ARKANSAS HIGHWAYS April 1955

YHUSUS HIGHMUAAS

A Monthly Magazine for Employees of the Arkansas State Highway Commission

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April 1955

NO. 4

STATE HIGHWAY COMMISSION

Cecil S. Lynch Chairman

Miss Willie A. Lawson Glenn F. Wallace Raymond F. C. James H. Crain

Herbert Eldridge, Director
W. Ward Goodman, Acting Chief Engineer

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LETTERS

TO THE HIGHWAY DIRECTOR

Dear Sir:

We have organized a Grant County Chapter of Keep Arkansas Green Association.
We wish at this time to express to the State Highway Commission, through you, our appreciation for the fine work the ighway Commission is doing for the conservation-minded citizens of our state.

The new highway signs "Please Help Prevent Forest Fires" are a kind and continuous reminder to us and to our neighbors who travel the state roads of Arkansas. When this one project is completed the effect will undoubtedly be that the citizens and tourists of our state will be even more fire conscious and more alert to our need of a pressing conservation program.

We will soon have a committee apointed to help share the burden of this progress in our own county. If we can be of any help in our own community, please do not hesitate to call on us.

Glen Rowe, President
Grant County Chapter
Keep Arkansas Green Association
Prattsville

* * * *

Dear Mr. Eldridge

The work being done on 154, up Petit Jean Mountain, is wonderful and certainly makes it a much safer and attractive stretch of road.

I appreciate very much your interest in this matter.

Meredith G. Jones, Manager Morrilton Chamber of Commerce

CONTRACT AWARDS

Cross County. U.S. 64 Wynne-Parkin surfacing, 1 bridge, Graves Bros., Pine Bluff.

Arkansas County. Highway 1 Gillett-Pendleton, surfacing, to McGeorge Construction Company, Pine Bluff.

Miller County. U.S. 67 Fulton-Texarkana resurfacing, Graves Bros., Pine Bluff.

Polk County. No. 88 Mena-Ink, graveling, bridges, E. E. Barber, Fort Smith.

Garland County. No. 88 Hot Springs-Lonsdale, grading, 1 bridge, to McGeorge Contracting, Pine Bluff.

Saline County. U.S. 67-70 Little Rock-Benton, grading, 2 M-span culvert extensions, William D. Jeffrey, Fort Smith.

Pulaski and Lonoke Counties. U.S. 67 Jacksonville-Cabot, resurfacing, Tecon Paving Company, Dallas.

Union County. U.S. 82 El Dorado-Magnolia surfacing, to Ben Hogan, Little Rock. U.S. 82 El Dorado-Strong, surfacing, to S. M. Dixon, Contractor, Warren, No.129 Huttig-Louisiana SL, surfacing, 2 bridges to Linwood Smith, Lake Village.

Van Buren County. No. 95 Scotland-Clinton gravel, 1 bridge, Forsgren Bros., Ft Smith.

Boone and Marion Counties. No.14 Lead Hill-Summit, surfacing, 2 bridges, to D. J. Jones, Little Rock.

Carroll County. No. 21 Oak Grove-Green Forest and Urbanette, surfacing, 1 bridge 1 culvert, Southeast Constr., Pine Bluff.

Greene County. No. 25 Paragould-Cardwell Missouri, 1 bridge, W. L. Sharpe, Memphis.

Faulkner and Pulaski Counties. U.S. 65 N.L.R.-Conway, remodeling Palarm Creek Bridge, J. H. Leveck & Sons, Little Rock.

All of the above contracts subject to concurrence of Bureau of Public Roads.

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HIGHWAY SURFACING WITH ASPHALT

by W. E. Carter
Assistant Construction Engineer

The word "Asphalt" is a more or less general term referring to compounds of bitumen and finely divided mineral aggregates. There are a number of basic types of asphalt surfaces and pavements as well as numerous variations in materials. Most asphalt paving mixtures can be divided into two classes: the dense type, which should be restricted to hot mixes; and the open type which may be a hot or cold mix.

The stability of the dense type depends in a certain measure upon the mechanical interlocking of the aggregate and also upon the cohesion and internal stability of the bitumen. This type pavement is expected to have a density of not less than 93 percent after final rolling, and it must be very carefully designed, proportioned, and placed. It has been used under extremely heavy traffic for many years and has proved very satisfactory.

The open type has greater mechanical stability, due to the more intimate contact of the aggregate. The bituminous cement is, however, open to the effect of water and air which, within a period of time, will cause a hardening of the bitumen and defeat its flexibility, one of its essential qualities. Due to the ease of placing and controlling the mixture, it can be economically used in many places where the dense type cannot and, under certain conditions, gives excellent service if a seal coat is applied.

The selection of type as well as the materials and exact construction details

may be governed by a number of local conditions including climate, traffic volume and weight, characteristics of locally available mineral aggregates and asphaltic materials, available construction equipment, and last, but not least, cost.

Economically, it is highly desirable (utilize available local aggregates whenever possible. Some construction necessitates the use of crushed mineral fragments with a relatively high resistance to Wear and screened to definitely limited sizes. Such products are readily available in many localities, but in some they have to be imported long distances. Character of local aggregates may be an important factor in type selection. In general, opengraded types require crushed or broken aggregate of rock, slag, gravel, or simila material when aggregate consists mainly of particles retained on the No. 10 sieve. With graded aggregates, uncrushed material may be used to equal advantage.

Open-graded mixes should be constructed with a seal coat, renewed as required to keep surface waterproof. From stability standpoint they are not as sensitive to variations in percent of asphalt as close-graded mixes which are more flexible and will more readily adjust themselves without failure to settlements due to weak bases. In all but plant-mix types of construction, asphalt is applied directly to road surface. Application is usually made with a mechanical distributor, although on small jobs hand pouring may be done.

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THE ASPHALT FAMILY

Asphalt is a semisolid sticky residue formed by partial evaporation or distillation of certain petroleums. This is true of the asphalts occurring in nature as well as those obtained in refining petroleum. Bitumen refers to compounds of hydrocarbons and their nonmetallic derivatives such as gases, liquids, or solids, and which are soluble in carbon disulphide. Asphalt pavement or surfacing, then, is intended to refer to pavement of mineral aggregate cemented together with bituminous cement.

NATIVE ASPHALT

Native asphalt is asphalt occurring in nature and formed by the natural processes of evaporation and distillation. Native asphalt is not suited to highway work until it has been refined and softened to the proper consistency by combining it with a Flux Oil which is a thick viscous nonvolatile oil recovered from petroleum by distilling of the light volatile oils in the crude petroleum. The most important native asphalts are those known as Trinidad and Bermudez, both of which are found in deposits known as asphalt lakes.

