

ANDREW WADE BROWN

Paragraph
Reference

2

He is a Negro, 32, a high school graduate, with 3 years experience as a jet aircraft mechanic in the Air Force, and was hired in 1965 at \$1.25 an hour by Mr. Casey, the supervisor. He was assigned as a laborer in the Steel Warehouse where all the laborers but one were Negroes. He knew about the work at the Company through a Negro friend, Lawrence Wilcox, who was also a laborer in the Steel Warehouse.

1b

There was only one white employee in the Steel Warehouse other than Mr. Casey during the eight months Brown worked there. There were only a few Negroes working in the nearby Machine Shop, and they were doing manual labor. The main job of the Machine Shop was making different milled objects. Jobs in the Machine Shop paid better and offered more experience than in the Steel Warehouse. Transfers were not discussed.

In the Steel Warehouse there were separate toilets, designated, respectively, white and colored. The company cafeteria had a separate back section where all the Negro employees ate. The signs on the toilets were later taken down and the partition between the two toilets removed.

Brown was never promoted or transferred, and left the Company making \$1.25 an hour. Immediately upon leaving the Company, Brown was hired sight unseen by the McDonnell Aircraft Company of St. Louis, Missouri, where he was initially assigned as an aircraft mechanic on the production line at \$3.08 an hour.

JERRY WAYNE CARTER

Paragraph
Reference

Jerry Wayne Carter is white and is 21 years old; he completed the eighth grade. He has had trouble with the law and spent most of his time since age 16 in correctional institutions.

1d, 2biii,
3eii

Carter had no work experience prior to his employment at Dillon in October 1966, while he was still at a pre-release center. He received no mechanical or technical training while in prison. He was hired as a machinist apprentice in the machine shop, a job held almost entirely by white persons. He did not take a welding test.

4a & b, 5c

He was hired by Paul Stikeleather, foreman of the machine shop, after the job was set up with Stikeleather by Lt. Parker at the pre-release center. Lt. Parker and Stikeleather were good friends.

7b

Carter states that they wanted to teach him all they could. He started by doing alot of sweeping, unloading and other menial work, but shortly was only doing this in his area and was learning to use the welding torches and machines from the men who operated them.

SAMUEL CASEY

Paragraph
Reference

1b He is white and has been supervising the 15 workers in the Steel Warehouse for seven years. All of the 15 employees, 13 Negroes and 2 whites, load and unload trucks and railroad cars, operate the overhead crane, and operate steel cutting equipment. None of these 15 employees have supervisory positions. In addition, Mr. Casey supervises two office clerks, both white.

4 Mr. Casey's superiors have never failed to agree with any of Mr. Casey's selections of newly hired personnel in the Steel Warehouse.

2 The only job progression in this department is from steel worker to lead man, but the job of lead man involves no supervisory experience or any experience leading to a better paying position.

2 With a single exception, that of Nathaniel Hicks, none of the laboring employees in the Steel Warehouse are notified of openings in other departments, or of opportunities to make application for such transfers. Hicks was transferred after this lawsuit was begun.

ROBERT CLIFTON

Paragraph
Reference

4a

In the Machine Division or machine side of the Machine Shop, the foreman hires his own workers with the approval of the Machine Shop superintendent, Mr. Parry. Walk-ins are the principal source, averaging one every two months. No one in 11 years has been referred from the main office. Applications are handed out and kept at the Machine Shop office. One of the white learners transferred there from the fabrication side. Persons who apply when no vacancies exist are told to leave an application and they will be called if there is an opening.

JEREMIAH DAY

Paragraph
Reference

9 Jeremiah Day, a Negro employee, in about December 1966 travelled from the Company to Elkins, North Carolina. He was given money for rooms for himself and another Negro employee, and the white employee stayed at a different place, although they were all working together on the same job.

10 [He will also testify as to the Company's former policy of maintaining racially segregated toilet facilities in the Shipping and Receiving Department.]

WENDELL DEAVER

Paragraph
Reference

Wendell Deaver is a twenty-year old Negro male. He was hired at the Dillon Supply Company in November 1967.

3 Mr. Deaver has a high school diploma and has attended one semester of college. He was employed initially as a maintenance and delivery boy in the Fork Lift Department.

7 His first duties in the Fork Lift Department were cleaning up, sweeping, and running errands. He was paid \$1.40 an hour for this work. After considerable difficulty, his supervisor allowed another Negro employee, Malachi Jones, to teach him to paint fork lifts. He has not been able to learn to do mechanical work there, however, because the mechanics and his superiors busy him with maintenance duties every time he tries to learn. He now makes \$1.90 an hour. Whites like Johnnie Ramsey Jones, hired in early 1969, who are similarly inexperienced in mechanical work, have been hired initially as and given experience as mechanic-apprentices.

4, 5 Mr. Deaver was initially employed by his Foreman, Buck White, in a job reserved for Negroes. Another Negro employee, Malachi Jones, who had previously been the

Paragraph
Reference

maintenance man in Fork Lift, told Deaver about the job in order to facilitate Jones' advancement. Jones was told by White, his superior, to go out and find a "dependable colored boy" for the job. He did so by seeking out Deaver, who was a school mate of his in high school.

1, 4, 5

All persons hired into his Department since his initial employment have been white. Buck White still does the hiring. Deaver saw one new employee, Johnnie Ramsey Jones, fill out his application in the Fork Lift Department and confer with White concerning employment. Jones got the job through his cousin, Howard Allred, a white mechanic in the Fork Lift Department.

C. A. DILLON, JR.

Paragraph
Reference

4a

The supervisor of each department hires his own employees. C. A. Dillon, Jr. is Executive Vice President and Treasurer. No lists of job vacancies are kept. He keeps mental notes on job vacancies he is aware of.

4a

There is no formal procedure for making transfer application. All that is necessary is to have acquired the necessary skill for the new work, and to notify company officials. Rarely does one supervisor notify a supervisor in another department of an opening. It happens that the initiative for the transfer comes from a supervisor.

GROVER LEE DILLON

Paragraph
Reference

1, 4, 5

He is a company Vice-President and has been in charge of the boiler equipment division since 1957. Under Dillon is the general construction superintendent, Earl Puryear, two servicemen, nine steamfitters, and four persons capable of welding. Mr. Puryear does the hiring for vacancies under him. There are four to five new employees every year. All of the employees in this division have been and are white. There has never been a Negro in this division. No Negro applicants have ever been referred to this division from the company's main office, although 2 or 3 white persons a year are referred from the main office, including some when there are no vacancies.

