Major changes in the Employee Prospect Plan which, it is believed, will prove more equitable for all employees, went into effect throughout the system of the Company October 1. One of the major changes groups the employees approximately according to their opportunity to meet the public during their daily duties, thereby putting competition for prospect leads on a more fair basis.

NEW SALES PROGRAMS LAUNCHED

The Mystery Chef is a retired business man who took up cooking as a hobby. The result: thousands of radio listeners are better cooks, are fast becoming “artists at the Gas Range.”

For the principal purpose of explaining in detail the new plan, employee meetings were held in each division of the Company. New prospect slip books, and pamphlets giving the line up of prizes and the classification of employee groups were distributed.
F. J. Schafer, Vice-President in charge of Manufacture and Distribution; F. M. Banks, Vice-President in charge of Sales; R. R. Blackburn, Supervisor Personnel, Claims, and Safety; the Division Managers, and D. U. Wheaton, Special Sales Representative, were speakers at the meetings. At the meeting held in Taft, William Moeller, Jr., Vice-President in charge of Production and Transmission, and at the Ventura meeting, H. P. George, General Superintendent Production and Transmission, also spoke. The speakers pointed out the outstanding developments of the four major sales programs now under way. A campaign
THERE are many ways to lighten housekeeping work. But the most exciting, and at the same time the most economical, is to gas appliances.

This is particularly true of the modern gas range. That one high priced gadget in the average household can save approximately half the time and as much labor and expense. The bigger the family, the more important the savings. Modern gas ranges, in particular, can operate at only 15 or 16,000 BTU and yet satisfy every cooking need. The kitchen is no longer a room, it is the heart of the home.

For October.

GAS NEWS FOR OCTOBER • 1936 • SOUTHERN CALIFORNIA GAS COMPANY
Floor Furnaces and Space Heaters over 15,000 B.T.U. Rating ......... 8 points
Space Heaters Under 15,000 B.T.U.
Rating .................................. 2 points
Refrigerators ................................ 7 points
Miscellaneous Gas Burning Appliances .......... 1 point
Electric Replacements ......................... 5 extra points

COMPETITION FOR AWARDS

All employees to be classified in one of eight groups. Each group should be comprised of employees who have approximately the same opportunity of contacting the public in the course of their daily duties. The following net awards will be given at the expiration of each 3 months period to the winning employees in each group.

Awards to Be Made at the End of Each 3 Month Period to the 25 Highest Employees

In Each Group

<table>
<thead>
<tr>
<th>Group with the highest average number of points for the top 25 qualified employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st Award .................................. $50.00</td>
</tr>
<tr>
<td>2nd Award .................................. 40.00</td>
</tr>
<tr>
<td>3rd Award .................................. 30.00</td>
</tr>
<tr>
<td>4th Award .................................. 25.00</td>
</tr>
<tr>
<td>5th Award .................................. 20.00</td>
</tr>
<tr>
<td>6th to 10th Award ......................... 15.00</td>
</tr>
<tr>
<td>11th to 15th Award ......................... 12.50</td>
</tr>
<tr>
<td>16th to 25th Award ......................... 10.00</td>
</tr>
</tbody>
</table>

*To be eligible for any of the above awards, an employee must score at least 20 points within the 3 month period. No points may be carried over from one period to another. If less than 25 employees qualify in any group, include only those who do qualify in computing the average for the group and distribute the remaining prize money with the "Grab Bag" awards.

SIX or More "Grab Bag" Awards at the End of Each 3 Month Period

Any employee who scores one point or more and does not win one of the above awards will have his name entered in the drawing for the "Grab Bag" awards. All eligible employees will have one entry for each point that he scores within the 3 month period. The following "Grab Bag" prizes will be awarded at the end of each 3 month period:

<table>
<thead>
<tr>
<th>Points</th>
<th>Prize</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>$5.00</td>
</tr>
<tr>
<td>10</td>
<td>4.00</td>
</tr>
<tr>
<td>30</td>
<td>3.00</td>
</tr>
<tr>
<td>50</td>
<td>2.50</td>
</tr>
</tbody>
</table>

Any of the regular 200 Group prizes that are not earned because of an insufficient number of employees who qualify will be added to the "Grab Bag" awards.

