

STALEY NEWS

Vol. 5—Page 1

July 1, 1943

How It Turned Out About Those Occu- pational Deferments

Two months ago this modest little publication carried an article on occupational deferments and now it's time to bring you up to date on developments since then.

Development Number One is that we have filed and had accepted a Replacement Schedule which puts all of our requests for occupational deferment under one comprehensive plan and gives them the seal of approval of Illinois Selective Service Headquarters.

A Bale of Facts

Briefly (although Replacement Schedules are anything but brief) the idea is this. Eventually all men of military age who are physically fit will be in military service except those whose replacement is, practically speaking, impossible. But American industry is carrying a crushing load in this war and Selective Service is just as anxious to see that industry continues to operate at top speed as it is to see that the army is supplied with men. Doing both things at once required a plan and the plan required facts and the Replacement Schedules supplies them. We described every job in our plant and office, told how many people worked on each type of job and in each department, whether they were men or women, if men, how old they are, whether or not they are married, how many children they have and when the children were born, what Selective Service Board they are registered with, their order number and their classification. Then, if they are men liable to call for military service, we must figure how and when they can be replaced and ask only enough deferment to allow the replacement to be trained.

And What Came Out of Them

When we had assembled that vast bale of facts, we shipped it to Selective Service Headquarters at Springfield and they went over it with a fine tooth comb, made a few minor

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Pay Dirt

Staley Dirt Mining Co., Unlimited

Art Watkins, The Old Dutch Cleanser, says you can't be clean simply by wanting to be: you've got to know how. And when it comes to cleaning (and keeping clean) a plant that contains both a corn mill and a soybean mill, Art's willing to admit that he doesn't know all the answers.

But he's willing to listen to the guy that does know them. And he's holding a \$25 War Bond to hand to the guy (or girl) that turns up with the best answer during July.

Here's How It Goes

If you work on an hourly paid job in the plant and you have an idea that will help us get or keep the plant (or any part of it) clean, go to the Clock House, get one of the numbered Clean-Up Suggestion blanks, fill it out but don't sign your name, tear off and keep the numbered stub, put your completed suggestion slip in the box at the Clock House that will be provided for that purpose and—get all those things done by July 20th.

July 20th Is The Deadline

After July 20th a committee named half by the I.S.W.U. and half by the Manufacturing Department will decide which one of those suggestions is the best, that is, which will accomplish the most cleanliness for the smallest expenditure of time, money and effort, and the number of the winning suggestion will be posted on the bulletin board in the Clock House on August 4.

The guy or girl who holds the stub bearing that number should, thereupon, dash down to Walmsley's office, present the stub and pick up his War Bond.

One Winner Only

There will be, at least for this time, just *one* winner and the judges' decision will have to be final. It's worth saying, however, that if only one sug-

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To Our Customers

By now you are reasonably familiar with the corn-hog situation as it affects us, but we thought you'd be interested in seeing the letter which Mr. Staley sent to all of our customers eight days ago. In these times things move rapidly, and it may be that between the "Staley News" deadline and the time it arrives in your mail box the whole problem will be on the way to an answer. If that's true, you can read this letter and grin. If not, you'd better start thinking hard about what you, and all of us, can do to help.

* *

June 22, 1943.

"TO OUR CUSTOMERS:

"You have undoubtedly heard a great deal about the corn problem. The purpose of this letter is to bring you up-to-date and to explain the position that our company is in.

"We now have a 31-day supply of corn on hand. Six or seven weeks ago we had a 75 or 80-day supply. The government then issued an order forbidding anyone owning over a 45-day supply to buy corn, and we were forced to withdraw from the market. Two weeks ago we came back in the market and since then have succeeded in buying a six-hour supply. Unless something happens within thirty days, our plant will be shut down.

"The cause of the situation is obvious. The ceiling price for cash corn nets the Central Illinois farmer 97½ cents, but if he sells corn as hogs he gets \$1.35 to \$1.40 per bushel. The production of hogs has increased and there are now more animals on the farm than can be fed.

