

Assurance

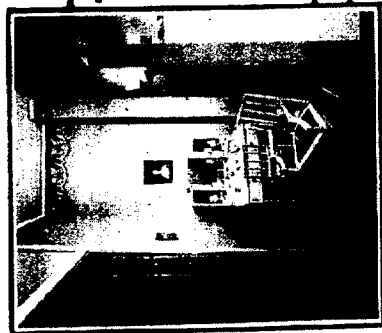
*So live that when thy summons comes
To join the innumerable caravan,
Which moves to that mysterious realm,
Where each shall take his chamber in the silent
halls of death,
Thou go not like the quarry-slayer at night,
Scourged to his dungeon,
But, sustained and soothed by an unflinching trust,
Approach thy grave, like one who wraps
The drapery of his couch about him,
And lies down to pleasant dreams.*

William Cullen Bryant



THE CHAMELEON

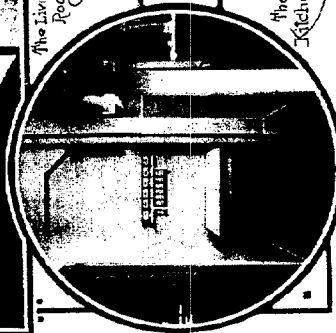
Our Chicago— Display Rooms



The Bedroom



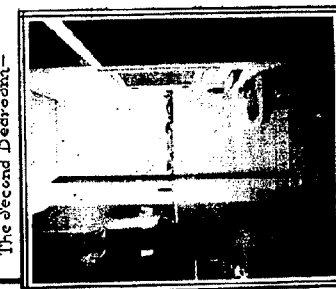
The Living Room



The Kitchen



The Second Bedroom



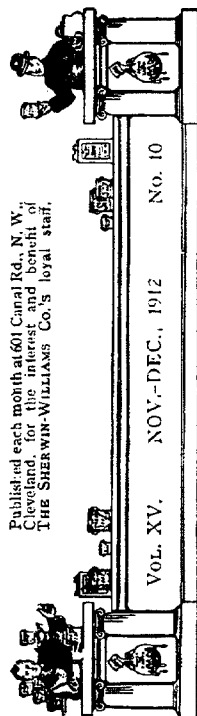
The Bathroom



The Dining Room

The Chameleon

Published each month at 601 Canal Rd., N. W.,
Cleveland, for the interest and benefit of
THE SHERWIN-WILLIAMS Co.'s loyal staff.



VOL. XV. NOV.-DEC., 1912 No. 10

The New Business Year and Its Opportunities for all of Us

WE'VE started on another business year—our 47th. The outlook is great. I have not seen such a bright and favorable prospect for us since 1909. That was our biggest year, although we have not been far behind it several times since. We have done splendid work during these quiet years. We have improved and strengthened our organization as a whole. We are a more efficient working force now than ever before. We are ready for new records. These records must be made by us individually if we are to make them as an organization.

I wonder if all the members of our staff realize what an exceptional opportunity the present prosperous business conditions offer them. I know some do, for it is plainly evident in their work and in the results they are getting. They will make progress for themselves during these times, as well as for the business. I would like to see everybody realize and lay hold on these opportunities. We are searching more keenly than ever for men and women who can make *exceptional* records.

The growth of our business increases our responsibilities and we want to keep on growing. Our aims for the business are as high as ever they were—yes, higher. I firmly believe we have entered upon a period of our greatest expansion. We will go just as far as the ability, energy and enthusiasm of the staff will carry us. The spirit of the concern is still one of progress and expansion.

It's worth a great deal to *work* in such an atmosphere. I say *work* for that's what it means to make headway. There's no other way that I know of to make records. But don't think work is something to be frightened of. It's the best thing in the world for us if we enter into it in the right spirit. We're here for some serious purpose and for some good object. That purpose, as I see it, is to make the most of ourselves physically, mentally and morally and the object to secure happiness for ourselves and others. If we are successful in these things we leave an example that should be helpful to others, and that's a great thing.

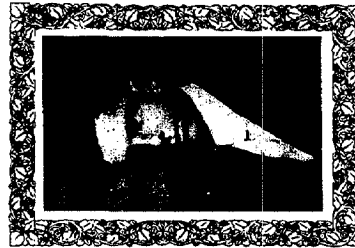
If we're going to make the most of ourselves we've got to work for it, and let me tell you it's worth while. There's no satisfaction in this world so great as that which comes from the feeling that you are *really making something of yourself*—that you are *winning* in the game of life. What is it that makes games attractive to you? It's because we are interested in them and like to win at them—is it not? Go at your work in the same spirit and you'll win at it.

