

ARKANSAS HIGHWAYS



"Beauty fades,
fortune fails,
The leaves of
friendship fall,
But with unchanged devotion
Mother love outlives
them all."

May
1955

ARKANSAS HIGHWAYS

A Monthly Magazine for Employees of the
Arkansas State Highway Commission

VOL. III

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NO. 5

STATE HIGHWAY COMMISSION

Cecil S. Lynch, Chairman

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MAY CONTRACT AWARDS

Baxter. No. 126, Midway-U. S. 62, 6.207 miles blacktop to D.F. Jones, Little Rock
Carroll. No. 23, Eureka Springs-Missouri Line, 9.440 miles surfacing to Four Brothers, Inc., Sweet Home.

Columbia. No. 19, Macedonia-Louisiana Line, 10.801 miles Blacktop to Steinberg-Boyd Construction, Tulsa, Oklahoma.

Grant. U.S. 270, Poyen-Prattsville, 5.025 miles paving and bridge structures
D. F. Jones Construction, Little Rock.

Hempstead-Nevada. No. 4, Hope-Rosston, 12.577 miles blacktop to Campbell Construction, Shreveport, Louisiana.

Howard. No. 55, Saratoga-Mineral Springs, 9.096 miles, Miss. Valley Contracting.

Jefferson. No. 31, bridge and approaches, Fairchild Construction, Hattiesburg, Miss.

Johnson. U.S. 64, Clarksville-West, 3.999 miles blacktop, Reynolds & Williams, L.R.

Logan. No. 109, Paris-Magazine, 13.179 miles blacktop to Fell Vaughan, N.L.R.

Pepe-Conway. U.S. 64, Morrilton E and W and Russellville Sts., 8.54 miles resurface to Southeast Const., Pine Bluff.

Pulaski. U.S. 67-70, Benton-Little Rock, 64 miles grading and bridge structures. Little Rock Riverfront Drive, .513 mile clearing, grading, and paving, both contracts to Reynolds & Williams, L. R.

Randolph. Reflooring Black River bridge at Pocahontas, Bufton Construction, Hazen.

Washington. U.S. 71, Fayetteville-South, 5.7 miles resurfacing to Anchor Construction, Muskogee, Oklahoma.

Woodruff-Jackson. No. 33, Augusta-Tupelo, 12.224 miles blacktop to Memphis Stone and Gravel, Memphis, Tennessee.

Contracts subject to B.P.R. approval.

PREVENTABLE ACCIDENTS

33
28
8

DISTRICT 1 ----- TOTAL 3
4/22, injured back moving sign post.
4/21, injured foot loading lumber. 4/8, foreign body in eye hauling lumber.

DISTRICT 2 ----- TOTAL 2
4/26, steel mashed foot. 4/13 mashed foot

DISTRICT 3 ----- TOTAL 4
4/20, sign fell on hand. 4/14, nausea and dizziness from battery fumes. 4/28, hand pierced by wire. 4/28 wire in hand.

DISTRICT 4 ----- TOTAL 5
4/14, steel lodged in wrist. 4/26, mattock struck foot. 4/13, piece of wood in finger. 4/14, face cut in vehicle accident. 4/12, nail mashed off finger.

DISTRICT 5 ----- TOTAL 2
4/8, lacerated hand from blade on dozer.
4/25, bruised and infected foot.

DISTRICT 6 ----- TOTAL 2
4/25, end of cable stuck in left forearm.
4/19, legs injured loading lumber.

DISTRICT 7 ----- TOTAL 3
4/8, vehicle accident. 4/20, fractured rib, fell on jack handle. 4/25, vehicle accident, no description.

DISTRICT 8 ----- TOTAL 1
4/6, steel embedded in left hand.

DISTRICT 9 ----- TOTAL 5
4/19, crowbar hit head. 4/4, infected finger from thorn. 4/12, endgate fell, mashed finger. 4/21, falling concrete mashed finger. 4/9, sprained ankle.

DISTRICT 10 ----- TOTAL 2
4/20, lacerated eye lid. 4/27, mashed finger in endgate chain.

LITTLE ROCK ----- TOTAL 1
4/28, truck and car collision, no injury.

JACKSONVILLE ----- TOTAL 1
4/19, metal lodged in arm, driving pin.

OUR UNITED HIGHWAY DEPARTMENT

by Ward Goodman ^{BK}
Acting Chief Engineer

The mere fact that a series of work conferences have been and will continue to be held in our Little Rock office for field supervisors represents to me a "new deal" in highway operation. To my knowledge it has been only on rare occasions that our field men were invited to Little Rock for discussions and enlightenment pertaining to the work of the Highway Department.

No doubt, some of these men were in the Little Rock office for the first time. I hope that if nothing else is accomplished by this series of meetings, that the personnel learns that we are a united Highway Department; not a group of people working along different lines. I can remember when each employee was classified according to Plans, Construction, Maintenance, or "Brass," and in that way of doing business it seemed that each individual employee in each group was doing his job without much regard for the men in other classifications.

As an employee of the Highway Department, it is hoped that you will realize that although you may be classified in one branch of highway activity you are merely a specialist in that field and your interest in the over-all picture should spread to all other remaining Divisions. You may remember that not too long ago those in charge of plans prepared them sometimes without too much

regard for construction problems; the Construction Division, who then took the plans, did their work, usually changing plans and building projects without much regard for the Maintenance Division. The Maintenance Division then took over the project and by their actions, in some cases, did the maintenance in the way that required the least effort, sometimes destroying those items which had been carefully planned.

Maybe on one job, ditch checks had been provided, or guard fence posts installed, or some other item which, when mowing time came, were in the way and were removed for expediency or ease of mowing; even slopes of shoulders for superelevated curves were changed. The maintenance man had his job to do and did it with very little regard to the planning that had been done prior to the maintenance operation.

Now, it is a different story. In the very beginning of the planning of a project, a representative of the Plans Division inspects the proposed work and invites along with him the District Engineer in whose District the work is to be done. On this preliminary trip, suggestions are made by each and problems mutually solved according to the best information at hand during preliminary inspections. If the Planning Division has proposed something difficult to maintain,

the District Engineer has an opportunity to express his ideas at this time. After consideration, recommendations are usually adopted. Then, before plans are let for construction, members of the Construction Division are usually contacted for problems that might occur during the construction period. Before going further, the District Engineer is given an opportunity to inspect the final plans and his signature is required before taking bids on the project.

