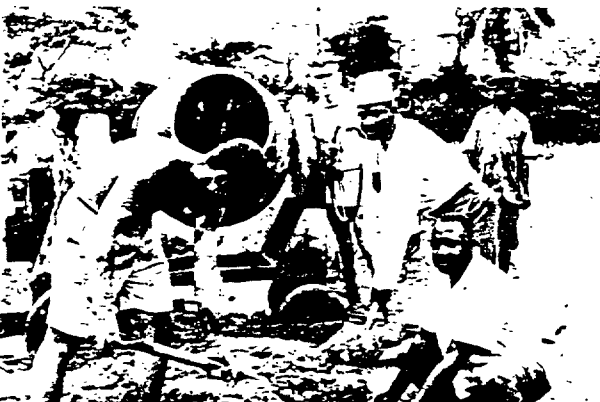
Nkwatia is actually quite large—about 1,500 people and quite spread out. Most buildings are a sort of crude red adobe with corrugated iron roofs. The sanitation is terrible. There are several white missionaries here, and the Roman Catholic fathers have offered us their shower facilities near the work-site.

The school, which we start on today, is part of a Roman Catholic secondary school.

The African students are all terrific, mostly college age and going to school. They are most friendly and are willing to pitch in and work. I'm beginning to learn the Twi language from them. The house we are living in is modern, all concrete, but unpainted, windowless, and two-story.

July 10: Today I felt exhausted after a 5½-hour workday. We went down to the site at 7:30 and got right to work, and it was really backbreaking. We didn't have the cement mixer yet, so we mixed our own—four shovelers working over a pile of 24 pans full of dirt and three 100-pound bags of cement. We finished about three-fourths of the floor of one of the two rooms of the school house. Our work project is about one-half mile from our "house," the unpainted cement monstrosity. On the way to the project one can see a fetish to the local god—a strange combination of Christianity and animism exists here. The meals have actually been better here than at the college.

July 12: We almost finished pouring and finishing the rest of the floor.



PITCHING IN—This illustration shows construction work being performed on a school in Nkwatia, Ghana. Barry Horton is standing beside the cement mixer. A group of 14 "Crossroaders" teamed up with Ghanaians in this work project during July, August, and most of September.

much more than was accomplished the first day, with only a 24-man shift of villagers. After lunch and nap, we played soccer against the village high school team and for the first time in Crossroads history, won 4-3. I must admit we had several African workcampers on our side, who carried the game for us.

July 13: I'm really beginning to like this work. The building is beginning to take shape. Today we finished the cement floor, got dirt piled up around the foundation, poured three more 20-foot cement pillars, and I had a hand at making bricks.

July 19: Walls now almost up in both rooms.

July 23: Today ends a most hectic but enjoyable excursion to Kumasi, capital of Ashanti, with two Ghanaian workcampers with us as guides, traveling over some of the roughest roads I've ever traveled.

July 28: We've laid the foundation for two more rooms, plastered one wall, and are ready to put up the roof and the front veranda. It doesn't look like we'll finish, but we've been told our project has gone up faster than any other.

July 30: Back from a trip to Hoforidua. Last night we were up until 2 a.m. at a large barbecue and dance given in our honor at the Hoforidua Club. Spent the night in the home of a very nice Canadian couple, working as a geologist for the Ghana government.

August 3: These last two days I've worked extra hard, trying to get as much done as possible, but we have scarcely begun the roofing, although we did lay the foundation for four more rooms. All in all, we have been commended that at least work-wise, we have the best record of any group yet...

ETHYL CORPORATION

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Let's Not Let This Happen



October 3-11 is Fire Prevention Week, and we are reminded at this time to take every precaution to prevent blackened, smoldering ruins, such as the one featured above, a Pasadena home. A hurricane is a devastating force. But fire, uncontrolled, remains as one of our worst enemies. It strikes, night and day, the year around. Don't let this happen to you.

THE **ETCHO**

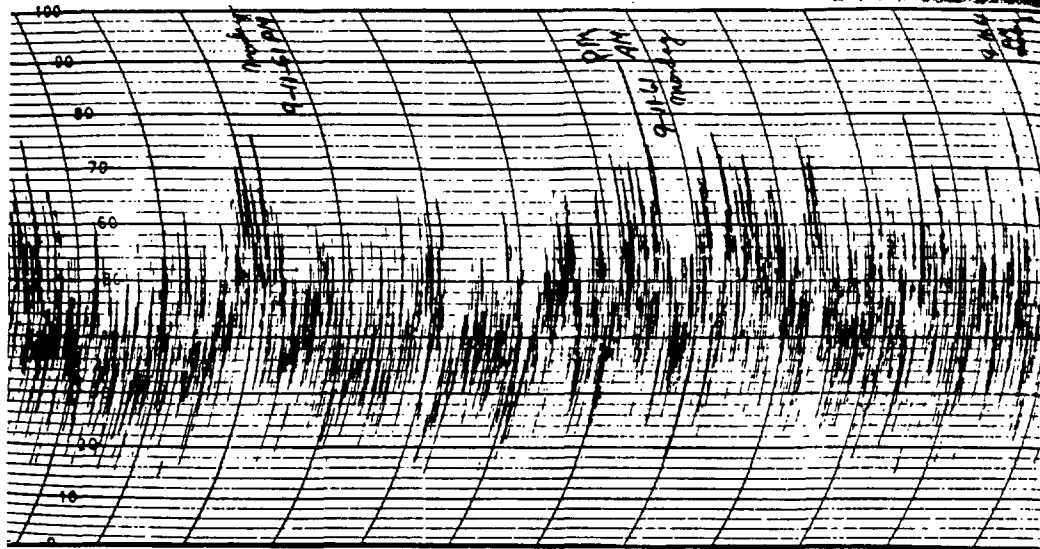
ETHYL CORPORATION

Capricious Carla's Calling Card

September, 1961

Vol. 9 No. 7

See Pages 3-6



ETC 20802

THE ECHO

Carla Impressive While Here; Cleanup Posed Big Problems

Hurricane Carla whipped through the area in September over about a 36-hour period. Cleaning up the plant and repairing the damage took considerably longer.

In fact most of the storm cleanup work has only recently been completed.

One of the biggest jobs was removal of debris which swept in, coming to rest on plant property. This material was gathered up and hauled over to the salvage yard where it was burned.

The plant electricians were kept busy for several weeks after the storm. Varying degrees of repair were made to about 50 electrical motors which sustained water damage. This work has been completed.

As a result of being battered by debris, about 100 feet of the hurricane fencing which surrounds the plant had to be replaced. Several washouts underneath the fence had to be filled and most of the slag was washed away and had to be replaced. This slag, placed on the ground along the fence line, minimizes grass growth.

Water damage to flooring in the cafeteria and the Conference room was extensive, and these floors were completely re-tiled.

Some damage occurred to roofing in several areas of the plant as a re-

sult of high winds. This work has also been completed.

The high water also caused some washout adjacent to the plant railroad tracks, necessitating replacement of about 150 cubic yards of dirt for this purpose.

As it stands most of the damage which occurred has been completed and the plant is "back to normal."

Plant United Fund Contributions Push Near Final Goal

As this issue went to press final results came in on the 1962 Houston plant United Fund drive.

The final tally showed that \$8,215.50 in contributions from employees were turned over to United Fund officials.

The six co-chairmen of the Plant's United Fund committee asked that their thanks be expressed to those who made the drive possible. Names of all Drive solicitors are listed on the back cover of this issue.

The six members of the committee included R. H. Bruenner, Nelson Perkins, L. G. Wells, H. R. Dixon, J. J. Butler and C. A. Smallwood.

Rogers Becomes First Reservist To Be Recalled for Military Service



MILITARY LEAVE—Charles K. Rogers, operator 2/c, worked his last day October 23, leaving for military service, being involuntarily recalled. He is serving with the 19th Armored Division, U.S. Army.

On October 26, Charles K. Rogers, operator 2/c, put away his Ethyl khakis and goggles, and donned a snappy U. S. Army uniform, sporting the 19th Armored Division patch on his shoulder.

Rogers has become the first Houston plant employee to be recalled to active duty for military service. A Specialist E-4, Rogers is located at Camp Polk, La., with thousands of other Reservists recalled when the 19th was activated recently.

Since the plant went into operation in 1952, a number of Ethyl employees have fulfilled military requirements under the Selected Service program; others have voluntarily enlisted in some branch of the Armed Forces.

But Rogers is the first Houston plant employee to be recalled in response to the current program of strengthening the United States' defenses as a result of the "Cold War."

Life in the Army will not be a new experience for him. He was inducted in service in 1958 under Selective Service and spent two years in Korea with the First Cavalry.

An Arkansan by birth, but a resident of the Houston area for the past 11 years, Rogers is a graduate of San Jacinto High School. He is married to the former Leta Charlton of Hearne, and they have two children; Renee, age two, and Curtis, one year old.

He was employed at Ethyl on August 29, 1960 in the Operations Section, working this entire time in the TEL Area.

Although Charles Rogers is leaving for military service, he will retain close ties with Ethyl during his absence.

Under the company's military leave plan, his military pay will be supplemented to provide him an income during his military service.

During his absence he will continue to accrue seniority and he will be eligible for re-employment.

Rogers was also given two months' pay when he began his military service last month.

Box, Currier, Laporte Head Slate

A slate of candidates was nominated last month for 1962 Ethyl Management Club officers. Elections will be conducted during the latter part of October.

EMC President Dick Love revealed the slate at the October 17 meeting, selected by Dewey Burkes, Bob Copes and Les Depew who served as nominating committee. All are past presidents of the organization.

Presidential candidates are F. A. Box, R. J. Laporte and C. C. Currier (nominated from the floor). For vice-presidents are C. E. Tippen and Edmund Weigelt.

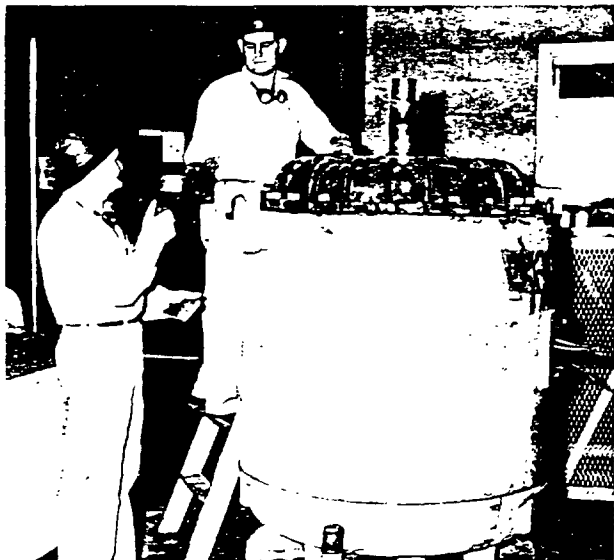
B. B. Blair and D. G. Goates were nominated for secretary, and M. B. Gay and R. G. Hebert were nominated for treasurer.

The four nominees for Board of Control (Operations) are R. W. Maeser, D. M. Moore, G. R. Moore and E. J. Snelling.

The Maintenance Board nominees are G. A. Garrett and J. W. Sharpe. From other sections the nominees are F. H. Gordon and R. E. Sylvus.



ADDRESSED CLUB—Pete Keegan, retired Administrative Superintendent, Shell Oil Refinery, was guest speaker at the Ethyl Management Club meeting, held October 17. Keegan spoke on the role of supervisors in industry.



JUST ONE OF MANY—Electricians Jack Cook, left, and Carly Palmer are putting the finishing touches on one of the 350 hp channel water pump motors damaged by high water during Carla. As a result of the storm about 50 motors required overhaul. Many were saved by removal in advance of the rising waters.

Deer Contest Starts

As has been the custom for the past few years, ERAH will again sponsor an annual "deer kill" contest.

This year's contest will be held

Chemical Engineer



Peter C. Peropoulos
New Employee

Peter C. Peropoulos, a chemical engineer, was employed in the Research & Development Department on October 2.

He is a native of Davenport, Iowa, attending high school at DeWitt High School in DeWitt, Iowa.