"The feeding of hogs is so profitable and the feeding demand for corn is so great that a black market has almost completely replaced the normal corn market. Feeders are sending truckers into Illinois to buy corn at any price, and are paying from 5 to 25 cents per bushel above the ceiling prices. Under these conditions it is not surprising that we have been unable to buy corn.

"The government has promised the farmer that it will maintain the price

(Continued on page 4)

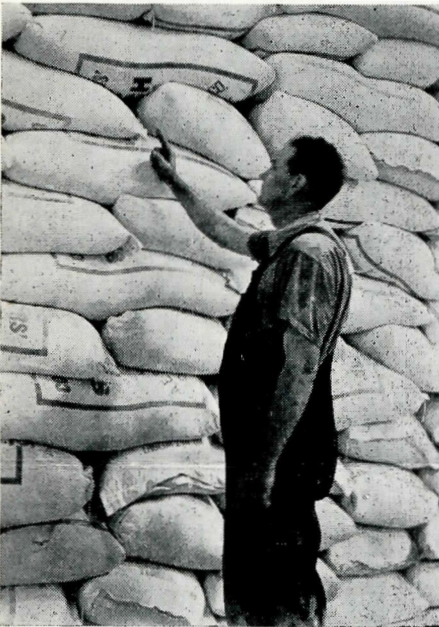
MORE ABOUT DEFERMENTS

(Continued from page 1)

revisions and sent us a letter saying it had been accepted as revised. Armed with this authority we sent in deferment requests as scheduled to the various local boards and we are now getting back their decisions (100% favorable thus far).

It's a Continued Story

Next thing we have to do is file a Manning Table—but that's another story. Next thing after that is a revised Replacement Schedule and then—well, after all, this war is not going to last forever.

Know Your**Staley Safety****C O D E**

30. CARE SHOULD BE TAKEN IN PILING MATERIAL SO THAT THERE IS NO DANGER OF IT SHIFTING OR FALLING.

- *When piling bags, those over five high should be cross tied.*

**STAY SAFE
OFF THE JOB
TOO**

MORE ABOUT PAY DIRT

(Continued from page 1)

gestion is submitted the person who submits it will have a \$25 War Bond to his credit whether the suggestion is used or not. So don't hesitate to toss your brain child into the pot.

Frankly, this idea is an experiment. If good workable worthwhile ideas are submitted we'll expand the experiment. If they aren't . . .

How to Win—(From a Guy Who Won't)

Your faithful old editor's suggestion about your suggestion would be that you think of ways to keep dust and dirt from being generated rather than thinking of ways to clean them up (staying clean is always better than getting clean) and that you think up an idea that can be used in more than one department. Obviously, a good idea that will work several places is better than a good idea that will work one place.

This, friends, is PAY DIRT that we're talking about now. Let's give old Art an idea and collect a War Bond. And, one last word of warning, keep it clean.

Thoughts For the To-Be-Taxed

Here are some points to keep in mind about Pay-As-You-Go-Tax deductions.

1. They do not constitute a new or added tax. They are merely a method of paying currently a tax obligation that would have had to be paid anyhow.

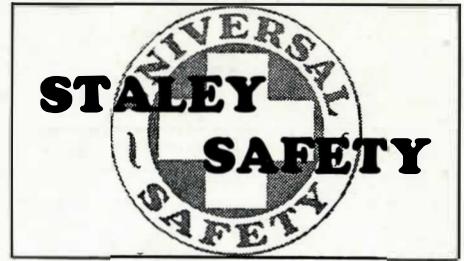
2. Don't worry (if your wife is working too) about how you divided the exemptions. You can't lose because your final accounting will come next March 15, and if you haven't claimed all the exemption to which you are entitled now, you'll merely have less to pay to balance your books then.

3. This is merely a new and sense-making way of paying the same old burdensome tax.

4. This method of collecting taxes will have an excellent effect on the enemy of every last one of us—inflation.

FIRST HALF MILLION

Up to June 1, 1943, Staley employees had purchased a total of \$540,189.10 worth of War Bonds. Not bad but . . . now we've got to hold the pace.



