



JANUARY

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First in Piggyback

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May Your Christmas Be Merry ♦♦♦ and Safe



Freight Conductor John J. McKeever makes sure the Christmas lights are safe as well as spectacular. Helping him are Timmy and Maureen, two of the 13 McKeever children.

When Frank L. Manganaro was chief of the North Babylon (N.Y.) Fire Department, he saw some sad Christmases.

"Nice houses ruined by fire, all on account of unsafe Christmas trees," he says.

This is always on his mind when he sets up his own tree, with its 14 strings of lights and 200 ornaments.

"It looks beautiful—but more important, I make certain it's safe," he says. "I sure wouldn't want my family to get hurt celebrating Christmas."

Frank Manganaro is Penn Central's manager of environmental control. His responsibilities also include fire prevention and protection on the Railroad.

Here is his Christmas message to fellow railroaders:

"Keep the red glow of fire out of the holiday color scheme in your home."

He offers the following items of advice:

"If you use a natural tree, pick a fresh-looking, firm-needed one. Saw an inch off the butt, and stand the tree in water until you dispose

of it—which should be soon after Christmas. Place the tree away from heat and where it won't block escape routes.

"If you prefer an artificial tree, choose one made of fire-retardant materials. Don't buy one not so labeled.

"If the tree has built-in wiring, make sure it has an Underwriters Laboratories (UL) label.

"If you use a metal tree, don't hang strings of lights on it. Use lighting from a source off the tree.

"Check all strings of lights for frayed wires, loose connections and broken sockets.

"When you buy new strings, choose sets with the UL label. Also note: Bulbs made in the U.S. are generally safer; imported ones may have dangerous hot spots.

"Always turn off the tree lights and other indoor holiday lighting when you leave the house or retire for the night.

"For outside lighting, use sets UL-listed for outdoor use.

"For decorations, use metal, glass, asbestos

and other non-burning materials wherever possible. Make sure that cotton batting, flock and decorating paper are flame-proofed.

"Natural evergreen decorations dry out quickly and burn readily; so keep lighted candles well removed from them.

"Don't use polystyrene foam for candle holders or for table and mantel decorations where candles are used.

"Dispose of gift wrappings promptly. The fireplace is not a safe place to burn them.

"Watch children playing near the tree. Keep matches and lighters out of their reach.

"Finally, here are two suggestions good all year but especially at Christmas time:

"Never leave children unattended, even for a quick trip to buy goodies or stocking-stuffers.

"Have a family escape plan, worked out and rehearsed, in case fire ever strikes your home."

All this sounds like an awful lot to burden you while you're trying to enjoy Christmas.

"Nevertheless, keep it in mind," Frank Manganaro says—"to make sure you do enjoy your Christmas."

COMMENT

W. H. Moore talks about What PC Needs

"If the Federal lawmakers and regulatory agencies really want us to become self-sustaining with a minimum of Federal assistance, all they have to do is let us carry out the programs for recovery which we have initiated," said President William H. Moore, addressing the New York Railroad Club.

"We must also be permitted to offer new services, new routings and new rates which will win us more business.

"Under a Government-imposed regulatory system, we are told by the Government where most of the transportation must operate, what services we must perform, and how much we can charge for these services.

"Under these edicts, Penn Central still has staggering commuter and intercity passenger deficits, as well as some 5000 route miles of freight lines which do not meet direct operating costs and will not do so in the foreseeable future.

"If these deficit services are not essential and can be dispensed with, Penn Central should be free to abandon them and dispose of the property involved.

"But if the public, through the Government, demands a continuance of these deficit services, it should be willing to pay for them."

While seeking relief from money-losing services or adequate payment for continuing them, Penn Central is concentrating on winning new business, Mr. Moore emphasized.

"The most likely source here in the East is found in the 90 to 100 million tons of freight moving on the interstate highway system for distances of over 200 miles," he said.

The railroad is out to show the truckers that letting Penn Central haul their trailers by piggy-

back is less expensive than moving them over the highway, Mr. Moore explained. To win this business, he said, "we must do two things:

"(1) Demonstrate that we can move this traffic on schedule operations that are completely reliable with 95 percent or better on-time performance, and with a minimum of loss and damage; and (2) keep our own costs down so that we can make attractive rates."

J. A. Volpe talks about Freight Thieves

"Theft and pilferage in the transportation industry are taking a heavy toll of the nation's economy," declares U. S. Secretary of Transportation John A. Volpe.

Addressing the American Society for Industrial Security, he said an investigation showed that freight theft costs at least a billion dollars a year.

The chief targets of freight thieves, Mr. Volpe said, are: Auto parts, hardware, electrical appliances, clothing, plastics, alcoholic beverages, food products, tobacco, furniture, drugs, cosmetics.

A special committee set up by the Government to crack down on thievery is studying improved methods of locking boxcar, trailer and container doors, experimenting with helicopter patrols, and looking into alarm devices.

"Such simple safeguards as the use of a tough wire cable to secure trailer doors cut the number of break-ins by 75 percent the first few months they were used by the Nation's largest piggyback carrier," Mr. Volpe said. (He was referring to tests conducted by Penn Central's affiliate, Penn Truck Lines.)

"We have had contact with a number of the major unions," Mr. Volpe said, "and we are aware of their concern and we are confident of their willingness to assist in promoting better security."

Arrest and prosecution of freight thieves under

Federal law has increased 33 per cent since 1970, Mr. Volpe said.

"The cargo thief has had it easy too long," he concluded. "We must exert every discipline to deny him the occasion, the opportunity and the incentive to steal."

(Note: Penn Central's Security Department reported that thefts on the Railroad in the first nine months of 1972 were 52 percent below the similar period of 1971. The Department said part of the reduction was due to intensified crime-prevention activities and the offer of rewards for information leading to conviction of thieves.)

C. L. Dennis talks about Open Employment

In a speech before the Union Pacific Executive Development Seminar, C. L. Dennis, president of the Brotherhood of Railway and Airline Clerks, commented on minority-group employment. Here is an excerpt, as reported in the Brotherhood's magazine:

"Employment in the railroad industry was, for many years on many railroads, a sort of cozy all-in-the-family thing. This meant that most of the good jobs went to whites.

"That is changing now, and it must change. Open employment is here to stay, and it is essentially a good and healthy thing.

"But this means many problems for management and labor.

"It means that management must prepare its supervisors for the special problems of dealing with minority group members.

"It means that these supervisors must convey these problems to the employees.

"It means that labor must work with its members to truly integrate local unions—making ability the sole benchmark for promotion—on the job and in the union."

OPEN LINE



MOVING GRAIN—A new monitoring system has been put into effect to expedite movement of Penn Central's fleet of 2800 covered hopper cars serving the grain industry. Monitoring offices are located at Chicago, Peoria, Indianapolis, Columbus, Buffalo, Toledo, Philadelphia, New York and Boston.

"This monitoring service will be provided throughout the 1972-1973 harvest, to maximize utilization of grain equipment during this period of peak demand," said Paul Funkhouser, senior vice president-sales and marketing.

"Our goal is to get a minimum of six or seven trips from each car during the next three to four months. This would be a dramatic improvement in our utilization of the grain fleet and would go a long way toward minimizing traditional harvest-season equipment supply problems."

RATE INCREASES, BUT—Higher freight rates approved by the Interstate Commerce Commission went into effect October 23, but fell considerably short of meeting the increased costs of operation.

For Penn Central, the increase in freight rates is about 1.5 per cent above the previous level, which had included an average 2.1 per cent surcharge in effect since February.

In dollars, the increase was estimated to be \$25 million in Penn Central revenue during 1973. However, on November 8 the ICC suspended the increase on recyclable materials at the request of Students Challenging Regulatory Agency Procedures, the Council on Environmental Quality, the Environmental Protection Agency and other organizations. This action will cost Penn Central about \$2.5 million annually.

Penn Central's payroll costs during 1973 will increase by \$120 million under present labor agreements, together with higher fringe benefits.