CHARLES FERRELL

Paragraph
Reference

6d Mr. Ferrell is white and is the manager of the Steel Warehouse; he has never informed his laborers of any vacancies elsewhere in the Company. In the 23 months prior to May 1968, Ferrell knew of only one vacancy in a department other than his own and that was shop superintendent over the Machine Shop, the job Haydn Parry has now.

4a Hiring of laborers in the Steel Warehouse is done by the manager and assistant manager there. Vacancies for the 15 laboring positions, which average 12 a year, are filled through walk-ins and by employee referrals of friends or relatives. Transfers from other departments do not exist because no one in the company is usually available or interested. The managers do not run ads or contact private or state employment agencies to fill vacancies. Applications were handed out and filled out at the Steel Warehouse. When no vacancies exist, Ferrell normally suggests the applicant check with the main office and with the Shipping and Receiving Department, but he doesn't see every applicant and has never instructed the 2 office clerks or the assistant manager to refer applicants to other departments and does not know whether they do so.

PINKY GRAVES

Paragraph
Reference

Pinky Graves is a 24-year old Negro male who was employed in the fall or winter of 1965.

1, 2, 3

Mr. Graves has a high school education and one year of post-graduate clerical training at Raleigh Business College. He was employed at Dillon in the Steel Warehouse and his initial pay was \$1.25 per hour. He learned no skills while there.

6, 7

About six months after he went to work at Dillon Mr. Graves wanted to transfer to shipping and receiving, where he knew of better job opportunities than existed in the steel warehouse. However, he was discouraged from doing so because the shipping and receiving department had a reputation of not giving Negroes the advancement opportunities whites had there.

GEORGE HEIGHT

Paragraph
Reference

5 He is a Negro and a former Dillon employee. He applied in 1947 for work at the steel warehouse at Dillon where his father-in-law, a Negro, had been working.

1a In 1950 he began driving a truck in the Traffic Department under Mr. Mills, the white supervisor. When he began driving a truck there two other drivers, one Negro and one white. All the new drivers since 1950 have been Negroes.

6a In the fall of 1966 Height asked Mr. J. V. Clifton, a company official, for a job as a crane operator. Height had previously acquired some experience operating the crane for the Company. Height wanted the job for its increased pay, which was \$2.25 an hour for the previous crane operator. Height heard nothing further about his request.

9 Formerly, Negro employees travelling on company business with white employees had to find their own place to stay in, while the whites went to motels. The Negroes had to find "colored places." This is no longer the Company's policy.

Paragraph
Reference

10

Separate toilets were maintained in the area of the Traffic Department and the Shipping and Receiving Departments. Height was told to use only the "colored" side. These toilets were desegregated in the spring of 1966.

8

Height was assigned by Mr. Mills to do work at the homes of various company officials. He was sent to clean dog pens for Mr. Hennessee, to clean up the mess where Mr. Hennessee's son had killed himself, and to move the household belongings to another house for Mr. Hennessee. This witness also cleaned up the yards for both Mr. C. A. Dillon, Sr., and Mr. C. A. Dillon, Jr., and cleaned up the house of Mr. C. A. Dillon, Jr., in the spring of 1967. The only white employee he ever saw working at the homes of company officials was a Mr. Morgan, who did carpentry work.

When he left the company he was making \$2.10 an hour.

CHARLES E. HICKS

Paragraph
Reference

Charles E. Hicks is a white male, 21 years of age; he completed the eighth grade. He had approximately three and one-half years experience in a variety of welding jobs prior to his employment at Dillon.

lg, 4a
& b

Hicks got an application at the main office and took it to Coley Wilson, who was head of the machine shop. Wilson took Hicks to Bob Wygal, a welder, and they gave him a test, consisting of a vertical and horizontal bead. Apparently his performance was satisfactory for he was hired the next day by Wilson. This was in the spring of 1967. Hicks worked for Dillon as a welder until October 1967.

JAMES DANIEL HOCUTT

Paragraph
Reference

James Daniel Hocutt is a 25-year old white male employed at the Dillon Supply Company since October 1967.

1, 3, 4, 5

Mr. Hocutt has a 10th grade education. Prior to working at Dillon, Mr. Hocutt worked at Athey Products Company, Wake Forest, North Carolina, where he learned to weld band saws and run various steel fabrication machines. There he knew John Taylor, Ronald Baker, and other persons later employed in the Fabrication Shop at Dillon. In October 1967, Mr. Baker, a welder mechanic at Dillon, told him Dillon had an opening in welding and suggested that he apply to John Taylor, the foreman. He so applied and was hired; Taylor told him he was a welder but he was classified as a helper. He was not tested for welding skill. His starting pay was between \$2 and \$2.15 per hour.

2, 7

Since working at Dillon Mr. Hocutt has received raises to \$2.40 per hour. About 50 per cent of his time is spent working with mechanics, and he is assigned from time to time to assist Herman Liles in tubing and repairing boilers outside the shop. Mr. Liles is white. Mr. Hocutt indicated such trips permit him considerable overtime work. He said he had made 25 such trips in the past year, ten-to-fifteen of which were overnight

Paragraph
Reference

trips. Mr. Hocutt also indicated that he has done no janitorial work at Dillon.

Mr. Hocutt has observed a flat welding test being administered to only one applicant, a Negro. He said the test involved welding two pieces of 16-gauge metal together.

PAUL HOLDEN

Paragraph
Reference

Paul Holden is a 34-year old Negro male who has worked at Dillon Supply Company since application on September 22, 1963.

3, 4, 7

Mr. Holden was hired into the Fabrication Shop as a helper by Mr. Baird. He had eleven grades of schooling. He was hired as a cleanup man and his initial duties were sweeping, loading trucks and painting. Later he headed up the cleanup crew until January 1967. Eventually he was allowed to do finishing work on welded steel products and run various machines in the department. Since early 1967, he has worked almost exclusively on threading and other machines and occasionally has done cleanup work. The only persons who have ever done much sweeping or loading are Negroes. The only present personnel which has engaged in such labor are those Negroes who work on a crew headed by Glenwood Pleasant, a white, or John Henry Pope, Charles Jones, or himself, all Negroes.

3

Mr. Holden has observed numerous flat-welding tests being administered to white and Negro applicants at the company by Mr. Hoy. Whites are given pieces of metal 1/4 of an inch thick and those Negroes use are 1/16 of an inch thick. The thinner the metal, he said, the more difficult the test.

