

ARKANSAS + HIGHWAYS

VOL II
No. 11



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ARKANSAS HIGHWAYS

A Monthly Magazine for Employees of the
Arkansas State Highway Commission

VOL. II

November 1954

NO. 11

STATE HIGHWAY COMMISSION

Raymond F. Orr, Chairman

Miss Willie A. Lawson
Glenn F. Wallace

Cecil S. Lynch
D. F. Portis

Herbert Eldridge, Director
A. E. Johnson, Chief Engineer

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...from our Director

It is with great pride that we present the following letter to you. This letter was sent to our Personnel Director, Dennison Yates, for distribution in the form of an interoffice memorandum

.. _____ ..

The value of a magazine for the personnel of the Department was early recognized by the Highway Commission and administrative staff as a means of disseminating information and in assisting to make our organization a loyal, happy family of workers for the building and maintenance of an adequate highway system. During the first year of production, "Arkansas Highways" has exceeded our initial expectations. It is a credit to the Department and we wish to commend all who have assisted in making "Arkansas Highways" a successful venture.

Please convey our congratulations and best wishes for continued success to Mrs. Erdmann and staff members, reporters, and others who have assisted in making the magazine interesting, informative and attractive.

Sincerely yours,

/s/

Herbert Eldridge
Director of Highways

DUSTLESS PROGRAM COMPLETED

The "dustless road" program, which has been avidly pursued by our Maintenance Division forces this year, is now completed. This means that 108.03 miles of mighty dusty Arkansas roads have now been given a palliative coating.

This program was planned for experimental purposes to find the best, most practical, and most economical way of allaying the billows of dust which engulf our roads and their immediate vicinities every time a vehicle passes over them. This extensively existing condition has been particularly distressful during the hot, dry months of the year. The success of this experimental program cannot be disputed. The good will of the people of Arkansas, which has been created through the fulfillment of this dustless program, far outweighs any expenditure involved.

There were three principal dust palliatives tested in this experiment: slow-curing (SC) asphalt, oil, and calcium chloride. These were laid over dirt or graveled roads. The main one used was SC asphalt, not only because of its economical value but also because it is soft, pliable, and more easily manipulated than the others. Oil was used to test its contrasting durability.

The calcium chloride was applied with a special machine. This dust palliative comes in a crystalized

form which dissolves, very much like salt, when in solution with water. Best results are obtained when the water is applied to the roadbed prior to spreading the compound. However, it may be used without the water application with the hope that it will soon rain.

According to A. G. Rives, State Maintenance Engineer, the performance of the SC asphalt coating has, so far, proved to be the most satisfactory method used.

"The results vary with any given palliative," he explained, "and we hope our experiments will give us more information regarding this variation. It can be caused by any number of reasons from the weather to the soil conditions."

High commendation is due the men who worked on this dustless road program for a good job well done, and also for their enthusiasm and efficient effort over and above that which was expected of them.

Since July 1, 1953, the District maintenance forces have resurfaced 111.28 miles of old pavement; constructed 69.17 miles of new hard-surface pavement; and graveled roads totaling 531.07 miles, in addition to the dustless miles outlined above. In linear feet, they have replaced 1706' of old bridges with culverts, redecked 21061' on existing bridges and constructed 7061' of new bridges.

NEW PARKING LOT BEING CONSTRUCTED

The parking problem, for State employees and those people doing business with the various State departments and agencies, will be greatly alleviated with the completion of the new parking lot now under construction.

The lot is located to the rear of the Highway Department Building and completes the usage of all available space between the Capitol Mall and Seventh Street, and utilizes the entire block between Wolfe and Marshall Streets. This project also includes the building of walkways from the new parking lot to the main Capitol Building.

A parking lot in this area, a relatively new acquisition to the State, will be of real benefit in more ways than one. It not only will help to dissipate that ever-increasing parking problem, but will also remove a detraction from the beauty of our Capitol grounds.

Secretary of State C. G. Hall, a man who believes in doing something about overcoming a difficult situation, outlined a plan for relieving the parking problem to the Arkansas Legislative Council on October 4 and received the approval of that group. The construction plan was drawn up by consulting engineers in cooperation with our Highway Department engineers.

AASHO HONORS 4 HIGHWAY ENGINEERS

At its annual meeting in Seattle the week of November 8-12, the AASHO paid tribute to four of our Highway Department engineers by honoring them with 25-year service pins and certificates of merit. Those receiving these awards were: Webster F. Turner, Acting District Engineer, Russellville; William C. Ross, Assistant Construction Engineer, Little Rock; Elmer E. Hurley, Assistant Construction Engineer, Little Rock; and Homer R. Lucas, Acting District Engineer, Pine Bluff.

The conferment of these awards makes a total of 22 members of the Arkansas Highway Department to receive this honor. In this particular instance, all four of the men are registered professional engineers; however, eligibility for the 25-year-service award is not necessarily limited to engineers. Any employee who has served a cumulative total of 25 years in one or more of the State Highway Departments, and who holds a responsible position equal to that of a District engineer, or higher, is considered eligible to receive this national award.