We do those things *best* that we're most *interested* in. Your work surely should be one of those things. It's a test of what you are—you won't win in the test unless you throw into your efforts something of the fire and sparkle of enthusiasm, something of the spirit of the game. These are the things that give a touch of what the world calls genius in work. It's just throwing yourself physically and mentally and *wholly* into your task, doing it because you are interested in it—because you really like it and intend to *win* at it, and to keep on winning—one success after another until you stand at the very top.

We have the power to conquer in us—every one of us. Use it, develop it, turn it all on, "go to it" and show the world you're a conqueror and not a weakling. The opportunity lies before you.

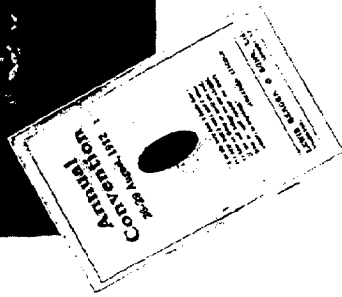
John H. Allen

Appointment of Mr. Allen



WE TAKE pleasure in announcing the appointment of Mr. A. E. Allen, formerly representative in Territory 125, as Sales Manager of the New Orleans Division. Mr. Allen, during the past two years as a representative, has shown by his enthusiasm, loyalty and ability, that he is well qualified to fill this important position. A year ago Mr. Allen made on a depleted territory a total net gain in sales of over \$10,000, and this past year just closed on top of the previous year's handsome gain, he rolled up another total net increase of over \$12,000, in spite of the fact that over a considerable portion of his territory the disastrous Mississippi flood of last Spring curtailed general business to a great extent.

Mr. Allen's thorough knowledge of our line and policy and his ability for hard work places him in a position to make a splendid success of his new position.



The English Convention

"I do the very best I know how: the very best I can; and I mean to keep on doing so until the end. If the end brings me out all right, what is said against me won't amount to anything." Abraham Lincoln.



WITH these famous words as their campaign motto our old friends and co-workers across the water, Messrs. Lewis Berger & Sons, Ltd., last August, held a most successful convention at the headquarters of the Company in Hometon, London.

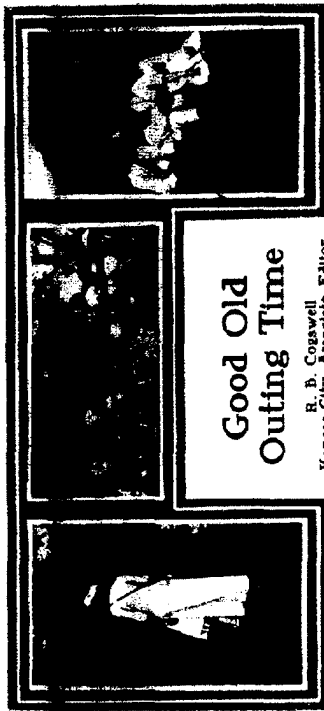
The convention was formally opened Monday afternoon, the 26th, and the following three days were consumed in interesting and instructive discussions on the various products and the proposition as a whole.

The meetings were most pleasantly closed by an afternoon's outing at the English residence of Mr. Cottingham, "Temple Combe."

Our Chicago Display-Rooms

Our Chicago offices at 1101 The People's Gas Building, are proving the big attraction these days. The new display-rooms have just been completed and are drawing much favorable comment.

The display consists of a small model house with rooms arranged on either side of a central hallway or aisle. The entrance is built in the form of a pergola with garden seats and vine-covered lattice on each side. The rooms are furnished and decorated to represent the rooms of a private home and the display clearly demonstrates the great beauty and practicability of our line of interior and exterior finishes.



Good Old Outing Time

R. B. Cogswell
Kansas City, Associate Editor

THE representatives each Fall usually cause much envy among the inside staff by singing with much gusto, "There's a Time in Each Year That We Always Hold Dear—Glad Convention Time!" But Tuesday, September 17th, the tables were turned and the office and warehouse forces of the Kansas City Division sang with a good deal of spirit, "There's a Time in Each Year That We Always Hold Dear—Good Old Outing Time!" Our Annual Outing was held at Swope Park, and from the manner in which every one entered into the spirit of the occasion, the success of the outing was assured from the beginning.

The weather for several days preceding the outing was anything but propitious, but on Tuesday morning, the Weather Observer acceded to our solicitations and brought forth a glorious day. The sun shone, as only a Missouri sun can shine, which caused every one to "Brighten Up," and beautiful Swope Park never looked more inviting. On account of the many facilities in the way of tennis-courts, golf-links, etc., all members found plenty of opportunity to indulge in their favorite sports.