ROCK ASPHALT

Rock asphalt is a porous rock that has become naturally impregnated more or less with asphalt, of which there are two varieties: limestone rock asphalt and sandstone rock asphalt. The limestone is generally accepted as being the superior product of nature.

PETROLEUM ASPHALT

Petroleum asphalt is refined directly from petroleum. Most of the petroleum asphalt used in highway work is produced by the process of distilling off the gasoline, kerosene, and other oils which hold the asphalt in solution.

OXIDIZED ASPHALT

Oxidized asphalt is that asphalt which has had certain of its natural characteristics changed or modified by blowing air through it at high temperature and it is often called blown asphalt. It has a higher melting point and lower ductility than asphalt of the same consistency obtained by evaporation or distillation or petroleum unsuitable for highway work.

BITUMEN

Bitumen is that portion of petroleum asphalt and tar products which will completely dissolve in carbon disulphide. It is possible to separate the bitumen from the other products due to the fact that ordinary mineral and vegetable products are not dissolved by this solvent.

REFINED ASPHALT

R.A. refined asphalt is any asphalt which has been subjected to a refining process though in highway work the term is usually applied to only those asphalts which, after refining, are too hard to use and consequently must be softened to a suitable consistency by combining with Flux Oil. This refined asphalt is often known in the profession as R.A.

ASPHALT CEMENT

Asphalt cement is refined asphalt of a suitable consistency for paving use and is usually called A.C.

CUT-BACK ASPHALT

Cut-back asphalt is A.C. which has been liquified by fluxing it with light volatile products such as gasoline, naphtha, or kerosene. R.C., or rapid curing, is cut-back with gasoline or naphtha. M.C. is cut-back with kerosene. When this asphalt is exposed to the atmosphere the volatile products evaporate leaving the A.C.

EMULSIFIED ASPHALT

Emulsified asphalt is asphalt cement which has been combined with a small amount of soapforming constituents and with water so that the mixture may be brought to any degree of fluidity by the further addition of water. Upon exposure to atmospheric conditions the water evaporates, leaving only the A.C.

ASPHALT ROAD OILS

Asphalt road oils are sometimes crude asphaltic petroleums but more often are fluid residual oils obtained from asphaltic petroleum by distilling the more volatile constituents off.

The success of a job depends largely upon the way asphaltic materials are incorporated into the road surface. Good work requires good equipment, competent supervision and inspection, and skillful operation. In addition to essential requirements of the distributor, certain details of its use are important. To prevent lapping at the end junction of two applications, the distributor should be promptly shut off. Before continuing surface treatments and penetration construction, building paper should be spread over the treated surface for a sufficient distance back so that the sprayers are operating at full force when untreated surface is reached. A narrow-spout pouring pot or hand spray should be used to apply asphaltic material necessary to touch up spots unavoidably missed by distributor.

To obtain smooth, uniform courses, it is essential that the underlying surface be free from humps and depressions, true to contour, and that the mineral aggregates be spread in a uniform manner, both in respect to rate per square yard and nonsegregation of particle sizes, whether subsequent mixing or brooming of surface is made or not. Under no circumstances should traffic be permitted over the uncovered asphalt application; and aggregate should be applied ahead of the truck or spreader wheels. Whenever there is tracking over fresh, uncovered asphalt, a partial removal of the material occurs. In time, this will produce ravelling in the finished work, requiring maintenance that otherwise would be unnecessary.

When finishing one-half of surface at a time, the mineral aggregate should be spread only within about 8 inches of the inside edge of application until asphalt has been applied to remaining half. All hot-laid mixes must be spread immediately to the proper cross section so rolling may be completed before the mixture cools. It is desirable to use mechanical pavers which place the mixture to exact crown and profile, ready for rolling.

When placement is made with a paver the mixture should be dumped in the center of hoppers and care taken to avoid overloading and spilling upon base. After placing any course and before roller compaction is started, the surface should be checked, any inequalities adjusted, all fat, sandy accumulation from screed removed by rake, and fat spots removed and replaced with satisfactory material. Irregularities in alignment and grade along outside edge should be corrected by the addition or removal of mixture before edge is rolled with special attention given to straight edging each course after initial rolling.

Compaction is more commonly obtains with power rollers and hand tamping used in places inaccessible to rollers. The rolling should proceed in a longitudinal direction, beginning at outer edges as working toward the center, each trip overlapping by about one-half the width of rear roll. Rollers should not be permitted to stand on newly constructed pavements.

The speed of the roller should not exceed 3 miles per hour; and rolling should proceed continuously until all roller marks are eliminated and no further compression is possible. After spreading, hot-laid mixtures must be rolled as soon as they will bear roller without undue displacement. Delays in rolling freshly spread mixture should not be tolerated.

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GLENN F. WALLACE in Profile

Just in case you have been wondering, the fellow with the 10-gallon stetson and the infectious grin that you see in and around the building every so often is none other than Glenn F. Wallace, Highway Commissioner and cattle rancher.

Most of you have seen Mr. Wallace either here in the building or in the District offices when the Commission made its tour of the state. We believe you will enjoy a short profile on this member of your Commission to help you to know him better. His interest in you is paramount and he always welcomes any opportunity to express appreciation for a good job well done.

When we say "cattle rancher," we don't mean that Mr. Wallace has a couple of cows on a farm-we are talking about the real McCoy, modern western style! Just 9 miles north of Nashville on Highway 26 there are 1,800 acres of land, known as Glencrest Farm, where pure-bred Hereford cattle range to their hearts' content. These cattle get special care, much more than the old-time range cattle that were allowed to run wild until round-up time. You see, Mr. Wallace raises these Herefords for breeding, and if they get temperamental once in awhile-well, "you can expect temperament from such aristocrats," he concedes pridefully.

There are horses on Glencrest Farm, too, but the most important ones, naturally, are a herd of 16 shetland ponies that Mrs. Wallace calls her very own. She pets and babies them, and even the head man (who is all of 35 inches tall) loves her; although he is quick to let all and sundry know he IS head man of that herd!

Mr. Wallace is a marketing specialist and received his degree in agriculture from Kansas State College. He was reared in Siloam Springs, and he and Mrs. Wallace have a son, a daughter, and three grandchildren. He has served as County Agent in Sevier County; was marketing specialist with the Extension Service of University of Arkansas for 2 years; farm marketing agent for the Missouri Pacific Railroad for 10 years, developing various new agricultural industries; acted as president, director, and manager of Arkansas Orchards, Inc., for a number of years; and has been operating Glencrest Farm since 1943.