Paragraph
Reference

2, 7

William May, a Negro, was painter for the Fabrica-
tion Shop until Floyd Harris, white, took his job. May
quit because Harris was reputed to be getting better
pay. Glenwood Pleasant, a white, is reputed to get
more pay for heading up the cleanup crew than either
Mr. Holden or Reuben McNeal, both Negroes.

1, 10

The bathroom facilities at the company used to
be segregated. There were white bathroom facilities
in the Machine shop and no facilities for Negroes there.
Most of the employees in the machine shop are white.
The Negroes there had to use facilities located in the
steel warehouse, where all the employees were Negroes.

JAMES T. HOY

Paragraph
Reference

James T. Hoy is a white male employee of Dillon Supply Company. He has worked in the Machine Shop for forty years and is the past foreman of the Fabrication Department.

3, 4

No standards for hire of helpers exist, except that they be able to clean up or assist the mechanics. Hiring is done on the departmental level. Since John Taylor was there, Mr. Hoy has administered a 16-gauge flat welding test. Mr. Hoy has information concerning the validity of this test and the manner in which it has been administered. He knows numerous white persons who have been hired as welders or welder helpers without being tested by him, and he knows of numerous Negroes who have not been hired after being tested by him, including Reuvaul Jones, Ben Harris and Hollis Umphrey. Jones and Harris were tested on or around September 4, 1968, and Umphrey was tested on or around September 16, 1968. All three were recent graduates of a 1000-hour welding course at W. W. Holding Institute. Mr. Hoy also tested John Henry Pope and Charles Jones when they transferred into the Fabrication Shop.

ZOLLIE JILES

Paragraph
Reference

8 He is a Negro truck driver who, in February 1967, along with Ransom Perry, another Negro truck driver, moved the furniture of Mr. Hennessee, a company official, and hauled trash from his house to the city dump. No white employees assisted in this work. The Negroes were instructed in their duties by Mr. Mills, their supervisor.

10 In May, 1966 there were separate toilets in the company garage with white and Negro signs on them, and Jiles and other Negro employees from the steel warehouse used the Negro side. There is only one entrance to these toilet facilities now.

9 In September, 1966, while on company business he stayed overnight at a rooming house run by a Negro in Greenville, North Carolina. The cost of the room was paid by Jeremiah Day, another Negro employee.

CHARLES EDWARD JONES

Paragraph
Reference

Charles Jones is a 25-year old Negro male who has worked at the Dillon Supply Company since June 1962, except for two years in the military, from 1963 until 1965.

1, 2, 3, 4,
5, 7

Mr. Jones first applied for a job at the office of Bill Baird at the Machine Shop for a position as a welder helper or machine operator or for participation in a training program for welder or machine operator. Mr. Baird told Mr. Jones the only openings available were for sweepers. At that time Mr. Jones had a high school education.

2, 7

He worked for James T. Hoy for approximately 18 months. His job consisted of sweeping, loading steel, and running machines. He was not permitted to weld. On November 24, 1963, he left to enter the armed forces and returned in December 1965.

1, 10

During both his first and second periods in the machine shop, there were no bathroom facilities in the shop for Negroes. The majority of employees there were white and they had facilities. Negroes working there had to use facilities in the Steel Warehouse, where almost everyone was Negro.

Paragraph
Reference

1, 2, 3, 5,
7

Mr. Jones worked in the Fabrication Shop from December 1965 until February 1966. He did more work on the machines this time. In February 1966, Paul Stikeleather, his foreman, recommended to him that he go to the Steel Warehouse because he would get no more advancement or raises in the machine shop but could get more money in the Steel Warehouse by becoming a lead man. Stikeleather told him his high school diploma would help him get ahead there. He then transferred to the Steel Warehouse, where his hourly wage shortly increased from \$1.25 to \$1.50 per hour. He worked there over a year.

2, 3, 7

Mr. Jones attended night school in welding at W. W. Holding Institute and completed the course. At or around January 15, 1968, he transferred back to the Fabrication Shop and asked Haydn Parry and John Taylor for a job as welder or welder helper. Mr. Hoy gave Mr. Jones a 16-gauge flat welding test and said he flunked it. He later applied for the job again and was given a second 16-gauge flat welding test. He was not permitted to weld or work with a welding mechanic however. His pay was \$1.70 per hour. At or around June 1, 1968, he applied a third time to John Taylor for a welding apprenticeship. Mr. Taylor then permitted him to work as a welder helper, and assigned him to work with a

Paragraph
Reference

welding mechanic, Bobby Wygal. One can learn the welding skill best by working with a mechanic. His pay was raised to \$1.90 per hour two months after the change, and he progressed in his welding skills.

2, 7

Mr. Jones' advancement to welder helper has not been accompanied with further pay advances. Mr. Taylor and Mr. Hoy continued to assign him to cleanup duties from time to time. After Mr. Taylor's termination at Dillon in November 1968, Mr. Hoy took Mr. Jones off his assignment with Mr. Wygal and increased his janitorial duties. William Yandle, the foreman from January to March 1969, reassigned Mr. Jones to Wygal in early March 1969. He remains a welder helper.

MALACHI JONES

Paragraph
Reference

Malachi Jones is a 20-year-old Negro male who has been employed at the Dillon Supply Company since approximately June 1967.

1, 2, 4, 5,
7 In June 1967 Mr. Jones learned from a former Negro employee in the Dillon Steel Warehouse, Norville Hinton, that the company might be hiring. He inquired about openings at the warehouse by visiting there and talking to Samuel Casey, the Supervisor. Mr. Casey informed him there were no openings but referred him to a possible opening in the Fork Lift Department. There he talked with Buck White, foreman, and asked White if he had a job which would offer training and advancement to the position of mechanic. White told him there would be opportunity for advancement, but that he would have to work from the bottom up. "I have one opening," he said. "My boy is 'laying out' and I need someone else." Mr. Jones learned that the person referred to was a Negro man who did janitorial and messenger services.

Paragraph
Reference

2, 3, 7

Mr. Jones is a high school graduate who has had one year of formal auto mechanic training and on-the-job experience in Royestein Bryant's Phillips 66 Station and Arlin's Department Store Automobile Service Department. His first duties at Dillon included sweeping and cleaning up the Fork Lift Department and running errands for the Department. His initial pay was \$1.40 per hour. He was not permitted to paint or do or learn mechanical work in the Department for several months. Shortly before Archie Clark left the company, Mr. White permitted Jones to learn painting from Mr. Clark. Mr. Clark is a Negro and was the painter in the Department.

