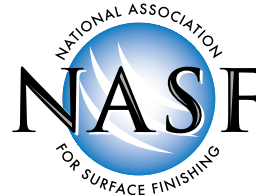




The AESF Centennial

One Hundred Years of Technical Education in Surface Finishing



Comparing the events of the present in March 2009 with those of March 1909 shows that little has changed when it comes to highs and lows. On March 4, William Howard Taft succeeded Theodore Roosevelt as the 27th President of the United States. Two weeks later, Mr. Roosevelt left New York for a post-presidency safari in Africa, sponsored by the Smithsonian Institution and National Geographic Society. More ominously, the winds of war began to blow on March 31, as Serbia accepted Austrian control over Bosnia and Herzegovina. And on the same day, construction began on the RMS *Titanic* in Belfast.

Despite the mood of the times, an important event in the life of the surface finishing industry took place at the venerable **Chelsea Hotel in New York** on March 6. One hundred years ago on that date, the precursor of the AESF was born. At the time, plating was more an art than it is today, and most practitioners kept their trade secrets largely to themselves. Yet a



far-sighted New Jersey plating and foundry supervisor, **Mr. Charles Henry Proctor**,

felt that much could be gained by everyone if the platers of the day could meet and exchange experiences. He felt that there would be benefit for all if Joe



the plater (sorry) shared his answers to a common operating problem with his fellow platers. It wasn't a matter of giving away the store. Rather, experiences common to all could be aired to benefit everyone and advance the industry in the process.

Mr. Proctor managed to convince his colleagues of the merits of working together, and so on the evening of March 6, about two dozen foreman platers gathered at the old Chelsea Hotel in New York City to create a non-profit association dedicated to

foster “the advancement of electroplating, metal finishing and allied arts.”

A little over a month later, on April 10, 1909, the National Electro-Platers Association of the United States and Canada (NEPA) was formed in New York, with 60 Charter Members. On October 18, 1909, NEPA was incorporated as a non-profit educational association. The principal reasons for the existence of this technical-educational entity were set out “to:

- Advance and disseminate knowledge concerning the art of electrodeposition of metals,
- Maintain a laboratory equipped for research work,
- Conduct meetings for the purpose of presenting papers on appropriate technical and scientific subjects and
- Publish technical literature.”

It is not our purpose here to present a complete history of the 100 years of the AESF. Nonetheless, it is important to note that the result of Mr. Proctor’s efforts went far beyond what he ever could have dreamed. As plating developed from an art to a science (or at least less an art), the industry grew, as plated deposits were used for everything from bright, shiny automobile bumpers to the most sophisticated micro-circuitry and nanomaterials.

The society grew as well, approaching 10,000 members during the golden years of the 1980s. It is no secret that economic and regulatory events, including the migration of many operations offshore, has led to shrinkage of our industry and our membership to a level approaching 2,500. In response to these challenges, in 2007, the society reorganized, combining forces with the National Association of Metal Finishers (NAMF) and the Metal Finishing Suppliers Association (MFSA) to form the National Association for Surface Finishing (NASF).

The year 2009 is an inauspicious time for our nation and its economy. That clearly extends to the future of the surface finishing industry and the NASF as well. And yet the centennial is here, and the calendar moves on regardless of events. Recall too that once mighty General Motors Corporation marked its centennial in 2008.

Nonetheless, it is a cause for celebration. For any entity to last 100 years is a laudable accomplishment. This anniversary is an opportunity to celebrate what has gone before, and to inspire us to grow to new heights. There is no question that there are new horizons out there in the fields of energy, transportation, electronics and many others. Opportunities abound, and past successes can inspire us to steer toward another set of golden years. “You ain’t seen nothin’ yet!”