There has always been great rivalry between the members of the warehouse and office forces on the baseball question, as each department has some well-known stars. The outing was the means of settling once and for all the question as to the champions, and notwithstanding the fact that the warehouse team had the assistance of several players who are well-known stars in the city leagues, the office force proved their superiority by winning the game with the very decisive score of eleven to six. The interest in the ball game was so intense that there was no chance of following out a regular program of games, and also on account of the magnitude of the luncheon the heavyweights had lost the ambition with which they began the day.

Mr. F. B. Gable, started a new fad in regard to an outing shirt and now "Everybody's Wearing One." We bemoan the fact that *The Chameleon* readers are denied the pleasure of seeing his photograph in this special shirt as the film turned out badly.

Owing to the rush of business and on account of having the outing in the middle of the week, we missed the great pleasure of having our representatives with us, although the men who have their headquarters in Kansas City were ably represented by their wives.

Much credit is due Mr. F. A. Welsh, for the success of the outing. As usual, Mr. Welsh was easily the "popular man," especially among the ladies and babies. The new Fall headgear in which he was "togged out" was "nifty" to say the least, and each time he tried to remove it he was importuned to keep it on, such was the admiration it excited!

All were loath to leave the Park that evening, but the oncoming darkness necessitated our starting back to the city, and all proclaimed this year's outing a decided success in giving much amusement and pleasure and perfecting a closer friendship with one another. Official Photographer, "Rube" Fredland.



Bottom baseball spirit; plus B. B. Cannon has resulted in one of the best ballsters on baseball and business we've had the pleasure of reading. The following extract is his:



KEEP your eye on the ball all the time, whether you are at the bat or are fielding; you cannot do this and have any outside interests of any kind, it takes concentrated application and all-fired energy and resourcefulness to know every minute of the game where that ball of business is moving on the field.

Do not play to the grand stand; grand stand playing is always done to the detriment of other work. Show me a ball team composed of players always trying for personal glory and I will show you a bunch of losers. Work wholeheartedly for the interest of the Company, and the individual glory will throw itself on your path and all over you.

Don't "sass" the umpire or get sore on him. You may not always understand the decisions, but keep plugging right along, being wise in the knowledge that he sees the game in all its angles from a fuller vision. Then, too, sore spots keep a fellow from centering his mind on what is happening about him; when a ball player gets sore, look out for fumbling and errors.

A canceled order is a foul hit, but I would much rather have a dozen fouls than one of those long, high flies that look bulky to the uninitiated, but which invariably mean grief. Orders from irresponsible accounts and orders which on account of their size are not in keeping with the customer's possibilities, are the high flies from which to fight shy.

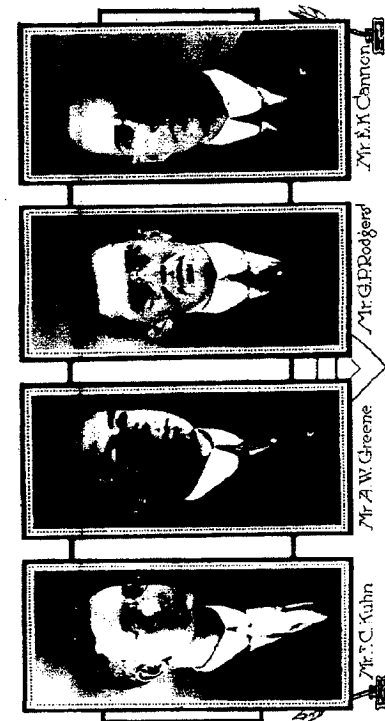
Keep in trim; your body and your brain cannot perform the work demanded of them unless you give them the right rest and care. Watch your health; have as regular hours for your meals and your sleep as conditions will allow.

Play inside ball. To do this a man must know the signals and the finer points of the game. Merely sheer physical ability to stop a high fly, or to put in action long hits will never take a man very far by itself. He must have brain as well as brawn. The finer points of the game with you are knowing your line thoroughly, and having a knowledge of the weak points of your competitor's proposition, as well as a practical knowledge of the whys and wherefores of paints and varnishes.

It is bulky to be good at the bat, but the man in baseball who pulls big money is the man who carries a high fielding average along with his batting record. Our fielding during the past year has not been perfect by any means; we have not covered the territory as territories should be covered. We have been a bit slow in one or two cases in getting around to our territories on Monday morning, and some have really left their places unguarded at vital times by leaving their work as early as Friday afternoons. This year you must be playing ball right up to the shift of every week.

Have confidence in your ability to deliver the goods, and do not let this confidence ever desert you. You belong to a bunch of winners, and each man of you wants to be a winner in the bunch. Cold feet, sluggish brains and hookworm habits cannot be allowed to remain as guests for a moment.

