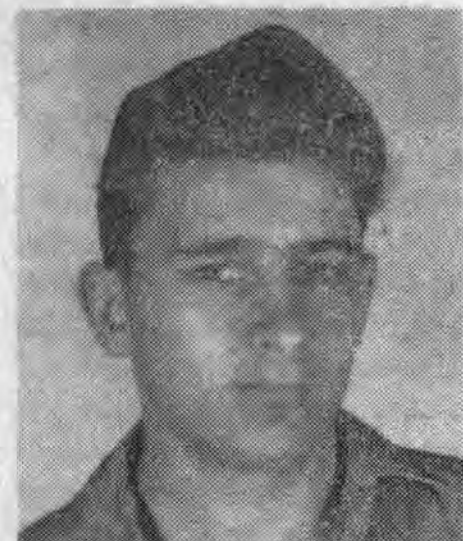


## SEARS PROFIT SHARING IS MODEL FOR INDUSTRY

### PROFIT SHARING PRAISED

**KENNETH ERICKSON, Assembler:** When I came to David Bradley to work, my father advised me to "get in" Profit Sharing as soon as I was eligible. I suppose his father had advised him of the same thing. Therefore, being a third generation member, I have had Profit Sharing sold to me.

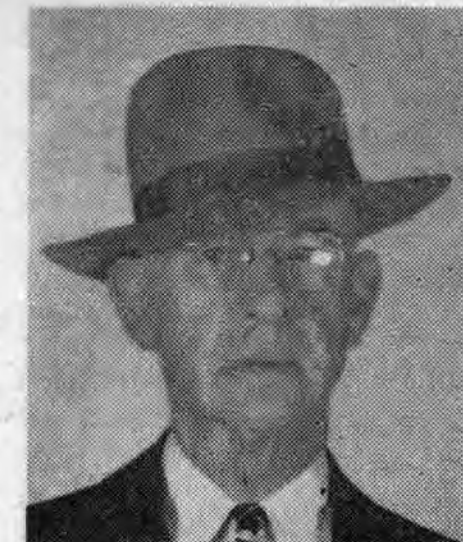


Perhaps I don't know everything there is to know about Profit Sharing, but I do know that I'll have to work as long as I am able to do so. So, where could I work and be assured of security in my old age as I am through the benefits offered by Profit Sharing. There are few places that offer such a plan to save and share in the profits of the company.

**FRANK PEZDIRTZ, Tool and Die:** I have only been a member of Profit Sharing for about ten years. Everyone dreams of the time when he will be eligible for retirement and have no financial worries. Through Profit Sharing we have such a plan at David Bradley. The amount withheld weekly does not cause too much inconvenience to anyone, compared to the dividends paid over a period of years. We should take this benefit more seriously after seeing the results reaped by many of our old-timers.

Profit Sharing to me means planned savings and sharing in the profits of the company for my future security and welfare.

**JAMES HAGEARTY, Traffic Manager:** I have been with this plant since 1901—then working for the Bradley family.



When Sears took over I remained and have witnessed many changes and additions of employe benefits, but I personally believe that Profit Sharing is the greatest of all. It not only protects your future, but is a systematic way of saving money which one does not miss. If every Profit Sharing employe, when handling tools, materials, or supplies of any kind, would keep in mind that they are handling their own materials, and treat them as such, they would undoubtedly add to their own profits by aiding the Company.

**JAMES MURAWSKI, Machine Operator:** I represent the third generation to work at David Bradley and participate in the Profit Sharing Plan. I feel that it is a splendid gesture on the part of the Company to allow the employes to share in the profits of the Company. By doing so I feel I have a personal investment and interest in what I am doing and at the same time accumulating savings for the future security. My father told me of the plan and advised me to join it as soon as I became eligible. This occurred when I was on military leave, and I entered when I returned. My entire family is thankful for the advantages of Profit Sharing.

**LOUIS LUSTIG, Maintenance:** My father was a member of Profit Sharing here before I became an employe. He could not honor it enough with his vocabulary. I was very glad when told I was eligible, for I knew it was one of the best security investments I could make.

With the Company's contribution increasing as my service lengthens, I am encouraged to do the best job possible on whatever I do, to insure my job security, so that, in turn, through Profit Sharing, I can insure my old age security. I think it is splendid for the Company to offer employes a chance to share in its profits, providing for future security.



### Feminine Stockholder Credited With Originating Profit Sharing

The record is not completely clear as to the original inspiration for Sears Profit Sharing Plan, but credit for an assist definitely can be given to one of the Company's stockholders—Mrs. Joseph T. Bowen—who is better known today for having given a half century of her time and energy to the famous Chicago Hull House, founded by Jane Addams.

In February, 1915, Mrs. Bowen wrote to Julius Rosenwald, then Sears president, the following suggestion: "As a stockholder in Sears, Roebuck and Company, holding 700 shares, I am wondering if it would be possible at the annual meeting of the stockholders, to consider the question of appropriating a part, or perhaps a small one of the stock dividends for the use of employes of the Company, either to be added to the Pension Fund or as a bonus to be divided between them."

