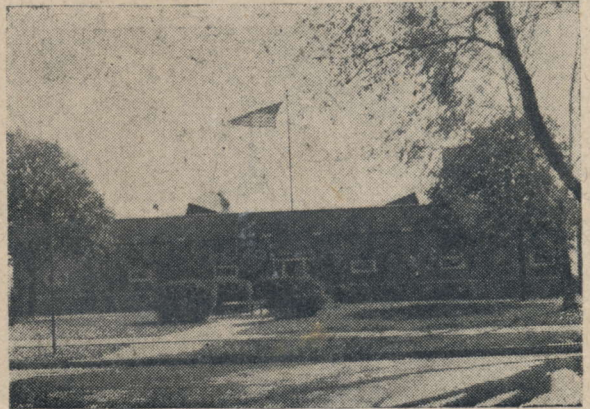


Philco
Corporation

RADIO DIVISION



10

Employee's Handbook

About Philco

To many people, Philco is nothing more than the name of a company which manufactures radios. However, to others, it is much more than a name. Philco means quality, vision and mass production which has made it the largest manufacturer of radio receiving sets in the world. By research and engineering, it has contributed to the advancement of radio art. Today it is entering new fields such as air conditioning, refrigeration, and home quick freeze units and will continue to do so because of public demands for new products in the electronic field.

Philco originated in 1892 when the Helios Electric Company was incorporated under the laws of Pennsylvania. In 1906, the name was changed to the Philadelphia Storage Battery Company. The trade name of Philco was adopted and in 1940 the entire company's name was changed to Philco Corporation.

As the name, Philadelphia Storage Battery Company, implies, only storage batteries were manufactured until 1928 when Philco began the manufacture of radio receiving sets. In that year it was 26th in the field of manufacture of this item. By 1929, it was in 2nd place, and in 1930 was acclaimed the leader and has held that place to date. Philco entered the television field, maintaining a television broadcasting studio since 1932, the only one in the Philadelphia area.

In 1931, Philco initiated one of its most successful experiments, a practical automobile radio receiving unit. By mass production this item has been made available to numbers of people and is almost standard equipment on many cars.

As demand for various products increased, it was necessary to expand facilities of manufacture. Factories not immediately adjacent to the Philadelphia area were purchased.

Locally, our plant was originally under private ownership and was known as the Simplex Radio Company. House radio receiving sets were manufactured. In 1937, the plant was acquired by Philco and moved to its present location. Shortly thereafter, the manufacture of automobile radio receiving sets was begun and that is the present day product. Until 1945, it was known as the Simplex Radio Corporation, Division of Philco, but now it is Philco Corporation, Radio Division, Sandusky, Ohio. Under present management there are two plants, the Monroe St. and the Warren St. plants in Sandusky.

During the war very confidential and secret radar devices were manufactured in the Sandusky plant. Because of outstanding quality and excellence of product, the Monroe St. plant received the first Army-Navy "E" production award in this area. This quality was maintained and Philco was the only plant in this vicinity which had the singular honor of having four white stars added to the Army-Navy "E" flag.

The Guard force in the Monroe St. plant made a definite contribution to plant protection in the safeguarding of secret equipment. The Fifth Service Command of the United States Army recognized this and the Guard Force received the Auxiliary Military Police Guidon Award, the only such award given in this area.

During these years there has been constant research to make each product better than ever before and various improvements in house and automobile radio receiving sets has made Philco a proud leader in the field. We think you will like working for Philco.

CONDITIONS OF EMPLOYMENT

Hiring

Everyone who applies for a position with our Company is given a personal interview but is required to make application on a form provided by the Company. Each applicant is given careful consideration to determine whether his qualifications are such that he will fit the opening which exists, whether it be factory or office. After an individual has been accepted for employment, his physical condition is checked by the Registered Nurse employed by the plant, to see that he is physically fit to perform the job. The first thirty days of employment are considered a probationary period during which time the employees' ability to perform required duties is determined.