So let us celebrate! To cover adequately the multitude of activities undertaken by the AESF would fill a huge volume. In 1959, John P. Nichols, AES General Manager at the time, did a yeoman’s job in covering the first 50 years. In 1984, then General Manager Rodney Leeds did an outstanding job in updating and adding to the society’s story on the Diamond Jubilee 75th anniversary. Plans for a 100-year story are still in development, but our purpose here is somewhat different.

In order to commemorate the centennial, we have assembled a collection of reminiscences from many AESF stalwarts. At the risk of omitting many others who have done so much over the years, we contacted a number of valued colleagues who were involved in various aspects of the society, including AESF Presidents, officers, Board and Committee members, award recipients and many others. The purpose was to cover the diverse collection of activities that have assisted our own efforts and careers in the surface finishing industry. What follows are the thoughts of those who responded. They go quite far in capturing the spirit of what AESF has meant to them and their own careers. They are an inspiration to us all. So going back to the opening of the second paragraph, “despite the mood of the times,” read on, think of what our 100-year old organization has meant to you and let us move forward to another golden age ...

“The AESF Centennial”

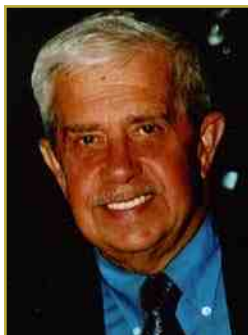


Melissa Klingenberg, Ph.D.
AESF Foundation President
(2007-2009)

I first entered the world of surface finishing in 1993, on my very first trip for work. We visited many electroplating job shops in Cleveland, and I was amazed at the beauty and the functionality of the coatings and the processes that were used to deposit them. After that visit, I was eager to become more involved and knowledgeable in the area. At that time, I was working with Dr. Eric Brooman, Brian Manty, Dave Schario and our consultant, Peter Gallerani, who were very involved in AESF. From working with them, it was clear that AESF was the best place to start my search for knowledge. I was first able to attend SUR/FIN in Baltimore, MD in 1995 and was overwhelmed at the size and the information available at the exposition. I later contributed papers and then was privileged to have Peter ask me to assist with recruiting papers and later, chair sessions. In those early years at AESF, I met, forged friendships, and was able to work with some of

the most talented scientists and engineers in surface finishing. In later years, I was honored by Dr. Jennings Taylor, who asked me to serve on the Research Board. Since then, my devotion to the society has continued to grow as I made more friends, obtained more mentors and began to better understand how this close community works together to ensure the survival and continuous improvement of the surface finishing industry through education, training and networking. I have been privileged to serve on many committees, boards and my highest honor, as AESF Foundation President. I hope that I am able to continue to be active for many years like so many of my colleagues represented in this article and that my participation helps to repay the society that has given me so much over the last 14 years. I’m honored to have been asked to be part of this article, just as I’ve been honored to participate in the society since 1994.

"The AESF Centennial"



**Jack Dini, AESF Fellow
AESF President (1984-1985),
P&SF Columnist**

I find it hard to believe that our organization is at the 100 year mark. It doesn't seem that long ago when we hit 75 years and Rodney Leeds was putting together a report on the history of the Society. That was a particularly memorable time for me since I was president of what we then called AES (1984-85), we moved into our new building in Florida, and soon changed our name to AESF. In this time frame, the membership peaked at around 9,200.

I'll never forget my first "National" committee meeting in the mid-1960s. I had become a member of the Books and Symposia Committee and the group was to meet at headquarters, which was then in East Orange, New Jersey. Rodney Leeds

said you could save money by taking a bus to a certain location and then walking a few blocks to the building. I thought this was a good idea, but was too dumb to realize that East Orange was a place you didn't want to be walking around at night with a suitcase, or for that matter be outside at all. I made it eventually only to be later told by others that they had seen folks robbed in the area.

The Society has been a key part of my life, both technically and personally. Contacts made through the organization have been invaluable over the years, but more important were the friends that were made. Without sounding wishy-washy, many still remain today as part of what one might call an extended family. Great people!

