



DEPARTMENTAL NEWS

Pot Punchings

Forty Years of Age

What will you be at forty years of age? Will you be working with your back or head? With your back in normal times (and times are rapidly returning to normal) you can earn between two and five dollars per day. With your head there is no limit to your earning capacity. The company can find a thousand men to punch pots, and but few out of that thousand rise to head potmen. Why not? Just simply because they prefer to work with their backs, not with their heads (every man connected with the company, from the president down to the head-potman, started by punching pots and using their heads). They didn't get their jobs by pull. They got them by personal effort. You can get a job by pull, and the same pull that put you in will pull you out if you don't deliver the goods. Do you come in the Plant just to make eight hours? If you do, then at forty years of age you will still be punching pots and drawing the base rate; and if the other fellows don't do their work any better than you do you won't draw any bonus, for the simple reason that someone has to put out personal effort to get any bonus at all. What do you do with your spare time off duty? Do you spend it to improve yourself, or do you waste it? Why not spend this time studying to improve yourself, so you

can go up another step in the house of success?

There are no elevators in the house of success

But the stairs are long and steep,
And the man who would climb to the very top

Before he dares walk must creep.

There are no carpets in the house of success

But the floors are hard and bare,
With slippery places all about
And pitfalls here and there.

There are no lounges or easy chairs,
Nor places to rest your spine,
But when one has arrived on the roof at last—

Ah! but the view is fine!

You can only climb the stairs in the House of Success by personal effort. Would you like to run a section instead of being a pot-puncher? Here's the way—Personal Effort. Would you like to be head-potman instead of meter-reader, again, personal effort. Head-potman to floor-walker—Personal Effort again; and so on up the stairs in the House of Success. At forty years of age, will your Personal Effort have made a success of you, or your lack of personal effort have made a failure of you? Will you be shift foreman or superintendent? Somebody has to hold these positions, and by your Personal Effort you can. The man forty years old who depends on an alarm clock to hold his job is a

FAILURE.

What will you be at forty—pot-puncher or president? It all depends on your own

PERSONAL EFFORT.

From the Aluminum Plant Bulletin for the Month of November, 1920:

November 6

"Alcoa got hold of our Bulletin of October 23, and the article 'THEY SHALL NOT PASS' got their fighting blood up. The important point, however, is that they have accepted our challenge to MAKE ALUMINUM FIT FOR SHEET MILLS." Careful, Thad: Oh Thou waster of wind. "This week saw our Bonus grow. Rooms 28, 32, 34, and 36 smoke cigars."

November 13

"Room 22 makes the most metal per pot. Room 26 makes the most No. 1 metal. Room 22 has the lowest copper. Room 38 has the lowest carbon consumption. The whole plant averages 96.8 No. 1 metal—everybody smokes cigars.

November 20

"Hooray! Hooray! Room 38, Sec. 2 made the first cast of A-1 metal poured in North Carolina in nearly four years. It consisted of forty-two pigs, and weighed 1869 lbs. Rooms 22 and 32 averaged E-1 metal for a day. Rooms 22, 26, 32, and 38 are running very low in copper. Copper is fine in all rooms, and is under Mr. Moritz's standard."