He is a quiet, unassuming person with a heart full of friendliness for his fellowman. He is a good listener and you can bet he seldom misses a thing. When our five-man Commission was appointed in 1953, it was Mr. Wallace's fortune to draw the 10-year term—so we can count on having him with us for another 8 years.

"I like to think of the Highway Department as a large plant, the biggest business in our state," Mr. Wallace illustrated in a recent interview. "But unlike most large plants, we do not represent one man or group of men, we represent all of the people of Arkansas."

He continued enthusiastically. "Because of the Mack-Blackwell Amendment, we can operate as an efficient industry with no change each 2 years. The personnel can feel secure in their jobs and make a career of Highway work. Through the next 8 years, I hope to see and recognize the faces of the same men serving the Highway Department that are with us today."

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WHY LIVE IN ARKANSAS - - -

by Miss. Willie A. Lawson

Arkansas State Highway Commission

This article was taken from an address given by Miss Lawson at the Woman's City Club luncheon on April 8. You will find that her reasoning about our state echoes the feeling in most of our hearts

Why live in Arkansas? Oh, there are so many, many reasons. And I say, sincerely, to all people, if you want to live, love, grow rich in friendships, prosper, and be happy—then live in Arkansas.

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As for statistics, I can tell you that Arkansas has 53,102 square miles within its borders and a population of 1,900,000 people. There are 423 school districts in our 75 counties, whereas 20 years' ago we had 3,122 of these districts. The counties range in population size from 5,978 in Perry County to 196,685 in Pulaski County and there are approximately 10,000 miles on the state's highway system. During the last war, Arkansas operated 5 of the largest arsenals in the United States and preparations for 2 huge air bases are well underway at the present time.

Arkansas has a long and successful record in agriculture. It ranks third in cotton production and second in yield per acre. It ranks third in rice; sixth in soybeans; fourth in snapbeans; third in spinach; fifth in peaches; and is listed among the top states in watermelons and apples. It is a leader among the timber states, having pioneered "tree farming" or growing timber as a crop; and is reported to have more forest land under growth and cutting management than any other state in the nation.

You may be impressed to know that our state has a world's record in mineral wealth. Of the fuel minerals we have per troleum, natural gas, coal, and lignite. Among the metal minerals we have aluminum ore or bauxite, mercury, manganese, zinc, and lead. There are numerous nonmetal minerals to be found in Arkansas such as barite, gypsum, limestone, mica, glass sand, marble, and some 50 others.

The state's water supply has tremendous potentialities with only a great need to develop and conserve our spring-fed lakes and streams for navigation, irrigation, and hydroelectric power. There are nine highland streams in Arkansas, among which are the White, the Ouachita, the Arkansas, and the Red Rivers; and then there is the Mississippi River as our eastern border line.

Arkansas has, probably, the greates recreational potential to be found any where because of the variety of type which can be offered, such as: fishing hunting, swimming, boating, horsebac riding, water skiing, hiking, and jus plain sitting! The state can boast of three mountain ranges—the Ozarks, the Bostons, and the Ouachitas; two of America's National Forests—the Ozar and the Ouachita; the oldest National Park in America—Hot Springs; and some

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eight state parks besides numerous park areas; and hundreds of private resorts all over the state.

Many other interesting things could be added to these facts, for example: the fact that 3 years' ago. 237,000 voters said. "let's take our Highway Department out of politics" and did it! Since that time we have had 2 governors and 2 legislative sessions, all of whom have honored the mandate of the people and encouraged the Department to build Arkansas a system of roads of which it can be proud. You'd be pleased over the achievements and forget the figures, so suffice it to say this IS being done and we are grateful.

WHERE THERE'S 'AIR TO BREATHE

But I say to you, if you want to: hunt duck, deer, quail, or squirrel-live in Arkansas; catch bass, crappie, bream, white perch, spoonbill cat, gar, or even alligators-live in Arkansas; have access to a Jewish synagogue, Catholic cathedral, or any of the churches of the Protestant faith-live in Arkansas; send your children to 12 years of public school and 4 years of college plus a year of graduate work, or obtain training for doctor, dentist, lawyer, engineer, or any of the various professions-live in Arkansas; and have access to Chicago, New York, California, Florida, or the Gulf-live in Arkansas and fly from Adams Field.

Instead of the crowded areas and constant confusion of a congested industrial state—live in a little-big state where industry and agriculture share the development program and are still on speaking terms. Where there are a great many "wide open spaces" and breathing God's air is still free. Where you can get efficient connection with Washington in 30 seconds and yet know the telephone operator well enough to ask about the children. Where you can start after breakfast at the State Capitol and eat lunch in any corner of the state. Where you can reach the curative waters of a natural hot spring in 4 or 5 hours from any town in the state. God did more than His part in natural resources for Arkansas, and the people are finally awakening to their responsibilities in putting these resources to use.

You may have been impressed with some of these facts and figures about living in Arkansas. You may have, for the first time, come alive to the great opportunity that is yours by living in Arkansas and you are already impatient to be up and at it to help make Arkansas what it was born to be. I concur. but....

As for me, I love to live in Arkansas because of its people. There is someone in every single one of the 75 counties whom I know and believe in. In many of the counties there are men and women who went to school to me years ago. There are employees of the Highway Department who have come alive for me during the last 2 years and are individuals doing a great job for Arkansas. There are teachers, hundreds of them, whom I have known and loved and worked with. My life has been enriched by the friendship of many people in school, civic, business, and church groups and I am a part of all I have met.

To me, Arkansas' greatest wealth lies in the hearts and lives of her citizens. To you, it may be any number of things. Why live in Arkansas? Why, whatever you seek may be found right here in Arkansas!

MAINTENANCE AIMS APACE

Our Director, assisted by A. G. Rives, conducted an all-day meeting and work conference of the Acting District Engineers and District Maintenance Superintendents at Little Rock March 18. This meeting was held for the purpose of correlating ideas on the best methods of increasing productivity with maximum efficiency, in preparation for the tremendous task which will be accomplished this year.

Very little, if any, question was left for conjecture as Mr. Eldridge discussed the year's maintenance program in its entirety with these key members of our organization. It must have been with warm assurance that they returned to their Districts after that conference—the security of specific knowledge of what is confidently expected to be achieved! Such meetings can only tend to create a determination to dig in and bring about the fulfillment of the desired results.