"As a stockholder I am, of course, glad that the company has had such prosperous years that it can afford to pay me such a large return on my investment, but I also must refer to a feeling of responsibility—a stockholder—and perhaps some sense of guilt—that in these hard times so large a sum is to be

distributed among the stockholders and that the employes are to have no share whatsoever in it.

"While I have not talked with any of the other stockholders, I believe that I am voicing the sentiment of many of them who feel the same responsibility, and who believe that some distribution of the profits would not only tend to better the feeling between employer and employed, but would redound to the better interest of the Company in better service, as the employe would feel that he was not merely a cog in the machine, but a participant in the profits of a business created by his work."

Ever eager to be of aid to its thousands of employes and wishing to demonstrate its keen interest in them as members of the Sears family, the Board of Directors, under Mr. Rosenwald, looked thoroughly into the possibility of Mrs. Bowen's suggestion and the pioneer Profit Sharing Plan was established.

### Plan Was Radical Departure from Accepted Practice

During its 32 years of existence, the Savings and Profit Sharing Fund of Sears, Roebuck and Company has become one of the most widely studied, honored and copied employe profit sharing plans in the nation.

Launched in an era when the desire of owners to share their profits with the great majority of their employes was considered "disturbing"—if not actually radical—the Sears Profit Sharing Fund has grown continuously through two World Wars and two major depressions. At the present time, employes represent the largest single group of stockholders in the Company.

The profit sharing plan was originally set up to:

- (1) Permit employes to share in the profits of the Company;
- (2) Encourage the habit of saving;
- (3) Provide a plan through which each eligible employe may accumulate his own savings, the Company's contributions and the earnings of his accumulations as a means of providing an income for himself and family at the close of his active business career.

During the years many thousands of Sears employes have benefited from the profit sharing plan.

#### Here's How It Works

Assuming that an employe had an annual income of \$1,000 from Sears in 1948, when the profit sharing plan was first established and continued at that rate of pay for 30 years. (Of course, he would get increases, but this is used only as an example.) His participation in profit sharing during those 30 years would have resulted in total holdings in profit sharing of over \$48,000. Of this total he would have contributed only \$1,475. If he had earned \$2,000 annually, instead of \$1,000, his total holdings would have been almost \$100,000. A number of Sears employes have retired in recent years with estates of more than \$100,000.

The returns on savings are sensational as long as the Company continues to make progress. Sears progress during the past thirty years has been a direct result of the efforts of the hundreds of thousands of employes who have been part of the Sears organization.

#### Not a Substitute for Wages

It has always been the policy of the Company that profit sharing was never to be used as a substitute for wages or poor working conditions. Way back in 1923 a top Sears executive wrote: "Profit sharing should never be made a substitute for wages, nor a palliative for long hours or poor working conditions. True profit sharing gives the employe a share in the prosperity of the business, in addition to good compensation."

The plan is democratic. No employe, no matter what his earnings, can contribute more than 5 per cent of \$5,000 each year to the fund. This means that employes in the lower income brackets have just as much chance to participate in the plan as higher income employes. Furthermore, the fund is not incorporated with the Company, but is a trusteeship separate from the Company. It is managed by trustees, two of whom must be employes who are not directors or officers of the Company. Since 1939 an Advisory Council, made up of employe members representing

### ALL EMPLOYES OF ONE YEAR'S SERVICE ELIGIBLE TO TAKE PART

Participation in the fund by eligible employes is voluntary. Every regular employe of the Company who has completed one year of continuous service is eligible to participate

in the fund, so long as he remains a regular employe. Each employe of David Bradley will receive a written notice from the Personnel Department of his eligibility.

Upon contacting the Personnel Department it is necessary for the employe to sign the application form if he wishes to join; if not, he must sign a waiver. Any employe who waives the right to join has not permanently forfeited his right to become a member. He may make application any time thereafter.

To participate in the fund an employe member must deposit 5 per cent of his compensation up to a total of \$250 per year. This limit is deemed advisable so that higher salaried employes may not too largely participate in the fund.

The Company's contributions are made annually, as soon after the end of the year as an audit of the books will permit. In 1947 the Company contributed \$19,090,312 to the fund. For the purpose of participation by the member in such contributions, the members are divided into four groups as follows:

Group A consists of members who have less than five years of continuous service.

Group B consists of members who have five years and less than ten years of continuous service.

Group C consists of members who have ten or more years of continuous service, excluding members who have 15 or more years of continuous service and are over 50 years of age.

Group D consists of members who have 15 or more years of continuous service and are over 50 years of age.

The Company's contributions will

be credited to the accounts of the members as follows:

Members in Group A will participate pro rata on the basis of their respective deposits during the preceding calendar year; members in Group B will participate pro rata on the basis of two times their respective deposits; Group C will participate pro rata on the basis of three times their deposits, and Group D will participate pro rata on the basis of four times their respective deposits during the preceding calendar year. The members' contributions to the fund are deducted and withheld from their compensation and then paid over to the fund.

#### Withdrawals

A member who has completed five years of continuous service will be entitled, upon ceasing to be a member of the fund, to withdraw all moneys and securities credited to his account at that time.