Pete, who was a September graduate from State University of Iowa with a B. S. and M. S. degree in chemical engineering, is assigned to Technical Services.

under the direction of G. M. Richardson and Bob Black, Special Events Chairmen, who have outlined the following rules and regulations for the contest:

- (1) Each entry must be presented at the Main Gate for registration.
- (2) Only points upon which a ring can be hung, in accordance with State law, shall be counted.

The contest will begin November 16 and will continue throughout the deer season.

On New Jobs

Maintenance

G. Lovorn from painter 2/c to painter 1/c.

J. L. Holcomb from operator 2/c to warehouseman 1/c.

From operations vacation relief pool helper 1/c to operations vacation relief pool painter trainee: T. E. Croom, M. N. Green and J. E. Parker.

Operations

B. Blakely from laboratory assistant 2/c to pool operator 2/c.

Finance

Jane F. Martin from steno-pool, Maintenance, to steno, Traffic & Shipping, Finance.

R & D

L. L. Harris from assistant supervisor, Maintenance, to project and estimating engineer, R & D.

Jeanne M. Harlow from purchase order clerk, Purchasing and Traffic, to stenographer-clerk, R & D.



TWO DECADES OF SERVICE—Raymond E. Hodgkinson, superintendent, Engineering Services, R & D, completed two decades of service with Ethyl on September 22.

Company Honors Ray Hodgkinson

Betty Ranes Scores



TAKES SCHOOL HONORS—Betty Ranes, daughter of R. M. Ranes, Operations, was selected as Drum Major at Southmore Junior High School. Betty is a ninth grade student and is First Clarinetist with the school orchestra.

Raymond E. Hodgkinson, superintendent, Engineering Services, R & D, completed two decades of service with Ethyl on September 22.

He was employed as a control chemist on September 22, 1941, serving in numerous capacities prior to his transfer to Houston in 1951, as Supervisor, Technical Service.

He was promoted to acting superintendent in 1956, becoming permanently assigned his present position in 1957.

A chemical engineer, Hodgkinson was graduated from the Newark (N. J.) College of Engineering in 1940. He is married to the former Shirley Chamberlain of Brooklyn, N. Y., and they have two children: Billy, 11; and Helen, age 13.

A Corsage for Merrill Sue



NAMED BAND SWEETHEART—Merrill Sue Falconer, daughter of L. M. Falconer, was named "Band Sweetheart" during half-time ceremonies at the Pasadena-South Houston football game in October. She was escorted by Mike Smallwood, left, (nephew of C. A. Smallwood, Plant Protection) and is receiving a corsage from PHS Drum Major Gary Barber.

Plant Credit Union Drawings Continue

The November "Sharing" contest, drawing sponsored by the Credit Union, will be for \$20 and will be held on November 15. The October drawing failed to pull out a winner so \$10 was added to the November total.

The contest began in May and the first drawing was held in June. There were no winners in June, July or August bringing the September offering to \$40. It was the September drawing that provided a lucky day for J. W. Glynn who had become eligible the month before by purchasing a share in the Credit Union.

The CU "Sharing" contest was designed to encourage members to save by purchasing shares in their Credit Union.

Nov. 3 Is Date for ERAH Bridge Party

The next ERAH-sponsored bridge party will be November 3 at the San Jacinto State Bank in Pasadena. October winners were: Mr. and Mrs. C. Ryan, Mr. and Mrs. B. Wood and Miriam Corder.

All bridge players are invited to participate with the ERAH team that plays once a month in the Houston Commercial Bridge League. Those interested should contact R. J. Laporte.



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay, Supervisor

Vol. 9 No. 8 October, 1961

ETC 20804

Lively ERAH Fall Activities Spell Fun for Members

Some rather large ERAH activities commence annually during the Fall. The 1961-62 Winter Bowling League got underway early in September. The Fall Match Golf Tournament is another attraction. Members can always look forward to a big Fall dance.

Bowling

This year's Winter League has 16 teams with over 100 bowlers making up these teams. Individuals making a fast start in taking top honors are: E. Ratcliff, F. Stasny, M. Dickey and D. Dooley. Tops in the ladies' division are L. Weigelt and L. Mosley. The league is shaping up into another exciting year for ERAH bowlers.

Dance

About 300 Ethel folks and their guests attended the big Harvest Dance held in Pasadena during October. This well attended dance was a costume affair with some members going all out to win one of the transistor radios. Winners were: Mr. and Mrs. M. K. Alston, Billy Laird (tied) for the funniest; Larry Banta, spookiest; Mr. and Mrs. Ben Hill and guests as the chain gang, most original. The arrangements and decorations were the handiwork of Dance Chairman Harry Holloway.

Golf

First-round matches of this year's big Fall Golf Tournament have been completed. The following golfers have won in the first-round in their effort



THE CHAIN GANG—Winners—by a landslide vote—for the most original costumes were these snappy escapees who lived it up. From left are Mr. and Mrs. Ben Hill and their guests; Mr. and Mrs. R. T. Hanks, Mr. and Mrs. Bob Walton and Mr. and Mrs. George Pender.



PRIZE WINNER—Larry Banta's get-up was picked as "Spookiest" to collect a transistor radio at the October 14 dance.

to gain flight championships: Championship Flight—B. Copes, L. Denison, B. Bishop and T. J. Kizziah; First Flight—J. Hogan, J. McGary, B. Cutrer, and R. Walling; other winners were:

Second Flight—M. Alston, H. Mosley, C. Smallwood and W. Anderson; Third Flight—B. Phillips, R. Triche, W. Kinzer, and G. Walling; Fourth Flight—B. Price, B. Willbourn, L. Reeder and R. Schronk; Fifth Flight—J. Leftay, C. Shinn, J. Wiseman and R. Hebert.

Suggestion System Ideas Pay Off

Houston plant employees converted 22 sound ideas into a cash payoff here recently.

Their ideas, submitted through the Suggestion System, were worth \$340. J. A. Hooper, Operations, was high man with an award amounting to \$55. Here are the awards:

Maintenance

R. H. Kimball (2 awards).....	\$35
C. C. Hahn and R. Bernard (share 2 awards).....	30
A. J. Zukka (2 awards).....	20
H. C. Wright.....	20
R. T. Bishop.....	15
O. L. Crenshaw.....	15
James Grubbs.....	10
C. E. Craney.....	10
J. H. Burroughs.....	10
George Cox and M. G. Clark (share).....	10

Operations

J. A. Hooper.....	\$55
J. L. Dooly and S. H. Lee (share 2 awards).....	25
J. R. Perry and B. L. Williams (share).....	20
J. A. Turner.....	15
B. J. Phillips.....	15
O. A. Raines.....	15
J. L. Dooly.....	10

R & D

Georgia R. Harris.....	\$10
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Outstanding Costuming Highlighted Fun-Filled ERAH Harvest Dance



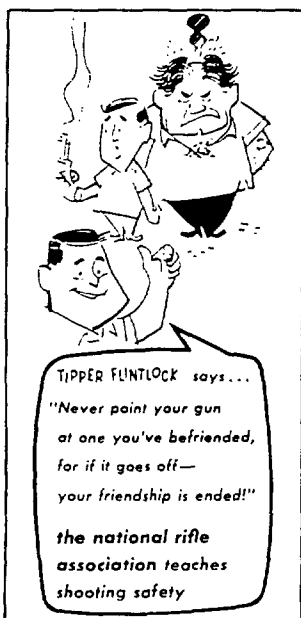
IT WERE A TIE—Country Cousins M. K. and Genia Alston (right) and the charming 210-pound arduful at left, "Billikins" Laird, tied for funniest costumes at the ERAH Harvest dance.

Credit Union

Business Report for September, 1961

Shares on Deposit.....	\$523,939.00
Loans to Members.....	511,231.00
Investments.....	30,000.00
Reserves.....	51,172.00
Gains for Year—to Date.....	21,926.00
Number of Members.....	1,235
Number of Loans.....	231

Not For Profit—Not For Charity—But For Service



ETHEL'S BENEFITS FOUNTAIN



ETC 20806

Among the good things in life there is the soda fountain.

Decidedly American, the soda fountain is a friendly, cheerful place that serves its customers well.

Have you considered Ethyl benefits in the manner shown in this illustration?

The Ethyl benefit plans are carefully planned to serve you well at every step of your career, and in time of need. Yet the choice is yours to select those which best fit your needs and those of your family.

The newest addition is the Savings Plan. It's a good one. You choose the "flavors", too.

Benefit plans are among the many good things for those working at Ethyl.

**EIGHT
HOLIDAYS**



Pasadena Turned Out for Annual Rodeo

Beautiful weather sets pace for highly successful Livestock Show and Rodeo, October 9-14.

Ethyl-sponsored calf places second in judging and was purchased by Ethyl Cafeteria.



PACE SETTERS—The 12th annual Pasadena Livestock Show and Rodeo got off to a parading start on Monday, October 9. Leading the show were Representative Bob Casey, County Judge Bill Elliott, and Pasadena Mayor Gomer Whitaker. The driver is Boyd Mullen, president of the Pasadena Chamber of Commerce.



ON THE BLOCK—"Ethyl ECHO" is shown here on the auction block and was purchased by the Ethyl Cafeteria. Barrett Horton representing the Cafeteria, is going over his 970-pound purchase of baby beef, as Jimmy poses his entry.



HAVING HIS UPS AND DOWNS—A lot of daylight shows beneath this enraged bronco and the cowhand seems to be enjoying his moment in the saddle. Sights like this one were commonplace during the annual Pasadena Livestock Show and Rodeo.



ETHYCO PARADED—An attractive feature in the Rodeo Parade was the Ethyl-sponsored JA "Ethycos" car, attractively decorated. Among those identified are Connie Schmerler (holding hat, back seat), Ethycos President Jan Wilkerson (holding hat, front seat), and the driver, Jimmy Johnson, Ethycos vice-president.



CRUCIAL MOMENT—The two judges in the foreground are pondering the merits of Pasadena's FFA entries. The calf sponsored by Ethyl is second from right which was raised by Jimmy Medenris, taking second place honors. The Black Angus at right, sponsored by Boys Harbor, was chosen Grand Champion.

As Reported In---



The BULLETIN

HOUSTON PLANT

(September 15) It was announced today by **Dr. J. G. Burdick**, plant Medical Director, that flu shots for all employees will be offered again this year. . . (September 19) **J. B. LeRay**, EACR, began a two-week military leave of absence this week. . .

(September 25) The Ethyl Employees Credit Union is offering free to members a profitable little booklet titled "Everybody's Money". . .

(September 28) Members of the Suggestion System Committee met yesterday and recommended payment of 23 suggestions totaling \$350. . .

(September 29) The plant Cafeteria is celebrating its sixth anniversary today. . . (October 2) **R. B. Armstrong**, **D. W. Benthall** and **L. D. Bishop** are serving on jury duty. . . **S. D. Seider** commences two weeks of active duty for training today with the Navy. . . (October 21) The month of September closed out with a "Big T" being registered last Friday. Fourteen for the month. . .

(October 4) A group of about 30 representatives from the Plymouth Oil Company is visiting the Houston

plant today. . . (October 5) Two Maintenance men were presented their "25" Suggestion Award Certificates. **James L. Zumwalt** and **Z. J. Dickert, Jr.**, electricians, are the third and fourth Houston plant employees to reach this mark. This certificate, signed by **President B. B. Turner**, acknowledges the 25th adopted idea submitted by employees. . .

Nominations Group For CU Is Named

M. L. Phillips, Credit Union president, has appointed the 1962 CU nominating committee.

They are: **John E. Tutner**, Operations Laboratory; **A. C. Sue**, Stores and Services; and **Marjorie Wells**, Medical department.

This committee will select members interested in the important job of being a CU official.

Their nominations will be presented to the Credit Union membership at the January annual meeting for their consideration.

New Unit Added in Mail Room

In addition to handling all incoming and outgoing mail, the plant Mail Room personnel also stock and distribute all office supplies, operate all reproduction machines and perform numerous other valuable services.

A new piece of equipment has been added recently to broaden the scope of services offered. The new unit is a Xerox "Copier." This unit automatically makes duplicate copies of almost anything which needs copying, at a rate of about seven copies per minute.