After a contract is awarded and at the conclusion of the construction project, a final inspection is made on which the District Engineer and usually a maintenance superintendent are invited. Their concurrence is required before a project is accepted as having been completed according to plans and specifications. Thus, this procedure forms a chain in which plans, construction, and maintenance are all united and all have a part in determining what is to be built. Never again should it be said by Construction that the Plans Division proposed things we can't build; nor the Maintenance Division say that the Construction Division builds things we can't maintain.

The importance of coordination and cooperation between all phases of highway work has been increased by the expanded activities in the various Districts. Maintenance men are no longer purely maintenance employees. The scope of the maintenance man's work has been expanded to include a great many projects which are categorized as construction...their bridge building and their road building constitute a large part of our over-all construction activities.

Realizing now that you are a member of a team in which plans, construction, and maintenance are all related, we invite you to take advantage of the expert help from those employed in other Divisions. The personnel in the Little Rock office are more than glad to help you with your specific problems. We are all here to accomplish the same goal, and in order to do this we must help one another as much as possible.

Have pride in your work and be sure that it is done in accordance with good engineering practice and judgment. As you go about your daily work, be alert for ideas that may be incorporated for future savings in money or in time. For instance, should you find a stretch of pavement that appears to be more difficult to maintain than usual, or is not giving the service that should be expected, don't merely put patch on top of patch but try to find out in your own mind what is causing the trouble and pass your findings on to your supervisor.

If there are details in the plans of bridges that you are building which are causing serious maintenance failures, don't just keep fixing them every day; instead, decide the reason for the problem and make recommendations for the elimination of the trouble. I assure you that those in the Little Rock office, or others, will consider your recommendations with an open mind and if practical will incorporate them in future work.

Continue the good work you are doing and let's show the world the wonders we can achieve through coordinated teamwork. This can be your contribution toward keeping Arkansas the Land of Opportunity.

LET'S SAVE MAN HOURS ---

Saving man hours is a MUST if we are to accomplish our objectives and reach the goal we have set. Don't belittle the importance of the work you are doing in your particular field of endeavor. Regardless of what your task may be, it is an integral part of the over-all pattern and it is a task which must be done in order to keep the mechanism of our organization in smooth running condition.

Think of the Highway Department as a giant machine with each component part doing its share in producing good roads and highways in Arkansas. Perhaps one little flaw will hardly be noticed...but one flaw, as a rule, will be detrimental to surrounding parts bringing about a slowdown of operation. Then, as more and more flaws appear, the slowdown becomes a breakdown; necessitating a complete overhaul with new parts replacing the old ones that failed to operate safely and efficiently.

But, come to think of it, who wants to be a flaw? And there will be fewer and fewer flaws in the productivity of our Department as each individual employee, realizing the importance of his job in the over-all picture, strives diligently to keep his particular part of the machinery in good working order.

There cannot be too much emphasis placed on the safety factor in saving man hours. Since only 2 percent of all accidents are unpreventable, then accidents come largely from errors; and errors can be corrected. Serious danger can result from unsafe practices, both to yourself and to your fellow workers. No one has to

tell you that you have been "taking a chance" either with your equipment or in the manner in which you go about your work...you know the answer.

Taking a chance is quite human but it can really pyramid. Think how cautious you were when you first tried that chance. It worked, so you tried it less cautiously the second time, the third time, and so so, until all caution fled. Now should the chances you have been taking all along result in an accident and pain, you might groan, "Why did this have to happen to me?" It didn't have to happen to you, and you could be lucky and sustain only a minor injury; then, again, the chance you took could cause grave disability or even cost you your life. No chance is worth that, is it?

Suppose the accident you had was a minor one. Let's take a look at the man hours that were lost due to your failure to be safety-conscious. First, your work is stopped; then, your fellow workers stop their work, either out of curiosity or to be of assistance to you; then, the foreman comes to your aid, taking time from his work; then, the superintendent, or someone, must leave the job and take you to a doctor to be sure you received no serious injury; and then, more time is used in filling out papers, giving a description of the accident and its cause. Could you, or anyone else, even begin to evaluate the actual time lost from this "minor" accident?

Let's save man hours by eliminating the errors which threaten our productivity. Think SAFETY, on the job and off. —HSE

WELL-KNOWN ENGINEER RETIRES

Howard Allen Schmieding, Sr., Assistant Engineer of Statistics and Analyses Division, retired from the Highway Department May 1, 1955, with over 20 years creditable service in our Retirement System. His plans at the time of his retirement were to go to New Mexico and assist his son who operates a private consulting engineering firm.

Mr. Schmieding has given loyal and efficient service to the Highway Department over a period of 30 years and we are indeed sorry to lose him. He is a Registered Professional Engineer and has proficiently served in engineering capacities with the Roadway Design Division, Surveys Division, Construction Division, and has been with the Statistics and Analyses Division since 1945.

Mr. Schmieding first entered the engineering field as a mining engineer during the hey-day of the coal mining industry in Arkansas and Oklahoma...an exciting and eventful period. Many of today's safety devices and measures were conceived and developed at that time. Being gifted with the art of story telling, his recollections of those years in the coal mining field were extremely interesting, exciting, and colorful.

He was one of the people with more foresight than a great many of those in the coal mining group and recognized the inevitable dwindling use of coal in the South and the rise of the automotive and petroleum industries. A switch to petroleum would have been a natural setup with his knowledge and experience in the geographic; but Mr. Schmieding chose the burgeoning highway field instead, and entered it while the state highway program was still in its infancy. In this



Howard A. Schmieding, Sr.

field his training in geodesy turned him to surveying, and he helped lay out many of the present highways in eastern Oklahoma and in Arkansas.

Mr. Schmieding's warm, friendly nature and his generous heart will make him a host of new friends in New Mexico. He is well known and well liked throughout the state and we join his many friends in wishing him the best of luck, health, and happiness with his new partnership.

We offer our warm congratulations to Marvin Leroy Beckett, Senior Cartographer, who was appointed and assumed the supervisory duties of Mr. Schmieding May 1. Mr. Beckett is well qualified for this promotion and has proved himself capable; over a period of years, of efficiently performing in a supervisory capacity. He started with the Department immediately after finishing school and has made a career of his highway work. He is 36 years of age, married, and has over 15 years' creditable service with our organization.

VITAL SIGNIFICANCE OF BELIEF IN DEMOCRATIC LEADERSHIP

by Dennison F. Yates ³⁴

Director of Personnel

In order to properly correlate men to the other forces in the Highway Department, I should like for us to think of the Department as being composed of five principle parts: Methods, Materials, Machines, Money, and Men.

Each principle part must be considered in its proper relation to the other parts and to the Department as a whole if our training is to be balanced. Methods, materials, machines, and money are inanimate things; that is, they do not have life. It is, therefore, imperative that one of the very first things we must learn is not to think of men as inanimate machines or materials.

