

Philadelphia, Pa.,  
August 9, 1943.

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:

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. J. W. Gardiner, who presided, and Mr. A. M. Wilson reported the minutes of the meeting.

The minutes of the meeting of July 12, were read and approved, there having been no meeting held since that date.

Mr. Reeves outlined the problem of medical attention provided pensioners of John T. Lewis & Bros. Company, stating that the present emergency has put so much work on Dr. Keerber, our attending physician, that he no longer finds it possible to visit former employees at their homes, in time of sickness, in accordance with the policy which has been in effect for many years. Accordingly, it was decided to allow \$25.00 per year medical services to each pensioner on record January 1, 1943, in place of the unlimited medical service formerly provided through our attending physician.

Mr. Reeves discussed further the difficulty we are having in obtaining sufficient employees at the factory. It was, therefore, decided to adopt a bonus system for obtaining additional men, approval of which has been obtained by Mr. Reeves, as follows:

Any present employee of John T. Lewis & Bros. Company who brings in a new employee will receive, upon employment of the employee, \$1.00. If the new man remains in our employ twenty-two working days the sponsor will receive \$2.00; if the new man continues in our employ for forty-four days the sponsor will receive an additional \$5.00. Accordingly, an \$8.00 expenditure will have been made for each new employee upon completion of two months' service.

Mr. Reeves reported the following comparative figures for the first six months of 1942 and 1943, including estimated taxes but without including New York overhead:

| <u>June</u>   |             | <u>First Six Months</u> |              |
|---------------|-------------|-------------------------|--------------|
| 1943 - profit | \$16,836.60 | 1943 - profit           | \$124,005.22 |
| 1942 - profit | 11,786.14   | 1942 - profit           | 127,519.28   |

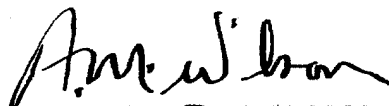
Mr. Reeves stated that on a recent visit by an inspector of the Ordnance Department of the United States Government, who has been inspecting our plant for some time, an unusual compliment was paid to our factory personnel through the remark that of all the plants the inspector has visited during the past two years, ours had been the only one in which he had had no occasion to make suggestions or criticisms.

Mr. Gardiner discussed a request from the Committee for Economic Development for a contribution to their working fund. It was the consensus of opinion that no contribution be made.

Mr. Gardiner stated that Mr. George Watts, Manager of Lewis Metal Department, had just completed thirty-five years of service with the company. A small luncheon was held in honor of Mr. Watts today.

Mr. Wilson outlined the company's decision to discontinue the agency as of July 25, 1943. After a short discussion authority was given to the Sales Department to cancel agency contracts, as of that date, in accordance with the method approved by the general office. In the future, sales of White-Lead-in-Oil will be handled on a direct billing basis with our distributor trade. The reactions on the part of former agents, as of this date, have been very favorable. In many instances, upon cancellation of the agency contract, additional purchases of White-Lead were made.

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



A. M. WILSON, ACTING SECRETARY.