However Mail Room Supervisor **M. K. Alston** has established a five-copy maximum on the unit in the interest of maximum economy. When more copies are needed, the request will be filled by using the multilith machine.

Alston pointed out that a near-perfect transfer can be registered from a typewritten sheet of paper to a multilith master. The master may then be used on the multilith machine.

Copies can be reproduced up to a maximum size sheet of paper 9½ by 11 inches.



NEW DUPLICATOR—The Mail Room is using a new duplicator, installed last month. The unit is extremely efficient for producing short-run duplications of printed materials. **Jerry Johns** is shown here operating the unit.

Ethyl Takes Part in CIMA Drill



HELP WHEN NEEDED—Ethyl's physician, **Dr. J. G. Burdick** (hatless) confers with **Dr. McNeely** of Champion about "treatment" for one of the CIMA "casualties" who is being aided by two nurses. The drill was held on Rohm & Haas property October 11.



ALL BUSINESS—Communications and coordination are essential during an emergency and this CIMA group is busy with an immediate problem. **Hal Cunningham**, second from right, CIMA chairman, is communicating from the hastily-rigged "command post."

The Houston Ship Channel Industries flexed their muscles during Fire Prevention Week, and the sight was a reassuring one.

On Wednesday, Oct. 11, a drill was called for Channel Industries Mutual Aid members to demonstrate their readiness to aid a distressed plant. The drill was by Rohm & Haas, a CIMA member.

Ethyl's Houston plant, also a member, took an active part in the drill, providing an ambulance, doctor and first aid team. **H. R. Cunningham**, Safety supervisor, was one of the leaders in the drill in his capacity of chairman of CIMA.

The first phase of the drill was providing first aid assistance following a simulated emergency. Following

this fire-fighting equipment was called upon to combat a number of fire situations. The last phase was putting out a large pit fire using only mobile equipment.

Among the CIMA-member companies taking part were DuPont, Champion, Ethyl, Texas Butadiene, Sinclair, Diamond Alkali, Petro-Tex, Shell Oil and Shell Chemical, Phillips, Goodyear, Humble, Hess Terminal and Signal Oil.

Ethyl personnel taking part included **Cunningham**, **Dr. J. G. Burdick**, **R. C. Johnson**, **Tom Wofford**, **Ed Kramer**, **Ray Harris** and **Louis Falcione**.

All requests for assistance were made over the CIMA short wave radio network.

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THE ECHO

ETHYL CORPORATION MONTHLY

October, 1961

Vol. 9 No. 8

A Note of Thanks

Most accomplishments having real value can always be traced back to conscientious individual efforts. This is the story behind the Houston plant United Fund drive this year.

We proudly list below the solicitors who were responsible for making the individual contacts with every employee on the plant, and seeing that all pledge cards were returned:

C. C. Porter	Roscoe Carder
Leroy Phillips	E. M. Hayes
R. E. Black	A. G. DeArman
B. L. Atkinson	T. H. Elliott
L. M. Morris	Roy Skeen
B. J. Phillips	M. F. Patterson
F. O. Sims	R. O. Hughes
A. F. Autery	J. L. Dooly
O. E. Steele	C. A. Skinn
J. T. Latham	R. L. Hurd
T. L. Renfro	T. R. Blair
E. E. Todd	W. N. Williams
M. R. Belanger	W. R. Willette
E. C. Bruce	C. D. Berry
S. M. Wilson	D. L. Chadwick
C. E. Craney	E. B. Middleton
S. J. Allison	R. J. St. Roman
W. E. Parisher	W. R. Taylor
B. L. Lange	Georgia Ruth Harris
J. M. Browning	J. A. Kelly
R. C. Hebert	Jack Koonce

Della Mae Wigley-Recording Clerk



Back in Service

See Page 1

THE ECHO

HOUSTON

Contracts Now Signed by Company And All Plant Bargaining Units

With the completion of contract negotiations last month with the OCAW, contracts now exist between the Company and all personnel represented by bargaining agents.

Here are the several contracts and their duration:

The contract between the Company and the International Brotherhood of Electrical Workers, Local 716, AFL-CIO, was signed June 7, 1960, and expires June 15, 1962.

The contract between the Company and the Sheet Metal Workers International Association, Local 51, AFL-CIO, was signed February 9, 1959, and expires February 9, 1962.

The contract between the Company and the Pipefitters-Welders, Local 211, AFL-CIO, was signed February 27, 1961, and will expire June 30, 1962.

The contract between the Company

and OCAW, Local 1-367, AFL-CIO, was signed November 9, 1961. While the stated duration of this contract is through June 1, 1963, the contract wording states: "... and shall continue thereafter until terminated by either of the parties giving 60 days written notice to the other ..."

Parties on 16th

Both of the plant recreation-sponsored Christmas parties will be held Saturday, December 16.

The ERAH party will be held at Peppermint Park, starting at 9 a.m.

The ELRAH group will stage their party at Drew High School auditorium at Barrett Station, at 1 p.m.

Best Wishes for Happy Retirement

In the course of each day's activities at Ethyl's Houston plant many visitors come and go. There are salesmen, suppliers, job-seekers, officials from other companies, visitors here to tour the plant and others.

One visitor, A. E. Mahan, made his last visit to the plant on Tuesday, October 31; he will be missed.

Actually, Mahan was more than just a visitor. His trips here were part of his job. Each day about 3 a.m. five days a week he appeared at the Main Gate. He would go over to the metering station at the South

end of the plant, take readings and perform other duties, and leave.

Mahan was an industrial gas serviceman with Humble Oil & Refining Company. On Oct. 31st he reached retirement age, after 36 years of service with his company.

During these daily visits to the Plant Mahan became well known among the people with whom he came in contact. He made many friends with Ethyl folks and he will be missed. Those who know him wish him many long years of happiness in his well-earned retirement.



LAST VISIT—A. E. Mahan, gas serviceman with Humble Oil & Refining Company and a daily visitor to the Houston plant, says "so long" to Ed Miller, Plant Protection. Mahan commenced his retirement on November 1, after 36 years' service with Humble.

Pam Says: Keep Your Hands Off, Pop!



HAPPY DAY—Pamela Mahaffey, 11, is doubly proud that she has shares going into the Credit Union. In addition to a savings for her, it qualified her for the Sharing Contest, and she won \$20. With her is her father N. T. Mahaffey, and Paul Chase, CU representative.

Timely Cash Paid for Suggestions

A large number of well-paying suggestions were adopted recently, easing some of the burden of Christmas shopping for the smart-thinking suggestors.

Top man is a former employee, W. W. Roberts, whose \$55 check will be forwarded to him. Here are the awards:

Maintenance

W. W. Roberts (former employee)	\$55
O. W. Schaffer	50
T. W. Shoemaker	50
J. D. Williams (2 awards) ..	50
L. H. Hanson	25
B. G. Patterson	25
Deairl Thorpe and W. Williams (share) ..	25
Deairl Thorpe	20
Ed Fannin	20
J. H. Burroughs	20
R. G. Johnson	10
R. T. Bishop	10
C. P. Gaboury	10

Operations

J. R. Perry and B. L. Williams (share 3 awards) ..	\$50
Roy A. Sken	10
S. T. Mizerek	25
J. H. Gilbert	10
W. E. Brownfield	10
B. L. Williams	10
J. H. Dooly and S. H. Lee (share)	10
J. G. York	Certificate

Purchasing

Virginia Berry	\$15
E&CR and Maintenance	
Kathryn Harrison and Della Mae Wigley (share) ..	\$10

Where There's a Will...

"If at first you don't succeed, try, try again."

This old proverb very aptly fits the never-say-die ERAH building committee whose hopes for a new recreation building and an enlarged swimming pool have been temporarily thwarted.

Last summer the committee, which included Chairman Harry Holloway, Cliff Gremillion and Roy Voshok, proposed these improvements to all members.

The ensuing drive for the necessary minimum number of pledges from members fell slightly short of the goal.

At the regular ERAH Board of Directors meeting held in November the committee was given authority to get engineering estimates for a swimming pool enlargement.

With the kind of determination displayed so far by this committee, the chances are good that there will be some recreation improvement made, someday, somehow!



FOR LONG SERVICE—Ed Darragh displays his 25-year gold watch to M. C. Hudgins, resident manager. At left is J. W. Fleniken, superintendent, Finance. Darragh reached the 25-year mark of service with Ethyl on November 1.



LONG SERVICE—Hudson Field, Jr., assistant purchasing agent, noted his 20th year of service with the Company on November 12. Purchasing Agent Buford Femmlason presented him with his certificate and pine.

Darragh, Field Note Anniversaries

Service anniversaries aggregating 55 years of Company service were observed during November at the Houston plant.

Leading the list, with a quarter-century of service was Edward J. Darragh, Traffic and Shipping supervisor. Hudson Field, Jr., assistant purchasing agent, observed his 20th anniversary, and Georgia Ruth Harris and David Seider, both of R. & D., reached the five year mark.

Edward J. Darragh

Darragh, whose experience in Traffic work dates back 37 years, started with the Company as a Traffic Assistant on November 1, 1936.

He later served as Export Supervisor, from 1948 to 1951, at which time he was transferred to the Houston plant in his present capacity.

Darragh is married to the former Elizabeth Cekine, of Wilmington, Del., and they are the parents of three children.

Hudson Field

A native of Plaquemine, La., Field commenced his Company service in 1941, as a senior laboratory assistant in Development Section. He was promoted to assistant purchasing agent

in April, 1952, and transferred to Houston the same year.

He is married to the former Mary Matthews of Crossett, Ark., and they are the parents of two sons. Field served in the Army Air Force for three years during World War II.

Road Work Starts

An important road construction ground-breaking ceremony was held recently, which will eventually ease Houston plant employee commuter problems on the LaPorte highway.

Ground-breaking ceremonies were held November 15, as the first step in construction of the new Pasadena-LaPorte Freeway.

The first construction on the Freeway will be an overpass over the railroad where it will cross the highway near the city limits of Pasadena at Boggy Bayou. This area is just to the east of the Ethyl property.

This construction work will probably create small detours as the work progresses, requiring driver alertness for personnel living in the Baytown-LaPorte areas.

Caution Advised in Pill Purchasing

In the last few years, non-prescription sleeping pills and so-called tranquilizers have become a best seller in the nation's drug stores.

According to an article in a recent *Today's Health Magazine*, published by the American Medical Association, the millions of Americans who buy these compounds are being "penny wise and pound foolish. The very fact that these 'quiet pills' can be bought over the counter should be clue enough as to the doubtful benefits they can bring to anyone's tensions."

The chief ingredient of these pills is usually an antihistamine. The antihistamines have been used effectively to treat the symptoms of colds and allergies—as a side effect they produce drowsiness. Other drugs, often combined with the antihistamines, are mild sedatives or pain-killers.

The article points out that the only reason the Food and Drug Administration allows these pills to be sold without a prescription is that the amount of drugs in each dose is too small to produce any untoward effects. The danger is that people may take double or triple doses or take them more frequently than the label recommends.

For example, aside from their ability to produce sleepiness, antihistamines have other side-effects including nausea, headache, and double vision. Scopolamine, one of the sedatives commonly found in these preparations, can, if not used with care, cause an exaggerated sense of well-being, hallucinations, amnesia and delirium.

What benefits are derived from "quiet pills" are probably due to the suggestion that they will help relieve

nervousness and insomnia. Doctors call this phenomenon "the placebo" effect. In a recent series of clinical tests, insomnia sufferers went to sleep easily after taking a pill they were told contained a powerful sleeping pill. Actually, the pill was a placebo, a non-medicated colored sugar pill.

It is true that difficulty in getting to sleep can be the symptom of a deep rooted emotional upset. But even a good sleeper has trouble sleeping a tenth of the time.

According to *Today's Health*, "The easiest way to find sleep is to forget worrying about it. And these facts might help: Individual needs for sleep vary from about four to ten hours a night; the average is 7.5, but you wouldn't buy the average shoe size, would you? It usually takes 15 to 30 minutes to fall asleep. You sleep longer and/or more soundly on some nights than others."