2, 7

Mr. Jones repeatedly requested of Mr. White an opportunity to learn mechanical work as a mechanic's helper or apprentice. He purchased his own mechanics tools. On one occasion, in April 1968, Mr. White informed him there were no openings for mechanics. On his own Mr. Jones began to try to watch and assist the mechanics in their duties in the Fork Lift Department. All the mechanics are white persons.

Paragraph
Reference

1, 2, 3, 4,
5, 7

Mr. Jones found that his painting, janitorial and messenger duties prevented him from learning mechanical work by assisting and observing the experienced mechanics. He asked Mr. White if the Department could hire a person to take on these more menial duties. After he made this request on several occasions, Mr. White told him to "go out and find me a good dependable boy to do your cleanup work." Mr. Jones sought Wendell Deaver, a Negro friend who had graduated from high school with him, and offered him a job at \$1.40 per hour. Mr. Deaver accepted the job and was employed in the Fork Lift Department as janitor and messenger. Mr. Jones then began to show Mr. Deaver how to paint so that Mr. Jones could be relieved of painting duties.

1, 2, 3, 4,
5, 7

Mr. Jones has been with the company since June 1967. In October or November 1968, Mr. Jones began to do some mechanical work, which filled about twenty percent of his time. At the present time about forty percent of his time is spent doing mechanical work; the remainder is spent sweeping,

cleaning up, painting, and running errands. He makes \$2.00 per hour, which is less than he believes skilled mechanics could make. Mr. Jones knows of several white persons who have been hired into the Fork Lift Department as mechanics or mechanic's helpers or apprentices since June 1967, and who had at the time of their employment no greater mechanical skills than he possessed. One white person, Johnnie Ramsey Jones, was much less skilled as a mechanic than was Malachi Jones. Johnnie Ramsey Jones is related to Howard Allred, a mechanic in the Fork Lift Department, and was hired in the Department by Buelo White as a mechanic apprentice. He works full-time as a mechanic apprentice. He has no janitorial, messenger or painting duties.

WAYNE ADKINS LAMM

Paragraph
Reference

Wayne Adkins Lamm is a 27-year old white male who worked at the Dillon Supply Company from early March 1967 to early April 1967.

4, 5

Mr. Lamm is a farmer. He was hired by C. A. Baucom in the Fork Lift Parts Department in early March 1967 after an initial referral from C. A. Dillon, Jr.

7

He worked in the stock room as a stock boy for one month after which he was offered a better position at the Dillon Supply Company. He resigned, however, to obtain unemployment benefits of the State of North Carolina.

ALTON C. MATTHEWS

Paragraph
Reference

Alton C. Matthews is a Negro male, age 49, with 11 years of high school plus one other year of education.

1a,
2a, b

Matthews was hired in May 1963 as a truck driver in the traffic department and did this work until he left the company in October 1967. During his three and one-half years with the company his wages progressed from \$1.25 per hour to \$1.60 per hour.

3

His previous experience consisted of six years doing stock work in a supply company, two years as shipping and stock clerk in that same company, and one year as a storekeeper doing selling for a plumbing supply house. He was hired at Dillon as a driver and drove for the entire time he was there, until October 1967, despite his apparent qualifications for stock or store work.

4a, b

Matthews was hired by Mr. Mills of the traffic department after having been sent to Mills by J. V. Clifton.

Paragraph
Reference

6c

Matthews never attempted to transfer to shipping and receiving, where he would have preferred to work, because it consisted of all white persons during most of his time with the company and it became impressed upon him that it was an impossibility for a Negro to get a job in such a department.

10a, b

The cafeteria was segregated when Matthews came to Dillon. Negroes had to eat in a back room. There were also separate toilet facilities for the two races in the shipping platform area.

Matthews was earning \$1.60 per hour when he resigned from Dillon to accept another job which offered better pay and better working conditions. This was with Standard Homes Plan Service where he currently operates a blueprint machine. He has been there for approximately one and one-half years and earns \$2.05 per hour.

CLYDE MILLS

Paragraph
Reference

4a Mr. Mills, who is white, is a supervisor in the Traffic Department, which has had all-Negro drivers for 10 years. He does his own hiring, although some applicants there are sent from the main office, and some from the State and private employment agencies. For one driver opening in January 1968, there were 8-10 applicants, only 2 of whom were white, 3 who were hired but never showed up, and 2 or so others who got other jobs, and a couple whose driver licenses were suspended. After 2 months the job was filled. Mills gets 12 applicants a year. Twenty years ago when Mills became supervisor, there were 2 Negro drivers and 1 white.

4a Negroes apply to Traffic Department for transfers from other areas. In 1965, Zollie Jiles, Negro, transferred from his helper's job in the garage, and in February 1968, a Negro in the receiving department inquired about a transfer, but refused Mills' offer.

 The main office refers one driver applicant a month to Mills, but in 18-20 years has never referred a white person.

JOHN MIRAVALLE

Paragraph
Reference

4a All hiring in the Material Handling Department of parts and service men, (mechanics and helpers) is up to Charles Baucom, parts and service manager, who is assisted by Melvin "Buck" White. Under Baucom are 20 men. John Miravalle is Baucom's supervisor and always goes along with Baucom's hires. Promotions of helper to mechanic are up to Baucom.

3 In the Material Handling Department, parts and service center, qualifications for new hires are "mechanical aptitude, ability to work on internal combustion engines and hydraulics." These probably refer to service men or mechanics. It is possible but not probable that some have been hired in the past 5 years without meeting these qualifications. The qualifications were discussed by Miravalle with Baucom and White.

CLYDE O'NEAL, JR.

Paragraph
Reference

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He is 25 years old, a Negro and a former employee of Dillon. He is a high school graduate and finished a semester of college. He was an aircraft armament repairman for 3 years in the Army. His duties were to install, maintain, and repair various armament systems used on helicopters. In working on these and other systems, O'Neal learned to use various tools, such as testing equipment, multimeters, battery testers, and others similar to auto mechanic tools. To prepare for doing this work he went through a formal three months training school in which, among other things, he learned to work with electrical systems and electronic tubes. He spent some time instructing others in repairing these armament systems.