In addition to the regular routine work and the 243 miles of secondary roads to be surfaced this year with the finishing process being done by the Maintenance forces, the discussions encompassed such subjects as the clean-up, paint-up program; dressing up Maintenance Area Headquarters; cooperation and coordination with local interested groups on roadside development; efficient maintenance of rights-of-way; and the completion of long-range plans of which this year's "pioneering" is merely the beginning.

After the main meeting, Mr. Eldridge conferred with each member of the group, individually, to discuss the plans and projects for his particular District.

PREVENTABLE ACCIDENTS

DISTRICT 7 is leading the field for the first quarter of 1955 with a wonderful record of NO ACCILENTS. Congratulations District 7! District 10 and Little Rock tied for second honors with two accidents each. District 8. District 9, and Jackson-ville are in third place with four each.

Accidents resulting in injuries to Department employees during the month of March are listed below. These 18 accidents added to the 32 which were reported in January and February, bring our total up to 40 for the first quarter this year. Let's try to reduce the total number of accidents for the next quarter.

DISTRICT 1 — NONE
DISTRICT 2 — TOTAL 2

3/22, injured toe unloading lumber. 3/31, leg burned from ignited gas.

DISTRICT 3 -- TOTAL 4

3/1. hand burned by hot asphalt. 3/8, injured foot on nail. 3/15, cut in head from dragline. 3/23, iron struck arm.

DISTRICT 4 --- TOTAL 3

3/2, vehicle accident. 3/23, hammer blow on thumb. 3/28, concrete chip in eye. DISTRICT 5 TOTAL 2

3/4, back injured. 3/22, foot crushed.
DISTRICT 6 — TOTAL 1

3/24. vehicle accident.

DISTRICT 7 — NONE
DISTRICT 8 — TOTAL 1

3/9, damaged right eye.

DISTRICT 9 ___ TOTAL 1

3/21. foot injured in fall.

DISTRICT 10 — NONE
LITTLE ROCK — NONE
JACKSONVILLE — TOTAL 2

3/2, hand bruised. 3/18, back injured

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eight state parks besides numerous park areas; and hundreds of private resorts all over the state.

Many other interesting things could be added to these facts, for example: the fact that 3 years' ago. 237,000 voters said, "let's take our Highway Department out of politics" and did it! Since that time we have had 2 governors and 2 legislative sessions, all of whom have honored the mandate of the people and encouraged the Department to build Arkansas a system of roads of which it can be proud. You'd be pleased over the achievements and forget the figures, so suffice it to say this IS being done and we are grateful.

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Instead of the crowded areas and constant confusion of a congested industrial state—live in a little-big state where industry and agriculture share the development program and are still on speaking terms. Where there are a great many "wide open spaces" and breathing God's air is still free. Where you can get efficient connection with Washington in 30 seconds and yet know the telephone operator well enough to ask about the children. Where you can start after breakfast at the State Capitol and eat lunch in any corner of the state. Where you can reach the curative waters of a natural hot spring in 4 or 5 hours from any town in the state. God did more than His part in natural resources for Arkansas, and the people are finally awakening to their responsibilities in putting these resources to use.

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VEHICULAR PERMITS REGULATIONS

The Highway Commission approved the adoption of the following Minute Order, effective April 13, which ensures a uniform policy of control over the issuance of vehicular permits for the safety and convenience of the general public and the protection of the State Highway System

Under the provisions of the statutes with particular reference to Act 98 of 1955, the following limitations on issuance of permits and movement by Special Permit are hereby adopted as a governing policy by the Arkansas Highway Commission:

The applicant shall agree to the following conditions and restrictions in accepting the permit:

In consideration of the granting of a permit the applicant shall assume full responsibility for any damages to the roads, bridges, persons or private property resulting from the movement and warrant that this liability is covered by insurance in companies authorized to transact business in the State of Arkansas.

OVERWIDTH VEHICLES

- 1. Movement of overwidth vehicles and/or loads shall be in daylight hours only and then only when visibility is good.
- No overwidth load shall follow another overwidth load closer than 1,000 feet.
- 3. If load is 12 feet or wider, a guard car shall accompany the load to warn traffic front and rear.
- Maximum overall width of load shall be 20 feet or less based upon condition of road and volume or type of traffic.
- 5. The maximum in 4 above may be exceeded only when an emergency exists and then for short moves based on the degree of the emergency.

OVERLOADS

- Vehicles shall be loaded in a manner to evenly distribute the load insofar as possible over all load carrying axles.
- 2. It shall be the policy of the Commission not to issue a permit for a load in excess of 25,000 pounds on a single axle or 45,000 pounds on a tandem axle.

HOURS OF MOVEMENT

- Movement of oversize and/or overloaded vehicles shall be in daylight hours only and no movement shall be made on Saturdays, Sundays, or Holidays, excepting in real emergency.
- 2. Permits for emergency movement on Saturdays, Sundays, or Holidays are to be issued only upon the applicants statement of the nature of the emergency, provided that the permit shall be issued or withheld at the sole discretion of the Arkansas State Highway Department based on the seriousness of the emergency and the volume and type of traffic.

TRAFFIC & MOTOR VEHICLE REGULATIONS

All movements by Special Permit for overloaded and/or oversize vehicles shall comply with the Arkansas Statutes regulating movement of vehicles over Arkansas Highways with particular reference to license laws and laws governing the movement of vehicles when operating for hire.

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AROUND THE BUILDING

Congratulations to Charles Emrick,
Job Superintendent in District 6, whose
prompt action in applying artificial respiration saved the life of a fisherman
who fell in Old River near the Willow
Beach Club on March 28. We are all very
proud of you, Charles.

* * * *

Cecil S. Lynch, Herbert Eldridge, Ward Goodman, and Fred J. Herring were in Fort Smith, March 29, for a cooperative conference with the City Planning Commission.

* * * *

A. W. Hardy. Utility Engineer and president of the Mid-South Section of the American Society of Civil Engineers, presided at the Society's spring meeting in Vicksburg. Mississippi, April 15.

* * *

Ward Goodman and George Fry were in Houston, Texas, April 5 through April 8 to consult with an engineering firm to evaluate their capacities for producing plans and to inspect the expressway construction in the Houston area.

* * * *

L. C. McCain made a trip to Sikeston, Missouri, March 17 to contact Missouri Highway officials regarding final estimates on a construction job.