If you are concerned about persistent insomnia or tension, see your family physician. If you do need help, he can recommend the proper, most beneficial source.

Magic Circle Nets

Distinguished Award

Ethyl Corporation's national advertising and promotional campaign to increase automobile travel has been honored with an award from the National Association of Travel Organizations.

The travel group, at its recent conference, bestowed upon Ethyl a U. S. Travel Industry Award for Distinguished Service for 1961.

The citation on the award pays tribute to Ethyl Corporation "for its Magic Circle program featuring advertising in national magazines, weekly travel releases to metropolitan newspapers, quarterly releases to small town newspapers, 'Magic Circles—U.S.A.' kits provided to women's clubs, and scripts for radio programs, all designed to stimulate travel via automobile in the U.S.A."

The travel trade association represents all segments of the domestic travel industry, including state and city travel promotion offices.

Governor Sets

"Safety Sunday"

Sunday, December 10, has been designated by Governor Price Daniel as "Safety Sunday" to mark the opening of the annual Statewide Christmas-New Year's traffic safety campaign.

In a special proclamation, the Governor said that "experience . . . indicates that the solution to the traffic problem lies in the hands of the individual driver," and urged all citizens "to join in a united effort to awaken the conscience of every driver."

The Governor urged pastors of all Texas churches to "remind their members of their personal and moral responsibility to drive carefully, obey the traffic laws and to protect the sanctity of human life in our State."

"Safety Sunday" has been observed by a steadily increasing number of Texas churches and church organizations since it was first proclaimed by Governor Daniel in 1958.

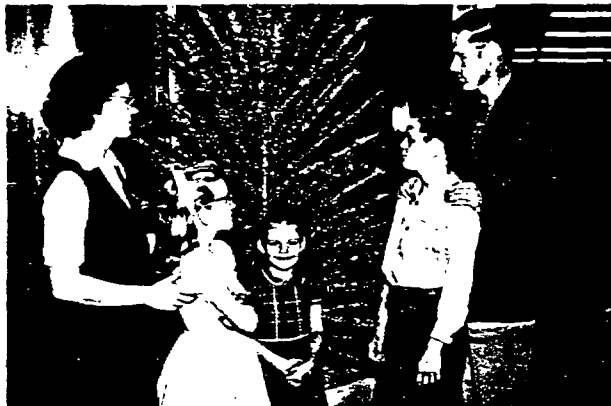


Published monthly for the employees of the Houston Plant of Ethyl Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay, ... Supervisor

Vol. 9 No. 9 November, 1961



SAFETY CONSIDERATIONS—Mr. and Mrs. M. N. Green are concerned with a Christmas tree purchase, and safety is a major consideration as they look at both artificial and green trees. Their children are Rick, 11; Gail, 10; and Shellie, age seven. Green is in the Operations Vacation Relief Pool.

Remember Safety at Christmastime

Hundreds of American homes had a visitor last Christmas that was not only unwelcome but dangerous.

It was fire.

Fires in Christmas trees and decorations not only spoiled the holiday in these homes, but cost each family an average of more than \$760, according to National Fire Protection Association figures.

Far more serious, the lives of children and parents alike were seriously endangered by these fires.

These facts, reported by the international fire safety organization, show that Christmas is a time to be more heedful of fire dangers. Many of our traditional customs—trees, colored lights, decorations—add substantially to a home's fire hazards.

Sometimes a combination of active children and preoccupied parents brings the one moment of carelessness which is all that fire needs.

For a fire-safe Christmas in your home, follow these rules:

Trees: Pick a fresh-cut tree. Stand it in water until it is brought into the house; keep it in water as long as it's in the house. Take it out of the house just as soon as possible after Christmas.

Lights: Check lighting sets for frayed wires, loose connections and broken sockets. Never use candles on or near the tree. Make sure tree lights are turned off before retiring or leaving the house. For outdoor lighting, use only weatherproof equipment and cords, and keep power off when setting up or adjusting—shock hazard!

Decorations, wrappings: Use only non-combustible or "flame-proofed" decoration materials. Dispose of gift wrapping promptly.

General: Watch your smoking habits around the tree. Most of all, plan in advance what you must do for the life safety of your family in case of fire.

Tax Tid Bits

The Texas Research League, at the request of the taxation committees of the Texas Legislature, has prepared appropriate questions and answers relating to the new State sales tax.

Some of these questions and answers, presented below, are pertinent to Houston plant employees who, as consumers, are faced with paying State sales taxes when they make purchases.

Q. What are the main things on which I will pay the sales tax?

A. Furniture, household and kitchen appliances, most clothing, household supplies, toys, restaurant meals and electric and gas utility service.

Q. What are the main things on which I will NOT pay the sales tax?

A. Groceries, housing (whether you own or rent), medical and dental expenses, insurance, telephone service, your car and the gasoline you buy to run it.

Q. Can I get credit for this tax when I pay my Federal income tax?

A. Yes this tax is levied on the consumer. Probably the Internal Revenue Service will shortly issue a special bulletin which will provide an easy way to determine how much of a deduction you may take. IRS has done this for all other sales tax states. Of course, you can always keep your own records and use them instead of the standard IRS deduction.

Q. Will most of the money the state receives from the new Sales tax be paid by individuals?

A. At least 20 per cent of the sales tax falls on business. Whenever a firm buys stationery, an adding machine, a road grader, an electronic computer, or any one of thousands of items of supplies and equipment, the tax is included in the purchase price. Even if the item in question is bought in another state or a foreign country a "Use Tax" of two per cent must be paid.

Four From Plant Served ERA Board

The Ethyl Recreation Association in Baton Rouge, similar to ERAH, held a dinner November 30 honoring past presidents and Board members of the organization. Four Houston plant employees were eligible to participate.

They are Buford Fendlasson, Purchasing; John Fonte, Finance; Randal Laporte, Operations Lab; and J. B. LeRay, ESCR.

Fonte and Laporte had served as Board members of ERA in 1947. Fonte also served in 1948 and 1949. Fendlasson was president of the organization in 1950. LeRay was appointed to a vacancy on the Board in 1953, and elected as a Board member in 1954.

Disabling Injury Mars Splendid Safety Performance

Monday, November 13, was an "unlucky" day for the Houston plant.

On this day a Maintenance employee sustained a back injury which was classified as disabling, halting a string of 226 days free of disabling injuries.

Plant employees had gone about 960,000 manhours, nearing the coveted one million mark.

This was only the third disabling injury to occur this year.

N. R. Hart, chairman, Central Safety Committee, said: "Naturally we were all hoping to reach one million manhours and continue, but we are more concerned that one of our people suffered an injury. We will just start over and try harder."

JA Group in Full Fall Swing



CLOSE TIES—Eight members of the JA "EthylCo" company are sons and daughters of Houston plant employees. Seated around the table from left to right are Connie Schmeidler, Carol Maley, Jan Dickey, Lynette Bruemmer, Toni Nicolosi and Gladys Holloway. Standing at right is Bill Covington. Jimmy Johnson and Beth Bruemmer, also members, were not present. JA advisor Bo Holloway and Jim Kelly are standing at rear.



JA TOUR—Members of the Ethyl-sponsored Junior Achievement company, "EthylCo," toured through the plant last month. They are shown here at Boiler Control Room, with Operator I. D. Roney explaining some of the details of his job. Escorting the group was B. A. Holaday (standing at right), a JA adviser.



FIRST STEP—Ica Ferguson, Maintenance, needs a new valve on a repair job. Filling out the Store Order is the first step, making sure the information presented is correct. He then phones this information in to Stores. This original Store Order is then placed in the proper Receiving Station.



ORDER IS RECEIVED—Billy Cooper, "phoneman" in Stores, copies down the information phoned in. This is the same information which is written on a Store Order. The order Cooper writes up is the one given to the Warehouseman to withdraw the item needed.



ONE VALVE COMING UP—Based on the withdrawal slip given him by the "phoneman," Warehouseman L. G. Williams, selects the proper item from the stock shelf. The material is then made available for delivery to the desired Receiving Station in an area of the plant.

Keeping Tabs on 1

One of the housewife's tasks is keeping her home needs ready and available for the welfare and contentment of her family.

It is an eternal supply problem: proper kinds and quantities of foods, clothing, toilet articles and a hundred others. Although each housewife uses a different technique, it's usually a matter of something running out and then remembering to make the needed purchase.

The Stores group of Ethyl's Houston plant is likewise faced with a constant supply problem, although it is considerably more complex than buying and stocking home supplies.

First, there is the matter of variety. The Houston plant warehouse must maintain over 17,000 items in stock at all times.

Quantities of each item may vary from thousands of a single item to one spare unit which must be kept available "just in case."

There is an average of about 200 separate withdrawals a day which

adds to the problem.

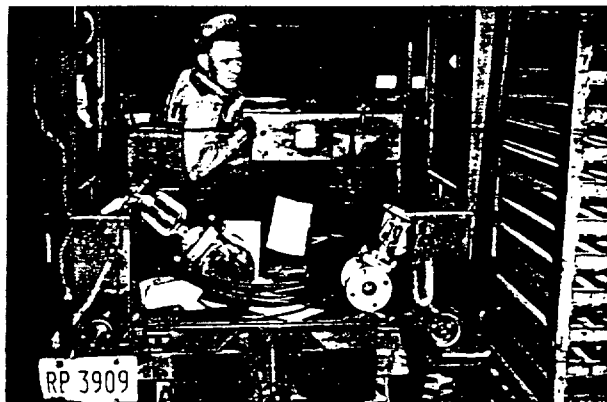
Space is another big factor; proper, safe storage takes many thousands of square feet of space, with many odd sizes and shapes to be accommodated and readily available.

Sometimes quantity purchases offer price advantage. However, such "bargain" shopping must be weighed against the availability of space and anticipated need.

Unlike a box of cereal in the home, some Houston plant Stores items may become obsolete and therefore useless. Every effort must be made to minimize this costly practice.

Keeping an eye on 17,000 items and just "ordering when the bin is empty" is an impossibility. Therefore an elaborate set of records must be maintained of Stores items.

Because of the many complex problems and the need for top efficiency at the most economical performance, the Stores Group has evolved a program known as Inventory Control. This program has satisfactorily met most of the problems described above.



LAST LEG—The items removed from Stores shelves are delivered to the proper Receiving Stations in the plant by Warehouseman Ed Fannin. Delivery speed ranges from "routine handling" to "emergency," according to the nature of the job being performed.



ROUND ROBIN—Here the valve ordered by Ferguson is delivered to the Receiving Station by Fannin. The original Store Order is picked up and attached to the withdrawal slip written up by the "phoneman." These forms are returned to Stores Office for processing.

100 Stores Items Poses Huge Job

Through continuing studies effort is being made to constantly improve this invaluable service to the Houston plant. Here, briefly, is how inventory control works:

Let's say that an item is required immediately in an area where a maintenance job is in progress. An authorized person fills out a Store Order blank and telephones his request to the Stores Withdrawal desk where a copy of the request is made. A warehouseman fills the order, and it is delivered to the proper receiving station in the area where the request originated.

At this point the original Store Order is matched up with the withdrawal form by the warehouseman making the delivery. The two forms are then returned to Stores Office and become an essential record for future use.

The original copy of the withdrawal form, however, is of the greatest significance. This sheet is forwarded to Baton Rouge plant where a key punch operator codes the in-

formation on a card. This will include the stock number of the item, the quantity and the work order number. This card is then fed into a computer and several complicated calculations are made instantly.

- Based on the past year's use of this item the "reorder" point is calculated.
- The most economical quantity to reorder is given, based on the cost of the item versus the cost of storage of the item.
- An allowance for the delivery time it will take on the reorder is given, to avoid running out of the item while waiting for the new order to arrive.

This information is then returned to Houston as a guide for re-stocking as necessary.

However this reorder information cannot be taken for granted. Stores personnel are alerted to unexpected needs of certain items. For instance, during an anticipated turnaround a

greater quantity of many items may be required. Because of instances like this one, Stores may order more heavily than the recommendation given on the computer reorder list.