SPECIAL AWARDS FOR CLOCK CONTROLLED RANGE CAMPAIGN

Special awards will be given the three employees having the highest cumulative point total earned from the sale of Clock Controlled Gas Ranges during the period from September 21st to November 25th, 1936, inclusive, which result from Employee Prospect Leads. Payment of the 2% bonus will be made on all such sales completed before October 1, 1936. Points will be awarded for all sales closed during the campaign period on the basis of the new schedule.

The Special Awards are as follows:

Highest Cumulative Total of Points ........ $10.00
Next Highest Cumulative Total of Points in Same Group and Highest Cumulative Total of Points in All Other Groups, each 5.00

- Six employees of the Southern California Gas Company, whose services with the Company range from 19 to 10 years, retired from active service September 1. Members of the 1936 "graduating class" are: John B. Caron, 19 years; Joseph S. Hill, 15 years; Walter J. Kershaw, 14 years; Emil A. Johnson, 14 years; John P. Brunkhorst, 12 years; and William B. Guinn, 10 years. To these men, retiring at this time, their fellow employees wish many years of happiness.

- The complication of taxes, quite apart from their cost, are illustrated by the experience of a trust company which had only a single trust in a certain state. It was necessary to report all the company's income subject to taxes in that state. The trust company spent a thousand dollars compiling the report—and found that it owed fifty-five cents!

- In 1895 in England, the speed limit of automobiles (there were only four then in the whole United States) was limited to four miles an hour. Also the law said that some one should walk in front of the car and wave a red flag.
Youth is not a time of life—it is a state of mind. It is not a matter of red lips and supple knees; it is a temper of the will, a quality of the imagination, a vigor of the emotions; it is a freshness of the deep springs of life. Youth means a temperamental predominance of courage over timidity, of the appetite of adventure over love of ease. Nobody grows old by merely living a number of years; people grow old only by deserting their ideals. Years wrinkle the skin; to give up enthusiasm wrinkles the soul. Worry, doubt, self-distrust, fear and despair—these are the long, long years that bow the head and turn the growing spirit back to dust. Whether seventy or sixteen, there is in every being’s heart the love of wonder, the sweet amazement at the stars and starlike things and thoughts, the undaunted challenge of events, the unfailing childlike appetite for what next, and the joy and the game of life.

You are as young as your faith, as young as your self-confidence, as old as your despair. In that central place of your heart there is a wireless station; so long as it receives messages of beauty, hope, cheer, courage, grandeur and power, from the earth, from men and from the Infinite, so long are you young.

When the wires are all down and all the central place of your heart is covered with the snows of pessimism and the ice of cynicism, then are you grown old indeed—and may God have mercy on your soul.—Author Unknown.

Do you remember your first overnight journey by train? In the evening, after you had eaten chicken sandwiches and jelly roll from a shoe box on your lap, the brakeman appeared carrying a long stick with a key and lighted taper on the end. With this implement he lit the gas lights on the ceiling. How important he seemed in his dark uniform with its brass buttons, each embossed with the initials of the railroad. Across his waistcoat stretched a heavy gold chain, to which you knew was anchored that symbol of infallible accuracy, “a railroad watch.” The stars in their majestic march across the heavens were, in your opinion, giddy and thoroughly unreliable as compared with that watch.

The world outside grew dark, and your car became a bright island in black space. Sometimes you could see the light of a farm house in the distance, and occasionally your train stopped in the yellow, murky glow of a station. With your face pressed to the pane, you watched the strange moving figures on the platform.