Hours of Work

The hours of work, at present, for all regular shift employees, is eight (8) hours on Monday through Friday, with one-half hour for the noon-day meal. Hours in excess of eight hours per day or forty hours per week, and Saturday and Sunday are paid at the rate of time and one-half and double time. Each employee is given a ten-minute rest period during the morning work period and another in the afternoon. These are scheduled at regular intervals. It is necessary to stagger the rest periods and the lunch periods so that a maximum of service can be given employees. A clean-up period of five minutes immediately before lunch period and quitting time is granted to employees, also.

It is difficult on short notice to secure a competent person to perform a job, so any absence presents a real problem. Get a reputation for dependability—by always being at work and giving advance notice, when for reasons beyond your control, you cannot be at work.

To insure production, employees are to be in their place of work promptly, remaining in place of work, working until the clean-up signal. This applies to overtime work as well as the regular shift. Employees who report for work and cannot be there the entire day should notify their immediate supervisor two hours in advance and obtain a pass to leave the plant during regular working hours.

Any employee unable to report for work must notify the Personnel Department immediately if possible. If two days elapse without notification, giving reason and approximate length of absence, it will result in dismissal. The telephone number of the plant is Sandusky 1000.

Pay Day

Pay days are every Friday. Do not sign your pay stub until you are to obtain your pay check. Do not sign your name on the back of your check until you are ready to cash it.

Wage Assignments

Philco does not want or like to interfere with the private affairs of its employees. What a person does with the money he earns is for him to decide. However, when an employee handles his financial affairs in such a way or manner that the company receives assign-

ments, letters from creditors, visits and calls from collection agencies, it is forced to take action even though it has no desire to do so. There are laws which require our company to hold up the pay of an employee when the court issues an order instructing it to do so. We realize that an occasional attachment of one kind or another may be unavoidable, but we cannot allow a continuance of such matters over a period of time.

Lay Offs

Philco knows that one of the principal wants in life is job security. We are constantly working on programs to provide the most regular employment possible. Even though this is done, business does not always go along evenly and at such times lay-offs are necessary. When this occurs, the employee will receive an honest explanation of why he is being laid off. At such times, tools and other company owned equipment must be turned in to the Personnel Department. This is merely done so that all records may be kept clear.

Leaves of Absence

Leaves of Absence are granted to employees for certain specified reasons. These leaves must be obtained for all absences over two days in length. A week's notice must be given to the Personnel Department for all leaves extending over a period of more than five days. A Physician's statement, giving the type of illness and approximate length of absence must be presented for granting leaves for personal illness. Emergency leave requests will be considered immediately.

Time Clocks

In order to figure the amount of pay due each individual, it is necessary to have an accurate record of the time spent by each employee on the job.

The clock cards offer the means of reporting such time. Each employee has a clock card, identified by name and number. This card is regularly checked to accumulate the total hours for which the employee is to be paid. A space in the clock rack is denoted by number and cards are placed in this space and this space only. Moving the cards causes unnecessary confusion. Cards are never punched earlier than fifteen minutes before time to start to work.

It is a company regulation that the employee shall ring only his own card. Registering in or out for another person is prohibited and is cause for dismissal.

In addition to the time card, each employee is required to fill out a daily form known as the "production card" or labor ticket. This form is checked against the time card for the number of hours worked by the employee. Also, the color of the card denotes the department or "line" on which he works. These cards are used by the accounting department to show the distribution of labor costs and expenses per account. This is required so we request cooperation in having one of these forms completed, even though it may be necessary to go home before the completion of the work day.

Holidays

The plant observes the following national holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas. If it becomes necessary to work on any of these holidays, overtime rates will prevail.

Change of Status

The Personnel Department keeps all records pertaining to the employees' status. Any change of marital status, number of dependents, change of address, etc., may have important bearing on the accuracy of these records which are not only kept for company purpose but which are required by the Federal Government for such things as income tax, labor statistics, employment of women and minors, etc. Thus your cooperation is requested in notifying this department immediately of any changes in your personal status.