If a member dies, regardless of length of service, his estate or such beneficiary or beneficiaries as he has designated will be entitled to receive all moneys and securities credited to his account.

A member who has completed less than five years of continuous service will be entitled to withdraw only the amount he has deposited, plus interest at 5 per cent per annum compounded semi-annually, and no more.

#### Partial Withdrawals

Certain partial withdrawal privileges are allowed whereby a member may make a withdrawal of part of his credits for the purpose of buying a home, retiring a mortgage, repairing a home, and in some instances of investing in

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## WHAT INJURY COMPENSATION MEANT TO ME

Several of the workers who were eligible to receive payments under this benefit policy, due to a plant injury, were interviewed to learn just what the policy had meant to them.

**ALBERT SAROWATZ, Maintenance Mechanic**, with 11 months' service credit, related the following information: "I had worked in several other local factories prior to my coming to David Bradley, but this is the only place where such a benefit existed without any cost to me.

"About a month ago I dropped a steel bar on the first toe of my left foot. As I was not wearing my Safety shoes at the time, the toe was fractured. I was given very good medical attention by the doctor who took care of me, who ordered me off work for a two-week period.

"While off work I received a pay check for the first 40 hours—just as if I had been on the job. I have three children at home to feed, clothe and send to school, and I certainly am grateful that I am working for an organization that takes care of their people like David Bradley does theirs. Had I been working elsewhere and the same thing occurred, my family and I would have certainly missed that pay check. It would have taken us a month or more to catch up with our living expenses had I not received the compensation."

**HOMER TEMPLE, Cutting Room Press Operator**, says this about the policy: "Early in April of this year, I got the tip of my second finger on my left hand caught between the stripper and the stock I was running, while operating my machine. The attending physician kept me off work for almost a month, as the bone was chipped.

"I had heard of some sort of Company compensation policy and when I asked the Safety Director about it, he informed me about the policy whereby I would become eligible to receive the guaranteed rate of my machine for the first 40 hours.

"While this money was less than I would have ordinarily earned, it certainly was appreciated. Particularly so when the policy is gratis to David Bradley workers. Another thing that impressed me was the fact that, inasmuch as the tip of my finger was permanently damaged, the Company also took care of the disability through the Industrial Commission, at no expense to me.

"I don't mind telling you that I sincerely believe that I was treated in a fair and honest manner and did actually receive over and above what the state law requires in such cases, due to the fact that I am working for a Company that does maintain such a policy for their people."

**HENRY LaCOSSE, Maintenance Carpenter**, who was injured early in May of 1948, gave us his personal opinion of the accident pay policy. It was as follows: "I was operating a power rip-saw and, in some manner, a board became lodged under the guard and kicked back and struck my lower right side. I was taken to First Aid and then to the Company doctor. He kept me off work for a period of four days—

under observation. When the condition cleared up he released me and I returned to my regular job. While off work on the doctor's orders, I received my regular rate of pay, for which I was certainly grateful.

"I have been at David Bradley since 1912. I was injured once before, prior to the time this Company policy was introduced, and received no 'first forty-hour' pay. It was very gratifying for an old-timer like me to receive payment for the time I lost last Spring.

"Despite the fact that I work for an organization that allows their people such compensation, I sincerely hope that I never find it necessary to receive further benefit checks. They sure help a man out, but I would much rather earn my wages on the job."

## Vacation with Pay Given to Each Employee

If you like to fish, take a trip, or do some of that extra work around the house that the Missus may have saved up for you during the year, you have an opportunity to do so under David Bradley's vacation plan. Every employe with more than a year's service in the Company receives at least one week's vacation with pay.

The longer you've been here the more vacation you receive. Altogether, the vacation program costs David Bradley approximately \$90,000 a year.

### Basis for Vacation Pay

Employes will receive vacations with pay in accordance with the following schedule:

(a) Employes who have one year of continuous service, as of June 1 of the then current year, and who have worked or received service credit for 40 or more weeks during the year beginning June 1 and ending June 1 of the then current year, will receive one week's vacation with pay.

(b) Employes who have two or more years of continuous service, subject to the same conditions as outlined in (a) above, will receive two weeks' vacation with pay. Employes who, as of June 1 of the current year, have 80 or more weeks of service credit (40 or more of which have been earned during the current vacation year) and to whom a vacation has never been granted, will receive two weeks' vacation with pay.

(c) employes who have 15 or more years of continuous service, subject to the same conditions as outlined in (a) above, will receive three

## DB Accident Victims Are Given Extra Protection

In order to compensate the employe while absent from work because of a plant accident and protect him and his family from financial sacrifices the accident pay policy was established.

Under Illinois compensation laws, an injured employe who will be absent from work for an extended period because of injury is offered some protection. But the employe must have a one-week waiting period before he is eligible for workmen's compensation. The accident pay policy covers the injured employe during this waiting week, but ceases as soon as the employe becomes eligible for state compensation.

(d) Employes who have 25 or more years of continuous service, subject to the same conditions as outlined in (a) above, will receive four weeks' vacation with pay.

