



SCOPE

SUMMER, 1966



They work by night...



Motionless in the hours before dawn,
this tractor assembly line
will hum again come daybreak...

...In the foundry, however,
sparks fly as workers pour molten
iron from cupola into ladle.

A
ALLIS-CHALMERS
SCOPE

Magazine for Employees
of Allis-Chalmers

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COVER

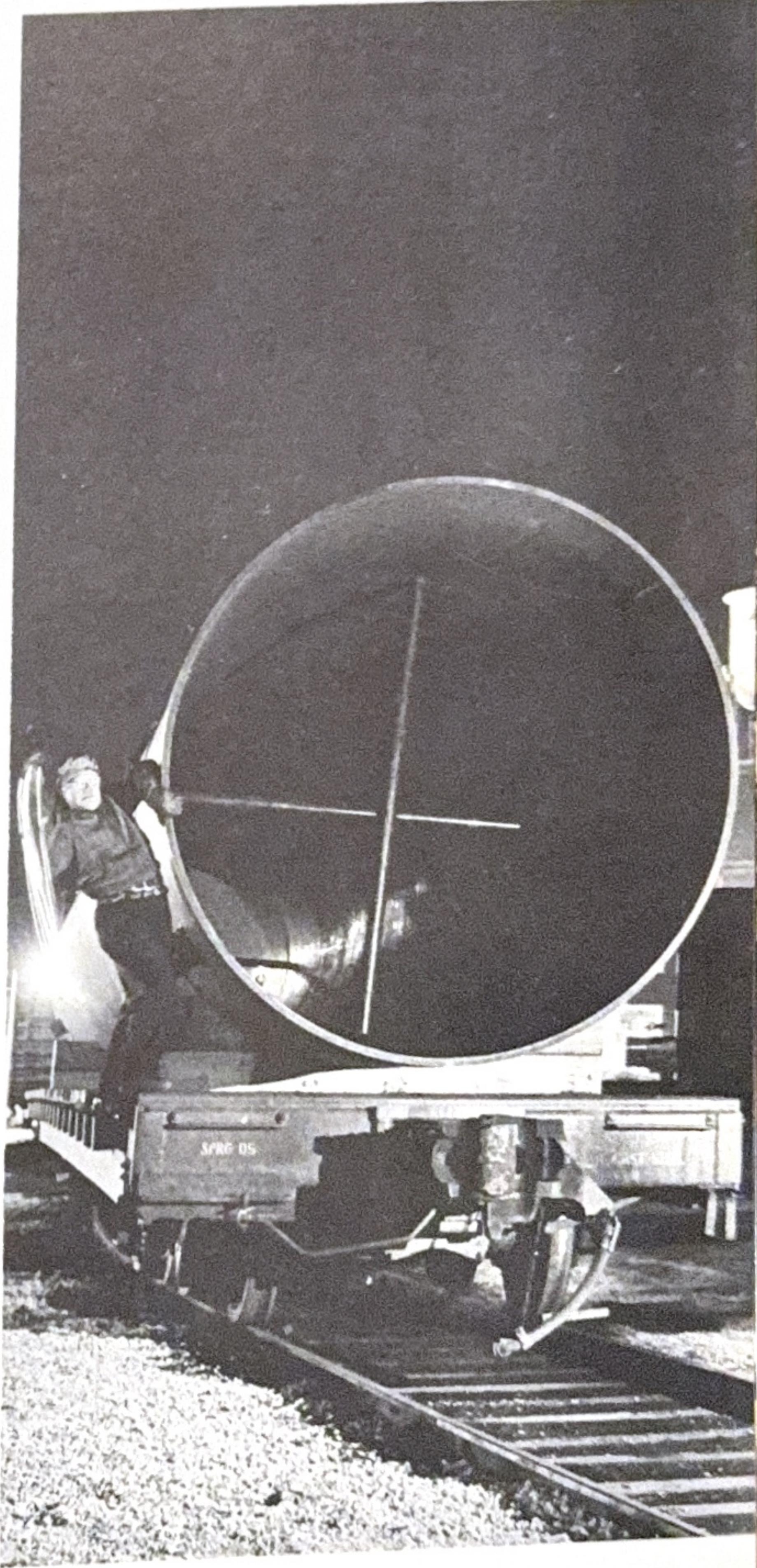
Silhouetted in a Tractor Shop
doorway are William Gehrig (left)
and James Thorpe.



Night Over West Allis

Moonlight shimmering on the Greenfield Avenue water tower. Whistling of plant guards as they make their lonesome rounds. A moving train groaning under its heavy burden. The raucous revving of tractor engines being tested. Lights playing tag on the power-house pond. Night at Allis-Chalmers.

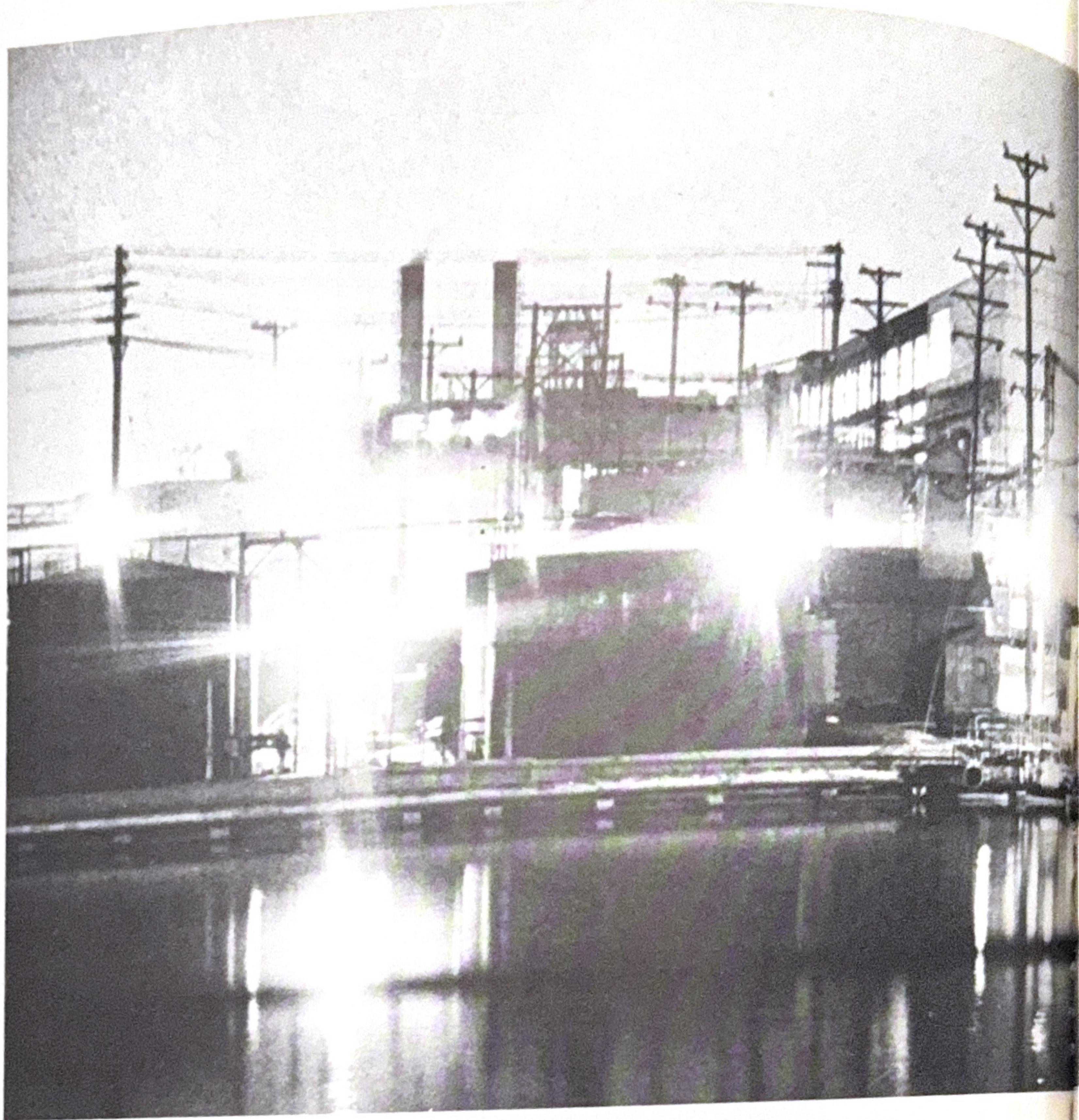
Few are familiar with the intriguing sights and sounds of a manufacturing company after dark. Each day before dusk, the exodus of thousands of employes from our West Allis Plant is followed by an influx of workers who have spent years on the night shift. They know its many moods.



What does Scale House Weighmaster John Havlicek see as he gazes into the moodiness of midnight? Sometimes it's Walter Wesolowski waving his lantern as another kiln section moves down the tracks.

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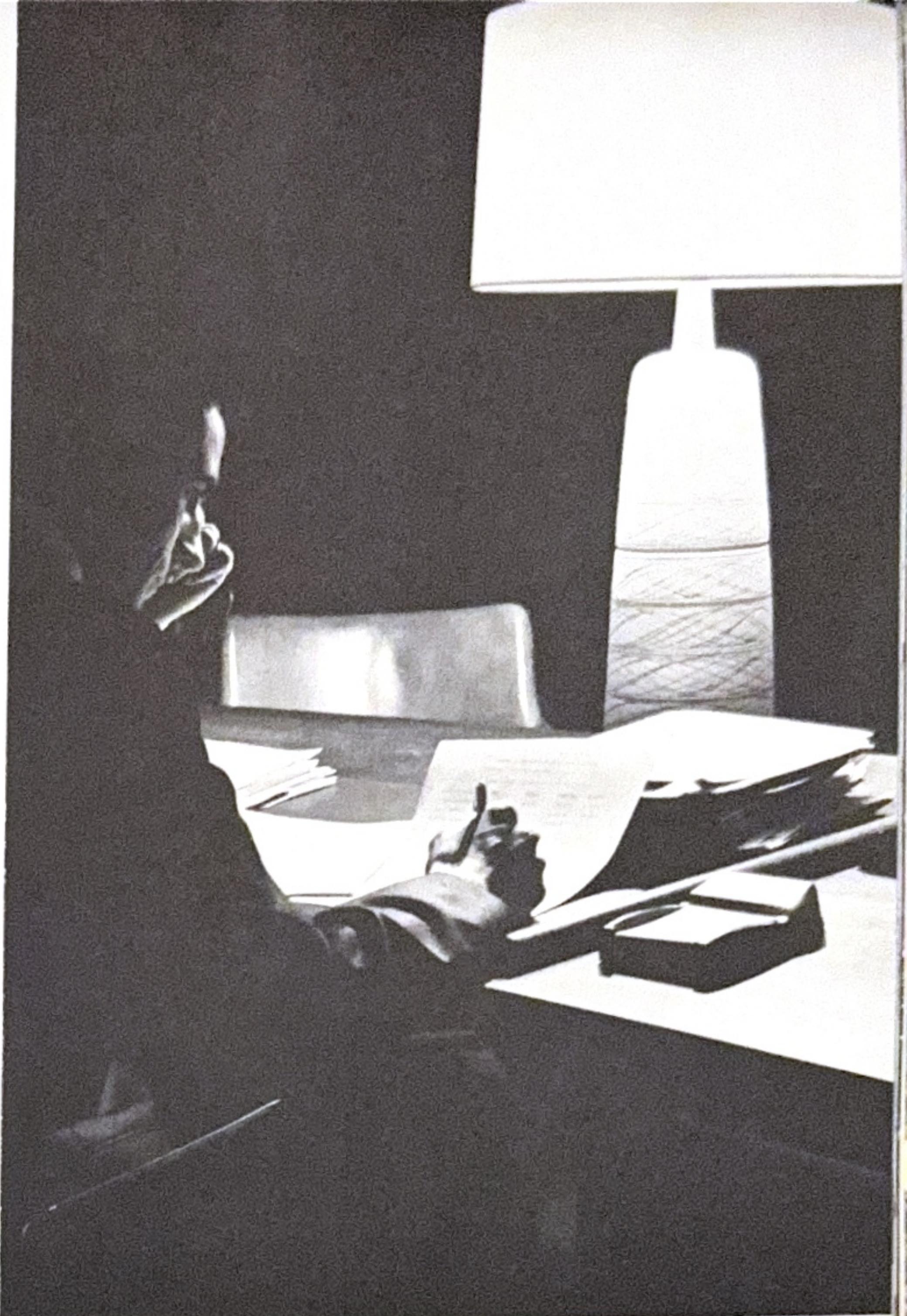
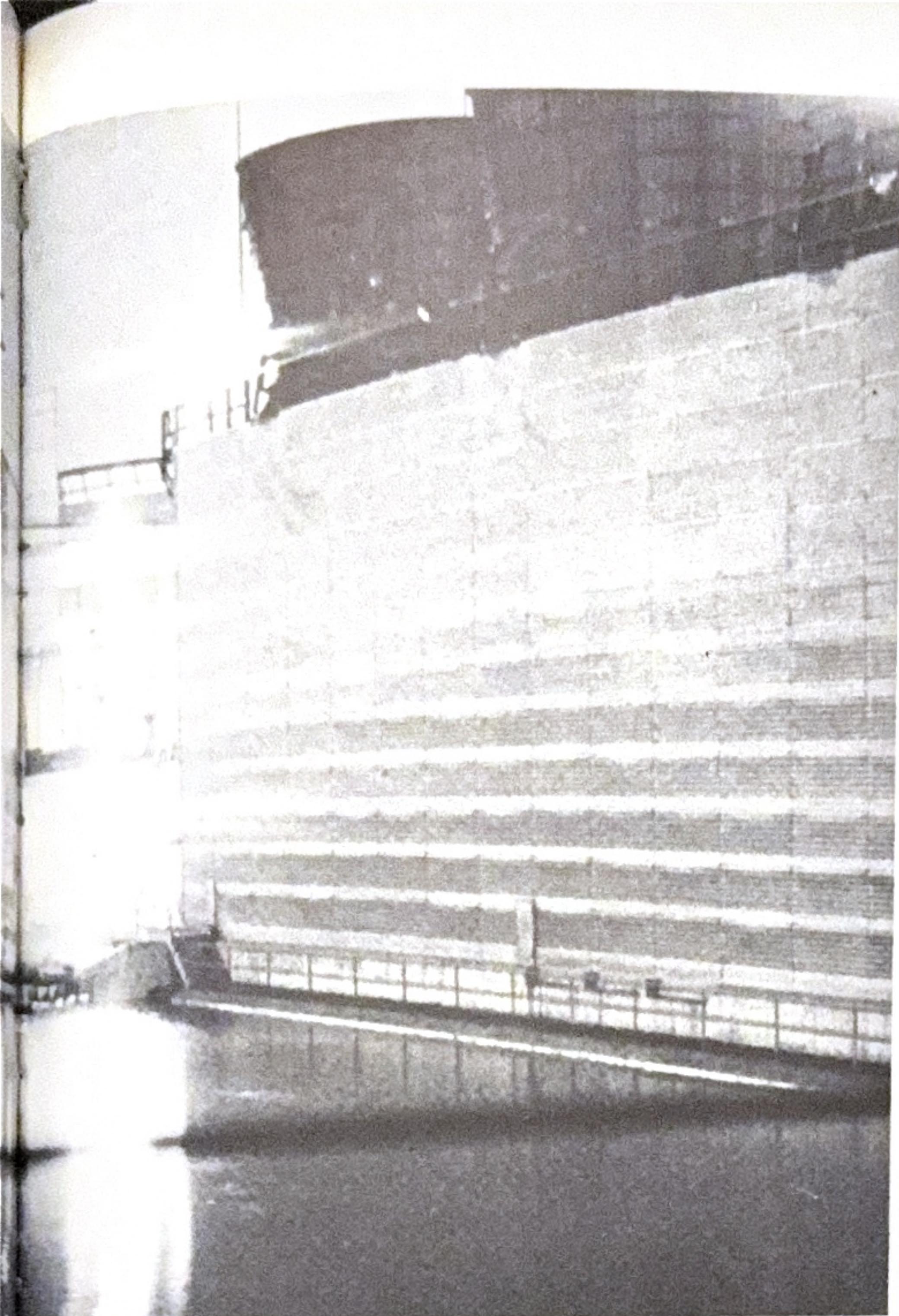
Reflections on the reservoir. This water cools the steam that runs the turbines which generate power to keep the plant working day and night.