We are proud of the record of all of our 25-year men and we join the many friends of Messrs. Turner, Ross, Hurley, and Lucas in offering our warmest congratulations.

SO YOU WANT TO BE A SUPERVISOR

by Hazel S. Erdmann
Magazine Editor

PART II

The basic need for supervisory knowledge in human relations has become more and more apparent in the past few decades. Actual on-the-job cases in the study of various industrial relations surveys have proved beyond a shadow of a doubt that the human factor is the essence of minimum or maximum productivity of groups of workers.

It is inherent to consider the physical well-being of an employee but only in recent years, since proof after proof has been clearly shown, have executives agreed with authorities that the state of an employee's mind has a great bearing on the value of his service and thus must be taken into consideration in his daily work.

Men differ mentally much more than they differ physically and these differences are of serious moment and must be given appreciative respect. It is a basic fact that a disgruntled employee can produce only a portion of his capacity, but a happy, satisfied employee can produce even more than he himself believed possible.

Men are not robots, to respond in a certain way when you push a button or turn a crank. While people are all alike in that we are all humans, actually no two people are exactly alike -- not even identical twins. Each person has certain characteristics which distinguish him and sets him apart from all others. Everybody is a "Somebody" and it is only natural and human to want to be recognized as such.

A person's desire to be recognized, to feel he is an essential part of his job, is no superficial matter. It can mean the difference between outstanding accomplishment and complete failure. The supervisor who seeks to understand his employees rather than to judge them will find that he has vaulted many of the barriers toward top performance in his group.

The productivity of an individual employee is lowered under antagonistic conditions, the feeling of insecurity or inadequacy. His rhythm of accomplishment is so enmeshed with his emotions that

confusion and a decrease in co-ordination results. It is plainly up to the supervisor to ferret out the reason for such conditions and reduce them to a minimum.

One of the most important personnel functions of a supervisor's job is to interpret policies, principles, and techniques. He represents the entire organization in the eyes of the employees under his supervision and so is expected to answer any question as to the why of things as well as the what and how. It may seem to him that no one has thought of his need to know the answers to these questions and that he must expend additional effort to do for himself a great deal of the work that could have been done for him.

This may be true. However, that only makes this part of his job more interesting. By practicing the best way of presenting and explaining the "why's, what's, and how's" the supervisor will be able to grasp a better over-all picture of the job. He will see what needs to be done, and will gain a mutual benefit with the employee by obtaining a clearer understanding of the relationship of his job to the whole work pattern.

Because of the interrelationship of men, methods, machines and material, the supervisor must realize the importance of educating his employees in all the component parts of his department and how

they fit into the pattern for final organizational achievements. His first job is to make the employee feel that he is a partner in the work to be accomplished.

An employee who has a knowledge of the relationship of his own job to that of the other divisions or sections is able to look both ways, and he can then comprehend more fully the limitations and the possibilities of his work in regard to the organization as a whole. This information enables him to correlate plan and performance and helps convince him that his judgment and experience are needed.

When an employee offers a suggestion or an idea to his supervisor, even though the idea may seem preposterous at the time, it is often well worth while for the supervisor to consider how the idea could be used, rather than why it could not. By observing this simple courtesy, regardless of whether the suggestion proves advantageous, the employee feels that he is an integral part of planning and as a consequence he attains personal satisfaction and renewed interest in his work.

Too, it is of utmost importance that the supervisor give the employee credit for any good suggestion which proves applicable. Even when the entire formulation of the idea does not belong to the worker it is good psychology all around to bestow credit upon its originator.

By doing so, the supervisor not only compliments the employee, but also his entire work group as well as himself. On the other hand, how much respect can a supervisor merit who ridicules an idea from one of his subordinates and then later presents it as his own?

The supervisor is in a position to share many viewpoints and to be of great value in planning. It is true that sometimes he is not consulted until plans have reached a stage where no real changes can be made, even though he is asked for suggestions. However, since he understands the needs of the men involved in doing the work, he can unify the plans for his group into a setup which will obtain the best available results.

Another important phase of the supervisor's work is to utilize the full skill of each of the employees under his supervision. In order to do this the supervisor must have a personal understanding of the employee's capabilities. Natural ability will present itself but there are many employees whose manipulative skills may be brought out through training. Often the supervisor's attitude toward an individual employee will influence the employee's attitude toward the other workers in his group and his attitude toward his job.

To gain the full benefit of an individual worker's skill, a supervisor must seek to understand the

employee so that he can help free him from the retarding influences which dilute his capabilities. Resentment, worry, anger, group dissension, or any number of reasons, whether true or imaginary, have a tendency to slow down a worker's productive efficiency.

These influences act as a drag and make tasks seem more difficult. The supervisor who tries to find and eliminate the cause of such deteriorating factors will develop in his workers a sense of security and confidence in their employment. Interest will be awakened and the employees will take pride in their work, their group, and their organization, because they will feel that their efforts are needed and appreciated -- a reaction which can only result in top performance.