Personnel Counseling

One or more members of the Personnel Department are always available for counseling, answering of questions, etc., whether the matters are of a personal or business nature. Do not hesitate to call on them at any time for the "open door" policy prevails. These people have full information concerning plant activities and will assist you in every way possible.

BENEFITS TO EMPLOYEES

Group Insurance

The group insurance which is carried at the present time is an overall plan by arrangement with the Traveler's Insurance Company. The cost of this insurance is shared jointly by the employees and the management, with the benefits and weekly cost to employees as follows:

Schedule of Insurance

Class	Sal. ary or Wage	Amt. of Life Ins.	Week- ly In- dem- nity Ins.	Week- ly Cost
1	\$18.00 but less than \$25.00	\$1,000	\$10.00	\$.25
2	\$25.00 but less than \$35.00	1,500	12.50	.35
3	\$35.00 but less than \$2,500 yr.	2,000	15.00	.45
4	\$2,500 yearly but less than \$3,000	3,000	20.00	.69
5	\$3,000 yearly but less than \$3,500	4,000	30.00	.97

Group Life Insurance Benefits are as follows:

- A. Death benefits—the amount of the insurance is payable in the event of the employees' death from any cause, while his insurance is in force, to the person or persons named by him as beneficiary.
- B. Permanent total disability benefits—if an insured employee qualifies under the policy provisions for Permanent Disability Benefits prior to age sixty, the amount of the insurance will be paid to him in installments.

Sick and Accident Benefits are as follows:

A. Weekly indemnity is payable in the event of total disability resulting from (a) accidents occurring away from work, (b) any sickness for which the employee is attended by a physician, except that no indemnity will be paid for disability for which the employee is entitled to receive indemnity in accordance with the provisions of any Workman's Compensation or similar law.

Weekly benefits are payable from the first day of disability caused by accident and the eighth day of disability caused by sickness. Benefits will be paid up to a maximum of 13 weeks for any period of disability.

There is no limit to the number of times an employee may receive benefits except that not more than 13 weeks indemnity will be paid during any 12 consecutive months to any employee for sickness disability after the 60th anniversary of his date of birth.

Employees eligible to insurance:

All of our employees who have completed three months of service and who have made application within that three month period may participate in this plan.

Change of Beneficiary (Life Insurance)

Any insured employee may designate a new beneficiary at any time by filing a written request on forms obtained at the Personnel Office.

Termination of Insurance:

The insurance of any employee shall terminate when his employment with the company shall terminate.

Conversion Privilege: (Life Insurance)

In the event of termination of insurance on account of termination of employment, This Group Life Policy permits the employee to CONVERT HIS LIFE insurance without physical examination to any individual life policy in any one of the forms customarily issued by the Insurance Company, except term insurance, provided written application is made to the Insurance Company within 31 days after termination of employment.

Hospitalization Service

Employees of Philco are eligible for participation in the Blue Cross Hospital Service Plan. Last year, one family out of every five in the United States found it necessary to use hospital facilities. The average person is not prepared to meet the cost of illness. The Hospital Service Plan in effect is a device which you may use to pay your hospital expenses.

What It Costs Per Month

	Ward Service (3 or more beds in room)	Semi-Private Service (2 beds in room)
Single Subscriber	\$.75	\$.90
Employee and one dependent	1.45	1.75
Employee and Family	1.75*	2.25*
Each adult member residing same household	.75	.90

*This is the family contract and is the only type that includes benefits towards maternity coverage.

PROTECT YOUR FAMILY—JOIN THE DOCTORS' PLAN

"THE DOCTORS' PLAN" sponsored by the Medical Profession of the State of Ohio provides cash benefits toward surgical, fractures and childbirth fees.

Enrollment in "THE DOCTORS' PLAN" is permitted only at special enrollment periods. Those not enrolling at this time will not have another opportunity until the next enrollment period.

THESE BENEFITS

Are available to all eligible members of your family

All surgical operations or operative procedures "when performed in the hospital."

Removal of tonsils, treatment of fractures and childbirth whether this service is rendered in a hospital or elsewhere. No medical examination.

Free choice of any licensed physician or surgeon.

