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FOR ARMCO MEN

THE AMERICAN ROLLING MILL CO

MIDDLETOWN OHIO

VOL. IX NOVEMBER-DECEMBER 1922 No. 6

Christmas Carol.

By Phillip Brooks

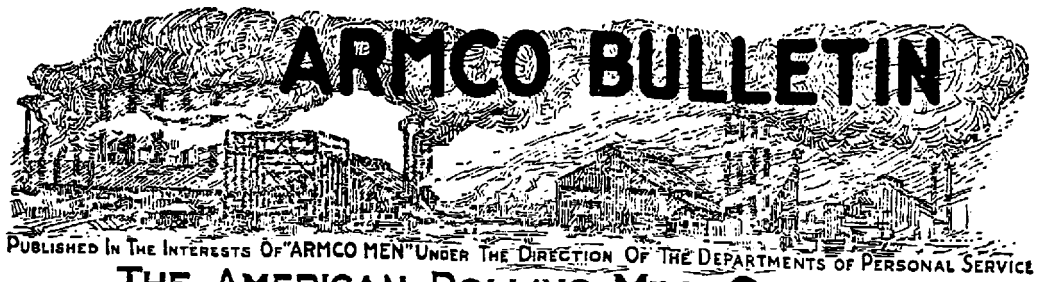
THE earth has grown old with its burden of care,
But at Christmas it always is young.
The heart of the jewel burns lustrous and fair
And its soul full of music breaks forth on the air,
When the song of the angels is sung.

It is coming, old earth, it is coming tonight!
On the snowflakes that covered thy sod
The feet of the Christ-Child fall gentle and white,
And the voice of the Christ-Child tells out
That mankind are the children of God.

On the sad and the lonely, the wretched and poor,
The voice of the Christ-Child shall fall.
And to every blind wanderer open the door
Of a hope that he dared not to dream of before,
With a sunshine of welcome for all.

The feet of the humblest may walk in the field
Where the feet of the holiest have trod,
This, this is the marvel to mortals revealed
When the silvery trumpets of Christmas have pealed,
That mankind are the children of God.

"In Silent Woods"



THE AMERICAN ROLLING MILL COMPANY

VOL. IX NOVEMBER-DECEMBER, 1922 No. 6

A. K. LEWIS ..... Editor
HUGH W. WRIGHT ..... Assistant Editor

To Armco's Working Organization

By

President George M. Verity

ANOTHER year has passed into history, and on March 7 next (1923) your company will have been in constant operation for just twenty-two years.

During the past year, 21 men have received their twenty-year service pins; and our Armco organization now has 108 men wearing twenty-year service pins, 171 men wearing fifteen-year service pins, 566 men wearing ten-year service pins, and 1410 men wearing five-year service pins.

That group of men represents Armco's most valuable asset.

I want to express to you my great appreciation and that of our Board of Directors for the loyal and efficient service rendered during the years of the war and during the last two years of readjustment.

During the year 1921, under the stress of the most drastic readjustment that the business world ever saw, many a strong business went down like the great steamship Titanic when it hit the gigantic iceberg. It was the most trying of all the years during which we have worked together. The experiences of that year resolved themselves into a test of loyalty and endurance.

The year 1922 has again fully visualized the fighting spirit of every group of our Armco organization. Your earnest co-operation and your efficient effort turned a prospective defeat, as far as full operation was concerned, into an outstanding victory.

During the trying days of the summer and early fall, when the rail and coal strikes so nearly paralyzed all industrial activity, the steel business as a whole averaged from fifty to sixty percent operation. During November the average operation of the steel business as a whole was approximately seventy-five percent.

In spite of the worst traffic situation we have ever known, in spite of a complete elimination of coal as fuel in our most

important departments, Armco operated a full one hundred percent all through the summer and fall months, and, in so doing, it has made an outstanding operating record.

In order that our valued customers might be served and our working organization have full employment, Armco paid the price for expensive substitute fuels and *you* did the rest.

This adds the cap-sheaf to the long record of achievement covering Armco's operating record as compared to other industries from period to period under the varying conditions that have existed during the past twenty years.

During the past year, costs and selling prices have had to advance under the pressure of increased wages and salaries and higher prices of raw materials.

Actual costs of finished products, under the changing conditions that have existed during the last half of the year, can only be ascertained after the year is finished and the full picture is before us.

We believe we will all be better off and enjoy a longer period of profitable activity if costs do not advance any further.

Prospects for the Future

While world affairs are still very abnormal, they are gradually working their way out. The great and all-important problem of "Reparations" will sooner or later be settled and then the nations of Europe can begin real reconstruction.

The manner in which European troubles are settled and the time required in their solution are matters of prime importance to us as they are bound to affect the character and extent of our prosperity.

They are, however, working out and while they are slowly mending, it is our feeling that we will on the average be fully occupied in meeting the needs of our own great and growing population and in serving those across the seas who must have certain of our products.

The United States of America is a great dynamic force. The tides in its economic life are like the restless tides of the ocean—they come and they go, but they cannot be stopped.

Our country has boundless resources in men, in national wealth, and in undeveloped lands. Business itself is a restless, irresistible force. It can no more stop for any length of time than can a healthy human being cease to breathe, eat and sleep.

Short periods of recession in business are both inevitable and profitable, as, without them, inefficiency would soon smash the whole great machine of commerce and industry.

It would, however, seem to us that the stage is set for a good volume of business in 1923, and if we put the same earnest and aggressive effort into our tasks as we have during the past year, we will make the most of such business as is entrusted to us by those we stand ready to serve.

Costs, on the higher basis now reached, are likely to run

very close to selling prices—too close for comfort. The situation, therefore, demands a maximum effort and the very lowest cost of production that we can secure consistent with *high quality* and *maximum service.*

Service.

THERE'S just one question—Can you do?
There's just one word that takes you through;
There's but one call and but one creed
That answers everybody's need;
There's but one gate and but one goal
For every size of seething soul,
And that is—Service.

The only way to keep in line
With all that's fitting, first and fine;
The only way to hold a space
In all this busy planet's place;
The only way to keep alive
And all this holocaust survive,
Is now—through Service.

In this upheaving, war-hurled age,
With history piling every page;
When every force in nature's field
Is urged its utmost strength to yield,
There's one consuming aim and end—
The melting pot of foe and friend—
And that is—Service.
—*Selected.*

Mutiny on the High Seas.

By Arthur Hunt Chute

In "Wall Street Journal"

JACK'S as good as his master, is the cursed idea that's got the world topsy turvy today.

Everywhere, from the National Zoological Gardens at Greenwich Village, to the Society of Brotherly Love at Petrograd, we encounter revolt against authority.

He who would command must first obey. This edict still holds good, despite the yapping of Tom, Dick and Harry to the contrary.

Kipling's Mulvaney says it behooves the young to learn "Law, Order, Duty an' Restraint, Obedience an' Discipline."

Discipline is the backbone of a nation. It is the backbone of all business.

Co-operation or team-play means respect for command, not for the good of a class, but for the good of the whole country. Law and order lie at the basis of stability. Any questioning here is a disruptive force at the very core of society. There may be such a thing as treason, even in a republic. Reckless denouncing of either the legislative or judicial arm is not liberty of speech, it is the beginning of anarchy.

The majesty of law must remain a sacred principle with each individual citizen, irrespective of his school of thought.

The prevalent mutinous spirit shows itself in disrespect of time honored convention. When one like President Harding or General Pershing appears amongst us, it ought to be instinctive for every man to lift his hat. When a lady appears in the crowded subway, it ought to be instinctive for a man to offer his seat. Repudiation of such deference is a mark of ignorance and boorishness.

They tell of a clerk behind the counter in Brattleboro, Vt., who was always insolent when Rudyard Kipling came into the store. Why? Because he wanted the world to know he was just as good as Rudyard Kipling.

I met once an immigrant from the purlieus of Contanza, who had not even been in America long enough to be a citizen. But he had been here long enough to absorb an insufferable arrogance.

"I'm jus' as gooda asa Teddy de Roosa," he announced, patting himself on the back with splendid conceit.

"Is that so? Well, if I were going up San Juan Hill, I wouldn't like to have the likes of you leading me on."

In the war we all told smart-Alec stories about Canadians and Americans who did not salute. But aside from chaff, everybody knows that a good soldier must recognize his superior.

An oft-quoted remark at the present time is, "Capital and labor are one." In common interest capital and labor are one. But in function the capitalist and the laborer are obsolutely distinct.

In the army they would not say "Officers and men are one." No such specious leveling up is ever talked of there. In fighting for a common goal, they are all joined together in an indissoluble union. In rank they are absolutely distinct. The line of demarkation cannot be broken down.

Mr. Josephus Daniels had his picture taken with his arms around a couple of bluejackets. This was only exceeded by Mr. Winston Churchill, who swapped caps with the jackies. That kind of stuff may look clever on the moving picture screen. It looks mighty cheap from the point of view of discipline in a great service.

To lessen the spirit of reverence and respect in regard to rightful authority is a most subversive influence. The basis of all Society is the family. There is where authority must begin. The modern wife who objects to the word "obey" in the marriage service, the impertinent flapper, the disrespectful son, these are not signs of progress; they are signs of decadence.

James Fitz Stephen in his reply to John Stuart Mill averred that the promulgation of the command, "Honor thy father and thy mother," did infinitely more for the permanency and stability of human institutions, than all this loud sounding talk on liberty, fraternity, and equality.

Who is not surfeited with this endless palaver on our liberties and our rights, couched in timeworn phrases that have done duty since the days of Cleon the Demagogue at Athens?

I attended an alleged radical meeting recently in which for the millionth time was sounded the revolt against authority. As we were leaving, a friend remarked of the speaker, "He's a real radical, eh?"

"Radical nothing. He's just plain moron, brain of nine on top of a carcass of 39. When a crowd takes a thing like that seriously, one is tempted to exclaim, 'How long, O Lord, how long!' "

From the days of Cobden and Bright, the great dream of Anglo-Saxon democracy has been universal suffrage. That dream has been attained, but a vast horde of ignorant and unqualified voters present us with a new and graver problem. Some thinkers are beginning to predict that as the past century witnessed the over-extension of the franchise, the next century may witness its restriction.