One of the most fool-proof ways to lose friends, incur disrespect, and bring about a slow-down of the productivity of employees is to exert petty authority over trivial things. The man who is seriously interested in becoming a good supervisor will not find comfort in throwing his weight around to convey the belligerent attitude of "Right, wrong, or indifferent, I am the boss and don't forget it." Respect must be earned and cannot be gained simply by demand. The supervisor who merits it will get respect and cooperation from his subordinates, but more than that he will attain prestige in their eyes.

One of the easiest persons to contact in the business world is a president or major executive of an organization. And you can bet your bottom dollar that is one of the main reasons he arrived at his high post. Good executives are never too busy to see people --- and, as a general rule, good executives are molded from good supervisors.

There are supervisors who face man-relation problems in their daily work and are so little concerned with them that they never even see them. These men are not leaders they are simply supervisory machines. Regardless of the usual routine work produced by such a supervisor's group, maximum efficiency is not reached; inspiration and ingenuity are lacking; progress is dormant. Oftentimes such a condition is not discovered until, for one reason or another, a new man replaces this supervisor.

If you are considering yourself as a candidate for promotion to a supervisory position your chances of reaching your goal will be more than doubled if you will analyze your abilities and develop those traits of leadership you feel are not up to par. To do this you must practice the traits you desire. You cannot acquire them overnight, in a day, a week, or even a year. They must be practiced until they become a part of you and influence your way of thinking. You cannot automatically assure a new frame

of mind the day you are promoted to supervisor. You must develop traits by exercise so they become habits. It is a basic fact that the man and his job are both plastic, the job changing the man and the man changing the job. No one, not even yourself, can know how you will react to a given circumstance until such an instance presents itself. Perhaps you have a natural aptitude for doing the right thing at the right time. Not every one possesses this quality. However, through cultivated habits you can acquire a mental attitude which will enable you to favorably overcome many difficult situations.

Have you ever looked at your own job and asked yourself if there were problems needing solution? No one can know a job better than the man doing the work. If you can't see the problems involved in your own work, what chance will you have of seeing them in the work of others which are unfamiliar to you? A good supervisor is not only marked by his ability to see problems, but he also must be capable of evolving solutions. In relieving or eliminating a problem, the remedial measures must first be well thought out before any action is taken: considering all angles and then trying the ways that seem to have the best chance. The man in tune with his workers will have their help in solving problems.

To be concluded next month

HIGHWAY DEDICATION

The Paups Spur section of State Highway 67, which is located just out from Texarkana leading toward Red River, was formally opened on October 21 with a dedication ceremony sponsored by the Texarkana Chamber of Commerce.

Both Commissioner Glenn Wallace and Director Herbert Eldridge participated in this Texarkana and Miller County celebration. Mr. Eldridge addressed the Board of Directors in the Chamber of Commerce Room, and he was also the principal speaker at the C of C luncheon for members and their guests. Mr. Wallace represented Governor Cherry at the dedication and gave an inspirational speech before cutting the ribbon which marked the formal opening of the new highway to the public.

This 6.7 miles of concrete pavement almost completes the Highway 67 project, there being only a short distance between Paups Spur section and the Red River still to be resurfaced.

The Highway Commission let the contract for the Paups Spur section of Highway 67 to Reynolds and Williams of Little Rock at the March 11 meeting. These contractors completed the project 117 days under the number specified, and the final cost of the job only amounted to approximately \$618,000.

EMPLOYEE RETIRES

Joseph K. McConnell, of the District Four maintenance force, retired from the Highway Department November 1 with a little over 10 years' creditable service in our Retirement System.

Mr. McConnell was born in Greenwood, Arkansas, 69 years' ago and he first worked for the Department during the summers of 1929-1930. He started his service as a permanent employee in 1937 and has worked in such maintenance capacities as motor patrol operator, subforeman, foreman, and truck driver from that time until the present, except for a short period.

The first half of this year, V. E. Scott, administrative assistant and chairman of the State Highway Employees' Retirement System, met with the personnel of each District and thoroughly discussed the various provisions of the Retirement Act and the benefits to be derived through membership in the System. During this period, Mr. McConnell filed his service claim and made arrangements to pay his contribution for the work he performed prior to the establishment of our Retirement System in 1949. This contribution is matched equally by contributions from the state, which enables the employee to retire on a salary when he fulfills the eligibility requirements.

HIGHWAY SIGNS BRING LETTER OF COMMENDATION

It is with appreciation that we print this letter of commendation to our Highway Director from the Keep Arkansas Green Association.

Mr. Eldridge is an active member of the Executive Committee of this Association and such tribute compliments the entire Department

Dear Mr. Eldridge:

It is my pleasure as Executive Director to formalize Mr. Fred Lang's commendation of your action in placing "Please Help Prevent Forest Fires" signs on highways in our wooded areas.

