

THE Pipeline REPORTER

NEWS ABOUT MUELLER MARKETS, PLANTS, PRODUCTS, PERFORMANCE AND PEOPLE

MARCH 1982



Mueller Co. Acquires Judd Valve

The Judd Valve Company, Inc., of Tulsa, Oklahoma became a subsidiary of Mueller Co. on February 5, 1982. Judd manufactures body swing check valves for the oil production and refining industry.

The acquisition of Judd Valve represents Mueller Co.'s initial entry into the oil field and related industries.

Service to the oil market will provide stability to

counter fluctuations in the housing industry, so that Mueller Co. can continue its leadership in the manufacture of fluid control products for the water and gas industries.

The Judd Valve manufacturing plant is located in Caney, Kansas, about 75 miles north of Tulsa. The plant was built three years ago and is similar in size to Mueller Co.'s Clinton plant, employing approximately 50 people.

The body swing check valves made in Caney

are used in all phases of oil producing, from field production through the refinery process. Valve pressures range from 125 PSI to 15,000 PSI, and sizes range from $\frac{3}{4}$ " to 24". The valves are available with a variety of connections including butt weld, threaded, flanged, and integral union. Materials used are iron, bronze, steel, stainless steel, and other alloys. These valves are distributed through most major oil field supply companies as well as directly to other industries.

Judd Valve will continue with its principal office operations in Caney, Kansas. It will be known as a Subsidiary of Mueller Co. Jack Judd will remain as President and Chief Executive Officer. Sales Manager is Randy Judd and Al Nitz is Vice-President and Plant Manager.

Company To Give Scholarships

Mueller Co. has established a program to award six \$1,000 college scholarships a year among applicants who are sons or daughters of employees. Five scholarships will be awarded in the U.S. and one in Canada. In addition, special achievement awards of \$100 will be made to those scholarship recipients who attain grade point averages in the top 10% of their college classes each year.

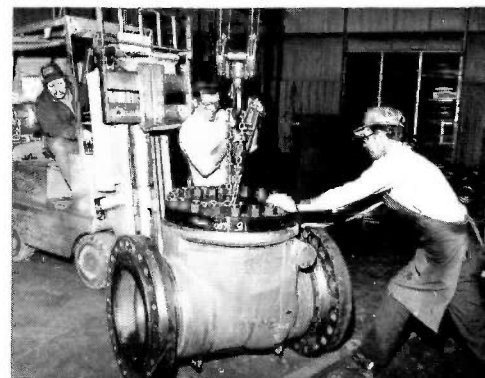
Eligibility: Sons and daughters of all current Mueller full-time U.S. or Canadian employees, except Officers, Plant Managers, and Directors of Sales, may apply for Mueller Scholarships provided the parent has completed one year of continuous service as of April 1 of the year applying. The applicant must have been graduated or be scheduled to graduate from an accredited high school or its equivalent prior to the June 30 next following the date of the application.

Selection of Winners: Winners of Mueller

Scholarships will be selected by the Mueller Scholarship Committee. The committee will select the winners using the Merit Pool system. A pool of candidates will be established using an objective cut-off score on pre-college tests such as the S.A.T. or A.C.T. Participants in the merit pool will not be ranked; the winners will be chosen from this group by an independent expert using random selections.

Choice of College: A winner may select any fully accredited college, university or junior college in the United States or Canada and may undertake any course of study desired, provided that he/she intends to earn, in the normal period of attendance, a bachelor degree in the liberal arts or sciences, or equivalent credit toward a degree in one of the established professions.

Renewal of Scholarships: Mueller Scholarships
(Continued on Page 2)





A Dollar-And-Sense Quiz



You're deeply involved in economics whether you've ever taken a course in it or not. Every time you buy a can of beans or collect a paycheck or put \$20 in your savings account, you affect not only your own economic life, but the lives of others. Yet, many of us have only a vague understanding of "where the money goes" and "who gets what". How well do you know the system of which you're a part?

Circle the correct answer and see how you score.

1. How much of each corporate sales dollar goes to employees through wages, salaries and benefits?
(a) 25 percent (b) 42 percent
(c) 53 percent (d) 67 percent
2. National income is the total amount of earnings of the American system—from corporate profits to workers' paychecks or a landlord's rent collections. What portion of each dollar of national income goes to taxes?
(a) 13¢ (b) 17¢ (c) 25¢ (d) 37¢
3. How much extra in fringe benefits—health plans, paid holidays, etc. — does the average American factory worker (making \$8.00/hr) receive?
(a) \$500 (b) \$2500 (c) \$4000 (d) \$5500

4. Creating jobs takes money for plants, machinery, etc. On average, how much money would the steel industry, for example, have to invest to create one job in a new steel plant?
(a) \$50,000 (b) \$75,000 (c) \$100,000
(d) \$200,000
5. What was the single biggest factor in raising the middle-income American family's cost of living last year?
(a) Food (b) Taxes (c) Housing (d) Fuel



The Answers

1. (d) Employee wages, salaries and benefits account for 67 percent of the corporate dollar, according to U.S. Department of Commerce figures. Of the remainder, 16 cents goes to taxes and eight cents to replace the tools and machinery of production, leaving only about nine cents to be divided between dividends for stockholders and cash for company expansion, which create jobs.