* * * *

A Safety Manual is being prepared for distribution to each individual employee of the Arkansas Highway Department the first of July. All employees will sign for their Safety Manual and will be expected to use it in their daily work. Let's hope that we can cut our accident rate to an all-time low.

The employee's Service Pins and Certificates of Merit should be ready for distribution within the next 2 months. The contract for the pins was awarded to the Emblem and Badge Manufacturing Company of Providence. Rhode Island, who made the lowest and best bid. This company has informed us that they will be able to make a partial delivery by May 15. The Democrat Printing and Lithographing ed Company of Little Rock is producing the Certificates of Merit.

There will be a special presentation of awards for those employees who have served the Arkansas Highway Department for 25 years or longer. Arrangements are being made for the Highway Commissioners to present the awards in Little Rock on Commission Day in June.

The Personnel Division employees have been working like little beavers on the service records for several months. This has really been a complicated task as some of the records go back as far as the 1920's, with lay-offs, re-employments, transfers, leaves of absence, and the like; but everything possible is being done to authenticate all service data. It is hoped that errors will be few, but should there be an error on the service accredited to you, please try to understand and lend your cooperation in clarifying the error so that the necessary adjustment can be made.

Announcement will be made of the exact date of distribution. After the Certificates have been received there will still be a tremendous amount of work to be done on them for individual hand lettering.

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Party Line Parade of sail vinos

HEADQUARTERS—

BRIDGE DESIGN DIVISION

Norma Monroe - Reporter

Congratulations are in order for Bert and Sue Rownd on the arrival of their daughter. Carolyn Sue. April 2. Carolyn ue weighed 8 pounds and 1 ounce. The Rownd's also celebrated their wedding anniversary April 5, so you see this is a very special month for them. May you have many more happily married years together.

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We spread the welcome mat to William I. (Bill) Rainwater who joined our office force March 15.

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We send our very best get well wishes to Walker Haigh who is on the sick list ugain. We are all pulling for you, Walker and hope that you will be back on the job with us real soon.

* * * * * * * * * *

Our hearty congratulations to Mr. and Mrs. A. J. Bonner who celebrated their wedding anniversary on April 14. We offer our very best wishes for many more happy years together.

We are sorry to report Harold and Hazel Bastian are both on the sick list. We understand Hazel is improving rapidly and doing a good job taking care of Harold who suffered a heart attack and consequently will have to take it easy for a while. We all miss you, Harold and wish you a complete recovery soon.

RIGHT-OF-WAY DIVISION

A .C. down as yo Nancy Sipe - Reporter

We were sorry to lose Gip Robertson who was drafted into Uncle Sam's Army March 10. The office force had a going away party for him on March 8. Our very best wishes go with you, Gip, and we will be looking forward to seeing you when you are home on leave.

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F. C. Bogart and his family moved back to their home in Forrest City March 17. They have been living in Little Rock for a number of years.

School Calf Town Wily Sum & choot, ande

We are happy to spread the welcome mat to Remond Schafer and Al Saunders who joined our Highway family recently.

Congratulations to Luther Bearden who became our newest grandfather March 23 when his grandson, James Robert, was born. The proud parents are Jim and Norma Jean Bearden of Fayetteville. Little James Robert weighed 6 pounds and 12 ounces.

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Richard Hart and Tom Hooker, our attorneys, attended the Institute on Practical and Legal Problems in Condemnation and Appraisal February 14 through February 16 in Dallas. This was the first study course of its kind in the nation and was sponsored by the Southwestern Legal Foundations and American Institute of Real Estate Appraisers.

-13-

ADMINISTRATIVE DIVISION

Betty Lone - Reporter

ACCOUNTING DIVISION

Jimmy Zinn - Reporter

Congratulations to our Director who celebrated his birthday on March 13. A luncheon was given in his honor at Hank's March 11, with the girls from his office and Mr. Scott's office attending. Many happy returns to you, Mr. Eldridge.

* * * *

We were happy to see Kay Stroud, former secretary for the General Counsel, when she visited our office with her little son, Brad. Brad stole all the girl's hearts with his smile and personality.

* * * *

Tommy, son of Pat Denson, and the other member of the North Little Rock High School Golf Team, Billy Zimmerebner, made a clean sweep of big 7 championship honors April 1. They won the 1955 trophy for their school, and individual trophies in posting medalist, team, and low ball scores. Our congratulations, boys.

Ferol was happy to have her sister and family, Helen, Charles, Jane, and Craig Pattison for a visit recently. The Craig's moved from New York to Selma, Alabama, a few months ago. A luncheon was given for Helen at Island X March 25 with Betty, Joyce, Ferol, Margie, and Pat attending.

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Congratulations to Betty and Cecil who celebrated their twelfth anniversary March 12, and to Pat and Paul Denson who celebrated their twenty-second anniversary April 3. We offer our very best wishes for many, many more.

The bobcat episode fostered by Gus
Powell is now official. For the benefit
of all those who may or may not have
doubted the kill Gus' grandson made in
Monroe County, Gus produced the magnificent trophy beautifully done for wall
display. Full head and skin with claws--a
splendid specimen. Needless to say, Gus
is quite proud of it -- and none but admiring glances came from all who saw it.

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The future book on our 1955 Razor-backs has been offered for pro and con discussion. John Covington, acting as a committee of one, caught a full view of the varsity come fall. He reports the potential is there and from the spirit and apparent know-how shown we may look forward to another good season of foot-n h ball. John and family made a visit to ar Fayetteville for the final Spring practice game on March 26.

* * * *

Just to prove that all's well that?
ends well and into every sportsman's life
a bit of sunshine may fall, Pat Pattillo
chose what he thought would surely be a
bad day but was rewarded with a full
limit string of Lake Conway's finer bass.
Congratulations, Pat.

EVERY DAY THINK

ACCIDENT PREVENTION

-111-

MATERIALS & TESTS

Julia Halliburton - Reporter

Joe Irwin and J. T. Pendergrass have returned from 2 weeks' military leave with the Navy. Joe was stationed at Davisville. Rhode Island, and J. T. at Port Hueneme, California.

* * * *

We are happy to report that Alton Beard's son, Travis, is back on the job after recuperating from the mumps.

* * * *

Thornton Rowe and his wife spent an enjoyable day at the races with the Senators and their families. They made the trip on a chartered bus, the Scenic Reviser, and had a wonderful time.

* * * *

Our sincere, though belated, happy birthday greetings to Carter Howard.

We are happy to welcome Guy T. McHenry who joined our forces on April 4.

