

Philadelphia, Pa.  
December 12, 1938.

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

Edward F. Beale, Chairman of the Board  
S. French Reeves, Vice President and Treasurer  
J. W. Gardiner, Vice President  
Morris H. Merritt, Secretary  
Leonard T. Beale, Director

The meeting was called to order by Mr. Edward F. Beale, who presided, and Mr. Morris H. Merritt reported the minutes of the meeting.

The minutes of our meeting of December 5 were read and approved.

Mr. Reeves reported that the second of our Lewis leadership meetings was held last Wednesday, December 7 and was addressed by Mr. Hamilton Disston, Vice President of the L. H. Gilmer Company, who gave a remarkable address entitled "Our American Destiny." The meeting was attended by 57 of our employees and Mr. Reeves considers these meetings most constructive and helpful for the advancement of our business. Mr. E.F. Beale, 3rd, and Mr. Wildner of the National Lead Co., New York Office, were among the guests.

Mr. Reeves reported that during the month of November we handled in and out of our factory in carload lots, 8505 tons of material.

On motion, made by Mr. Reeves and seconded by Mr. L. T. Beale, it was

RESOLVED, that we continue during the year 1939 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.

This means that for each five year button a \$5.00 cash award is given; for each ten year button \$10.00, etc. The total number of people to receive buttons in 1939 at both office and factory will be 62 employees for a total cost of \$845.00.

On motion, duly made and seconded it was

RESOLVED, that following our long established custom, we will continue to give a small cash Christmas present to all of our office employees and certain other minor gratuities to employees of the Widener Building and U. S. postmen.

The purchase of a Standard Plymouth Road King Coach at a net cost of \$337.00 for our sales promotion representative, Mr. T. B. Longhurst, was approved and referred to New York in the usual manner.

Mr. Gardiner submitted the regular weekly figures of shipments.

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

  
Secretary.

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