Lord Bryce in his massive work on "Democracies," cautions, "Do not give a people institutions for which it is unripe, in the simple faith that the tool will give skill for the workman's hand."

The word "Liberty"—so dear to the unthinking—at this present might appropriately be given a holiday while we listen a little more to that neglected word "Authority."

The Centurion told our Lord, "I say unto one man, Go, and he goes. I say unto another, Come, and he comes." Rome, mother of that centurion, was mistress of the world.

The Children of Israel, longing for plenty, had to follow Moses with unquestioning obedience. In like manner no great

industrial well-being can come to us today, unless the masses continue to follow their true leader, Of course, our first problem is to find the leader, but having found him, we must give him our loyal adhesion and as he advances so shall we all.

Some declare that they came to America to get rid of kings. But even America is not without its kings. The new world kings do not come to power like those of the Old World. Over there, they attain to rulership as the "first of the litter." Over here, it is vastly different. The American king was defined by Thomas Carlyle who said, "The King is the man who can."

Such a king emerged in a slight accident on the Pennsylvania Railroad. An express train from New York to Philadelphia stopped suddenly. After some delay the passengers alighted, and came up to find the engine crew attempting to make a minor repair. The job was baffling to the crew. Just then from the crowd there stepped forth a gray-haired, commanding looking gentleman, who demanded peremptorily:

"Give me a hammer."

He went to work forthwith, and in a short time the trouble was rectified.

"Who's that man?" asked a passenger.

"That is Sam Vouclain," was the reply.

The volunteer engine-maker was president of the Baldwin Locomotive Works, a man who had come up from the bottom, to be head of the greatest locomotive plant in the world. He was a true American king, ruling by the divine right of "the man who can."

Europe has its ruling class who come to power by birth. America has its ruling class who come to power by nature, by the gift of talent, rather than by the gift of blood. But here, as elsewhere, command must always rest in the hands of the few.

Last year on account of an article of mine appearing in a magazine, I received a complaint from one of Jack's-as-good-as-his-master brand of patriots. He objected to my argument in favor of the man higher up, and wrote saying, "Are you not aware that the rule of the minority over the majority is passing, that the rule of the majority over the minority is coming?"

To which I replied, "No, I am not aware that the rule of the majority over the minority is coming. I have just landed from sea, after going through a big storm out on the Grand Banks. But out there in the midst of that storm my mind was in peace. Why? Because the captain was on the bridge. You say you want the riff raff from the forecastle on the bridge. Well, for myself, on the Ship of State, and on every other ship, I want the captain on the bridge."

We may fool ourselves in times of calm. But always there come the testing days of storm, and always in such stress instinctively we cry out for the one true Captain. Which brings us to the conclusion, that even a democracy must have at the core its oligarchic principle, its recognition of master and servant, of those in command, and those under command.

"Armco" Overseas.

By

A. J. Gloyd, Export Department

WITH this issue, let us take a look at Brazil that wonderfully rich country in South America, in which we are most vitally interested because it is a Sister Republic and we have our own little factory and sales offices there in charge of a well-known Armco man, J. M. (Bart) Beard.

Brazil has an area of 3,300,000 square miles and ranks as the fourth largest country in the world (excluding Siberia). It is larger than the United States not including Alaska. It occupies about 40% of the whole area of the Continent of South America.

The population of Brazil is about 30,000,000 and the country is constituted as The United States of Brazil. Twenty states and one Federal district comprise the Union. One territory, the Acre was acquired in 1903 by a treaty with Bolivia. The principal cities in the order of their importance are:

Rio de Janeiro	1,500,000	population
Sao Paulo	400,000	"
Bahia	280,000	"
Pernambuco	250,000	"
Para	200,000	"
Porto Alegre	150,000	"

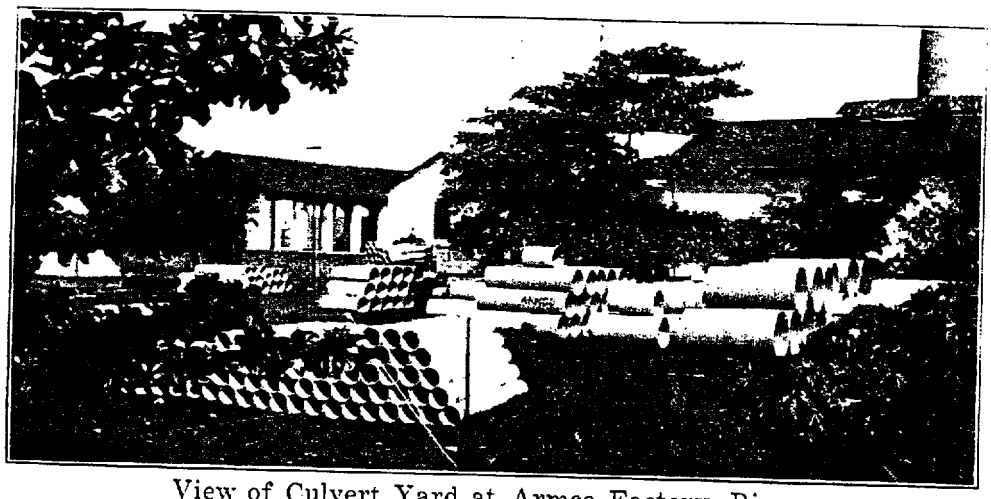
and sixteen other cities, also capitols of States with populations ranging from 5,000 to 60,000. Santos, the port of Sao Paulo, has a population of 72,000. Rio de Janeiro is conceded to be one of the most beautiful cities in the world.

Brazil's vast resources make it one of the richest countries in the world. The economic riches, however, have been very slightly touched, owing to both lack of capital and to lack of men capable of developing the resources. The absence of roads and other communications, the prevailing backward state of the interior population, and the vast extent of the country are further important detrimental factors.

Brazil is nearly all in the Torrid Zone. In the Plain of the Amazon the year is divided into two seasons, the wet and dry. The rains are excessive, begin about the middle of December and continue for about six months.

The country has a wide range of temperature; this is accounted for by the fact that the northern part of Brazil is slightly north of the Equator, while the southernmost point is some 30° south of the Equator. Rainfall varies from less than 20 inches on parts of the coast to 600 inches in the deeper portions of the Amazon valley.

The fertile plain produces all of the fruits of the Tropics and contains almost impenetrable forests. Coffee and rubber are exported in large quantities. Hides, mate, cacao and tobacco



View of Culvert Yard at Armco Factory, Rio.

Spraying enamel on Armco Ingot Iron ware in Brazilian Enameling Works.

These fenders were made by the City of Santos Improvement Company from Armco Ingot Iron Galvanized and Corrugated Sheets. This demonstrates that Armco Ingot Iron is unbeatable for working qualities.

Guinle Building, Rio de Janeiro. The Armco office is located on the top floor, as indicated by the arrow.

are shipped extensively. Manganese, iron, gold and other metals are found and Brazil is one of the few countries possessing diamond mines.

About 20,000 miles of railways are in operation. Large plans for irrigation are worked out and millions of dollars have been appropriated for this purpose. The Republic has over 10,000 miles of navigable waterways open to both river and ocean-going vessels. Twenty thousand miles additional are navigable for light draft and flat bottom boats.

Industries are chiefly agriculture, sugar, cotton and lumber mills. New industries needed are mainly iron works, rubber factories, flour mills and paper mills. Chief imports are iron, steel, flour and wheat.

Armco's first overseas office was established in Rio de Janeiro by E. A. Emerson in March 1912, at 112 Rua Primero de Marco, and in 1913 a branch assembly plant was erected at Pont da Taju. Later Dr. Mario W. Tebyrica was employed as Joint Manager of the Brazilian office and works. Armco was duly registered to operate under the Brazilian laws and established itself independently on that market. Our offices were later moved to the Guinle Building at 105 Avenida Rio Branco. J. F. Melhope succeeded Tebyrica and was later replaced by J. M. Beard. At this writing the executive force in Rio consists of J. M. Beard, Manager of Branch Office and Works, R. D. Godinho, Assistant, and two clerks.

The Culvert and Flume Shop is situated back of the Gas Works on the Mangue Canal and is equipped with heavy shears, one set of forming rolls, three punch and riveting machines and miscellaneous sheet metal working tools. There is room in the present building for other heavy sheet metal working machinery and plans are being made to have the factory well equipped as a first class, all-around sheet metal works. The factory superintendent is Lutz Chiaverini.

The efforts of the Rio Branch are centered entirely on Armco Ingot Iron sheets and plates, culverts, flumes and conversion products such as Armco Ingot Iron wire, tubes, etc. A stock of culverts, sheets and plates is maintained at the works and the selling campaign is carried on by means of newspaper and magazine publicity, direct and systematic mailing campaigns, with frequent follow-ups; also by personal visits of Mr. Beard with customers and prospects.

Mr. Beard (better known as Bart) went to Brazil from this department and is well equipped to handle the sales of Armco Ingot Iron products; also to extend our activities with further manufacturing of sheet metal products as he sees the opportunity developing. He is well equipped to build up a sales organization that will cover the important distributing points of Brazil, either by means of sub-agents, traveling salesmen or correspondence.

Mr. Godinho is a native Brazilian, loyal conscientious, and well equipped to make an ideal assistant to Mr. Beard. He has been with the Rio Branch since 1916.

It is hoped that the interesting views of Brazil and Armco products in Brazil which accompany this article will help you realize that Armco is on the map there. Many miles of Armco culverts have been made up and sold by our Brazilian Branch and our enameling customers there require thousands of tons yearly. We have an Ohio boy there (for several years a resident of Middletown) looking out for our interests. Let's give him the best we know how.