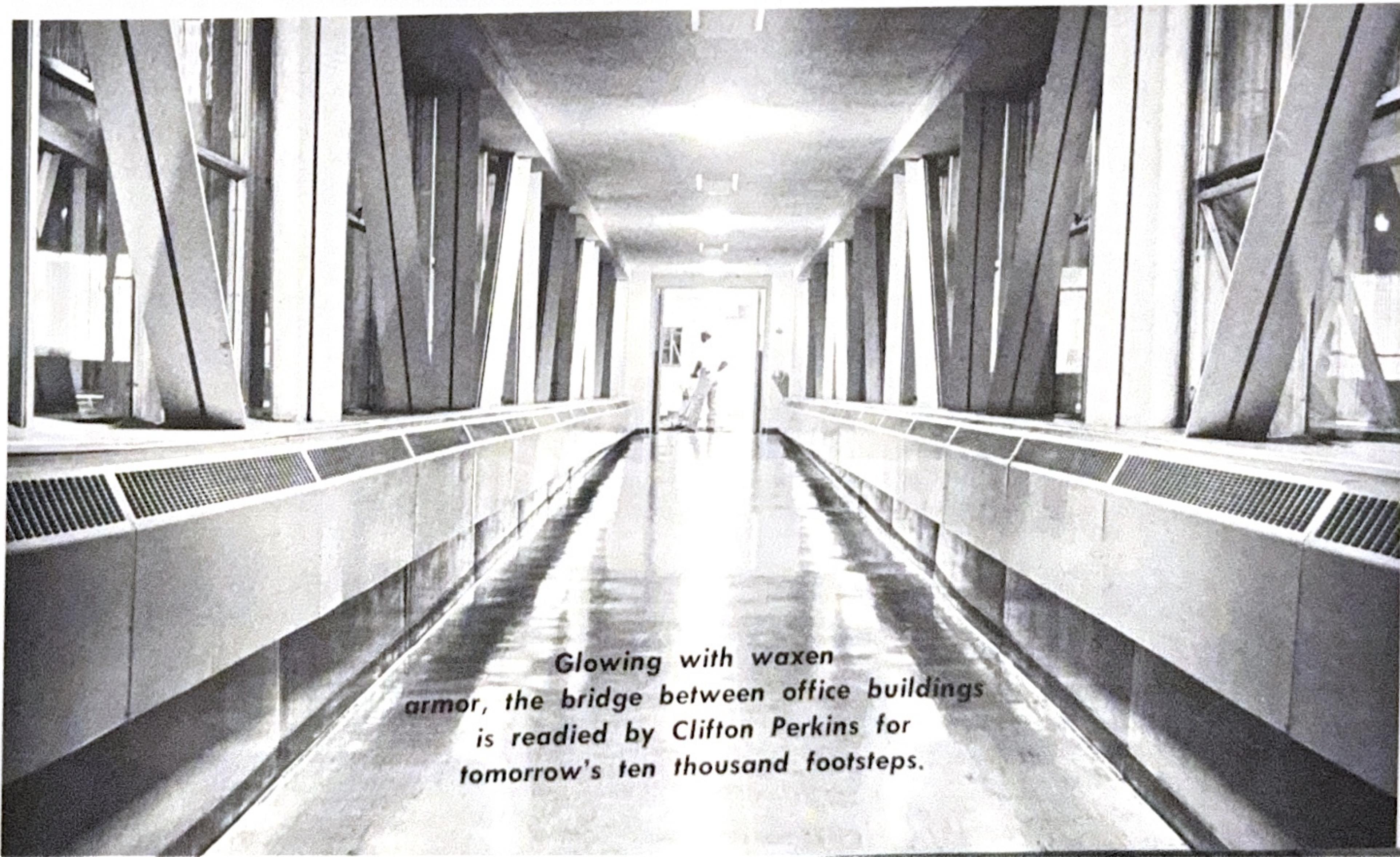
Guard
Ralph Frederiksen:
All is secure.

Chaff from the wheat:
MacArthur Kirksey (left) and Walter Savard
haul the waste away.





*Meetings over, telephone still, an executive
extends his day into eventide,
tussling with a decision that must be made.*



*Glowing with waxen
armor, the bridge between office buildings
is readied by Clifton Perkins for
tomorrow's ten thousand footsteps.*

A Story of Study

Goal Near For Industrious Pittsburgh Employe

When diplomas are handed out next summer at the University of Pittsburgh, no graduate will be more thankful or deserving than Donald Szynborski.

A technician in the manufacturing engineering department at the Pittsburgh Plant, Don, 31, has been attending evening classes at the university for the past 10 years under the Allis-Chalmers Tuition Refund Plan. He is studying toward an Electrical Engineering degree.

"I joined Allis-Chalmers in 1955 and began taking classes under the plan a year later," Don said. "It has been a

real, no-fooling grind ever since.

"I'm at the plant all day, then spend two or three nights a week in the labs at school. Evenings at home and a good portion of my weekends are devoted to study. You have to get top grades, you know, to qualify for the tuition refund, and top grades never came easy to me.

"So the little ones (Mark is 6, Tommy 4 and Barbara almost 2) are always after daddy for his time. It's terribly hard not to give in to them. If you have children, you know what I mean.

"But I've been lucky. I have an un-

derstanding, helpful wife in Barbara and I work for a company that has one of the best tuition plans I know.

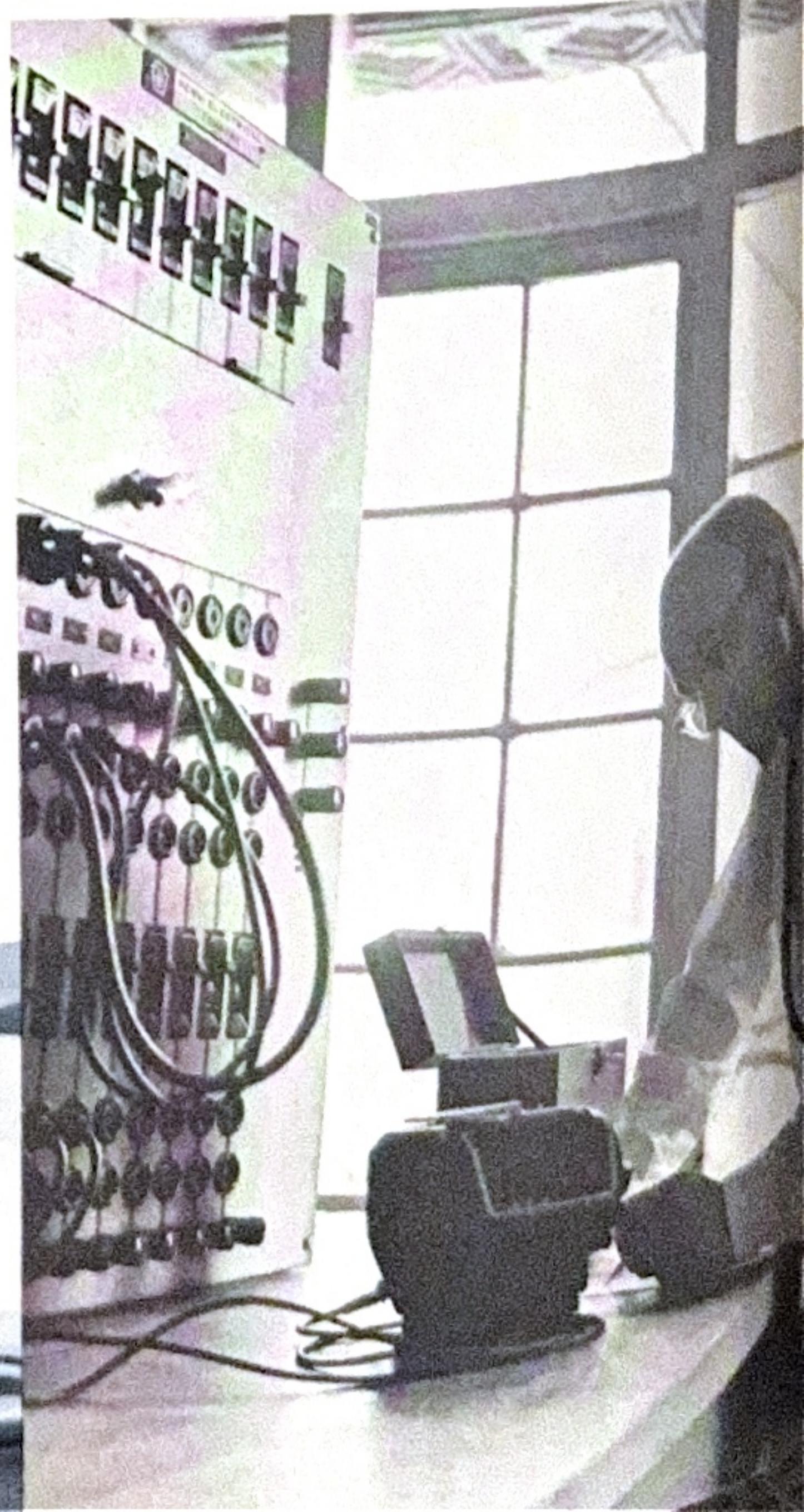
Since 1956, Don has earned 12 credits toward his electrical engineering degree. The tuition refund plan, which covers up to six credits per semester, has been worth \$2,084 to Don for 96 credits so far. Only one other Company employe, Lee S. Appleton, has earned more in tuition refunds, \$2,250, when he was a salesman. Appleton now is manager of the Corporate Marketing Research Department in West Allis.