Full Schedule of Indemnities (see reverse side) applies separately to each enrolled member of family. You may continue with "The Doctors' Plan" if you leave your place of employment by paying direct to "The Doctors' Plan."

Coverage starts immediately on effective date of contract except for tonsil operations and childbirth. (See below.) Tonsil operations are covered after patient has been enrolled six (6) consecutive months.

Childbirth is covered after nine (9) consecutive months enrollment.

THE COST

For the Doctors' surgical expense plan

1. Single Contract (No Childbirth Benefits) monthly (Type A)\$.60
2. Family Contract (Includes Childbirth Benefits) (Type B) 1.90

This covers husband, wife and ALL unmarried children between the ages of 30 days and 19 years. If you have children under 30 days be sure to include name and birthday as coverage starts when they are 30 days of age.

Payment as specified in the Schedule of Indemnities is made directly to the Applicant.

Emergencies away from home:

In addition, the Hospital Service plan provides that hospital bills incurred in an emergency away from home will be paid. The amount paid in such cases is \$4.50 per day for service in ward accommodation or \$6.50 per day for semi-private service.

Any additional information may be secured at the Personnel Office. It also has a supply of enrollment cards for your convenience.

Workmans' Compensation

Philco carries insurance as required under the Workman's Compensation laws. Under these laws, you receive certain compensation for any disabilities resulting from work for the company. It does not cover injuries or disabilities which occur away from work.

If you are injured at work, you will receive certain weekly benefits designated by the law, the amount depending on your wages. If you are permanently disabled (i.e. loss of a finger or an eye) the law provides that you will receive a flat sum of money which is in addition to the regular weekly compensation.

Thus it is very important to report immediately concerning injuries, because, as stated elsewhere in this booklet, there is a time limit for reporting of industrial accidents, and carelessness on your part may make you ineligible for these benefits.

The entire cost of Workman's Compensation insurance is paid by the company.

SOCIAL SECURITY — FEDERAL OLD AGE BENEFITS

When you receive your weekly pay check, you are no doubt aware that 1% has been deducted for Social Security. You know, too, that the company also contributes an amount equal to 1% of your pay for the same purpose. The company also contributes, as mentioned before, a varying amount up to 3% of your wages for Unemployment Insurance. Thus it is apparent that an amount equal to approximately 5% of the money you earn, apart from the Group Insurance, is being paid by the Company to give you certain insurance benefits.

Under the United States Social Security Act the Philco Corporation is required to withhold a certain percentage of your earnings each pay day. The percentage increases as follows:

1937, 1938, 1939.....	1%
1940, 1941, 1942.....	1%
1943, 1944, 1945.....	1%
1946, 1947, 1948.....	2½%
1949 and thereafter.....	3%

Every time you make a payment (by payroll deduction) into this fund, the company pays a like amount. This money goes into the United States Treasury. At a future date, it will be paid to you by the government in the form of monthly old age benefits; or in the case of your death before you reach 65 years of age, as a death benefit to your survivors.

Unemployment Compensation

Since January 1, 1937, the company has been paying a tax to the government for Unemployment Compensation under the Social Security Act. No part of the tax is paid by the employee.

The tax is based on the amount of your pay. A fund is thereby created from which employees of the company can draw cash if they become unemployed, provided they fulfill certain requirements of the state. These requirements and the methods of computing the benefits are somewhat complicated. The Personnel Department will be glad to assist or obtain answers to questions you might have.

CAFETERIA

Philco is equipped with the finest industrial cafeteria in this area. It is a well lighted, sound proofed room with a seating capacity of 200. Effort is made to provide a balanced and nutritious meal for the employees. The food is of high quality, tastily prepared and attractively displayed.

Bulletin Board

Actually, the bulletin boards which are placed in prominent spots throughout the plant, act as our daily newspaper. On these are placed items of interest to all of the employees, as well as announcements which are to be noted by everyone. Here the employee will find the current seniority list, letters from former employees, etc. It is well to form the habit of looking at the board at least once a day and thus keep informed.