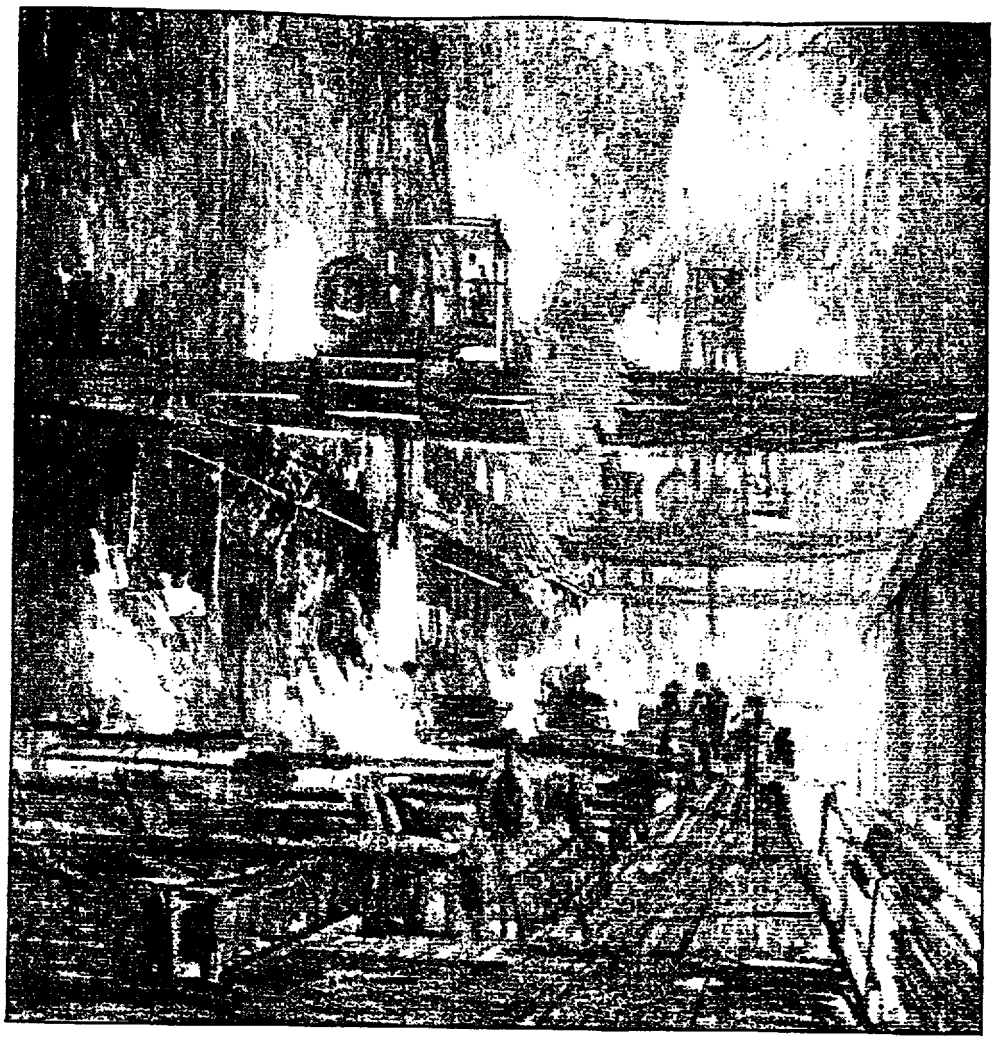
The ordinary gas stove around the mill—the kind we used to light in November and turn out the following April—in one month would cost the Company $60.00 if it burned 24 hours a day.

Too much stress cannot be placed on the importance of having the burners high—1¼ inches below the cooking utensils. In cases where the burners are lower, they may be raised by supplying the manifold with shorter brackets in front and higher supports or hangers in the back. By being informed of the name and number of the stove any down-town dealer should be enabled to order from the factory the parts necessary for raising the burners. Our local gas company will be glad to advise with you before making this change.

For cooking operations it is only the tip of the flame that can be used for effective service. If the flame is short and the vessel is so far away that the hot point of the flame does not come to the vessel satisfactory results cannot be obtained. If the flame is very long in order to reach the vessel, the stove will be wasteful in the use of gas, as a part of the heat from the flame will be deflected from the vessel. This is clearly illustrated in the accompanying illustration. A burner with a large number of short flames will give better results than with fewer long flames, provided, however, that it is placed at the proper distance from the vessel. It is also obvious that in times of low gas pressure, the nearer the burner to the vessel, the quicker the results.

By turning the cap which encloses the needle valve to the right as far as possible, it is possible to alleviate the so-called low pressure conditions. This cap, when turned to the right, opens the valve, and when turned to the left, closes the needle point, thus cutting off the gas. To secure the proper mixture of air and gas, open the air mixer shutter quite wide, for during low pressure conditions it is necessary to have as large an area of opening as possible in order that a proper proportion of air be entrained to mix with the gas entering at low velocities to produce perfect combustion. Imperfect combustion can easily be detected by examining the bottom of the cooking utensils. If the bottoms of the utensils are blackened, then you are not getting the proper combustion, and therefore not getting the full heat value from your gas. Another indication of good combustion is to watch the flame—a quick blue flame indicates good combustion, while a yellow flame announces the presence of carbon particles that have escaped combustion.

Remember that to waste gas means to increase your gas bill.



Sketch of Soaking Pits by Chas. Locke.

A Fantasy.

THE "Soaking Pits," they are not wet—
The only wet you find
Is the beads of honest sweat
With which the brow is lined.

When the lids go rolling back
Shooting heat from fiery well,
Even Dante'd feel a lack
Of words to picture such a hell.

Raise Your Burner and Lower Your Gas Bill.

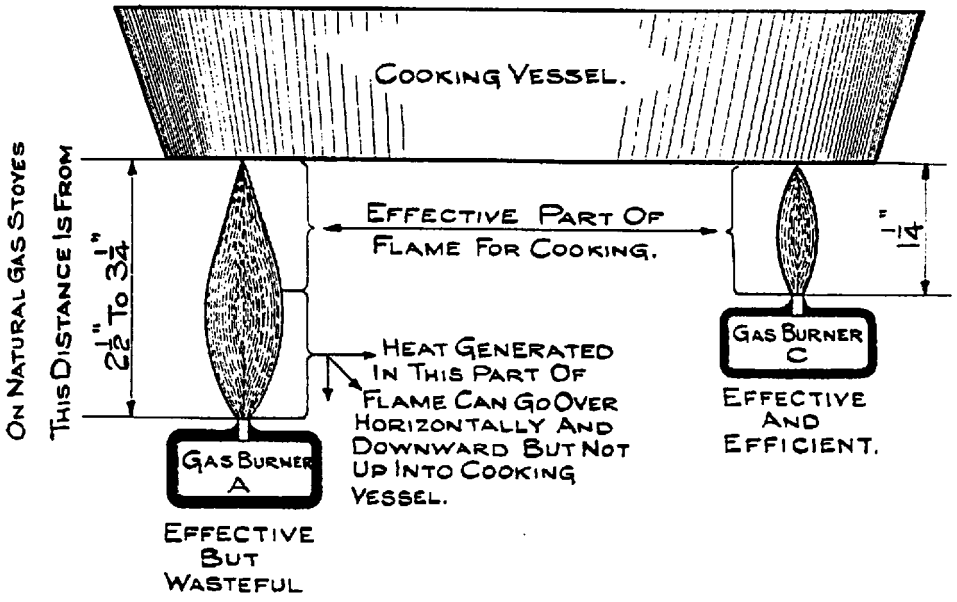


DIAGRAM SHOWING WASTEFUL AND EFFICIENT POSITION OF GAS FLAME UNDER COOKING VESSEL.

THE U. S. Department of Commerce estimates that one hundred and fifty billion cubic feet of natural gas are wasted annually. These figures are so great that we can't grasp them, but when we consider that most of us waste one or two thousand feet a month, with its resultant dent in the family pocketbook, then this waste becomes appreciated. A great part of it can be prevented. Gas waste can usually be attributed to three distinct causes; First, burners being set too low; second, improper combustion due to poor adjustment of needlevalve or dirty burner; third, indirect application of the heat due to the use of solid lids.

It has been demonstrated that by raising the burner to the proper distance (1¼ inches) from the cooking utensil; adjusting the needle valve in accordance with the gas pressure; and removing the solid lid, it is possible to save ten cubic feet of gas per hour, and do the work in half the time. In order to show the value of this to you in dollars and cents, it must be assumed that a burner is used three hours per day; by making the necessary adjustments, it is possible in thirty days to save 1200 cubic feet of gas, or forty-two cents, on a single burner. It is worth saving?

The Fairy Wand.

CHRISTMAS is the time of fairy wands, Santa Claus, and general enchantment. Mr. George Horace Lorimer, Editor of the Saturday Evening Post, has written his idea of "The Fairy Wand" so forcefully and so helpfully that we are passing it on to you instead of attempting an original contribution. Accept its spirit with the best wishes and the heartiest Christmas Greetings of the Employment Department.

"Most young men of ambition are in constant search of those who will help them on the road to success. Such aid is found in many ways and through many persons. It may come through friends, chance acquaintances, books and formal education and training. It may take the form of wise advice, searching criticism and disinterested appraisal of character. It may be free or bought and paid for. It may be amateur or professional. It may be found in the lives of great men, in casual anecdote, in textbook theory, in everyday experience, in the observation of one's associates.

"But no outsider, no outside force, can wave the wand that brings success. Fundamentally it is not to be found in other persons, in books or lectures or even in observation. Deeds and not words are what put men on top. The successful man may gain help and inspiration from others, but he always blazes a path of his own. The most valuable advice and analyses he ever gets are those to which he subjects himself. He always makes his own job analysis.

"The ambitious salesman takes a course in salesmanship. It will help him, possibly. But there is no fairy wand, and though a belief in fairies adds to the joy of childhood it only carries adults away from the straight and forward path. The course in salesmanship may do more harm than good if it is conceived of as anything more than an aid to growth. All outside aids are in a sense artificial. Expert advice, education, books, articles in newspapers and magazines, training courses—the trouble with all that are honestly conceived and offered is that so many people take them as something that can be put on as a top story to their personal structure. No search is so frequent yet so useless and pitiful as that for a substitute to take the place of the slow and painful process of inner growth."