"Ten years may seem like a long

NEARLY 2, daughter Barbara doesn't quite understand why daddy spends so much time with those books.



EACH SEMESTER Don puts in long hours at the labs of the University of Pittsburgh.





DON GOES OVER his plans with Mike Krul, supervisor, employee and community relations.

time to get a degree, but it's the only way I could manage it," Don explained. "I tried taking a full slate of courses each semester, but couldn't devote enough study time that way. There just isn't enough time. Why, I spend between one to two hours a day just driving to and from work."

Don, Barbara and their three children live in suburban Duquesne, about 15 miles southeast of the plant. Only someone familiar with the narrow, winding and congested streets of Pittsburgh can appreciate the travel time involved here.

"I usually have to put in about three hours of study for each credit hour I take," Don said. He needs 20 more credits to graduate, and figures the long-sought goal will be achieved next year.

"Knoborski is sort of a pioneer in the Tuition Refund program," said Fred A. Bierwagen, manager of education services, who co-ordinates the program out of West Allis for Employment and Community Relations Divi-

sion. "Don has been taking courses since 1956 when we expanded the plan to include employees at all Allis-Chalmers plants in the United States and Canada."

"Actually, Allis-Chalmers had a small tuition refund plan going with the Illinois Institute of Technology as far back as 1943," Bierwagen said. "But the program, as we know it today, was begun in 1953 at the West Allis Plant, and only on a graduate basis. It proved so worthwhile that we added undergraduate courses and offered the program to employees of all plants three years later."

More than 3,000 employees have taken advantage of the program since 1956, at a cost exceeding \$600,000 to the Company. The enrollment grew from 382 in 1964 to 392 last year, with well over 400 students expected to participate during 1966. Seventy degrees have been earned so far—34 Bachelor of Arts and 36 Master's. This small amount of degrees in relation to the large overall enrollment is ex-

(continued)



"Sure, sometimes I wanted to quit. I wanted to just lie down and rest my eyes. Ten years at the books can be a long time. A long, hard time."



"You wonder if it's worth it. Other guys and their wives are going out to movies, to dances. The kids want you to play."



"But there's that feeling of accomplishment that you're really doing something useful, and not only for your own good but for the good of your whole family."



"I guess I'm pretty happy there are only three semesters left. I'm proud of what I've accomplished, but I'm not sure I'd do it all over again."

plained in that only a small percentage of employees enter the program with the goal of obtaining a degree. Many take only one or two specific courses to keep abreast of advancing technology.

Allis-Chalmers has fostered training programs and educational opportunities for its employees for many years, because the Company knows that only by developing its human resources will Allis-Chalmers maintain its excellence.

Other educational opportunities offered by the Company include an apprentice training plan; a manufacturing engineering certificate program; its own business administration course; a cooperative training program; the graduate training program, and the basic, general and advanced management courses.

How does the Tuition refund program work?

"It is intended to help an employee improve his work," Bierwagen said. "It is not intended to subsidize general college education, although specific training received by the employee under the program could result in obtaining a college degree."

The plan, he continued, encourages self-development through advanced study in engineering, science and business administration, as well as other fields which have a direct application to the employee's present or prospective work with the Company.

"One point that should be emphasized," Bierwagen said, "is that the plan is a privilege, not a right. Any course taken must have a direct bearing on the employee's present or future work."

The Company makes tuition refunds to the employee after he satisfactorily completes his course. If he makes the equivalent of a "B" grade, or better, the full cost of the course is refunded. A grade of "C" merits a 75% tuition refund. Any grade less than that and the employee pays for the course himself.

Judging from the \$2,084 refunded to Szynborski, he's done well in his grades. The majority of them have been A's and B's — attesting to his perseverance in the face of normal family and job demands. Also, it should be mentioned, Don has managed to sand-



COMPLETE FILES on all tuition refund participants are kept at the Company's West Allis headquarters. Examining Don's records is Paul Bierwagen, who co-ordinates the program.



"TIME FOR A COFFEE BREAK," urges wife Barbara during evening study session.

wich into his busy schedule six years of training with the Pennsylvania National Guard.

"It's been a rather rough go," Don admitted, "but the end is in sight. I'm looking forward to working as a full-fledged engineer and, of course,

the greater earnings that will follow.

"One thing I'm truly grateful for is the opportunity the Allis-Chalmers tuition refund program has given me."

It's one thing to be given an opportunity, and another to take advantage of it. Don has done so.

P for Progress

"Progress," the noun, has many synonyms: advancement, growth, improvement, development, restoration, enrichment, betterment. Even success and profit.

"Progress," the verb, also has many meanings. One of them, which truly fits Allis-Chalmers these days, is "not let the grass grow under one's feet."

Perhaps more than employes realize, the Company has been building, and growing, and progressing right along toward its goal of substantially increased sales and improved profit.

One important key to achieving that goal, in today's highly competitive world, is to build quality products at the lowest possible cost. This can be done only by taking full advantage of the latest developments in material flow and transportation, in machine tools, in automated processes and in reduction of paper work. In other

words, by modernizing our various operations to provide fully up-to-date and competitive facilities.

So far in the 1960s, the Company has invested nearly \$135 million in such capital improvements. "Seed money," Chairman Robert S. Stevenson likes to call it, since this kind of expenditure is planted with the idea of nurturing the business so that increased profits will blossom.

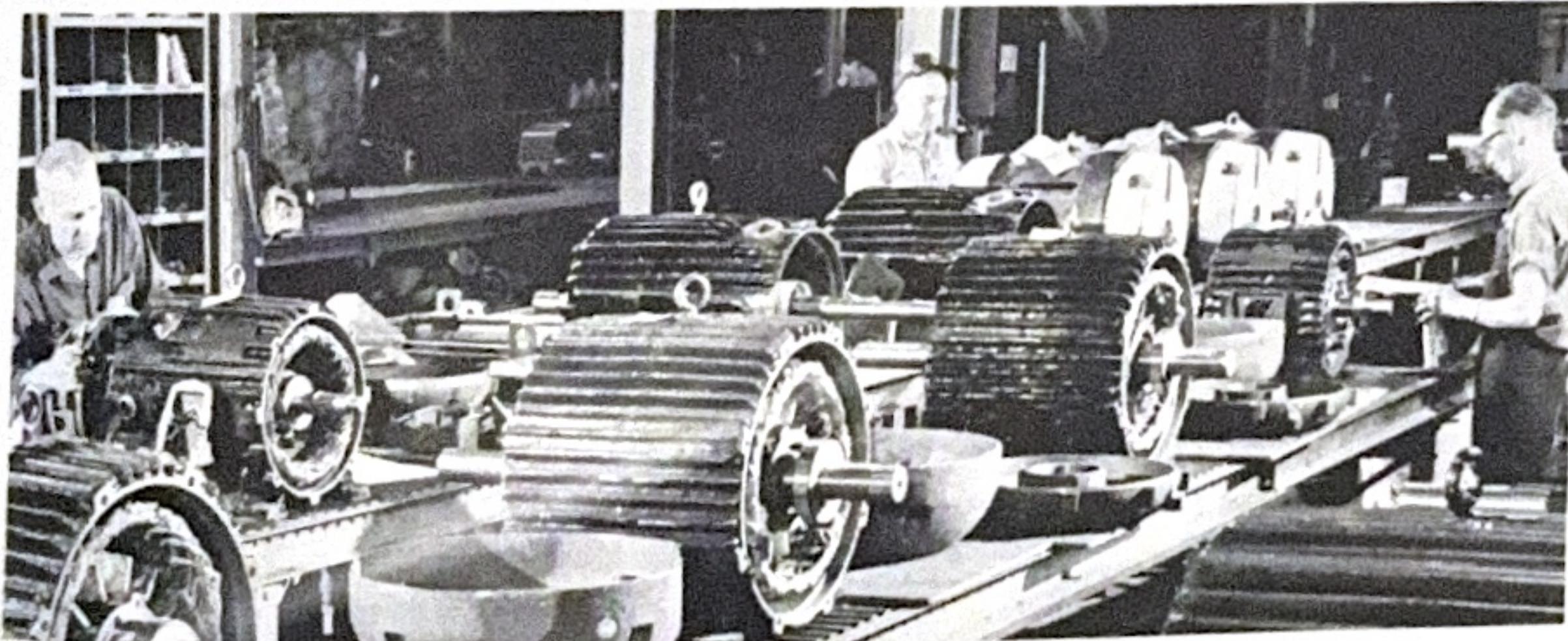
Much evidence of continuing progress through modernization was found during a recent SCOPE photographic tour of several Allis-Chalmers plants. Those at West Allis, Port Washington, Appleton, Pittsburgh, York, Norwood, Independence and Portland (as accompanying pictures show) have important programs either under way, about to commence or just completed.

Other Company facilities feeling the effects of progress during the '60s in-

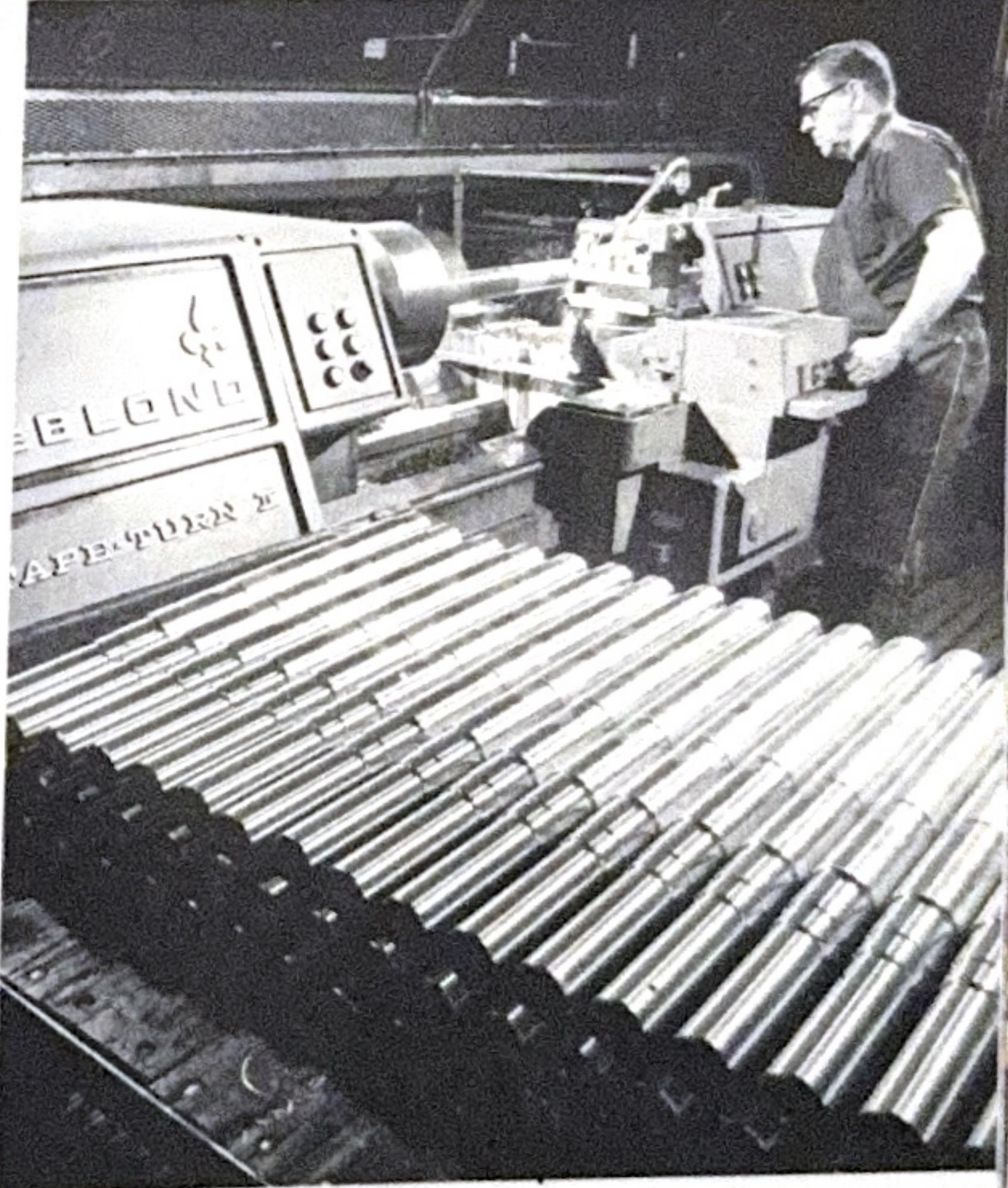
clude those at Greendale, Wis.; Harvey and Springfield, Ill.; La Porte, Ind., and some of our foreign operations in Canada, Mexico, Italy and Australia.