We are up and after them! Play Ball!



Changes in the Advertising Department

O! THIS is not the rogue's gallery. It is a view of four of the shining lights of the Advertising Department who have recently received promotions. Mr. E. K. Cannon has been appointed Superintendent of our Promoting Departments. Mr. Cannon was formerly Manager of the Promoting Department at Kansas City, and before that spent several successful years on one of our Southwestern District territories. His past success is assurance of his ability to handle this more important work.

Mr. F. C. Kuhn, formerly Editor of Magazines, has been appointed Superintendent of the Editorial Department. Mr. Kuhn first joined the staff at St. Louis in 1907. Within a year's time he was transferred to the Chicago Promoting Department, which finally led to his appointment as Promoting Manager at Cleveland. This brought him in close touch with the Advertising Department. As Editor of Magazines, Mr. Kuhn has made a marked success, and we feel sure he will handle his new work in an able manner.

Mr. A. W. Greene is our new Editor of Magazines. Mr. Greene first joined the staff of our Printing and Sampling Department and was soon transferred to the Art Department. This was followed by broader experience as Manager of our Promoting Department at Boston. We wish to request for him your co-operation in making a great success of our magazines.

Our Art Department is now in charge of Mr. Glenn P. Rodgers, the artist who has been drawing the Little Paint Man and Cover the Earth Design so successfully for several years. Mr. Rodgers is certainly a hustler and we predict great success for him in this new position.

Winners of the 1912 Top-Notcher Competition



The contest is over, the winners have been declared and the prizes awarded!

It has been a strenuous year and the competition for Top-Notcher honors has been stubbornly contested. The winners deserve all the honor and the awards they have received.

We have just been a willing witness of the presentation of the Top-Notcher prizes in Central Division, and as we gazed over the assembled group of men the thought came to us "What a splendid body of men they are!" All types were there, big men, little men, dark men, light men, but in all there glowed that light of keen and shrewd business intelligence which could be instantly detected in every move of their bodies, the very poise of their heads. It did not need a glance into those cool, shrewd eyes to convince one that here were men efficient and reliable to carry out successfully any work that might be placed in their hands.

Truly the winners of prizes won from such men as these are leaders indeed. Our congratulations to you, gentlemen!

General Standing Managers' Top-Notcher Competition to September 1, 1912

District	District Managers	Place
Texas	Mr. W. R. Ashbrook	1
Pacific Coast	Mr. L. W. Wolcott	2
Central	Mr. H. D. Whitteley	3
Atlantic Coast	Mr. F. E. Myers	4
Mississippi Valley	Mr. R. W. Sample	5
Southwestern	Mr. F. B. Campbell	6
Division	Division Manager	Place
Los Angeles	Mr. J. B. Kutz	1
New Orleans	Mr. G. Mowat	2
Dallas	Mr. A. E. Kynd	3
Cleveland	Mr. D. A. Aronson	4
San Francisco	Mr. B. B. Cannon	5
Boston	Mr. H. W. Finch	6
Swansea	Mr. W. W. Hayes	7
Chicago	Mr. S. H. Scott	8
Newark	Mr. J. R. Stort	9
Philadelphia	Mr. C. P. Jarden	10
Minneapolis	Mr. J. P. Coleman	11
Portland	Mr. J. P. Coleman	12
St. Louis	Mr. W. J. Bland	13
Omaha	Mr. W. P. Clark	14
Kansas City	Mr. W. P. Clark	15

Highest Percentage Estimate Reached by Sales Manager on Varnish

D. A. Aronson
Pacific Coast District

1912 Top Notcher Winners

T.N. District Manager
Mr. W.R. Ashbrook, Texas District
T.N. Sales Manager
Mr. J.B. Kurtz, Los Angeles Division.
T.N. Trade Sales Representative
Mr. G.C. Conger, Texas District
T.N. Manufacturers Sales Representative
Mr. G.E. Branham, Central District
T.N. Railway Representative
Mr. L.F. Body, Central District
T.N. Superintendent
Mr. A.A. Sims, Cleveland Factory
T.N. Promoting Department Manager
Mr. A.J. Kulhanek, Central District
T.N. Cashier
Mr. J.S. Covert, Texas District
T.N. Store Manager
Mr. G.A. McLachlan, Detroit.