"Inventory Time"

The time of day I do not tell
As some do by the clock,
Or by the distant shining bell
  Set on some steepled rock.
But by the progress that I see
  In what I have to do—
It's either Done o'clock for me
  Or only half-past Through.—*Bangs*

Happy New Year.

A. Rectorus.

Director of Employment.

The True Spirit of Christmas.

"THERE'S a glow upon the hillside, where the shepherds vigil keep;
There's a hush upon the little town where drowsy mortals sleep;
While soft and low the breezes blow,
And through the street an echo sweet
From angels' song steals softly by.

"From midnight skies the stars look down with bright and shining eyes;
The little town of Bethlehem beneath them darkly lies;
But brighter far than fairest star,
Upon the night there shines a light—
A Star on wondrous mission sent.

"The angels' song has passed away, the hillside glow has gone;
The guiding star no more shines out, from East no wise men come;
But still to earth our Savior's birth
Brings joy and peace that never cease,
To wise men, shepherds, people all."

Solomon says "the eye is not satisfied with seeing, nor the ear filled with hearing," the truth of this saying is confirmed by the experience of all succeeding ages, with only one exception. There is one object, and only one which can satisfy the eye of the mind, and fill the ear of the soul, with a peace and joy divine, and that is "The Star of Bethlehem, the Lord Christ."

The world had been making preparation for the coming of Christ in every possible way, by the culture of the Greeks; by Roman Dominion; by Old Testament Revelation. Expectations of the coming of a Messiah, in various forms of clearness, were at that time by the political and religious intercourse of the nations, spread over the whole known world. The long looked for time had arrived, the closed shutters of a bleak December night were thrown open, and the grandest choir that ever graced the earth, stood there, and when the drapery of cloud was drawn aside, there floated out, in the stillness of the hour, that peace anthem, which has soothed so many aching hearts, until every nook of hill and vale reverberated, and encored the heavenly strains "Glory to God in the Highest, and on earth peace, goodwill toward men."

The Christmas Season has come once more when the voice of thanksgiving is lifted up for the coming of the Christ into the world. The Christmas time should always bring an era of good-will and good cheer. If it means anything to us, it must keep in memory the story of Christ's advent as the savior of the world. In the true Christmas keeping we should strive to get the temper of Christ into our lives. We make Christmas a time of gift bestowing; thus our hearts are opened toward others. This is well, for Christ said, "It is more blessed to give

than to receive." But we are in danger of confining these expressions of love to a very little span of time; of crowding a whole year's ministry into a single day. This is not enough. We should strive to make every day a Christmas in our lives. We may not send gifts to our friends every day, but we may make each day bright with loving service and gentle deeds, and full of joy and thankfulness to God for all the blessings and opportunities of life, and thus catch the true Spirit of Bethlehem's Christ.

C. C. Cowgill.
Superintendent, Mutual Interest Dept.

Armco Babies.

Girls

Charles Gregory, Boiler House, Illinois Ave.
Charles A. Trent, Sheet Mill, Company House 43.
Frank Hocz, Boiler House, Company House 42.
Edward Ireton, Annealing, 503 Park St.
Otto Kruse, Sheet Mill, 705 W. Hill St.
Everett Barns, B. & B., 406 Illinois Ave.
Jessie Johnson, Sheet Mill, 1308 Sycamore St.
Jos. Thoelking, Jr., Sheet Mill, 722 Plum St.
Louis Quinn, Open Hearth, 418 Virginia Ave.
Finley Shyres, Open Hearth, 306 N. McKinley Ave.
Jackson Wells, Electrical, 144 E. Ninth St.
Joe Cottle, Boiler House, 214 Taylor Ave.
Noah Downing, Riggers, 217 Central Ave.
Alex. Childs, Sheet Mill, 1015 Grove Ave.
Lloyd Murphy, Electrical, 626 Campbell Ave.
Peter Londas, Annealing, 201 Webster St.

Boys

Homer Hodson, Maintenance, West Ninth St.
Clell Roberson, Factory, Garfield and Armco Aves.
Chas. Moore, Sheet Mill, 310 Virginia Ave.
Chas. C. Willis, Open Hearth, 316 Michigan Blvd.
Ernest Darnold, Electrical, 416 Michigan Blvd.
Geo. Selby, Sheet Mill, Yankee Road and Lawn Ave.
Thomas Hillard, Boiler House, 205 Virginia Ave.
Clarence Conrad, Warehouse, 1201 Crawford St.
Leonard Johnston, Boiler House, 527 Moore St.
Wm. Irving, Sheet Mill, 410 N. Charles St.
E. P. Murphy, Treasury, 120 S. Clark St.
Ervin Rhoads, Sheet Mill, 727 Sherman St.
Irvin Isble, Sheet Mill, 1115 Yankee Road
Paul Stoutenborough, Sheet Mill, 208 Michigan Blvd.
Robert A. Fraser, Maintenance, 211 N. McKinley Ave.
Bill Laurenzo, Columbus Works.
Glenn Mulligan, Columbus Works.

Marriages.

Mr. and Mrs. A. Singhoffer
October 28, 1922.

Mr. Aaron Campbell (Annealing) and Miss Bettie Demming, June 5, 1922.

Mr. Leo. Markham (Sheet Mill) and Miss May Hinkle, August 23, 1922.

Mr. Wm. Yaw (Sheet Mill) and Mrs. Mary Morrison, September 18, 1922.

Mr. Mike Axeotis (Annealing) and Miss Anna Catherene, September 28, 1922.

Mr. Daniel W. Smith (Zanesville) and Miss Clara M. Sharrock, October 5, 1922.

Mr. Raymond Shaw (Sheet Mill) and Miss Nata Kelsor, October 7, 1922.

Mr. Geo. Wallace (Sheet Mill) and Miss Lugene Scott, October 12, 1922.

Mr. Jesse Jones (Sheet Mill) and Miss Hazel Louise Young, October 14, 1922.

Mr. Sam Debelich (Columbus) and Miss Mary Vorgo, October 14, 1922.

Mr. R. L. Kenyon (Research) and Miss Effie Squires, October 14, 1922.

Mr. John P. White (Sheet Mill) and Miss Clara A. Patterson, October 18, 1922.

Mr. David A. O'Toole (Zanesville) and Mrs. Anna Gonder, October 18, 1922.

Mr. George Cooper (Masonry) and Miss Dulla Bean, October 19, 1922.

Mr. Talmadge Havens (Shipping) and Miss Rebecca Justice, October 25, 1922.

Mr. A. Singhoffer (B. & B.) and Miss Otella Ethel Waczula, October 28, 1922.

Mr. A. Lesinsky (B. & B.) and Miss Julia Ozsvath, November 18, 1922.

Mr. W. C. Scheffler (Zanesville) and Miss Mary Rose Slinka, November 28, 1922.

Mr. Jos. Kauth (Sheet Mill) and Miss Thelma Jordan, November 30, 1922.

Mr. Wm. I. McCutcheon (Sheet Mill) and Miss Edna Pierce, November 30, 1922.

Deaths.

We regret to announce the deaths of the following Armco men:

R. F. Gearing

R. F. Gearing, chemist, Ashland Division, died of Tuberculosis, November 3, 1922. His mother, Mrs. Susan R. Gearing becomes the one hundred and thirty-eighth beneficiary under the Armco Life Insurance Plan.

Willis Arthur

Willis Arthur, Laborer, Ashland Division, died of Tuberculosis, November 4, 1922. His wife, Mrs. Nora Arthur becomes the one hundred and thirty-ninth beneficiary under the Armco Life Insurance Plan.

Theodore Gates

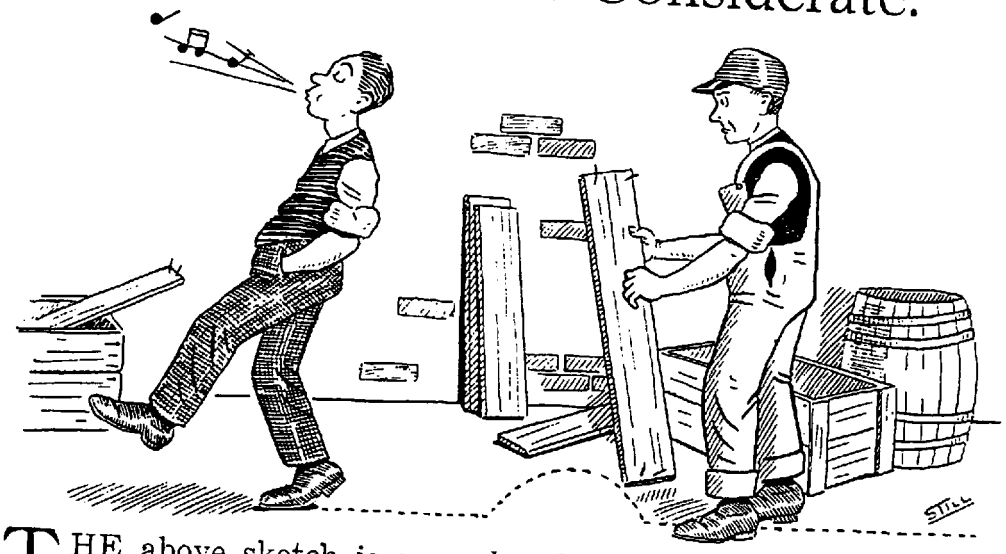
Theodore Gates, of the Central Works Sheet Mill Department, aged 50 years, died from a complication of diseases, at his home 917 Lincoln Ave., November 22, 1922. He is survived by his wife, Mrs. Margaret Gates, and the following children: Frances, Alice, Sarah Jane, Paul, Theodore, Edith, and Mildred, aged 15, 14, 13, 10, 8, and 5 years respectively. Mrs. Gates becomes the one hundred and fortieth beneficiary under the Armco Life Insurance Plan.

Start the New Year Right.