Rest assured the Executive Board of this Association deeply appreciates the time and energy you have given this program. It is always a pleasure to sit with you at the conference table in the interest of our great State.

Please extend our gratification of this cooperation to your Commission members.

Cordially yours,

/s/

Al Pollard
Executive Director

cc: W. R. Warner
President

Fred Lang
State Forestry Dpt.

AROUND THE BUILDING

The annual meeting of the American Association of State Highway Officials was held in Seattle the week of November 8-12. Arkansas Highway Department officials attending this national meeting were: Cecil S. Lynch, Herbert Eldridge, Alf E. Johnson, Eugene E. Nelson, A. G. Rives, C. A. Shumaker, Ward Goodman, E. E. Mashburn, and E. L. Wales. To Engineers Shumaker and Goodman the trip included a visit to San Francisco to confer with the Bureau of Public Roads and inspect the new expressway being constructed there.

* * * *

Director Eldridge conducted a state-wide District staff meeting and work conference in Fort Smith, October 19, for the purpose of discussing and ironing out mutual problems. Commissioner Raymond F. Orr paid the group a visit. The following people were present for the work conference: A. G. Rives, C. Don Hayes, J. R. Henderson, Charles Holderbaum, Bill Baugh, Gil Sisk, J. C. Perkins, Walter Hicks, W. F. Turner, H. R. Lucus, C. M. Matthews, G. E. Nunnally, O. A. Tinsley, W. T. Jeter, Homer F. Hill, W. H. Cook, Henry Coe, James Hamilton, Jess M. Rush, Brewster Shalmy, Albert J. Stephens, Ardell M. Clark, Thomas H. Thompson, W. C. Wood, George H. Lewis, James Owens and J. C. Perkins, Jr.

PRAISE ON OUR MAGAZINE

In a recent issue of "Copies," an A. B. Dick publication for its distributors and salesmen, your "Arkansas Highways" magazine received the following complimentary write-up:

"One example of an inexpensive yet effective magazine is 'Arkansas Highways,' a folded 8½" x 7" publication duplicated on legal-size paper and folded in half. A 28-page volume, it has a straight editorial format sprinkled with illustrations and does an excellent job of keeping Arkansas State Highway Commission people well-informed on matters of importance."

OCTOBER CROSSWORD PUZZLE SOLUTION

			heli	peter	hazo						
			aran	azure	adam						
			trews	rebid	dixit						
a	top	segar	camon	toll							
don	cog	car	toi								
alum	stooop	atlas	tall								
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dorians	sodom	caporal									
avez	karen	nisan	name								
vin	gar	tor	pla								
inez	rebec	heber	sign								
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baria	serug	bigoted									
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Party Line Parade

— HEADQUARTERS —

PURCHASING

Mildred Sanderson - Reporter

We would like to extend a belated welcome to John Plegge, Betty Jon Shaw, Willine Gray, and Jackie Dunham who joined our Office group during the past few months. Really, kids, we didn't mean to neglect you and we are very happy to have you with us.

* * * *

The "Razorbacks" had quite a group of admiring fans from this Office as evidenced by the turnout at the Ole Miss - University of Arkansas Game. Those included in our own pep squad were: Betty Jon Shaw, Bob Landfair, Willine Gray, and John Plegge, and from all reports, they did a wonderful job of rooting our team on to victory in the last crucial moments of the game.

* * * *

All you girls who have been wondering about that tall, dark, and handsome lad, who is a new comer to the Purchasing Clan had better look twice at his fourth finger, left hand where he sports a big gold wedding band. By the way his name is John Plegge and he's married to a cute little girl named Sue. Too bad, girls!

In case you are wondering why "yours truly" has been walking around the building with such a proud look on her face, its simply because ever since August 13, she has been the very happy owner of a "Buick."

ACCOUNTING

Jimmy Zinn - Reporter

We are happy to have Paula Masters as our newest co-worker. Retirement records will be under her watchful care.

* * * *

The record of the Razorbacks has been holding the ringside seat of our attentions (off the job, that is.) Now comes a story from the venerable woodsman and squirrel hunter, Gus Powell. It was more or less of a hair raiser, he says. While he and his grandson, Powell Hendricks, were hunting the usual squirrels, there came from the heavy undergrowth in the Cache River bottoms, south of Dagmar in Monroe County, a big wild cat of the lynx type about a 50-pounder. Young Powell took him with one blast. The hide will be tanned to bear witness to the young hunter's prowess, henceforth, Gus is flying plenty high about the cat.

Party Line Parade

STATISTICS AND ANALYSES

Bill Headrick - Reporter

Henry and Gertrude Mercer who are the proud parents of a new son, Edward Morton Mercer, born October 13 at the Baptist Hospital. Mother and son are doing fine and are now at home to their friends at 409 West 26th Street.

* * * *

Leroy Beckett had a very enjoyable squirrel hunt at Mattock Bay. Leroy reports his entire party bagged the limit (8 each) within the first hour after day break.