3c

He was referred by his uncle, Robert McFarland, a Negro truck driver for Dillon, to the steel warehouse at the Company to look for a job. He was hired by Sam Casey, the supervisor of the Steel Warehouse, about February 15, 1966, as a laborer at \$1.25 per hour. The

Paragraph
Reference

work he was assigned to do at the Steel Warehouse did not utilize the skills he had learned in the Army. He was never told of openings in other departments.

3

Some time after O'Neal was hired, the Company finished construction of what is known as the new steel warehouse. During the period when the new warehouse was being completed another Negro employee, Don Smith, was in charge of filling the orders there. In the summer of 1966 a new employee, white, replaced Smith as head man in the new warehouse, although this new man didn't appear to know the work like Smith did. Some two or three months later the new white man left.

HAYDN PARRY

Paragraph
Reference

- 4a Hiring in the Fabrication Shop and the Machine Shop is handled through the superintendent of these two shops, Haydn Parry and the foremen of the respective shops, John Taylor (who has since left the Company) and Robert Clifton. Applications for employment are handed out and filled out in these shops.
- 5c Incumbent employees in the Fabrication and Machine Shops refer applicants there, but the employees are not formally notified of the vacancies. Parry relies on walk-ins and transferees to fill vacancies.
- 3 Qualifications for new hires in the Fabrication Shop and the Machine Shop have not been discussed by the superintendent of the two shops, Parry, with the respective shop foremen, but have been left by Parry up to each foreman's judgment.
- 3 New hires in the Fabrication Shop in the ten months prior to May 1968 totaled about 10, and in the Machine Shop about 3.
- 3 Some persons hired into the Fabrication Shop have had no previous mechanical experience.

BILLY MARSHALL PERRY

Paragraph
Reference

Billy Marshall Perry is a twenty-three year old Negro male who was employed by Dillon from March 1967 to November 1967.

1a, 2a & b,
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Perry has 14 years of education and served in the Army for 2 years where he did clerical work. He also took an 8-week course in typing and correspondence while in the Army. He was hired in March 1967 as a truck driver in the Traffic Department at \$1.50 per hour. When he quit in November 1967, he was still driving and was earning \$1.60 per hour.

4a, b, 5a, b

Before he was hired, Perry had been taken by his uncle, Ransom Perry, a Negro truck driver at Dillon, to the Steel Warehouse in an effort to get employment. There were no openings in the Steel Warehouse so he was sent to Traffic where he spoke with Mr. Doug Mills. Perry was informed by Mills that there were no clerical positions, but there was an opening as a truck driver. Perry took the job only after he was told by Mills that if a clerical position became available, he would be considered.

6d

Perry never heard from Mills or others with regard to an opening in clerical work. Further, after about

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Reference

three months with the company he went to R. C. Moody in Shipping and Receiving to inquire if there were any clerical positions. He was told none were available. He asked Moody to inform him if any did open up. During the remainder of his employment he was not notified of any subsequent clerical openings.

In November 1967 Mr. Perry requested a raise from his rate of \$1.60 per hour. No response was made to this request. He therefore left the employ of Dillon Supply Company. He is currently employed as a prison guard at the Polk Youth Center, North Carolina Department of Corrections, Raleigh, North Carolina.

RANSOM PERRY

Paragraph
Reference

4, 5b

This former Negro employee applied in 1965 and was hired by Mr. Mills, the supervisor of the Traffic Department, as a truck driver. When he left in 1968 he was making \$1.65 an hour.

10

The company cafeteria was at one time divided into two separate eating areas, one of which was used by all the Negro employees. This dual operation is no longer maintained by the Company.

8

He has cleaned the dog pen at the home of Mr. Hennessee, a white Company official and he has cut grass and raked leaves at homes of C. A. Dillon, Sr., and C. A. Dillon, Jr. In the fall of 1966, with another Negro driver, Isaac Goodson, Perry moved the personal belongings of C. A. Dillon, Jr., to a new house. Other Negro drivers have run errands for wives of company officials. White employees work at officials' houses, but they do electrical, plumbing and carpentry work. The work performed at the homes of company officials was done during regular working hours.

LARRY BOBBY PETIN

Paragraph
Reference

Larry Bobby Petin is a 23-year old Negro male. He was employed at Dillon Supply Company from March until August 1967. Petin completed 11 grades of high school. He responded to an advertisement in the newspaper which said that help was wanted at Dillon in the Steel Warehouse.

5a, b, 3c, 4 Petin first went to his uncle, Bobby McFarland, who is a Negro truck driver at Dillon. McFarland told Petin to see Sam Casey. Casey hired Petin as a laborer in the Steel Warehouse.

6b After having been at Dillon about two months, Petin went to the other building one day and saw a man in the Shipping and Receiving area. Petin had heard that the loading and unloading work there was pretty good and paid more money than the warehouse did. He had been unsatisfied with the work in the warehouse, particularly the low pay. He told this man, who he believes was Doug Mills, that he would like to apply for a job. Mills responded that they did not hire people from the Steel Warehouse.

2b Petin left Dillon because he was not earning enough money. He had started at \$1.50 per hour and been given

Paragraph
Reference

only one \$.10 raise during his employment there. He is currently an Assistant Manager of Quick Pick-up, a store, and earns over \$2.00 per hour.

WILLIE BARON PHILLIPS

Paragraph
Reference

Willie Baron Phillips is a 28-year-old Negro male. He was employed at Dillon Supply Company from June 7, 1967 until July 21, 1967.

4

Phillips is a high school graduate and studied for one semester at Butler College, Tower, Texas. His experience prior to Dillon was with the U. S. Army for 7 years. While in the army he worked in a repair and utility shop where he did plastering, glass cutting, minor electrical work, carpentry, and welding. He spent about one and one-half years during this time doing welding. He used an oxyacetylene torch and the metal saw. He was hired at Dillon as a helper in the machine shop at \$1.50 per hour by Coley Wilson, a temporary foreman.

2, 3a,
7b

Phillips was put to work sweeping floors and picking up scraps. He was later put into the fabrication shop where he helped roll metal for smoke stacks, threaded pipe, did cutting; and did band saw welding. A white fellow who was doing band saw welding was earning in the neighborhood of \$2.85 per hour. During one week

Paragraph
Reference

the white fellow had a lot of rejects and Phillips had none.. He then asked for a raise but did not receive one. The given reason was that he was not classified as a welder. He asked Wilson if he could be reclassified as a band saw welder since he was doing that work. Wilson said he first had to be certified by the state. Phillips requested this, but was never contacted in this regard or prepared by the Company to take the state test.

