

PLAINTIFF'S EXHIBIT

MBL-287

SOCONY VACUUM FLASH
1932 - 1934

446013

Soccony-Vacuum Flash

Published by and for the Employees of the Refineries of the Soccony-Vacuum Oil Company, Incorporated.

24, 1934

26 BROADWAY, NEW YORK CITY

VOL. 2, NO. 10

DRS ASK Y QUESTIONS T S-V EXHIBIT

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-Petersburg, Va.; (the 20
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Industrial Relations Policy of the Manufacturing Department

The Manufacturing Department has a well-defined Industrial Relations Policy, many features of which have been in force for years. Other features have been the outgrowth of recognized changing conditions and of discussions in joint conferences with representatives of the employees during the past few years.

There is now and has been for some years past a policy of cooperation with employees in all matters of mutual interest, as we believe that thereby the best interests of all are served, and only in this way can the many benefits which we all now enjoy be perpetuated.

While our Industrial Relations Policy is familiar to most of you, it has never been published. Therefore, in order that all employees may become acquainted with its general features, we print the policy as it is today.

Employment and Compensation:

1. To maintain a classification of jobs according to duties and responsibilities required, thus establishing their relative values as a basis for wage and salary scales.
2. To recognize ability and character first, and then, to give length of service full consideration in adjusting wages or salaries above the minimum for each classification, and in making promotions and layoffs.
3. To pay at least the prevailing rate for similar work in the community.
4. To pay overtime for emergency work in excess of the regular schedule of hours in any one day or in excess of the regular schedule of hours in any one week, except where some other method of compensation is mutually agreed to between the management and the employees. Overtime will be paid on a regular time basis where shift men work for a longer time than their shift requires due to the failure of relief men to appear.
5. Within regions to give equal pay for equal ex-

Working Conditions:

12. To provide suitable sanitary equipment, including locker and washing facilities and good drinking water.

Vacations:

13. To provide annual vacations with pay according to the established plan of one week after one year of service and two weeks after five years of service.

Medical Services:

14. To provide against ill health and accident hazard through medical examination of each employee at time of initial employment. This service is without expense to the employees.
15. To provide modern first aid equipment and trained service.

Annuit and Insurance; Sick Benefits:

16. To maintain jointly with the employees a plan for Annuities and Insurance.
17. To provide an adequate sick leave plan.

"SKETCHES" NOW BROADCAST ON TUESDAY NIGHTS

9:30 P. M. Broadcast Planned
to Attract Later Audience

Socconyland Sketches, now going into its seventh year, is now heard on Tuesday nights at 9:30 P. M. (E.D.S.T.) during the summer months commencing July 10th.

This change from Monday nights at 8 P. M. was prompted by the wish of the Socconyland Players to give their "radio fans" more time to enjoy the long summer days and incidentally perhaps, to hope that these "fans" will take a short spin in their automobiles after dinner. Also it might be noted that the new time follows the old maestro, Ben Bernie and just precedes the Paramount Theatre program.

This program is heard over the following stations: WEAF, WJLT, WCAE, WBER, WJAB, WESH, WGL, and WFTS.

The July 10th broadcast starred Arthur Allen in the role of O. Henry's popular "Jeff Peters." This well-known character, christened by the author, "The Gentle Thief," might show the modern racketeer a few tricks especially with the help of his side kick Andy Trunker (played by Parker Kennedy). Anyhow, the way Jeff and Andy "relieved" the pains and financially the \$250 from the wise old mayor of Fisher Hills, Ark, is an amusing climax.

Other sketches planned include: July 17 "A Point of Law." This is a new Snow Village sketch involving old firming, Don't Dickey and Lew Pettigall. Law who is supposed to be

cover a wide range of territory. (Limiting towns and cities within 60 to 70 miles of New York, we find the following to cattle entered for four days, and these are typical of the registrations)