* * * *

Congratulations to Daisy Conley who is the proud owner of a new deep-freeze. Daisy says she acquired the freezer to store the squirrels her son, Bill, expects to kill during the hunting season.

* * * *

Marlin and Nancy Powell have moved into their new home at 112 Pine Valley Road. Visitors are always welcome.

* * * *

Our best wishes are with Mary Ann Bell, who is in the Baptist Hospital for surgery. Mary Ann expects to be back at work in about 2 weeks.

* * * *

Will Richardson spent most of a recent holiday visiting his sons and their families in Texarkana.

We are proud of Johnnie Beavers and Jesse Thomas, who are burning the midnight oil these nights over advanced algebra and other textbooks in extra-curricular studies they are taking.

* * * *

Margaret Wohrman and her family are the proud owners of a new home in North Riverside Addition. They moved in at the end of October and are very busy getting settled.

* * * *

Ruth Cantley recently changed her residence from the East Side to an apartment overlooking the Capitol Grounds.

* * * *

We are happy to report that Terria Lee, Harold Dunn's very young daughter, who has been quite ill with bronchites, is rapidly improving.

* * * *

Colds and flu have been as rife in the S & A Division as elsewhere but with cooler weather approaching we are hoping to get rid of the "sniffles."

* * * *

Margie Turner has joined the ranks of the automobile owning public. We who belong to the fraternity of those that labor long and hard to support these gas-eating monsters, these hated, yet cherished necessities, will commiserate on call.

Party Line Parade

MATERIALS AND TESTS

Julia Mae Halliburton - Reporter

Our congratulations to Georgia Donham, wife of Laboratory Technician Robert Donham, who was recently elected president of the Little Rock Chapter of Chi Sigma Sorority.

* * * *

We are glad to report that Raymond Lynch's wife, Argie, is improving after suffering another heart attack recently. Our best wishes go to Mrs. Lynch for her continued improvement.

* * * *

Happy traveling to Mildred and Henry Schneider, who are spending a week of their vacation in Texas.

* * * *

Jean and Joe Irwin have moved to 28th and Ringo in Little Rock. We wish them much happiness in their new home.

* * * *

Dorothy Beard, the very talented wife of our Resident Inspector Alton Beard, is assistant organist at the Second Baptist Church. Dorothy is very active in all church activities, giving much of her time to help others.

* * * *

Our favorite "boss-man" E. L. Wales was ill for two days but we are happy to report that he is okay now.

Many happy returns of the day to Herald Sneed who will celebrate a November birthday.

* * * *

Our warmest congratulations to Frances and Irvin Roller who will celebrate their fifteenth wedding anniversary November 25...and also to Hazel and Thornton Rowe who will celebrate their wedding anniversary November 11.

* * * *

We are very happy to welcome Carroll Fay Cato and Joseph I. Donnelly as new material inspectors for our Division.

EQUIPMENT AND PROCUREMENT

L. O. "Jack" Brown - Reporter

We are happy to welcome Charlie C. Cox, new employee at Central Shops, to our Highway family.

* * * *

Tom and Sue Eby returned from a 10-day vacation on November 1 and report having had a marvelous time. They visited in Tennessee, Georgia, Florida, and Havana, Cuba. A trip like that really sounds terrific, doesn't it?

* * * *

James and Lucille Alexander report that they had a wonderful vacation trip. They drove some 3,700 miles, touring through Arizona and visiting the Grand Canyon and many places of interest.

Party Line Parade

Our thanks go to Asa L. Duncan who has been Acting Shop Superintendent while Tom Eby was on vacation. Asa reported to his job as field Equipment Supervisor November 1. We enjoyed working with Asa while he was here.

* * * *

A large group of employees attended a lecture sponsored by a piston ring manufacturer at 555 Inc. the night of October 19. We offer our congratulations to O. E. Wagner and Herbert "Doc" Burns, who were prize winners.

* * * *

Our eager beavers, Eva Sue Fuller and Shirley Sue Sumner are attending school two nights each week at Draughon's Business College. Best of luck, girls.

* * * *

We are glad to report that Ralph Henson has returned to work after an illness.

* * * *

Oh happy vacation time! That is the report of H. Floyd Helton, Ben Renda, Frank Fleming, and John R. Stipe, who enjoyed a week of annual leave during October.

* * * *

Mary M. Hill spent November 1 and 2 at Russellville.

* * * *

We received one electric welder and one motor boat during October to replace obsolete equipment.

DISTRICT I WYNNE
Mildred Stacy - Reporter

The whole "force" joins in expressing appreciation for the asphalt surfacing on our parking lot. It is not only an added convenience, but also an attractive addition for our District office building.

* * * *

We are happy to report that Fred Cogbill, father of District Fuel Clerk Day Cogbill, is recovering nicely from a recent operation. Our best wishes go to Mr. Cogbill for his continued improvement.

