

Annual Report

NATIONAL LEAD COMPANY

for Fiscal Year Ending

December 31, 1912



Principal Offices:

1 Exchange Place, Jersey City, New Jersey

Executive Offices:

111 Broadway, New York City

Matheson Lead Co.

In June, 1912, at a time when the demand for White Lead was far beyond your Company's ability to meet, and no prospect in sight of immediate or future relief, the owners of the Matheson Lead Co. offered us their plant and business on favorable terms.

The Matheson Lead Works, situated at Long Island City, New York, has a valuable water-front, modern plant, and a going business; the offer made, involving no cash outlay, no allowance for good will, based entirely on appraised and inventoried values, seemed to bring relief to the situation and was accepted.

Your managers regard this acquisition of great value and the product of this works is used to supplement that of our other plants at New York.

St. Louis Smelting & Refining Co.

In the report of last year the operations of this Company were stated in detail. In addition to what was there said we have now to add that satisfactory progress is being made along the lines indicated.

Heath & Milligan Manufacturing Co.

The operations of this Company during the past year show satisfactory results. The volume of business has been largely increased and indications for the current year's business are highly favorable.

Magnus Metal Co.

With the increase of purchases by railroad and car building companies of equipment, this Company has enjoyed one of the most prosperous years in its history.

United States Cartridge Co.

This Company having passed through the preliminary period of construction referred to in last year's report, is now in the market with its complete line.

It is gratifying to record that in recent competitive trials under governmental supervision, the U. S. ammunition stood easily first, outranking all competitors.

The superiority of this Company's products will be steadily maintained and a large increase in the sale of its products is confidently anticipated.

United Lead Co.

Despite competition of a severe character at all points, there have been substantial increases both in the volume of business done and in the profits secured.

Insurance Fund

Explanation of the foundation and operation of this fund were made in last year's report.

After the payment of all charges including fire losses during the year, amounting to \$29,137.20, the value of the Insurance Fund on December 31, 1912, was \$673,804.86, as compared with \$627,953.41 one year ago.

Pension System

After careful consideration of the subject and an exhaustive examination of the various systems now in operation, your Board of Directors have established a Pension System. This is intended as an evidence of the Company's appreciation of the fidelity, efficiency and loyalty of its employees, and to provide for those who by long and faithful service have earned honorable retirement.

Safety and Health of Workmen

The welfare of the American workman has become such a prominent subject, by reason of the spoken and written utterances of those engaged in its investigation and improvement, that it seems proper to advise our stockholders of the advanced position occupied by your Company in this important matter. In the manufacture of the various products of Lead, there are two sources of danger to the health of workmen therein employed; viz., the fumes arising from the smelting or making of metallic lead, and the dust arising in the processes of making white lead and lead oxides.

To attempt to state, even in a brief manner, the experiments and studies conducted through a long term of years, first to minimize and later to entirely eliminate these dangers, would be to give a history of the Company's mechanical progress. The results attained are what really count, and it is enough to say here that in our new plants, by the skillful use of powerful fans

and air-suction, enclosed air-tight machinery and mechanical devices to replace men, we have practically banished the dangers from furnes and dust.

However, despite the employment of the best mechanical devices, there are at times weak spots in the system because of the human element involved. This human element is naturally careless, indifferent to known dangers, and extremely difficult to guide in the path wherein lies safety. The best, and in fact the only, way to neutralize this attitude and safeguard against its resultant dangers to health, is by teaching habits of personal cleanliness, and prohibiting as far as possible indulgences which tend to injure health.

Workmen are provided with sanitary respirators, the wearing of which prevent the inhalation of dust. At the various plants are provided complete welfare equipment of the most modern type.