Veal Chicago

Lakewood, Ohio; Reading, Pa.; Annapolis, Md.; Portland, Ore.; Enid, Okla.; Wichita, Kan.; Abilene, Texas; Englewood, Colorado; Seattle, Wash.; San Francisco, Cal.; June 8—Sandpoint, Idaho; Huntingdon, Pa.; Lakewood, N. J.; Sanvic, France; Mt. Dora, Fla.; Hollywood, Cal.; Denver, Col.
June 9—Dorchester, Mass.; Chelsea, Mass.; Cleveland, Ohio; Dawson, Pa.; Wilkes Barre, Pa.; Kureheim, Germany; Palermo, Italy; Buffalo, N. Y.; Gloucester, N. J.; Buenos Aires, Argentina; Whitefield, Mass.; London, England; Springfield, Mass.; New Orleans, La.; Cornwall, Ont.; New Bedford, Mass.; Atlanta, Ga.; Syracuse, N. Y.; East Moline, Ill.; Arlington, Mass.; Detroit, Mich.; Seattle, Wash.; Baltimore, Md.
June 11—Salerno, Ore.; Mcford, Mass.; San Francisco, Cal.; San Diego, Cal.; Indianapolis, Ind.; San Pedro, Cal.; Olympia, Wyo.; Malcesum, Cal.; Valdez, Alaska; Damascus, Syria; Denver, Col.; Honolulu, T. H.
"Petroleum in Parade" is taking more long journeys

Congratulations

A Safety Editorial

To all concerned, we extend congratulations on their enviable safety record for the year 1933. We are informed by the National Safety Council that the Vacuum Oil Company, Inc., is first on an honor roll of large manufacturing departments comprising twenty-two major oil companies. The record shows the accomplishment of 3,723,000 man hours worked, with only 8 disabling injuries.

The standing of all of our other company units was very creditable, which shows that a lively interest in safety prevailed throughout the year.

Records at hand for the first quarter of 1934 indicate continued effort, not only to maintain but to improve our standing. With wholehearted cooperation on the part of all employees and the management as in the past, it is quite possible to achieve even greater honors.

We are indeed proud of the 1933 record and hope for additional honors through continued observance of safety principles and accident prevention

of compensation is mutually agreed to between the management and the employees. Overtime will be paid on a regular time basis where shift men work for a longer time than their shift requires due to the failure of relief men to appear.

15. Within regions to give equal pay for equal experience, ability and responsibility in the same class of work, and to adjust the pay in each individual case simultaneously with changes in his assigned responsibility according to the standard classification.

16. To fill positions by promotion from within the company when practicable.

17. To keep an up-to-date record of each individual employee, including reports of performance, accidents, conduct, health, etc., for the purpose of facilitating just decisions in pay adjustments, promotions, and terminations.

18. To give an opportunity for interview with the Industrial Relations Department* to each employee whose services are being terminated for any cause.

Industrial Relations Policy:

9. After one year of service with the Company, to give employees whose services are terminated through no fault of their own, termination allowances based on age and service.

10. To maintain files of applicants for positions. Suitability will be judged solely upon merit—physical, mental, moral, personal, and experience—as determined by the Industrial Relations Department* and Executive concerned jointly. Other things being equal, an application by a former employee in good standing will be given preference.

Education and Training:

11. To encourage ambition and self-improvement among employees through the provision of facilities for education and training, and to assist employees who wish to pursue approved courses in approved educational institutions by payment of one-half the expense of courses approved in accordance with the established company Educational Refund Plan.

Annuitiy and Insurance: Sick Benefits:

16. To maintain jointly with the employees a plan for Annuities and Insurance.

17. To provide an adequate sick leave plan.

Accident Prevention:

18. To give constant attention to accident prevention through the use of approved standard equipment; and to foster continuous cooperation among employees in the careful performance of their duties, through safety committees composed of both employees and management.

Non-discrimination:

19. To make no discrimination against any employee on account of membership or non-membership in any church, society, fraternity, labor union, or other organization or affiliation. To make no discrimination against any employee on account of any action taken by him in good faith in his capacity as representative of other employees.

Employee Representation:

20. To deal with its employees in all matters of mutual interest including wages, hours, working conditions, and alleged discriminations, individually or through representatives of their own choosing, according to a procedure which provides for hearings before joint conferences of management's, representatives and employees' representatives, and also provides that any employee may appeal his case to the higher officers of the company in their order, and even beyond them to a board of arbitration provided he shall first seek to have the matter adjusted in person or through his representative, with his immediate superior.

Petroleum Code:

21. To conform to the spirit as well as the letter of the law and the Petroleum Code of Fair Competition, including regulations as to wages, hours, and working conditions.

*Where the Company or Works or Division is too small to maintain an Industrial Relations Department, these responsibilities are assigned to an appropriate official in addition to his other duties.