* * * *

Neil Roach's wife, Lois; has been ill with the flu but we are glad to report that she is much better now.

* * * *

Congratulations and best wishes to the following who are celebrating birthdays this month: Carl Frederick, James Taylor, Frances Roller, and J. L. Owens.

* * * *

We are happy to see the contractors, plumbers, carpenters, and electricians buzzing around our building. This means it isn't going to be long until we will be in our new office. We are all anxious.

We can now include Hays Medlock and Henry Schneider in our TV round table discussions. They are both the proud owners of TV sets. Congratulations.

* * * *

Frances and Irwin Roller enjoyed a day of fishing recently at Nimrod and caught 16. You should hear Frances tell about the ones that got away.

* * * *

Julia Halliburton enjoyed a visit with her father in Heber Springs recently.

We are happy to have Bob Donham back on the job with us after being on the sick list for a few days.

* * * *

We are also glad that Carroll Cato is able to be on the job again after recuperating from an injury received while working at Walnut Ridge.

* * * *

Frances Roller was entertained on her birthday by a luncheon at Island X given by Julia Mae and Birdie.

* * * *

Vacations are coming up now and Ray Orrell is starting his April 11 and E.L. Wales the 18. We didn't get a report on where Ray is going but Mr. Wales will be spending his time in Ft. Meyers, Florida, doing some fishing.

* * * *

We offer our deepest sympathies to Ed Rowe and his family in the loss of his stepmother and to Joe Irwin and his family in the loss of his father-in-law. May God in His own loving way bring comfort to them in their time of sorrow.

STATISTICS & ANALYSES DIVISION

Headrick and Hume - Reporters

Congratulations to Katie Gardner who is moving into her new home located on the Taylor Loop Road (lover's lane) west of Little Rock. Everyone is invited to come out and look the "little white house" over. We all wish you happiness in your new home. Katie.

* * * *

Mr. and Mrs. H. A. Schmieding are visiting their daughter and family in Lake Charles, Louisiana. Mrs. Schmieding is recuperating from a recent operation.

* * * *

We are happy to announce that Jane Huff is back with us following a long stay in the hospital.

* * * *

The afternoon of All Fools' Day brought a very pleasant little joke indeed to our Division—A Baby Party! Some babies too! The honorees numbered two debutantes for the 1973 season, Miss Jema Jean Taylor and Miss Dana Lynn Johnson, along with two beaux of the same period, John Wm. McDermott and John Wm. Newman Headrick. Among the older set, Miss "Becky" Looney was the reigning belle. Nebraska's husky 8-week-old son, Harry, was very cute, cool, and collected through the party. While the mothers sat patient and neglected, grandfather and grandmother Herring, Aunt Ann Signorgcci, Papa Bill Headrick and Papa Ed Johnson beamed with pleasure as everybody oh-ed and ah-ed. The S & A girls served refreshments and presented gifts to each young quest.

Asa McCord announced with pride the arrival of a 6-pound 8-ounce grandson born at the Baptist Hospital in Memphis. Robert Andrew greeted his parents, Mr. and Mrs. Robert Jackson on April 12.

* * * *

We are happy to have L. D. Huchingson back at work with us after several months on the convalescent list.

* * * *

Johnnie Beavers entered the New V.A. hospital April 18 to have some oral surgery done. Have a good rest and a quick recovery then hurry back, Johnnie.

* * *

Margaret Wohrman recently spent a pleasant week visiting homefolks and friends in around Paragould.

* * * *

Mignon Francis, who works in what is coming to be thought of as the Arctic areas of Arkansas, left his igloo long enough to pay us a brief visit recently.

MAINTENANCE DIVISION

Dorothy Jean Britton - Reporter

Ceceil Byrns spent an enjoyable 10-day vacation with her older son, C. W. and his family in Reseda, California. She drove out with her younger son, Bob, and his family. They visited many points of interest including Hollywood and Vine Streets in Hollywood. Sounds wonderful!

* * *

We are glad to report Mrs. A. G. Rives is improving from a severe case of bursitis. We offer our best wishes for her continued improvement.

PERSONNEL DIVISION

Hazel Norman - Reporter

Congratulations to Sarah Neel who celebrated her birthday April 1. The girls from the office as well as other friends really s'prised her with gifts. Daisy Conley baked her a birthday cake in the form of a book which was very beautiful had artistically done. Among the gifts received was a pretty pink corsage. May you have many, many more happy birthdays, Sarah.

* * * * *

Your reporter visited in Monroe, Louisiana, with her sister, Delia Mann, recently and while there motored to Vicksburg, Mississippi, to see Faye and Jim Early. The Earlys are newly weds and Jim is the Commodore of the Yatch Club in Vicksburg. We motored up and down the liver for about an hour in his Yatch, and when visited the world's largest Barge, which was given the City of Vicksburg as a Museum. Our thanks go to the Earlys for most enjoyable day.

* * * *

Hess Gordon spent the Easter week end in Texarkana visiting her daughter-in-law. Babs, and little granddaughter, Debbie. She was delighted over the way Debbie has grown. Hess had also anticipated seeing her son. Sgt. Clarence Gordon, but was disappointed when his leave was cancelled at the last minute.

* * * *

We are glad to have A. J. Holland back with us again after a seige of allness. We certainly did miss you, Jeff. Luther Squires, our custodian, went fishing recently with a group of men and had the misfortune of falling in the river. He reported to have had such a large fish on the end of the line it threw him overboard. We wonder???

* * * * ***

Jackie Wallace spent the week end in Memphis recently visiting a friend and reported having had a wonderful time.

REPRODUCTION ROOM

Lucille Huffstutlar - Reporter

N. J. Carter is mighty happy to have his wife back home from Georgia where she has been visiting their son and his family. Mr. Carter really appreciates her wonderful home cooking after batching during her absence.

Texas , Test was a warman a

We are all happy to have Patsy Hebb back on the job with us after 3 weeks of absence. Patsy underwent major surgery at St. Vincents Hospital on March 29. We missed you, Patsy.

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Congratulations to Mamie and Fred Fanning who moved into their new home at 924 "H" Street, Park Hill, on April 8. We all wish the Fanning's much happiness in their new home.

* * * * * * * 1 1000 100

We are glad to welcome Gwen Orsburn to the Highway family. Gwen's assistance has been of great benefit to us — we were snowed under, and with Pat gone! You can imagine the tremendous work load on all of us.

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EQUIPMENT AND PROCUREMENT

L. C. "Jack" Brown - Reporter

Martin V. Jackson, who has been ill with pneumonia for 3 weeks, returned to work March 8. Welcome back, Martin, we all missed you.