The P. A. System

At intervals throughout the day there are musical broadcasts as well as the broadcasting of radio programs of general interest. The P. A. system is used for spot announcements, too.

U.E.R. & M.W.A.

The sole bargaining agency for Philco is the United Electrical, Radio and Machine Workers of America, C.I.O. Local No. 701.

SAFETY AND PROTECTION

Safety Rules

The plant has certain safety rules which are rigidly enforced, such as smoking in only certain areas, no running while on company premises, no molesting of fire extinguishers, etc. You are urged not only to learn these rules but to observe them as well. Each employee is held responsible for obeying the safety rules. These rules are in force for your own protection and for those who depend upon you for their livelihood.

While the Company may take every precaution to make the plant safe, the big job is up to you. No plant is so safe but that a careless person may hurt himself and someone else. Make it a habit or secondary nature to watch for hazards, avoid them, then report them so that they may be corrected.

Good Housekeeping

Philco is constantly striving to be known as the "Best Employer" in the city of Sandusky, as having the "Best Employees" in the city of Sandusky, and as having the "Best Plant" in the city in which we work. We believe that good housekeeping plays an important part in achieving these three things. The average person, whether he realizes it or not, not only does better work in a cheerful, well-kept plant, but enjoys doing it more than he otherwise would. Then too, a clean plant is a safer plant. Good housekeeping does not

mean merely the use of janitors, and keeping the place swept clean, the proper use of receptacles for waste materials of all kinds, using only a sensible amount of paper towels in the rest rooms, or being cleanly in the use of the cafeteria (altho each of these items is important). It is much more than any or all of these. It means that each person perform his job neatly and assume responsibility for cleanliness around the place he works and in the rest areas. Good housekeeping is part of everyone's job. It means not only good appearance but good workmanship and quality of workmanship as well.

Parking

A parking space is provided for employees. Each employee who drives to and from work is assigned a space. We request that drivers wait in the parking space for their passengers, as other procedure will prove hazardous to pedestrians and other drivers.

Dispensary

The company maintains a dispensary in charge of a registered nurse. The nurse takes care of minor injuries which occur in the course of a day's work. If it is necessary for you to go to the dispensary during working hours, please obtain a permit slip signed by a supervisor or control operator authorizing you to do so. This applies except in case of emergency.

We have attempted to incorporate into the medical program certain services needed to take care of injury or illness which arise on the job. These services are not designed to cover ailments which should be attended by a physician. When the nurse finds something which she deems in need of a physician's attention she will always recommend that the employee see his doctor.

You are urged to report even the most minor injury to the dispensary. Do not consider any burn, scratch, cut or abrasion too trivial to demand attention.

It is impossible to stress too greatly the importance of this reporting, because after an injury occurs and two years elapse without it being reported, an employee is forever barred from making a claim on his case. He has no recourse to the company and is a victim of his own carelessness in not reporting the case to the nurse in charge of the Dispensary.

Therefore we urge each and every injury be reported immediately, so that no

time is lost in the event that you become eligible to obtain benefits under the law.

PLANT RULES AND REGULATIONS

At various places throughout the plant you will see bulletin boards which have printed rules and regulations. Some of these are included in this booklet and others are not. We ask that you familiarize yourself with these rules as infractions constitute the basis for a grievance which in turn may impose a penalty of serious consequences on the employee. The following rules are in force.

1. An employee is to be in his or her place of work on time. This also applies at rest period and for overtime work.
2. At the bell for the wash-up period, the employee may leave his or her place of work but is to return and leave from work place when the dismissal bell rings.
3. Since there are of necessity several lunch and rest periods, employees are requested not to visit other departments or lines during their own free period.
4. Coats are to be left on the coat racks.
5. For those people who carry their lunches, the lunch boxes or bags are to be left on top of the coat racks.
6. If it is necessary to be absent, notify the Personnel Department **immediately**. This should be done even if the absence is to

be for one-half day only. And please inform them when you plan to return. If a two-day period elapses without notification, the employee will be automatically terminated.