(e) Employes who have two or more years of continuous service up to June 1 of the then current year, and who have worked or received service credit in 20 or more weeks and less than 40 weeks during the year preceding that date will receive one week's vacation with pay.

(f) Employes who have 15 to 25 years of continuous service up to June 1 of the then current year, and who have worked or received service credit in 20 or more weeks and less than 40 weeks, during the year preceding that date will receive two weeks' vacation with pay.

(g) Employes who have 25 or more years of continuous service up to June 1 of the then current year, and who have worked or received service credit in 20 or more weeks and less than 40 weeks, during the year preceding that date, will receive three weeks' vacation with pay.

(h) Vacation pay will be computed on the basis of 40 hours per week and at the rate of the P.W.A. in current use for regular piece-workers and the regular day rate then applying for day workers. Shift premiums and other rates applying for vacation pay computations will be on the basis of regular job assignments at the time vacation is taken.

If an employe is injured while working, except as a result of violating a plant-safety rule, and forced to lose time from work because of the injury, he will be paid his regular day rate (guaranteed hourly rate if a piece-worker) for the remainder of the day on which the accident occurred, and for each succeeding work day lost, until he becomes eligible for workmen's compensation under the Illinois state law. This pay is computed on the standard five-day, 40-hour week.

In order to become eligible for this payment, the injured employe must meet the following requirements, over and above those required by the state compensation laws.

1. The employe must have six or more weeks of service credit.
2. The employe must be absent from work on instruction from a Company doctor, as a result of a plant accident.
3. It must be definitely determined that the injury was sustained in the course of employment in the plant.
4. The employe must have reported the accident to his Supervisor or to the First Aid Department immediately after it occurred.

In some cases, such as strains of muscles, in which the exact nature and extent of the injury cannot always be verified by a doctor's diagnosis, the validity of payment depends upon such circumstances as the employe's reputation for honesty, length of service, loyalty, etc., in addition to the doctor's recommendation.

So far this year \$1,561.20 has been paid to injured David Bradley employes. The excellency of this policy lies in the fact that only a small percentage of lost-time accidents extend beyond one week. Therefore, the injured day-worker who loses less than one week of work has no loss of compensation, and the injured piece-worker, under the same circumstances, would lose only the incentive gain above his guaranteed hourly rate.

**ELIGIBILITY . . .**  
(Continued from First Page)  
government bonds. With such withdrawals the member still retains his membership in the fund and is in no way affected in his participation.

The Saving and Profit Sharing pension fund is set up as a true plan of sharing the prosperity of the company with the members. It is not a substitute for anything else. Our wages are equal or better than those paid in related lines of industry. We have vacations, sick allowances, and other employe benefits equal to or better than competition. Our working conditions at least equal those offered by competitors. In other words, profit sharing is something extra to the members.

**PROFIT-SHARING . . .**  
(Continued from First Page)  
retail, mail order, parent and factory operations, has been established. This Council has served actively in guiding the decisions of the trustees. Harry Crevier of the Forge Shop was elected last year as Alternate Delegate to the Advisory Council, to serve until June 30, 1948.

## SIX HOLIDAYS WITH PAY ARE GIVEN TO ALL EMPLOYES HERE

Holiday pay represents a substantial contribution to the welfare of David Bradley employes and the community as a whole. Payment for one paid holiday, at the present level of

employment, amounts to a \$10,000 payroll. Multiply this figure by six and you have a \$60,000 annual contribution by David Bradley in helping its employes to greater enjoyment on the nation's holidays.

All regular employes are paid for the following legal holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day, providing they meet the following eligibility rules:

(a) The employe must be on the payroll and must have worked or received service credit for at least six weeks of employment.

(b) The employe would otherwise have been scheduled to work on such day if it had not been observed as a holiday, except that if an employe otherwise entitled to holiday pay is laid off effective either the last scheduled work day prior to, or the next scheduled work day after such holiday, this holiday pay shall not be affected.

(c) The employe must have worked the last scheduled work day prior to, and the next scheduled work day after

such holiday, within the employe's regular work week, unless absent from duty because of illness or cause beyond his control which would prevent his giving notice, or with the permission of his Supervisor.

Employes eligible under these provisions shall receive eight hours' pay at the rate of the P.W.A. in current use for regular piece-workers and the regular day rate then applying for day workers. Shift premiums and all other rates applying for holiday pay computation will be on the basis of regular job assignments as of the date of the holiday, except that employes temporarily assigned to other than their regular jobs for more than four weeks, as of the date of the holiday, shall receive the rates applying to such temporary jobs.

### PROFIT-SHARING . . .

(Continued from First Page)

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# ILLNESS PAY FREE TO EMPLOYEES

## Sears Group Life Insurance Is Available at Low Cost

In the interest of you and your family, David Bradley, as a part of Sears, Roebuck and Company, has maintained a Group Life Insurance Plan since 1931. This plan has been

established through the Metropolitan Life Insurance Company. Under the plan, you are offered an opportunity to secure, without medical examination, valuable insurance benefits at a very low cost to you. The provisions of the plan assure you and your loved ones of substantial income of security in case of death or total and permanent disability. These benefits are, of course, in addition to those provided by the Federal Social Security Act and any personal insurance policies you may hold.