In dealing with inanimate forces of the Department we can depend upon the knowledge which the science of engineering has accumulated over a long period of time. In dealing with men, we also have available to us an accumulation of knowledge from the social sciences, but not nearly so much as we have in the field of material things. The application of what knowledge we do have about man is a much greater problem than the application of knowledge in dealing with material things.

For instance, we can always depend upon the mathematical formulas for determining the square or cubic feet in any given area. But we cannot say that we can reason with every man. What may work well with one may not work at all with men as a whole.

William James said in 1890 that the English language is the only civilized language in the world that does not have two commonplace words for knowledge. One of these words should denote "Knowledge of Acquaintance" and the other one should denote "Knowledge About."

Knowledge Distinction

This distinction, simple as it is, nevertheless, is exceedingly important. Knowledge of acquaintance comes from direct experience of fact and situation. This type of knowledge is hard to transmit except by example, imitation, and trial and error. Knowledge about, or how to handle people, is the type of knowledge one can acquire by studying a book, listening to a lecture, watching a picture, or theorizing. So far as knowledge about is concerned, we have the sciences of psychology, sociology, anthropology, semantics, and politics. The sciences dealing with human relations are at a great disadvantage due to the fact that people do not respond alike to any type of test, examination, analyses, or situation. Therefore, the social scientist cannot create fixed formulas for dealing with human problems.

The leader of men finds himself in a situation very much like that of the physician. He must know all the remedies but he must decide in each individual

case just which one of the numerous remedies will produce the best results in that particular case or situation. Because of this fundamental fact, the work of personnel management in an organization like the Highway Department cannot be delegated entirely to any one individual or Division. Therefore, if our Highway program is to be efficient, each and every supervisory employee must be deeply concerned about, and well informed in, "how to cope with the problems of personnel management."

This does not mean that the Personnel Division has no specific responsibility in personnel management. We can, and should, take full responsibility for such things as can be applied throughout the Highway Department with regard to personnel practices. Such matters as hiring, firing, morale, promotion, and discipline are the responsibilities of supervision and cannot be applied by remote control. However, Personnel can and should, when invited to do so, help supervisors with these matters in the way of investigation, review of records, exploratory interviews, setting of certain standards, and act as a contact between supervisor and employee.

Success Is Manmade

Methods, materials, machines, and money are things acted upon by man. It boils down to this...the kind of highway system we have in Arkansas depends on how the forces of methods, materials, machines, and money are brought together in construction and maintaining highways. The bringing

together of these material forces is what men do. Men, then, constitute the most important part of any organization.

The Highway System will be exactly what the men who lead it make it. It is altogether a leadership problem. Who, then, are the leaders of the Highway Department? The answer to that question is: Each and every supervisory employee, from the first crew foreman right on up to and including the Highway Commission.

Responsible Leadership

There are different levels of leadership to be sure, but it is all responsible leadership. You supervisors are the Highway Department to your men. The progress of the Department so far as what your men think and believe is dependent on your leadership. That puts the bee on our backs and that is where it belongs. If you are afraid to accept responsibility you are not yet ready to be a supervisor.

In thinking about accepting the full responsibility of leadership, we are brought into contact with one of the cardinal principles of the theory of individual freedom. This principle is that free nations believe the individual is capable of being led. Faith in the capacity of man to be led, in my opinion, constitutes the dividing line between the philosophies of a free nation and a police state. I also believe that right here, in dealing with this fundamental principle is the beginning of both failure and success in our work as the supervisors and leaders of men.

How can a man ever expect to develop the patience, wisdom, and experience

required to become a successful leader unless he believes that most men are capable of learning...that their interest in learning can be aroused...that most of them want to be useful, trustworthy, and efficient? The answer is, of course, that we can never become leaders unless we sincerely believe men CAN be led.

The proof that man can be led much faster and farther than he can be driven is the story we call history. Get down your history and compare the records of free nations and police states and you will have your answer. There is, however, an important notation to be made about the story of the nations. The government of ancient Greece and Rome were beautiful demonstrations of democracy until they lost confidence in themselves. After this loss of faith in their own ability, they wrote upon the pages of history two of the great tragedies of the ancient world.

Faith and Confidence

Democracy cannot survive without faith and confidence in man. Neither can a man ever learn to handle other men successfully until he believes in them. The very fact that a supervisor tries to stand only on his authority is a very good indication that he is not ready to assume the responsibility of democratic leadership. Position and force are the tools of a "Dictator."

We have said that free men must be led and not driven. Let us name some of the psychological forces within man through which we may make an appeal in our effort to lead him:

1. A sense of his own being and worth.

It stings most of us not to be recognized and accepted as human beings.

2. Our economic needs. We all have to engage in something in order to buy food, shelter, and clothing.

3. Our desire to be a part of something worthwhile. We all need to feel a sense of service.

4. Pride in our work. Is there a person who does not want to know that his efforts are praiseworthy?

5. Recognition of the performance of good work and sincere effort.

6. Our desire to advance or to make progress through our endeavors.

7. Our sense of loyalty...to our work, to our organization, to our officials and supervisors, to our state, to our families, and to ourselves.

8. Our sense of justice. Every person wants to feel that he is getting a fair deal, and the majority of we human beings want to give full value for any and all consideration shown.

Through some of the natural interests, desires, or urges of man, we should be able to find a way to make him an effective employee. If we cannot, there is usually one of two things wrong...either the supervisor or the man should be removed. The wise supervisor will think carefully before he decides that it is the man who should be removed. If it must be done, do it. Doing a job is like shaving...the longer you put it off, the harder it is to do.

The Highway Department becomes more technical each year and for that reason demands men with a better educational background. In all fairness to the taxpayers, there are two things which must

be considered in the case of all regular employees brought into the Department and they are "Age" and "Education."

In the case of new employees hired for regular jobs, we should never hire men with less than grade school and preferably high school backgrounds. We should also be careful about bringing men with no previous highway experience into the organization who are past 45 years of age. It is an expense to the Department to train men, and the younger they are, the longer they can serve. It is also an injustice to the man as well as to the Department to hire a man of this age for physical work and expect him to perform with the same efficiency as younger men with harder and stronger muscles.

Hire Proficiently

Hiring an employee is the point where we should be extremely careful. Personnel in a supervisory position with the Highway Department have the authority to hire and fire. This is a great responsibility in the scheme of things and supervisors should never allow themselves to become overobligated to anyone in the matter of hiring new employees. Any true friend of yours, or of the Department, will not want you to engage or keep people who do not, or cannot, perform efficiently.