Mr. and Mrs. W. K. Heard motored to New Orleans March 12 to see their son who is stationed there. After an enjoyable visit they returned home March 15.

The Cox twins, Vickie Kay and Rickie Ray, are both home from the hospital now and doing fine. I'll bet the Cox household is a mighty busy one nowadays.

Bennie Renda reports having enjoyed a visit with his daughter in Houston, Texas, the week of March 28.

Doc Marrett was ill at home from March 24 to March 30. Glad to have you back on the job with us. Doc.

We are glad to have P. L. Harris back with us after being away from work 2 weeks because of a strained back.

We are also happy to have Charlie Stewart back on the job. A virus germ got Charlie down.

We were sorry to lose Eva Sue Fuller who resigned effective March 24 to take a job as receptionist for Dr. Johnson at Jacksonville. Good luck on your new job, Eva Sue.

COUNTY PROGRAM

Zelda M. Riggs - Reporter

We are happy to welcome to our office force: Carl Pendergraft, in charge of the drafting of plans; Max Hall, draftsman; and Scott May, junior draftsman. Glad to have you fellows and we hope you will enjoy working with us.

Your reporter is planning a long awaited trip to Texarkana to visit her son and family, Neo and Freeman Johnson and little granddaughter, Martha Sue, who is 10 months old now. Not being prejudiced, of course, I can only say that Martha Sue is about the smartest, prettiest, most lovable 10-month-old granddaughter in the whole world!

MARCH PUZZLE SOLUTION

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DISTRICT I

Dick Ethridge - Reporter

Congratulations to Mr. and Mrs. Jessie R. Andrews who are the proud parents of a baby boy, born March 6. The little new arrival was named Donald Jean.

* * * *

While we are giving out news about new abies...Bill Vickers stopped by our office to tell us their "latest addition" was given the name, Deborah Jean. Glad you stopped in Bill, since we didn't have that information available for the last issue of our magazine. I found something else Bill likes to talk about as well as his new daughter, and that is fishing. Living in Marianna near Bear Creek he would almost have to like fishing because it's reported that 2-pound crappie are caught from Bear Creek Lake.

* * * *

More hearty congratulations are in order, and this time for Mr. and Mrs. Jake Eslick, who are the proud parents f a new baby boy.

* * * *

We have a good idea of how William Hicks will be spending his evenings now since he is the owner of a brand new television, Congratulations, William,

G. E. Nunnally, District maintenance superintendent, made a business trip to Little Rock on March 18.

W. A. Simpson is sharing the joys of a new '55 Ford along with his daughter. Happy motoring to you both.

James Hamilton has had his favorite hat cleaned and blocked and we unanimously submit his name as best dressed assistant District maintenance superintendent.

* *

We are very sorry to hear of the serious illness of Lindwood Doss' father. We offer our best wishes for improvement soon.

DISTRICT 3 HOPE

Olive Jackson - Reporter

Pauline and George Stroud are happy to have as visitors their son, Airman 3rd Class Richard Stroud; and their daughter and son-in-law, Sqt. and Mrs. William H. Vines. Richard has just completed his courses at the Communication School in Chevenne, Wyoming, and will be stationed in Alaska. Sqt. and Mrs. Vines are also on furlough from Fort Bliss, Texas.

* * * *

We are glad to report that Hiram Hatfield is recovering beautifully from an operation due to an injury and will soon be able to be back on the job.

* * *

Congratulations to Mr. and Mrs. N. R. Whitten who are the proud parents of a daughter, born March 17.

Sgt. Bob Haynie, son of Loyd and Lula Haynie, who has been stationed with the Armed Forces in Paxton, Illinois, is now out of the service. He and his wife, Ida Rae, are enjoying a wonderful visit with Bob's parents before he enters the University of Arkansas. Our best wishes go with them both.

DISTRICT 3-continued

We are happy to report that Charles Carter of Murfreesboro is back on the job with us after quite a bout with pneumonia.

* * * *

Your reporter thoroughly enjoyed a recent visit from her niece. Mrs. Robert E. Fleisham of Riverside, California.

* * * *

We extend our sincere sympathies to the following employees and their families who suffered the loss of loved ones during the month of March: Albert McElroy in the loss of his father and mother, Mr. and Mrs. Wade McElroy of Centerville. Mr. McElroy passed away on March 28 and Mrs. McElroy March 30; Lester Purtle in the loss of his mother, Mrs. Willie Purtle of Prescott; J. M. Starks in the loss of his brother, George Starks of Little Rock; W. C. Beck in the loss of his grandmother, Mrs. Charley Beggs, Rock Wall, Texas: and Edward Bonds in the loss of his uncle. Edgar M. Bonds of Blevins. May God in His own loving way bring comfort to them in their time of bereavement.

Reported the DEADLINE for May issue is MAY 9

DISTRICT 4

FT. SMITH

Faye Carter - Reporter

We are happy to welcome the following new employees into the fold this month:
S. C. Haller, Logan County; Donald Ray Stovall, Montgomery County; C. C. Mathis, Scott County; and Mayo Law, Sebastian County. We are also glad to have backwith us three re-employees: Rame Medlock, Franklin County; C. B. Basham, and J. O. Martin, Sebastian County.

* * * *

Hazel and Nealy Parker and family ("family" being 19 fox hounds) moved to Alma recently. To add to their enjoyment. Nealy's mother is visiting them from Hobbs. New Mexico.

* * * *

We are sorry to report Grif Liles has been in the hospital for about 2 weeks. We all miss you Grif and hope to see y back on the job real soon.

* * * *

Congratulations to Mr. and Mrs. Jack Dunn. They are the proud parents of a pound 3-ounce bouncing boy, born March 20. The young man's name is Jack Woodrow, Jr.

* * * *

Anne Hammock, payroll clerk, has been on vacation since the last news report for our magazine. She had a wonderful week in New Orleans, sight seeing and shopping. Anne was loaded down with new clothes and she said. "Ooh, what we say!"

* * * *

We here at District 4 sure are proud of our bridge crew. The reason being a new loading dock that is really a wham-dinger.

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DISTRICT 8

RUSSELLVILLE

Margaret Hamm - Reporter

Mr. and Mrs. William C. Fry of Atkins enjoyed a recent visit with their son and daughter-in-law, Mr. and Mrs. W. C. Fry Jr., of Springfield, Missouri.