By MYLO ROBERTS

Director of Safety

You all know that in the next three months we're going to have some hot days. We've already had a few. One of the things that we will all have to guard against is heat sickness.

Heat sickness is caused by loss of salt from the body by excessive sweating. The best way to combat it is by consuming extra salt. All over the plant near the water fountains are salt dispensers. One to four of these tablets taken each day will go a long way toward preventing heat sickness. You will also find that in addition to replenishing the lost salt, they cut down the desire to drink excessive amounts of water and therefore cut down the dangers of stomach cramps.

Some of you will say—"I can't take those salt tablets. They make me sick!" It's possible that this might be true in a very few cases. When we first started using them, the tablets were pure salt, now however, we are using a tablet that is 30% sugar and 70% salt and we've found that this combination can be taken very readily. So, if you haven't tried them recently, give them another chance. They help a lot when you are working hard in hot weather.

Another thing is that these tablets are made to dissolve very quickly and take effect immediately. Don't chew them or hold them in your mouth any longer than necessary. Swallow them quickly with a large amount of water, just as if you were taking an aspirin.

Guard against sunburn. Many people do not realize that you can get second and third degree burns from the sun that are just as bad as burns caused by fire or steam. So, if you're working outside and decide to take off your shirt, take it easy at first. Build up a good tan gradually before trying to work all day without proper covering. This applies away from work, when you are swimming, playing golf or working in the garden, as well as out here.

Published Monthly
By The Personnel Department
For The Employees of
THE A. E. STALEY
MANUFACTURING COMPANY
DECATUR, ILLINOIS
Manager of Personnel
ROY ROLLINS

Personnel Changes

The Editor - in - charge - of - the - Personnel - Changes - Section of the Staley News fooled around until he missed the deadline for the last two issues, but after the kicking around that he has just received for those remissions of duty, we believe that he is now back on the job to stay.

THE EDITOR.

Ladies and Gentlemen:

We have with us today some new (and some returned) employees.

Marcella Deardorff, whose sister Norma is in the Standards Department, is now in the Messenger Department. So are Joan Keller, Pauline Travis, Mary Myers, June Morrison (Bill's wife), Emadene Gregory, Gloria Glover, Helen Lyman, Barbara Rowe, Celestine Marvin, Marilyn Wood, Shirley McGuire, Dorothy Cable (Pauline's daughter), Marjorie Houk, Dorothy Brinkoetter (Florence Martin's cousin), Barbara Ruffner, and Jack Wolfe. (Editor's note: Jack Wolfe's going to work for Staley's makes the editor feel like an old man on account of he went to work at Staley's, helping Jack's dad, Matt, just four months to the day before Jack was born.) Added to the Sales Department are Orville Capehart, Howard Hanson, William Lehner, Harrie Halstead, George Ley, Ed Doyle, Ray Garner, McCoy Trotter, and John Fitzgibbon. Dr. Glenn Parsons started in the Research Lab, Bob O'Dean returned to the Engineering Department and Jane Brumley, Howard's wife, came back to the Financial Department. John Kern went to work in the Feed Division.

The Transfer Front was also quite active. Bill Robinson was put on the monthly payroll as a Laboratory Inspector, Mike Paczak was transferred from the Refinery to the Personnel Department as Supervisor of Training so that Art Watkins, who had been loaned to the Personnel Department to start the J.I.T. train-

ing program, could return to the Superintendent's office, Levy Creek was made an assistant foreman in the Soybean Warehouse, and Ralph Rentfro took over a newly created assistant foreman's job at Elevator C. Nellie McLaughlin went to Financial to take Marjorie Dickson's place and Naomi Sparr went to Feed Sales to take Stan DeJane's place while he is Armying. J. D. Douglas came in from the field to train for Rudy Dennis' job at Painesville against the day when Rudy goes to the Army too.