P&W SETTLEMENT—A cooperative agreement has been signed paving the way for the start of independent operation of the Providence and Worcester Railroad. The agreement is subject to various conditions, including approval by the United States District Court in charge of the Penn Central reorganization.

The P&W line, from Providence, R.I., to Worcester, Mass., was operated by the New Haven Railroad under lease for many years, and since December 31, 1968, has been operated by PC.

In a joint statement, representatives of PC and P&W said, "We anticipate that independent operation of the 128-year-old P&W, working closely with the resources of the Penn Central system, will result in excellent local and long-haul freight service for the region's industry."

"The settlement also resolves long-standing and intricate real estate claims."

FOR CONNECTICUT COMMUTERS—The U. S. Department of Transportation has added \$11½ million to a previous \$15 million grant to the State of Connecticut to help modernize commuter service on the New Haven line. Commuter service here is operated by Penn Central under contract.

The money will be used for new welded rail and ties, improvement of the electrical and signaling systems, and construction of new service and maintenance facilities. The Federal grant covers two-thirds of the cost; Connecticut will pay the remaining one-third.

UNION STATION'S NEW ROLE—Federal Judge John P. Fullam, in charge of Penn Central's reorganization, has authorized the Trustees to consent to conversion of the Washington Union Station Building into a National Visitors Center. Subsidiaries of Penn Central and the Baltimore & Ohio are joint owners of the station. Plans include renovation of the historic structure and construc-

tion of a parking deck. A new station will be constructed by the Washington Terminal Company. The U.S. Department of the Interior is to lease the Visitors Center with an option to purchase it.

CLEVELAND PLANS—A memorandum of understanding has been signed for the sale of the station property of Cleveland Union Terminal to U. S. Realty Investments. Penn Central is the major owner of the station and its 33-acre site. Operation of Amtrak passenger trains into the station ended last December.

Plans call for the largest downtown building development in Cleveland's history, with a major new department store, 1000-room hotel, several office buildings, theaters, restaurants, and underground parking for 6000 cars.

NO PLAYGROUND—Two boys, trying to climb onto moving freight cars at Fort Wayne, Ind., slipped between the wheels and each had a foot amputated. A juvenile officer of Fort Wayne Police said the boys may have been attracted to this dangerous game by a newspaper article which, he said, "romanticized" train hopping. He urged parents to teach their children not to play on the railroad.



AMATEUR ENGINEER—When U. S. Secretary of Transportation John A. Volpe recently had to go from New York City to Tarrytown, N.Y., to address a college gathering, he rode one of the new commuter cars acquired by the Metropolitan Transportation Authority. Mr. Volpe was given an engineer's cap for the occasion, and got a sendoff from the MTA chairman, William J. Ronan, who wore a trainman's cap.

STUDYING RETIREMENT FUND—Representatives of the railroad industry and 21 railroad unions have started talks on ways to meet the problems of the Railroad Retirement System. Payments to retirees are currently outrunning contributions received from payroll taxes. Congress has requested labor and management to submit, by March 1, recommendations for assuring the future financial stability of the retirement system.

CAMPUS INVOLVEMENT—The U. S. Department of Transportation has announced a \$4 million program to get the Nation's universities more involved in projects for improving transportation. DOT will sponsor research to develop new transportation techniques, to help solve local and national transportation problems, and to help prepare for the Nation's future transportation needs. Another purpose is to attract talented young people into transportation careers.

NEEDED: A NEW PORT—The creation of a new deepwater port in the Delaware Bay would be a major boon to industry in the Eastern United States, said George R. Wallace, PC vice president-marketing.

Addressing the Delaware Valley Regional Transportation Conference, Mr. Wallace said there is a lack of facilities on the East Coast to accommodate very large freight-carrying ships. This handicaps the inflow of iron ore, chrome ore, manganese ore, bauxite and other raw materials for the metals industries as well as the importation of petroleum. The lack of adequate port facilities also means that "exports such as grain do not move through the East Coast in any amount approaching the natural marketing flow."

NEW STATION—An air-conditioned passenger station was recently opened by Amtrak at Cincinnati, one mile southwest of the 39-year-old Union Terminal. The smaller, modern station will mean annual savings of \$500,000, said Roger Lewis, Amtrak president.

The new location will permit the two trains serving Cincinnati—the James Whitcomb Riley and the George Washington—to cut more than a half hour off their running times.

About 100 other stations in the Amtrak system are scheduled for refurbishing or replacement.

ON TIME—Employees in Penn Central's Philadelphia Commuter Area were commended for running commuter trains with an average 95.5 per cent on-time record for the first nine months of 1972. The PCA employees operate more than 400 daily trains, carrying more than 70,000 passengers each weekday.

UNFINISHED BUSINESS—The 92nd Congress adjourned without taking final action on the Surface Transportation Act, which would have provided loan guarantees and other measures to aid rail, highway and waterway transportation.

The proposal is expected to be reintroduced after the new Congress convenes in January.

Stephen Ailes, president of the Association of American Railroads, said the combined support of railroads and truck and waterway operators "will be solid as we go before the next Congress. I am equally confident that railroad labor will stand with us on this legislation, and that is a development of major significance."

Other Congressional developments:

- Bills that would authorize use of part of the Highway Trust Fund to support mass transit and to improve grade-crossing safety failed to win final approval.

- Another measure that failed to win Congressional approval was an Amtrak request for \$47.9 million for four more high-speed TurboTrains and for track improvements between Boston and New York and on lines out of Chicago.

- Congress did approve a supplemental appropriation for Amtrak, including \$9.1 million for additional passenger service in California, and between St. Louis and Mexico.

WHIZZZ—An experimental vehicle operated at the U. S. Department of Transportation's test center near Pueblo, Colorado, has reached a speed of 188 mph. Only the limited length of the track, 6.2 miles, prevented the vehicle from reaching its potential of 250 mph, the Department said.

The vehicle has a linear induction motor. Thrust is created by the magnetic attraction between the electrical coil in the vehicle and an aluminum rail in the middle of the steel track.

This type of motor is being studied as a possibility for high-speed rail vehicles, as boosters for trains on steep grades, and as power for vehicles moving on an air cushion.

Some speed comparisons: Japan's Tokaido train regularly travels at 125 mph on a specially built rail line. The Metroliner and TurboTrain are restricted to 100 mph because of track limitations, but are capable of speeds up to 160 mph. An experimental French TurboTrain has reached 180 mph.

RIDING ON CREDIT—In January, 1972, Amtrak began accepting American Express and Master Charge, as well as Rail Travel Cards, for purchase of passenger tickets. In October, Amtrak added BankAmericard, Carte Blanche and Diners Club cards, all of which will be honored at all of Amtrak's 400 ticket offices and by more than 5300 travel agents nationwide. Since January, more than \$6 million of Amtrak business has come from credit-card purchases.

FLAMMABLES!



NO SMOKING!
2 SECONDS AFTER
NOT HEEDING
THIS YOU WILL
SELF-DSTRUCT.

HOW SWEET IT IS

1,000,000 man-hours of safe work

It's easy to get hurt.

A fisherman can get snagged by a hook. A skier can break a leg. A vacationer just lying on a beach can get a nasty burn.

If you have to use care in such mild activities, imagine how careful you have to be when working on railroad track with spike hammers and cranes and hydraulic tampers and electric welders.

A housewife who can go through a whole month without getting burned fingers or a cut from opening a can has a right to be proud of her skill.

Imagine, then, the pride of the 396 employees of the Chicago Division's Maintenance of Way and Structures Department, including communications and signals men.

They recently completed 1,000,000 man-hours of work without a lost-time injury, a record spread over 12 months.

"It's a great feeling," said Ernest Nader, bridge-and-building mason



Charles Henderson, working in M.W. shop, warns against hazard of oil and grease spills—"use anti-slip compound," he says.



Signalman James Morris wears goggles as he removes cotter pins of old pipe line. "Pin can snap and hit your eye," he says.

(who has a proud record of his own—25 years of service without a lost-time injury).

Kenneth E. Smith, general manager of the Western Region, dropped in on some of the maintenance-of-way men to offer his congratulations.