Even though we acquire the finest methods, materials, machines, and plenty of money, if we have the wrong kind of supervisors and men in our organization who do not believe in, or will not conform to, democratic leadership, then we cannot succeed. In some manner we must develop the right kind of men.

SOW A SEED

Sow a seed of loving kindness
As you travel on your way,
'Twill return a lovely blossom
Greeting you some future day.

Sow a seed of gentle patience,
(Tho' sometimes it's hard to do),
It will make your heart much lighter
And 'twill make you stronger, too!

Sow a seed of full forgiveness
And in due time you will find
Growing there, sweet understanding
Leaving enmity behind.

May each tiny unseen seedling
Dropped along life's thoroughfare
Grow and blossom in abundance
For the harvest, Over There.

—Elizabeth J. Miller

KEEP ONLY THE GOOD

Such wondrous gifts of memory
We gather day by day...
The purple tint of distant peaks,
A laughing child at play!

Why hold the bitter word that wounds
Or store the look that frets,
The lesser mind remembers wrongs,
The greater one...forgets.

—Sheila O'Neill

To give praise should be one of the major privileges of this life. Have it handy to give at all hours and in all incidences. Watch for the chance...then throw it in thick.

—George M. Adams

From "Ideals"

AROUND THE BUILDING

The Commission, accompanied by Director Eldridge and members of the Executive Staff, visited Districts 1, 5, and 10 on a planned tour May 19 and May 20.

* * * *

W. C. Ross, Assistant Construction Engineer, and his wife are enjoying an extended vacation in Europe. They plan to visit as many countries as time will allow, but the highlights of the trip will be the visits with their son in London, England, and their daughter in Weisbaden, Germany. Mr. Ross plans to return alone by plane so he can be back at work June 1, but Mrs. Ross will remain in Germany for a longer visit and make a more leisurely return trip by boat.

* * * *

Arkansas was well represented at the College Park Rotary Club in Maryland on May 4. Alfred E. Johnson, Executive Secretary of the American Association of State Highway Officials and former Chief Engineer of our Department, addressed the Rotary group on the subject, "The Modern Highway...Why and What." Mr. Johnson was introduced by Harvey Booth, who is also a former member of the Arkansas Highway Department staff. Mr. Booth owns and operates the Abstract and Title Company at Hyattsville, Maryland, and his friends will be glad to know that his successful business has continued to thrive.

* * * *

Our thanks to Ann Signoracci for the pen-and-ink sketch of Mr. Schmieding; and to John Hume for the informational data on Mr. Schmieding's engineering experience prior to his service with the Department.

JEST FOR FUN—by Jimmy Finn

WHAT'LL YOU HAVE?

Three deaf ladies were riding atop an open bus and one said, "windy isn't it?"

"No, it isn't wednesday, it's Thursday," said the second one.

"Yes, I'm thirsty, too," asserted the third. "Let's go get something to drink."

WHO, ME?

A woman went to see a doctor to complain about her husband's delusions.

"It's simply terrible, doctor," she said. "All the time, he thinks he is a refrigerator!"

"Well," consoled the medical man, "that isn't too awful bad. Quite a harmless delusion, I'd say."

"The delusion I don't mind, doctor, but when he sleeps with his mouth open, the little light keeps me awake."

CANDID—NO LESS

Little Freddie was telling all, as he was discussing his new teacher.

"She's mean, but she's fair," he said.

"How's that?" asked his mama.

"She's mean to everyone," he replied.

HARD UP

"Oh daddy, here comes the parade. C mother! where is she?"

"She is upstairs waving her hair."

"Oh, for goodness sake, daddy, can't we afford a flag?"

BY WHAT MEANS?

"What's this I hear about you threatening to carve up Rastus Jackson with a razor?" a policeman asked the lodge secretary.

"Rastus Jackson?" echoed the gawking secretary. "All I done tole him was dat iff'n he didn't pay up his lodge dues, I was gonna dismember him!"

Wally
Wally C. Cooney
Phide
7

Party Line Parade

HEADQUARTERS

PURCHASING OFFICE

Mildred Sanderson - Reporter

Like everyone else, we have been snowed under lately but I will try to bring you up to date on the lives and time of the Purchasing Clan since their last writeup in the March issue.

* * * *

John and Sue Plegge have recently acquired a new address at 208 Rosetta Street. We all wish them much happiness in their new home.

* * * *

Jackie and A. J. Dunham, and their son, Barry, spent a few days visiting relatives in Hot Springs while Jackie was on vacation. They had a wonderful time and Jackie says she especially enjoyed being able to sleep late. Sounds grand, Jackie.

* * * *

Martha and Jim Meredith with their son, Connerly, have also been among our recent travelers to Hot Springs. They spent a very pleasant Easter there.

* * * *

We are all very happy to have Bob Landfair back with us after being away from work for more than 2 weeks because of illness. We missed you, Bob.

* * * *

Willene Gray's youngest son, Roger Carroll, was among the happy group of boys that spent three joyful days in New Orleans last month. Roger, a junior at Central High, is a member of the school's

swing band. It was this musical throng that took old New Orleans by storm. They had a superb time sightseeing and as a climax to their adventure, were booked to play at the beautiful Roosevelt Hotel on the last night of their journey. Willene can be justly proud of her young musician.

* * * *

We offer our deepest sympathies to Jon Shaw and her family in the loss of her grandfather; and to Willene Gray and her family in the loss of her aunt.

CONSTRUCTION DIVISION

Lucille Schmidt & Doris Hodge - Reporters

Six members of the Construction Division enjoyed a spaghetti luncheon at the home of Joyce and Gene Ashcraft on April 20. Guests included "Fat" Matthews, Lucille Schmidt, Sue Gipson, Betty Allen, Doris Hodge and, of course, our host and hostess. Everyone enjoyed the delicious meal and a good time was had by all.

* * * *

We are all glad to have W. Franklin Deaderick back on the job with us after a serious illness. Mr. Deaderick is our Resident Engineer in Marianna.

* * * *

If you see something pink whiz by the Highway Department some morning, don't be alarmed. It will be your reporter's new pink (and I do mean PINK) Ford Victoria. We are really proud of it and I promise each of you a ride soon.

Mrs. Owens

Party Line Parade

STATISTICS AND ANALYSES DIVISION
Headrick and Hume - Reporters

We are most happy to have Johnnie Beavers back after a fortnights' absence. He may be minus a couple of teeth but he looks good to all of us. Trips to the dentist seem to be "le dernier cri" this season. Mr. Herring and Mrs. Whelchel are among those actively supporting the fad.