* * * *

Walter Lindley, son of our Job Superintendent Jeff Lindley, is visiting his parents while on furlough from the Army. Jack has just completed a 30-month tour of duty in Japan.

* * * *

A hearty welcome to Roy R. Bradsher of Wynne, who joined our shop crew as a mechanic, October 19. We hope Roy and his family will enjoy their membership in our Highway family.

* * * *

The prolonged drought has played havoc with fishing to the extent that our estimable bookkeeper, Bert M. Smith, has completely exhausted his entire repertoire of fish yarns. Believe it or not!

Party Line Parade

District I is proud to announce that asphalt surfacing is being laid on the new Highway 64 from Harrell's corner to Levesque.

* * * *

District Maintenance Superintendent G. E. Nunnally and his assistant, James Hamilton, returned to the office after a 2-day conference in Fort Smith with reports of a most enjoyable trip.

* * * *

Our congratulations and best wishes for a happy future together go to Griffin Roberts' daughter, Lillian Ann, and Uliss Ellis' son, Rodney, who were married October 9 at Hernando, Mississippi.

WILLIAM MARION PIPKIN

William M. Pipkin, maintenance patrol operator, died suddenly in his home near Brinkley October 22. Mr. Pipkin took off on sick leave October 18 and it was thought that his condition was improving when he unexpectedly succumbed.

Mr. Pipkin was born in Monroe, Arkansas, and he had given faithful service to the Highway Department for 20 years. He is survived by his widow, Mrs. Ollie Pipkin, two daughters, one son, three brothers, two sisters and two grandchildren.

Our hearts go out to his wife and family, and we offer them our deep and sincere sympathies.

DISTRICT 3 HOPE

Olive Jackson - Reporter

We were happy to have our Highway Director, Herbert Eldridge, for a visit in the District Office October 21. Mr. Eldridge dropped by to see us after attending the dedication ceremonies and ribbon cutting of new Highway 67, North of Texarkana.

* * * *

We offer our sincere sympathies to Mr. and Mrs. B. C. Lewis, who were called to Dallas November 1 because of the death of Mr. Lewis' brother-in-law, D. R. Meyers, who died following an automobile accident. Mr. Lewis is our District Maintenance Foreman.

* * * *

Double congratulations are in order for Mr. and Mrs. Hollis Calhoun, Waldo, who are the proud parents of twins, a son, Danny, and a daughter, Dian, born October 14. Mr. and Mrs. Albert Calhoun, Hope, are the very proud and "beaming" grandparents. Albert is our night watchman.

* * * *

P. C. Holt's son, David B., Nashville, recently completed his boot training at the Naval Training Center, San Diego, California, and is now home on furlough. David will report to Norman, Oklahoma, for further training.

Party Line Parade

Members of the P. C. Holt family enjoyed a family reunion with their daughter, Mrs. E. P. Massey in Little Rock October 31. Everyone was present with the exception of a son-in-law, Charles I. Davis, who is stationed in North Africa.

* * * *

J. P. Sample, 72, a former employee of the Highway Department, died at his home in Ashdown, October 19. Mr. Sample was employed by our Highway Department for about 15 years and was bridge superintendent most of this time. He retired several years ago because of ill health. He is survived by his wife, two daughters and eight sons. Several employees who had worked with Mr. Sample, attended the funeral services which were performed October 21 at Ashdown. We join his many friends throughout the Department in offering his family our deep and heartfelt sympathies.

* * * *

Congratulations to Sgt. and Mrs. William Vines, the proud parents of a daughter, Nancy Delinda, born October 14 in El Paso, Texas. Sgt. Vines is stationed at the Army Base there. Mrs. Vines is the daughter of Mr. and Mrs. George Stroud. (George is mechanic in our District Shop.)

* * * *

Loyd and Lula Haynie have returned from a nice visit with

their son, Sgt. Bob Haynie and Ida Rae in Paxton, Illinois where Bob is stationed with our Armed Forces. Loyd is our job superintendent.

* * * *

Congratulations to Mr. and Mrs. Ray Faris, who are the proud parents of a lovely little daughter, Leah Faye, born October 24. Ray is employed in our District Shop.

* * * *

We are sorry to report that Paul Jones, asphalt raker in Sevier County, has been ill for several weeks with rheumatic fever. Paul, we wish you a speedy recovery, and hope you will be back with us soon.

DISTRICT 4

FT. SMITH

Faye Carter - Reporter

We were delighted to have 31 members of the Arkansas State Highway Department with us October 19, for a state-wide meeting. The meeting was held at 10:00 a.m. and was attended by the Department Heads, Acting District Engineers, District Maintenance Superintendents, and the Assistant District Maintenance Superintendents. They ate lunch at the "Chickuisine," after which they were shown a film on the beautiful scenery of Arkansas. We enjoyed having all of them, and hope to have the privilege of meeting them in their respective Districts in the future.

Party Line Parade

If anyone needs any work done, come to District 4. Elmo Mathews, Loyd Dukes, and Otis McAfee, took their vacations last week and they are really up and at 'em this week, with vim and vigor to spare.