"The AESF Centennial"



**Harry Litsch, MSF, AESF Fellow
AESF President (1981-1982),
Honorary Member 1991**

The AESF, our parent organization, in its effort to continue its educational responsibilities, experienced significant expansion including creation of important programs and activities during the 1960-1990 time frame. Its membership reached about 9000+ during this era.

Throughout this time period, there were several important advances, including:

1. Creation of the CEF (Certified Electroplater-Finisher) program, a program in which, by passing a written test, an individual was certified at a specific level of competency in the electroplating and finishing fields. This program created a new certificate of accreditation which provided evidence of an individual's knowledge in our technical field.

2. Expansion of the subject matter covered by the AESF Illustrated Lectures and creation of new Illustrated Lectures related to the many new areas of finishing technology. Numerous AESF staff personnel and member volunteers were involved in these efforts. Furthermore, the Illustrated Lectures were regularly updated to keep them current. These accomplishments placed the AESF as one of the educational

leaders in our technology through-out the world.

3. Purchase of land and construction of a modern office facility which was located conveniently in a Florida Corporate Industrial Park. This AESF building also included a printing shop and several meeting rooms. Additional property was included with the land purchase for expansion when required. The University of Central Florida was located adjacent to the AESF property, providing easy accessibility to a recognized educational facility for AESF research efforts.

4. Creation of an International Branch to provide proper representation for the society's international members. Before this, many international members were considered as "at-large" members, with no recognized membership input via the established AESF Branch routes.

We all should be proud of these significant progressive accomplishments during the latter period of the 20th century. The AESF truly was an important leader in the dissemination of electroplating and surface finishing technology.

“The AESF Centennial”



**Jim Lindsay, Ph.D.,
AESF Fellow
Editor, *Plating & Surface Finishing***

I have been privileged to be a member of the AES, AESF and NASF for 45 of the 100 years since founding. My interest in electroplating was kindled by a very dedicated chemistry teacher named Robert Wellever and the encouragement of my father, James H. Lindsay. I joined the AES in 1964, green behind the ears, fresh out of General Motors Institute. Although the majority of my career has been with GM, I have had tours of duty in other places, including golden years of Graduate school under Dr. Harold Read at Penn State, Bell Labs, Udylite and Lancaster Electroplating, an Ohio job shop. In “pseudo-retirement,” I am now privileged to serve as Editor of *Plating & Surface Finishing*.

Through it all, the AES and subsequent incarnations have been a constant in my career. The friendships made, both personal and professional, have been invaluable. When I went through a rough patch in the 1970s, when legend had it that PhDs were driving taxis, Bill Safranek was there to steer me into a new opportunity. I was privileged to work on the Research Board

with such folks as Dick Bauer and Jennings Taylor, and saw areas of plating application beyond the confines of the auto industry. In the 1990s, Howard Schumacher offered me the chance to work with Harry Litsch, Dick Baker and many others on education programs. In the same period, the AESF Detroit Branch gave me the highlight of my career by nominating me for the Scientific Achievement Award, which I was honored to receive in 1997.

Shortly after my retirement from GM, Ted Witt offered me the opportunity to work as Technical Editor of *P&SF*. Not ready to pack it in, I gratefully began working with the AESF staff, including Sylvia Baxley, Don Berry, Debbie Swank and many others. With the reorganization to form NASF, I have the joy of working with our current NASF staff, continuing as Editor of *P&SF*. In many ways, this work has turned out to be the most satisfying of my career. At the same time, I remain somewhat green behind the ears, but now I find that it is only moss growing there (or maybe it's *between* the ears).

“The AESF Centennial”



**John Lindstedt, CEF-4,
AESF Fellow
Government Relations,
AESF Foundation Trustee**

I first walked into an electroplating job shop in 1956 as a nine-year old with my father. It was our family business of eight years. In the intervening 53 years, metal finishing has been my trade and passion. I have witnessed tremendous change in the industry and within Artistic Plating.

