

## To Our New Associates

(We Consider Our Employees Our Associates)

(The Old Ones Know)

### *Congratulations:*

To the Associates of Wellco Shoe Corporation for having joined Wellco to make good shoes, under the most ideal working conditions.

### LOOK AT THE RECORD

1. All wage increases made in last yearS without single request for them. (No one asked for it.)
2. Started right out in 1942 with paid vacations for all. Join the 5 Year Club as soon as you can, and enjoy two weeks paid vacation. (No one asked for it.)
3. Paid night shift bonus in form of paying for all transportation for night shift employees. (No one asked for it.)
4. Seniority rights have been applied from first day on. 80% of supervisors started as "workers." (No one asked for it.)
5. Besides paid vacation — many holidays are paid. Labor Day, Christmas bonus up to \$30 per person. (No one asked for it.)
6. All Veterans received paid vacations while in service. (No one asked for it.)
7. All associates enjoy FREE Hospitalization. (No one asked for it.)
8. Overtime over 40 hours is paid in compliance with Federal Law. (Someone asked for it. Law by Congress passed before we were in business.)
9. All equal work paid on same basis. (Only a crook would do different.)
10. Regular paid rest periods for all employees on conveyors. 90% work on conveyors. (No one asked for it.)
11. Free coffee for all. (No one asked for it.)
12. Music while you work. (No one asked for it.)
13. Bonus system since 1942, enabling associates to make almost TWICE their base pay. (No one asked for it.)
14. We have always bent double to provide continuous employment the year round and not to have any lay-offs, and the plant was never closed since its beginning. (That's our duty.)
15. One can count on two hands the number of people who have been "fired" since we started in 1941. (We want you to feel secure.)
16. We welcome suggestions for improvement of any conditions and are glad to discuss always any problems with anybody.
17. And last, but not least, the PROFIT SHARING SYSTEM, considered by many the outstanding system in the Country. If you want to—it will show results soon enough—but that depends on you. This system should enable Wellco associates to be amongst the highest paid in the United States. (No one asked for it.)
18. We will continue this way. (Whether someone asks for it or not.)

### THAT'S A RECORD

Yours for a constantly better

## WELLCO SHOE CORPORATION

September, 1946