JOHN HENRY POPE

Paragraph
Reference

John Henry Pope is a 32-year old Negro who has worked for the Dillon Supply Company since January or February of 1965.

1a, b, 3c,
4, 5b

Mr. Pope has ten years of education and has worked as a dental technician and as a clerk in the Air Force. He first applied for a job at Dillon Supply at the store counter and was referred to the Traffic Department where he was employed by C. D. Mills, foreman. Pope informed Mills that he was interested in becoming a truck driver although he was also interested in other positions Dillon might have available. Pope had previously known from Negro friends the company employed truck drivers. Mills informed him that the company had no openings except in Traffic and the Steel Warehouse.

8

While in the Traffic Department, Mr. Pope was sent by Mr. Mills to the homes of several officials to do janitorial and yard work. In the Spring of 1965, he assisted in cleaning up the yard and moving shrubs and trees at the home of C. A. Dillon, Sr. In June or July 1965, he mowed the lawn at Mr. Dillon's house and cleaned out dung from the dog pen of William Hennessey, a supervisor at the company. Around the time of the death of

Paragraph
Reference

Mr. Hennessey's mother-in-law, Mr. Pope and Ransom Perry were requested by Mrs. Hennessey to scrub the floors of the decedent.

3e From April 10, 1967, to June 14, 1967, Mr. Pope took and completed a 60-hour welding course at the Wilson Technical Institute in Wilson, North Carolina. After completing this course, Mr. Pope requested a transfer to the Fabrication Shop and asked for an opportunity to become a welder. Coley Wilson, then the superintendent of the Fabrication Shop, referred Mr. Pope to John Taylor who gave him a flat-welding test and passed him. He was then transferred and given a raise from \$1.60 to \$1.70 per hour.

2, 7 Mr. Pope has assisted other persons junior to him in company seniority, in learning the welding skill. One such person, Daniel Hocutt, started out making more money than Mr. Pope did.

2, 7b Mr. Pope has not been assigned to work under a lead welding mechanic for any length of time. The usual way for a welder or welder helper to improve his skill is to work with an experienced mechanic who can teach him new techniques and how to read and apply blueprints.

Paragraph
Reference

2, 7b

Mr. Pope, Charles Jones, Paul Holden, and other Negro employees are the only persons Mr. Pope has observed engaged in sweeping, cleaning up, or loading steel on any repeated basis. After complaining to Haydn Parry about being asked to sweep when he was a welder, Mr. Pope found that Mr. Parry had assigned white persons to sweep the shop on a rotating basis but that he was not so rotated. He then repeated the complaint and asked that Negro welders be rotated with white welders.

3, 4, 5

Mr. Pope has seen six Negroes tested for welding in the past year. Five were not employed. In the summer of 1968, he observed Ira Gene Clauson, a white clerk in the machine shop, tell two Negro applicants there were no openings for welders. A week later three white persons were employed as welders.

JIMMIE D. RAY

Paragraph
Reference

Jimmie D. Ray is a 21-year old white male who was hired at the Dillon Supply Company in June 1966, terminated for a short period within the next year and then rehired.

1, 3

Mr. Ray has attended eight years of school. At Athey Products Company he attended a six-to-eight week long course in welding which he attended one or two nights a week for an hour or two each meeting. This was several years before coming to Dillon Supply. He was hired in the Fabrication Shop as a welder helper in June 1966. He was not tested for his welding skill.

2, 7

Monroe Carter, a welding mechanic at Dillon Supply and the first cousin of Mr. Ray's wife, got Mr. Ray a job at Dillon. Mr. Ray began initially working on machines like the threading machine or working with Mr. Carter as a welder helper. His initial pay was \$1.40 per hour. One Negro, Paul Holden, worked very little on the machines. He worked during that period, and spent most of his time sweeping, painting and loading steel. Other Negroes in the shop did janitorial work. About six months to a year after he came to Dillon, Mr. Ray was fired by Paul Stikeleather for failure to check bandsaw blades he was welding. Six months later, after Mr. Stikeleather

Paragraph
Reference

left Dillon, Mr. Ray returned to Dillon. He has worked with Monroe Carter, Lonza Lewis, and Bobby Wygal, welding mechanics, since returning to the company and has begun to acquire skill at reading welding blueprints through this work. He occasionally works as a fill-in clerk in the machine shop office and as an assistant to Herman Liles who runs the boiler repair crew. He has gone on several out-of-town trips with Liles, one over two weeks in length. On the overnight trips he makes more overtime pay than usual. His rate of pay is \$2.55 per hour.

3

Mr. Ray has distantly observed tests for admission to the welding positions at the company. The company employs two tests: (1) a vertical welding test which involves steel three-eighths of an inch thick, and (2) a flat-welding test involving thin metal, either sixteen or fourteen gauge steel.

HOWARD CLEMENTS SCARBOROUGH

Paragraph
Reference

Howard Scarborough is a 26-year old white male who has worked for the Dillon Supply Company since August 1967.

4, 5, 6

Mr. Scarborough was initially hired by John V. Clifton, supervisor of Shipping and Receiving Department, after earlier interviews with C. A. Dillon, Jr., Coley Wilson, and R. C. Moody. He transferred to the position of clerk in the Machine Shop in October 1967. He has worked in that position since.

1, 2

Mr. Scarborough knows the general structure and duties of members of the Machine Shop and also knows that Negroes there receive inferior wages to those of whites similarly employed. He knows that menial jobs are filled exclusively by Negroes and that all but two of the skilled jobs are filled by white persons. He knows that there are no Negro welder mechanics or welder helpers.

4

Mr. Scarborough also knows that hiring for the Machine Shop is done on the departmental level by Haydn Parry, the supervisor.

JOHNNIE D. SCOGGINS

Paragraph
Reference

Johnnie Scoggins is a 22-year old white male who was first employed at the Dillon Supply Company in June 1967. He quit in December 1967 but returned to Dillon in July 1968 and is still employed there.

4, 5c

Mr. Scoggins obtained his first job at Dillon from Coley Wilson and John Taylor, supervisory personnel over the Fabrication Shop, with the assistance of a neighbor and friend, David Howell, who works as a sales official of the company.

2biii, 3a,
7

Mr. Scoggins began as a helper and his starting pay was \$1.60 per hour. His only qualification for the Fabrication Shop was that he knew how to operate a threading machine. He ran this and other machines at Dillon and in a few months began to learn to weld with Charles Hare. He now makes \$2.30 per hour and is classified as either a welder or welder helper. He works primarily under Bobby Wygal, a welding mechanic in the Fabrication Shop.