The last half century has been the setting for numerous chemical and equipment innovations, which have had a profound effect on the quality and performance of the finishes supplied by our industry. Some of the more memorable are:

1. Electroless nickel systems
2. Hard acid gold systems
3. The growth of alloy systems as environmentally-friendly substitutes
4. Flexible and innovate barrel plating systems
5. Application of PLC controls to processing systems

However, the one single event which has had the most profound effect on metal finishing industry during my career has been the Clean Water Act of 1972. It was the first in a series of environmental regulations which have unalterably changed how business is conducted. These regulations have added new levels of complexities to daily operations, created a new subset of equipment to operate and required the industry to communicate with and engage its government to create an effective and sound regulatory framework in which to exist.

It has been my privilege to contribute to our Government Relations Program over the last 20 years. This involvement has built my most enduring friendships, allowed me to work with several visionary men and women and has afforded me the opportunity to give back to the industry that has been very kind to both me and my family.

“The AESF Centennial”



**Dan Leonhardt, AESF Fellow
AESF President (1987-1988),
Honorary Member 1999**

One of the first things that my father, Earl Leonhardt, did when he started our company was to join the American Electroplaters Society. The knowledge and friendship that he gained in those early years have carried Leonhardt Plating Company into its third generation.

In a small family job shop, you have to wear many hats. Besides running a business, you have to keep abreast of the latest technologies and environmental regulations. Over the years, the AES (AESF) (NASF) has been one of the catalysts that helped keep our company successful.

The extra benefit was the camaraderie, fellowship and lifelong friends. Today, it is called networking. Serving as both a local officer and a national officer (including AESF President 1987-88), I toured many shops and departments throughout the country. By these visits and working with my fellow officers from larger organizations, it helped gain new ideas for our business.

Traveling around the country has given me the opportunity to visit some of the friends that I have made through the AESF. SUR/FIN is also a great place to catch up with old friends.

“The AESF Centennial”



**Ken Gatchel, AESF Fellow
AESF President (1997-1998), AESF
Treasurer**

In the beginning there were thirteen plating foremen who wanted an organization that would address their needs to do their job better. The place was New York City and the year was 1909. It became the American Electro-Platers Society of the United States and Canada and soon thereafter had its first branch in Philadelphia. From that humble beginning it changed its name several times ending with the American Electroplaters and Surface Finishers Society and by the fiscal year ending in 1984-85 grew to 9,190 members and 85 branches worldwide. After that it fell steadily to the present 2,500 members and 61 branches. This has accelerated since 2000, due to the general economic climate and the society's financial troubles. It not only lost members but eventually was forced to reorganize with two other allied associations into the National Association for Surface Finishing in 2007 in order to survive.

The American Electroplaters and Surface Finishers Society name, however, remained with a council and a founda-

tion. Eventually, these too will pass away. I only hope that the educational activities, research program and mutual cooperation don't. I hope that the society does better in membership in its second century than it did at the end of its first.

I became a member in 1956 while I was a laboratory technician in Rockford, Illinois to further my career by learning more about surface finishing, especially since my boss and his boss were very prominent members. Over the intervening years I have enjoyed being very active at the branch, regional and national levels. For those activities, the AESF has generously given me five national awards. It was an honor for me to be the national president in 1997-98.

The knowledge, friendships and experiences obtained through my membership have greatly helped me in my job and career changes. There are many who were a pleasure to work with and know. To these, I am very grateful.