7. Employees who report for work and cannot be at work for the entire day should notify their immediate supervisor two hours in advance and obtain a pass to leave the plant during regular working hours. This applies to overtime, too.
8. Leaves of absence are granted for certain specified reasons. If an absence is to extend over two days, application for leave should be made by the employee. See your Foreman for details.
9. Time cards must be punched each day. **DO NOT FORGET TO DO THIS.** The cards are not to be punched until 15 minutes before working time. Punch only your own card. For an employee to punch another's card means immediate dismissal.
10. Report all injuries to the Dispensary immediately.
11. Except in cases of emergency the Nurse will treat only those cases, in the Dispensary, of employees who have a permit card from the Supervisor or Control Operator.

12. Observe all safety rules. There is to be no running, wrestling, fighting or horse play in the plant or on the premises of Philco.
13. Smoking is permitted in the rest areas, lunch room, and rest rooms.
14. Garbage and papers are to be placed in the proper containers which are provided.
15. Employees are to use the telephone only in case of emergency. If an employee wishes to call outside the plant, it will be necessary for his or her foreman to contact the plant operator and make this request.
16. Parking spaces are assigned to drivers. Drivers are to wait in these parking places for their riders.

Grievance Procedure

When any group of people live together and work together, there is a necessity of discipline and the imposition of certain rules. When these rules are broken, certain penalties must be imposed. At Philco we have what we call a Grievance Procedure as outlined in the Agreement between the Company and the Union to deal with those who are guilty of infractions.

A few years ago, through the cooperation of the union and the Company, a committee was selected which sponsors all plant activities. The main purpose of this committee is to plan a recreational program and to serve as a means of developing hobbies and special interests which many people have. The Activity Committee has attempted to develop a program which will have some item of interest for every individual. To date some of the activities have been softball, baseball, basketball, bowling and cycling for those who are interested in the more active program. The Camera Club and the Glee Club are for those preferring that type of leisure time activity. Then during the course of each year there are dances and a picnic which provide enjoyment for employees and their families.

Any suggestions as to the wants and desires of a group are welcomed by this committee and plans will be made to make the suggestion a reality. It is through such social or leisure contacts that we get to know and better understand each other.

KNOW THIS BOOKLET

We sincerely hope that this booklet has proved of interest to you. We hope that you will not only keep it, but refer to it when needed.

Undoubtedly there are items and suggestions not covered. We would like for you to feel free at any time to ask questions, make suggestions, and express your opinions so that we can make the Philco Corporation, Sandusky Division, a better place in which to work and live.

Sandusky Division

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Nov. 3, 1947 started
work

Clock No. 423

American Canyon
orgell

" Clock
" No 14
" 118

10-17-47
11-22-

PHILCO

REG. U. S. PAT. OFF.

No 37649

PHILCO CORPORATION—SANDUSKY, OHIO

423

269-26-9809
RUTH SENGSTOCK

11-14-47

STATEMENT OF EMPLOYEES EARNINGS AND DEDUCTIONS.

THIS IS NOT A CHECK.

DO NOT CASH THIS STUB.

GROSS PAY	DATE	HOURS	F. D. A. B.	WITHHOLDING TAX	INSURANCE	WAR BONDS	MISCELLANEOUS	NET PAY
34.00	NOV 9 47	40.00	.34	4.10			2.00	27.56

DETACH AND RETAIN THIS RECORD. IT IS A STATEMENT OF YOUR EARNINGS AND PAYROLL DEDUCTIONS AS REPORTED TO THE FEDERAL, STATE, AND MUNICIPAL GOVERNMENTS.

SHAW'S INC. PHILA.

PHILCO

REG. U. S. PAT. OFF.

No 38803

PHILCO CORPORATION—SANDUSKY, OHIO

423

269-26-9809
RUTH SENGSTOCK

11-21-47

*Check Pool
Won 1.50*

full house

STATEMENT OF EMPLOYEES EARNINGS AND DEDUCTIONS.

THIS IS NOT A CHECK.

DO NOT CASH THIS STUB.