"Doing a good job of railroading and doing it safely—there's nothing that makes me happier," Mr. Smith said.

Trackman Leslie R. Maye, with 20 years' experience, put his safety philosophy in one sentence: "Keep a sharp eye on what you're doing, and keep an eye on your buddy's safety as well."

Signalman Gerald E. Riley said he places No. 1 emphasis on watching for moving trains and cars.

"There's no room for mistakes on this," he said. "One mistake could cost you your life."

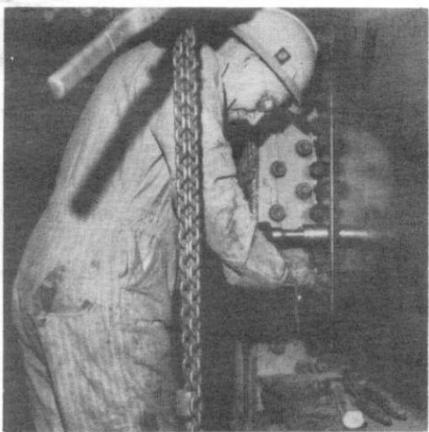
Robert A. Shaw, division superintendent, pointed out that the Chicago Division people work in one of the more heavily trafficked railroad areas.

"This makes the achievement of these employees all the more impressive," Mr. Shaw said.

The safety achievement was especially gratifying to Joseph J. Baffa, division engineer, who directs the work of the Maintenance of Way and Structures employees.

"I've always contended that Zero Accidents is a realistic goal," he said. "Now our employees have proved it."

"The key is simply to follow the safety rules. These rules aren't theories. They're based on investigations of actual injuries in the past.



K.J. Shelley, working on a bridge, makes sure tools don't fall on men working below.



Million Man-Hour Award to Chicago's MW&S Department is displayed by General Manager K.E. Smith to Carpenter Grady W. Rains, Welder Gary L. Rish, Welder Ronald L. Chesney, Division Engineer J.J. Baffa, B&B Foreman Herbert L. Cain, Mason Ernest Nader.

The men hurt in those incidents learned the hard way. By studying the rules, we can all learn safety the easy way."

Track Foreman Roosevelt Avax agreed. "There's a safe way to do every operation," he said. "Why do it the unsafe way?"

Structural Steel Welder Woodrow L. Hammon thinks safety is a matter of details.

"For example," he said, "if you're going to work on a scaffold, you want to check it first. Is it solid? Firm foundation? Roped in if needed? If you overlook one detail, you can be in trouble."

Carpenter Kirby J. Shelley said he puts special emphasis on checking his tools for safety.

"It's hard to be safe if your tools aren't," he said.

Equipment Engineer Ronald L. Music, who operates a ballast regulator, said, "Running these big ma-



Woodrow L. Hammon has his area roped off and a protective shield behind him, to safeguard eyes of others in the vicinity.

chines, you've got to keep an eye on the adjacent tracks for moving equipment and on the safety of the men working around you."

MW Repairman Charles Henderson, Jr., is conscious that he has a key safety job: Servicing and repairing the trackwork machines.

"When you do this job right," he said, "you know that the fellow who'll run the machine won't have to worry."

Signalman James Morris, who makes a big point about goggles and other safety gear, says he has 14 excellent reasons for obeying the safety rules.

"I'm talking," he explains, "about my 14 children."



Operating machines like this ballast regulator needs special care to avoid injury to men working nearby, says Ronald Music.

PC man on Iwo Jima

William A. Armond was a 20-year-old Marine corporal when he and his comrades stormed ashore on Iwo Jima, February 19, 1945.

He came out of that gory campaign without wounds but with many a grim memory.

After discharge from the service, he joined the Railroad as a freight brakeman, and is now supervisor of labor relations.

Recently, with his wife, he joined 36 other Marines in a trip to Iwo Jima, now once more under Japanese control.

A high point in the visit was a ceremony atop Mt. Suribachi, where the most famous photo of the war had been made—six servicemen hoisting the American flag.

At the memorial site, the American visitors met with a group of Japanese veterans of the conflict. (Mr. Armond stands at extreme left in photo.)

"Representatives from each

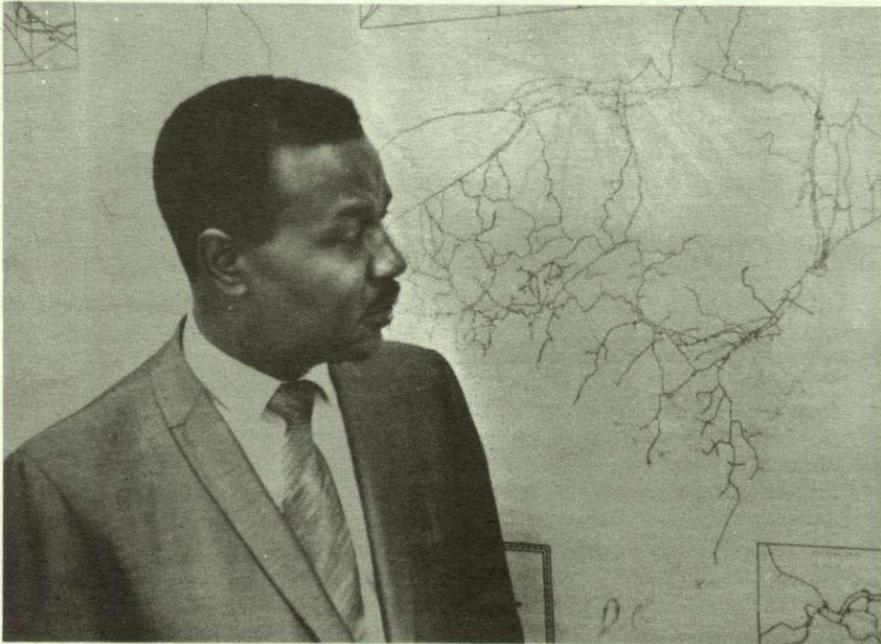
group spoke of the ferocity of the battles, the bravery, and the agony," Mr. Armond relates. "But the emphasis was not on war but on the many years of peace and friendship between the American and Japanese people since the war."

"A bugler played taps. Spontaneously, the men from each group moved together. The clasp of hands in friendship transcended the language barrier."

Mr. Armond was so moved that when he returned home, he got out his souvenirs of the battle—a Japanese flag, medal and mailed them to the Bereaved Family Association of Chiba Prefecture, Japan. He received a letter of thanks: "We sincerely appreciate your holy heart to spare the precious battle souvenirs which had been kept at your home for so many years..."



Talent is where you find it.



McKinley Scott is assistant production engineer in the Maintenance of Way Department, Eastern Region.

He supervises the work of four heavy equipment track gangs covering 210 miles of Penn Central line.

He joined the Railroad in 1942 as a trackman. Two years later, he was inducted into the Navy.

At Great Lakes Naval Training Station, it was discovered he was the only recruit who knew the baritone horn and the treble clef, which he had learned in high school. He served as a Navy bandsman until his discharge in 1946.

He returned to his trackman's job, became a M-of-W truck driver, then was promoted to assistant track foreman in 1953.

"Bill Miller, our general foreman, inspired me to aspire to track foreman," Mr. Scott says. "He kept telling me, 'You have the potential—keep trying.' He took me out, showed me everything I needed to know."

The promotion to track foreman came in 1955—to district foreman in 1959.