“The AESF Centennial”

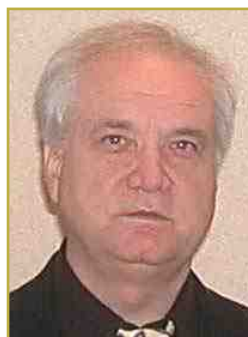


Sylvia Baxley
Former editor of *P&SF* and Director
of Communications

For more than 20 years, in two separate stints starting in 1976, I worked for the AESF during its “glory days” - a period of unprecedented growth and multi-level development of valuable educational products. In 1980, with help from kind and knowledgeable people such as Past President Harry Litsch, CEF, and Dick Baker, CEF, I was pleased to write the script and co-produce *Surface Finishing - You Can't Live Without It*, a 15-minute educational film that really grabbed positive attention for the finishing industry. Distributed by Modern Talking Pictures, the film was seen by more than two million viewers - from students in schools across the nation to the discerning audiences of public television. During the 80s our membership was soaring, reaching nearly 10,000 at one point, and it was my good fortune to work alongside the *avant garde* experts in the industry in preparing environmental courses and conferences and publishing articles in *P&SF* to help finishers successfully meet stringent water, wastewater and air pollution guidelines - without sacrificing product quality or going bankrupt.

Because AESF was clearly the leader in the surface finishing industry in the mid-80s, I had irrefutable information to wrap into a grant application that resulted in SUR/FIN® being selected as one of eight tradeshows by the U.S. Department of Commerce for its “Partners in Promotion” program. Foreign language brochures promoting SUR/FIN® '87 - Chicago were distributed from U.S. embassies all over the world. The culmination was a gathering of approximately 7,700 people in McCormick Place, of which nearly 2,000 of those represented 30 different countries. The real highpoint of that convention for me was the opening session. More than one thousand people were there, all sharing a tangible feeling of pride for the industry. I'd been able to enlist the services of a large and thoroughly wonderful military band in Chicago. The music was glorious, thrilling, matching the mood. But my real thrill was finally getting to meet and escort the affable, humble national hero who drew people to that opening session like a magnet - Astronaut Wally Schirra - and thanked finishers for their part of the technology that launched him into space and returned him to earth safely.

“The AESF Centennial”



Frank Altmayer, MSF,
AESF Fellow
NASF Technical Director

I joined the Chicago Branch of the AESF in 1970, with Mr. Simon P. Gary, CEF (Past President of AESF and AESF Fellow) as my sponsor. AESF gave me the opportunity of honing my management and group-dynamics skills by initially allowing me to serve on local Committees and Boards. Eventually, I served as Branch Education Chair, Secretary/Treasurer and eventually became President of the Branch. The national society gave me the opportunity to meet with the most knowledgeable people in our industry, including Simon P. Gary, John Lindstedt, Dr. Don Swalhein, CEF, Dr. Mort Schwartz, CEF, Dr. Jim Lindsay, Dick Baker, CEF-SE, Harry Litsch, CEF-SE, Mike McChesney, CEF, Fred Clay, CEF, Brian Manty, CEF, Art Parker, CEF, Bev Sewell, CEF, Dr. Don Snyder, Dr. Ken Newby, Don Baudrand, CEF-2, Jim Blacklidge, Dick Leopold, Jack Berg,

Dick Delawder, Ken Lemke, CEF, Fred Mueller, CEF, Peter Gallerani, MSF, Hrant Shoushanian, and so many others that it would take up the rest of my allotted space to mention them. As a result of my being able to interact with researchers, technical representatives, government officials and surface finishing shop owners and as a result of attending every SUR/FIN since 1970 and numerous other symposia, and as a result of a monthly review of *Plating & Surface Finishing* magazine, I have obtained a broad base of knowledge that allowed me to run my business better and more successfully than I could ever imagine! Along the way, I also had a lot of fun.

(See more of Frank's reflections in his column, *Advice and Counsel*, elsewhere in this issue.- Ed.)