Margie Thompson went to the Priorities Division and Ruth Eoff to Accounting along with Jane Keller, and Doris Morford and Virginia Adamson went to Traffic. Marcella Deardorff took Virginia Burnau's place to allow Virginia to take Sally Martin's job so Sally could take Eloise Rice's on account Eloise resigned. Do you follow? Betty Ross was added to the Financial Department and June Morrison went to Standards. Lovell Balford and Wib Falk, who run the Extra Board, were transferred from Personnel to Manufacturing in a logical realignment of duties which relieves the Personnel Department of line duties (such as the assignment of men to jobs) and charges it with additional staff duties (such as employee training).

How to Make Your Safety Shoes Last Longer

(And Why It's So Important That You Do)

Your safety shoes contain two things that Uncle Sam badly needs—*steel* and *leather*. The longer you make your safety shoes last, therefore, the less steel and leather you personally will require.

1. Don't let grease, grit, and dirt stay on shoes longer than is necessary. Wipe them clean.

2. When wet, let them dry slowly. If very wet, turn them soles up to dry. Don't put near a radiator or stove.

3. Sole leather should not be subject to any greater heat than your hand can stand. Otherwise it will harden and crack, or burn.

4. If you work in wet places, apply weekly a little viscolized oil, tallow, or beeswax, which will shed water.

5. Keep your shoes repaired. Don't wait until the soles are worn too thin. Don't let heels become run down. Remember—a stitch in time saves nine.



One thousand pounds of corn fed to a hog brings him to a weight of 240 pounds. His empty carcass contains 80 pounds of fat and 22 pounds of water-free protein. The balance is water and bone and not all of the fat and protein are usable by the human body.

One thousand pounds of corn, when milled in our industry, will produce 30 pounds of corn oil, 270 pounds of gluten feed and 550 pounds of water-free carbohydrates (starch or syrup). The 270 pounds of gluten feed, if fed to a dairy cow, will produce 900 pounds of 4% milk and that amount of milk will contain 32 pounds of protein, 36 pounds of butterfat and 45 pounds of milk sugars and minerals.

Just suppose that this corn-hog problem was answered by reference to cold hard logic. Where do you think the corn would go?

(Figures for the above were prepared by G. M. Moffett, President of Corn Products Refining Company.)

* * *

In the last three years American industry has added over one third to its plant capacity. That CAN mean more goods produced better and cheaper after the war IF we are wise enough to plan well NOW.

So You Need More Gas, Huh?

Right after the Japs Pearl-Harbored us our government froze new tires and started tire rationing. To handle Staley applications for tires a Staley Transportation Committee (the Manager of Personnel, two foremen and two hourly employees) was set up.

When Jeffers tightened down on the gas valve to supply oil to the East and to further conserve the nation's tires the Transportation Committee switched over to gas rationing and the local O.P.A. office took on the tire job.

Today the Staley Transportation Committee is composed of Syl Ivens, Chairman; Earl Beals, Frank Moore, Harley Strohl and Homer Boyer. Every one of those gentlemen is full of answers on the ins and outs (mostly outs) of rationing but in case you don't happen to run one of them down in your day's travels, here are a few miscellaneous answers.

"A" Books

"A" books give you 240 miles of driving per month (if the old bus will do 15 miles per gallon (and by the way, what happened to the 21-miles-to-the-gallon liar?) and the supposition is that you'll use 150 miles for driving to and from work and 90 for pleasure. (This makes you a very lucky fellow if you have no job on account look at all the extra gas you have for pleasure driving.)

How Far To Work?

If, however, you live more than two miles from work and public transportation would cause you to spend more than an hour traveling to your home or you use your car *on the job* or you use it for farming or other essential purposes off the job or you have a 1500 square foot Victory Garden more than a mile from home you *may* be eligible for supplemental gas. If you think you are: See Homer Boyer in the Personnel Department and get a supplemental gas form. Figure the number of miles (round trip) between your home and the plant, multiply by 26 (30 if your job requires you to make extra trips) and, brother, the answer had better be more than 160 miles or you'll still have an "A" card and the committee's blessing.

All of this goes in the 8-A section on the horse blanket sized form. If you use your car *on the job* put in the proper number of miles in the

8-B section. If you use your car for other *necessary* purposes *off the job* put in the proper amounts in the 8-C section. Our committee worries only about what you put in 8-A. The O.P.A. worries (some) about the rest.