In visualizing inventory control in practice as given here, one can see the importance of accuracy in initiating a Store Order. If a code number against which an item is charged is wrong, or if the wrong quantity is transmitted, then this incorrect information will not accurately reflect the proper transaction when fed into the computer. Each such error creates problems which must be handled individually.

Although no one will deny the problems the housewife faces in keeping her home stocked, it is doubtful if she'd care to tackle Ethyl's Inventory Control program. Its complexities require great skill, accuracy and experience.

Inventory Control is doing a big, important job at Ethyl's Houston plant, reflecting the skill and abilities of the Stores group.

On the Cover

Inventory of spare parts, equipment and material is a never-ending task at the Houston plant. It's a big job; we stock about 17,000 items.

What is inventoried today will not be the same tomorrow, for there is a constant withdrawal—and receipt—of these items.

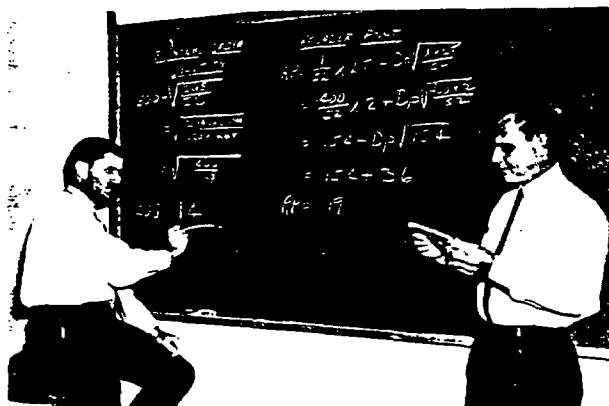
Therefore there must be a lot of control mixed in with the inventory. This includes the essential personal touch, such as Bob Jennings making a physical count of spare brick, plus the use of records and machines, all of which we've tried to describe here for you.



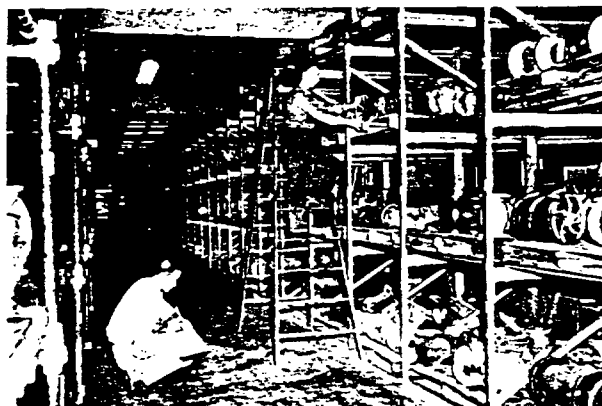
VITAL INFORMATION—After an item—such as the valve Ferguson has ordered—is delivered, then consideration must be given concerning re-stocking this item in the warehouse. Stores Office Clerk Jim Wiseman separates the stack of orders completed, which is a step in the re-stocking procedure.



READY TO REORDER—Bill Brizendine is looking over the recommended computer-derived reorder sheet on hundreds of items, an essential phase in proper inventory control. Shown here from left performing Stores Office jobs are Gail McNeese, Goldie Herring and Charley Sue.



THE BIG QUESTION—When is an item reordered and placed in stock in the warehouse? What quantity should be purchased? Dean Goates (left) and Ed Corley demonstrate the formula used to determine this information.



AN ESSENTIAL STEP—Although a close check is maintained on all Stores items, a physical inventory is constantly being made. Here Bob Jennings makes the actual count while Charley Sue jots down the information.

Bowlers Stage ERAH Turkey Roll

ERAH activities have taken on a holiday theme with Thanksgiving just past and Christmas right around the corner.

ERAH will hold its big annual Christmas party for children on Saturday, December 16. Circle that date on your calendar now and plan to attend.

Bowling

Turkeys are the news in the bowling circles. 17 ERAH bowlers were recent winners of turkeys in the annual ERAH Bowling League Turkey Roll. Winners and their handicap scores were: Jimmy Evans, 213; Helen Sharpe, 210; Wilfred Sheppard, 239; Owen Rausin, 226; Horace Mosely, 221.

Neal Chevalier, 223; Tom Shoemaker, 223; Dick Herrmann, 220; Jack Sexton, 219; Judy Sexton, 217; Carrie Berry, 216; Elizabeth Tovey,

211; Ed Edwards, 210; E. M. Ratcliff, 209; Robert Fox, 203; Frank Stasny, 206; and Margaret Edwards, 204.

Bridge

Our entry in the Houston Commercial Bridge League recently beat the Tennessee Gas team at duplicate bridge. Those playing in this successful outing were: Mr. and Mrs. H. O. Webb, Mr. and Mrs. Cliff Ryan, Ed Frederic and Dick Love, Lee Briggs and Jim Browning, R. J. Laporte and

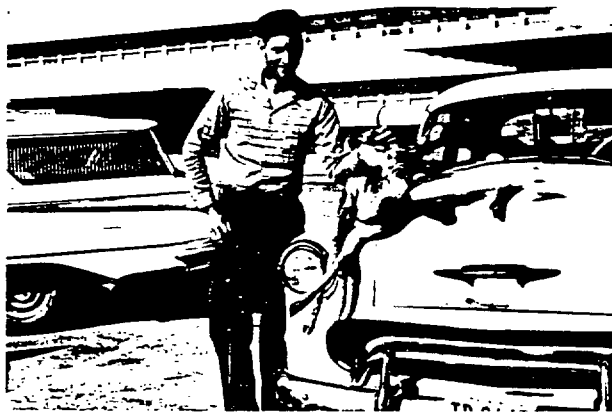
Mrs. Kathleen Abel (Gasoline Testing Lab.), and Mr. and Mrs. Charles Gravely (Regional Sales).

Golf

This year's ERAH Fall Golf Tournament is almost complete with only two matches to play. Second-round winners were: Championship Flight—Bob Copes and T. J. Kizziah; First Flight—John McCrary and Bob Walling; Second Flight—Horace Mosley and C. A. Smallwood; Third Flight—R. P. Triche and G. Walling; Fourth Flight—Bill Price and L. Rorder; Fifth Flight—C. Shinn and R. Hebert.

The following golfers have won their flight championships: First Flight—Bob Walling; Second Flight—Horace Mosely; Third Flight—G. Walling; Fifth Flight—C. Shinn.

Johnson Brings in First Buck



BIG DAY FOR JOHNSON—Vernon O. Johnson, Power, has good reason to smile. He is shown here with the first deer of the season to be registered in the ERAH contest. This also is the first deer Johnson ever bagged. He was hunting near Carlos, in Grimes County.



NICE BUCK—Fred Box, Operations, registered the second deer to be reported here. It was a nine-point buck, taken near Sheridan, in Colorado County.

How's Your Spelling? Check Yourself

With one exception, today's college students deserve a high rating compared with those of previous decades.

The exception: spelling.

So says Dr. Millicent McIntosh, president of New York City's Barnard College, who writes:

"There are sixteen misspelled words in this report. They are not written by parents, kindergarten pupils, enemy sergeants nor amateur authors.

"They were taken from the examination papers of young men and women who have just had the benefit of one of the best things in American life . . . a college education. Proper spelling is a sign of a well disciplined mind. In our opinion a graduate who can't write a definite, precise analysis may turn out to be a type with a tendency to split atoms that will ascend us all through the ceiling."

How many did you find? (Before turning to the next page to see the corrections, try and spell these words correctly.)



Golfing Wallings Collecting Trophies



ALL IN THE FAMILY—In the recent ERAH fall golf tournament, the Wallings, both in Maintenance, were flight champions. Bob Walling, left, was winner of the first flight, and son Glenn was winner in the third flight. Glenn's ambition? To beat puppy!

As Reported In—



(October 18) R. T. Bishop, Maintenance, was presented his "25" Suggestion Award Certificate today . . .

(October 19) Members of the Suggestion System Committee met yesterday and recommended payment of 10 suggestions totaling \$110 . . .

(October 23) J. A. Hooper, Operations, was the recipient of a \$55 Suggestion Award check recently . . .

(October 24) Charles K. Rogers, Operations, became the first Houston plant employee to be recalled to active duty for military service . . .

(October 26) Did you know that one flu shot is not adequate protection to prevent contracting influenza? . . .

(October 31) E. P. Hill, Maintenance, reports a successful deer hunt recently made in southwest Colorado . . .

(November 3) Georgia Ruth Harris, R & D librarian clerk, completes five years of service with the Company on Sunday, November 5 . . .

(November 6) Mr. and Mrs. John Roper were the high-point pair at the ERAH-sponsored bridge party

held last Friday. In second place were Mr. and Mrs. Horace Mosely. Winners of the door prize were Jim Browning and Mrs. Lee Briggs . . .

(November 8) Ben J. Williams, Operations, has become the sixth employee to receive a "25" Award certificate from the Suggestion System . . .

(November 8) Seven members of the Ethyl Employees Credit Union have completed a 12-hour course in "Credit Union Management" at Rice University. The graduates are W. L. Kinzer, M. I. Phillips, J. A. Evans, H. O. Webb, Don Griffin, Frank Durham and B. W. McCay . . .

(November 10) Exactly one year ago today the Houston plant went "onstream" as a manufacturer of Vinyl Chloride Monomer . . . (November 10) R. L. King, Maintenance, had a very successful hunt in Colorado this year. He brought home a 200-pound brown bear and one mule deer . . .



WOMANLESS WEDDING—Looking as chic as a Paris fashion model, "Mrs. Oats" (Dick Love) played the part of mother of the bride. The occasion was the "Womanless Wedding," play held recently at Mae Smythe Elementary School in Pasadena.



RELUCTANT BRIDEGROOM—The Best Man at the wedding, Mr. Percy Birdseed (Z. J. Dickert), seems to be having a little trouble with the mustachioed bridegroom, played by Billy Goff. Judging from audience reaction, the show may be termed "very successful."

Thank Heaven, They're NOT Girls!

As 1961 president of the Mae Smythe Parent-Teachers' Association in Pasadena, Mae Gay, Power supervisor, was hopeful of a successful year.

One measure of a president is how well he administers the finances during his administration.

If the president can point to a profitable year and a healthy bank balance at the end of his term of office, chances are he has set a high mark for the next administration to shoot at.

One of the big fund-raising events for most Parent-Teachers' Associations is the big Halloween festival. In years previous these festivals had been conducted at Mae Smythe, and a tidy profit was realized each time. Of course, these festivals involve a huge number of persons volunteering their time; the overhead is quite high. A festival is a big production, and a rainy night could wash away any hopes of success.

As this occasion approached this fall, Gay championed the idea of an event which could be conducted with a minimum number of persons; one that could be enjoyed by both children and their parents, put on at small expense. The end result, as shown on this page, was a "Womanless Wedding" play.

With a lot of help from parents and teachers, a show was put together that played before a packed house two consecutive evenings. The howls of laughter by the appreciative audience attested to its success.

Financially, it was a smasher.



MAID OF HONOR—This heavenly creature with bulging biceps (Mae Gay), played the part of a coy Maid of Honor. Mae is also president of the Mae Smythe P.T.A. The play ran before a packed house on two consecutive nights.

Credit Union
Business Report for October, 1961

Shares on Deposit	\$531,064.00
Loans to Members	511,333.00
Investments	30,000.00
Reserves	51,209.00
Gains for Year—to Date	24,595.00
Number of Members	1,235
Number of Loans	354

Not For Profit—Not For Charity—But For Service

Be Ready on Good Turn Day Dec. 3

On Sunday, December 3, over 25,000 San Houston Area Council Cub Scouts, Boy Scouts, and Explorers—many of them sons of Houston plant employees—have a big job to do.

They will join forces to collect discarded clothing, shoes and small appliances for use as raw material in the

training program of handicapped persons by Goodwill Industries.

The "Good Turn Day" bags were distributed all over this area just recently. You are asked to fill the bag with these items and leave it on your porch at 1 p.m., Sunday, December 3.

If you didn't get a bag, fill a box and mark it for the Scouts and they'll pick it up. If your goodwill bag is not picked up on Good Turn Day call CA 8-1318.