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Anne Hammock recently spent the week end in Little Rock visiting friends with whom she attended Juachita Baptist College. She reports she had a wonderful time.

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We are glad to have R. N. "Nealey" Parker back with us again. He has been living in Oklahoma for the past 7 months. Welcome back home, Nealey.

* * * *

We are happy to spread the welcome mat to Helen Butler, our new assistant fuel clerk. Helen is married and has two daughters, 8 and 12 years old.



deadline
for our
next
issue
is —

DECEMBER 7

DISTRICT 7 CAMDEN
Sula Burnham - Reporter

Mildred Silcox spent a wonderful week in Columbus, Ohio, visiting friends and ... future relatives October 9 to 16. We are having a hard time trying to decide where the most glitter is coming from... her left hand or her starry eyes. We are all happy with you Mildred.

* * * *

We are happy to report that Emon Lindsey's wife, Matt, was dismissed from the Camden Hospital November 9 and is recuperating nicely. Our best wishes go to her for a speedy recovery.

* * * *

The following employees are spending the week beginning November 8 as far back in the woods as they can get: Hugh Anderson, James Fultz, Herman Gosvenor, Allen S. Vandervere, Lee Parker, W. C. Pennington, Guy Golden, Lee Moses, Burrell Gresham, Dewey Brandon, Louis Brandon, M.C. Oldham, Larkin Gilbert, Nelson Adams, Dale Peters, Russell Starks, Roy Stone, Doyle Jacks, Jep Booth, James Robinson, Fred Wood, and F. A. Lansdale. We haven't had a report from them... and are wondering if the Dears are dying from fright! Have good hunting men, we are expecting a venison dinner with all the trimmings. Don't disappoint us!

Party Line Parade

Lois Burton returned to work as night watchman October 25. Lois was struck by a passing motorist, June 10, while operating a jack hammer in the maintenance crew, crushing his left leg so badly it had to be amputated. He is still using crutches but is looking forward to a new leg before the end of November. While our Highway Department Workmen's Compensation was right on the job for Lois all the time, we know that he is very glad to be able to work again. It's good to see you, Lois, and we are happy to have you back with us.

THOMAS URIAH WILSON

Thomas U. Wilson, night watchman at District 7 Headquarters, died in the Camden Hospital, October 28, as a result of a stroke he suffered while working the night of October 22.

Mr. Wilson was born November 6, 1873, at Columbia, Arkansas, and he had served the Highway Department for the past 10 years. He was as loyal and faithful as a person can be and he will surely be missed.

He is survived by his widow, Mrs. Mary B. Wilson, one daughter, and three sons, all of Camden.

We offer our heartfelt sympathies to his wife and family. May God in His loving way bring comfort to their hearts and minds.

DISTRICT 8 RUSSELLVILLE
Margaret Hamm - Reporter

Mr. and Mrs. Bill Fry went to Springfield, Missouri, for a week end visit with their son, W. R. Fry, the last of October.

* * * *

We are sorry to report that Luke DeSalvo's wife is very ill. We extend our best wishes to Mrs. DeSalvo for a speedy recovery.

* * * *

Rooster Ragsdale went hunting last week end and reports having bagged 12 squirrels. Rooster says he had a number of his friends over for a big squirrel dinner

* * * *

Roy Taylor and Reece Batson were among the many, many, fans attending the Arkansas-Ole Miss game at Little Rock. Roy had a reserve seat on the nice ground which he shared with a lot of other enthusiastic fans.

* * * *

Mr. and Mrs. Reece Batson attended the Ice Follies at Little Rock October 24 and report that they enjoyed it immensely.

* * * *

This District will be well represented in the deer woods from November 8 through November 13. A large number of employees are taking their vacation as of the above dates...which is a coincidence???

Party Line Parade

DISTRICT 9-S

SPRINGDALE

Louise Day - Reporter

CONGRATULATIONS on your first anniversary of "Arkansas Highways," and to our Editor Hazel S. Erdmann. We think she has done a fine job on the Magazine and we have enjoyed it very much.

* * * *

We extend our sincere sympathies to Roy Burrell and his family in the loss of his father, Robert C. Burrell, of Combs, Arkansas, who passed away October 25.

* * * *

Another Birthday has rolled around for Alton Farley. October 26 was the big day, and we offer him our very best "Sunday-go-to-Meeting" happy birthday wishes. He told us that he was all of "forty" last year, but he hasn't given us any "sage" information this year.

* * * *

John E. Box is enjoying his vacation in Little Rock, visiting his son and daughter-in-law, Mr. and Mrs. Ivan Box. Ivan is attending Medical School in Little Rock.

* * * *

We certainly are proud of Eddie Bradford, who is a member of the Razorback Football Squad. He is playing mighty fine football this year. Eddie worked for the Highway Department during the summer, and we are proud to be among his fans.