Gas For Gardening

This is allotted by the use of a special form and you tell the same story about distance and number of trips—with one important exception. If your garden is in Kalamazoo and is 40 acres in size and you want to hoe it twice a day you still get a maximum of 20 gallons for the season.

And For Other Stuff

Non-highway gas (for engines, stoves, lamps, tractors and blowing up the kitchen stove) is obtained by use of another special form. Boyer has them too.

The committee meets once a week (Monday at 12:30 p. m.) to consider applications received during the previous week and you can figure that it will be about one week after that before the O.P.A. office has your request processed and it is granted or denied. (If you don't pass the Staley Committee hurdle we'll tell you why and quickly).

For renewals (C cards run out every three months, B cards whenever your coupon says they do) see Boyer about two weeks before your renewal date and fill out a nice neat little 8½" by 11" form which you should return to him together with your tire inspection report and whatever is left of your B or C book. Renewals on which no change is made don't have to be approved by the Committee and we'll get them uptown a day or so after you turn them in.

This Ride Sharing Thing

When it comes to ride sharing, friends, we ain't doin' so good. This situation has already caused two or three good healthy cries of "Wolf" and you'd better be looking for a way to do some sharing and then do it. Sure, it's an inconvenience but so is the war and we have *some* duties to perform that shouldn't have to be forced onto us.

If you have questions (everyone has) call Homer Boyer in the Personnel Department. His orders (standing instructions in his department) are to tell you the right answer if he knows it, find out if he doesn't or make up something plausible on the spur of the moment if he can't find out.

MORE ABOUT CORN-HOG

(Continued from page 1)

of hogs at about present levels until June, 1944. In the face of this promise there is only one solution, which is lifting the price ceiling on corn.

"Although we now have 31 days' supply on hand, we cannot promise to continue delivering to all of our customers for the full period. The reason is that some of our competitors have little or no corn and are now shut down or about to shut down. Many of their customers are operating on war contracts and have high priorities. When they can no longer obtain supplies from their usual sources, we are almost certain to receive orders accompanied by high priorities, which will necessitate a rearrangement of our shipping schedules. In other words, while we would like to continue supplying those who have relied upon us in the past, we may be forced to allocate what little corn we have left on a strict priority basis. It is something over which we have no control.

"The situation is serious and imminent. We have done all that we can in Washington in explaining the situation and in pleading for relief. The matter is now in the hands of the government. The War Food Administration seems to be convinced that something must be done, but does not have the power to make price adjustments. Action will have to come from higher authority.

"We will continue to do our best to take care of your needs, but you should understand the situation. You can help by informing your Senators and Congressmen why our products are important to you and to any war contracts that you may have."

Very truly yours,

A. E. STALEY MFG. CO.

A. E. Staley, Jr.

President



See Eddie McKirahan, 690 E. Van Buren, to buy a 1941 Plymouth Tudor or a 1937 Dodge Tudor, both in good condition.

★ ★

For Sale: 5 room modern cottage on full city lot at 1220 E. Leafland (south front). Hot air furnace, 2-car garage, close to St. Johannes, Durfee and Centennial schools, the Wabash, I.T.S. Shops and Staley's. Priced for quick sale at \$2,500.00. Call John Galembak at 1531 N. Clinton. Phone 6473.

Pay-As-You-Go Is Now Going

By R. S. BASS, *Treasurer*

In order to put all individuals on a current basis so far as their Federal Income Tax liabilities are concerned, and to aid in the collection of such tax liability by requiring employers to withhold a certain portion of wages paid to employees, your government has enacted a new law called "Current Tax Payment Act of 1943."

Since the first of the year you have had 5% of your gross earnings over \$12 per week deducted for the Victory Tax. Under the new "Current Tax Payment Act" the deduction will be 20% of your earnings in excess of an exemption based on your family status. The withholding provision of the Victory Tax at the rate of 5% is terminated as of the effective date of the new withholding provision. The law breaks down the 20% rate into two parts—17% for Income Tax and 3% for Victory Tax.