Houston's workshop for the handicapped, in its 13 years of existence, has placed over 2,000 trainees in normal industry. Good Turn Day has played a big part in making this possible.

Handicapped trainees are offered training in 19 different skills, ranging from shoe repair to retail sales. As the trainee learns a skill he is helped by vocational and psychological counseling, plus being paid a training wage. Goodwill Industries is a United Fund agency.

Check Your Spelling

On the previous page, 16 words were deliberately misspelled in an article to check your own abilities as a speller. Did you catch all the errors? Here are the words, correctly spelled:

written	benefit
parent-	disciplined
kindergarten	opinion
pupils	definite
enemy	analysis
sergeants	tendency
amateur	ascend
examination	exiling

HOW'S *your* ATTENDANCE?

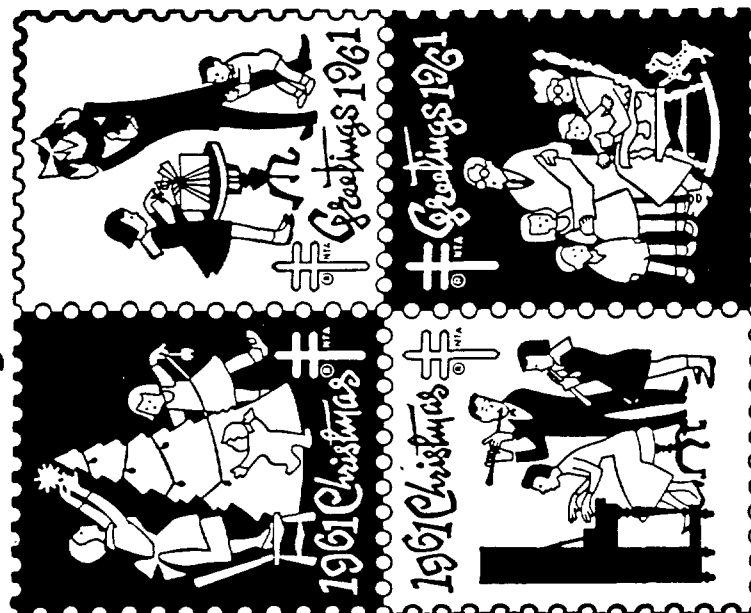
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Pasadena, Texas
Permit No. 11

Fight TB



Use Christmas Seals

THE ETHYL CORPORATION HOUSTON

Inventory...
and Control

See Pages 4-5



November,
1961

Vol. 9 No. 9

ETC 20818

THE ECHO

Building Ship Model Requires Lots of Patience, Says Mitchell

Louis A. Mitchell, Operations supervisor, recently completed work on a scale model of the famous American clipper ship "Flying Cloud," one of the most famous of all sailing vessels.

Built to a scale of one-eighth of an inch to the foot, his model is 37 inches long and 27 inches tall, and constructing this showpiece probably took longer than construction work on the original vessel. Mitchell worked off and on for a year and a half, estimating that about 1,000 hours of labor went into this project.

Actually, the idea of building such a model was born more than 30 years ago. Mitchell's late father had purchased a set of plans about 1930 to build the "Flying Cloud." These plans were retained by Louis over the years, and were used, along with another set of plans and a third set of drawings, in his work.

The spectator looking at the model can immediately appreciate the painstaking and careful workmanship employed in this model. Of particular interest is the delicate workmanship Mitchell used in the rigging which supports the masts.

Even the fittings, many of which Mitchell had to purchase, are to exact scale. Mitchell used, for instance, 100 brass belying pins which are only five-sixteenths of an inch long, each machined in the proper dimension.

The "Flying Cloud" was one of America's outstanding sailing ships. It was constructed in the year 1851, and contributed much to establishing the United States' growth and development as a maritime power.

This vessel established a sailing record that was never beaten, by traveling from New York to San Francisco around Cape Horn in 39 days, 18 hours.



YOU COULD WIN—Jimmy Evans displays 250 silver dollars he's anxious to give away to several Credit Union members, if they'll attend the annual meeting January 25 at Gulfgate. That's the value of door prizes drawings, but the greatest value will be heavy attendance by members to vote on important Credit Union business.

Credit Union Planning Big Meeting

Money! Money! Money! That's what makes the Credit Union's annual membership meeting such a popular event each January.

That night the CU Board of Directors reveal the recommended yearly dividend to be paid to shareholders. The membership will vote on this recommendation.

Credit Union President M. I. Phillips announced that plans were well underway for the annual meeting. He

said the meeting will be held at 7 p.m., January 25 in Gulfgate auditorium, and that seating is being arranged for 500 or more members and their families.

The highlight of the night will be the door prize drawing. The prizes will be in the form of CASH. The popularity last year of cash prizes calls for a repeat performance, and \$250 is up for grabs.

First prize will be \$100. Second prize is \$50, and there are five \$10 prizes and ten \$5 cash prizes.

Election of the 1962 Credit Union officials will be another major item of business.

Refreshments will be available during the meeting.

Seven committees are working hard to make this meeting the biggest and best ever held. They are:

Booklet: Frank Durham, Paul Chase, M. K. Alston and Marie Mixon.

Publicity: J. B. LeRay, Steve Mizerik and B. W. McCay.

Refreshments: R. M. Schmerler, and R. L. King.

Seating and Registration: J. A. Evans, Don Griffin, Paul Black and W. L. Kinzer.

Chairs, Auditorium and Microphone: Marie Mixon.

Blackboard: H. O. Webb.

Attendance: Paul Chase, Steve Mizerik, B. W. McCay, H. O. Webb, Marie Mixon, L. D. Bishop, Wanda Grazard and Gerald Vance.



SHIP BUILDER—Louis Mitchell, Operations supervisor, spent a year and a half constructing this model of the American clipper ship "Flying Cloud." For an ex-Air Force officer, his knowledge of ship's nomenclature will equal that of any sailor's. The model is over 36 inches long.

Social Security Deduction Goes Up

Commencing January 1, Social Security deductions in payroll checks will be slightly more than they were in 1961.

Payroll Supervisor John Fonte pointed out that this deduction will amount to three and one-eighth percent of your gross earnings on the first \$14,300. During 1961 this deduc-

tion amounted to only three percent.

This means that Houston plant personnel will pay \$150 next year for Social Security, compared to \$111 paid this year.

The three and one-eighth percent will be levied against each pay check until a total of \$1,800 has been earned, and \$150 has been collected.

This increase of one-eighth percent will increase the Company's matching contribution in 1962 by about \$1,500, based on 750 employees.

Berry Urges Members To Attend Annual ERAH Meeting

Carnie Berry, president of ERAH, announced that the annual ERAH meeting would be held Thursday, January 11, in Southmore Junior High School, starting at 7:30 p. m.

Several important items of business will be taken up at this time, and ERAH members are urged to attend.

The club officers will review the budget and reveal the names of candidates nominated for the 1962 officer election. The members may also make nominations from the floor (provided they have prior approval of the prospective nominee).

Members are also encouraged to make recommendations at this time, for consideration by the Board at subsequent meetings.

On The Cover

This year's cover of The ECHO seems to capture the essence of Christmas: Santa Claus and gay spirits.

As Sign Painter T. R. Blair dresses up old Santa Claus, B. B. Bleak, painter leaderman adds the smile and message

which spell out the Houston plant's official recognition of the Christmas season.

The big Santa Claus decorates the Main Gate for the remainder of the Holiday season, along with other gay trimmings. And a Merry Christmas to YOU, too!

As Reported In—



The BULLETIN

HOUSTON PLANT

(November 16) Pamela, daughter of N. T. Mahaffey, plant protection, was the lucky winner in yesterday's Credit Union "Sharing" contest drawing. She won \$20. . . (November 17) The Suggestion System Committee met this week and recommended payment of 17 suggestions aggregating a total of \$445. . .

(November 17) Vernon O. Johnson, Power group, registered the first deer killed at 1:25 p.m. yesterday at the plant's Main Gate. . .

(November 21) David Seider, R & D, completes five years of service with the Company today. . . (November 29) Buy and use Christmas Seals. . .

(December 1) Louis M. Falconer, assistant supervisor of utilities, will observe his 10th anniversary of Company service Sunday, December 3. . .

(December 1) November was banner month (safety-wise) at the Houston plant. Plant personnel produced seventeen perfect days of

safety. . .

(December 4) A large group of ERAH bridge players met Friday for their monthly bridge party. After the excitement was over and the scores tabulated, Cliff and Chris Ryan captured the first place prize. Jack and Alicia Koonce tied for second place with Dean and Kay Coates. . .

(December 5) Charles A. Butler, Maintenance, is serving as an election judge today in the Houston City run-off elections. . .

(December 5) John Wells, foster son of Henry Alfred, Maintenance, was selected to the all-coach 12-A AAAA, All-district football team for 1961. John, junior guard on the Pasadena High School team, was named to the defensive first team. . .

(December 6) Sunday, December 10, has been designated by Governor Price Daniel as "Safety Sunday" to mark the opening of the annual State-wide Christmas-New Year's traffic safety campaign. . .

Company Loses Veteran Employee

Harry F. Royal, Operations area superintendent, died suddenly November 23. A veteran of 32 years



Harry F. Royal
1908-1961

service with Ethyl, Royal was 53 years old. He was interred in Forest Park East Cemetery November 27.

Royal commenced his service with the Company January 21, 1929, as an operator, and was promoted to foreman in 1931. He was again promoted to Operations area foreman in 1940.

Transferred to Houston in 1951, Royal assumed the position of Chief Supervisor, and in 1954 was promoted to area superintendent.

A native of Salem, N. J., Royal attended school at Dover, Del. He was married to the former Lottie May

Miller, of Hammond, La., and is survived by four children: Lewis, presently serving in the U. S. Navy; and three daughters, Dorothy, Rowena and Vivian.

The Royals lived in Shore Acres, near LaPorte. While serving in Baton Rouge, Harry was elected president of the Ethyl Management Club in 1947 and 1948.

Auto Accident Claims Life of Oral E. Steele

An automobile accident on Shaver Street, near the Old Galveston Road intersection resulted in the death of Oral E. Steele, 10-year employee at the Houston plant.

The accident occurred Wednesday night, December 13.

Funeral services were conducted Friday, December 15, at Colonial Funeral Home in Pasadena, with burial at South Park Cemetery.

Steele was a native of Fox, Oklahoma, and a graduate of the Manns-ville, Okla., High School. He served in the 37th Infantry Division during World War II, being discharged in 1945.

He is survived by his wife, Mary Virginia, and two sons: O. E., Jr., 18; and Jack Floyd, age nine.

Prior to his employment at Ethyl, Steele worked as a machinist at Hughes Tool Company.



IN BUSINESS—Resident Manager M. C. Hudgins expresses pleasure as he presents a charter to Jan Wilkerson, president of the Ethyl-sponsored Junior Achievement company, EthylCo. Jim Kelly, chief advisor for the group is looking on.

The Charter Makes it Official

Two business leaders met late last month and a document was exchanged in the brief ceremony which followed.

One presented to the other an official charter which was accepted optimistically, but with a sense of re-

sponsibility.

The Charter, reads, in part: "Having fulfilled the requirements for organization and accepted the responsibility for management and operation, is hereby granted for itself and its members all rights and privileges. . ."

With this exchange a new business was officially launched. The business may succeed—or fail—depending upon the actions and decisions of the members.

Making the presentation was M. C. Hudgins, resident manager of Ethyl's Houston plant. The document—a charter—was accepted by Jan Wilkerson, president of EthylCo, a Junior Achievement company one of which has been sponsored by Ethyl for 10 consecutive years.

To succeed this new company must move fast; it will be in business until next May. The company will manufacture one or more products, and offer them for sale; pay for materials, labor and taxes; and hope to pay a dividend to the stockholders.

Although the business is a short-lived one, the ideas and experience gained by members of EthylCo will go much further. These principles of business they learn will benefit them in the years ahead, and principles like these made American and Americans great.

You Can Help

What will 1962 bring for ERAH? This depends on each individual member and his or her willingness to take a part in making 1962 a big year for the Recreation Association.