Seven Retire, July 1

The following employees were retired on Annuitiy, effective July 1.

Name	Department
Winifred S. Brown	Boston
William A. Wise	Albany
Charles H. Rathbun	Albany
Thomas J. Ginn	"
William J. Ginn	"
Kasper Jahny	New York City
Merrill Hendrickson	"

Station on Cover

For the cover of the issue of June 20, the National Petroleum News selects a picture of the fine service station recently built by the Company in Greenwich, Conn. The News notes that when the station was built, a Ginkgo tree in front was carefully preserved and the station designed to fit in with the surroundings.

R. H. Burmeister Dies

We regret to learn of the death of Reinhold H. Burmeister, Chief Clerk of the East Providence works. Mr. Burmeister's service totaled thirty years. The funeral service, from his home in Riverside, R. I., was attended by many representatives of the Company as well as by many prominent in the industrial and fraternal life of East Providence.

usually the \$250 from the wife and minor of Fisher Hill, Ark., in an amusing climax.

Other sketches planned include: July 17—"A Point of Law." This is a new Snow Village sketch involving old Hiram, Don't Dickey and Lew Bettinghoff. Lew who is supposed to be working for Hiram goes to sleep in Hiram's hay loft. After being discovered and provided with a pitch fork by Hiram, Lew goes to law claiming all kinds of assault. A novel twist gives it a laugh at the very end.

July 24—"The Voice of the Archangel"—a story by Walter D. Edmonds. This involves two men, joint owners of a canal boat, a young and good looking cook hired by them and a quaint character a wandering elgier monk.

July 31—"The Burr-Hamilton Duel" on historical sketch.
Aug. 7—"A new Snow Village story."
Aug. 14—"The Caballero's Way" an O. Henry story.
Aug. 21—"A Snow Village story."

Dr. Rather is Honored

Dr. J. B. Rather, in charge of the General Laboratories of the Socony-Vacuum Oil Company, Inc., has been elected a member of the executive committee of the American Society for Testing Materials. The Society held its annual meeting on June 26 in Atlantic City.

70 PLAY TENNIS AT MONTCLAIR, N. J.

Ken Oliver and Eddie Jenkins Reach the Singles Finals

The Socony Vacuum Tennis Tournament got under way at the Montclair A. C. courts on June 28, seventy players from 26 Broadway and the works participating.
As was generally expected, Eddie Jenkins of 26 Broadway and Ken Oliver climbed to the top of Class A and met on the courts on July 10th when the finals were played. Jenkins winning. The doubles were also played on that day.
A report of the tournament will be printed in next month's issue of the Prism.

LICK NEAR CEMETERIES

Oil men fortunately lived it lucky to drill near a cemetery or on the right hand fork of a creek. They also have lived in drilling near churches and schools, but stayed away from swamps and sawmills. In nearly every Texas field some good producer has been killed in a swamp or a creek.

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OCTOBER 20, 1934

26 BROADWAY, NEW YORK CITY

VOL. 3, NO. 1

Don't Miss the Year's Big Event

The Fourteenth Annual Banquet of the Socony-Vacuum Twenty Year Club

Hotel Astor, New York City

Thursday, October 25th

at 7 p. m. Sharp

SOCONY-VACUUM COMPANIES WIN 5 SAFETY AWARDS

Bronze Plaques are Presented
at the National Safety
Congress in Cleveland

By the Safety Department

At the National Safety Congress just closed, the group of Safety men sent as delegates by the Socony-Vacuum Oil Company and its affiliates accepted the honors for their companies in the form of handsome bronze plaques. These were presented by the Petroleum Section of the National Safety Council in recognition of meritorious accomplishment in accident prevention. Five major awards were won by Socony-Vacuum Companies.

It is noteworthy that our winning companies cover operations from Coast to Coast and that honors are divided among some who never before have won recognition in national circles for achievement in Safety work.

That Socony-Vacuum Companies have gained an enviable standing in safety on the Pacific Coast, Mid Continent and Atlantic Coast fields is attested by the citations and safety trophies which go to the respective companies.

The roll of honor:

Socony-Vacuum Oil Company, Inc.
(Paulsboro and Olean refineries.)

Wadhams Oil Company, Milwaukee, Wis.

General Petroleum Corporation, Los Angeles. (2 awards.)

White Eagle Oil Corporation, Kansas City.