The most recent information available reveals that over 81,680 employees are insured with the Metropolitan Life Insurance Company through the Sears Group Plan. During the seventeen and a half years the plan has been in existence, over 280,600 employees have taken advantage of the low-cost protection and disability features that are offered.

### 40 Per Cent Remain Unsigned

A number of Bradley employees—over 40 per cent—have not taken advantage of the Group Life Insurance Plan. These employees may sign up for insurance at any time through the Personnel Office.

Since 1931 almost six million dollars have been paid out to Sears policy holders and beneficiaries. Two hundred and thirty-one million dollars in insurance are still held in force. At David Bradley alone, employees hold almost two million dollars worth of insurance. Each employee's monthly premium amounts to only 50 cents for each thousand dollars of insurance.

Eligibility begins after you have completed 24 weeks of continuous service, provided you are then actively at work and provided that your application is signed and filed before that date. If application is made within 31 days following date of eligibility, the insurance will be made effective as of the date the application is signed, providing you are then actively at work. Employees who sign and file applications, but are not actively at work on the day when they would otherwise be eligible, will be insured upon their return to active work. Employees who are absent when they complete their 24 weeks of continuous service may apply for their insurance within 31 days upon their return to active work.

This insurance is offered to every eligible employee in the service of your Company, irrespective of age, sex, or physical condition. This privilege is very important. Insurance statistics show that a substantial number of applicants for insurance have some physical defect which prevents their securing individual insurance.

### No Medical Examination

You do not have to take a medical examination to join the plan if you apply on or before the day you are eligible or within 31 days thereafter. If postponed longer, it may be necessary for you to pass the insurance company's medical examination.

If the application is not signed within the 31-day period immediately following your eligibility date, either through failure on the applicant's part or because of error on the part of the Company, request for insurance may be made by simply filling out a "statement of health of employee" form supplied by our Personnel Office. If the insurance company accepts the form, no medical examination is necessary. However, in certain instances, the insurance company may ask for evidence of insurability by requesting the applicant to submit to a physical examination. In event such an examination is required, the insurance company will, in all cases,

bear the expense of the examination.

Insurance payments are made through the payroll deduction system. The amount of insurance you are eligible to carry is determined by the amount of your wage earnings. Your insurance payments are also based on the amount of the policy you are eligible to receive.

### Total and Permanent Disability Benefits

An important feature of the Group Insurance Plan is the disability clause. If you become totally and permanently disabled while insured under the plan and prior to the age of 60, through either sickness or accident, your life insurance will be payable to you, during the continuance of such disability, in monthly installments as indicated in the schedule of insurance. Such payments will reduce the amount of death benefit accordingly. The first payment will be made three months after receipt by the insurance company of due proof of your disability.

If an employee received total and permanent disability benefits dies before all the monthly payments are made, the then present value of the remaining installments will be paid to the beneficiary.

These benefits do not take the place of any benefits to which you as an employee are entitled under the workmen's compensation laws. These benefits are not affected in any way by any additional source.

Any employee who is retired in accordance with Company policy and is a member of the Group Life Insurance at the time of retirement will be entitled to continue in the plan without cost after retirement. Every such employee will retain the full amount of insurance in effect at the time of retirement, except in the case of an eligible employee who is insured for more than \$7,500. His policy will be automatically reduced to \$7,500. The Company pays for the cost of the insurance for retired employees, as described above. The Company expects, but cannot guarantee, to provide this insurance for retired employees, as outlined, without change.

You may arrange with the Metropolitan Life Insurance Company to continue your life insurance protection under an individual policy, without medical examination, if you apply for it within 31 days after you leave David Bradley. The individual life insurance policy will be issued on one of the policy forms customarily issued by the Metropolitan company, except term insurance, at the rate for your class of risk and age at that time.

### Death Benefits in Lump Sum

In the event of an insured employee's death from either natural or accidental cause while he is insured under the plan, the life insurance will be payable to the beneficiary named by him, in one lump sum, unless the insured employee has specified, or unless the beneficiary elects, installment payments.

Space is provided on your application card where you enter the name and relationship of the beneficiary to whom you wish to have the insurance paid in the event of death. It is important not to forget to name contingent beneficiary. The right to change the beneficiary at any time is reserved to the employee, but to change your beneficiary you must make a written request. Forms for this purpose are provided by the insurance company, obtainable from the Personnel Department.

Should your beneficiary die before you do, you may select another person to receive your death payment. If there is no designated beneficiary at the time when any insurance benefits shall be payable to the beneficiary, the insurance will be paid to the wife or husband, if living, of such employee; if not living, to the children of such employee who survive, equally; if none survive, to either the

## Effective After 6 Months' Service With Company

Should it become necessary for you to remain away from work, due to sickness or an injury not connected with your job, you may be eligible for an illness allowance under the Sears policy. This liberal policy is payable solely by the Company, with no expense whatsoever to the worker. To become eligible for illness allowance payments, the ailing worker should first notify the Personnel Department, giving a written statement from his doctor, stating the necessity of remaining away from work.