2. (d) From each dollar of national income, federal, state and local tax collectors take 37 cents, of which 25 cents goes to Washington. If present trends continue, taxes will take more than 50 cents from each dollar of national income by the year 2000.
3. (d) The average factory worker, making \$16,640 has \$5,491.20 in fringe benefits available to him. In the decade 1970 to 1980, while wages climbed 72 percent, fringe benefits, ranging from hospitalization insurance to paid holidays, increased 126 percent.
4. (d) The investment necessary to create one new job in a modern steel plant is \$200,000. Similarly, one new job in the oil industry takes \$100,000. In the chemical industry, \$45,000. In mining, \$75,000.
5. (b) The biggest single factor pushing up the cost of living in 1980 was taxes, according to a study by the Joint Economic Committee of the U.S. Congress.

I WOULD LIKE TO SEE A STORY ABOUT:

Clip and send your ideas to:

**Loyd Hawkey
Mueller Co.
500 West Eldorado
Decatur, Illinois 62525**

Scholarships

(Continued from Page 1)

will be renewed each year until the normal four years or undergraduate studies have been completed, provided the scholar remains in college and maintains the personal and scholastic standards set by the colleges. In the event undergraduate studies are completed in less than the normal four years, the Scholarship Committee may, at its discretion, extend the scholarship to cover a portion of graduate or professional studies. In no event will the award cover more than a four-year period.

Time Schedule: Completed application forms for initial application prior to college must be received by Scholarship Committee in Decatur (Sarnia in Canada) not later than March 1, except for this year in which the deadline will be extended to May 1, 1982. Winners of initial scholarship awards will be notified not later than June 1. Scholars whose awards have been renewed will be notified not later than August 1.

Forms are available from the Personnel Office at each plant or the Corporate Personnel Department.

Strictly Personal

DECATUR

NEWS ABOUT MUELLER CO. EMPLOYEES AND THEIR FAMILIES

MARCH

A Message From The Plant Manager

I DON'T FEEL LIKE IT TODAY

Have you ever woke up in the morning and decided "I don't feel like it today"? It is this type of absenteeism that is very difficult to justify.

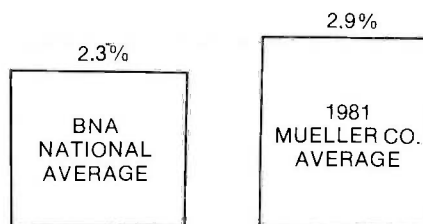
I am sure it comes as no surprise that it takes each employee's contribution to meet our production schedules. Those individuals who are absent do not have the opportunity to make a contribution, yet many of the company's costs continue. A great number of the expenses necessary to operate a manufacturing facility are on-going — heat/energy, employee benefits, supportive services, and many more. These costs can only be absorbed by manufacturing and selling our product as economically as possible. Absenteeism also creates other production problems. The jobs that go unfilled interrupt the flow of production, necessitate temporary transfers, and cause an additional burden on those left to fill the void. Often times, those who must pick up the slack may not know the job as well, thus less production is created and more product waste.

It is the employee's responsibility to perform all aspects of the position — **FULL TIME**. This is a concept many absentee abusers do not take

into consideration. Instead, the list of reasons for missing work are endless. Eventually the employee is subject to the "cry wolf" syndrome where no one believes him when real emergencies occur.

Our success at Mueller Co. is dependent upon our ability to compete in the marketplace with our competitors. Fellow employees who lack a commitment to their jobs can jeopardize our competitive edge and the very foundation of our jobs.

The Bureau of National Affairs (BNA) compiles statistical data on absenteeism for companies nationwide. As you can see by the absentee comparisons below, Mueller Co. must improve its performance to meet the national average.



At Mueller Co. we will continue to counsel those employees with an attendance problem in an effort to ensure that they understand the need to attend work and the consequences if

they don't. Those employees who can not attend work at an acceptable level obviously must be replaced by someone who can.