About nine o’clock the brakeman came to dim the lights. With your feet on your bulging yellow valise, you fell asleep.

Maybe you have never ridden in a gas lighted railway coach. Maybe you have never eaten chicken sandwiches and jelly roll out of a shoe box. Maybe you have never looked with awe at a brakeman’s brass buttons and bulging watch pocket. Maybe you have never slept with your feet on a battered old valise.
But, praise be, some of us have! And as we think of that first railway journey, and of the loving hands that put the sandwiches and jelly roll in the shoe box, and of our dreams as we sat with our face pressed to the window pane, we sigh a little. Doubtless that is a sign of advancing age.

Here are some predictions made in the past, which are of timely interest:

William Pitt—"There is scarcely anything around us but ruin and despair." Wilberforce (about 1800)—"I dare not marry; the future is so dark and unsettled."

Lord Grey (in 1819)—"Everything is tending to a convulsion."

The Duke of Wellington, on the eve of his death in 1851, thanked God that he would be "spared from seeing the consummation of ruin that is gathering about us."

Disraeli (in 1846)—"In industry, commerce and agriculture there is no hope."

Lord Shaftesbury (in 1848)—"Nothing can save the British Empire from shipwreck."

The men and women who make the most progress, and at the same time have the most fun, are those who know how to get along with people. And in spite of what the develop-a-magnetic-personality-and-win lecturers say, getting along with people is not a matter of silent affirmations and the hypnotic eye. As a rule, the people whom we like, like us. The secret of getting more people to like us is to like more people. The way to be interesting is to be interested. Customers will enjoy doing business with us if we enjoy doing business with them. Nine times in ten, the most difficult situation or misunderstanding can be straightened out if we are honestly trying to see from the other fellow's point of view, as well as our own.

The words we use don't matter much if our hearts are right. The most Chesterfieldian manners and tact are but sounding brass and tinkling cymbal unless we are sincere. We don't fool people nearly so often as we think we do.

Many of us would do a lot more, and be a lot more happy, if we would come down off our high horses and develop some good old fashioned brotherly love. Perhaps we can fight our way through life to the place we want to be and to the possessions we want to have. But the goal isn't worth the scars and the loneliness.

Many of our familiar epigrams are false guides, but there is one that we might all write on our cuffs: "Hell is paved with good intentions."

It is easy for us to accept our own excuses, and our good friends will overlook most of our shortcomings if we "mean well." But it is wise for us to realize that the harvest we reap is the result of what we do, not what we intended to do.

Good intentions that do not produce corresponding action are "duds," and a "dud," as you probably know, is a shell that makes a lot of noise, but that is all. Often, too, our intentions are not so good as we would like to think they are. Practically every bit of malicious gossip and every crime springs from what someone has persuaded himself is a good intention. Many of our motives look lovely on the surface, but if we will examine them honestly we will find that at the root of them is jealousy, envy, or ruthless selfishness.

GAS NEWS FOR OCTOBER • 1936 • SOUTHERN CALIFORNIA GAS COMPANY
A game that ended 2-0 in favor of the Central Division team brought many rooters to cheer the winners and the scrappy Downey baseball outfit. The Downey team, in part, are shown above. Left to right: Rodriquez, Wallis, Du Puis, Spence, Ramsey, Absher, Williams, and Boyd. Not present when the picture was taken were Ralph and Beebe. The young lady is Vivian Boyd, daughter of the last gentleman on the right. The Central Division team is shown below — this team, they tell us — was not the complete outfit the particular evening our photographer was busy. Left to right they are: Foster, Henderson, Canfield, Elkins, Wyckoff, Christensen, and Reynolds. Bottom row: Young, Cecil, and Hickson.

SOUTHERN...

