No. 282 - 1950 August 9

MILITARY SERVICE POLICY OUTLINED BY COMPANY

At a meeting of the Board of Directors of the Company, held August 1, 1950, the following resolution was adopted:

RESOLVED, That subject to modification from time to time by the Board of Directors or by the Executive Committee of the Board of Directors, the following policy be and it hereby is adopted with respect to the employees of the Company, who since June 25, 1950 have entered, or who may hereafter enter, the active military or naval service of the United States, either by voluntary enlistment or pursuant to the provisions of applicable law:

First: At the end of the third month of such military or naval service, the Company shall grant the following pay allowances based on the wage rate or salary in effect immediately before entry into such service:

Employees with one, but less than two years' service with the Company - two weeks' pay

Employees with two, but less than five years' service with the Company - one month's pay

Employees with five years or more service with the Company - two months' pay

Second: For a period of two months following his entry into such military or naval service, and subject to the conclusion of satisfactory arrangements with the insurer of the Company's Group Life Insurance Policy, the Company shall continue to maintain, at its own sole expense, for each such employee, the same Group Life Insurance coverage, if any, that was in effect for his benefit immediately prior to his entry into such military or naval service.

Third: The continued purchase of Retirement Annuity for each such employee shall be suspended for the period of his military or naval service; but for each such employee who applies and qualifies for and accepts re-employment by the Company following the termination of such service, in accordance with the provisions of applicable law, any Retirement Annuity purchased for him prior to such service, unless he shall have previously withdrawn the cash surrender value thereof, and any Past Service Pension accruals standing to his credit for services rendered the Company prior to January 1, 1937, shall be reinstated for his benefit immediately upon such re-employment and upon his resumption of regular contributions under the Retirement Annuity and Life Insurance Plan.

Fourth: Upon completion of such military or naval service, each such employee shall be re-employed by the Company subject to the terms and conditions of applicable law.

(over)

VIGNOLO APPOINTED PACIFIC COAST SALES MGR. FOR BAKER

Robert Vignolo has been appointed Pacific Coast sales manager of the Baker Castor Oil Company. Mr. Vignolo will be responsible for the sale of all Baker products on the West Coast.

His offices will be located at the Baker Castor Oil Company plant in Los Angeles.

VETERAN SALESMAN DIES

William A. Shober, Cincinnati Branch salesman, died on July 20, following a long illness.

Mr. Shober, 63 years of age at the time of his death, had been continuously in the service of the Cincinnati Branch since 1912.

He is survived by his widow, Mrs. Phoebe B. Shober, and a brother, Wallace A. Shober.