LESSONS of thrift and economy teach many things that do not immediately appear upon the surface. It is far more than money saved that is gained by the person who practices self-denial and restraint in his daily spending of money. He not only builds up a Reserve Fund to protect himself against the countless vicissitudes of life, but he improves and develops all that is best in his character and makes himself, in every way, a better and more useful citizen. The habit of saving money strengthens the will, brightens the energy and improves the general standing of a person in his own estimation as well as in that of others.

ARMCO BRANCH
The American Trust & Savings Bank

A Safety Man Is Considerate.



THE above sketch is reproduced from a safety bulletin recently received from The Youngstown Sheet and Tube Company. The text of the bulletin is, "Do you practice *Safety* or are you just *Careful?*" The artist has cleverly illustrated the vast difference between the two kinds of men.

The *Careful* man has seen the nail protruding through the board and has stepped over it. He continues merrily on his way without thinking that he should remove the hazard lest someone else be injured by it. The other man, however, the *Safety* man, out of consideration for his fellowmen is removing the plank and will bend down the nails so the hazard will no longer exist. He knows that to be a genuine Safety man it is not enough to be careful to avoid injury to himself. In addition to this, he must also accept the responsibility of eternally watching out for the safety of every one else. This latter type of man, by going out of his way for the safety of the other fellow, demonstrates that he is sincere in his desire to prevent accidents

We recently had a fine example of the work of a true Safety man in a man high up in our own organization. A few minutes before quitting time at night he discovered a very serious hazard in another department. He stayed overtime trying to locate someone who could remove the hazard, but being unable to do so, he notified the Safety Department and the hazard was removed. This man had escaped injury to himself and might have gone on home without any further effort to protect others, but being a genuine Safety man he did think of the other fellow and would not quit the job until he had been assured that the hazard would be removed.

Which kind of a man are you—A *Careful* man or a *Safety* man?

R Gadair

Safety Engineer.

Twenty-Year Men.

J. R. Freeze

Roy Freeze, well known to Armco Folks as Superintendent of the Factory Department, was first employed as a Factory laborer on May 15, 1902. In a short time Roy was transferred to the machine shop and served his apprenticeship at that trade. His experience was further strengthened by a year in the drafting room. But Roy liked the Factory work, and he naturally gravitated back to it as a machinist. Some three years later he was promoted to the position of master mechanic of the Factory.

In 1919 the Armco Culvert and Flume Manufacturers Association began the designing of special machinery. There was no one more familiar with their needs than Roy, so on October 1st of that year he was loaned by Armco to the Association for that purpose. In two years this work was finished and on October 1, 1921, Roy returned to the Factory Department. On January 1, 1922, he was officially installed as Factory Superintendent.

Sam Embry

On May 1, 1902, Sam Embry began work on his first regular job, a laborer at Central Works. In a short time Sam was transferred to the Bar Mill. However, he was mechanically inclined, so his first step toward getting the kind of a job in which he was most interested was to get a transfer to the boiler room as fireman's helper. Then in order to complete his practical education Sam joined the millwrights as a helper, and afterwards became a member of the pipe shop crew. Later he was transferred to the boiler room again, this time as head fireman. In 1905 Sam's mechanical knowledge stood him in good stead, for he was made general repairman on all boilers, pumps, and engines at Central Works.

Guard Your Mouth—the Gateway to Health.

THE keynote of good health is cleanliness of person and surroundings, while the chief cause of disease is filth. To have and to keep good health, strict obedience must be paid to the laws of hygiene, especially personal cleanliness. Cleanliness is at all times important as a preventative of disease.

Many diseases are caused by an unclean mouth, namely, rheumatism, arthritis, stomatitis, neuritis, pyorrhea, heart and kidney diseases. There are also germs of typhoid, pneumonia and diphtheria in the mouth which often develop and produce disease. Pyorrhea is a diseased condition of the gums. The gums become soft, spongy and infected, and frequently the teeth become loose and it is necessary to have them extracted. Diseased gums and teeth are among the most frequent sources from which the rest of the body is poisoned.

With proper care of the mouth many diseases may be avoided. A foul breath very often is a symptom of an unclean mouth. Keep the mouth clean. Do not put your fingers, coins, pencils, etc., into the mouth as they may carry germs of infection. Watch the tongue, it should be scraped and kept clean. Wash and rinse the mouth thoroughly; use soap if necessary. Common table salt dissolved in water makes a good mouth wash. The teeth and gums should be brushed well after each meal and on arising; brush the back of the teeth as well as the front and rinse the mouth well. Use a good stiff brush and good tooth paste. Remove all particles of food with dental floss or silk thread. Remember that the food which remains between the teeth, and in the cavities of teeth soon decays and becomes poisonous, and you are continually swallowing the poison from it. You would not think of eating any decayed food, but don't forget, you are doing so when the mouth is unclean.

An endless amount of infected material from the poisoned food, decayed teeth and infected gums is being absorbed and this sets up a chronic toxic condition. Old roots and badly decayed teeth should be removed, and all cavities filled.

Keep the mouth clean and thus free yourself from conditions which favor the culture and growth of germs. By so doing you will improve your general health and remain well.

Ida M. Mosiman, R. N.
Medical Department.

An Appreciation.

THE many Armco men in our plant whose courtesy to the students who are here for our intensive short courses, will appreciate the following report of a talk given by a member of the nineteenth class of our salesmen's course, at their recent graduation dinner:

Mr. Toastmaster and Gentlemen:

It is unfortunate for me that I should be called upon to talk immediately after so fluent an orator as Mr. Chapple, but it is easy to perceive why your sales department desires his attendance at these banquets.

I express the feelings of each member of the 19th Culvert Salesmen's class when I say that we are thankful to our own companies and to the American Rolling Mill Company for having been given the privilege of attending this instruction course in metallurgy.

We have passed through a fairy land of reality the last two weeks, seeing rough scrap, ores and other substances pass through innumerable processes; guided and handled by skilled artisans, only to reappear from the galvanizing pots clothed in sparkling garments. Many things took place which kept us spell-bound, and on edge every moment, but all the time it was apparent everything was well in hand, that many hands were co-operating—working faithfully and in harmony to produce a superior product.

On each of our journeys through the plant we have been given every consideration. From the moment we were accepted and hired by your employment department, we have observed a "something" which it is impossible to describe, but which each employee radiates—a paramount spirit of co-operation which has made the Armco organization what it is today.

Now after taking this course we cannot help but mention that we did not realize how incompetent we were, heretofore, to discuss iron or steel with our customers, but through the untiring efforts of our instructor, Mr. A. J. Sheldon; of Mr. B. K. Lawrence, and many other gentlemen in your organization, we have gained a wealth of knowledge. It would be impossible for us to demonstrate to you how much we have benefitted by your most excellent metallurgical course. This will prove itself later. We are now in a position to return to our respective territories armed with ammunition which will successfully counteract any unreliable information of competitors or arguments founded only on theory. We have the facts.

We are grateful to you, men of the Armco organization, for the splendid manner in which we have been received and treated while guests at your works and in your club, and we want you to know that we have felt the warmth of the strong

Armco spirit which permeates this organization. We have absorbed this warmth, and, above everything else we have been sold on a superior product by a superior organization.

G. M. Monahan
The R. Hardesty Manufacturing Company.

I. C. S. Instructor

It will be of interest to Armco men who are taking I. C. S. courses to know that the training department maintains a regular instructor to help them on any hard points which they encounter in their study.

A. J. Beatty

Director of Training.

George Benzing, Jr., M. D.

Dr. George Benzing, Jr., came to us from Cincinnati last October to become Assistant to the Chief Surgeon at Middletown.

Dr. Benzing is a graduate both of the University of Michigan and the University of Cincinnati. He received the degree of Bachelor of Arts from the Michigan University, and his degree in medicine from the University of Cincinnati. In addition the new doctor is a member of the Nu Sigma Nu medical fraternity and the Delta Upsilon literary college fraternity. His interneship was spent at the Good Samaritan Hospital in Cincinnati, and he has also studied surgery at the Post Graduate Hospital in Chicago.

After his interneship he spent considerable time doing special Xray work. He has served as instructor of anatomy at U. C., and professor of anatomy at the Ohio College of Dental Surgery at Cincinnati.

Dr. Benzing has rapidly gotten his bearings since arriving on the job, and he has already demonstrated that he is going to be a "Lifter" rather than a "Leaner" in promoting the already efficient service of the medical department.

'Round About the Mill.

Joe Phillips was very sick. A specialist was called in and advised an operation.

"How much will it cost?" asked Joe.

"One hundred dollars" said the Doctor.

"You'll have to shade your price a little" said Joe, "I've had a better bid from the undertaker."

"Yes sir," said Jap Jordan, "there's nothing I can't do about the farm. If anybody can mention anything that I can't do, I'll set up the cigars for the crowd."

"Kin you lay an egg?" queried a voice from the rear of the room.

Walter Schmidt says that when a man's wife touches him for the price of a new hat he begins to realize what "overhead expense" is.

George Shephard: "I sleep like a log."

Jerry Lanier: "Yes, with a saw going through it."

"Yesterday" said Mac McGuff, "I refused the request of a poor woman for a small sum of money, and in consequence of my act I passed a sleepless night. The tones of her voice kept ringing in my ears the whole night through."

"Your softness of heart is surprising" said Pete Butts, "but who was the woman?"

"My wife."

Ida Mosiman: "We are getting up a club to study auto-suggestion. You should join it."

Mildred Lamphier: "Auto-suggestion? If it's a new scheme to get my dad to buy a new car, you can count me in."

Ed Moore: "What are the three words in the English language that are most used.

"I don't know."

Ed: "Correct."

There is a prize story that has been told on Red Rinearson, and as Red is leaving us soon, it might as well be told now as well as later. Red once had the honor of being the successful candidate to receive the job of messenger boy. The manager, after hiring him, sent him on an errand in one of the most fashionable districts. Half an hour later the manager was called to the phone and the following conversation took place.

"Have you a red-headed boy working for you?

"Yes."

"Well this is the janitor at the Oakwood Apartments, where your boy came to deliver a message. He insisted on coming in the front way, and was so persistent that I was forced to draw a gun."