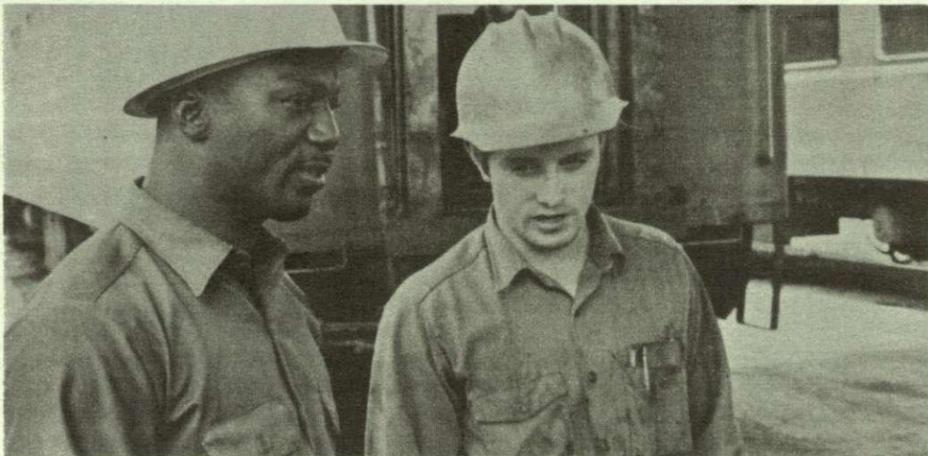
"I worked with a demonstration gang that was among the first to use the new automated machinery," Mr. Scott recalls.

He served as rules examiner, then assistant track supervisor, track supervisor, and reached his present position last March.

"You know what a railroad is?" he asks. "It's good rail laid on good ties on a good roadbed, making it possible for good trains to keep a good schedule."

Mr. Scott says the Railroad is trying to make equal opportunity a reality.

"Management wants to provide the best transportation," he says, "and therefore it's looking for the best qualified people, whoever they are."



Eugene W. Richardson is wreckmaster and car repair foreman at Brewster, N. Y.

Pictured here with young Welder Joseph Dexter, Gene Richardson came to the Penn Central by a very roundabout route.

He was born in Charleston, South Carolina, and went north with his family when he was 11. After graduating from high school, he worked as a gym instructor, karate teacher and boxing coach, and played semi-pro football. He took college courses in journalism, mathematics and business administration on a scholarship.

He worked for the Baltimore & Ohio for five years before coming to the Penn Central in 1969 as a car repairman.

Regarding his progress on the Railroad, Mr. Richardson says: "I want to thank the men who helped me along the way." He names Foreman Andy Bozzi, Gang Foreman Andy DePilka, Machine Operator Arthur DePilka, and General Car Foreman Stanley Rydzeski.

"They gave me encouragement and a sense of confidence," he says.

Mr. Richardson, who has six children, says the main thing he'd like to instill in young people is a sense of honesty.

"I don't mean just not telling lies," he says. "I mean an honest evaluation of their own capabilities and an obligation to live up to them to the fullest."

Prejudice is an old, old story.

It has been a dreary fact of life practically everywhere in the world.

In the 1840's and 1850's, when Irish Catholics came to America in large numbers to escape famine in their homeland, they were not welcomed by the predominantly Protestant Americans. Job Wanted ads often said: "No Irish need apply."

In subsequent decades, when large numbers of poverty-stricken Italians arrived, they were shunted into the least desirable kinds of employment.

Waves of immigration brought Poles, Hungarians, Russians, Czechs, Jews, Chinese, Japanese, Latin Americans and many other "minority groups." Most of them faced restrictions in employment and advancement.

But slowly, gradually, the scorned and the rejected began to win acceptance, as it became apparent that these "different" people weren't so different after all.

For the minority known as Negroes or blacks, the road was especially difficult. There was the matter of their markedly different skin color, and their history as slaves.

The barriers they faced in employment and advancement did not begin to lower until, in recent years, the Nation fully accepted the simple fact that if America means anything, it means equal opportunity.

For everybody.

Passage of Civil Rights laws made this official national policy. Executive Orders of the Federal Government spelled out how Equal Opportunity is to be made effective in hiring and promotion. State and city laws reinforced this principle.

Penn Central and its predecessor railroads affirmed their compliance and support.

In 1956—eight years before Congress passed the landmark Civil Rights Act of 1964—the PRR's Hiring Manual told all railroad officials involved in hiring that "the policies of this Company conform with the policies contained in anti-discrimination laws and city ordinances."

The *Manual* added:

"As an employing officer of this Company, you must be guided by the spirit of these laws, whether the state or city in which you are located has actually passed one or not."

The Penn Central Transportation Company wholeheartedly adheres to Equal Employment Opportunity for three reasons:

1. Because it's morally right.
2. Because it makes good business sense to seek out talent wherever it can be found.
3. Because it's the law.

An official Penn Central policy statement emphasizes:

"The Company recognizes that race, color, national origin, sex and age do not determine the capability of individuals for any type of position, and that it is essential to the Company's interest to utilize the most capable and effective persons it can employ."

The Company has long since modified its hiring standards and practices, not only to make sure there is no discrimination but also to assure that qualified individuals among minority groups and women are informed of openings and are enabled to apply.

The Company has adopted an Affirmative Action Program which includes practical steps for promoting employees, whatever their race, color, national origin, religion, sex or age.

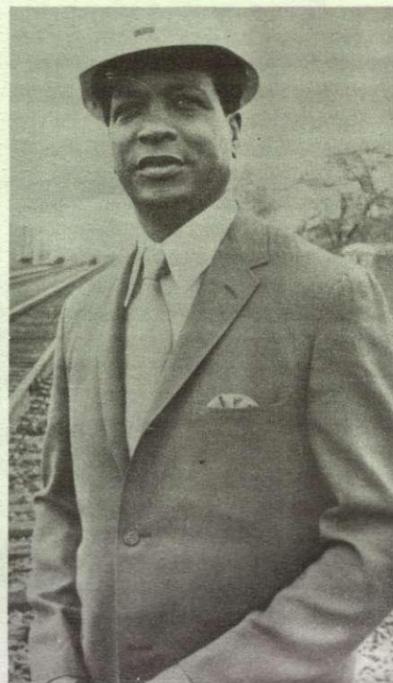
At present, because of Penn Central's financial situation, openings for new employees and opportunities for advancement are far less plentiful than in normal times.

But to the extent that such openings and opportunities develop, Penn Central is filling them solely on the basis of ability and qualifications.

Many people are not aware of the contributions minorities have made to the railroad industry. For example, a lubricating system for steam engines was invented by Elijah McCoy, a Negro fireman on the Michigan Central Railroad, which became part of the New York Central. His mechanism worked so well that railroad management insisted on it for new locomotives—hence the expression, "the real McCoy." Another Negro, A. J. Beard of Mississippi, invented the automatic coupler, one of the most important safety advances in railroad history.

As Equal Employment continues to develop, the contribution of minority groups and women can be expected to grow.

The photographs on these pages illustrate the kinds of supervisory positions one minority group, the blacks, are now holding on the Penn Central.



Charles A. Lee is supervisor of track, Chesapeake Division.

His family, he says, has come a long way.

His grandfather was a slave. The slave owners taught him to read and write.

Charles' father, son of a slave, went to work for the Post Office and rose to supervisor.

He had 11 children, of whom Charles was the youngest son. Three daughters are now nuns, and most of the other children have won supervisory positions in Federal and State agencies.

Charles Lee started on the Railroad as a trackman in 1942. A varsity football player, he had won a college scholarship and worked summers on the railroad. He got so interested, he gave up college to engage in full-time

Continued on Page Five

railroad work.

After time out to serve with the Army in Europe (he rose to staff sergeant), he returned to the Railroad, worked up to track foreman, then general foreman, and reached his present position in 1969.

"Perhaps I've had a somewhat easier road than some other minority individuals," Mr. Lee says. "And yet I think others can make progress if they follow two guidelines:

"Be willing to apply yourself. Be unwilling to be discouraged."



Donald Albritton is supervisor of ticket sales at Penn Central Station-30th Street, Philadelphia.

The photo shows him giving instruction to Reservation Clerk Lorraine Petrone.

He started on the Railroad in 1941, worked as freight loader, mail handler, station cleaner. It took him 24 years to win his first real promotion—acting baggage foreman at North Philadelphia.

"During all that time," he says, "I brushed up on my clerical skills—took refresher courses in typing and bookkeeping.

"You see, I kept believing that someday there'd be a chance of advancement for people like me, and I wanted to be ready."

In 1967, he became a ticket seller at 30th Street—"the second black ever appointed to such a job in the East, as far as I know," he says.