Effective Dates

The new law becomes effective with payroll periods beginning on or after July 1, 1943. Therefore the first pay to have the new deduction will be the one for the week ending July 10th paid on July 15th if you are on the hourly basis and the semi-monthly pay of July 15th if you are on a monthly basis.

For purposes of withholding, the personal exemption is \$12 per week, or \$26 per half-month for single persons, \$24 per week or \$52 per half-month for married persons, and the credit for dependents is \$6 per week or \$13 per half-month for each dependent. Over a period of a year, the total exemption allowed is roughly the same as your personal exemption and credit for dependents under the regular income tax. You have already filed an "Employee's Withholding Exemption Certificate" Form W-4 on which you indicated what personal exemption and credit for dependents you are entitled to receive. This will enable us to allow you the proper exemption in arriving at the deduction.

No other exemptions or deductions are allowed in computing the amount to be withheld, although you will still be allowed to deduct taxes, contributions, etc., on your tax return. Since the 20% rate is less than the total of the Income Tax rate and

Victory Tax rate, the amount withheld will not overpay your Income Tax unless you have unusually large deductions.

We Will Use the Tables

Realizing that employers would find it difficult, and additional manpower would be necessary if the law required a separate computation of the amount to be withheld from each employee's pay, the government provided tables for use in determining the deduction in various wage brackets and personal exemption and dependency situations. We will use these tables and are including them in this issue so that you may check your deductions. The table for weekly pay period will be used for the

plant payroll, and the one for semi-monthly pay, for the office, salesmen and foremen.

The following example shows how to use the table to determine how much your deductions will be:

Assume you are married, have one child, are paid \$45.00 a week, and take all of the personal exemption. On the table for weekly pay period, find the line for wages at least \$40.00, but less than \$50.00. Find heading (4)—married claiming all of personal exemption, and the appropriate column under that heading for one dependent. Trace down the column to the \$40-\$50 line and at that point read the amount of deduction. In this case it would be \$3.00 per week.

IF THE PAYROLL PERIOD WITH RESPECT TO AN EMPLOYEE IS WEEKLY

And The Wages Are		And, (1) Such Person is a MARRIED PERSON Claiming NONE of Personal Exemption for Withholding and Has—									
		No dependents	One dependent	Two dependents	Three dependents	Four dependents	Five dependents	Six dependents	Seven dependents	Eight dependents	Nine dependents
At least	But less than	Or, (2) Such Person is a MARRIED PERSON Claiming HALF of Personal Exemption For Withholding and Has—									
		No dependents	One dependent	Two dependents	Three dependents	Four dependents	Five dependents	Six dependents	Seven dependents		
At least	But less than	Or, (3) Such Person is a SINGLE PERSON and Has—									
		No dependents	One dependent	Two dependents	Three dependents	Four dependents	Five dependents	Six dependents	Seven dependents		
At least	But less than	Or, (4) Such Person is a MARRIED PERSON Claiming ALL of Personal Exemption For Withholding and Has—									
		No dependents	One dependent	Two dependents	Three dependents	Four dependents	Five dependents				
At least	But less than	Or, (5) Such Person is HEAD OF A FAMILY and Has—									
		No dependents or one dependent	Two dependents	Three dependents	Four dependents	Five dependents	Six dependents				
The amount of tax to be withheld shall be—											
\$0	\$10	\$1.00	.....	.....	.....	.....	.....	.....	.....	.....	.....
10	15	2.50	\$1.30	\$0.10	.....	.....	.....	.....	.....	.....	.....
15	20	3.50	2.30	1.10	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
20	25	4.50	3.30	2.10	.90	.30	.30	.30	.30	.30	.30
25	30	5.50	4.30	3.10	1.90	.70	.50	.50	.50	.50	.50
30	40	7.00	5.80	4.60	3.40	2.20	1.00	.70	.70	.70	.70
40	50	9.00	7.80	6.60	5.40	4.20	3.00	1.80	1.00	1.00	1.00
50	60	11.00	9.80	8.60	7.40	6.20	5.00	3.80	2.60	1.40	1.30
60	70	13.00	11.80	10.60	9.40	8.20	7.00	5.80	4.60	3.40	2.20
70	80	15.00	13.80	12.60	11.40	10.20	9.00	7.80	6.60	5.40	4.20
80	90	17.00	15.80	14.60	13.40	12.20	11.00	9.80	8.60	7.40	6.20
90	100	19.00	17.80	16.60	15.40	14.20	13.00	11.80	10.60	9.40	8.20
100	110	21.00	19.80	18.60	17.40	16.20	15.00	13.80	12.60	11.40	10.20
110	120	23.00	21.80	20.60	19.40	18.20	17.00	15.80	14.60	13.40	12.20
120	130	25.00	23.80	22.60	21.40	20.20	19.00	17.80	16.60	15.40	14.20
130	140	27.00	25.80	24.60	23.40	22.20	21.00	19.80	18.60	17.40	16.20
140	150	29.00	27.80	26.60	25.40	24.20	23.00	21.80	20.60	19.40	18.20
150	160	31.00	29.80	28.60	27.40	26.20	25.00	23.80	22.60	21.40	20.20
160	170	33.00	31.80	30.60	29.40	28.20	27.00	25.80	24.60	23.40	22.20
170	180	35.00	33.80	32.60	31.40	30.20	29.00	27.80	26.60	25.40	24.20
180	190	37.00	35.80	34.60	33.40	32.20	31.00	29.80	28.60	27.40	26.20
190	200	39.00	37.80	36.60	35.40	34.20	33.00	31.80	30.60	29.40	28.20