* * * *

Bill Looney is learning the joys of home-ownership the best way—that is, by experience. His first project is a rock wall around his back yard. Our guess is that it will soon be followed with a barbecue terrace. Right, Bill?

* * * *

We are sorry gran-pappy Baird is on the sick list this week—a real bout with ptomaine poisoning. Lots of get-well-quick wishes to you, Pappy.

* * * *

Ruth Cantley spent Mother's Day in Shreveport, Louisiana, with her daughter and her husband, Alyce and John Cagle. The premier attraction is a new granddaughter, age 3 months. This, the second one, is "Pie," I suppose, since "Puddin'" is the first.

* * * *

The local beaux and belles for the 1973 deb season continue to arrive. Daisy Conley's newest granddaughter, Jane Ellen Milligan, age 2 weeks, put in an appearance just too late for last month's "Baby Ball" in our Division. Jane Ellen's proud parents are Dorothy and Bill Milligan of 6709 Kenwood Road.

A luncheon in the private dining room of Hank's Dog House was given May 2 to honor Howard A. Schmieding who retired from the Highway Department the last of April. Mrs. Schmieding was also a special guest for the occasion. Numerous friends from all over the building turned out to express their respect and great affection for our guests of honor. Co-workers in S & A presented Mr. Schmieding with a new "Panama" in token of farewell....a so of hatful of good wishes.

* * * *

It seems like old times to have Pete Benetz back at his drafting table and busy at his old job (county maps.) Pete has finished his 2-year hitch in the Armed Services. After serving a year of overseas duty he was assigned to the Post Cartographic Section at Fort Benning, Georgia, making battle maps and mosaics for field problems at Infantry School. Pete and his wife, L Vone, are very busy house-hunting and we wish them luck and much happiness in their civilian life. We are all happy to have you back with us again, Pete

* * * *

Big plans are underway for a little farewell party for one of our favorite co-workers, Johnnie Beavers. A picnic barbecue buffet supper with the Shack providing the catering, will be held in Boyle Park May 16, at 7 o'clock, in Pavillion No. 1, in honor of Johnnie who will be transferred to the Accounting Division on June 1. Happy calculations, Johnnie, and we wish you the greatest success in your new job.

Party Line Parade

IBM SECTION

Sue Culver - Reporter

We have a celebrity! Our own James Willard is among the chosen few who have journeyed to Hollywood to drool over those cinema queens. To know James, is to know that he didn't fail to appreciate the talents displayed there.

* * * *

We are sorry to report that Erma Jetton underwent major surgery April 29 at St. Vincents. She is home now and we're glad to hear she is doing fine. Our very best wishes for a speedy recovery, Erma. We all miss you around here.

* * * *

Another cheerful and adorable gal is among our missing. Hazel Brooks left our happy family on April 15 and, although we miss her, we wish she and Jim the best. His good fortune (It's A Promotion!) made us all very happy for them...and Pine Bluff isn't too far away for visits once in a while.

* * * *

Yours truly, Sue Culver, was welcomed to the Highway Department on April 18. I love it already and will do my very best to fill the shoes of Hazel. Thanks, gang, for the wonderful welcome mat.

* * * *

Our Corpus Christi widow got her wandering spouse back in time for their sixteenth wedding anniversary. Billie and Jack Ratliff celebrated the occasion April 29. Our warmest congratulations to them both and we wish them many, many more happily married years together.

"If at first you don't succeed, try, try again." Smitty firmly adheres to this old adage. His garden froze twice but it is doing so well now that he and Mrs. Smith feel they can safely leave it for a week end trip to Camden.

* * * *

Young Freddy Plunkett helped his daddy to make up his mind whether or not to dress the house up in new screens the other day. It seems little Freddie simply refuses to talk about the "one that got away." (Baseball, that is!)

* * * *

Congratulations to Roy and Dorothy Shelby who are sporting a new Ford. It looks good, Roy, and we're all green-eyed wondering when it will happen to us.

* * * *

We take this opportunity to thank our Mr. Spillman for all his little kindnesses. Thanks to him, we are well posted on the news and always have cigarettes. His consideration is most appreciated.

Reporters
DEADLINE
for our June issue
will be JUNE 6

Party Line Parade

BRIDGE DESIGN DIVISION

Norma Monroe - Reporter

Congratulations and best wishes to the following who are celebrating birthdays this month: Frank Battisto, Norma Monroe, and we couldn't forget Mrs. Ward Goodman who celebrated her birthday on May 12.

* * * *

L. P. Carlson is driving a good looking '55 Chevrolet nowadays. It's a red-wine color, trimmed in ivory, and is it sporty! Congratulations, Mr. Carlson.

* * * *

We are certainly glad to have Harold Bastian back on the job with us after 15 days of convalescing. From all reports Harold will be fit as a fiddle soon.

* * * *

Your reporter was off from work the last week in April because of illness and I take this opportunity to thank Virginia Tackett for taking over my duties while I was away.

* * * *

There is something new running around Bob Mattox's house these days...a fence ...an exotic one too! It must be quite an important thing, as dependable Bob missed a Saturday in the office to finish it.

* * * *

We understand Bill McMahon planned a fishing trip for the first week end in May, but as that included a Saturday away from the drawing table and considering the tremendous work load in our Division at this time, Amy, his wife helped him to decide the trip was to long and so it was called off. A medal for valor to you, Bill.

Congratulations are in order for the following who are celebrating wedding anniversaries this month: Martha and L. P. Carlson, May 7; Norma and Gene Monroe, May 2; and Mr. and Mrs. W. E. Wilson, May 17. We wish them all many, many more happily married years together.

* * * *

A hearty welcome to Fred P. Funda who joined our Division April 18. We are very glad to have you with us, Fred.

* * * *

We are sorry to report that Richard S. Flemming and Walker C. Haigh are both on the sick list. We send them our very best wishes for speedy recoveries and hope they will be back on the job with us again soon.

* * * *

(I wonder what has happened to the Bridge Design's zeal for fish fries???)

MAINTENANCE DIVISION

Dorothy Jean Britton - Reporter

Mr. and Mrs. A. G. Rives, formerly of Conway, are the new occupants of 6320 Longwood Road, Little Rock. We all wish the Rives' much happiness in their new home.

* * * *

Mrs. John Strom enjoyed a wonderful visit recently with their daughter and family, Betty Lou, Paul, and "Chip" Spaulding, at Ocean Side, California. She also enjoyed fishing in the Pacific, golfing in the hills, and strolling through the mountains. It sounds like a perfect vacation, Mrs. Strom.

