

INTER-OFFICE LETTER

FROM

Phila

OFFICE

District Mgr's

DEPT.

FOR

Cleveland

OFFICE

DATE

Oct 5, 1926

MR.

H J Douglas

SUBJECT

Training School

ANSWERING LETTER OF

10/2

DICTATED BY

HJD

I spent some time with Messrs. Jarden, Gravely and Ullman yesterday and feel that they have received a great deal of good from the Training School and that it will be reflected in their work.

I took the opportunity of asking them a number of questions about our products which I knew had been discussed at the meeting and found that Jarden and Gravely seemed to have caught on quite nicely, but not so with Mr Ullman, who being a new man and unfamiliar with the paint line has either been unable to absorb it all, or else has absorbed it and is not yet ready to give it out.

One of the questions I asked them was, "Why do we put Lead Sulphate in Zilo?" I started with Mr Ullman and he gave me a number of reasons why we put Lead Sulphate in. The other boys had the idea that Lead Sulphate was not put in as a separate pigment, but were not able to explain it as clearly as I would have liked.

Could I am bringing this out so that in the next class ~~I feel~~ it should be brought out more clearly that both Zinc and Lead are combined in the ore we mine, and that in the process of converting them into pigments part becomes Zinc Oxide and part Lead Sulphate.

If we can get these men to realize that Nature has combined these two metals, and that we keep them combined in our process of refining, it will prove a very helpful argument with the painter, as anybody would realize that man cannot combine anything as well as Nature does. At any rate if this is not entirely true, it is believed by most people.

The only criticism they made of the course was the manner in which the various talks by the Executive Sales Department, etc., were arranged, as it appears that they came very close together, and that some days three and four of the Department Heads addressed them, so that they were compelled to take in so much in such a short space of time that they found it impossible to absorb it properly. I feel this criticism is justified, and I hope the Course can be arranged so that there will not be over one outside speaker each day, and it would seem that as the Course is three weeks in extent that this could be arranged for.

0007-SWP-040533

INTER-OFFICE LETTER

FROM

Phila

OFFICE

District Mgr's

DEPT.

FOR Cleveland OFFICE DATE Oct 5, 1926
MR. H J Douglas SUBJECT Training School
ANSWERING LETTER OF DICTATED BY

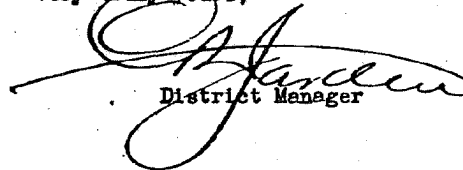
-2-

There was some reference made to very stringent rules which they received at first, such as how many minutes they should remain out during the recess, etc., but they told me that Mr Gisriel later on told them that they would adhere to these rules as well as they could, but if they could not, well and good. In other words, they seemed to feel that they were being treated too much like school boys if they were compelled to live up to the rules, which I presume were either printed or typewritten.

I feel this criticism is also justified as we do not want to give these men the impression that they are school boys, but they should really feel that they are receiving a post graduate course, and this is particularly true of men who have been with us for a year or more.

I note your letter states that Messrs. Rogers, Steger and King have been entered for the 3rd Class, but I will await a reply to my letter of Oct 2nd before definitely notifying the last two men.

Very truly yours,


District Manager

CPJ:M

0007-SWP-040534

0007-SWP-000123925