If you have six months' service credit and if your absence is longer than one week, the Company will mail you a weekly check, beginning with the second week of absence. These payments do not take the place of your regular earnings, but they do lend a helping hand when your usual income has stopped and the bills pile up because of illness. Payments are made for illness or injury, except those covered by the Illinois Workmen's Compensation Act.

In explanation of the number of payments a worker is eligible to receive, the following applies:

Employees with less than six months of service credit receive no pay for absence because of illness.

In ALL cases, no payments are made for the first seven days of absence at any time. When the absence extends beyond seven days, payments are in order.

Workers with service credit of six months, but less than two years, receive pay while absent at the rate of \$5 per week for a maximum of three weeks (\$45) in any 365 consecutive days.

Workers with two years' service credit, but less than five years, receive pay while absent at the rate of \$15 per week for a maximum of six weeks (\$90) in any 365 consecutive days.

Workers with service credit of five years or more receive pay while absent at the rate of \$15 per week for a maximum of ten weeks (\$150) in any 365 consecutive days.

In addition to the above policy, the Company continues to make your deductions for group insurance, Blue Cross and group hospitalization plans from the illness allowance checks as they become due. This serves a twofold purpose. First it does not permit the payments to lapse and pile up to where they become sizable in amount and, secondly, the ailing person does not have to make an extra trip to the plant in order to keep up payments on these policies.

An analysis of illness allowance payments made to David Bradley workers from January 1, 1948, through November 7, 1948, reveals that a sum of \$2,904 had been received by 57 workers, who had lost time due to personal sickness. The average was \$50.94 per case.

father or the mother of such employee or to both equally; if none of the above survive such employee, to the estate of such employee.

In order to collect the insurance in the event of the death of an insured employee, the beneficiary must report the death and surrender his or her insurance certificate to the person in charge of the plan which, in our case, is the Bradley Personnel Office.

Because you are protected under the group life insurance part of the plan during the 31 days in which you may apply for an individual life insurance policy, the policy will not become effective until the 31-day period has passed.

The group life insurance carries no cash, loan, or paid-up value, since the policy costs you one-third to one-ninth less than insurance policies having cash and loan values.

## RECIPIENTS VOUCH FOR ILLNESS ALLOWANCE

Personal interviews with some of the workers who have benefitted through the policy revealed some very interesting facts. They voiced their appreciation for receiving the payments and told just what these checks meant to them when their regular income was cut off, because of illness or some misfortune suffered outside the plant.

**HARRY GILBERT** of Aroma Park, Experimental Machinist, Implement Engineering Department, says: "About the middle of May I slipped and fell, breaking my arm, while working on my house. Naturally, I was unable to work at the plant and was off work for five weeks. My last pay check was spent and though I did have some money in the bank, along with my war bonds, I was reluctant to cash them. Believe me, folks, when I say that when the Company began sending me my illness allowance checks, they were certainly appreciated. Particularly so, when the policy didn't cost me a cent."

"While the accident cost me money in lost wages and doctor bills, the \$90 I received certainly was of great assistance while I was laid up."

**ADAM POTCHEBSKI** of Kankakee, Drop Hammer Operator, Forge Shop, informs us of the following: "Early in February of this year, my wife and I were involved in an automobile accident. I was laid up for over eight and a half weeks with a fractured arm. During this period of disability, I received seven checks of \$15 each and a final check of \$9 for the last three days I was off work. I certainly do not mind telling you that the \$114 was certainly welcome."

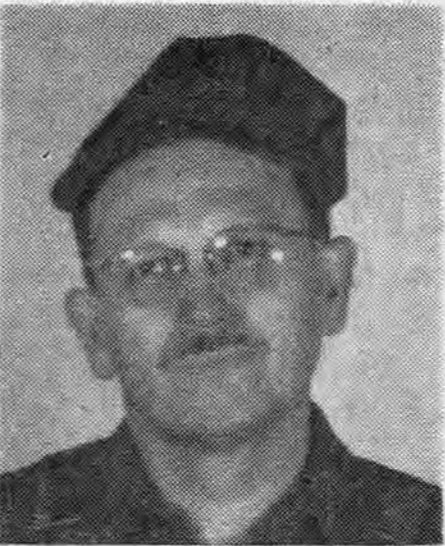
"While my Blue Cross hospitalization plan took care of the majority of my hospital bills, my current living expenses went right on. I believe that the finest thing about the plan was that the Company, in addition to paying me this money, deducted my payments for the Group Insurance and Blue Cross from my sick-pay checks. By so doing I didn't have to run out there to make my payments."

**HERMAN "CASEY" WESTOVER** of Kankakee, Millwright, Maintenance Department, when interviewed, related the following: "Last Winter, when I was struck by an automobile, I was laid up in the hospital for several weeks and had to be off work for two more weeks after returning home. During this time I received three checks totaling \$45 from the Company. Then, early in April of this year, I was again hospitalized and submitted to major surgery. I lost almost three months' work at that time. During that period I received seven more illness allowance checks from the Company. Together they totaled \$150."