Party Line Party

EQUIPMENT AND PROCUREMENT

L. O. "Jack" Brown - Reporter

We spread the welcome mat to Billie Bullington, a new employee in Mr. Hayes' office. Billie joined our Highway family on April 11 and we are happy to have her.

* * * *

We are sorry W. C. Mize got a piece of steel in his arm April 19. We're glad it was not too serious, even though it was painful. Be careful, Mize.

* * * *

Jim Hardcastle returned to his job April 21 after 3 days of illness. We are glad to have you back with us, Jim.

* * * *

We are sorry to lose Frances Schroeder of the Procurement Office who resigned, effective May 11. We will miss you, Frances, and wish you happiness and success on your new job with the Reasor-Hill Corporation of Jacksonville.

* * * *

O. S. Marrett underwent major surgery at the Baptist Hospital May 9 and is in room 301. His wife reports he is doing fine. We send you our very best wishes for a speedy recovery, Mr. Marrett, and hope you will be back on the job soon.

* * * *

William W. Rosamond returned April 27 after spending a few days in New Orleans on a business trip.

* * * *

We are sorry to report that Charlie Stewart has been ill at his home since May 3. Hurry up and get well, Charlie. We all miss you.

A picnic was held Saturday afternoon, April 30, at Boyle Park by the employees of Mr. Cox's office. Everybody brought their families and had a big time playing bingo. The winners of the prizes were: Carey Potter, Joe Bonnell, and Ernest Faucett. The table was loaded with fried chicken and all the trimmings and we all had a wonderful time. Mr. Hayes was an invited guest but a previous engagement prevented his appearance.

* * * *

We are glad to have Joy Faucett back with us after being away from work because of illness.

* * * *

We offer our deep and sincere sympathies to Thomas J. Eby and his brother and sisters in the loss of their father, Charles Fletcher Eby. Mr. Eby, age 75, a retired mechanic, passed away at his home at 522 Pine Street, North Little Rock, on May 5. He was a member of the Mount Pleasant Baptist Church and a Mason.

* * * *

The following new equipment has been received this month to replace a like number of obsolete equipment: 11 light-duty motor graders, 17 medium-duty motor graders, 16 heavy-duty motor graders, 21 3- to 5-ton maintenance rollers, 3 scarifier attachments, 12 front-end loaders with 1 cubic yard capacity, 1 crawler-type crane and dragline, 1 12-ton truck-mounted crane, 8 pull-type mowers, 3 platform trailers, 3 portable welding machines, 1 truck-mounted striping machine, 4 pneumatic tired rollers, 1 outboard motor, and 1 aluminum boat.

Party Line Parade

DISTRICT 1

WYNNE

Mildred Stacy - Reporter

My thanks to Dick Ethridge for doing a splendid job of reporting the news during my illness.

We are happy that Day Cogbill, our District stock clerk, has been released from the hospital. We send our best get-well-quick wishes and hope you will be back on the job real soon, Day.

Maxine and Jimmy English have moved to a new location in Wynne. Even though it is only a few steps from the office, Maxine still insists that Jimmy leave the car with her.

Mary Young was very happy to have her two sons, George and John, home for 10 days recently. They both completed their basic training at Lackland Air Force Base in San Antonio, Texas, and have been transferred to Chanute Air Force Base, Rantoul, Illinois. Our best wishes go with you, George and John.

Dick Ethridge and children spent the Mother's Day week end with their grandmother and family in Glenwood.

May 8 was a big event in the Leland Harris' family. His granddaughter, Cara Camille Walker, was christened.

Mr. and Mrs. G. E. Nunnally enjoyed the Easter week end visiting with his parents in Strong.

The past few weeks have been designated as clean-up, paint-up, fix-up time around the office. Our walls and ceiling have a new coat of paint and we hope to have a new floor covering in a few days. Nolen Williams, Raymond Andrews, and LeRoy Curtner did a wonderful job, under the supervision of James Hamilton.

We offer our deepest sympathies to Linwood Doss and his family in the loss of his father; and to Floyd Brewster and his family in the loss of his mother.

Experience is what you get when you're looking for something else.

APRIL CROSSWORD PUZZLE SOLUTION

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			n		o		o	i		h				
	s	t	u	n	u	s	e	n	x	o				
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a	d	a		b	e	t		r	o	l	e	s		
r	i		o		g	e	m	p						
n	r	s			o		o			p	u	t		
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Party Line Parade

DISTRICT 2

PINE BLUFF

Inez Royston - Reporter

Congratulations to Keith and Kelvin Wilson, twin sons of Mr. and Mrs. W. K. Wilson, who were elected members of the Honor Society of Monticello High School.

* * * *

We are very happy to report that Roth Pabb's wife, Frances, is able to be home after undergoing surgery at Drew County Memorial Hospital. Our best wishes for your continued improvement, Frances.

* * * *

Mr. and Mrs. Elmer Jones, of Rison, spent a recent week end visiting friends in Cape Girardeau, Missouri.

* * * *

Mr. and Mrs. Elmer Morgan of Pine Bluff were happy to have their son, Pvt. Charles A. Morgan, home for a few days recently. Pvt. Morgan finished his basic training in Fort Jackson, So. Carolina, and was transferred to Fort Leonard Wood, Missouri, where he is in the Corps of Engineers. He looks fine and apparently is enjoying Army life.

* * * *

We are happy that Andrew Tice, brother of our Joe Tice, has been released from the University Hospital. We send our very best wishes for a speedy recovery.

* * * *

Speaking of fishing?? Selma and Van Dyke Chavis reported a wonderful week-end fishing trip recently AND so did "Blondy" and Peggy Goins, who rarely miss a week end without a fishing trip. Both parties reported successful catches.

Woodrow K. Wilson has been doing a terrific job of under sealing on Highway 65, north of Pine Bluff; and this work has attracted many visitors from Little Rock and Pine Bluff. Mr. Royer of The Asphalt Institute made an inspection of the work being done. There have also been many spectators from Paragould and Wynne.

* * * *

We are happy to welcome Claude O. Roberson, of Dumas, back into the Highway family. Claud was formerly employed in the Construction Division.

* * * *

We were happy to have Ben F. Jackson, superintendent of the St. Charles Ferry, pay us a short visit recently. We're glad to report the Ferry is in operation again after being closed because of high water.

* * * *

Mrs. William O'Briant, wife of our Asphalt Plant Superintendent, has been visiting their daughter, Mrs. G. C. Quillan, in Chicago. She reports having had a wonderful time in the big City.