First, we must elect a good Board of Directors. Then, if asked, be ready to serve on the committees necessary to make the organization move in the right direction. Next we must all participate in as many activities as our schedule permits.

Most important, each member should reflect the enthusiasm to give ERAH the momentum to push through 12 months of real enjoyment for each member of the family.

Here is a round-up of some recent ERAH activities.



Oral E. Steele
1921-1961



Published monthly for the employees of the Houston Plant of Ethyl Corporation.

The ECHO is a member of the Southeast Texas Industrial Editors and the International Council of Industrial Editors.

J. B. LeRay, ... Supervisor

Vol. 9 No. 10 December, 1961

ETC 20820

Committee Is Named; Bridge, Golf Active

L. D. Berry, ERAH president, has appointed the nominating committee for the 1962 ERAH Board of Directors. On the committee are Steve Mizerik, Operations; Robert M. Schmerler, Maintenance; and B. W. McCay, office group. The annual meeting for ERAH will be held early in January with election of the new board by the membership shortly thereafter.

Bridge

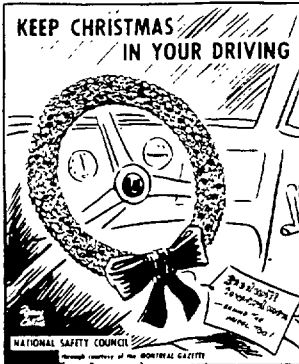
A large group of ERAH bridge players met recently for their monthly bridge party. After the excitement was over and the scores tabulated, Cliff and Chris Ryan captured the first prize. Jack and Alicia Koonce tied for second place with Dean and Kay Goates. The next bridge party for all members will be held January 5.

The ERAH-sponsored entry in the Houston Commercial Bridge League recently won their second match at duplicate bridge. The team playing in this successful outing were: Mr. and Mrs. Cliff Ryan, Mr. and Mrs. H. O. Webb, Ed Frederic and Dean

Goates, R. J. Laporte and Mrs. Kathleen Abel (Gasoline Testing Lab.) and Mr. and Mrs. Charles Gravely (Regional Sales).

Golf

Bob Copes, E & CR, won his final match recently to win the plant championship of the 1961 Fall Match Golf Tournament. This wraps up the 1961 ERAH Golf activities. The golf committee planning this year's golf tournament included Bob Blair, Wes Venable, Bob Copes, Walt Kinzer and Ben Bishop.



NEW OFFICERS—Here are the newly-elected officers for the Ethyl Management Club in 1962. From left are Ed Weigelt, vice-president; Fred Box, president; Bob Blair, secretary; and Mac Gay, treasurer.

New EMC Officers Are Elected

Check Yourself By This Scale

If Jesus were the driver of a car, how do you think He would drive it? Your honest opinion is that He would be driving quite differently from the way many people drive. Would He drive the way you drive?

It is time that Christian people gave the subject some thought. The slaughter on the highways has reached alarming proportions. How many of the accidents involve a lack of courtesy or downright selfishness? Anyone who sits down behind the wheel of an automobile assumes a responsibility to God and man for the way he drives that car.

We can be sure that Jesus would be a safe and careful driver, the kind whom you like to meet on the road. Since He said to treat others as we would like to be treated (Matthew 7:12), and to love our neighbors as ourselves (Mark 12:31), we would expect Him always to be fair to others. He would leave them half the road, their turn at stops, and not crowd them at intersections.

Would Jesus stop for a stop sign even if He thought no traffic was coming? Would He drive faster than the legal speed limit? Remember, Jesus had great respect for civil government and taught that God stood back of its authority. He said to "render therefore unto Caesar (the civil authority) the things which are Caesar's" (Matthew 22:21). The Apostles, when passing the teachings of Jesus on to us, said, "Let every soul be subject unto higher powers (civil governments)" (Romans 13:1). The powers that be (civil government) are ordained of God. Whosoever therefore resisteth the powers, resisteth the ordinance of God" (Ivy, 1:2).

Must Christians have the police standing over them before they will obey the traffic laws? Can anyone

Fred A. Box, Operations foreman, was elected president of the Ethyl Management Club in a hotly-contested election.

A run-off election was conducted between Box and Cam Carrier in November which resulted in a tie vote.

Box nosed out Carrier in the second run-off election which ended December 3, thus becoming the 10th president of the Club. He succeeded Dick Love, who moves up to become chairman of the Board of Control.

Other officials elected to administer the EMC next year are Edmund Weigelt, vice-president; Bob Blair, secretary; Mac Gay, treasurer.

Those elected to the Board of Control included Bob Maeser, Bob Moore, Hugh Gordon and Jake Sharpe.

break those laws and get by God with it?

Do you think Jesus would take chances on the road? Tired of poking behind a line of cars, would He pull out with no opening ahead on the chance that He could get in farther up the line somewhere? It was He who said, "In your patience possess ye your soul" (Luke 21:19).

Would He drive faster than a safe speed for the time and place and His ability? No, He would not drive dangerously at all. Remember that once when the Devil asked Jesus to take a chance, He replied positively, "It is written again, Thou shalt not tempt the Lord thy God" (Matthew 4:7).

Any traffic accident is unpleasant, causing unhappiness and suffering. Would anyone want the lifelong memory and regret concerning the victim whom he maimed or killed one day? Is it not better to be as careful, as patient, and as courteous as possible when you are the driver—always asking God for wisdom and help? Jesus is not here in person to drive a car. But we who are Christians represent Him. Are we a menace or a blessing on the highway?

—Gospel Herald

Work on Highway 225 to Start

Road construction work on Highway 225, between Pasadena and LaPorte, will increase sharply early next year, according to the State Highway Department.

Although traffic will move readily with four lanes open during this work, there will be an increase in highway construction vehicles in operation in this area. Ethyl personnel driving in this vicinity are reminded to proceed with due caution while this work is in progress.

Following groundbreaking ceremonies staged on this Freeway project last month, work has already commenced in the vicinity of Deer Park. The railroad tracks at that point are

being moved over to make room for the new Freeway.

The new route of the Southern Pacific track (which crosses Ethyl's road about three fourths of a mile north of the LaPorte Road) will be one of the first phases of the construction to be completed.

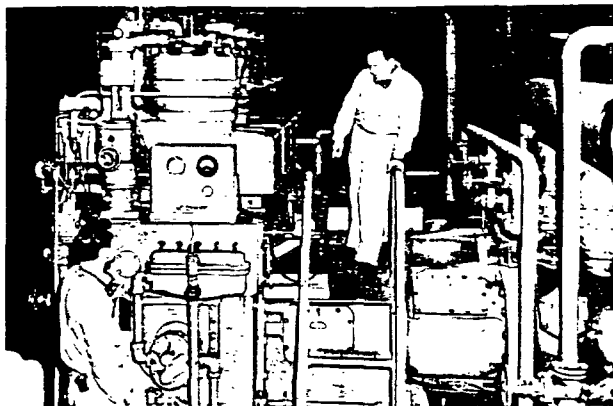
To accomplish this the track will cross Highway 225 about 1,500 feet east of Boggy Bayou. At the point where it will cross the highway, an overpass will be constructed. This area of work is about a mile east of the Ethyl construction access road.

The Highway Department stated that plans are to keep two lanes of traffic open in both directions at all times during the construction work.



WORK UNDERWAY—This illustration shows roadwork near Deer Park being performed, and when the work is complete the railroad tracks will be moved to make room for the new LaPorte-Pasadena Freeway. At far left may be seen the present LaPorte highway.

Air—A Real Work Force, But Seldom Credited



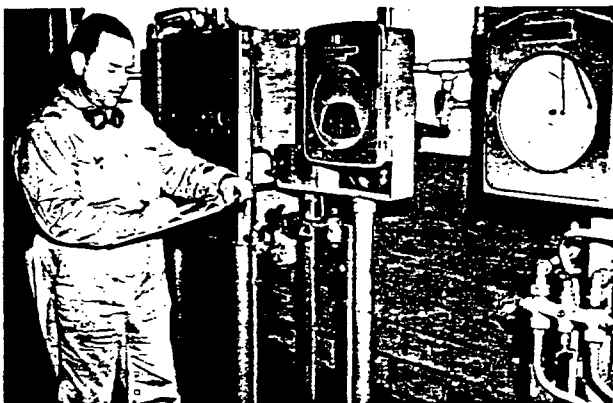
THIS IS THE STARTING POINT—Operator Kincannon and Foreman Don Otis are observing the operation of one of the plant's three air compressors. These units produce compressed air for use in all areas of the plant—a force as vital as steam, electricity and cooling water.

Air, that most precious of all gas mixtures, which sustains all living things, is equally important as an agent employed on the Houston plant.

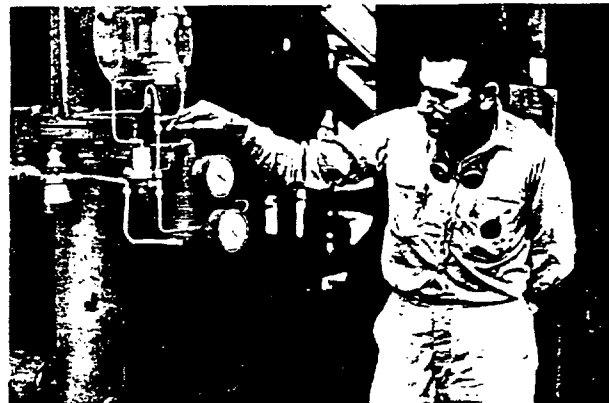
Here it is compressed and serves many purposes. In fact, compressed air assumes equal stature with steam, cooling water, electricity and other forces in modern-day industry.

Without compressed air practically none of the hundreds of instruments used on the plant would work. Many valves rely on compressed air as a power source for emergency opening or closing. Much of the heavy labor is performed by compressed air hoists and air pumps—operating without any danger of electrical sparks.

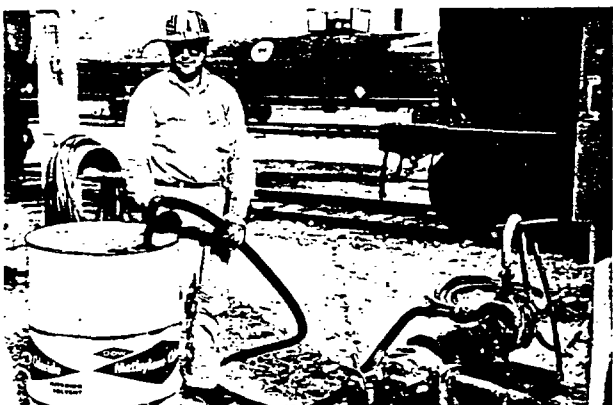
These several pictures will show you where the compressed air originates and some of its many uses.



AND IT GOES THROUGH HERE—Operator Kincannon takes regular readings of the compressed air recorders and control devices in the Compressor House. Not all air is the same pressure; different units require different pressures. Some units require a "dry" air which necessitates passing the compressed air through a series of drying units.



HELPS MAINTAIN PROPER LEVEL—H. L. W. SASSER makes an adjustment for compressed air flow, and a liquid level in a process vessel is then easily maintained by this compressed air. Without the use of compressed air many such phases of operation would have to be maintained manually.



BIG HELPER—Here Operator E. R. Perkins is pumping a fluid out of a drum into another container, using a liquid pump which is driven by compressed air. Similar work savers are air-driven hoists, used especially where electric sparks from an electric motor-driven hoist may constitute a safety hazard.



SAFETY-WITH COMPRESSED AIR—Operator L. J. Williams is standing beside an air-operated plugcock which will close automatically to protect equipment against an unsafe condition. This is just one example of how compressed air is used in plant operations.

These Answers May Be Helpful

Although the memory of Hurricane Carla is fading like a bad dream, many Houston plant employees will be recalling some of their losses in the next few months for income tax deduction purposes.

The Austin District of the Internal Revenue Service has presented some typical questions received from individuals, together with opinions as to the correct answers. These answers do not include a reference to insurance recoveries. Losses should be decreased by any insurance or other reimbursement received for the destroyed or damaged property.

Question:

Part of my farm acreage was washed away by high tides. Do I have an allowable loss?