Welcome is extended Frank E. Barrett, Paul Alberts and Stratton Phillips who have recently joined the forces of the Compton office. The girls of the Compton office were delightfully entertained Thursday, August 27, at a dinner party given by Ruth Shostrom. A very active game of "Monopoly" permitted Margaret Morrison and Lucille Hancock to take the "spoils," while Verda Ralls and Elizabeth Haight almost had to "go over the hill to the poorhouse."

Blessed events are happening every day, but on August 24 a young lady arrived who made that day one of great importance. Agnes Houdek, Compton bookkeeper, is now a great-aunt, her mother a great-grandmother, her sis-

ter a grandmother, and Agnes, beaming with pride, says there just isn't a grander baby than her grand-niece Bennylee Burns.

August was a heavy month for birthdays in Compton with congratulations going to Lou Kummerow, Elizabeth Haight, Lonnie Norwood, Elsie Miller, Jesse Fritz and Florine Burgess. Ship Ahoy! W. Todd, Jr., has joined the Navy, having purchased one of those -- Yachts -- and now goes nautical every week-end.

EASTERN...

The employees in the San Bernardino Office regret very much to see Ruth Andis leave the Company, but they do wish her lots of luck at Indiana Central College. Miss Andis' position is being taken by Pauline Burton. Recently, the employees of the San Bernardino Office enjoyed a horseback ride and wiener bake in Devil's Canyon. The affair was given as a farewell to Ruth Andis. Grace Juhl and Adele Lee are enjoying a two weeks' vacation in San Francisco and Seattle. Trim, also of the San Bernardino Office, is on vacation and intends to spend most of his time visiting relatives in Texas.

Weddings appear to be contagious among members of the Riverside Office Force. Kingsley Bird, who married Margaret Hamner of Riverside, August 28, is the third one to take the step this summer. After the ceremony which took place at the home of the bride's parents, Mr. and Mrs. Bird spent a week at Zion National Park and Grand Canyon.

Ralph W. Miller, foreman of the Riverside District, proudly announced the arrival of an 8½-pound daughter, Constance Rae, on September 12. In celebration of the event Mr. Miller passed candy and cigars.

CAVEMAN...

One of Ben Laulhere's henchmen — we shall do him a favor and not tell his name — submits to GAS NEWS this picture. Quote: "No, dear reader, this is not a caveman crawling from his lair in search of food. It is Ben Laulhere enjoying a sun bath at Lake Arrowhead."
Not bad, says the fish and game editor of Gas News as he prints here this picture of one of the Compton Isaac Walton. He is—the man, not the fish—R. E. Dockstader. The picture was taken at Huntington Lake, California.

To Fred Adams, accountant in the Auditing Department, congratulations! Fred is the proud father of a baby boy, born September 14.

Mighty men of the sea are W. M. Todd and H. P. Lawhorn, according to a news item in the Compton News Tribune. At a recent regatta at San Pedro they won a first place in the 16-foot restricted yacht race, and a handsome trophy. Todd and Lawhorn are members of the Compton Office.

Glendale Southern California Gas Company’s softball team recently lost a close game with a rival club of that city. The score was 8-6, and the Gas boys lost, regardless of a home run with two on, hit by pitcher Tatlow in the last inning.

R. M. Hanks, member of the Rate and Appraisal Department, recently spent an interesting vacation. He toured parts of Mexico, visited San Diego, Catalina, and Long Beach.

A real surprise to his many friends in the Company was the recent announcement that Vic Colburn, Glendale Chief Clerk, had joined that ancient and honorable order of Beneficts. Vic won as his bride Dorothy Bailey of the Van Nuy office. The couple were married quietly August 15, then motored to Reno, Nevada. They will make their home in Van Nuy.

Best wishes, Miss Bailey—and congratulations, Vic!