The daily routine of one of our workers who utilizes what is freely placed at his disposal is somewhat as follows:

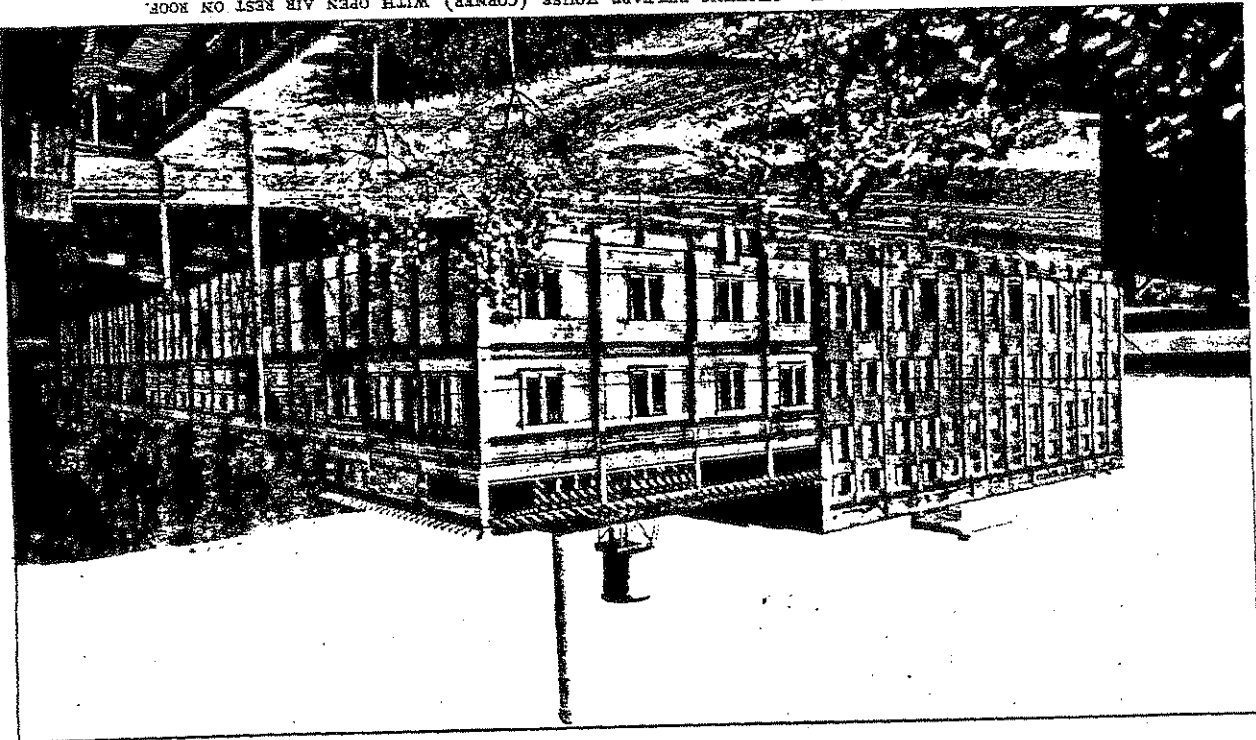
On entering the works and after registering his arrival, the workman proceeds to the locker room and places his street clothes in his individual steel locker; a few steps takes him to another adjoining locker room where from another locker he gets and puts on his working clothes, and procures his sanitary respirator. Respirators are supplied and kept clean free of charge. Working clothes are at some places supplied free of charge, at others at a nominal cost, this being a minor detail of policy being worked out and relating to the care of clothes.