In 1971, he was promoted to his present supervisory position.

Mr. Albritton has three daughters—one married, the second a college sophomore, and the third in primary school.

"From my own experience," he says, "they've learned the importance of education."

Grover R. Caldwell (below) is chief file clerk for the System Sales and Marketing Department.

He started work on the Railroad in 1941 as an elevator attendant. During 1944-45, he served as an instructor in the Army Quartermaster Corps.

After returning to the Railroad, he was promoted to Executive Office messenger; later to file clerk; and in 1969, to his present position in which he has charge of probably the largest volume of correspondence on the Railroad.

Mr. Caldwell is a volunteer political worker, serving as committeeman in a multi-racial neighborhood for the past 15 years. "That takes up practically all my spare time," he says.

He and his wife, Roberta, have eight children. A son is vice principal of a junior high school; a daughter is attending college; and another daughter won a college scholarship but declined it to become an interviewer helping place minority youths in jobs under a program sponsored by the National Alliance of Businessmen. The other children are either high school graduates or still attending school.

"As you can see," Mr. Caldwell says, "education has always been a big deal in our family."



Ellis E. Olive is supervisor of industrial car control.

He coordinates the work of demurrage and industrial car control (DICCS) clerks throughout the eastern half of the Penn Central.

He started as a railroad mail handler in 1943. He served three years in the Army, rising to staff sergeant, meanwhile taking Armed Forces Institute courses in business and psychology.

After returning to the Railroad, as a stevedore, he attended college at nights for two years, followed by two years of correspondence courses in freight traffic management and other subjects.

"I guess I was always preparing myself for some possible advancement," he says.

In 1966, Mr. Olive was promoted to chief clerk at 60th Street Freight, New York, and from there a series of five promotions brought him to his present position.

"Promotional opportunities for minority groups are opening up everywhere," Mr. Olive says. "But one thing hasn't changed: To get a promotion, you still have to put in hard work and study, to demonstrate that you're the best qualified person for the position."

Walter L. DeSheers (right) is trainmaster at Greenville Yard in northern New Jersey.

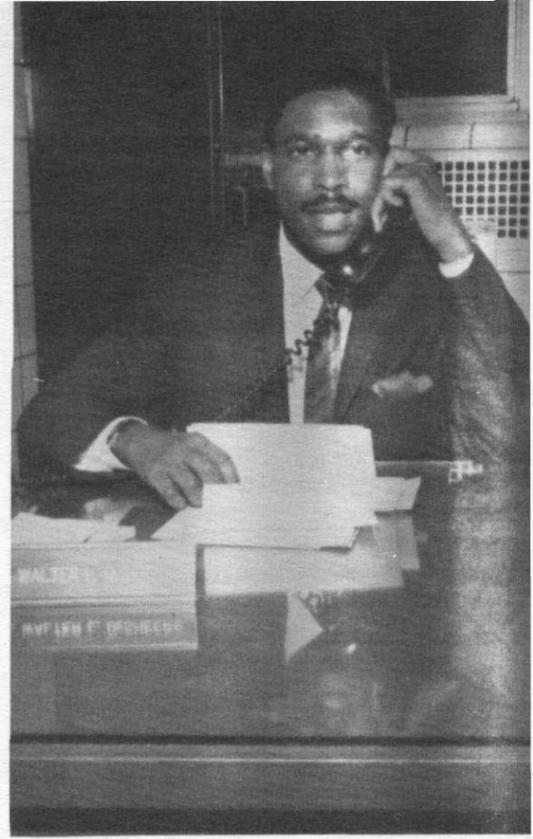
He joined the PRR as a baggage man at Pennsylvania Station, New York, in 1956.

He worked successively as a freight checker, station usher, assistant stationmaster, assistant trainmaster at two locations and trainmaster at two locations.

"Some people say railroading is a backward business, but I say it offers lots of opportunity to people who are willing to work," he declares.

Walt DeSheers was a radio operator in the Navy during the Korean conflict, and served four years. He made use of his free time by gaining two years of academic credits for correspondence courses taken through the Armed Forces Institute.

He's active in community affairs, is a member of the Parent Teachers Association and the Veterans of Foreign Wars.



Andrew L. Walton (shown below) is an assistant general foreman at Sunnyside Yard, New York.

He's in charge of approximately 200 coach cleaners who service commuter and Amtrak trains.

He started as a coach cleaner himself, back in 1946, after three years in the Army. He served as a sergeant with the 24th Infantry in the South Pacific.

While a coach cleaner, Mr. Walton got occasional temporary assignments as car repairman helper, and by 1951 qualified as a car repairman.

In 1963, he jumped to gang foreman. In 1970, he was promoted to his present position.

Mr. Walton buys U. S. Bonds and has taken out insurance policies for one major purpose—to assure the education of his three daughters.

"I never finished high school—I left to go to work," he says.

"I want to make sure my daughters have the opportunity to go as far in education as they're willing and able to go."

Mr. Walton is president of his block association in St. Albans, New York, dedicated to preserving a clean and orderly community.



Nathan J. Fossett is assistant supervisor of personnel at New York.

A graduate of Morgan State College, Baltimore, Md., he served with the U. S. Army as a security and intelligence noncommissioned officer in Germany.

He came to the Penn Central as a management trainee in 1970. After completing training, he became a labor relations examiner, with the responsibility of dealing with union representatives on claims, grievances and discipline. He was promoted to his present position in 1972.

Active in civic affairs, he's a participant in a Model Cities program designed to upgrade depressed neighborhoods. This brings him in frequent contact with troubled youths.

"The main thing they need—and all young people need—is motivation," Mr. Fossett says.

"With motivation, they'll want to go to school, want to do their best. Without motivation, nothing.

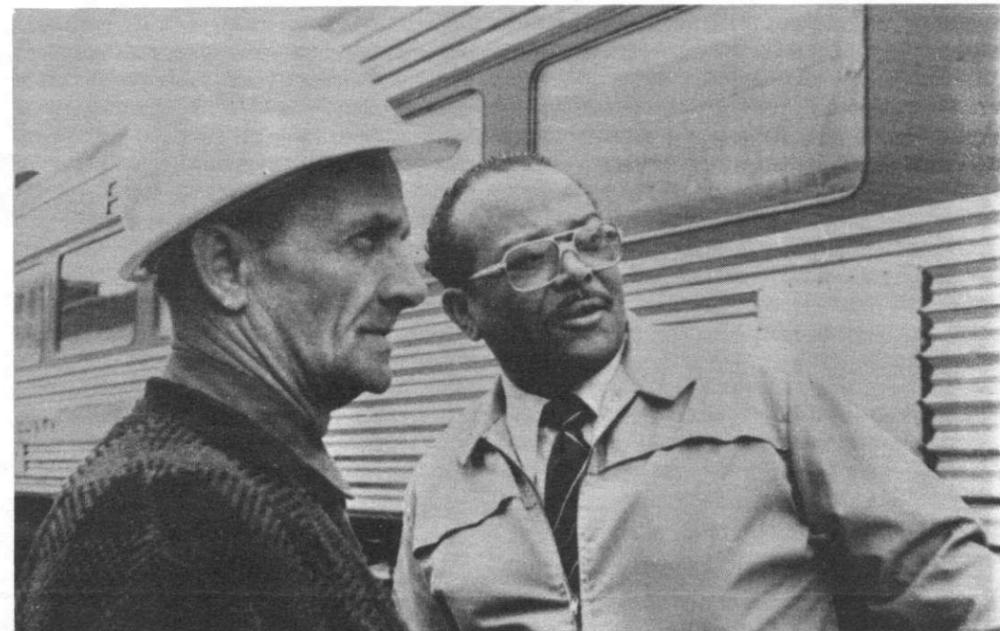
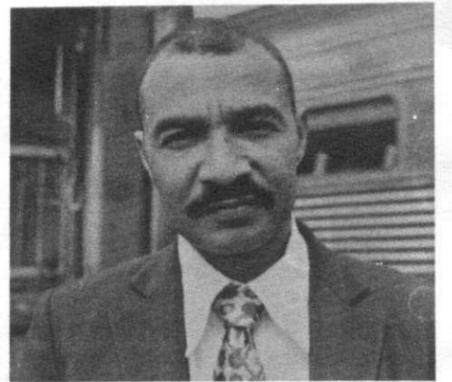
"To make sure a child has motivation, you have to start young. The first grade is not too early."

