

# PERSONNEL PRACTICES

An Independent Research Agency recently surveyed 2500 Companies having approximately Five Million Employees and have published the following results:

## Other Companies

80% did not give Christmas bonuses.

94% did not give bonuses for general merit.

87% do not pay employees serving on Jury duty.

90% do not give any time off with pay for death in the immediate family.

25% do not have any type of health and accident insurance.

80% do not have an employee magazine or newspaper.

40% do not have either doctors or nurses.

85% do not have any music in the plants.

55% do not have any mobile food or drink units.

62% do not have a company cafeteria.

72% do not have Christmas parties for employees.

56% do not have Christmas parties for employees' children.

57% do not have any awards for service.

64% do not give extra vacation for service.

## Ecusta

Gives Christmas checks to all employees.

Has in the past paid a job dividend.

Pays an employee when he serves on a Jury.

Allows an employee, where necessary, three days with pay.

Has a very liberal plan.

THE ECHO is published monthly for all employees.

Has both doctors and nurses.

Has music in several departments.

Provides food and drinks to employees who cannot use the cafeteria.

Operates a cafeteria and makes sales at less than cost.

Has parties scheduled at shift changing time so that all employees can attend.

Has special children's Christmas parties and gives each child a gift.

Has a Five-Year Club which entitles an employee to wear a distinctive pin and increases his base pay by 5%.

Gives all hourly workers two weeks with pay after they have had five years continuous service.