One timely example of modernization and expansion is at our plant in Cincinnati's suburb of Norwood. Company directors met there June 1 to personally inspect the results of a \$3 million investment.

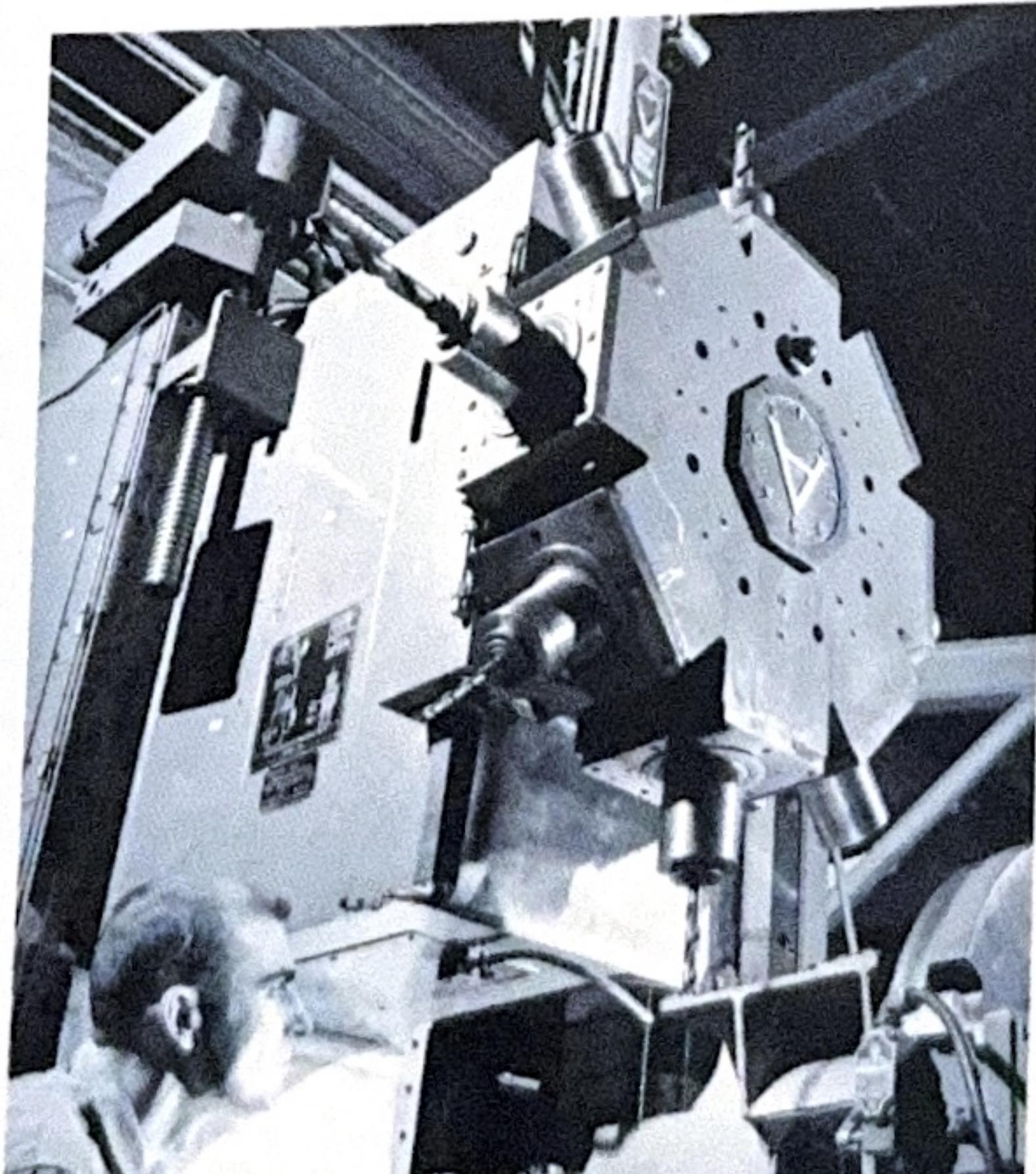
From the new "stacker" crane central storage area to the latest in numerically-controlled machine tools; from a new employe cafeteria to the sales training center; from the computer center with its data processing systems to the reorganized office areas, they saw improvements which will increase the plant's productive capacity and strengthen Allis-Chalmers competitive position in the electric motor, generator and pump industries.



COMPONENTS made throughout the modernized Norwood Plant are used at this centralized point (above) in the assembly of motors.



THE 22 NEW machine tools at Norwood include a numerically-controlled drill press (left) which Marion Kelley watches, and a tape-controlled lathe (above), being operated by Harold Mehring as it turns out shafts for motors and pumps.



(continued)



NORWOOD

EMPLOYEES START down the food line of their new cafeteria at Norwood. Dwight Lory (right), manager of systems and data processing, checks one of the machines while a woman key punch operator feeds information into the system. Norwood uses computers for order processing, engineering development, accounting functions and inventory control.



PITTSBURGH

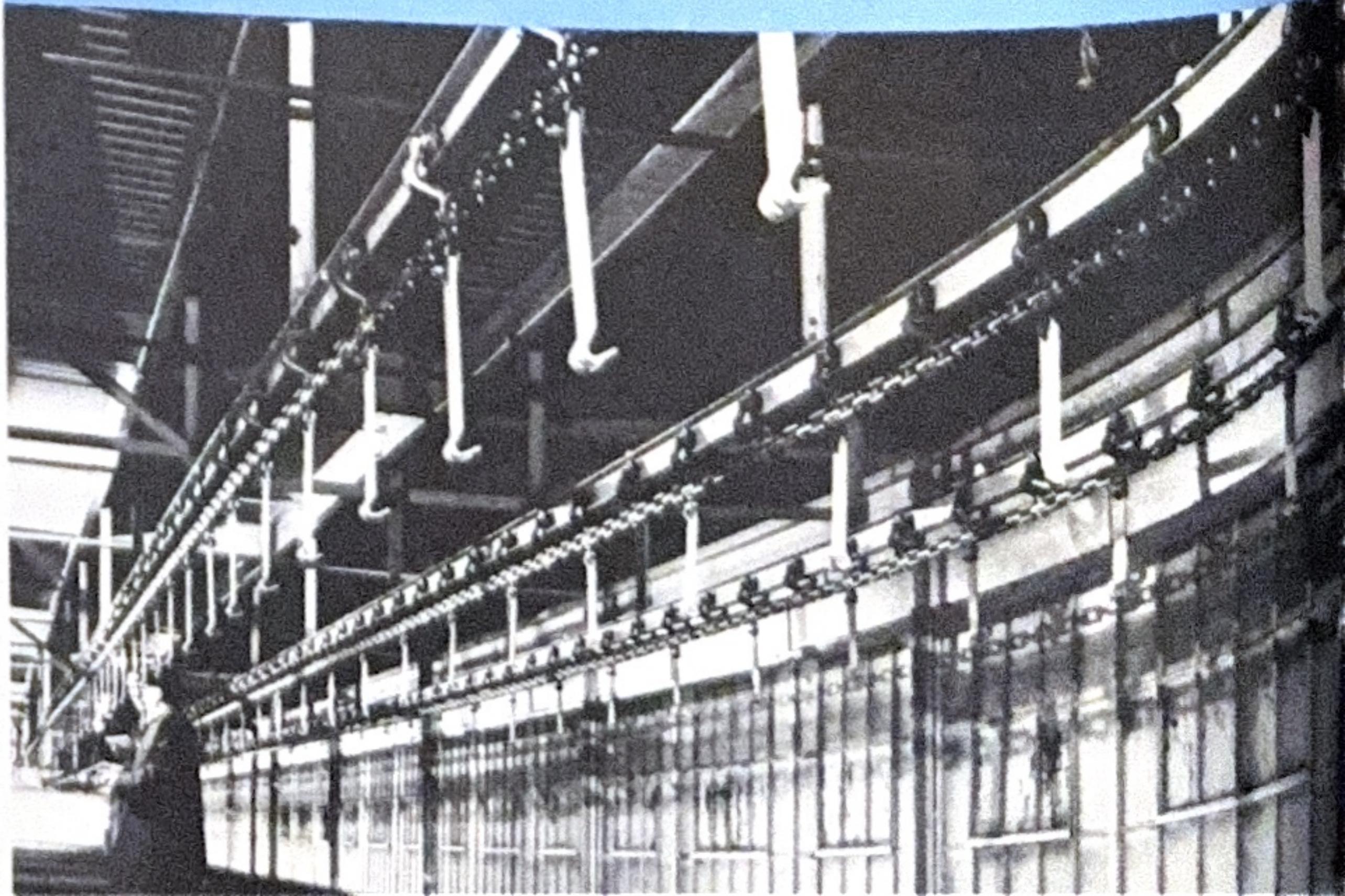
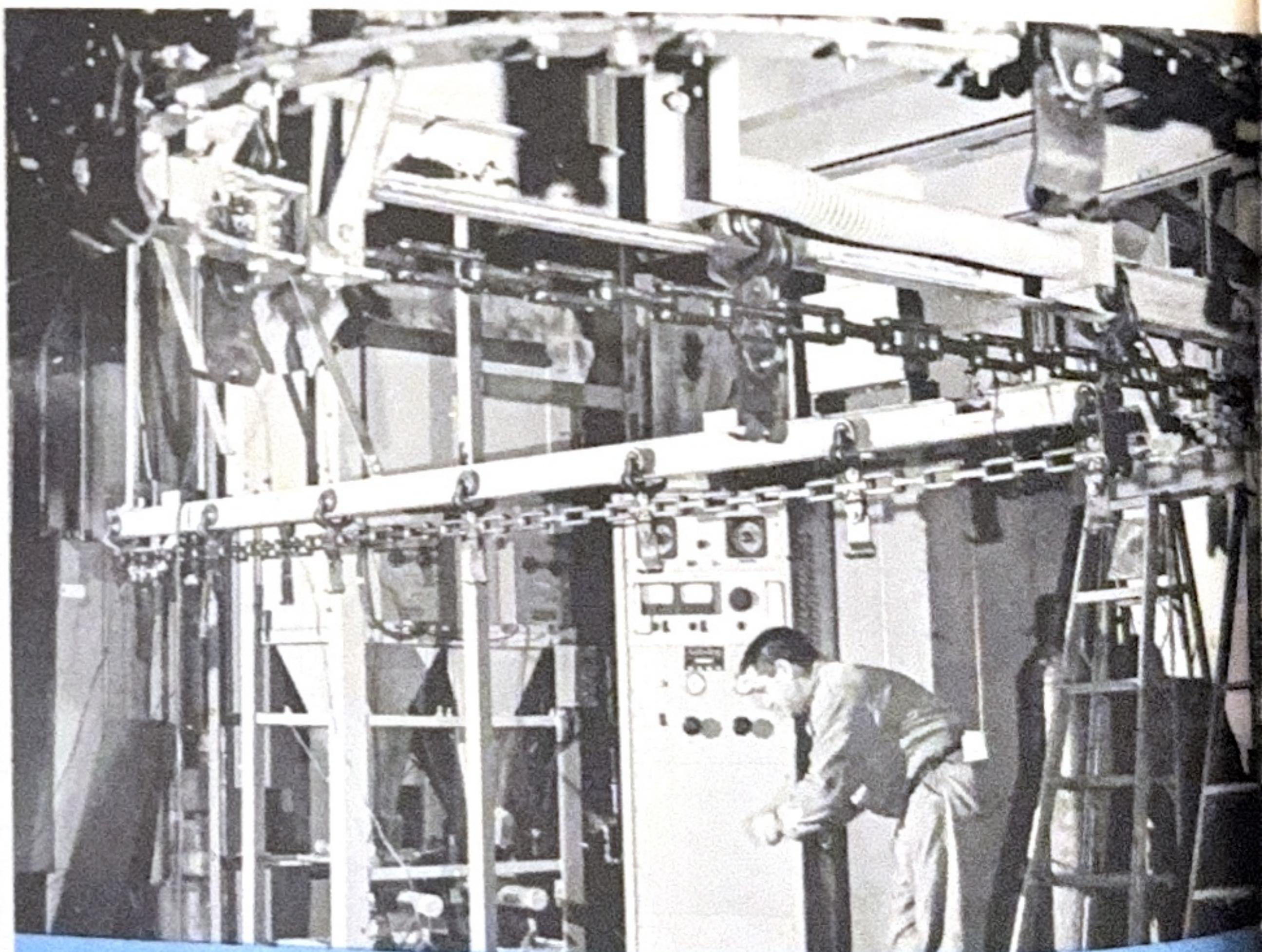
Fourth largest in the Allis-Chalmers family, Pittsburgh Plant is in the middle of the biggest modernization and expansion program in its history. Major parts of the multi-million dollar project are scheduled for completion this year.