Mr. W.R. Ashbrook



Mr. G.A. McLachlan



Mr. A.J. Kulhanek

Kongens



Mr. J.B. Kurtz



Mr. L.F. Body



Mr. G.E. Branham



Mr. G.C. Conger



Top-Notcher Traveling Representatives Trade Sales Department

Central District		
1	E. L. Hess	
2	W. P. Hambaugh	
3	W. S. Farlow	
Western District		
1	H. C. Lau	
2	C. C. Hullinger	
3	G. L. Lathrop	
Mississippi Valley District		
1	W. D. Nichols	
2	I. A. Steger	
3	A. E. Allen	
Southwestern District		
1	F. C. Kenower	
2	G. A. Dorwart	
3	R. E. Graham	

Texas District		
1	G. C. Conger	
2	T. H. Markley	
3	F. M. Roach	
Atlantic Coast District		
1	A. Fuentes	
2	R. N. Ballow	
3	H. J. Howell	
New England Division		
1	D. H. Thompson	
2	C. B. Albee	
Pacific Coast District		
1	C. B. McDade	
2	G. C. Cannon	
3	F. W. Wansner	

Representatives Who Made Their Estimates on Total Net Sales

For Year Ending August 31, 1912

Central District		
W. A. Maen		
G. D. Jones		
P. R. Carruth		
O. D. Schell		
W. S. Farlow		
W. W. Stevenson		
B. Ketchum		
L. J. Hess		
J. T. Menefee		
J. L. Pendery		
G. E. Branham		
H. C. Ware		
E. H. Hunt		
L. F. Body		

Western District		
C. C. Hullinger		
L. H. Williams		
N. E. Born		
H. C. Randall		

Mississippi Valley District		
G. E. L. Dyson		
H. J. Tooke		
J. K. Kennedy		
A. E. Allen		
W. D. Nichols		
T. Affleck		
I. A. Steger		

Southwestern District		
F. C. Kenower		

Store Managers Competition

G. A. McLachlan, Detroit—Best general showing.
E. F. Keene, Binghamton—Best showing on Varnish

Representatives Who Made Their Estimates on Varnish Sales

For Year Ending August 31, 1912

Central District		
W. S. Farlow		
R. G. McKay		
W. W. Stevenson		
W. S. Harshbarger		
J. T. Menefee		
G. C. Cannon		
D. J. Moore		
F. A. Levenhagen		
Western District		
C. C. Hullinger		
A. W. Ballard		
W. P. Hayes		
N. E. Born		
W. W. Edwards		
H. C. Lau		
Mississippi Valley District		
G. K. Leis		
W. D. Nichols		
Southwestern District		
H. W. Lahr		
F. C. Kenower		
C. I. Berg		
Texas District		
T. H. Markley		
F. M. Roach		
Atlantic Coast District		
A. D. Collins		
A. Fuentes		
L. J. Tooke		
L. Walker		
W. S. Woodrow		
F. S. Slater		
New England Division		
W. B. DeVoll		
A. D. Campbell		
L. W. Barney		
Pacific Coast District		
F. W. Wansner		
L. B. McDade		
G. E. Cannon		
E. L. Culver		
S. G. Harless		

From Our Associate Editors

A. J. Kulhanek	R. B. Cogswell	L. F. Callister
Royal Clayton	I. M. Jacobs	R. G. Billingsley
H. W. Nessel	J. A. Bowman	J. H. Herche

Cleveland

Mr. D. B. Frayer, who formerly represented us on Territory 6 has been appointed Chief Clerk of the Cleveland Sales Division, and we are pleased to announce the appointment of Mr. C. H. Reynolds who will cover Mr. Frayer's old stamping-ground. Mr. Grieser of Buffalo will now devote his entire time to the Buffalo warehouse, and his territory will be filled by Mr. C. D. Clute, another new man. Mr. Gray has been transferred from Chicago to the Cincinnati Sales Division, and we also announce the appointment of Mr. W. J. Peters on Territory 32 and Mr. H. W. Dawson on Territory 34.

Mr. C. H. Reynolds furnished the real surprise of the month by going out and landing four new agents in his first ten days on the road. This is surely some record for a new man who never sold paint before. It would be well for some of the old men to find out what brand of tobacco Mr. Reynolds uses. Mr. J. H. Hall, Central District Top-Notcher for 1911, also started off well with four new agents to his credit, one calling for 270 gallons of SWP.

Chicago

Before Mr. R. W. Sample departed for Cleveland, Mr. J. P. Coleman joined with the representatives of the Northwestern Division in presenting him with a very tasty diamond set stick-pin.