GROSS PAY	DATE	HOURS	F. D. A. B.	WITHHOLDING TAX	INSURANCE	WAR BONDS	MISCELLANEOUS	NET PAY
34.00	NOV 16 47	40.00	.34	4.10				29.56

DETACH AND RETAIN THIS RECORD. IT IS A STATEMENT OF YOUR EARNINGS AND PAYROLL DEDUCTIONS AS REPORTED TO THE FEDERAL, STATE, AND MUNICIPAL GOVERNMENTS.

SHAW'S INC. PHILA.

PHILCO

REG. U. S. PAT. OFF.

Nº 39957

PHILCO CORPORATION—SANDUSKY, OHIO

423

269-26-9809
RUTH SENGSTOCK

11-26-47

STATEMENT OF EMPLOYEES EARNINGS AND DEDUCTIONS.

THIS IS NOT A CHECK.

DO NOT CASH THIS STUB.

GROSS PAY	DATE	HOURS	F. D. A. B.	WITHHOLDING TAX	INSURANCE	WAR BONDS	MISCELLANEOUS	NET PAY
27.20	NOV 23 47	32.00	.27	2.90				24.03

DETACH AND RETAIN THIS RECORD. IT IS A STATEMENT OF YOUR EARNINGS AND PAYROLL DEDUCTIONS AS REPORTED TO THE FEDERAL, STATE, AND MUNICIPAL GOVERNMENTS.

SHAW'S INC. PHILA.

PHILCO

REG. U. S. PAT. OFF.

Nº 41126

PHILCO CORPORATION—SANDUSKY, OHIO

423

269-26-9809
RUTH SENGSTOCK

12-5-47

STATEMENT OF EMPLOYEES EARNINGS AND DEDUCTIONS.

THIS IS NOT A CHECK.

DO NOT CASH THIS STUB.

GROSS PAY	DATE	HOURS	F. D. A. B.	WITHHOLDING TAX	INSURANCE	WAR BONDS	MISCELLANEOUS	NET PAY
27.20	NOV 30 47	32.00	.27	2.90				24.03

DETACH AND RETAIN THIS RECORD. IT IS A STATEMENT OF YOUR EARNINGS AND PAYROLL DEDUCTIONS AS REPORTED TO THE FEDERAL, STATE, AND MUNICIPAL GOVERNMENTS.

SHAW'S INC. PHILA.

PHILCO

REG. U. S. PAT. OFF.

Nº 42304

PHILCO CORPORATION—SANDUSKY, OHIO

423

269-26-9809
RUTH SENGSTOCK

12-12-47

STATEMENT OF EMPLOYEES EARNINGS AND DEDUCTIONS.

THIS IS NOT A CHECK.

DO NOT CASH THIS STUB.

GROSS PAY	DATE	HOURS	F. D. A. B.	WITHHOLDING TAX	INSURANCE	WAR BONDS	MISCELLANEOUS	NET PAY
28.80	DEC 7 47	32.00	.29	3.00				25.51

DETACH AND RETAIN THIS RECORD. IT IS A STATEMENT OF YOUR EARNINGS AND PAYROLL DEDUCTIONS AS REPORTED TO THE FEDERAL, STATE, AND MUNICIPAL GOVERNMENTS.

SHAW'S INC. PHILA.

PHILCO

REG. U. S. PAT. OFF.

Nº 44349

PHILCO CORPORATION—SANDUSKY, OHIO

423

269-26-9809
RUTH SENGSTOCK

12-19-47

STATEMENT OF EMPLOYEES EARNINGS AND DEDUCTIONS.

THIS IS NOT A CHECK.

DO NOT CASH THIS STUB.

GROSS PAY	DATE	HOURS	F. D. A. B.	WITHHOLDING TAX	INSURANCE	WAR BONDS	MISCELLANEOUS	NET PAY
7.20	DEC 14 47	8.00	7					7.13

DETACH AND RETAIN THIS RECORD. IT IS A STATEMENT OF YOUR EARNINGS AND PAYROLL DEDUCTIONS AS REPORTED TO THE FEDERAL, STATE, AND MUNICIPAL GOVERNMENTS.

SHAW'S INC. PHILA.