

Philadelphia, Pa.,
December 7, 1942.

At a regular meeting of the Directors of John T. Lewis & Bros. Company, held this day at their offices in the Widener Building, there were present:

Edward F. Beale, Chairman of the Board
J. W. Gardiner, President
S. French Reeves, Vice President
A. M. Wilson, Vice President
Leonard T. Beale, Director

The meeting was called to order by Mr. Edward F. Beale, who presided, and Mr. A. M. Wilson reported the minutes of the meeting.

There having been no meeting held on November 30, the minutes of the meeting of November 23, were read and approved.

Mr. Gardiner stated that a review of agency accounts shows that while there is an increase in the number of agency accounts that are now running past due, and that while the total money involved was somewhat higher than formerly, the management is watching these developments very closely.

Mr. Gardiner stated that arrangements have been concluded with Mr. H. F. Freiherr, Manager of the National Lead Company, Baltimore Branch, to have our sales office located with them, starting January 1. Although we are paying some rent, the actual saving to the company as a whole will be \$360.00 a year, formerly paid to the Munsey Building, plus that portion of Mrs. Shanli's time which the National Lead Company, Baltimore are able to utilize to advantage, raising the total economy to approximately \$1,500.00 a year.

Mr. Reeves stated that on the basis of November pay roll of John T. Lewis and Bros. Company, \$4,550 had been collected on the salary allotment plan for the purchase of War Bonds. This figure represents 9% of the total pay roll and approximately 97% of the employees participating, the remaining 3% are made up of new employees who have not yet signed up under the plan.

Mr. Reeves received approval from the Board to adjust wages of employees of the Philadelphia Solder Company, who are now working at the new location of the Philadelphia Solder Company, in the Lewis Metal Department, provided the proper authority from the Wage & Hour Division of the United States Department of Labor is obtained. These increases are due to the fact that certain adjustments are necessary to bring these wages in line with the Lewis plant rate.

On a motion made by Mr. S. F. Reeves, and seconded by Mr. L. T. Beale, it was unanimously

RESOLVED: that the officers of the company be authorized to continue at their discretion, during the year 1943, the system that has been in force for a number of years of giving a service button and cash award to employees (excepting officers) who have been with us five years or multiples thereof.

NL 000040980

Mr. Bates

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The system is that for each five-year button a five dollar cash award is given, and for each ten-year button, ten dollars, etc. The total number of persons to receive buttons in 1943, including the office and factory, will be seventy-four, the total cash award will amount to \$1,360.00.

The regular report of shipments for the week ending November 25, was submitted by Mr. Wilson.

There being no further business, upon motion the meeting adjourned.

A. M. Wilson, Acting Secretary.

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