Mr. S. H. Stewart and the employees of the Chicago Office also showed their appreciation in the form of a neat gold Masonic ring and accompanied by the following verse penned by our veteran watchman, Mr. J. C. Mulligan:

*Good-bye, our friend, we part you now,
We know you've better things in store,
Your frank salute and kindly bow,
We'll miss each morning more and more.*

*If all like you were on the square,
This world would never lose its charm,
But Fate decrees such men are rare,
Who wall the weak protect from harm.*

*'Twas not as master to his slave,
Nor subject to a tilted lord,
But 'twas as man to man you gave
The help your friendship could afford.*

*We wish long life and happy days,
To you, your wife and children dear,
Accept this tribute of our praise,
We're sorry that you're leaving here.*

Mr. H. M. Ashby has taken up his new work as District Manager and feels quite at home in good old Chicago. Mr. Ashby received his college training at the Chicago University, and spent six years as Superintendent of our Chicago Dry-Color Works before going to Cleveland as Manager of Insecticide and Heavy Paste Goods.

Chicago city representative, R. W. Western, has proved that you can secure specifications from an architect on quality products, no matter if he is surrounded and guarded by a corps of specification writers and seated behind locked doors. He has exploded the oft expressed theory, "that you can't get specifications from the big fellow."

Some of the specifications Mr. Western has reported are "P. M. Red Lead" on steel structure of the new Hotel Morrisson. This will be a \$5,000,000 hotel built in Chicago, Architects, Marshall & Fox. Also specifications for Wisconsin Hotel, Milwaukee, Wis., a \$1,000,000 structure, Excello and Enamelastic Dull Finish.

Newark

Some of the representatives have started the ball rolling by sending us some good opening orders from accounts, which we are pleased

to see are rapid repeaters. A new account repeating at short intervals, insures increased business on the sales reports.

There has been a decided improvement in the representatives' town reports since September, which we are delighted to see; a better distribution of calls, and more complete and definite reports.

Several of the representatives are booking some splendid varnish orders as the result of our new quantity discount plan. Here's a chance to increase the varnish business on your territory. Don't fail to send us the names of some varnish users, either painters or large property-owners, or contractors, when booking these orders.

The new addition to our electric sign on the factory at Newark, concerning our New York Store, brings the following comment from one of the Newark daily papers:

"What is considered the largest electric sign in the city and one of the largest in the State, has recently been completed at the plant of The Sherwin-Williams Company, at Brown Street and Lister Avenue."

The huge sign, which commands attention from all railroad passengers entering and leaving the city, is 155 feet in length and contains 1,280 tungsten lamps that can be seen for many miles to the north."

Kansas City

If our present weekly gains continue we feel that the Southwestern District will finish this year in its old-time proud position, and judging from the enthusiasm of all of our representatives over the revived prosperity, we should have no trouble in keeping up this good start.

A paragraph in a recent *Weekly Bulletin* from our Omaha Sales Manager, Mr. W. P. Clark, stated that: "It would be impossible for any one to stand on any street in the city of Omaha and look in any direction without taking a good square look at the Sherwin-Williams Products. We do not mean SWP alone, even though there is a great quantity of this used on many buildings in the town, but we refer to all the fire-hydrants in the town, which have recently been repainted with S-W Hydrant Paint." It is evident therefore that our hustling city representative, Mr. Joe Barker, is reaping some splendid results from his continuous "barking."

The only excuse that we care to accept from any one of our representatives for failure to send in weekly route sheets or for failure to work them out as planned, is the one sent in by our representative C. I. Berg, of Salt Lake City: "Kindly extend my route list—recently sent in—one week. It was necessary for me to remain in the city to sell a car of paint this week to the Salt Lake Hardware Co., therefore I could not get out." An excuse of this sort will be very acceptable at all times. The car-load was received in due time and was certainly a full-liner.

San Francisco

A nice order has just been received by mail from one of the large salmon packing concerns on the Columbia River for 16 barrels of Special Fishing Boat Paint. We have been after the salmon packers in the north pretty hard this Fall through our representatives and Promoting Department, and we expect to sell several more orders something like this one.

Our New Process Red Lead is rapidly gaining in favor among the large consumers of such material on the Coast; two of the gas companies in the northwest have told us that it is the best thing they have ever used on their gas holders. The Tacoma Gas Company has given us an order for 125 gallons as a starter.

The six country representatives in the Portland Sales Division have set up a record for one month's work—the first month of the new year—that is likely to stand for some time. They have landed 20 new agents, 14 of them being credited to two men.

We are mighty glad to welcome back into The Sherwin-Williams ranks H. W. Gerber, who formerly represented us in the Sacramento Valley of California. Mr. Gerber has been away from the Company for a little over a year, but has now taken up the work in Territory 511. He made a splendid record when with us before and we know he will "do things" in the Northern Pacific Division.

You wouldn't think to see the town of Kahului on the Island of Maui in the Hawaiian Islands group, that there was much of a market for varnish there, but an order came in a short time ago for 250 gallons of Durable Spar Varnish and 200 gallons of Mar-not for one building.