In use will be modern methods of assembling distribution transformers, including automatic oil filling and new material storage procedures. Heart of this assembly line involves 1.5 miles of overhead conveyors which deliver tanks, covers, cores and sub-assemblies to the work centers.

Material handling problems were solved with erection of a new building between the River and Manchester Plants. It added 30,000 square feet of floor space, and features a \$100,000 stacker crane that can quickly store and dispense 3½ million pounds of palletized materials in 700 racks.

Construction of a 32,000-square-foot shipping warehouse is progressing, with completion due late this year. Pittsburgh's scattered development laboratories are now under one roof, having moved in March to a renovated, newly-acquired, two-story brick building at the north end of the plant property.

About one-third of the plant's total modernization program will be finished in 1966; the remainder by 1969.

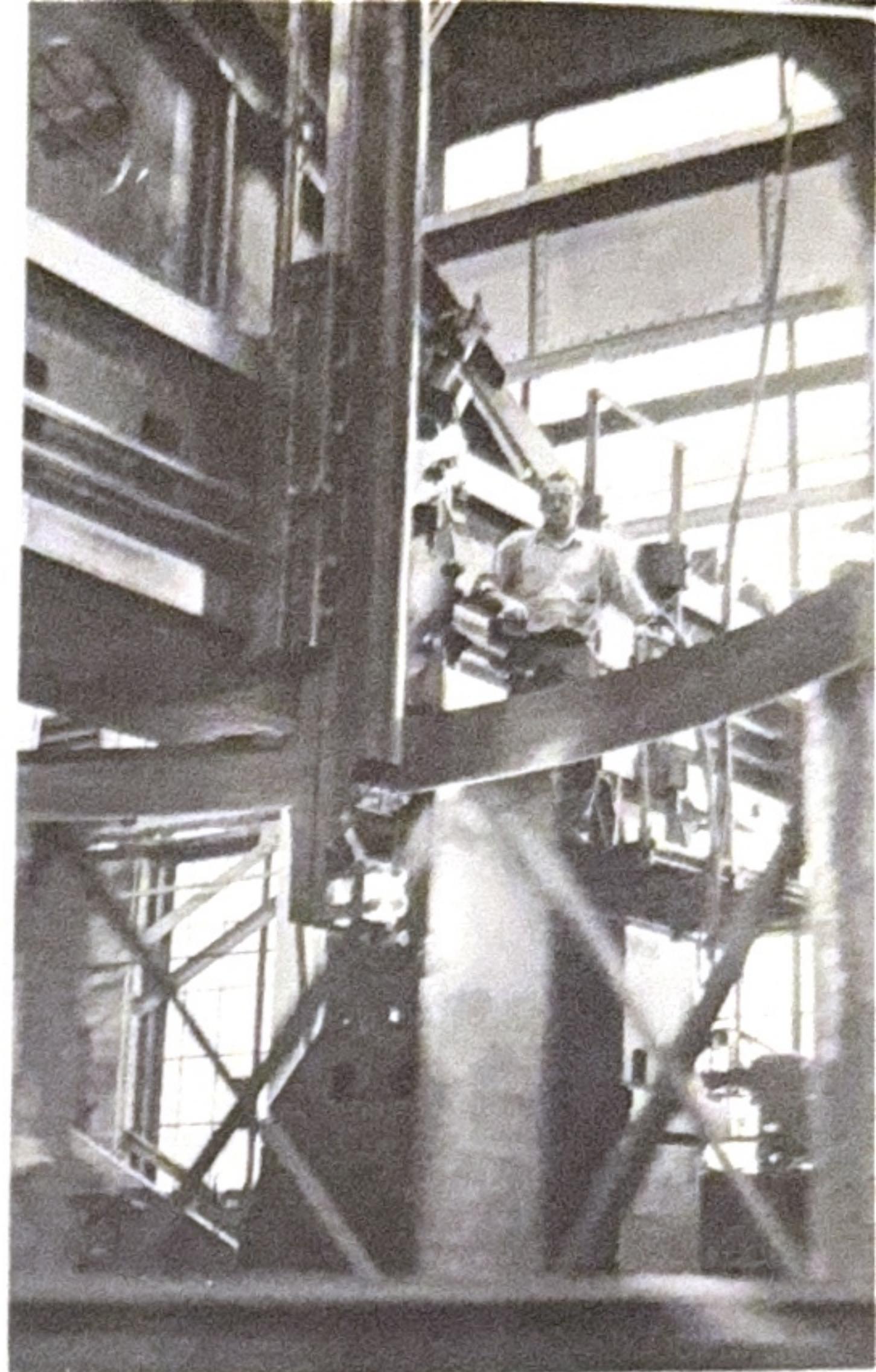


YORK

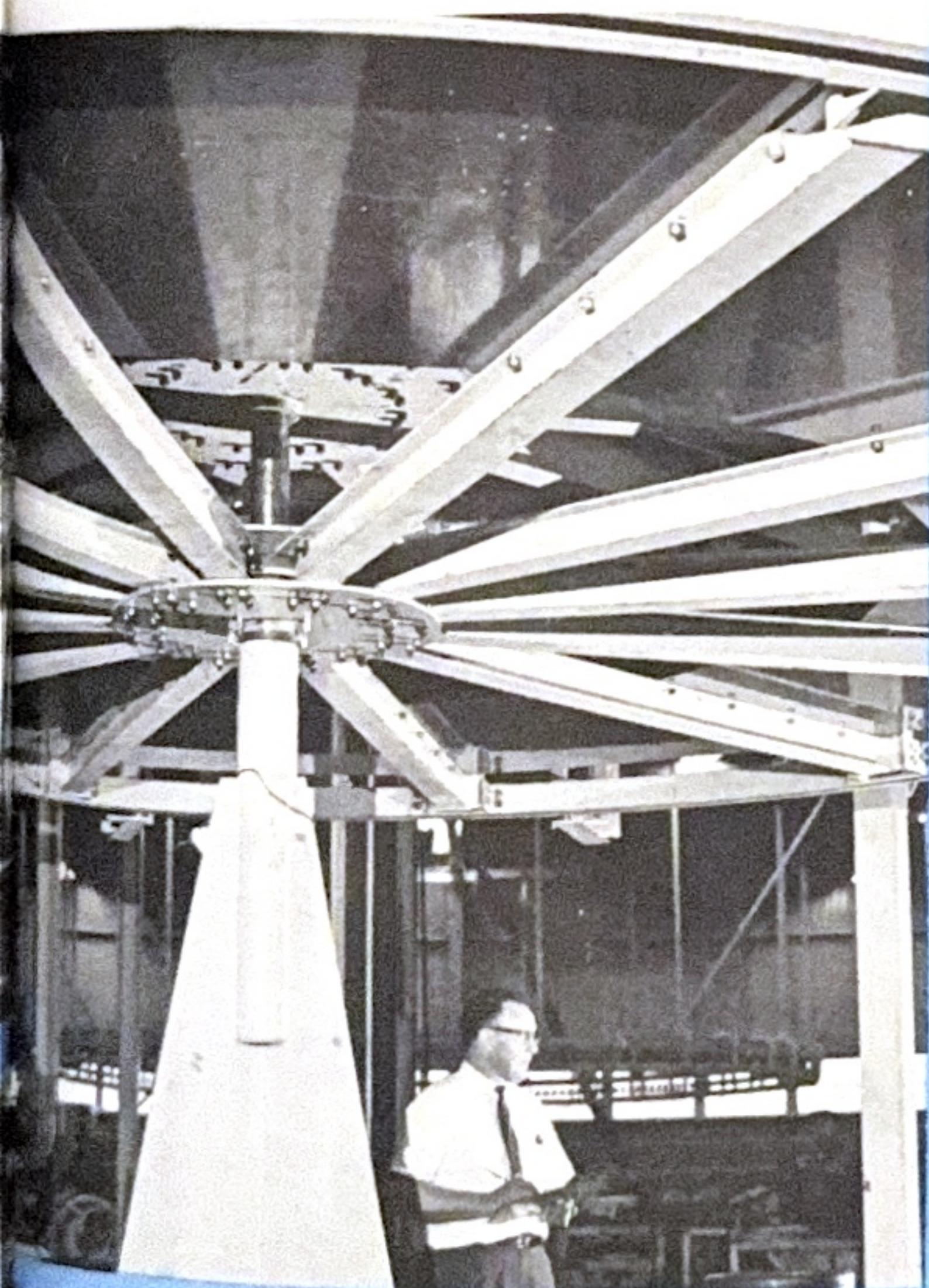
An October completion date is the target for the Hydraulic Products Division's multi-million dollar expansion at the York Plant.

Ground was broken in April for the new East Berlin Road plant addition, which will add 55,000 square feet of manufacturing space. Rearrangement and installation of new equipment will be completed by mid-1967.

York Plant currently employs approximately 1,150, and this is expected to increase to 1,250 when expansion is complete. Hydraulic turbines, reversible pump turbines, large pumps, valves, trash rakes, hoists, water control gates and components for the nuclear power industry are manufactured at the plant.



RISING FROM THIS excavation will be the new addition to Plant 2, located on a 165-acre tract seven miles from the main York Plant. Machinist Philip Dull (right) operates a 42-foot vertical boring mill, one of the largest in the world, which will be moved to the new addition. Two months will be needed to dismantle, move and relocate the 20-ton unit.



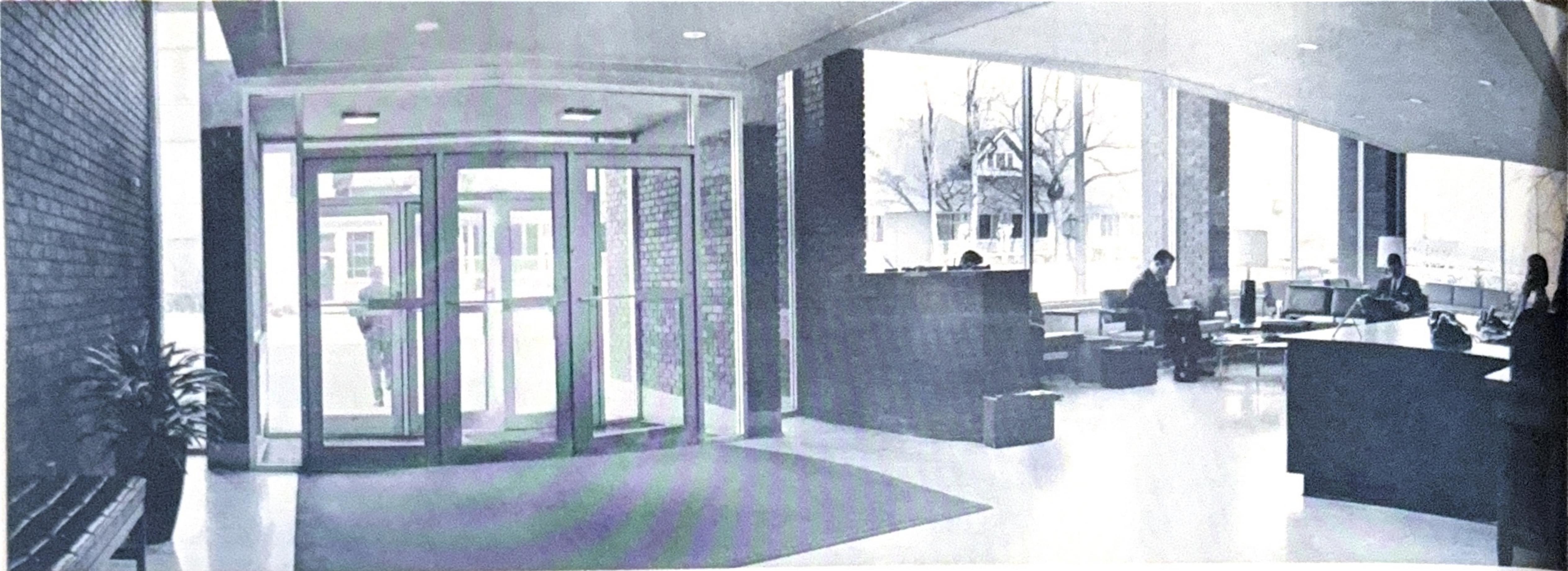
ELECTRICIAN Carmen DiTommaso (top left) works on the machine which electrostatically coats distribution transformer covers with epoxy resin. The automatic tank storage system (bottom left), constructed on the roof of the main distribution transformer assembly line area, will soon be in operation. Project engineer James Quiggle (above) checks dimensions at the test carousel and final finishing area.