Since our business climate remains poor and the competition to sell products to a reduced marketplace increases, I would hope that each employee will do his part to ensure Mueller's success.

Gene Hullinger
Plant Manager

Mueller Racquetball

This year 35 Mueller Co. employees participated in our racquetball league. The league was divided into three categories, and games played at the Rollout Racquetball Club. The final results were:

Division "B" - 1st	Dave Drescher
2nd	Steve Dunn
3rd	Don Lindstrom
Division "C" - 1st	Steve Moroney
2nd	Bruce Rounds
3rd	Skeet White
Novice - 1st	Bob Pope
2nd	Terry Berra
3rd	Ron Clark

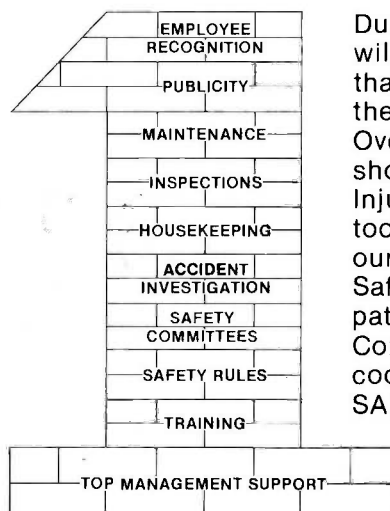
A year end awards party was held at the club with trophies given to the winners.



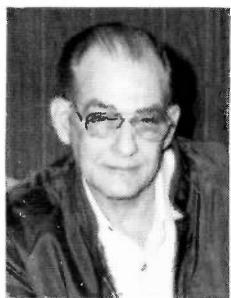
Mac McKinney Returns to Lathe In Department 80

Recently we had a visit from L.B. (Mac) McKinney who came in to celebrate his sixtieth anniversary of the day he started at Mueller Co. — November 3, 1921. Mac, retired in 1964 and now a very young 83 years, showed the fellows how to handle that very same Turret Lathe in Department 80 with which he was well acquainted.

Safety Program Progresses



During the first week of March, the Decatur Plant will be holding their first drawing to award more than \$4,000 worth of prizes for eligible groups in the Decatur Plant's Safety Incentive Program. Over the last five months, the Decatur Plant has shown a 70% improvement in reducing Lost Time Injuries from 23 to 7. While 7 Lost Time Injuries are too many, we have made substantial progress on our goal of being the No. 1 Plant at Mueller Co. in Safety. Let's continue the good work by participating in the Program through your Safety Committee. We want to thank each of you for your cooperation and efforts in trying to make 1982 the SAFEST year at the Decatur Plant in its history!



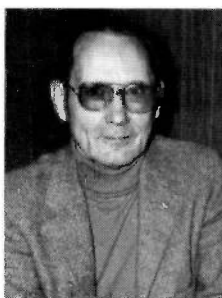
Walter Ford



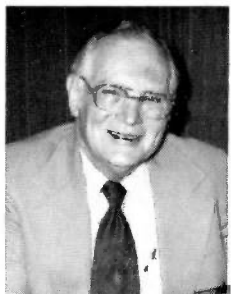
Melvin Hayes



Wayne Lynch



Maynard Buckta



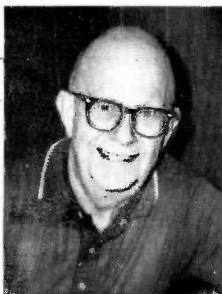
Carl Wilhelm



Thomas Manks



John Gubola



Dale Wilkins

Retirements

Walter Ford - 41 years
Melvin Hayes - 42 years
Pershing Griffith - 40 years
Maxine Griffith - 28 years
Wayne Lynch - 35 years
Maynard Buckta - 41 years
Carl Wilhelm - 34 years
Thomas Manks - 21 years
John Gubola - 34 years
Dale Wilkins - 45 years

Decatur Corporate Retirements

Vern M. Beatty - 22 years
Clifford W. Auer - 39 years

Munsterman Retires From Credit Union

Harold Munsterman retired February 28 from his position as Mueller Co. Credit Union Manager-Treasurer, which he held for 16 years. Replacing Harold is Gary Walmsley, who is in his eighth year with the credit union.

Harold became the Manager-Treasurer of the credit union following his retirement from Mueller Co. in 1966, after 31 years of service to the company. Since that time he has supervised the continuing growth of the Mueller Co. Credit Union and has served in many other capacities in the credit union movement.