Credit for the first car load order in this District goes to B. R. Rogers. It was landed during the first three weeks of our new year, and is for our agent at Tacoma, Wash. It is a full-line order in every sense of the word.

The Los Angeles Division shows an increase of 88 per cent in their sales for the first week in our fiscal year. A splendid beginning.

Representatives in large cities will have to go some to beat George Burrill's record of 14 orders in one day. It is no unusual occurrence for George to get six or eight orders daily in the city of Los Angeles, but the last week in September he reached the high-water mark of 14. They were all good substantial orders from agents in that city.

What is undoubtedly the finest paint store on the Pacific Coast has just been opened in the city of Los Angeles and, of course, it is an S-W agency. It is The S. R. Frazee Company, situated in the heart of the retail district. The fixtures throughout are of oak finished with Handcraft System.

Factory Notes

Cleveland

On Wednesday afternoon, October 9th, Mr. Hain called together the foremen of the Cleveland factory to award the bonuses earned by the various foremen.

Every foreman reaching his estimate was entitled to a bonus of \$50, with additional recognition for further improvement. The bonuses awarded were as follows:

Philip Steyer	B Department	\$ 70.00
J. Stollsteyner	B Department	35.00
L. Belmont	C Department	110.00
E. Highty	D Department	140.00
F. Gaffney	Varnish Manufacturing Department	80.00
J. Bradley	Oil and Lacquer Department	60.00
E. Seward	(Varnish Filling Department	80.00
A. P. Russell	Receiving and Stores Department	80.00
	Tin Can Department	80.00

The working out of the plan was fully discussed, the foremen expressing general satisfaction with the scheme, and suggesting no material changes. Mr. Lutes, Mr. A. A. Sims and Mr. Sieplein also said a few words of general interest on the matter of making the most of opportunities for economy in every direction.

Mr. Hain at this meeting announced the results of the Superintendent's Top-Notcher Competition, Mr. A. A. Sims of the Cleveland factory winning the first place with 602 points to his credit. The Newark factory was second with 536 points; the Chicago factory third, with 517 points.

Unusually heavy orders from our branch warehouses made September a splendid month as far as output was concerned. Considerable overtime was necessary in order to meet the demand, several of the departments working frequently until nine o'clock in the evening.

In addition to the warehouse orders, we have been getting good business from the Railway and A. and C. Departments. We have managed to keep well ahead, however, and are gaining somewhat on our manufactured stock.

Chicago

The entire plant is running very heavy at this time of the year, and our output shows a very material increase over a corresponding period last year. Freight-car business is extremely heavy as is also the heavy paste manufacture, and as the Fall season promises to be a busy one, we are turning out a large amount of liquid goods on trade requirements and stock orders.

Our new improvements are fast shaping up and the Insecticide business is commencing under new conditions.

The various factory foremen were called together at noon on Saturday the 12th and the checks for those who have met their estimate

during the past year were presented as a bonus. Those receiving checks were:

B. S. Lutes	D Department	\$ 45.00
O. Knechtgen	H Department, European, 6 months	45.00
W. O. Fenton	H Department, Foreman, 6 months	45.00
W. Dosckle	Varnish Manufacturing Department	25.00
N. Personaire	Varnish Filling Department	25.00
H. Faber	Receiving and Stores Department	110.00
J. T. Farley	Associate of Lead Department	61.00
W. H. O'Brien	Associate of Lead Department	61.00

It has undoubtedly been the cause of having the departments operated in a more efficient manner, and Mr. Bigelow and Mr. Brown explained to the men the details of the proposition and the possibility of better co-operation as a result.

Newark

At the Newark factory only one foreman was fortunate enough to reach his estimate. R. Zimmerman of the Power Department received a bonus of \$50.

The work done by all foremen in this plant was very good, but unforeseen circumstances prevented some of them from accomplishing what was expected at the beginning of the year.

Sales Division Notes

Representatives' Competition to November 1, 1912

Some fine records in the number of new agents landed are being made these days in Portland Division. Mr. J. W. Duncan has led from the first with Mr. E. D. Taylor running a mighty good second. Kansas City Division keeps up in front through the fine work of Mr. E. H. Nolle.

Mr. Conger of Texas Division is up to his old tricks again leading his division in the number of dealers and new accounts. This kind of work landed Mr. Conger in the position of top-notch representative last year, and it looks as though he was planning to carry off honors again. Mr. Larkins of Philadelphia Division is running a strong second. Mr. Larkins' name generally hovers somewhere around the top place for his division, it seems to have become a habit of his.