MOVED VERTICALLY and horizontally by operator Norbert Dvorsky, the stacker crane (left) slides out parts and material containers for delivery to production areas. In the new storage area, lift truck operator Philip Raimondo has plenty of room for movement.



(continued)



THE SPACIOUS new lobby and entrance to the Main Office Building at the West Allis Plant.

WEST ALLIS

Completion of the heavy equipment shops modernization and rearrangement constituted a gigantic achievement during the past year.

Now being erected is a 100,000-square-foot fabricating facility, 536 feet long and nearly 200 feet wide. Much of the work done in this building, due to be completed by year's end, will involve processing equipment such

as rotary kilns and grinding mills.

"For this type of work, we need additional floor space, facilities for handling larger pieces, cranes with more lifting capacity and a straight-through material flow pattern," explained Don J. Nairn, general manager, West Allis Plant, Industrial Equipment Group. "The building will increase our fabricating facilities by 40 per cent."

Its three bays will range from 40 to 90 feet high. Its overhead cranes will lift up to 200 tons. A shot blast facility and furnace will be moved into the new structure.

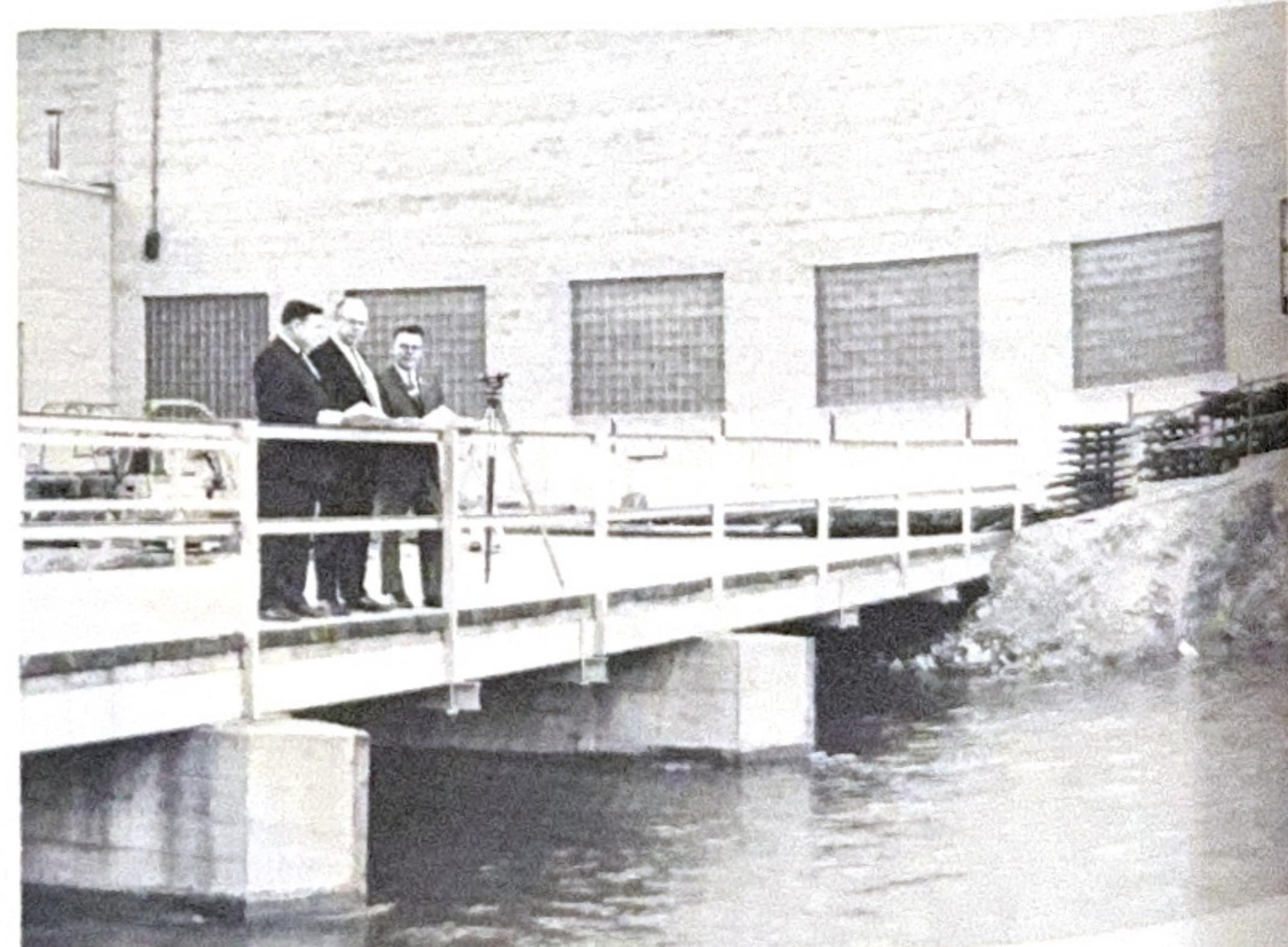
Visitors to the plant now find a completely remodeled lobby and entrance to the Main Office Building. The project doubled the reception area and provided better traffic flow.



BRIGHT, MODERN and highly functional — that's our new Portland Plant.

PORTLAND

Our new 42,000-square-foot Portland Plant, dedicated in April, nearly triples the space available in its old location. The new facility in the suburb of Tigard, five miles from the old site in Portland, Ore., houses all administrative, assembly, test, machine shop and engineering operations under one roof for the first time. The plant, which builds high voltage switches used on transmission lines, expects to increase its labor force during 1966 to 150. This will be twice the number employed in 1963 when Allis-Chalmers acquired the firm, previously known as Schwager-Wood Co.



STUDYING PLANS for the Appleton Plant's receiving building are (from left) E. E. Blystone, general plant manager; C. G. Malmberg, manager of production, and W. G. Feuerpfeil, manager of manufacturing engineering.

APPLETON

Aimed at insuring swifter delivery of machinery for the pulp and paper industry is the extensive modernization going on at the Appleton Plant. A new 7,000-square-foot receiving building will be constructed to the rear of the main building. It will cover the river for several hundred feet, causing a small bridge to disappear. Space will be provided for storage and employe auto parking. The modernization, due for completion within the coming year, also will involve the foundry, machine shop, fabrication shop and assembly area.

PORT WASHINGTON

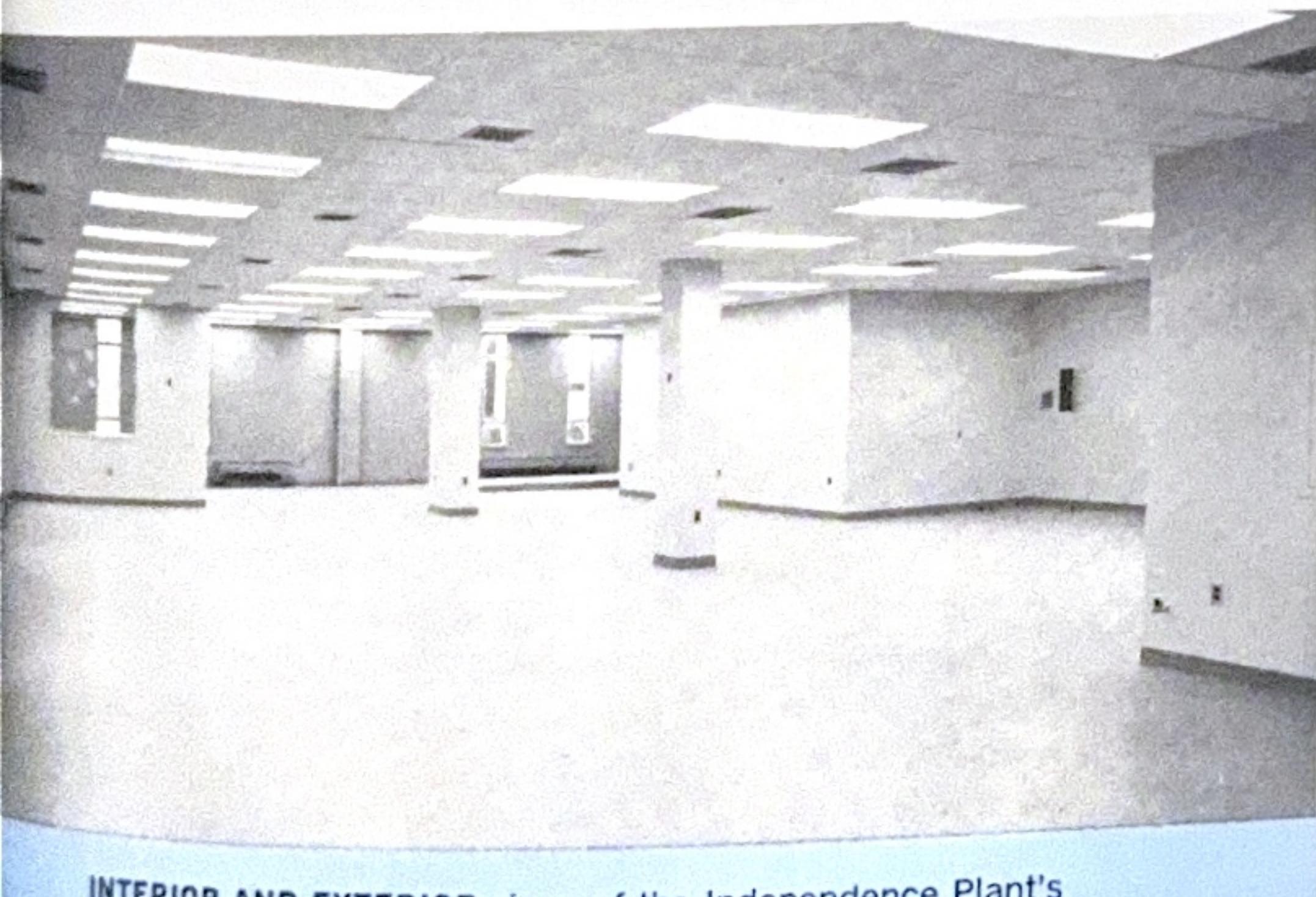
Begun in February, a 72,000-square-foot assembly and fabrication addition to Simplicity Manufacturing Co.'s plant at Port Washington, Wis., is scheduled for completion by mid-August. In connection with added production, a 15% rise in personnel is expected.

Simplicity was founded in 1922, and now has 425 employes. It produces a complete line of garden tractors, riding mowers, rotary tillers, snow throwers and allied equipment. It began producing riding garden tractors and equipment for Allis-Chalmers in 1962.

Allis-Chalmers acquired Simplicity last October as a wholly-owned subsidiary, having its own dealer and distribution organization.



WILLIAM J. NIEDERKORN (left), president and general manager of the firm, and W. L. Voegeli, senior vice president and assistant general manager, discuss the new addition rising in the background. The entire Simplicity Plant (below), viewed from the Southeast.



INTERIOR AND EXTERIOR views of the Independence Plant's office addition during its construction earlier this spring.



INDEPENDENCE

Its fourth major expansion since 1960 is complete at the busy Independence Plant, where employment has risen from 500 to more than 2,000 in the past decade.

Work on the latest project, begun in mid-1965, was wrapped up in May of this year. It consisted of an 11,000-square-foot addition to the general office and engineering area. The basement provides space for storage and records, mail distribution and meetings.

"Our office employment has risen from about 50 people 10 years ago to 325 today," said General Plant Manager George Reuland. "The added space was obviously very much needed."

The Independence Plant was created in 1955 when Allis-Chalmers acquired the Gleaner Harvester Corp. The plant produces several models of self-propelled combines, all in the "Gleaner" line.

Cedar Rapids Points Way As Top 'Idea Factory'

Over three centuries ago — in 1640 to be exact — there appeared in the published writings of English Poet George Herbert this oft-quoted adage:

"For want of a nail the shoe is lost, for want of a shoe the horse is lost, for want of a horse the rider is lost."

It was such a fine saying that, in 1757, Benjamin Franklin included it, in slightly reworked fashion, among the maxims prefixed to his "Poor Richard's Almanac."

Then, as now, Herbert's maxim applies to the many facets of life. Progress is lost, for example, for want of an idea. And without progress, a company stands still.

This, basically, is why suggestion award programs are so important to Allis-Chalmers well-being and profitable future. Suggestion programs must have ideas — many thoughtful ideas — to succeed.