If the number of dependents is in excess of the largest number of dependents shown, the amount of tax to be withheld shall be that applicable in the case of the largest number of dependents shown reduced by \$1.20 for each dependent over the largest number shown except that in no event shall the amount to be with-

held be less than 3 per centum of the excess of the median wage in the bracket in which the wages fall (or if the wages paid are \$200 or over, of the excess of the wages) over \$12, computed, in case such amount is not a multiple of \$0.10, to the nearest multiple of \$0.10.

if the wages paid are \$400 or over, of the excess of the wages) over \$26, computed, in case such amount is not a multiple of \$0.10, to the nearest multiple of \$0.10.

The 20% withholding will take care of most people's taxes. But those who have extra income such as rents and dividends, or higher wages on which higher taxes are due will have additional amounts to pay. In general, if you have outside income, or if you are single and earn wages of more than \$2,700 per year, or married and you and your wife earn more than \$3,500 per year, you will have to file an estimate of the additional tax due for 1943. This estimate must be filed by September 15, 1943, and one-half of the excess of total tax over the amount withheld from your pay must be paid at that time with the other half falling due on December 15, 1943.

Amounts deducted will be paid to the government for your account. If the amount to your credit at the end of the year is less than the tax computed on the return, you will file by March 15, 1944, the difference must be paid. If it is more than your tax liability, any excess will be applied against your 1944 taxes, or refunded if you will owe no tax for future years. You will be given a receipt covering all Income and Victory Tax deductions at the end of the year.