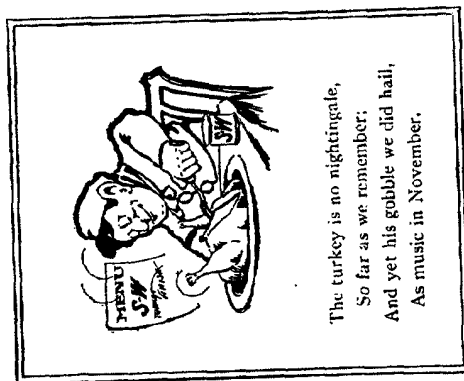
Leaders in New SWP Agents

Portland	W. Duncan..... 6	Chicago	R. H. Fleming..... 2
E. D. Taylor..... 4	J. R. Church..... each 1	F. A. Spoon..... each 1	
B. R. Rogers..... each 2			
G. P. Rogers..... each 2			
Kansas City		Cleveland	
E. H. Nolle..... 4	J. P. Hall..... 2	W. S. Stewart..... each 1	
R. E. Graham..... 3	H. S. Hall..... each 1		
A. M. Bollman..... 2			
Philadelphia		Minneapolis	
J. MacDonald..... each 2	O. J. Brule..... 2	P. H. O'Neill..... 1	
W. H. Jordan, Jr..... each 1			
F. D. Spencer..... each 1		Cincinnati	
W. D. Peyton..... 2		W. P. Hambaugh..... 2	

St. Louis	W. V. Hammond..... 2	New Orleans	B. Hodges..... 2
H. P. Reeds.....	each 1	New England	A. D. Campbell.....
J. L. Keffe.....		W. L. Hessey.....	
R. K. Taylor.....		each 1	
G. W. Lohr.....			
W. D. Nichols.....	Newark	W. H. Porter.....	
		W. S. Crook.....	
Omaha		San Francisco	M. M. Walcott..... 1
H. W. Lahr..... 2		Los Angeles	C. W. Burrill..... 1
H. Dalton.....	each 1	Savannah	A. D. Kiser..... 1
F. C. Steele.....		Birmingham	J. H. Ashner..... 1
F. A. Brown.....			
Texas			
T. H. Markley..... 2			
W. L. Morgan.....	each 1		
E. C. Goss.....			
J. J. Fiedel.....			

Leaders in New Dealers and New Other Accounts

Texas	G. C. Conger..... 25	Portland	J. W. Duncan..... 10
H. A. Weimaker..... 10	E. D. Taylor..... each 8	G. P. Rogers..... each 8	
C. S. Ragland..... 6	W. H. Porter..... each 7	A. V. Higgins..... each 7	
Philadelphia		Los Angeles	
A. Larkins..... 18		L. Culver..... 10	
J. P. Minstree..... 16		L. B. McDade..... 5	
G. W. Thompson..... 15		G. W. Burrill..... 4	
Newark		Savannah	
H. F. Hinshel..... 16		R. A. Magruder..... 10	
V. H. Collins..... 12		C. E. Shaw..... 2	
W. S. Crook..... 11			
Birmingham		Kansas City	
G. G. Menfee..... 15		C. G. Porter..... each 9	
J. H. Ashner..... each 7		R. E. Graham..... each 7	
I. A. Steger..... each 7		B. A. Graham..... each 7	
Chicago		A. M. Bollman..... each 5	
R. W. Western..... 13			
C. F. Bisset..... 10			
J. R. Church..... 9			
Omaha		Cleveland	
C. I. Berg..... 13		I. C. Birdall..... 9	
H. A. Richardson..... 8		W. A. Mason..... each 8	
J. Barker..... each 7		E. Hess..... each 7	
F. C. Steele..... each 7		G. Dube..... each 7	
Minneapolis		St. Louis	
R. D. Randall..... 12		W. D. Nichols..... each 8	
G. L. Lathrop..... 11		J. K. Kennedy..... each 7	
O. J. Brude..... 7		J. L. Keefe..... 6	
		G. K. Leis..... 6	
New England		Cincinnati	
W. B. DeWolfe..... 12		W. P. Hambaugh..... each 4	
W. B. DeWolfe..... each 7		W. H. Porter..... each 4	
A. D. Campbell..... each 7		W. J. Peters..... each 4	
E. J. Porter..... each 5			
H. H. Thompson..... 5			
San Francisco		New Orleans	
H. B. Lawrence..... 12		T. Affleck..... 6	
M. M. Wolcott..... 6		B. Hodges..... 5	
F. W. Wanner..... each 5		D. C. Prasants..... 4	
W. E. Carter..... each 5			



The turkey is no nightingale,
So far as we remember;
And yet his gobble we did hail,
As music in November.