Isaac (Ike) Salmons, below, is assistant general foreman at the passenger coach yard at Sunnyside, N. Y.

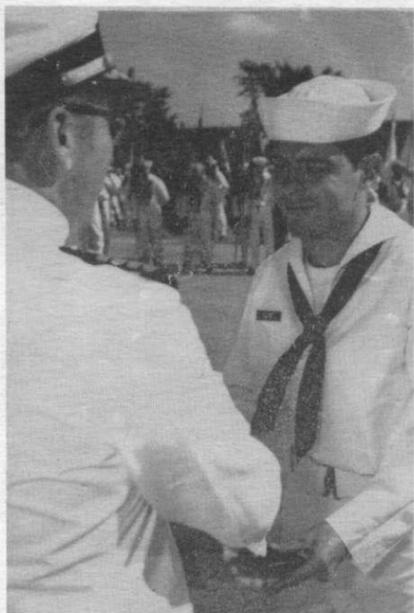
Born in Camden, South Carolina, he grew up in New York's Harlem. After graduating from high school, he started on the Railroad in 1941 as a 55¢-per-hour coach cleaner. A series of promotions brought him to his present position in 1970.

During World War II, Mr. Salmons was a petty officer, 2nd class, on Liberty ships carrying supplies to the South Pacific.

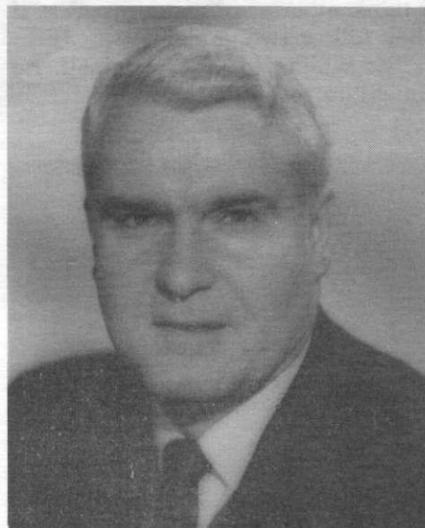
In the photo, he is shown discussing a work project with Anthony W. Doktorski (left), mechanical foreman.



PC PEOPLE



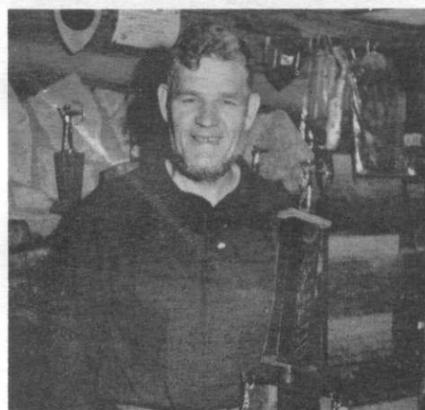
HONOR AT NAVY POST: Robert M. Young, a PC computer employee at Philadelphia, is on military leave to serve with the Naval Reserves at the Great Lakes Naval Training Station near Chicago. Recently he was chosen honor man of his training company. And, in competition with the honor men of 15 other training companies, he was the winner in an essay contest on the subject, "The American Spirit." He is shown receiving his award, the American Spirit Medal. The concluding paragraph of his essay: "The American spirit is a pride in our great nation, a willingness to work for its success, a dedication to service, and an unselfish desire to help those with whom I live. Most important, it is a belief that God will protect our country and the freedom which we enjoy today."



ELECTED AT DETROIT, MICH.: Patrick E. Hackett, general attorney for Penn Central Transportation Company at Detroit, has become president of the National Association of Railroad Trial Counsel, a nationwide organization of some 1200 attorneys. Mr. Hackett and his wife, Barbara, make up the only husband-wife team in the Association. She formerly did legal work for the New York Central and is now in private practice. Mr. and Mrs. Hackett both obtained their law degrees at the University of Detroit. They have seven daughters, live in Dearborn Heights, and are active in church, school and civic affairs.

BIG WINNER AT ELKHART, IND.: Mrs. Phyllis Norris, yard clerk at Elkhart, Ind., was driving to Bourbonnais, Ill., to visit her mother. Stopping for gas at a Cheker station, she learned about the big sweepstakes sponsored by Cheker Oil Company, National Homes of Lafayette, Ind., and Chicago radio station WJJD.

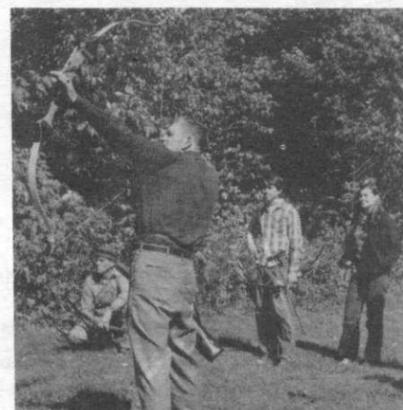
Mrs. Norris filled out an entry form. Hers was among about 7,000,000 entries, and hers won the top prize—a \$25,000 National Home. She and her husband, Harry, a PC road brakeman, chose a corner lot at South Bend, Ind., and National Homes' Rutledge model. "We ordered a multitude of extras," she says, "including an additional four feet at each end of the house, two-car garage with electric door opener, paved driveway, sliding glass doors for the kitchen and a 12 by 24 foot patio. We hope to add a pool later."



ARCHERY CHAMP AT ALEXANDRIA, OHIO: Charles A. Minnich, PC locomotive engineer at the Newark (Ohio) freight yard, began playing with bows and arrows when he was 8. He's still doing it 48 years later. And he's a champ. Newest addition to the row of awards on his mantel is the first-place trophy in the world archery-golf tournament held at Albany, N.Y.

Archery-golf is a rapidly growing sport. Instead of using a club and golf ball, you shoot an arrow. You make a hole when your arrow hits a rubber ball suspended above the regulation golf hole. Mr. Minnich won the world title by covering the 18-hole course with 44 arrow shots.

Mr. Minnich has a 175-acre farm at Alexandria, about 10 miles west of Newark. On it he has constructed an 18-hole archery-golf course, an archery target range, and a practice hunting course for archers—all available to sportsmen at a modest fee. The layout includes a big log-cabin clubhouse Mr. Minnich built himself.



Recent Appointments

SYSTEM OFFICES

Engineering
 Bross, A. Sr. Structural Engineer
 Geurds, R. P. Structural Engineer
 Miller, D. K. Production Engineer—Track, Toledo
 Neely, E. S. Engineer—Bridges & Buildings
 Sarchello, B. W. Asst. Production Engineer—Track, Detroit
 Sponseller, W. J. Asst. Chief Engineer—Construction
 Sullivan, J. T. Chief Engineer
 Teeter, R. L. Engineer—Track
 Wilkinson, L. E. Asst. Production Engineer—Track, Indianapolis

Equipment

Biscardi, C. T. Asst. Engineer—A.A.R. Rules
 Bothum, H. M. Asst. Electrical Engineer—Locomotive
 Craig, B. P. Mechanical Engineer—Passenger
 Dawson, R. W. Manager—Car Shop Scheduling
 Eppehimer, C. L. Asst. Electrical Engineer—Car
 Gregory, J. J. Production Control Manager, Altoona
 Grove, J. B. Superintendent—Production Planning & Control, Altoona
 Holl, R. H. Asst. Manager—Research Projects, Collinwood
 Kelley, W. E. Manager—Electrical Engineering—Equipment
 Leibitzke, D. A. Project Engineer—Field Services, Collinwood
 McClellan, E. R. Superintendent—Production Planning & Control, Altoona
 Niemier, W. J. Supervisor—Locomotive Performance
 Preski, R. J. Manager—Passenger Car Maintenance
 Roberts, W. T. Gen. Superintendent—Shops, Wilmington, Del.
 Smith, C. M. Manager—Mechanical Engineering Passenger & Locomotive
 Sweetland, D. R. Manager—Locomotive Maintenance—Mechanical
 Williams, J. E. Gen. Foreman, Altoona