Answer:

If you can establish that there was a decrease in the value of the acreage as a whole due to the storm, the decrease is deductible as a casualty loss to the extent not in excess of your adjusted basis in the entire land.

Question:

Several of my trees and shrubs were

blown down. Do I have a deductible loss and how is it computed?

Answer:

If the trees were around your home, your deductible loss is measured by the difference between the fair market value of the entire property (land and buildings, trees and shrubs) immediately before the storm and the value of the entire property immediately after the storm, but the deduction may not exceed your adjusted basis in the entire property.

If the trees were on property used in your trade or business, or held for the production of income, your deductible loss would be measured by the decrease in value only of the trees, considered alone. On business property, losses are determined by reference to each identifiable property damaged.

In either case, actual costs of repairing the damage, removing the trees, pruning and other measures taken to preserve damaged trees, and replanting necessary to restore the property to its value before the storm, is often acceptable evidence of the casualty sustained.

Question:

A wooden fence around my yard was partially blown down or washed away. How do I measure my loss?

Answer:

Perhaps the easiest manner in which to compute your loss would be to use the cost of repairs necessary to restore the fence to its value before the storm.

Question:

The roof of my home was badly damaged. Can I claim the cost of a new roof as my casualty loss?

Answer:

No. However the cost of repairs to restore the roof to its condition before the storm may be claimed as a casualty loss.

Question:

I purchased land with a growing pecan orchard on it, and later planted more pecan trees. The trees were all loaded with nuts at the time of the storm hit, but now almost the entire crop is lost. Some of the trees were damaged and others destroyed. (a). Do I have a deduction for loss of the nut crop? (b). Do I have a loss on the damaged and destroyed trees, and how do I compute it?

Answer:

(a). There is no deduction for loss of the pecan crop. No loss is allowable for growing crops. (b). Actual loss due to damage and destruction

of the trees is a deductible casualty loss, to the extent of your adjusted basis in the trees. Since there was only partial destruction of the property, the deductible loss would be computed in the same manner as for non-business casualty losses, that is, the lesser of your adjusted basis in the property or the decrease in value of the entire property, (trees only). Here again, the actual cost of removal of trees destroyed, and pruning and repair of trees damaged, and necessary replanting, will be evidence of the measure of your loss.

Question:

Can I deduct the loss for meat purchased and kept in my deep freeze which was spoiled due to destruction of power lines by the storm?

Answer:

Yes, if you can establish the actual loss sustained.

Question:

What constitutes business property as distinguished from personal (non-business) property?

Answer:

"Business" property is property used in the trade or business of a taxpayer, and includes property held for the production of income, such as rent property. "Personal" property is a personal residence, pleasure car, boat, beach cabin and other property not used in a trade or business.

Hospitalization Costs May Be Figured

The hospitalization insurance premiums paid by Houston plant personnel during 1961 have income tax deduction value.

The several combinations of pre-

mium amounts which are possible are given below as information. From these figures you may arrive at the correct amount that can be figured on the income tax return:

SALARIED PERSONNEL

Employee Only	Blue Cross Basic	\$ 3.40 for 9 mos.	\$ 30.60
	Blue Cross Basic	3.93 for 3 mos.	11.79
	Equitable Major Medical	1.32 for 12 mos.	15.84
	Total		\$ 58.23

Employee and One Dependent	Blue Cross Basic	\$ 4.35 for 9 mos.	\$ 39.15
	Blue Cross Basic	10.95 for 3 mos.	32.85
	Equitable Major Medical	3.66 for 12 mos.	43.92
	Total		\$156.12
Employee And Family	Blue Cross Basic	\$10.75 for 9 mos.	\$ 96.75
	Blue Cross Basic	12.95 for 3 mos.	38.85
	Equitable Major Medical	3.66 for 12 mos.	43.92
	Total		\$179.52

Sponsored Dependent (Over 19 years and unmarried)			
	Blue Cross Basic	\$ 3.25 for 9 mos.	\$ 29.25
	Blue Cross Basic	3.65 for 3 mos.	10.95
	Total		\$ 40.20

WAGE ROLL—A.F.L. EMPLOYEES

Employee Only	Blue Cross Basic	\$1.10 for 9 mos.	\$ 9.90
	Blue Cross Basic	1.17 for 3 mos.	3.51
	Total		\$ 13.41
(If carrying C.I.E.—Add \$.75 a month for 12 months)			
			9.00
Total			\$ 22.41

Employee And One Dependent	Blue Cross Basic	\$11.25 for 9 mos.	\$101.25
	Blue Cross Basic	11.35 for 3 mos.	34.05
	Total		\$135.30
(If carrying C.I.E.—Add \$1.50 a month for 12 months)			
			18.00
Total			\$153.30

Employee And Family	Blue Cross Basic	\$13.10 for 12 mos.	\$157.20
	(If carrying C.I.E.—Add \$1.50 a month for 12 months)		18.00
	Total		\$175.20

Sponsored Dependent (Over 19 years and unmarried)			
	Blue Cross Basic	\$ 3.75 for 9 mos.	\$ 33.75
	Blue Cross Basic	3.30 for 3 mos.	9.90
	Total		\$ 43.65
(If carrying C.I.E.—Add \$.75 a month for 12 months)			
			9.00
Total			\$ 52.65

WAGE ROLL C.I.O. EMPLOYEES

Employee Only	Tennessee Life	\$ 1.91 for 9 mos.	\$ 17.19
	Blue Cross Basic	1.17 for 3 mos.	3.51
	Blue Cross Major Medical	.72 for 3 mos.	2.16
	Total		\$ 22.86

Employee and One Dependent	Tennessee Life	\$13.63 for 9 mos.	\$123.12
	Blue Cross Basic	11.35 for 3 mos.	34.05
	Blue Cross Major Medical	1.64 for 3 mos.	4.92
	Total		\$162.09

Employee and Family	Tennessee Life	\$13.63 for 9 mos.	\$123.12
	Blue Cross Basic	13.10 for 3 mos.	39.30
	Blue Cross Major Medical	2.00 for 3 mos.	6.00
	Total		\$168.42

Sponsored Dependent—Blue Cross (Over 19 years and unmarried)			
	Blue Cross Basic	\$ 3.30 for 3 mos.	\$ 9.90
	Blue Cross Major Medical	.72 for 3 mos.	2.16
	Total		\$ 12.06



How many of these people are hurt when you get hurt?

It's hard to realize how many other lives revolve around your safety and well-being. If you're injured—whether by falling off a ladder at home or while on the job—you add a burden of sorrow, work or expense to the shoulders of others—your family, your crew on the job, your foreman, to

name just a few. So think about this: You're worth much more to yourself—and to everyone else—when you stay safe and well. Not just on the job—but everywhere. At home. On the road. In all your activities. Play it safe—and you play it smart.



Published to save lives and prevent injuries in cooperation with
The Advertising Council and The National Safety Council



Credit Union Business Report for November, 1961

Shares on Deposit.....	\$544,692.00
Loans to Members.....	506,011.00
Investments.....	30,000.00
Reserves.....	56,050.00
Gains for Year—to Date.....	26,395.00
Number of Members.....	1,223
Number of Loans.....	847

Not For Profit—Not For Charity—But For Service

Same Function; Different Size



INTERESTING COMPARISON—The heavy metal "beam" behind the small wire which Z. J. Dickert is holding up as a comparison performs the same task as the small wire: conduct electricity. The large "beam" is actually a direct current bus which conducts electricity to the Sodium area. The bus has a capacity of more than 10,000 amps while the piece of wire is rated at about 10 or 15.

Here's Advice for Holiday Driving

A little extra advice on driving safely can hurt no one, especially during the busy holiday season. Seeking advice, we asked six plant employees to list their views on this subject.



Joe Fink, Operations: "Stay sober. Watch the other drivers on the road as they may not be observing safe driving habits. Give yourself time to make your trip without rushing and try to avoid rush driving periods. A good bet is to try and drive during slack driving periods."

Martin Player, General Works Department: "If you are going to drive I'd say be sure and don't drink too much. But better than that is to stay at home unless you just have to go out. And be sure and obey the traffic laws, watching the other drivers all the time."



Shirley Propst, Office Services: "Traffic signs convey a message—obey them as they are placed for your protection. Keep your car in good repair and know its limitations. And one of the best, in my opinion, is watching out for what the other driver might do."

Thomas O. Suttle, Operations: "In my opinion there are three very important driving procedures which will help keep you out of trouble: 1. Don't drink. 2. Don't drive while you are sleepy. 3. Take plenty of time to get where you are going. Don't be in a hurry."



W. R. Taylor, Train Crew, Maintenance: "Check your car before making a trip so that you know you can depend on good performance, and then take your time and enjoy the trip without hurrying. It's also a good idea to carry a signal or warning light in case you have to stop at night."

C. G. Terry, Utility Group, Maintenance: "First, I feel that if at all possible, don't get on the roads. You can't have an accident if you're not driving. If you must drink, then don't drive. But if you must drive on the highways, follow all safe driving practices."



This Christmas Is a Special One for the Wades

This will be the best Christmas the A. H. Wade family has ever experienced.

As in the past, there will be many presents exchanged between members of the family, and Santa Claus will most certainly leave surprise gifts under the Christmas tree.

But their real present, the thing that makes this Christmas such a big one is their new home.

It is not just an ordinary home. It is special because the Wade family built it from the ground up—every piece of lumber, every nail driven and every shingle placed on the roof—covering the 2,272 square feet of Colonial-style house, plus a three-car garage, all under stately, swaying pines in Shore Acres.

This big Christmas present reflects all the meaningfulness of this joyous season to the Wades.

First, they are thankful for their good health, without which this monumental task could not have been undertaken.

Then there is the security and comfort of a steady job which permits such visions to become a reality.

There is also the knowledge and security of living in a land where private ownership of property assures them of being able to enjoy and profit from the fruits of their labor.

And there is the great, bursting pride of accomplishment after completing a big job, one which offers more satisfaction than any Christmas gift possibly could.

Two factors were very much in Wade's favor when he planned the building of his new home:

Prior to his employment at Ethyl in 1952, Wade



A DREAM COME TRUE—This lovely, colonial-style home, nestled in Shore Acres pines, is the finest Christmas "present" the Wade family ever had. Just completed, it was constructed by A. H. Wade, Operations, in his free time.

was a journeyman carpenter in construction work. This skill permitted him to work efficiently on everything from the blueprints to the final trim work.

As a shift operator in the Sodium area he had lots of daylight time off to work on his house.

The work started last May. After forming up the slab foundation and roughing in the plumbing, the house rose rapidly. He was working on the house every available moment all through the long summer days of June, July and August. No small amount of help was given by his wife, the former Dorothy Perry of Cushing, Tex., and their three daughters: Janice, 15; Patsy, 15; and Judy, 10.

Finally, on August 31 the Wades moved in. There was much work remaining to be done, but the house was warm and dry. Early in September Wade carefully placed down flooring tile and carpeting.

Then Carla struck.

These furious winds and rising waters tore away at Wade's work, but it withstood this force. Rising water came into the house, however, and the Wades watched with a sense of helplessness and dismay as it covered the new flooring. Fortunately, damage was slight compared to some of the other homes in the area.

Since then the Wades have been busy repairing the damage, landscaping the yard, and the thousand and one things that make a house a home.

Now it is the Christmas season, and the Wades are a thankful and happy family, enjoying one of the biggest and finest presents a family could receive.



FESTIVE MOOD—The Wade family are busy with a pleasant task here: Preparing Christmas packages to be placed under the Christmas tree. From left are Judy, Mrs. Dorothy Wade, Janice, A. H. Wade and Patsy. The Christmas tree is also a special one with them; it came from their own backyard!

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Season's Greetings

On the eve of the tenth year of operation of the Houston plant, all members of management join me in extending to you and your families our best wishes for a happy holiday season with a sincere hope of continued peace and happiness throughout the coming year.

Mr. B. B. Turner, president, personally and on behalf of his associates, has asked me to convey their best wishes to all Ethyl people and families for a Merry Christmas and the happiest of New Years.

M. C. Hudgins



ETC 20826