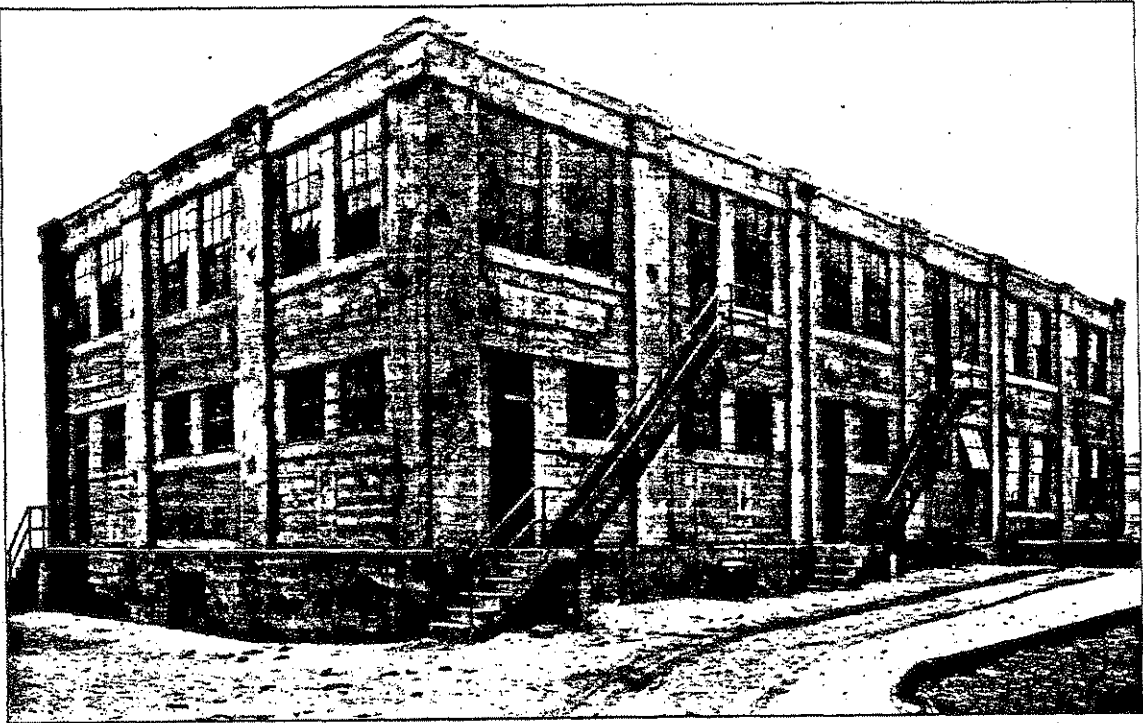
The clothes are laundered free of charge by the Company. When luncheon time arrives a thorough washing of the hands and face with soap and warm water is required; after which luncheon is eaten at tables in clean, well-lighted, airy dining-rooms, separate and removed from all manufacturing departments.

When quitting time arrives, after placing work clothes in the locker, a step takes the workman to large shower baths, so numerous as to be ample for the entire force. The water is tempered to the right point; after bathing and dressing in his street clothes, refreshed from his day's work, he is ready to start for home.

The Company provides soap and towels, and urges the men to use the baths as often as they will, and always on the Company's time. It is interesting, in passing, to remark on the great difficulty experienced, particularly with foreigners, in inducing them to use the baths. This is a study in itself and numerous ingenious devices are used. In one works men are actually paid five cents for each bath they may take. Each works has a regular physician who makes an examination of every workman

STERLING WORKS, PITTSBURGH, SHOWING WELFARE HOUSE (CORNER) WITH OPEN AIR REST ON ROOF.





WELFARE HOUSE, FIREPROOF, ST. LOUIS.

once a week; a card index history of every workman is kept, showing his health history as far as possible. Even the slightest ailments receive instant attention, and the oversight and care of the workmen's health is far more thorough than one receives in his ordinary private life. All this is done without cost to the workmen.

Rest rooms are provided, and by means of advice and instructions printed in various languages workmen are told how to co-operate with the Company in its endeavor to keep them well, strong and constantly employed at fair wages.

No women are employed in our works and except in such occasional capacity as messenger, helper, etc., boys are not employed.

With this report are incorporated some views of the welfare equipment provided at various plants.

Every device that we have put into successful operation to improve the sanitary side of the operation of our plants, is at the disposal of our competitors. These improvements, the result of years of study and large expenditure, we offer without cost as part of our contribution to the improvement of the Safety and Health of Workmen engaged in the various Lead industries.

Stockholders

The total number of stockholders as shown by the Company's records on December 31, 1912, was 6,534.

Of this number, 49% are women, being 3,227 in number. As has been previously stated, there are no stockholders who have exceptionally large holdings.

Officers and Employees

In the various branches of the Company's business many are employed. Whether in the factories, on the road or in the offices, all are in the highest degree loyally attached to the Company's interests. It is to this high degree of intelligent co-operation that your managers confidently look for the Company's continued success and prosperity, and here record their appreciation of faithful services rendered.

Respectfully submitted,

WILLIAM W. LAWRENCE,
President.