"You know, folks, with living expenses as high as they are and with four kids at home, \$15 a week doesn't sound like much money, but when you don't have any other income at all that weekly sick-pay check looked mighty big to my wife and myself. Not only did it keep up my Group Insurance and Blue Cross payments, it helped in buying groceries and in keeping up current expenses. My family and I are thankful that I was working for a company that maintained a free, liberal illness allowance plan."

**GEORGE DOMINIAC** of Bradley, Foundry Molder, for the past 24 years, sustained an injury while working at his home early in October. He submitted the following facts concerning his case: "On Saturday, October 2, 1948, while working on my basement steps, I slipped and fell, dislocating my left shoulder. I have been off work since that time and my doctor tells me that it will be sometime yet before I can return."

"This is the first time I have ever had to stay away from work for this length of time since I began at David Bradley. I had heard of some kind of sick pay plan at the shop, but didn't know too much about it. I asked the nurse and she explained to me just how it functions. It made me feel pretty good to learn that I was eligible to receive the maximum allowance of \$150. To date I have received five checks and they certainly have come in mighty handy."



## Many Unaware of All Social Security Benefits

How can I support my dependents when I retire? What will happen to them should I die? What about this Social Security "business"? These questions are frequently asked by employes approaching the compulsory retirement age.

Every David Bradley employe knows that each pay day 1 per cent is deducted from his pay check for Social Security and that the Company adds a like amount and pays it to the United States government. Last year David Bradley contributed \$25,000 to this fund.

Each employe knows that when he reaches the age of 65 he can retire from David Bradley and receive monthly Social Security benefits, providing he stops working. What some employes do not know, however, is that survivor's benefits may be paid to his family if he should die.

Mrs. Annie Kendziorek, the widow of one of our fellow workers who recently passed away, has given us permission to tell her story so that others may know of the insurance protection afforded them through Social Security.

### Filed for Benefits

When John Kendziorek retired last month he filed his application for Social Security benefits, as he had reached the age of 65. If he had lived, Mr. Kendziorek would have received a monthly Social Security check every month for the rest of his life. The Joliet Social Security office, when notified of Mr. Kendziorek's death, made arrangements for Mrs. Kendziorek to meet their representative, who calls regularly in Kankakee. From the representative she learned from him that she would receive a lump sum death payment at the present time. In addition, when she reaches the age of 65 she will receive a monthly Social Security insurance check every month of her life, provided she doesn't remarry. The lump sum check in no way effects her entitlement to her monthly checks at the age of 65. The Social Security administration has recommended that the age at which women qualify be reduced from 65 years of age to 60. If this change should be made, Mrs. Kendziorek could begin receiving her monthly checks without waiting until she reaches 65.

Another feature of the Social Security Act — monthly payments to minor children—is often misunderstood by many workers. Whenever an insured worker died leaving children under 18, monthly payments may be made to the worker's widow (regardless of her age) if she has the children in her care and to each of the children until they reach the age of 18. The amount of the benefit is determined by the worker's earnings in jobs under the Social Security Act.

The Joliet Social Security office has advised the Personnel Office that their representative will be glad to answer questions of any of our employes or their friends. Information can be secured by writing to: Social Security Administration, 58 N. Chicago St., Joliet, Ill. You may talk personally to their representative by calling on him

at the Kankakee Post Office. He is at the Post Office every Tuesday between 10 a.m. and 2 p.m.

Neither you nor your family will ever obtain any benefits under this act, unless a claim is filed by the proper person. Claims can be filed with the above mentioned office.

Since so many of the benefits depend on age, you will be required to submit proof of birth. The best evidence is an official birth or baptismal certificate. If these cannot be obtained, a family record, an insurance policy, citizenship papers, military records, business records, etc., may be accepted if the record was established prior to August 14, 1935. It may be a lot easier to get these proofs now than it will be when you are 65 years of age.

In every case, employes are advised to contact the local office on the date and time mentioned above, at least three months in advance of their retirement date. If this is not done, and the employe waits until he is retired before filing a claim, it may be a matter of several months before he will receive his benefit payments.

Your Social Security account number card is also very important. It proves you have an account, and shows the exact name and number to which taxes have been credited. If it is lost, it may greatly delay the payment of benefits to you or your family. Remember, there are probably others with the same name as yours. If your name is changed through marriage or for other reasons, the records of the Social Security Board should also be changed.

Should you lose your Social Security card or change your name, you should contact the above mentioned Social Security office, or contact your Personnel Office. These people will gladly assist you with your problem.

## Employee Discount Cards Permit Saving of 10 Pct. on Sears Purchases

Each David Bradley employe and one designated member of his immediate family, one with whom the employe lives or is the major support, is entitled to a discount of 10 per cent on merchandise purchased for the employe's use from Sears, Roebuck and Company. This benefit applies to all employes who have completed six weeks' continuous service.