“The AESF Centennial”



**Peter Gallerani, MSF,
AESF Fellow
AESF President (2007-2008)**

I became a member of AESF in 1980 and I attended my first SUR/FIN in Boston that year. Later that same year I took the CEF course with Don Swalheim and Larry Durney who were incredible teachers (they were also both characters). Larry became a very important and generous mentor to me. I was brand new to the industry and drinking information from a fire hose. AESF provided an invaluable framework from which to evaluate all this new information. AESF became even more important to me when I decided to get more involved in the organization in 1986 and joined my first national committee. A long list of conferences, courses, committees and boards followed and the more I put in the more I took out. I have been privileged to associate with some gifted and passionate scientists,

technologists, mentors, entrepreneurs, historians, business owners, managers, technicians, salesmen, more than a few genuine characters like Don and Larry, and even a few statesmen ... some became friends and they all became a part of a priceless network. I have even had the experience of becoming a mentor myself ... this is the only way you can ever repay your own mentors and it is amazing how much you learn in return!

Today I am still drinking from a fire hose; all you have to do is Google and you are flooded with information, but I find that the network is still priceless when the information or advice I am searching for is filtered by a trusted associate rather than a search engine.

“The AESF Centennial”



**Prof. David Gabe, AESF Fellow
Secretary-General and President,
International Union for Surface
Finishing (IUSF)**

The AESF were the world pioneers of metal finishing societies 100 years ago and have been one of the models for other countries. In particular the annual SUR/FIN conference and exhibition was the envy of many in past years.

As I was living and working in the UK, for many years I ‘made-do’ with monthly issues of Plating but once I became involved with the IUSF, first as Secretary-General and later as President, I valued greatly an annual visit to the USA making many good friends, some no longer with us, and even once being congratulated on the quality of my English after a paper presentation! Some old friends include Ted Witt and Howard Schumacher, Skip Cassell and Mike Murphy, Jack Berg and Jim Lindsay, Fred Lowenheim and Uzi Landau and more too numerous to list. I once flew into Newark and met Herb Tilton by chance who promptly introduced me to his family as a limey – I knew immediately where I was.

I have been honoured by the AESF for best paper and presentation, Scientific Achievement Award and even longevity which I have hugely appreciated. The famous Churchillian comment of two nations separated by their common language has always been great fun for me and many a discussion has revolved around the merits of aluminium and aluminum, sulphate and sulfate, pavements and sidewalks and even the imperialist nature of feet and Fahrenheit.

Congratulations to the AESF. May the AESF continue to host great events and offer hospitality to visitors in their well-established way and create scientific kinship across nations.

“The AESF Centennial”

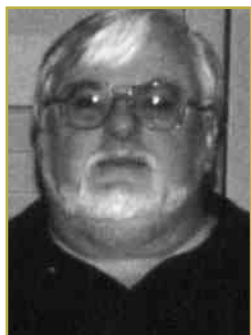


E. Jennings Taylor
Research Board Chair

The AESF has had a significant and positive impact on my career. I've been attending SUR/FIN since the mid 1980s. During this time I have presented or coauthored numerous papers and I have attended numerous presentations. SUR/FIN has offered a unique blend of high quality technical papers combined with a very active tradeshow. In addition, the education component of SUR/FIN is another important

aspect of the AESF. Personally, one of the highlights of my career was being named the recipient of the Scientific Achievement Award in 2007 and having the honor of delivering the William Blum Memorial Lecture at SUR/FIN 2008 in Indianapolis. I have made numerous professional friends at AESF and truly look forward to renewing these friendships at upcoming meetings.

“The AESF Centennial”



John Tennison-Woods
AESF Director (1997-2004),
President - International Branch

In the early 1970s, I joined the AESF (then the AES) as a member of the Sydney branch (now the Australian Branch). I eventually joined the International Branch and became its President for eight years. I joined to keep abreast of the rapid developments in technology in my chosen field of electroplating. While developments in technology occurred everywhere, it seemed to me that most of the developments in applied technology were coming from the USA. So after several years of reading *Plating*, I saved enough money to go to SUR/FIN to see for myself just what was happening and to try to meet and talk with people I had read about in *Plating*. I soon developed friendships which turned into business opportunities and exclusive agencies for products. I am pleased to say the friendships formed have lasted until now and I hope they will continue.