Finance & Accounting

Hallam, R. C. Supervisor—Real Estate Accounting
 Josepayt, R. A. Manager—Cash Accounts
 McKeever, O. A., Jr. Supervisor—Internal Control
 Nowlan, P. F. Asst. Treasurer

Labor Relations & Personnel

Kelly, P. J. Superintendent—Labor Relations, Altoona
 Mellen, W. J. Asst. Superintendent—Labor Relations—Indianapolis

Legal Administration

Haugan, D. R. Attorney, Detroit
 Miller, R. E. Attorney

Operating Administration

Coyne, J. W. Budget Analyst
 Hunt, C. F. Manager—Company Vehicles
 Keirn, G. A. Asst. Manager—Company Vehicles

Public Affairs & Public Relations

Gilbert, H. A. Asst. Director—Public Relations
 Hoppin, T. E. Manager—Public Relations
 Resnick, S. Manager—Editorial & Special Projects
 Schneider, H. J. Public Relations Representative

Purchases & Materials

Helsel, K. W. Asst. Manager—Materials, Altoona

Sales & Marketing

Dwyer, T. P. Sales Representative, Rochester
 Hoy, L. L. Asst. Manager—Industrial Development, Detroit
 Inkpen, B. P. Manager—Industrial Development, Detroit
 Lansinger, J. P. Asst. Manager—Industrial Development, Baltimore
 Prather, B. A. Geologist & Assistant Manager—Industrial Development, Pittsburgh
 Remer, C. W. Manager—Market Development—Paper

Security

Meeker, W. F. Asst. Director—Security

Systems Development

Green, J. S. Director—Systems Development—Transportation Programming
 Hummel, R. J. Manager—Systems Development—Facilities
 Marky, R. L. Director—Systems—Development—Commercial Programming
 Nagele, A. C. Manager—Systems Data Center

Transportation

White, H. M. Supervisor—Locomotive & Caboose Distribution

Trustees

Fenice, F. M. National Car Utilization Analyst
 Marakoff, B. P. Coordinator—National Car Utilization Studies
 Quirin, T. M. Reorganization Attorney
 Rossi, J. B. Jr. Reorganization Attorney
 Siembeida, M. J. Reorganization Attorney

Yards & Terminals

Hanna, T. F. Manager—Automobile Terminals, Detroit

CENTRAL REGION

McCombs, J. P. Manager—Operating Rules, Pittsburgh

Allegheny Division

Winger, E. L. Trainmaster, Altoona

Valley Division

Loch, C. J. Supervisor—Train Operation, Youngstown
 Rankin, A. J. Supervisor—Train Operation, Youngstown
 Young, D. E. Supervisor—Train Operation, Youngstown

EASTERN REGION

Abate, F. D. Superintendent—Equipment, Phila.
 Cossel, J. D. Engineer—Maintenance of Way, Phila.

Chesapeake Division

Bero, D. F. Asst. Trainmaster, Baltimore, Md.
 Worthington, W. M. Division Engineer, Baltimore, Md.

Harrisburg Division

Erismann, H. W. Asst. Supervisor—Track, Harrisburg
 Heintzelman, G. W. Asst. Supervisor—Track, Harrisburg
 Holt, D. R. Trainmaster, Northumberland, Pa.
 Murphy, C. Y. Asst. Division Engineer, Harrisburg
 O'Connor, J. E. Supervisor—Track, Harrisburg
 Rhoads, H. R. Terminal Trainmaster, South Phila.
 Schader, C. J. Trainmaster, South Phila.
 Sides, R. R. Asst. Supervisor—Track, Harrisburg
 Stiles, F. W. Terminal Trainmaster, Harrisburg

Stone, L. E. Office Engineer, Harrisburg

New Jersey Division

Cullen, J. B. Trainmaster—Gen. Foreman, Phillipsburg, N.J.
 Gainor, J. Asst. Supervisor—Track, Kearney, N.J.
 Policastro, J. J. Asst. Supervisor—Track, Weehawken, N.J.
 Talbot, F. C. Trainmaster, Morrisville, N.J.

METROPOLITAN REGION

Keep, J. Superintendent—Building Maintenance & Utilities, N.Y.

NORTHEASTERN REGION

Hummrick, G. J. Superintendent—Equipment, New Haven

Mohawk-Hudson Division

McGuire, R. M. Division Engineer, Utica

New England Division

Pearson, G. S. Asst. Division Engineer, Springfield, Mass.

SOUTHERN REGION

Southwest Division

Clark, N. H. Asst. Division Engineer, Indianapolis

WESTERN REGION

Chicago Division

Beard, J. R. Division Engineer, Chicago
 Cheeseman, R. W., Jr. Master Mechanic, Chicago
 Geron, R. J. Asst. Trainmaster, Englewood Heights, J. L. Asst. Gen. Foreman—Locomotive, Chicago 59th St.
 Schrader, L. F. Asst. Division Engineer, Chicago
 Sullivan, R. T. Trainmaster, Colehour
 Thompson, R. W. Asst. Supervisor—Track, LaPorte, Indiana
 Vermilyea, H. A. Terminal Trainmaster, Elkhart
 Ypma, J. Supervisor—Track, Colehour Yard

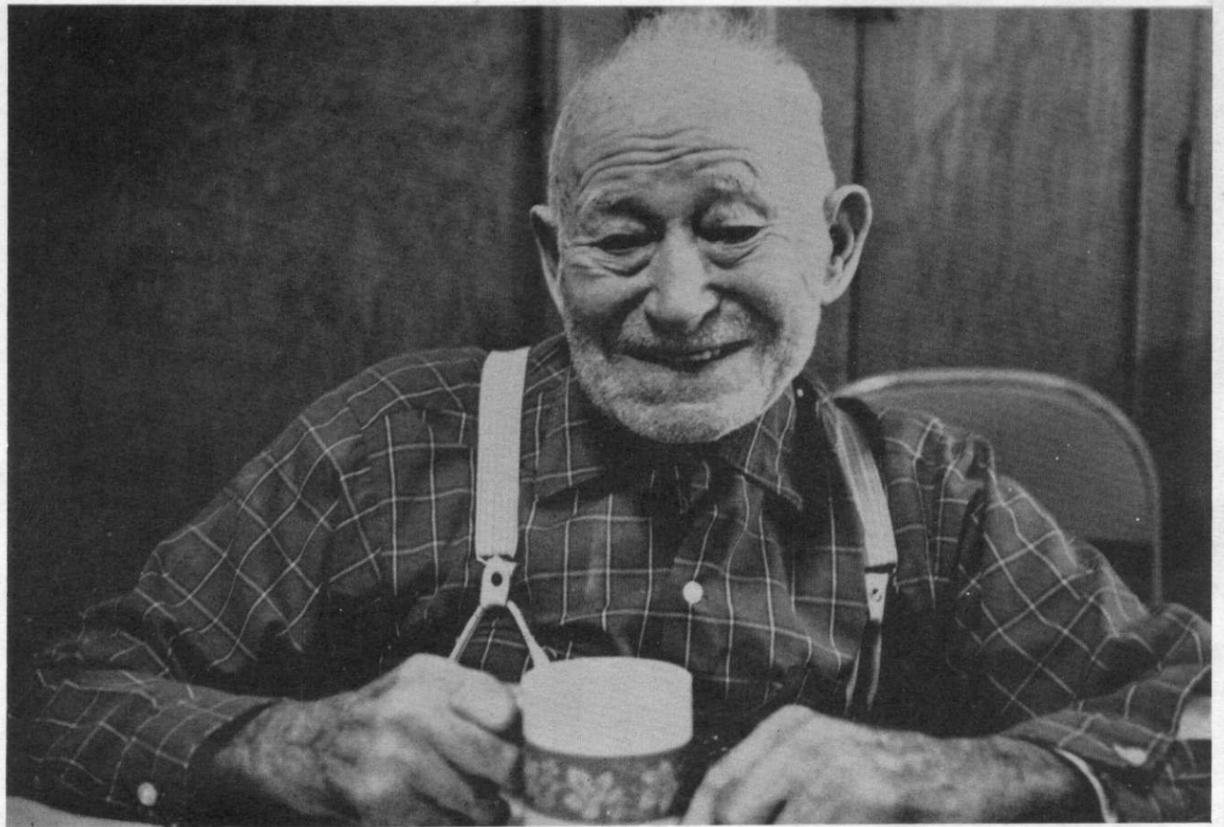
Cleveland Division

Baffa, J. J. Division Engineer, Cleveland
 Schulenberg, J. W. Terminal Trainmaster, Collinwood

Ft. Wayne Division

Ray, A. E. Master Mechanic, Ft. Wayne

Life can be fun at 103



A grandson of Joseph A. Fee recently asked him:

"Granddad, at what age does a man stop being interested in women?"