3a

Mr. Scoggins has not been tested for becoming a welder or welder helper while at Dillon Supply Company, nor has the company ever tested him for any other position. Mr. Scoggins has observed only one person, an unidentified

Paragraph
Reference

Negro, being tested. He was being given a 16-gauge flat-welding test by James T. Hoy. He has also observed other persons being given a pipe-welding test. He does not know the identities of any persons he has observed being tested, since none of them have been employed in the Fabrication Shop.

DON SMITH

Paragraph
Reference

Don Smith is a thirty-four year old Negro male. He has been with the company since February 1964.

He is a high school graduate and spent 2 years in the U. S. Army where he took a quartermaster course, did some electronics work, and worked in the motor pool. He both drove trucks and did minor repairs on them. Just prior to his Dillon employment, he was a chemist's helper at the Department of Agriculture.

1b, 4, 5a

Smith's brother-in-law, Robert McFarland, a Negro driver at Dillon, sent him to see Sam Casey at the Steel Warehouse to get a job. Casey hired Smith as a laborer in the warehouse. At that time, Smith had no desire to drive a truck as he had in the Army.

2b, 3c

During his employment, Smith was asked to take over as foreman in the new Steel Warehouse for a white man who left. Smith's job in the new warehouse was very similar to his job as a lead man in the old warehouse, but there was a little more responsibility since there was no office there and thus no supervisory personnel. A white person named Austin was sent over to the new warehouse to work under Smith filling orders. Shortly thereafter, Austin replaced Smith and Smith was called

Paragraph
Reference

back to the old Steel Warehouse when he resumed his job as lead man. Smith was never informed that Austin was to replace him. Even when called back, Smith thought it was only to help out temporarily in the old warehouse.

10

When Smith went with the company the washrooms were segregated. In addition, when he first went there the eating facilities were segregated. He had to go in a different door to the cafeteria than did white persons. Negroes had a very small place in which to eat.

JOHN V. TAYLOR

Paragraph
Reference

John Taylor is a 43-year old white male who was foreman of the Fabrication Shop at the Dillon Supply Company from the early Spring of 1967 until September 11, 1968.

4a Hiring is done on the departmental level by Haydn Parry, the supervisor, and the foreman.

2, 7 The responsibility for placing men in different capacities in the Fabrication Shop is the foremen's. Advancement of personnel to better jobs is also his responsibility and was done in a routine fashion by Mr. Taylor without request for advancement by the individual concerned. Mr. Taylor believes this policy improves employee morale. Mr. Taylor did not instruct welder-learners or mechanics to train helpers but they often did so on their own. Mr. Taylor did, however, assign personnel to work for lead mechanics or other men in the Fabrication Shop.

3a, b, e There are no educational or experience standards for initial employment of a laborer-helper. Johnnie Scoggins, Larry Shores, Howard Finley, Doy Pleasant, Michael Smith and Stacey Pleasant are all white employees who were hired and then promoted to welder helper or welder without being tested for welding skill or aptitude.

Paragraph
Reference

John Henry Pope and Charles Jones, both Negroes, were tested before they were promoted from laborer-helper to welder-helper.

3b, e, 4, 5c

Mr. Taylor instructed James T. Hoy to test applicants for welding positions by giving them a 16-gauge flat welding test. This test is easy to fail because it involves very thin metal and required sensitive use of heat. If a welder could not pass it, he might be given a vertical test on three-quarter-inch pieces of metal. Lonza Lewis was hired as a welder mechanic without a test. David Baker, Stacey Creech, Daniel Hocutt, David Coley, Baxter Pierce, Jesse Bullock, Edgar Whaley, Crawford Thompson, William Ralph Evans, Floyd Harris, and Glenwood Pleasant are among several white persons hired by Taylor and Parry as welders without being tested for their welding skills. All were previously known by Mr. Taylor who believed them to possess some welding skill. David Baker's brother Ronald, was already employed at the company as a mechanic. Messrs. Lewis, Coley, Hocutt, Creech, Harris, Pierce and Evans were known to Taylor through personnel at Athey Products, where Mr. Taylor had worked prior to coming to Dillon Supply Company. Messrs. Bullock, Whaley and Thompson, were known to Mr. Taylor through personnel at Long Manufacturing Company,

Paragraph
Reference

where Mr. Taylor had formerly been employed. Glenwood Pleasant had worked as a welder at Dillon prior to Mr. Taylor's employ and was rehired by Mr. Taylor without a test.

2, 7

When he was rehired, Glenwood Pleasant replaced Paul Holden, a Negro, as head of the cleanup and loading crew. The company created a job title, expediter, for him. Floyd Harris was hired as a painter to replace William May, a Negro helper. He was paid more than May had received for painting work.

All personnel under Glenwood Pleasant are Negroes. All cleanup and loading personnel have been Negroes since Mr. Taylor came to the company. All welders are white, and all welder helpers are white except Charles Jones and John Henry Pope. All mechanics are white.

WILLIE ARTHUR WALKER

Paragraph
Reference

Willie Arthur Walker is a twenty-seven year old Negro male. He was hired by Dillon in July 1967 and, except for a period of a few months, worked there until October 1968.

Walker completed 10th grade and is a graduate of the 8-month MDTA welding course at W. W. Holding Technical Institute. He has had experience as a general laborer in construction work. Walker was hired as a welder in July 1967 after he took a welding test on 16 gauge material. He had been taught at Holding how to weld metal of that thickness. John Taylor informed him that he did an excellent job and he was hired. After a couple of months, he asked for a raise from \$1.60 per hour, at which he started, to \$1.75 per hour. He was told he had to be there three months for a raise. After the three months, he again requested it but heard nothing so quit.

7b During this time that he worked as a welder, he also performed such duties as sweeping, loading and unloading trucks, and other menial jobs.

Paragraph
Reference

3a, 4, 6d

Walker returned in August 1968 to see if he could get a welding job again. He was told that there were no welder jobs available, but that he could be hired into maintenance and if anything opened in welding it would be given to him. He took the job in maintenance, but heard nothing further about a welding job. He did no welding during this time and left in October.

WESLEY CLEGG WALLACE, JR.

Paragraph
Reference

Wesley Clegg Wallace, Jr., is a twenty-six year old white male. He was employed at Dillon from April 1966 until March 1967.

5c Wallace has a 9th grade education and had several years experience in electronics. He became tired of electronics and desired to learn a new skill such as welding or mechanic work. His uncle, Herman C. Nichols, who was a welder with Dillon, told him to go to the Machine Shop.