We are happy to announce that the project for widening U. S. Highway 71, between Fayetteville and Rogers, has been started. We have been looking forward to this for some time. Now just watch our smoke!

DISTRICT 10

PARAGOULD

Lottie Brown - Reporter

District 10 personnel extend hearty congratulations to the "Arkansas Highways" magazine, its editor, and staff, on its first anniversary. Best wishes for continued success.

* * * *

Many happy returns of the day to J. C. Perkins and Letha Ramsey, both of whom celebrated birthdays during October.

* * * *

Our best wishes go to Loyd White, who was the victim of an unfortunate accident when he suffered a broken arm a couple of weeks ago while moving debris. He reports that he will have to keep his arm in a cast for 2 months. We all miss you, Loyd, and hope you will be back on the job with us soon.

* * * *

J. C. Perkins and Jess Russ were among those present at the staff meeting of District engineers in Fort Smith on October 19.

AHD CROSSWORD PUZZLE

by J. W. Marshall
Federal Aid Auditor

ACROSS

1. Spirits of the dead (Rom.)
6. Suitcases
10. Electricity odor
11. Genus Equus (AS)
15. Mohammedan priest
16. The Pope
20. Dull finish
21. Pair of mules
22. Nitrogen
23. An entrance
24. Fillet worn by a Scot. girl
25. 5
27. Motive
28. To such a degree (Colloq.)
29. Affecting the hip
31. Deserve (Ref. Spel.)
32. Girl's name
33. Caruncle of a fowl
37. Skin disease
38. Waists
41. Instrument to hold vessel in place
42. A town near Edom (Josh. 15)
43. Decrease
45. Periodical
47. The star Alpha

49. Hideous giant of fairy tales
51. Ancestors
55. State of U.S.
56. Knave of clubs in game of Loo
57. Cirque
58. Legislative chamber in Italy
60. Son of Zebedee (NT)
62. Room for action
63. Starry
65. Reserve fund
68. Wish (Scot.)
69. Salt (L)
71. Research room (abbr.)
72. Mountain (Com. form)
73. Organization of the U S (abbr.)
74. South American monkeys
76. 2-legged mount
78. To ascribe, as a motive
80. Unwilling
82. Locomotor ataxia
84. Avalanche (G)
88. Mutual discourse
89. A boulder
90. Football player

93. To temper
94. Plain
95. To introduce
96. Robbery
99. Chip of stone (ME)
103. American Indians
104. 8' x 4' x 4' (Pl)
108. Genus of herbs
110. Sword (F)
111. Beholds
112. Having a wing
113. Condition of loss
114. Hearth metal support
117. On the left (Com. form)
118. Cigar trade name
120. Complete (Com. form)
121. The elbow
126. Sojourns
127. The hard resin
128. Spirited
129. To paralyze
130. Girl's name (Poss.)
131. The station (Num. 33-14)
132. Metallic material

133. English gold coin
134. Quantity of food
135. Safeguards

DOWN

1. Mothers
2. Mohammedan call to prayer
3. The back (Com. form)
4. Within (Com. form)
5. First principles
6. Odd
7. The whole effects
8. Channels
9. Pintail duck
11. A lavender (Pl.)
12. Weans (Irish)
13. South Carolina
14. Instead (Pl. ix)
16. A wooden soled overshoe
17. Special (L)
18. Musical instrument
19. Rose perfume
22. Edible oil (Sp.)
26. American Chemical Society

30. Autocrats
 33. An onion (L)
 34. Repute
 35. Pertaining to song
 36. 5.68° (Argentina)
 39. A Christian (Rom.16)
 40. Century; age (Poss.) (Matt.4)
 41. Apostle (Poss.) (Matt.4)
 43. Hereditary
 44. Any prickly pear
 46. Fragrant wood
 42. Romance (abbr.)
 50. School of whales
 52. Man's name
 53. Creeks (Sp.)
 54. Cuts of beef
 59. Gudrun's 2nd husband (Norse Myth)
 60. Dress ruffle
 61. A thrust (G)
 64. Trifling coin
 65. The gold colors
 67. Vex
 69. Stout; sturdy
 70. Vacuum
 73. Foolish
 74. Bark Cloth
 75. Man's name
 76. Bey's jurisdiction
 77. D.C. (Music)
 78. Mosquitoes
 79. Italian astronomer

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81. Membership
 83. Excludir
 85. Girl's name
 86. Hot beverage
 87. To exhibit emotion
 91. Shamnah's father (2nd Sam.23)
 92. A promontory
 94. Incipient horn

97. Wealthy man
 98. Fermented camel's milk
 100. A hawk
 101. Share of each
 102. Man's name (Poss.)
 104. House plant
 105. Liquid of fat
 106. Genus Corvus Corax

107. Waste matter
 109. Native (abbr.)
 115. Roman Emperor
 116. Turnip (L)
 118. Stuff
 119. A part
 122. Wife of Aztec Deluge hero
 123. 154
 124. Bene (Con. form)
 125. American humorist (Poss)