"Good heavens! You didn't shoot him, did you?"

"No, but I want my gun back."

Bill Maurer's boy was late for Sunday School, and the minister inquired the cause.

"I was going fishing but father wouldn't let me."

"That's the right kind of a father to have" replied the reverend gentleman, "Did he explain the reason why he would not let you go?"

"Yes sir. He said there wasn't enough bait for two."

Bill Beatty was being prepared for an operation on his appendix. When the Doctor appeared to administer the anaesthetic Bill began to get nervous.

"Will it make me sick, Doc?" he asked.

"Not a bit, replied the physician assuringly.

"How long will it be before I know anything?" he queried as the mask was adjusted.

"You're asking a good deal of the ether" was the doctor's counter.

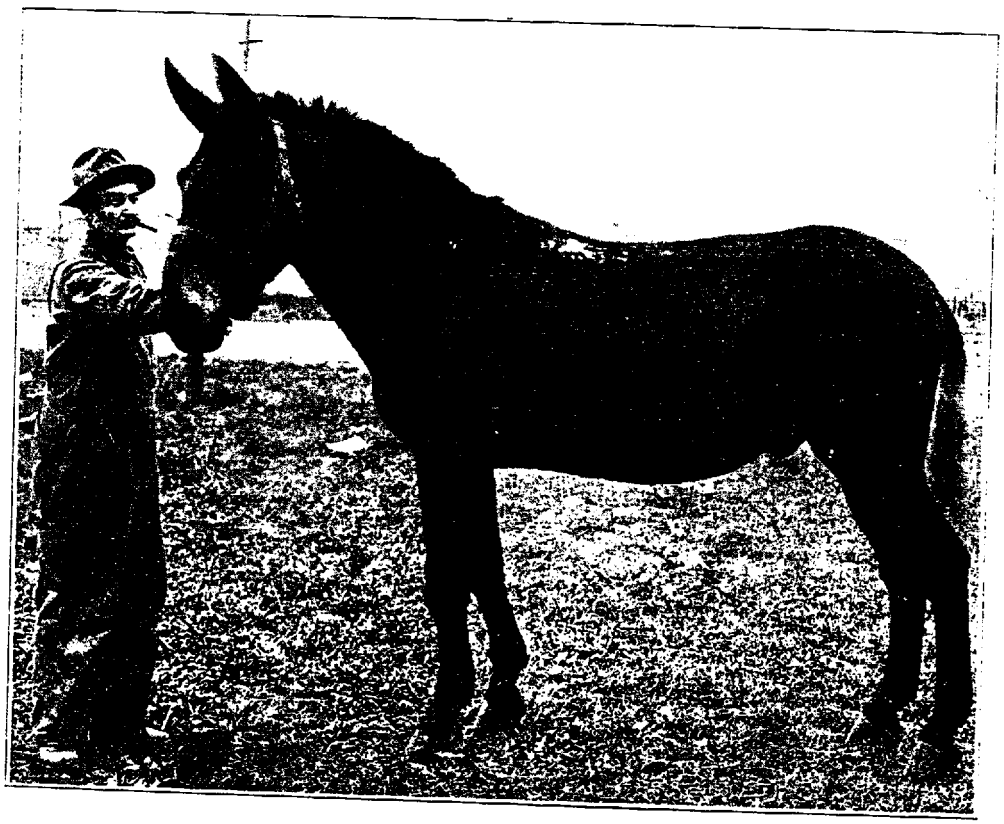
A Lucky Briar.

By

"Briar" Douglas Young, Electrical Dept.

I used to be like other men before I struck it lucky,
Just an ordinary plug, from the hills of Old Kentucky.
But nowdays things are different! I'm a man of great renown,
For I'm working at the Rolling Mill, the greatest place in town.
I used to hear of Middletown when I was back among the sticks,
And Oh How I longed to be there to learn some city tricks.
So one day late in August when the sun was going down
I sold my dog and grabbed my duds, and caught a train for town.
Once seated on the cushions, my heart was light and gay,
But I felt a touch of sadness, as the old hills died away.
When the man took up the tickets I told him without fail,
To stop the train at Middletown, if he had to jump the rail.
The train flew on like fury, for they said that she was late,
And I longed to be behind the plow where the speed was not so great.
I began to get uneasy, and thought they had carried me by,
But when I asked the ticket man I heaved a heavy sigh.
No we've not carried you by, said he, won't be there yet for hours,
Just keep your seat, don't lose your head, you're still among the briars,
I had begun to get discouraged, and thought they'd lost their way,
When the engine blew its whistle, and I heard a rounder say.
We're pulling into Middletown, the place I love so well,
Just because its by the Polar Bear where all the briars dwell.
Sure enough the man was right, the train pulled up and stopped,
I grabbed my duds, jumped to my feet, and from the train I hopped.
I looked around, and all was strange, but I had my nerve along,
So I pulled my hat down on my ear, and sang a mountain song.
I found a place to feed my face, for I was hungry as a bear,
And I ate until they called for help to pull me from the chair.
I took a chew of tobacco and spit until I was weak,
Then I beat it up to bed to try to get some sleep.
I jumped up bright and early, dressed and hurried down,
Eat up everything they had, and hustled out in town.
I thought that jobs were plentiful, and not so hard to find.
But along before the close of day I begun to change my mind.
I hiked from Middletown to Amanda, and up on Gobblers' knob,
I drilled through Meadowlawn, but I couldn't find a job.
I didn't get discouraged for I said I wouldn't fail,
But would land a job in Middletown, if I had to go to jail.
I found a job the second day in a foundry hauling sand,
I was chaffeur on a wheelbarrow where I worked to beat the band.
Work and me had met before, but we never could agree,
So I told the boss at quitting that this job was not for me.
I couldn't find a job at all that seemed to strike my notion,
For every one that I would get, kept me too much in motion.
I begun to get discouraged, although I said I wouldn't fail,
But my nerve was shot to pieces, and I was growing pail.
I thought of all the jobs I'd had in foundries, shops, and mills,
And I longed to be behind the plow in the Old Kentucky hills.
But something seemed to tell me if I'd hold on and try,
That I would strike it lucky in the sweet by and by.
Little did I think then when I made up my mind to stay,
That I would be the man I am on the job I have today.
Every day I'd hit the trail, I never will forget,
At last I struck it lucky, and at last I made a hit.
I was strolling on Crawford Street,
I ran into a place they said was the rolling mill.
I ran right in the Office, I never stopped to think,
When I bumped into a man they said was Mr. Kellie.
What do you want he said to me in words as loud as thunder.

And how I kept from fainting is yet to me a wonder.
Is Mr. Murry in says I, they say this is his mill,
I want to ask him for a job, as I have no time to kill.
I said I's from Kentucky and raised back in the woods,
And for work was what he wanted I's right there with the goods,
Come along he said to me, I need a man right now,
But you'll find that handling iron is some different from the plow.
So I went to work that morning at the Rolling Mill
And I am proud to tell you that I'm sticking with them still.
No more do I feel lonesome and I'm turned against the plow,
For I am perfectly contented and very happy now.
If I should spend a thousand years in this fair land of ours,
I'd spend it at the Rolling Mill where they work so many Briars.
Can't tell how much I like the mill for to me it's next to Heaven,
We used to start at six o'clock, but now we start at seven.
I love the dear old Rolling Mill, its done so much for me,
We used to quit at half past five, but now we quit at three.
We got our little ten percent and now we get a store,
We got eight hours and bonus too, but still we're wanting more.
And when I'm called from mother earth to that land so bright and fair,
I won't be quite so happy with the rolling mill not there.
But I'll find a little corner, where everything is still,
So I can look back down on Mother Earth at the Dear Old American Rolling Mill.



"Openers."

MUCH has been written of the faithful horse, but everyone seems to have neglected the faithful mule. Let it be known, however, that when it comes to faithfulness old Jack has the market cornered. Years ago he was brought from Cincinnati to draw scrap from the stock yard to the open hearth.

The gentleman who looks after the comforts of this veteran is Oliver Long, team boss. Oliver manufactures the stogies he smokes. Another fellow tried one of them once, and the coronor pronounced it "accidental."

Mistakes

MISTAKES do not "happen"—they are made, and their manufacture is an extremely unprofitable business. A side line always found connected with it is the making of excuses. There is no market for either product.

If you run an excuse factory, sell it out and take up a business that pays. One-half the gray matter wasted on the excuse would prevent the error every time.

Don't doctor symptoms. Get after the cause of your mistakes.

Do you suffer from any of these diseases?

1. Bunk-itis, or Chronic Gassing—An affliction which causes its victim to expend thousands of good words trying to put something over, only to get a couple of bad words for his pains. Use your bunk exclusively for sleeping purposes—and don't talk in your sleep.

2. Mental Myopia—A near-sighted inability to see beyond the immediate act into all its important consequences; a kind of "see"-sickness that often compels a man to throw up his job. Extend your brains and use them as a telescope.

3. Mental Astigmatism—"Seeing things crooked." Straighten out your theories; you are wasting time trying to bend your facts.

4. Enlargement of the Ego—A disease characterized by severe swelling of the "eyes." You may be willing to stake everything on your own judgment ignoring the opinions of others, but perhaps the company is not.

5. Laborophobia—A fear of work, otherwise described as "that tired feeling." This condition is often blamed upon hookworm. If you are that sort of a worm you certainly won't have to wait long for the hook.

6. Boobitis, or Paralysis of the Gumption—Move out of the state of bewilderment into the state of Missouri. Then the next time somebody tries to slip one over on you, tell him where you're from.

7. Sleeping Sickness—Don't complain if somebody wrecks your train of reasoning while you are slumbering at the switch. You expect your job to take care of you. Why shouldn't you reciprocate?

8. Atrophy of the Intellect—A wasting away of gray matter caused by jumping at conclusions instead of giving the brains a little much-needed exercise. The power of reason differentiates men from beasts. Be human.

9. Rheumatic Recollection. Don't blame your memory for going lame if you abuse it. Memorandum books are available. They cure that complaint.