Your discount card can be used either through personal purchases at any Sears retail store or through the Sears mail order department. The mail order purchases may be made through the mail order department of the retail stores, by either personal contact or by telephone. Another method of applying the use of your discount card through mail orders is available through the plant Personnel



Shown above are, left to right, Lake Mott, district manager, Social Security Board office at Joliet, Mrs. Annie Kendziorek and W. Joseph Kröll, field representative of the Social Security Board. These men assisted Mrs. Kendziorek in filing her claim for widow's survivor benefit. At the top in the background is a photograph of her husband, John, taken when he was 23 years of age.

## Blue Cross Family Hospital Care Is Available to Employes

No one knows when sickness is going to strike a member of his family. When it does the average person doesn't think about expense. His first interest is to see that his loved ones get all the care they need in order to get well again. But the cost of hospital care is expensive. It takes only one major illness in your family to put you into debt for many months.

Since 1944, David Bradley has offered its employes the opportunity to participate in the Blue Cross Plan for Hospital Care. This plan is the only one of its kind in the Chicago area which is sponsored by the American Hospital Association. The plan provides protection not only to the employe, but to his family as well.

Statistics indicate that one out of every five families will have a hospital case this year. Everyone of our employes face this prospect. Your very life or the lives of your loved ones may depend on your being able to take advantage of the tremendously effective facili-

ties for healing that are to be found only in modern hospitals. The Blue Cross program makes these facilities available without threat of a heavy financial burden.

Plan members know that in the event of illness they will receive the best hospital care that can be obtained, because the Plan for Hospital Care is the hospitals' own plan. The plan pays the hospital directly for all plan services. The members do not have to pay hospital bills and wait for reimbursements at some later date. There are no deposits, no questions, no forms to fill out, no delay. Family members get exactly the same benefits as do employes. Memberships may be continued, even though subscribers may leave the group through which they joined. Children of subscribers may continue their membership independently after they reach the age of 19. There is no age limit for direct subscribers.

Blue Cross is an easy pre-payment plan which makes it possible for the working man or woman to budget for the unforeseen hospital bill for only a few cents a day. When this is done it means you will never be confronted by a large unexpected hospital bill. When your doctor orders you to go to the hospital, all you do is to present your membership card when you are admitted, and when you leave the Blue Cross plan pays the hospital directly for all benefits.

For complete information regarding the Blue Cross Plan for Hospital Care, employes of David Bradley are advised to consult the Personnel Department.

be signed in ink by the eligible user before any purchase is made and are to be used by no one else.

The Personnel Department assumes the responsibility of collecting discount cards from persons leaving payroll before final salary payments are made.

Regular employes on sick leave, enforced vacation or leave of absence are entitled to discount privileges as long as their names remain on the payroll. Employes temporarily laid off are not required to turn in their discount cards at the time of layoff, if re-employment is expected. A new discount card is issued to such an employe, however, until he returns to work.

Provisions have also been made to grant discount privileges to retired employes and their widows.

## Sears Plan for Hospital Care Tops in Value

During recent years the great increase in public interest in group hospitalization has led to the establishment of a wide variety of plans throughout the country. Sears employes became interested and looked to the Company to sponsor a suitable low-cost hospitalization plan in which employes could be confident they were receiving the best possible protection for their money.

Therefore, in the interest of the welfare of Sears employes, the Company in 1939 established the "Sears, Roebuck and Company Employes' Group Hospitalization Plan," in order to provide for employes, at the lowest possible cost, a non-profit plan covering the types of hospital bills which we who work at David Bradley are most likely to incur.

Participation is entirely voluntary. Any regular David Bradley employe with at least 24 weeks of continuous service, regardless of age and personal health conditions, is eligible to participate in the plan, provided that no employe shall be eligible to participate in this plan while simultaneously participating in any other plan which provides similar benefits.

### For Employes Only

Only employes of David Bradley are eligible for participation. Members of employes' families cannot be covered. The low cost of the plan does not permit family coverage.

Each employe must sign either the application or waiver form within 31 days after becoming eligible to participate. Employes who sign waivers may join later only on dates to be determined by the Company.

Each member of Sears Employes' Group Hospital Plan is entitled to carry an identification card. He can use this until he ceases to be a member of the plan or leaves the payroll. Upon leaving David Bradley he automatically ceases to be a member of the plan upon termination of the period covered by his last payroll deduction. He should also turn in his card upon terminating employment here.

### Benefits Are Many

The benefits covered by the plan are too lengthy to be covered here. Eligible employes are urged to contact the Personnel Office, where they can learn the many benefits.

The Sears Employes' Group Hospitalization Plan is made possible through the cooperation of the company. All administrative and clerical expenses are paid for by the company. By eliminating these expenses and by making available to the employes themselves all savings which may accrue under the plan, Sears provides employes a plan on a rock-bottom cost basis.

The cost to employes is 50 cents per month, to be deducted each accounting period for the first 12 periods every year. In order to avoid further deductions in the same week as group life insurance deductions for time card employes, group hospitalization deductions will be made from the salary payable at the end of the second week of each period. For check list employes, group hospitalization deductions will be made from the salary payable at the end of the fourth week of the period.

The deductions made during any period will cover the employe's membership for the following Sears period. No deductions will be made in the thirteenth accounting period.