According to a recent news item in the Riverside Daily Press, the newly married Mr. and Mrs. Kingsley Bird were honored guests at a mountain party given by fellow employees of the Riverside District. C. A. Gillespie, Riverside District Agent, was the evening’s master of ceremonies, when a camp utensil outfit was presented to the couple. Present at the party were: Mr. and Mrs. Bird, Mr. and Mrs. Gillespie, Mr. and Mrs. Paxton, Mr. and Mrs. G. C. Sprague, Mr. and Mrs. H. S. Wolfe, Mr. and Mrs. Frank Roach, Mr. and Mrs. L. S. Spargue, Mrs. Mildred Jackson, the Misses Doris Egbert, Audrey Shade and Margery Dole, William Fagg, John Gillespie, C. L. Eubanks and Virgil Chelson.

Vacations are still a current topic in the Banning district. G. A. Thornburgh reports an enjoyable trip up the coast to Vancouver. J. T. Morehead had a pleasant trip to San Francisco. P. T. Bannerman traveled far and drove to Memphis, Tennessee. C. S. Raymond spent his time exploring the Grand Canyon. H. J. Simpson traveled to the state of Washington. W. E. King caused some of the rough seas by splashing around at Oceanside.

STICKLER ANSWERED...

"Don’t tell us we don’t know our baseball," say the boys from the Beverly Hills office, as they submit this answer to the baseball "stickler" published in September Gas News.

First batter up hits a three bagger, and is out trying to stretch it into a home run; this makes one out.

The second batter does the identical thing that the first batter did, this making two outs.

The third batter also hit a three-bagger.

Fourth batter up hits a single on the infield, and the base runner on third base does not score.

The base runner on first base steals second base and still we have only two outs.

Fifth batter up also hits a single on the infield thus loading the bases.

This just goes to show you that the boys out Beverly way know their baseball.—W. D. W.

Umpire Williams calls Du Puis “out” as Spence tags him in a close play at home plate. Or was it third? The picture was taken the evening of the Central Division-Downey tussle.
Seems to us that these two gentlemen are thoroughly enjoying themselves as they promenade on the famous boardwalk of Atlantic City, New Jersey. From their own districts they represented Rotary organizations at the national convention in June, 1936. Incidentally, they are W. G. H. Russell, Compton District Agent (left), and W. O. Mulligan, District Agent in Burbank.

Eighteen thousand volunteer workers have been regimented for the 1936-37 Community Chest appeal, and among these workers members of the Southern California Gas Company are taking an active part.

William Moeller, Jr., Vice-President in charge of Production and Transmission, has been placed in charge of the utilities division, while R. R. Blackburn, Supervisor Personnel, Claims, and Safety, is Colonel in charge of the Establishment Division. C. L. Whitehill, Secretary, is in charge of subscriptions for the Company. Many others from the Company will take active part, to be appointed at an early date.

Also a recent vacationist was Ruth Shestom of the Compton office. The photographer snapped her as she relaxed in her sun suit at Lake Arrowhead. She also journeyed to Mt. Lowe during her two weeks sojourn.

A baby boy was born to Mr. and Mrs. C. D. Aseltine last month. Mr. Aseltine works in the Glendale district.

On August 17 last Grove Lawrence and Ruth Follansbee were married. They motored to San Francisco for their honeymoon. On the same day Burton Miller and Evelyn Crosby were married in Glendale.

During Bessie Taber's recent vacation, she visited a former employee of the Company, Mildred Benson.

On September 24 last, the Midway completed a two-unit addition to their Brea compressor plant. The station now contains a total of ten compressor units of 160 H.P. each, delivering gas from the Brea Canyon Field to Los Angeles and Chino.

GIGGERS...

Intense interest prevails at Taft about the outcome of the frog gigging contest. It was impossible for your reporter to find out whether Jeff Binckley or John Reigle was leading, but it appears that they are only a few jumps apart. To be expert in this game, one must be proficient in the art of throwing the harpoon. The equipment used by the expert frog gigger consists of a good right arm, a pair of boots and a gig.

The sport seems to be gaining favor rapidly with the boys in the Kern Division. We should hear more about it.

"Your Sports Editor."