* * * *

Congratulations to Lawrence Lindsey who is Salutatorian of his class in the Glendale High School. Lawrence has made a splendid record in school, being a member of the Student Council, Fire Marshall, Secretary of the Boys Club, Secretary of 4-H Club, and a member of the Glee Club. He was elected to "Who's Who's" for the past 2 years and participated in class plays. He has been a member of the National Honor Society for 2 years. He is the son of Mr. and Mrs. Travis Lindsey and brother of Ouida Grimes.

Party Line Party

DISTRICT 3 HOPE

Olive Jackson - Reporter

Congratulations to Lula and Loyd Haynie who celebrated their thirty-second wedding anniversary May 5. We wish them many more happily married years together.

* * * *

Vernetia Tullis, daughter of Juanita and Clyde Tullis, is graduating from the Guernsey High School this week. Vernetia has a very good record in attendance, having missed only one day of school in 11 years. In our books that is really something! CONGRATULATIONS, Vernetia.

* * * *

We are sorry to report that E. R. Muncey is in the hospital with pneumonia. We all wish E. R. a speedy recovery and hope he will be back on the job soon.

* * * *

Sybil and Schley Carter of Murfreesboro were very happy to have their daughter, Lydia, home for Mother's Day. Lydia is a junior this year at the University of Arkansas.

* * * *

Pete Collums was called to Carthridge, Texas, because of the serious illness of his daughter, Mrs. June Cox, who underwent surgery April 28. We send Mrs. Cox our best get-well-quick wishes.

* * * *

Ted Maryman, job superintendent, has been in the Russellville District conducting First Aid classes for the past several weeks. Ted plans to complete his work there soon and will be back in the Hope District again.

We spread the welcome mat to Rowland F. Greeson, a new employee. Rowland is the distributor operator for our District.

* * * *

We offer our deepest sympathies to Sid Flowers and his family in the loss of his brother, Glendon B. Flowers, who passed away April 15.

DISTRICT 4 FT. SMITH

Faye Carter - Reporter

Almost every one in our District has fishing fever, and may I add that this warm, lazy weather doesn't help one bit. Just want to warn you ahead of time to get ready for some tall fish stories, because I'm sure there will be some dillies.

* * * *

Grif Liles is still in the Veterans' Hospital in Little Rock, but the last report from Mrs. Liles informed us that he was feeling much better. We all miss you, Grif, and are hoping to see you back on the job with us soon.

DISTRICT 5 BATESVILLE

Mary Lee McCown - Reporter

We are all very happy to report that Earl Hobbs, who underwent major surgery at St. Vincents Hospital in March, returned to work May 1. We are glad to have you back with us, Earl.

* * * *

Mr. and Mrs. Leck Owens were happy to have their daughter from Los Angeles visit them recently. They all spent a week vacationing on Lake Norfolk.

Party Line Parade

We are glad to welcome to our District this month the following new employees: Edward Chisam, Winfred Leonard, Robert H. McDoniel, Ralph K. Rollins, Oscar D. Syfert, Charles Tharp, Charles Nash, Jr., and O. Z. Stephens. We hope they will be happy on their new jobs.

* * * *

Orval Stanbrough is sporting a new blue 1955 Ford Ranch Wagon, and is it a money! Congratulations, Orval.

* * * *

Congratulations are in order for John L. Young, bridge foreman, who celebrated his birthday May 9. Many happy returns of the day to you, John.

* * * *

Ruby Masner was called to Ada, Oklahoma, because of the death of her brother, E. O. Everett. Mr. Everett passed away on May 4 and we offer Ruby and her family our sincere and heartfelt sympathies in their bereavement. May God in His own loving way bring comfort to their hearts and minds.

DISTRICT 7

CAMDEN

Sula Burnham - Reporter

We are happy to welcome Jimmie Nell Dunn to our office force. Jimmie Nell joined our Highway family on April 1 and will be our District fuel clerk.

* * * *

Even though we regret losing Linda Nichols, who resigned recently, we all rejoice with her. The REASON?? Linda is expecting the stork next month and we are hoping it will be a little LINDA.

We are proud of the Arnold Contracting Company who have started 9 miles of gravel surfacing on Highway 4. And particularly of: John H. Gibson of Little Rock and his crew who are constructing precast slab bridges over Decepher creeks on Highway 51 in Clark County; George Orsburn and his crew who recently completed redecking 400 feet of bridges over Terre Noir creeks with corrugated metal flooring; and Jewell Prince and F. A. Lansdale with the help of their men have completed a group of multi-plate metal corrugated arch culverts on Highway 48, east and west of Carthage.

* * * *

Blossom and Walter Hicks were very happy to have their daughter, Virginia, home from Tulsa, Oklahoma, for the Easter Holidays. We hope you can come home again real soon, Virginia.

* * * *

Max Smith said to tell all his friends who are interested in helping him get established in his new apartment to drop by any time. The welcome mat is always out. We are wondering if this is to be a BACHELOR apartment, Max???

* * * *

W. T. Jeter, District Maintenance Superintendent from Hope, recently spent a week in our District. We enjoyed having you, Mr. Jeter.

* * * *

We are happy to report L. E. Jacks, area foreman, has recovered from a recent illness. Glad to have you back on the job with us, L. E., and doubly glad you are well again. We missed you.

Party Line Parade

DISTRICT 8 RUSSELLVILLE

Margaret Hamm - Reporter

Allen Driver of Morrilton reports that he and his men are very pleased with the repair job on their oil house, and they all feel that it has improved the looks 100 per cent.

* * * *

Mr. and Mrs. Ed Gardner were happy to have their son, David, his wife, and little grandson, Davie, for a visit with them over the Easter holiday.

* * * *

Our sincere, though belated, Birthday Greetings to Bill Fry who celebrated his birthday last month. We wish you many, many more happy ones, Bill.

* * * *

Mr. and Mrs. Roy Taylor and children spent the Easter holidays in Tulsa, visiting his brother and his wife, Mr. and Mrs. Earl Taylor.

* * * *

We welcome to our Highway family Nymph Jones, our new District mechanic, and Jim Phillips, our new shop foreman. Nymph recently moved here from Jacksonville and Jim is a resident of Ola.

* * * *

We find Ted Maryman of Hope a very personable fellow. Ted has been with us the past couple of weeks teaching First Aid to the men in our District. We've found his favorite pastime is eating charcoal broiled steaks and quoting poetic phrases. We have enjoyed having you with us, Ted, and feel the First Aid training will be of great help to us.

Cecil Gilmore is sporting a new crew cut that makes him look years younger and hides his premature gray hair which, incidentally, looked awfully good, anyway.