Replied Mr. Fee:

"I don't know—you'll have to ask somebody older than me."

Mr. Fee, who celebrated his 103rd birthday on March 24, is Penn Central's oldest retiree.

He doesn't act it.

"He has a hearty appetite," says his daughter, Mrs. Edna Ella Morris. "Everything we eat, he eats. Steak, pork chops, spaghetti, lasagna, eggplant parmesan, salads of all kinds, ice cream, even corn on the cob."

He watches television, is a fan of Marie Torre's talk shows on Station KDKA, and won't miss a single re-run of I Love Lucy.

He needs help in getting dressed and bathed, but he gets around the house okay with the aid of a broomstick. He prefers that to a cane.

Every few days, he walks around the block, but he's always accompanied by members of the family. He has had several bad falls, and they consider it dangerous to let him go outside alone.

One day recently, though, he went AWOL. He was in the care of his granddaughter, 15-year-old Melinda Morris, who has helped look

after Granddad since she was seven.

This day, when she went upstairs to get something, he grabbed his broomstick, went out the front door and down a steep flight of steps, and started up the street.

Melinda, horrified when she saw the open door, ran outside and caught him.

"Granddad, why did you do it?" she cried.

"Just wanted to see if I could," he said.

Mr. Fee was born in Salerno, Italy, in 1869. He came to the United States 20 years later, after a hitch in the Italian army. He worked as a coal miner, got married in 1896, and joined the Pennsylvania Railroad in 1901.

"I started as a laborer, then worked up to engine cleaner, oiler and car repairman," he said. "I liked all my jobs."

In 1937, when he was 68, he underwent major surgery, and on his doctor's orders he retired.

He has been drawing railroad pension checks for 35 years.

Mr. Fee's wife, Rosa, died in 1960. He continued living alone in his home at Uniontown, Pa., southeast of Pittsburgh. Three of his seven children live nearby and were able to lend him a hand.

After he passed his 100th birthday, his children insisted that he come live with them. Currently he lives at the home of two widowed daughters, Mrs. Edna Ella Morris and Mrs. Clelia Astleford.

His only medication is a daily pill which he has been taking since he suffered a heart attack 25 years ago.

"But his heart is still strong, the doctor tells us, and his blood pressure is good," says Mrs. Astleford.

Friends from his church, Great Bethel Baptist, often visit Mr. Fee. A woman neighbor brings him cookies. "I think she'd like to have me for a boy friend," he says.

Sometimes when he's taken for a walk, women of the neighborhood

give him a hug and a kiss.

On such occasions, Joe Fee sighs, "I wish I was twenty years younger."

But if he isn't getting younger, his hair is.

"It's incredible," says Mrs. Morris, "but new hair has been growing on the top part of his head for the past year. He was completely bald there. Now there's gray hair there, really quite thick."

"Our doctor is fascinated by this. He says if we can find out the reason, there are a lot of bald-headed men he can refer to us."

Mr. Fee remarks that his life has been guided by this bit of philosophy:

"Do good and forget it. Do wrong and regret it."

Recently someone asked him the inevitable question—the reason for his long lease on life.

Mr. Fee replied:

"I think there must be something God wants me to do before I'm taken."

Still a lot of passenger trains

Passenger service is still a busy scene on the Penn Central. The most recent count showed 1,322 passenger trains a day.

Of these, 150 trains provide long-haul service under Amtrak contract. The others are in the following commuter services.

Philadelphia: 417 trains operated under contract with the Southeastern Pennsylvania Transportation Authority.

New York (New Jersey service): 127 trains operated under contract with the New Jersey Department of Transportation.

New York (Hudson-Harlem service): 339 trains under contract with the Metropolitan Transportation Authority.

New York (New Haven service): 216 trains under contract with Metropolitan Transportation Authority and Connecticut Transportation Authority.

Boston: 55 trains under contract with the Massachusetts Bay Transportation Authority; 4 trains, Boston-Framingham service; 2 trains, Boston-Worcester.

Providence: 2 trains, Westerly-Providence, under contract with the State of Rhode Island.

Baltimore-Washington: four trains.

Detroit-Ann Arbor: 2 trains.
Chicago-Valparaiso: 4 trains.

Reservists Run Army Railroad

They call it the Main-Gate-and-Back Railroad. It's 75 miles of track, all within the confines of Fort Eustis, Va.

It was operated this summer by men of the 717th Transportation Battalion (Railway).

Members of this U.S. Army Reserve unit, affiliated with Penn Central, attend sessions one weekend each month and have two weeks of active duty in the spring or summer, during which they practice operating a military railroad.

They perform varied duties—switching cars, running trains, repairing rolling stock and track, operating stations and towers—in addition to learning the use of weapons and other military skills.

Commanding officer is Major Kenneth W. Boyer, whose civilian job is assistant supervisor, communications and signals, for Penn Central at Altoona, Pa. Major Roy Miller, executive officer, is a PC motive power

distributor. Major Karl Gelston, training and operations officer, is a PC radio engineer. Warrant Officer Francis M. Fenice, motor officer, is a PC supervisor of freight car utilization.

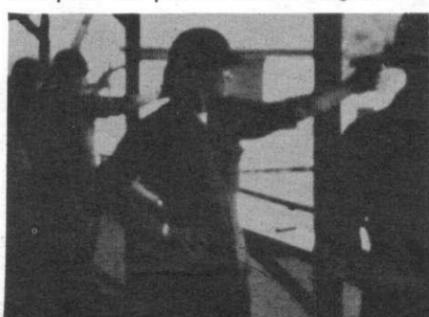
PC people also serve in the 706th Transportation Group (Railway), which directs the 717th and several other Reserve units. Commanding officer of the 706th is Colonel Thomas J. McKittrick, Penn Central agent at Fairless, Pa.

During active duty periods, Reservists and their dependents have the privilege of shopping at Army post exchanges and commissaries.

If they complete 20 years of service, Reservists receive an Army pension beginning at age 60, may shop at post exchanges and commissaries, and may get free flights, on stand-by basis, in military aircraft.

Units of the 717th Transportation Battalion hold their weekend sessions at Philadelphia, Fort

Weapons are part of the training course.



D.R. West, D. Delawder change air hose.



George Sovers operates a diesel under guidance of Penn Central's K.W. Boyer.

Dix, N.J., and Ravenna, Ohio. Plans to provide the 717th with a year-round training center at Ravenna were recently approved by the Department of the Army.

Penn Central men interested in information about the Reserve may write to Captain K. L. MacKavanagh, Penn Central Market Planning, 450 Six Penn Center, Phila., Pa., 19104.

Penn Central Transportation Company publishes this tabloid magazine for its employees. Address all communications to Penn Central Post, Six Penn Center, Phila., Pa. 19104.

MANAGER—EMPLOYEE PUBLICATIONS
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- Because MBA is run by PC railroaders, for PC railroaders. The members elect all the officers.
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