At the Cedar Rapids Plant, the suggestion award plan is successful. So successful that Cedar Rapids has ranked first among all Allis-Chalmers plants for the past two years. Their 826 employes last year made suggestions which saved the Company \$71,224.

What's behind such excellence?

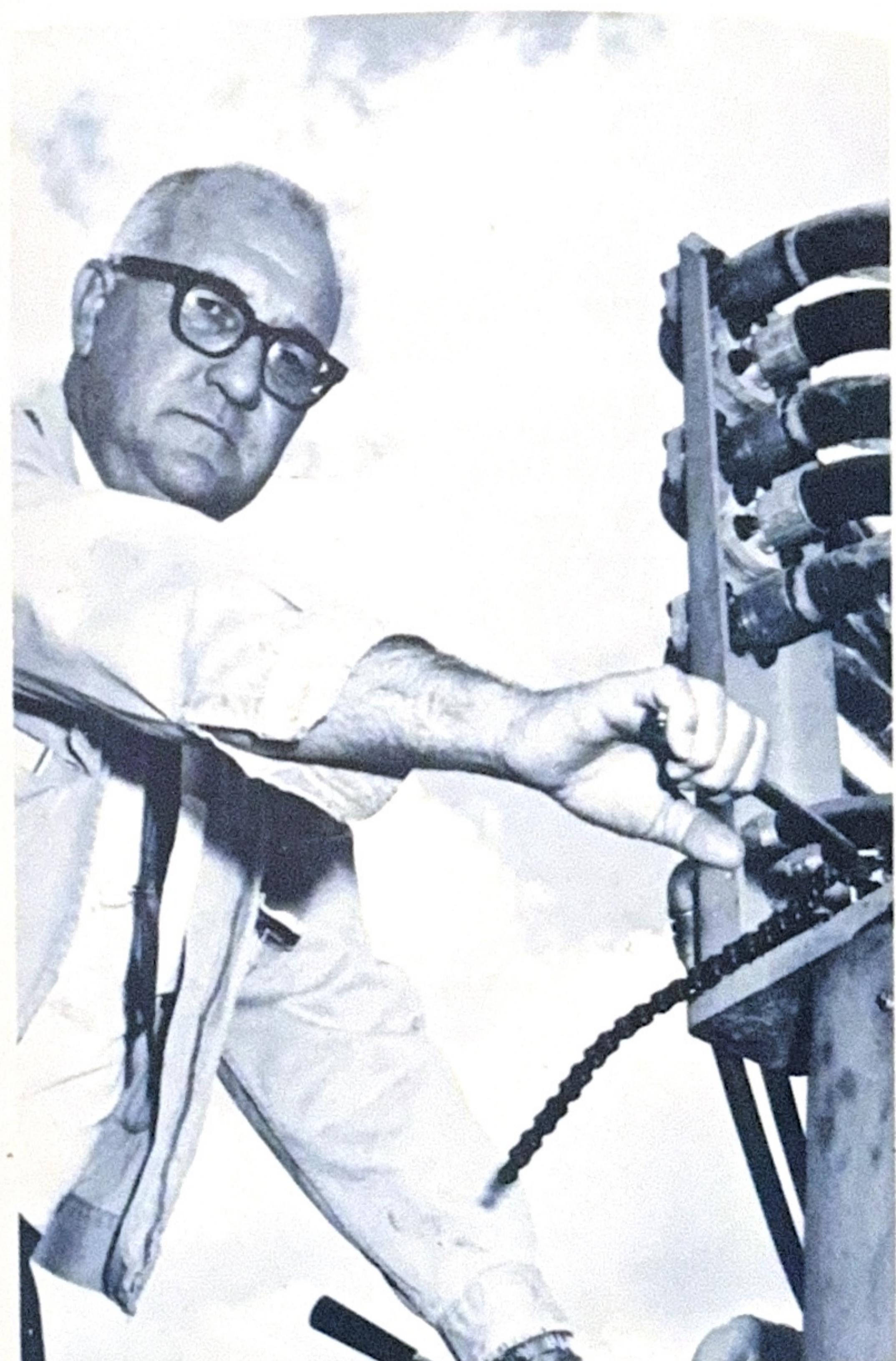
Remember that nail and shoe? With employes such as Al Hamman, a product service representative, the Iowa plant doesn't seem to be losing many horses or riders.

Al has been employed at the plant

since 1939, and has submitted many worthwhile suggestions during this time. Just over a year ago, one of his ideas resulted in the largest award ever presented at the plant, \$1,046.

"An unexpected problem arose while I was assisting a dealer in delivery of a fleet of scrapers," Al explained. "Someone had removed the tool kits from the machines, and we had none of the special tools required to make pre-delivery inspection and correction."

One of the mechanics on the job, Hamman related, had a small chain wrench that was usable, and a broken chain wrench. "I took the chain from the broken wrench and spliced it to the usable wrench. This enabled us to proceed, using the one wrench over the



HIS IDEA of eliminating many special tools in favor of a single all-purpose wrench in tool kits of scrapers resulted in a \$1,046 award for product service representative Al Hamman.

entire machine rather than the assortments of special wrenches we were previously supplying in our tool kits."

Sound simple? Perhaps. But no one had thought of the procedure before and innovations seem so obvious later. It takes men like Al to come up with the obvious, simple and profitable suggestion.

"The money really came in handy too," Hamman said. "We used it on a few home improvements and some new furniture. I even managed to finance a fishing trip for myself."

Hamman and hundreds of other Cedar Rapids employes have made their plant's suggestion award slightly fantastic.

In 1964, they were responsible for

\$37,510 in savings, roughly one-third of the overall Company total of \$113,669. They had submitted a third of the total number of suggestions. This was accomplished with only 721 employees, less than 3% of the Company total of eligible suggestors.

Results in 1965 were even more remarkable. With employment up to 826, just over 3% of the Company total, Cedar Rapids turned in 1,373 suggestions — 159 more than the West Allis Plant with its 12,000 employees, and 150 more than the combined total of all other Allis-Chalmers plants. Never before, in the history of the Company suggestion program, has so much been accomplished by so few!

"This great success really began with former Plant Manager Jim Miller's reactivation of the plan here in October, 1963," explained Cliff Huff, supervisor of Engineering Administration and Value Analysis. Huff is in charge of the suggestion award program at Cedar Rapids.

"We participated in the Company's program when it was begun in 1960, but dropped it a year later," Huff said. "When Mr. Miller became plant manager in 1963, one of the first things he did was to reactivate the suggestion program. He wanted top effort and top results from every facet of plant operation."

Miller got it. In 1963, with a drive of only three months duration, the plant finished in second place. Its record of first place finishes the past two years speaks for itself.

"Another big reason for our success was initiation of our '3P' or 'Progress for Profit Project' in 1964," said Jim Taylor, Huff's suggestion coordinator. "This 3P plan was established for management personnel. It is devised to encourage ideas, creative thinking and interest among the management group not eligible for monetary awards under the regular suggestion plan."

An award of a \$25 U.S. Savings Bond is made each month for the suggestion deemed most valuable to the Company — not necessarily from a cost-saving viewpoint. The recipient of this award is named "Manager of the Month" at the plant. He is given a small trophy, which he keeps, and a larger traveling trophy during a management club dinner. If any employee

wins the title three times, he keeps permanent possession of the larger trophy.

Jim Benson, a steel cutting foreman, has won the title four times, the most recent this past May. He is the only person with permanent possession of a traveling trophy. Benson's suggestions cover a variety of subjects — changing material size to reduce scrap, multiple jobbing of parts, routing changes, elimination of certain operations, elimination of waste and providing easier access of material.

Winners of "Manager of the Month" titles, in addition to Benson, are Eldon Bencke, Ray Pfau, Charles Snyder (twice), Otto Korth, Richard Serbousek, Harold Usher, John Thompson (twice), G. W. Rogers, Gene McNall, Edward McArtor, Morris Rich, Howard Williams and Jim Appleby.

"The Progress for Profit Project has

provided recognition for ideas conceived by members of management," Jim Miller said. "In so doing, we have provided a stimulus for creativity that is proving beneficial to the individual in recognizing and cultivating new thoughts, and at the same time improving the Company's position competitively by providing a better product at lower cost. The management group has a great potential for idea generation and the experience to apply them constructively."

Miller, in March of this year, was appointed manager of product engineering for the Construction Machinery Division. He was succeeded as Cedar Rapids general plant manager by Henry Madden, former plant manager at Pittsburgh.

"We're very proud of the achievements of our Cedar Rapids people," Madden said. "And we intend to place continuing emphasis on suggestions."



CEDAR RAPIDS' SUCCESSFUL Suggestion Award Program is in the capable hands of this Value Analysis staff. From left are Jim Taylor, value analyst; Donna Wolmutt, secretary; Cliff Huff, supervisor; Leon Sova, value analyst; and Ron Davis, value analysis clerk.

PICTURES OF ALL the "Manager of the Month" winners are prominently displayed in the plant's main entrance. Our happy model is stenographer Lois Durow.



JIM MILLER (left), former Cedar Rapids general plant manager, is quite proud of these two men. Jim Benson (center), a steel cutting foreman, has earned the "Manager of the Month" trophy a record four times, while John Thompson, a tractor assembly foreman, is a two-time winner.



The Feminine



Mrs. Edna Milne, an electrical engineer at Hawley Plant, designs large motors and generators which power heavy duty equipment. It is highly technical work.

"Our orders are for custom designed machinery, and each one presents a new set of problems to solve," she said. "I feel a great sense of responsibility designing products which cost hundreds of thousands of dollars."

An Allis-Chalmers employee since 1944, Mrs. Milne is a member of Electrical & Electronics Engineers, Inc., a national professional organization. She and her husband, seasoned travelers, have toured Europe, Mexico and Canada.

It is predicted that women will fill an increasing number of professional and supervisory positions in American industry. At Allis-Chalmers the feminine touch in business has been valued and relied upon for many years.

We employ 4,200 women — not only for clerical and secretarial tasks, but also as draftsmen, engineers, buyers, computer programmers, translators, laboratory technicians and writers. You'll even find a woman golf professional on our payroll.

The future for women aspiring to top jobs in industry has never looked better.



The world of **Astrid Agut** (right) is translating for the International Division — in Portuguese, Spanish, French and Italian. Astrid learned those languages while living in the Middle East for 10 years when her father, James, was resident manager in that territory for the old Tractor Group Export Department.

"Most of those years were spent in Lebanon, Egypt and Greece," Astrid said, "but we also lived in France, Turkey, Italy and Spain. It was a wonderful experience, but I was happy when we returned to Milwaukee in 1958."

Does she like her job? "I'm enthusiastic about it," Astrid said. "I move from one division to another, depending on where I am needed, and this gives me a chance to know the entire Company."



The only job of its kind in the Company is held by **Mrs. Frances Walch**, a draftsman-detailler in the Product Engineering Department, Springfield Plant. She does all the ink drawing necessary to finish tractor instruction plates, lubrication and service charts and tractor parts identification drawings.

"If there's ink work to be done, I do it," said Fran, who has been with Allis-Chalmers 20 years. "The work demands both physical and mental stamina, but I love it."

Mrs. Walch acquired her art skills through experience and special courses.

Touch



(continued)



People are important to **Mrs. Ophelia Dimmick** (right), chief telephone operator, Harvey Plant. "It's my job to create good first impressions," Phyl said. "In training my girls to be effective, I stress the importance of a smile in your voice and careful listening."

Mrs. Dimmick heads a staff of four operators, and also keeps records of all long distance calls, billing the charges by departments.

She rolls a solid 154 average in the plant's mixed bowling league and presently is taking pilot instructions, intending to see some of the places she's already visited via switchboard.



Imagine how much furniture and office equipment is required throughout our West Allis complex, and you grasp the enormity of the position held by **Mary Love**.

Supervisor of office equipment since 1955, Miss Love keeps tabs on furnishings we own, orders new equipment as needed and coordinates transfers of items from one department to another.

"I've really had an opportunity to watch Allis-Chalmers grow," said Mary, who joined the Company 51 years ago. Tending her garden, numerous church activities "and fussing over my 18 grandnieces and nephews" keep her busy outside the office.



More than \$2.5 million worth of castings for pumps and motors are purchased by the Norwood Plant each year — all of them by **Mrs. Dorothy Ohr**.