* * * *

We extend our sincere sympathies to the bereaved family of Lloyd Jolley in the loss of his mother; and to Mr. and Mrs. Monroe Hull in the loss of their infant granddaughter, Eva Margaret Tomilson, daughter of Mr. and Mrs. E. S. Tomilson of St. Charles, Missouri.

DISTRICT 10 PARAGOULD

Tennie Proctor - Reporter

We are glad to report that Lester Wycoff and his very able crew have completed another concrete bridge on Highway 75-S-5, near Marked Tree.

* * * *

We were happy to have Bob Johnson and F. C. Bogart from the Little Rock office as our visitors last week and also G. E. Nunnally from District 1.

* * * *

We are proud of the progress our crewmen are making in the under sealing of Highway 67-S-22 in Corning; AND of the project on Highway 25 at Black Rock.

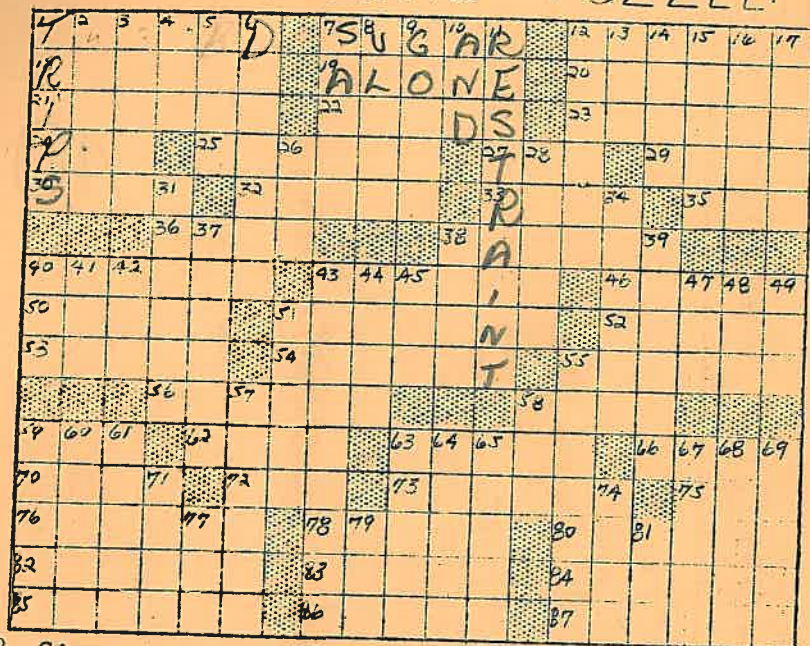
Some people think they are thinking when all they are doing is rearranging their prejudices.

Whatever happens, do not lose hold on the two main ropes of life...hope and faith. They are your mainstay...spiritually, morally, and materially.

AHD CROSSWORD PUZZLE

ACROSS

1. Celebrated
7. Sweetening
12. Stole
18. Awaken
19. Solo
20. Small tower
21. Fan
22. Dolts
23. Ebb
- Letter
25. Chanced
27. Pair
29. Sagacious
30. Hunt
32. Ejects
33. Trust
35. Catch (Scot)
36. Name word
38. Prostrate
40. Chills



43. Sell
- Fruit
50. Eyes
51. Retards
52. Girl's name
- Violoncello
- Mysterious
55. Overlook
56. Detective
58. Wail
59. Happened
62. Lohengrin's bride
63. Sweeper
66. Giant (Myth)
70. Moslem minister
72. Lair
73. Disorder
75. Anger
76. Tongue lashing

78. Cion
 80. Slipknots
 82. Straightener
 83. Large spoon
 84. Gift
 85. Rehabilitates
 86. Arab chief
 87. Traps
- DOWN
1. Journeys
 2. Originated
 3. European elk
 4. Away
 5. Employer
 6. Earnest
 7. Pouches
 8. Hoot owl
 9. Material
 10. Also
 11. Self-repression
 12. Meander
 13. Clamor
 14. Bows
 15. Demolish
 16. Reef
 17. Saturate
 26. Sol
 28. Fountains
 31. Small hills
 34. Cowardly
 37. Colorful bird
 38. Default
 39. Almost
 40. Fabulous bird
 41. Frosting
 42. Persian rose
 43. Right-angled
 44. Cut with acid
 45. Greek letter
 47. Cup
 48. Bronze coin
 49. Burmese demon
 51. Dip
 55. Incites
 57. Seniors
 58. Boiling
 59. Adam's ale
 60. Aware
 61. Temptress
 63. Plant leaf
 64. Gun
 55. Mammal
 67. Tightwad
 68. Goddess
 69. Reposes
 71. Neck hair
 74. Horse
 77. Moisture
 79. Butt
 81. Palm leaf

MEMORIAL DAY THROUGH LABOR DAY

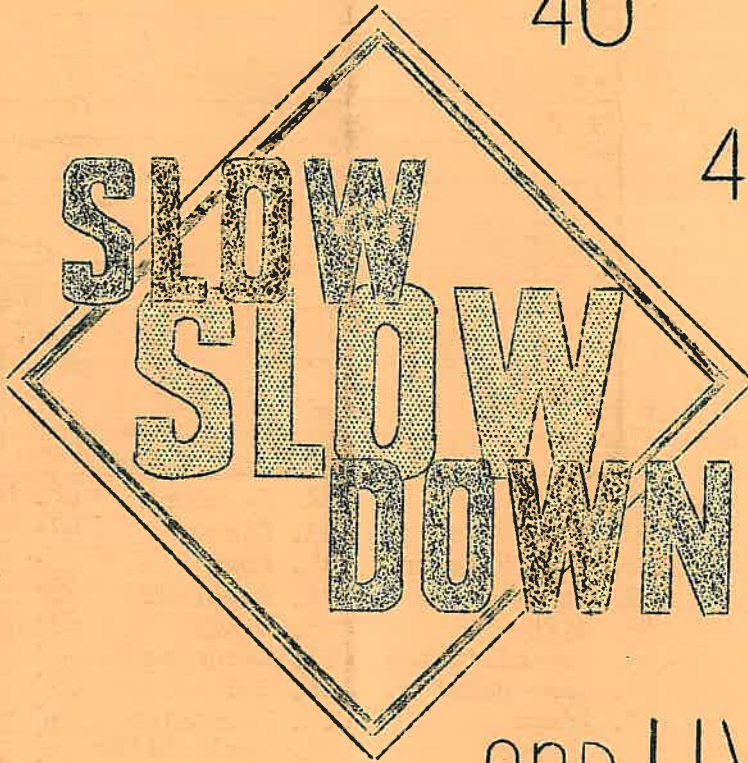
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AND LIVE

Memorial Day through Labor Day