Currently, he is serving on the Illinois Credit Unions League Board of Directors and as a member of its Finance Committee, and as loan chairman of the Midstates Corporate Federal Credit Union. He is also a board member and chairman of the Central Illinois Chapter Credit Union. He is past president of the Illinois Credit Union League, past president of the Ralph G. Long Chapter, a former National Director of Credit Union National Association, and a member of the Credit Union Executive Society. Mueller Co. employees and credit union members have benefited greatly from Harold Munsterman's commitment to the credit union movement and for the contributions and professionalism he brought to Mueller Co.



Pershing & Maxine Griffith



Ben Jones and Phil Tucker are shown presenting a check to Larry Hubner for approximately \$250.

Suggestion Awards



Leonard Morr (center) receives a check for approximately \$350 from Ben Jones and Phil Tucker, proving that suggestions are profitable.

Service Awards

40 Years

Charlie Moore
Harold Rentfro

30 Years

Michael O'Neill
William E. Baney

25 Years

William Foster

20 Years

Raymond Walton
Larry Malloy
Betty Roe

10 Years

Paul Gross
Jack O'Riley
Nancy Smith
Joseph Ewing
Jimmie Weatherford
Richard Auburn
Lester Patterson



Charlie Moore



Harold Rentfro



Michael O'Neill



William E. Baney

David Kinney First Place Winner

A Mueller Co. plant employee, David Kinney took the top ribbon in the Decatur Area Arts Council's 1981 "On My Own Time" program with his oil painting entitled "Lotus Blush". Twenty companies from the Decatur area participated in this art exhibit with winners on

display in Millikin University's Kirkland Fine Arts Center the month of December.

Mueller had a number of excellent participants. It is nice to know of the many varied talents not ordinarily displayed in the regular work day. We hope to have even more entries next fall.

Forward in 1982

Mueller Company Meeting



Mueller Co. President Ed Powers speaking at the National Sales Conference.

The Mueller Co. National Sales Conference was held in early January in Scottsdale, Arizona. One hundred and one people from Mueller Co.'s management and sales force met for three days to explore the theme of the conference, "Forward in 1982."

Beginning with a review of 1981, President Ed Powers stressed that Mueller had taken many positive steps in a very difficult year for the industry. New products, new markets, new facilities, expanded computer ability, and a large increase in marketing efforts have all contributed to a record company performance.

"When most companies in our field have been cutting," Powers stated, "we have been doing the opposite. . . We haven't taken any steps backward. They have all been forward." His remarks were received with thundering applause when he closed with this inspiring emphasis on the "Forward in 1982" theme: "1982 will not be without its problems and frustrations, but hopefully at this time next year we can look back and say once more, we did it again!"

Details of Mueller Co.'s 1981 accomplishments and 1982 goals were studied in depth at the three-day conference. The meeting schedule included such topics as AWWA, gas and UL/FM market outlook and strategy, the international market outlook, manufacturing plans from each Mueller plant, and a review from Mueller's Canadian subsidiary.

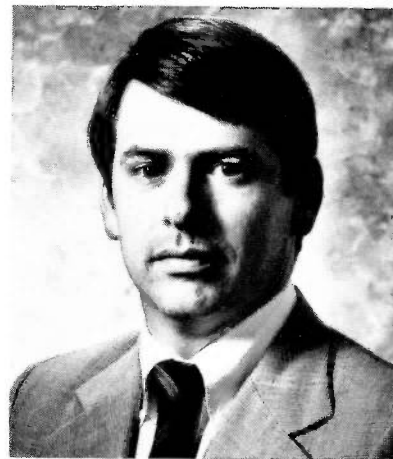
The sales and service awards dinner concluded the conference on January 6. Two sales representatives received the "Salesman of the Year" award, Dick Seevers (Midwest District) and Jim Kollock (Southwest District). Other awards went to:

Outstanding Achievement Award: Joe James, Central District Sales Representative. Runners-up: Don Kelley, Western District Sales Representative; Bob Maxwell, Southeastern District Sales Representative; Cec Williams, Eastern District Sales Representative.

Founder's Award: Jim McClintick, Sales Manager Southwest District; Tom Modlin, Sales Representative Southwest District.

President's Award: John D'Angelo, Sales Manager Western District.

Seven members of the sales team were recognized with service awards. They are: Bob Budick - 30 years, Sam Parker - 25 years, Charlie Freeman - 25 years, Jim Wagoner - 20 years, Dick Kahl - 20 years, Bill Koester - 10 years, Bill Boardman - 10 years.



Shawn Pulford

Pulford New Products Manager/Water

Shawn Pulford has been appointed to the newly created position of Product Manager for Waterworks Industry Sales. He is responsible for all marketing aspects of new products that have application in the waterworks industry segment of Mueller Co.'s business, including coordination of engineering, manufacturing, and sales efforts and establishment of new marketing and sales programs.