Some of those whom I met encouraged me to become a Certified Instructor of AESF Courses. Here, I need to thank particularly Richard (Dick) Baker (sadly deceased and sorely missed), Harry Litsch and Frank Altmayer for their endless encouragement and friendship. With others too numerous to mention, they also persuaded me to stand for office as a member of the International Branch and eventually for national office on the Board of Directors. I served as a BOD member for seven years. My time as a BOD member increased my personal profile and that of my Consultancy Company. I am sure this was responsible for many of the consultancies that came my way. Ill health has restricted my travel recently, and I see now that it is time to repay what I have gained. I hope to do this by maintaining my contacts and introducing younger people from my international contacts to the wise sages I have grown to know and respect. I trust that the effort I put in will repay in some small way the hand of friendship that was extended to me all those years ago.

“The AESF Centennial”



**Robert Goulet, CEF,
AESF Fellow
AESF Director, Honorary Member
1994**

During the best years of plating, I was invited to join the Detroit AESF Branch in April of 1962. The Detroit Branch was one of the premier branches of the AES with over 750 members and over 15 million gallons of plating solutions in tanks in the metro Detroit area. Chevrolet Livonia had the largest nickel-chrome line in the world and General Motors was king of the plating industry in Michigan with seven very large plating operations. As of 2009, the Detroit Branch has less than 100 members, General Motors has no plating operations in Michigan, and we have less than 500,000 gallons of plating solutions in tanks in the whole state of Michigan.

When I joined AES, I was encouraged by a few good friends of mine to become active right away, which I did. I served on and chaired many committees, and over the years held all the offices in the Branch, was instrumental in helping with the formation of the Great Lakes Regional, and chaired that Board. In 1969, I was asked to become involved with the National, where over the years I served and chaired seven Committees and Boards and served six years on the Board of Directors. I was employed by CP Chemicals/Phillip Bros. Chemicals and was very fortunate to have all the support they gave me in my endeavors with the Society, as my involvement on a national level was very time consuming and costly. Their support made it all possible for me.

From 1962 until 2006, I attended every national yearly conference (now known as SUR/FIN) and attended every AESF/EPA

meeting since its inception, until I retired in 2006. The educational aspect of the AESF was very helpful to me. In my over 40 years as a proud member of the AESF, I attended over 150 seminars, symposia and numerous papers. Just walking the exhibits and speaking to the exhibitors was a very valuable educational experience. During my over 40 years in the AESF, I served with a lot of great people, and made many friends from all over the country and the world. I'm still in contact with many of these people (thank God for e-mail), and even vacation with some of them. I have seen a lot of good times and some bad times in our industry, and now we are in a transition period and hopefully we will become stronger with the meshing of the AESF, MFSA and the NAMF. I would encourage the new members to become involved in the Society. The AESF was a great Society, but with your involvement and leadership I'm sure that the NASF will be a dynamic Society.

Since I retired in 2006, I play golf 5-6 days a week (but the more I play the worse I seem to become), I'm very active as a volunteer for our local Probate Court as an investigator of guardianships, and I serve as Commander of my local American Legion post. I remain active in the Detroit branch of the AESF, and hope to remain active as long as I can be effective on the local level. The AESF was a very large part of my life and I enjoyed every minute of it. I'm very proud of the many awards that I have received from the Branch, Regional and National over the years. The people who were mentors to me, and the people who helped me with kindness, and guided me in the right directions through the years are too numerous to mention.

HELP US CELEBRATE!!

Now — let's keep this going for a while. You've read the vignettes from these folks who have contributed so much to the success of the AESF and the surface finishing industry. But every one of you has contributed too. So, let's hear from you. Over the next few months of this 100th year, we want to publish as many of your AESF memories as possible. The reminiscences you have read give you an idea of what we're seeking. So take a few moments and please send us yours. If you have a photo, please pass it along too. Just send your item to me at editor@nasf.org.

*Jim Lindsay
Editor, P&SF*