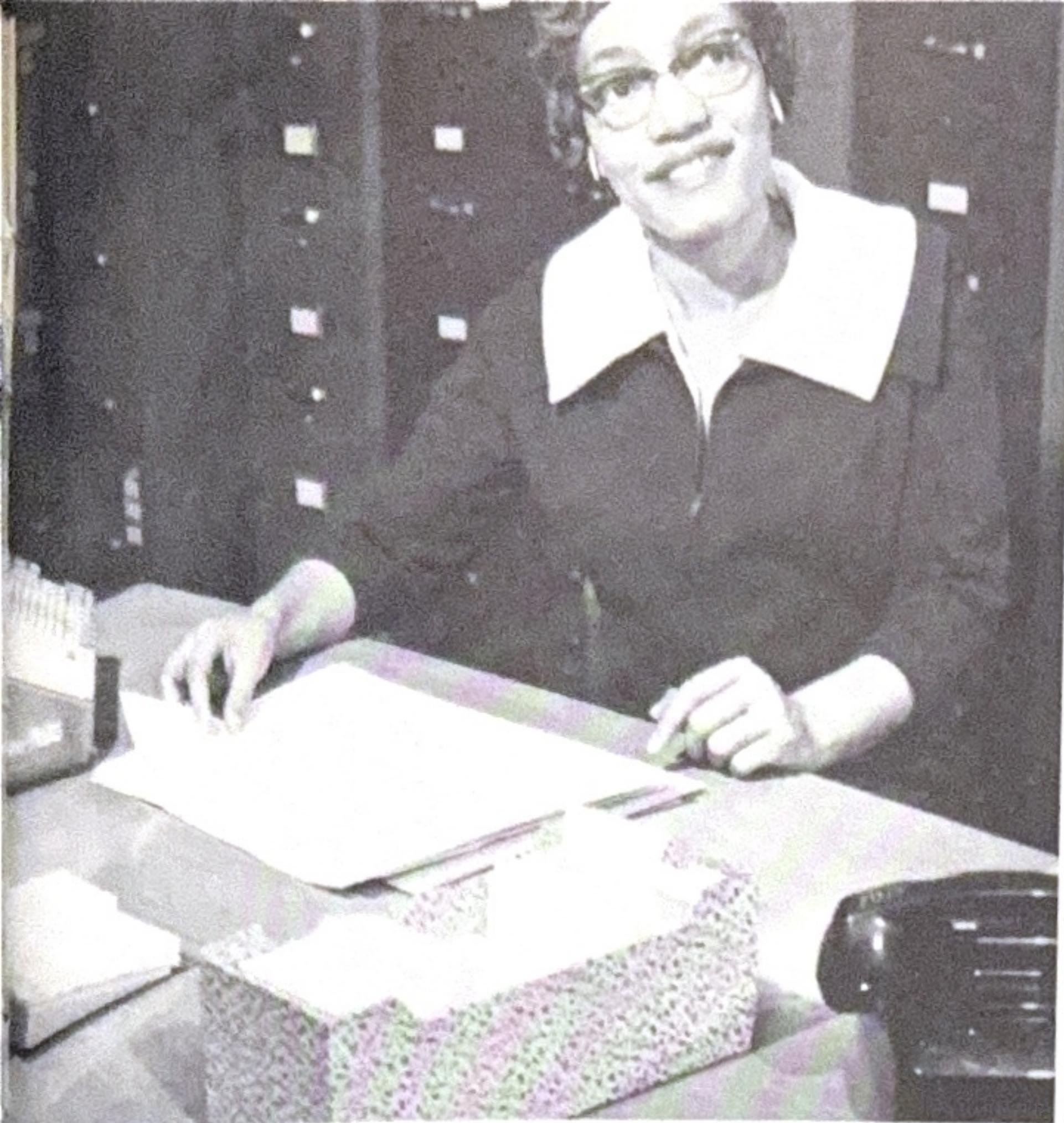
Examining a casting with Pump Engineer Tom Callahan, Mrs. Ohr frequently deals with foundries that can produce particular types of castings needed. "We have 35 suppliers, so I must get selective quotes, then go for competitive bids," she said.

World War II was responsible for Mrs. Ohr's joining Allis-Chalmers. When her husband was drafted in 1942, she took his place in the Company — first as a clerk, then later moving on to expediting before becoming a castings buyer five years ago.

Miss Dorothy Stubbe (right), chief nurse on the Medical Service staff at West Allis, has definite opinions on the comparison of occupational health nursing to hospital or private nursing.

"There's no routine in my field," declared Miss Stubbe in her 24th year with the Company. "Every day brings a new challenge, and it's necessary to have some knowledge of all nursing fields to be an effective occupational health nurse."

A past secretary of the American Nurses Association Milwaukee Chapter, and former treasurer of the Catholic Nurses Association, Dorothy has done volunteer work for the Milwaukee Boys Club, giving free physical exams for the past 20 years to lads about to leave for summer camp.



Her three daughters are all college graduates, and **Mrs. Ollie Mae Gunn** (left) plans to return to school this fall, taking evening courses aimed at a degree in industrial psychology.

A statistician for Manufacturing Engineering at the Industrial Equipment Group's West Allis Plant, Mrs. Gunn prepares charts, graphs, worksheets and other material used for developing standard time data.

"The number of hours or days it takes to build a product is an important factor in determining the product's cost," Mrs. Gunn said.



On call around the clock is **Ruth C. Roehrig**, supervisor of operations at Pittsburgh Plant's Computer Center.

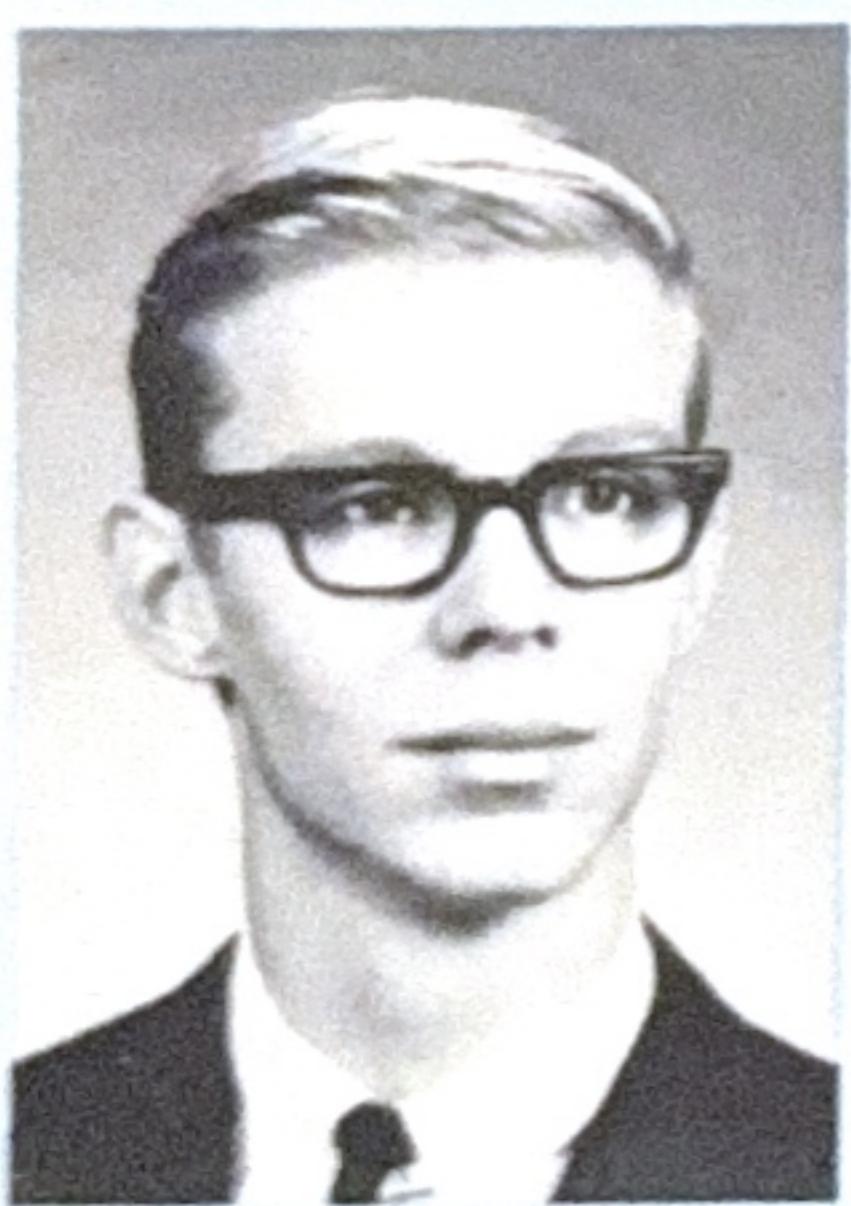
"Data processing is one of the most challenging and fast-moving fields to be in right now," said Miss Roehrig, who was instrumental in developing the plant's two large computer operations. Her staff has grown from 12 persons in 1962 to more than 25 at present.

Do computers put people out of work? "Over 200 new employes have been hired here since we installed our computers," Ruth answered. "We're able to expedite more orders faster and more efficiently."



1966 Allis-Chalmers

Scholarship Winners



JOHN SCHAUER
Greenfield, Wis.



SUSAN ROSE
Menomonee Falls, Wis.



DAVID SHIPMAN
Lexington, Mo.



CAROL CZERWINSKI
Milwaukee, Wis.



DAVID ANDERSON
Wauwatosa, Wis.



DONALD BRIGGS
La Porte, Ind.



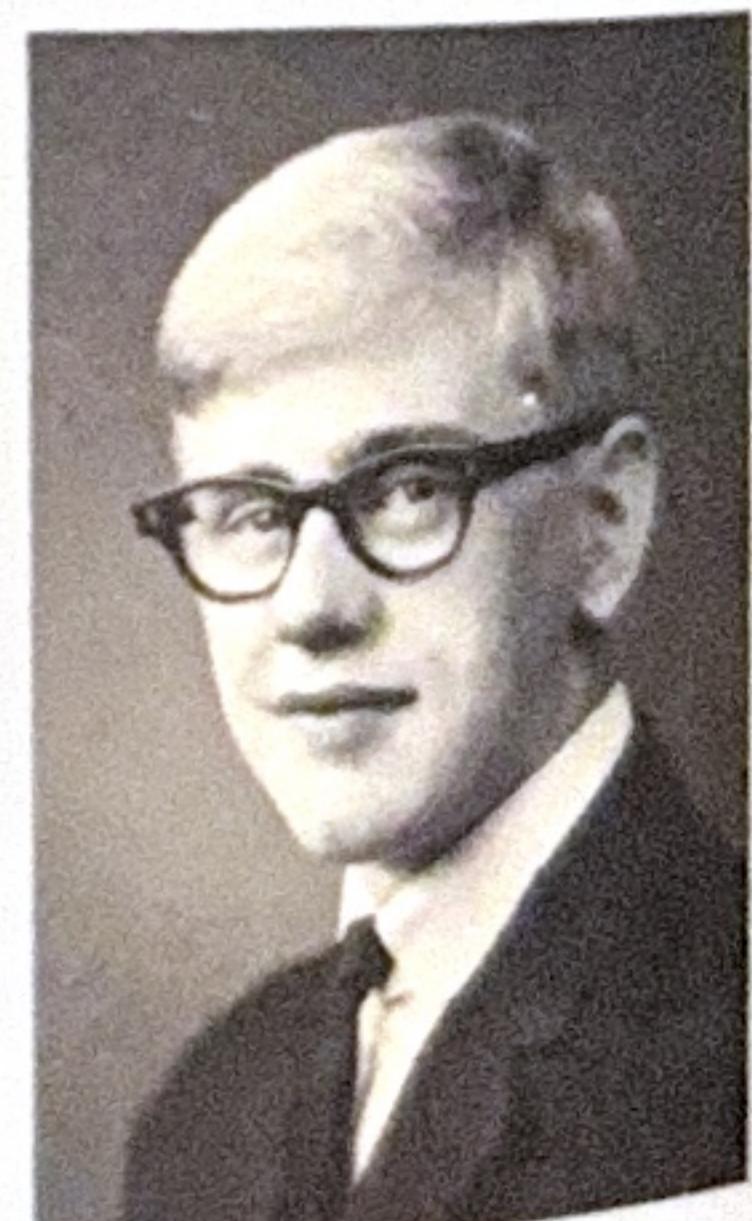
SUSAN WOOD
Springfield, Ill.



LEE PENWELL
Pittsburgh, Pa.



CANDYCE ELLIS
West Allis, Wis.



MICHAEL KIENZLER
Springfield, Ill.

The
youngsters on
this page, and many other
sons and daughters of Allis-Chalmers
employees, have been given a very important
boost along life's way through the Company's Schol-
arship Program. These 1966 winners each received \$600
awards, and are among nearly 200 deserving teenagers who
have benefitted from the plan since its inception in 1950.
During the past 16 years, the Company has invested more
than \$320,000 in scholarships and renewals, and given
nearly \$200,000 in matching grants to private edu-
cational institutions. Almost half of the scholarship
recipients have gone on to graduate
school, and at least eight are
now working for
Allis-Chalmers.