The outstanding feature is the award won by the Paulsboro and Olean refineries with first place ranking in Group A, Manufacturing Department. They were competing with 14 of the largest oil companies. The average frequency rate for the group was 9.67. The two refineries' rate was 2.53. Another unusual record was presented by Wadhams Oil Company which finished the contest with a perfect score—not a single lost time accident in six months. Wadhams received first place in Group B, Manufacturing Division.

General Petroleum Corporation won two major awards. They are in first place in the Natural Gasoline Division, Group B, with a clear record of no lost time accidents. They are in first place in the Pipe Line Division, Group B, also with a clear record. The White Eagle Oil Corporation also gained first place in the Pipe Line Division, Group B, having a perfect score and sharing honors with General Petroleum.

The Magnolia Petroleum Company finished in fourth place in Group A or the Marketing Division with a frequency rate of 7.76. The average for the group was 8.64.

ONE OF THE NEW SOCONY POSTERS DRAWN FOR THE COMPANY
BY PETER ARNO



OS NOW POSTERS TER ARNO

ist's Drawings
s to "Stop at
y Station"

pped to think just
one gas station as

Arno's cartoon, "seated in his car, or more recently in a bus, whispering to the driver, 'Stop at the next Socony station.' Incidentally, these posters are located within a short distance of stations operated by this company.

"Although this campaign is the initial publicity given to this subject, our company for years has been giving considerable thought to modernizing rest rooms," G. A. Perryman, general manager Eastern operations of Socony-Vacuum stated recently. "This includes equipping the 2,000 company owned stations with modern fixtures together with quality soap, towels and paper cups for the convenience of the motorist," he said.

TWENTY YEAR CLUB TO DINE AT ASTOR ON THURS. OCT. 25

Fourteenth Annual Banquet of
Service Organization to Start
at 7 O'clock

The Fourteenth Annual Banquet of
the Socony-Vacuum Twenty Year Club

SOCONY A A NINE

Socony-Vacuum Flash

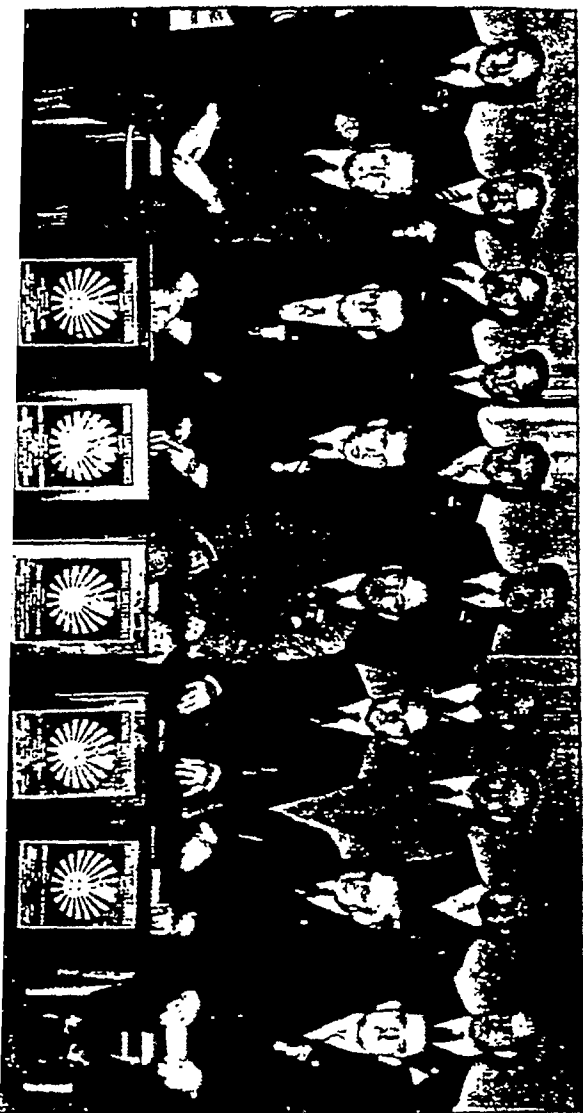
Published by and for the Employees of the Socony-Vacuum Oil Company, Incorporated.

NOVEMBER 20, 1934.

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VOL. 3, NO. 2

FIVE SAFETY AWARDS WON BY SOCONY-VACUUM



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