Seven Mueller Co. products specialists will assist Pulford in implementing marketing plans for new and special Mueller products.

Pulford has been with Mueller Co. since 1980 as Product Manager for Butterfly Valves. He joined Mueller from ITT Corporation, Kennedy Valve Division, Elmira, New York.



Cindy Bergschneider

Bergschneider Promoted

Cindy Bergschneider has been named Corporate Benefits Administrator for Mueller Co. She previously served as Benefits Administrator for the Decatur Mueller plant.

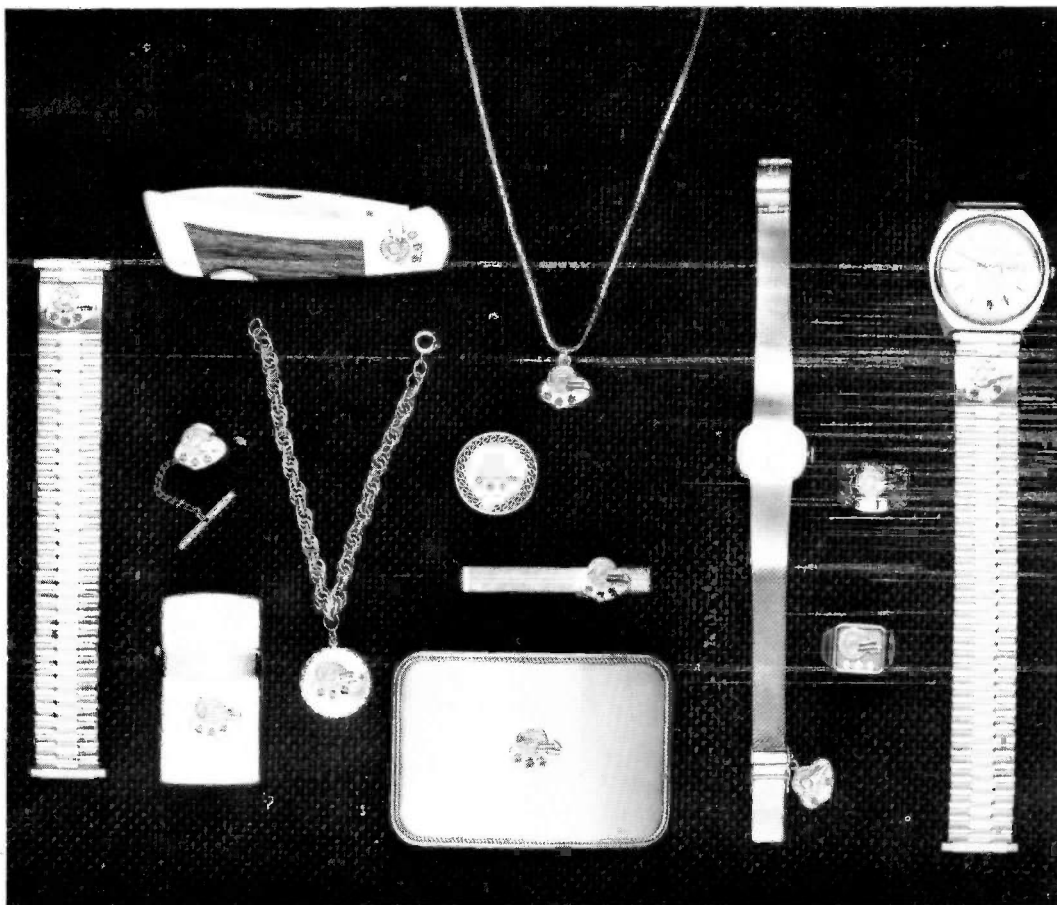
In this newly created position Ms. Bergschneider is responsible for administration of pensions, life insurance benefits and group health benefits throughout the entire company. She joined Mueller five years ago as a staff member in personnel.



Service Award Program Expands

Mueller Co. has always recognized the fact that its success is the culmination of each employee's dedication and effort. In 1982 the Service Award program has been expanded to better show the company's appreciation of the award winners' years of service.

New award items and cash awards are now available for selection by Mueller Co. employees who reach employment anniversaries. Typical of the new gifts are men's and ladies' watches, rings, and watchbands, and belt buckles and pocket knives, all with jeweled Mueller Co. anniversary insignias. A mantel clock is the new award for 25 years of service. Cash awards are \$100 for 20 years, \$200 for 30 years, and \$300 for 40 years.



MUELLER CO.

DECATUR, ILL. 62525

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DISTRICT SALES OFFICES — Atlanta, GA (404) 256-2340,
Avon, CN (203) 674-0863, Dallas, TX (214) 934-1137,
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