IF THE PAYROLL PERIOD WITH RESPECT TO AN EMPLOYEE IS SEMI-MONTHLY

And The Wages Are		And. (1) Such Person is a MARRIED PERSON Claiming NONE of Personal Exemption for Withholding and Has—											
		No dependents	One dependent	Two dependents	Three dependents	Four dependents	Five dependents	Six dependents	Seven dependents	Eight dependents	Nine dependents		
At least	But less than	Or. (2) Such Person is a MARRIED PERSON Claiming HALF of Personal Exemption For Withholding and Has—											
		No dependents	One dependent	Two dependents	Three dependents	Four dependents	Five dependents	Six dependents	Seven dependents				
		Or. (3) Such Person is a SINGLE PERSON and Has—											
		No dependents	One dependent	Two dependents	Three dependents	Four dependents	Five dependents	Six dependents	Seven dependents				
		Or. (4) Such Person is a MARRIED PERSON Claiming ALL of Personal Exemption For Withholding and Has—											
		No dependents	One dependent	Two dependents	Three dependents	Four dependents	Five dependents						
		Or. (5) Such Person is HEAD OF A FAMILY and Has—											
		No dependents or one dependent	Two dependents	Three dependents	Four dependents	Five dependents	Six dependents						
		The amount of tax to be withheld shall be—											
		\$0	\$20	\$2.00	4.40	6.80	9.20	11.60	14.00	16.40	18.80	21.20	23.60
20	30	5.00	7.40	9.80	12.20	14.60	17.00	19.40	21.80	24.20	26.60		
30	40	7.00	9.40	11.80	14.20	16.60	19.00	21.40	23.80	26.20	28.60		
40	50	9.00	11.40	13.80	16.20	18.60	21.00	23.40	25.80	28.20	30.60		
50	60	11.00	13.40	15.80	18.20	20.60	23.00	25.40	27.80	30.20	32.60		
60	80	14.00	16.40	18.80	21.20	23.60	26.00	28.40	30.80	33.20	35.60		
80	100	18.00	20.40	22.80	25.20	27.60	30.00	32.40	34.80	37.20	39.60		
100	120	22.00	24.40	26.80	29.20	31.60	34.00	36.40	38.80	41.20	43.60		
120	140	26.00	28.40	30.80	33.20	35.60	38.00	40.40	42.80	45.20	47.60		
140	160	30.00	32.40	34.80	37.20	39.60	42.00	44.40	46.80	49.20	51.60		
160	180	34.00	36.40	38.80	41.20	43.60	46.00	48.40	50.80	53.20	55.60		
180	200	38.00	40.40	42.80	45.20	47.60	50.00	52.40	54.80	57.20	59.60		
200	220	42.00	44.40	46.80	49.20	51.60	54.00	56.40	58.80	61.20	63.60		
220	240	46.00	48.40	50.80	53.20	55.60	58.00	60.40	62.80	65.20	67.60		
240	260	50.00	52.40	54.80	57.20	59.60	62.00	64.40	66.80	69.20	71.60		
260	280	54.00	56.40	58.80	61.20	63.60	66.00	68.40	70.80	73.20	75.60		
280	300	58.00	60.40	62.80	65.20	67.60	70.00	72.40	74.80	77.20	79.60		
300	320	62.00	64.40	66.80	69.20	71.60	74.00	76.40	78.80	81.20	83.60		
320	340	66.00	68.40	70.80	73.20	75.60	78.00	80.40	82.80	85.20	87.60		
340	360	70.00	72.40	74.80	77.20	79.60	82.00	84.40	86.80	89.20	91.60		
360	380	74.00	76.40	78.80	81.20	83.60	86.00	88.40	90.80	93.20	95.60		
380	400	78.00	80.40	82.80	85.20	87.60	90.00	92.40	94.80	97.20	99.60		
\$400 or over		20% of the excess over \$400 plus											
		\$80.00	\$77.40	\$74.80	\$72.20	\$69.60	\$67.00	\$64.40	\$61.80	\$59.20	\$56.60		

Job Freeze Rules to Change

Because there have been nine million questions (more or less) about the rules of the "Springfield-Decatur Employment Stabilization Plan" or "job freeze" we had hoped to have an article explaining it in this issue of the News. However, War Manpower Commission officials in this area say that the plan is now undergoing revision and that any explanation we made of the present plan would be out of date as soon as the new one was issued so If the new one is issued before our August 1st issue and if we are able to understand it we'll attempt an explanation then. In the meantime, if you have a question about your rights, duties and privileges, dash over to the Personnel Department or to the U. S. Employment Service office and an answer will be dug up for you.

If the number of dependents is in excess of the largest number of dependents shown, the amount of tax to be withheld shall be that applicable in the case of the largest number of dependents shown reduced by \$2.60

for each dependent over the largest number shown, except that in no event shall the amount to be withheld be less than 3 per centum of the excess of the median wage in the bracket in which the wages fall (or