* * * *

Some time ago Dick Bryan, our bridge breman, supplied all his neighbors with enough fish for a fish supper. He is one of our super fishermen and makes his most successful catches on Ouachita and Fourche. Dick enjoys both fishing and hunting and hopes to spend more of his free week ends on some shady stream.

* * * *

Mr. and Mrs. J. N. Hice and family recently moved to Russellville, and are occupying the house at 406 Knoxville Street. The Hice's were residing in oreland. We hope they will be very happy in their new surroundings.

* * * *

Mrs. Gene Perkins, daughter of Mr. and rs. H. V. Eggleston, underwent major surgery February 21, in Little Rock. The Eggleston's were with her for a few days after the operation and report she is getting along fine, which we are all glad to hear.

* * * *

Congratulations to Helen and Stural Cowan who celebrated their 25th wedding anniversary February 23. Not forgetting this date marked their Silver Anniversary. Stural presented his wife with a very beautiful silver platter. Best wishes for many more happily married years together.

Mr. and Mrs. Ed Gardner were happy to have their son, David, and his wife with little grandson, Davie, Jr., as visitors for the past month. David was transferred from Orlando, Florida, to Nashville, Tennessee, where he is the district manager for the City Service Oil Company. Davie stayed with his grandparents while his mother and father went house-hunting.

Rev. and Mrs. U. L. Gray with their children, Judy and Danny, spent the evening of March 8 at the home of Mr. and Mrs. Bill Romine at South New Hope, where

they enjoyed a wonderful fish supper.

Mrs. G. D. Taylor, Jr. and her son, G. D. III, of Little Rock, spent the week end recently with Mr. and Mrs. Roy Taylor and children, Doy. and "Stuff."

* * * *

Dale Walker, Jr., who is working in Witchita, Kansas, spent a recent week end visiting his parents, Mr. and Mrs. Dale Walker, Sr., of Pottsville.

* * * *

Around this time of year "gardening" is a popular topic on which to talk and most every one around here is planning a garden with the hope that we will not have another scorching summer. Along this line, Sherman Moore has asked to pass a hint to Cecil Gilmore and Clyde Miller telling them they can sign up for free garden seed.

* * * *

A "Happy Birthday" to Tom Turner, who celebrated his birthday on March 11. Congratulations, Tom.

DISTRICT 10

Tennie Proctor - Reporter

We hear H. O. McFall, our mechanic, is getting a new addition to his family May 21. No, the stork isn't paying him a visit, his daughter is getting married and he is gaining a son. We send our very best wishes for a very happy marriage to the young couple.

We are sorry to report that J. C. Perkins' sister is critically ill. We send her our very best wishes for improvement and a complete recovery soon.

Yours truly celebrated her second weding anniversary March 25. It could have been a happier one had my husband been home instead of at Alameda, California, where he is stationed with the Navy.

We were glad to have Ed Orsini and Bill Hayes with us for a visit recently. We invite them to visit with us again soon.

Double congratulations to William O'Quinn, our equipment supervisor, who is the proud grandfather of twins. A boy weighing 5 pounds and 3 ounces and a girl weighing 4 pounds and 5 ounces.

THIS MONTH'S COVER

We are indebted to Ann Signoracci, cartographer in Statistics and Analyses Division, who "dreamed up" the sketch for our April cover. Many thanks to you, Ann, your effort is definitely appreciated.

JEST FOR FUN-

by Jimmy Zinn

As the little porcupine said when it backed into the barbed-wire fence. "Oh, is that you. mother?"

I ran into an old friend of mine whom ! hadn't seen for many years. "Why George," I said, "you've changed so much! What makes you look so old?"

"Trying to keep young, " he answered. *Trying to keep young? " I queried.

"Yes," was his gloomy reply. "Nine of them. "

The lady stepped off the scales with a perplexed expression on her face, and turned to

"well," he said, "what's the verdict,

honey, just a bit overweight?"
"Oh no," replied sweetie-face, "but according to that height table printed on the front there I should be about six inches taller. "

"How come you never got married?" the man of the house asked his middle-aged hired man. woman won't bite you."

"No, " the hired man agreed, "but some or them I've seen sure can gnaw."

The lady of the house instructed the new cor to be sure and dice the beets for dinner After four hours of ardent effort the cook came to the mistress and said, "Ma'am, cuttin' them beets up is pretty easy, but puttin' all them black dots on 'em has got me. "

"Is she a natural blonde or a platinum blonde?"

"Neither. She's a suicide blonde." "A suicide blonde -- what's that?" ...Oh, dyed by her own hand.

If you drive recklessly you're not right and may not even be left.

and just to prove that our heart is in the right place a Happy Income Tax to you, too.

AHD CROSSWORD PUZZLE

by J. W. Marshall

Here's a juicy puzzle for you! Only one correct answer and you'll have a month to be right, wrong, or indifferent! The solution will be in May magazine. Let us know if you like this type.

ACROSS

- 1. Horse, ox, and man use it on their feet
- 3. Foreign monetary unit
- 5. Historical river
- 9. It could make you dizzy
- · 10. Employment (unscramble)
 - 12. You could be all ...
 - 14. Feminine name
 - 16. ... it on luck
 - 17. Handle them properly 38. Precision beautifies it
 - . Why ... it there?
 - 21. You may be sensitive to the odors of them
 - ... are without faith It can bring ill will
 - 25. Pertinent to action
 - 27. They affect many things
 - 29. Often mentioned in war
 - 30. A number
 - 31. They are noticed by it
 - 33. A is sufficient
 - 37. The power of the was plainly felt
 - 38. Skilled work is needed to build it correctly
 - 39. Foolish words cause it to be a to friends

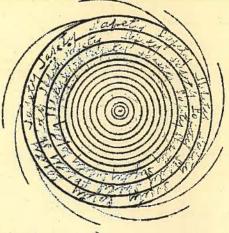
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DOWN

- .2. Lump on a tree
- 4. It was a
- 6. You can get it from hard work
- 7. Nothing
- 8. Use discreetly
- 11. Communicate
- 13. On high
- 15. Usually free
- 16. Employee can become
- 18. The value of
 - vary
- 19. ...covered

- 20. His uncertainty shows flaws
 - 22. This should not be broken
- 24. A small amount
- 26. An exclamation
- 27. Ill feeling can cause this
- 28. To ... up there takes work
- 32. Some will if worth while
- 34. Man's nickname
- 35. Famous president
- 36. A distress

BE RIGHT



BE SAFE

ACCIDENTS --- OCCUR

WHEN LEAST--EXPECTED

BE ALEAT?