1d, 3a, b,
4 Wallace admitted to Stikeleather that he had no welding experience. Stikeleather told him they had no electronic work there. However, Wallace informed him he would do any sort of work including sweeping the floor, just in order to begin a new trade. Wallace was hired as a welder helper by Paul Stikeleather, the foreman. He was assigned to work under his uncle, as Stikeleather thought it might be a little better if he worked with someone he knew.

7b As a welder helper Wallace did not do any general clean-up or other menial work. They had Negro "boys" who did that. He was only required to clean his own area after a job.

3eii Wallace did not take a welding test when he entered the fabrication shop.

MELVIN WHITE

Paragraph
Reference

3d, 7

The Fork Lift Department has 14 workers--8 mechanics (all white) and 6 helpers (4 white and 2 Negro).

In three years during which White was assistant to parts and service manager, Chalres Baucom, four helpers were promoted to mechanic. The last two such persons each spent a year as a helper.

3d, 7

The two Negro helpers, M. Jones and W. Deaver, had been helpers (as of May 1968) for 1 year and 10 months respectively.

3d, 7

One white helper, E. C. Williams, has been a helper 2 years. The other white helpers and their length of service (as of May 1968) were:

	<u>Hired</u>
Wayne Lamm	4/68
Irvin Hegwer	2/68
Phillip Carroll	4-7/68 (since quit)
Arthur Matthews	4-7/68

The average turnover of new helpers is 5-6 new a year, although it has been heavier.

4a

Melvin White is the assistant service manager in the Material Handling or Fork Lift Department; he handles initial interview of applicants for mechanic

Paragraph
Reference

and for helper. He has never been turned down on his recommendation to hire by the service manager Charles Baucom, and no one has been hired as a helper without White's recommendation.

5c

Wayne Lewis, white, was hired as a helper in the Fork Lift Department in March or April 1968, and was referred by his brother in the machine shop.

3

Qualifications for a helper are mechanical experience, e.g., six months automotive or related mechanical work, or a course at a trade school like W. W. Holding. Although some applicants have been referred who do not have this experience, the three who finished the one year auto course at W. W. Holding were hired, and all other helpers hired had met the 6 months experience qualification.

LAWRENCE WILCOX

Paragraph
Reference

Lawrence Wilcox is a forty-three year old Negro male who was employed at Dillon from approximately 1962 until March 1967.

Wilcox is a high school graduate and attended Shaw University for two years. He had ten years experience as a shipping and receiving clerk at Walker-Martin, Inc.

5b Wilcox was sent to Dillon by a white Dillon employee he knew. This employee said to Wilcox there was a job available in the steel warehouse, and perhaps in shipping and receiving also.

2, 3c, 4 Wilcox went to Dillon and was hired by Fred Miltz to work in the warehouse. Miltz told Wilcox that he would talk to someone in shipping and receiving, as this was Wilcox' stated preference.

6b Wilcox never heard anything from Miltz with regard to work in shipping and receiving. On several occasions during his employment he inquired of both J. V. Clifton and Fred Miltz as to whether there were openings in shipping and receiving. Clifton informed him that there were none. Miltz said that Wilcox was needed in the warehouse. A white person named Bill Lewis,

who had been in the warehouse, was sent over to shipping and receiving while Wilcox was there.

10

During his employment at Dillon the cafeteria had segregated facilities. Whenever Wilcox ate there he had to eat in the back room. The toilet facilities for the steel service center were up over the boiler. They were segregated while he was there also. A partition divided the white and Negro sides.

ARLESTER WILLIAMS

Paragraph
Reference

Arlester Williams is a thirty-year old Negro male. He was employed at Dillon from June 1966 to June 1967.

Williams is a high school graduate, studied for two quarters at Greensboro A & T College, and took a two-year course in auto mechanics at Fayetteville State College. In the latter course he was trained to repair a car from front to rear. He then spent the next five years working as an auto mechanic at several service stations and garages.

3

Williams answered a newspaper advertisement for a mechanic at Dillon. He called Ed Williamson, whose name appeared in the newspaper. After he had interviews with Williamson and Goad, both agreed that Williams was the man they were looking for and that he could have the job if Bill Sessoms, the foreman, agreed. Williams was subsequently informed, however, that Sessoms, whom he had never met, thought Williams did not have enough experience. Williams was therefore refused the job. About 2 weeks after Williams was refused the job, Billy Johnson, white, was hired as a mechanic in the garage, the same job Williams had desired. Johnson had been employed in a Pontiac garage before coming to Dillon.

Paragraph
Reference

2, 4

Williamson later called and offered him a job as a laborer on the riggers crew. The crew was on the road then, however, so Williams worked for two weeks in the warehouse at the same wage as riggers (\$1.50 per hour) until the crew returned. He was then assigned to riggers.

6d

While at Dillon, he never made another effort to get a mechanic's job. After he was told they would not give him a mechanic's job, he thought he would take the job as laborer in the hopes it might lead to mechanic work

9

When the riggers crew traveled, the white persons stayed at motels and the Negroes stayed at private homes for which the latter paid and were then reimbursed by the company. One Negro made room arrangements for all Negroes in the crew.

Williams left the company in June 1967 because he desired to be nearer his home in Dunn and to get another mechanic's job. He always desired to return to mechanics. He worked for a short while for a Pontiac automobile dealer as a general mechanic. Currently Williams is employed by R. B. Stokes Concrete Contractors in Raleigh as an automobile mechanic. He is the only mechanic they have

Paragraph
Reference

and manages the shop. He works on their trucks, tractors, and other equipment. He does some diesel work also.

Williams earns \$2.00 per hour and has been with Stokes for seven months. He has been told he will get a \$.25 per hour raise when the weather breaks.

LESLIE LEE WILSON

Paragraph
Reference

Leslie Lee Wilson is a 23-year old white male who was employed at the Dillon Supply Company for approximately 6 weeks in late 1966 and early 1967.

1d, 2biii,
3a, 3eii, 4,
5c

Mr. Wilson had had no formal welding training before being hired at the Dillon Supply Company as a welder helper in the Fabrication Shop. He was hired by Paul Stikeleather and James T. Hoy, supervisors of the Fabrication Shop, after his brother-in-law, Monroe Carter, introduced him to them. Mr. Carter suggested that he apply for and take the job. Mr. Carter was not tested by Dillon personnel for his welding skills.