10. Softening of the Spine—If you believe you are right and the other man insists you are wrong, make him prove it. You don't need to be bullheaded about it, but never let anyone bluster you out of your backbone.

Armco Association Club Notes.

Armco Association Directors

THE constitution and by-laws of the Armco Association was changed at the last annual meeting to provide for a better system for the election of directors.

Sec. 3 Art. 3; The directors shall be nominated by petition signed by members of the Association placing in nomination some member qualified to become a director. All petitions shall be filed with the Secretary-Treasurer on or before January 1st, of each year. If petitions nominating more than nine directors are presented, the nine having the highest number thereon shall be the ones so nominated, and the remainder shall be rejected. The date and the hour of the election shall be fixed by the board of directors not later than January 1st, of each year, and the election shall be held on the first, second, or the third Saturday in January of each year, between the hours of 8:00 A. M. and 8:00 P. M. The election shall be under the direction of the Secretary-Treasurer, who shall select one signer on each of the petitions having the largest number of signers, and not to exceed three in number to act as judges and clerks of election. The ballot shall be furnished and the Australian method of casting them shall govern. The Secretary-Treasurer shall give notice of such election by posting notice of such election on the bulletin board of the Association. and publication of such notice in some newspaper printed and of general circulation in the City of Middletown, and may post copies of such notice at such other places in the City of Middletown as the Secretary-Treasurer may deem proper. Such notice shall also give the names of the three retiring directors.

The above change in the method of election does not provide for nominations of directors from the floor at the annual meeting, but makes it necessary to circulate petitions through your department and the mill for the nomination of your candidate. For instance; if any department desires to place a candidate for director, they must prepare a petition placing the name of their candidate on it, and must then secure enough signatures to this petition so that it will be one of the nine highest turned in to the Secretary-Treasurer, of the Armco Association. It is also necessary for this petition to be in the hands of the Secretary on or before January 1st, of each year, otherwise your candidate will not be placed in nomination.

In conformation with the Australian Ballot no one person can sign more petitions than there are nominees, which in our case is three. If any signature appears on more than three petitions, the name will be scratched off, and will not be counted at all.

The date of the election will be on January 13th, 1923, and the ballot box will be open at the Armco Association Club rooms from 8:00 A. M. to 8:00 P. M. In the evening the annual meeting will be held and the result of the election will be announced.

Make Your Christmas Presents Armco Band Records

All who have had the pleasure of hearing the Armco Band in concerts during the summer and indoor concerts during the winter, can have that same privilege in their own homes, through the medium of the band records which have been made by our band. These records are very fine reproductions, and are some of the finest band records ever produced by any musical organization. In addition to the band records are four cornet solos by Frank Simon, which are wonderfully clear, and are probably the best Cornet records ever produced in America. Each record is a double faced record with the following selections.

(a) 136th U. S. Field Artillery March .....Fillmore
Cornet Solo—"O Solo Mio" .....De Capua
Played by Frank Simon

(b) March—"Men of Ohio" .....Fillmore
Cornet Solo—"Smilin' Thru" .....Penn
Played by Frank Simon

(c) Waltz—"Three O'Clock in the Morning".Robledo
Cornet Solo—"Just a Wearyin' for You"..Bond
Played by Frank Simon

(d) Cornet Solo—"Drink to me only with Thine Eyes"
Cornet Solo—"I Love You Truly"
Played by Frank Simon

These records will be on sale at the Armco Association Club Rooms about December 8th. All records will be played for you so you can make your selections of those you like best. A great many orders have been already received for these records for Christmas presents, which is a very good idea.

Armco Band Concerts

During the winter months the Armco Band will give a series of six concerts, one each month at the Strand Theater. These concerts are by far the best musical events ever arranged by Armco. Mr. Simon is bringing some of the best talent in this part of the country as soloists, and each concert promises to be better than the one previous. Season tickets are on sale, or individual concert tickets can be purchased from the Superintendent or foreman throughout the plant at 55 cents a concert. If tickets are bought at the box office on the day of the concert the price of the tickets will be $1.10 Each.

Geo. W. Hanley

Manager, Armco Association.

Armco Girl's Halloween Party.

ON Wednesday night, just before Hallowe'en, the Armco girls held a most enjoyable party in the main office auditorium. The auditorium was tastefully decorated for the occasion in ghosts, black cats, and pumpkins.

Upon the arrival of the guests, they were met at the door by hospitable ghosts who conducted them on an adventurous tour through the dark building. The final entrance into the circle of guests was made by coming down a large slide where a friendly ghost was telling gruesome stories.

Then followed the grand march and the awarding of prizes. Pearl Weikel received the prize for being best dressed and Peg Webb for being most comically dressed.

Music and games were enjoyed until a late hour, and a Hallowe'en luncheon gave a fitting climax to this most delightful party. The entertainment committee deserves great credit for their efforts in making this party such a success.

A Real Taffy Pull

The taffy-pulling party on November 20th aroused more comment than anything the Armco Girls have done since the proverbial Hector was in his puppyhood days. About one hundred girls were present at the Central Works cafeteria to do their bit with the delicious Saint Julian taffy that was so expertly made by Miss Irene Hensey, assisted by Misses Marie Draut, Blanche Babbington, and Belle Rowley.

A splendid good time was enjoyed by the merry crowd of girls as only a real taffy pull can be enjoyed when the candy is just right.

Later in the evening when the remains of the candy were only slightly in evidence, the party gathered in the auditorium where games and folk dancing proved a most popular recreation and amusement for the girls. The climax to this merry, happy time was a delicious and dainty luncheon served by the committee. This committee certainly deserves great credit and thanks for the pleasant and efficient way in which the party was conducted.

Zanesville Armco Notes.

MR. GEORGE BROWN, a roller at the Zanesville Plant and a real Armco booster, is the proud owner of two prize winning beagles from his own kennels. Little Firefly has in four state trials finished first in three derby events and was second in the all-ages Federal trials in Pennsylvania this fall. She was also winner at Chippewa Lake, Dennison and Urichsville. Her full sister, Armco Belle was third in these events.

There are things we try to remember
There are others we should forget,
But not to remember "Safety First"
Is to forget your safest bet.

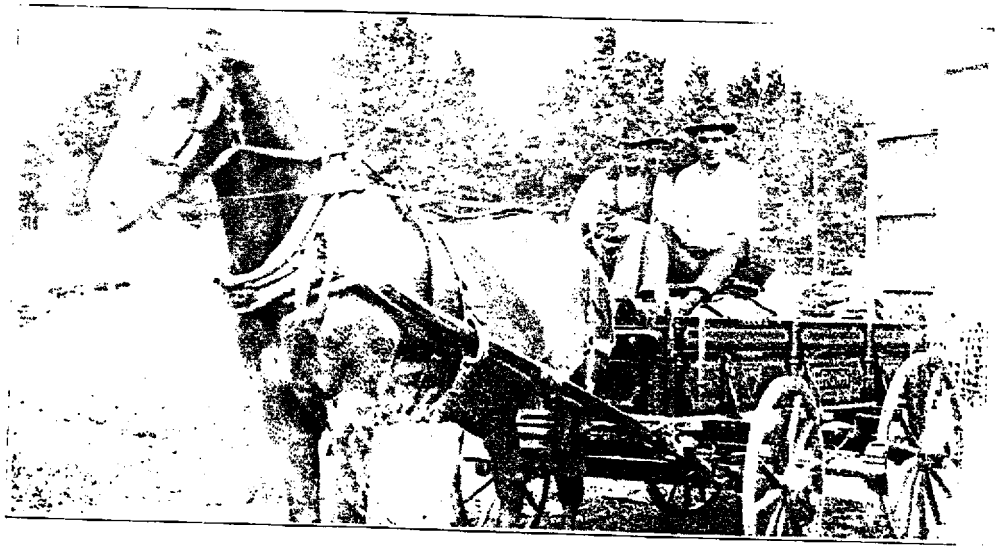
Take care that the face you see in your mirror in the morning is pleasing to look at. You may not see it again all day, but others will.

"Pap" remarked the youngster, "one of the kids at school today said I looked like you."

"Indeed!" responded Gus Hogan, "and what did you say?"

"Nothin. He's a whole lot bigger'n I am."

May happiness in a full measure be yours on Christmas Day,
That is our wish, for what more can we say
To express our feeling in this season full of good cheer,
So again do we wish you a happy New Year.



An Armco Trio

To the left on the seat is "Bill" Boyd, our general labor boss, who can always be found on the job or else on the wagon. His partner, to the right, is "Fred Darner, whose duties cover quite a bit of ground, which accounts for him taking an occasional joy ride with our friend "Bill." "Dan," the old stand-by, is shown in the lead.

Harry C. Powell

This picture was taken at the Fred Wallwork camp, near Ellis dam, after Harry Powell had succeeded in making the largest catch of the season. It can readily be seen that Harry had contemplated this extraordinary catch when one considers the huge pole and hook which was used in landing the giant fish. It weighed 29 pounds and 3 ounces, and measured three feet and 9 inches long. Mr. Powell narrowly escaped being horned by the fish after it had been captured.

"Gus" and Spot

"Gus" Hogan and his dog, Spot, are here shown at the New York dock waiting for their ship to come in.

Eighth Annual Game Supper

The Foremen and Clerks of the Zanesville organization gathered at the Armco Club Rooms on Tuesday evening, November 28th, for their annual meeting and game supper.

Rabbit, coon and possum with all the trimmings was much in evidence, and from the point of consumption, the Eighth Annual Supper was by far the largest and most enjoyable.

Following the supper several of the guests responded to toasts, during which time the hunters, who donated the game, were congratulated on their ability as marksmen and thanked for their generosity. Mr. George Crow, President of the Club, was Toastmaster.

Plant Manager A. F. Murphy and Superintendent W. R. Barnett spoke to the banqueters, reviewing the Armco activities of the year and the possibilities for the coming year.

Among the honored guests was Mr. Harvey Williams of the Middletown organization.

General Meeting and Banquet

Gold and Old Armco Halls have been secured for a general meeting of the members of the Armco Club for Saturday evening, December 2nd. The meeting is to be held for the purpose of changing the by-laws of the club.

Following the meeting a dance and banquet for Armco men and their families will be enjoyed. Mr. T. H. Phillips and Mr. George Crow for the general committee. William Gardner is chairman of the dance committee, and the music which will be furnished by the Armco Orchestra will be under the direction of Mr. A. H. Ungemach.

Notes from the Blast Furnace.

Result of Children's Hospital Drive

DURING the first week of October, Columbus was called upon to furnish funds to build a modern hospital for the exclusive treatment of children. Columbus Works was called upon to do its share and thru the canvassers appointed from the Service Committee $492.62 was collected from the men. This gives each man a total donation of $4.66 and the Committee in charge of the collections feels very proud of the record. Columbus Works has always done its part to aid in the success of the worthy drives and in this drive, probably the most worthy of them all, it did its share with great vigor. The total amount asked for was $500,000 and it was all subscribed within the week of the drive. We take pleasure in publishing this amount subscribed and we know that the men who gave to aid the "kiddies" will be pleased to learn of the success of the drive.

Noon Shop Meetings

The Inter Shop Committee has devised a new scheme for conducting Shop Meetings. Their plan is to have a group of speakers whose services will be available in all of the plants of the South Side. These plants will be formed into a circuit and each particular speaker will come to each plant in a regular

order to tell his story. By arranging the work in this manner each plant in the circuit will be able to have each available speaker to conduct one shop meeting—no plant having the same speaker twice during the season.

This is a fine way of handling the shop meetings and it is hoped that on every other Thursday noon, the men in the mill will carry their dinner pails to the machine shop and listen to a good talk while they eat. The speakers, it has been promised, are to be of a high calibre and their message will be of real worth for us all. We are asked to urge you men to attend these meetings, you will hear a lot of good points worthy of remembering and your presence will also give the speaker the feeling that he has not made his trip to our plant in vain.

Basket Ball Prospects

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Earl Schneider has been chosen to manage the team following the resignation of Gerald Fenton, and Earl, being a player himself will undoubtedly prove to be a great asset. His duties not only cover the activities of the team itself but also he is the one who represents the team at all League meetings.

We hope that this year will also bring out a latent quality of the men of Columbus Works. This quality we know all of the men possess, yet it is as we say latent. In a few words, we want you to come out and root for the players that are representing the Company by whom you are employed. Armco always has a dozen or so loyal ones, but this year she asks for a hundred or more. Will you be one of the hundred?

Armco Wedding

We take great pleasure in announcing the marriage of one of the men of Columbus Works, Mr. Sam Deibelich to Miss Mary Vorgo on October 14th, 1922. Sam has been employed at Armco for some years past and during this time he has formed many true friendships. We all join in wishing this couple the best that the world has in store and we all congratulate them and wish them happiness.

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plunges register a terrific punch and so his daddy knows that he will be a football player. Congratulations to Mrs. Laurenzo and to you Bill.

Then too, Glenn Mulligan of the Main Office had that never to be forgotten smile on his face the other day when he proudly announced that he was the father of an 8½ pound baby boy. Joseph was born on September 30th and is now a strong healthy youngster who inherits his daddies Irish wit, and his mother's good looks. We wish to congratulate Mr. and Mrs. Mulligan and to wish this baby boy of theirs all of the best of life.

Mr. George Schumaker is back on the job after a protracted illness during which time Mrs. Shumaker died very suddenly. George has the sympathy of every one in the plant.

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"A Blast Furnace is more sensitive than a watch. A furnace may be going splendidly when the wind will change and everything goes wrong. When a furnace is working right, there's nothing more pleasant to be around. But when something goes wrong, she might even blow her top off. Perhaps that's why the steel men name their furnaces the way they do."

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Notes from the Ashland Division.

Dedicated to Carl J. Moegling, Assistant Purchasing Agent, Ashland Division,—By Dorsie Smith,—Open Hearth Department

REALIZING as I do, even in my young and tender years, the necessity of a good start in any undertaking, I believe the following should be re-dedicated to C. J. M., at one time a most promising young bachelor, but who like many of them, has made one promise too many. A promise which may in fact be likened unto death itself—It's awful permanent.

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(A dissertation by a City Gardener)

—Before he planted his garden

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He has it on the rest of us.
All day he sits beneath the trees,
His beard caresst by gentle breeze;
Sits, puffing on his jimmy pipe,
And waits until the hay is ripe.
Or, when his cash is getting low,
Pulls off a quart of beans, or so,
And sells them to some boob like me,
Who slaves away at industry.

— And After

This farmin' business is a job
That don't appeal to me, By Hob!
I've worked until my bones are numb,
My dome of thought a vacuum.
My spuds had measles, beans had rash,
Bugs at my pickles, and my squash.
I prayed for rain and got a drouth.
Then, after all my crops went south
Rain poured in torrents night and day
And washed the fertilize away.

Chorus

Oh! Give the farmer all his due
He earns it, every cent and sou
He works and struggles night and day,
Nor thinks to strike, or walk away
From duty, but keeps sowing wheat.
And raising beans for us to eat
Who fret and fume at desk or forge
And cuss the world and say "let George
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BUY AND USE CHRISTMAS SEALS

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(A dissertation by a City Gardener)

—Before he planted his garden

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He has it on the rest of us.
All day he sits beneath the trees,
His beard caresst by gentle breeze;
Sits, puffing on his jimmy pipe,
And waits until the hay is ripe.
Or, when his cash is getting low,
Pulls off a quart of beans, or so,
And sells them to some boob like me,
Who slaves away at industry.

— And After

This farmin' business is a job
That don't appeal to me, By Hob!
I've worked until my bones are numb,
My dome of thought a vacuum.
My spuds had measles, beans had rash,
Bugs at my pickles, and my squash.
I prayed for rain and got a drouth.
Then, after all my crops went south
Rain poured in torrents night and day
And washed the fertilize away.

Chorus

Oh! Give the farmer all his due
He earns it, every cent and sou
He works and struggles night and day,
Nor thinks to strike, or walk away
From duty, but keeps sowing wheat.
And raising beans for us to eat
Who fret and fume at desk or forge
And cuss the world and say "let George
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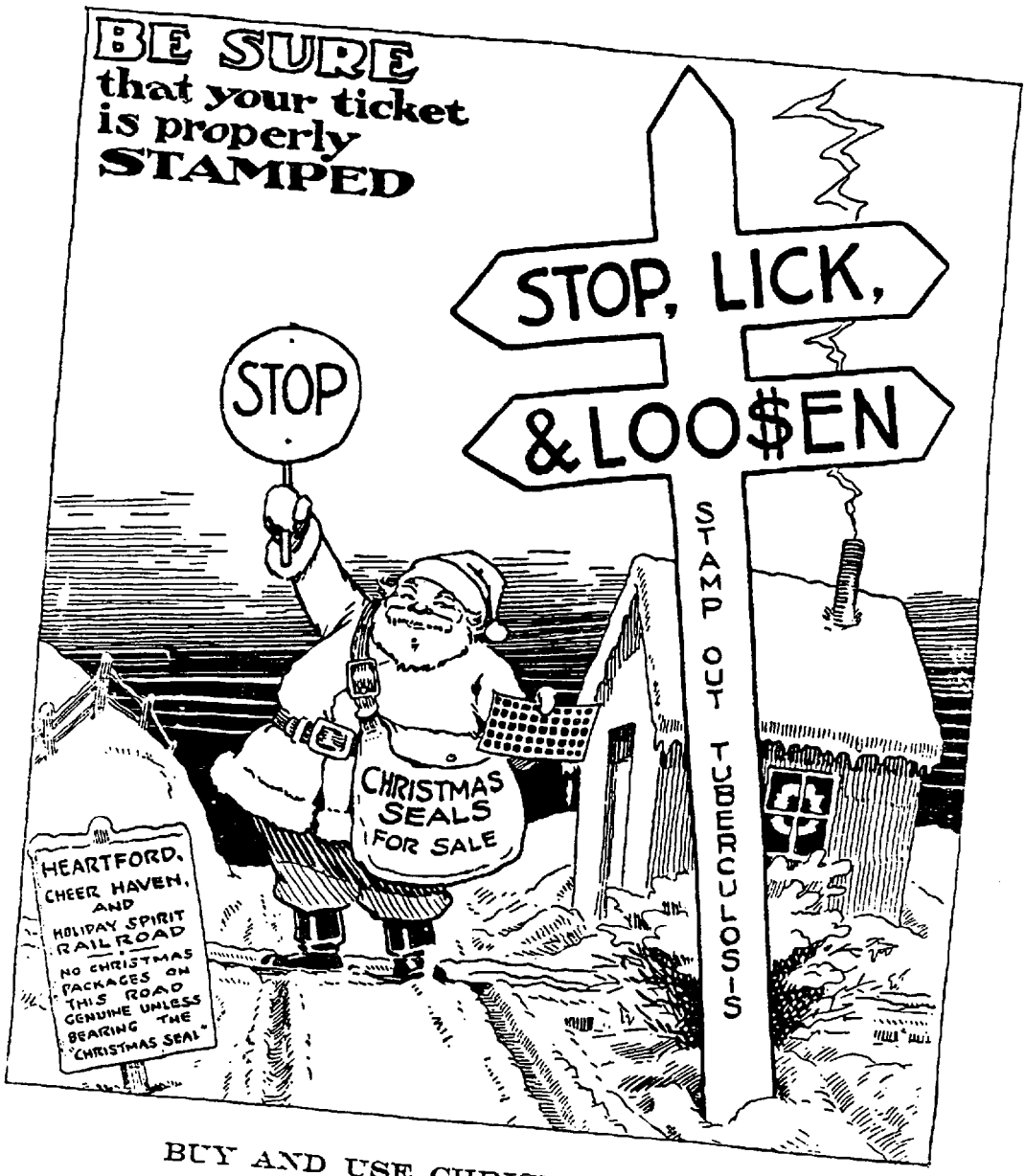

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