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KOHLER

*A Place to
Work and Live*



KOHLER CO.
KOHLER, WISCONSIN
MAY 1, 1920

FOREWORD

"A GOOD JOB"

What do men mean when they talk about a good job?

Every ambitious man wants to work at something that is useful and interesting—to work under conditions that are decent, healthful and as pleasant as possible—to get promotion or other recognition as he deserves it—and to be fairly paid for what he does.

This is not all. The kind of life he can lead in the hours when he is not working, the kind of home that his family can enjoy, the chance to have some pleasure and recreation, these and many other things have a bearing upon his enjoyment of his work.

What a man earns and how he earns it are always important to him. But it is equally important that he live in a community where there is a chance to be happy and comfortable, acquire a home of his own, and enjoy the things that make life worth living. He must make a living, of course; but he ought to have a chance to *enjoy* living.

The Village of Kohler, Wisconsin, is the seat of a great manufacturing industry. Here the Kohler Co., with its immense factory, has built up a great and growing organization of workers, who by their loyal and efficient effort have helped to bring prosperity to the business and to themselves.

But Kohler is more than a place to work—it is a place to enjoy life at its best. Though a village of moderate size, it has become famous for beauty, comfort, health and happiness. All of its people are workers, and as the fruit of their labor they enjoy the pleasant surroundings and advantages of which the following pages give some glimpses.

THE KOHLER ORGANIZATION

THE KOHLER CO. is an old and well established firm, founded in 1873. The organization is a permanent one and the interests of all concerned are best served by building up a permanent force of men accustomed to work together, familiar with their problems, and filled with enthusiasm for their work and for the community. Kohler is more than a place to work; it is a place to live.

KOHLER PRODUCTS

For many years the company has manufactured Enameled Plumbing Ware—bath tubs, lavatories, kitchen sinks and other plumbing fixtures made of enameled iron. More recently the company has begun the manufacture of Kohler Automatic Power and Light, a machine consisting of an electric generator driven by a gas engine and used to supply electric current, mainly on farms.

OPPORTUNITY FOR DIFFERENT TYPES OF MEN

The making of Kohler Enameled Plumbing Ware includes the work in the Foundry, Castings Finishing Department and Enameling Department, as well as a number of others. Most of it is not work that requires years of training, but can be learned in a comparatively short time by any willing man. There is considerable work of a fairly heavy kind, particularly suited to strong, able-bodied men. The factory is splendidly equipped with labor-saving machinery to do away with back-breaking tasks, and a man of good physical strength will find the work agreeable and not too hard.

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Homes on Church Street, Kohler

The manufacture of Kohler Automatic Power and Light offers much work of a lighter character. The foundry work is mainly in light castings. The machining and assembling of the lighting unit affords pleasant employment and opens up a number of opportunities for highly skilled mechanics.

A CONSTRUCTIVE EMPLOYMENT DEPARTMENT

✱ The Employment Department of the Kohler Co. is not a mere agency for hiring men, but is a big, broadminded institution whose duty and pleasure it is to see that every man gets a careful hearing, fair treatment, and is so placed that he may do the best for himself, enjoy his work, and make progress.

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He is given a medical examination to determine for what he is fitted, and is placed accordingly. If later it is found that his work is not suitable, he is transferred, if possible, into a department for which he is better adapted.

The belief here is that the best interests of both the company and the men are secured only if there is mutually fair treatment, and as a consequence a permanent association. The only men who are of the highest value are those who work at Kohler and live at Kohler because they believe this is the best place for them. It has always been the policy of the company to recognize and reward faithful service. Whenever an important position is to be filled, an effort is made to find some man already in the organization who deserves promotion. A man can become a Foreman only if he is twenty-one years of age, and a full-fledged American citizen.

The Employment Department tries to help men who have perplexing business matters to settle, or who are in any way in need of friendly advice. The Foremen also make it their special business to guard the interests of the men, particularly of those who might be imposed upon because of their lack of knowledge of our language.

WHOLESOME WORKING CONDITIONS

{ Throughout the Kohler plant the conditions are healthful and pleasant. There is plenty of light and excellent ventilation. No factory of its kind in the entire country is cleaner, for a force of men is constantly at work for this purpose alone. The windows in the Foundry, for example, are cleaned just as in a house or a store, and the same care is used throughout the place.

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In the Vicinity of the Plant

While a factory is not a parlor, the Kohler Co. believes in having a *clean* factory.

There are excellent facilities also for the men in the factory to keep clean. Shower baths, wash sinks and lockers are liberally provided. A company manufacturing plumbing ware is naturally in a position to provide the very best of sanitary conditions.

Kohler processes utilize no poisonous substances, such as lead. A healthier lot of men than those at Kohler would be hard to find.

HOURS AND PAY

The hours of work at Kohler are reasonable and have been made as short as conditions permit. They vary according to

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the work, the average being from six to nine hours a day, or thirty to fifty-one hours per week. On Saturdays work is stopped at one o'clock. It is believed that a man can do the best work only if he has time for sufficient rest, for recreation, and for the enjoyment of his home and family.

Wages at Kohler are such as to enable the men and their families to live in comfort and health, and become prosperous citizens. The large proportion of Kohler men who own their homes and have bank accounts or other property; the number who have their own automobiles; the amount of Liberty Bonds bought by them during the war—all of these are indications. Men between twenty-one and fifty-five years of age who obtain work in the Kohler plant are paid never less than fifty cents per hour, and as much more than that as the character of their work warrants. When men under twenty-one or above fifty-five join the organization, they are given special consideration and are paid whatever is determined as being fair.

HEALTH AND SAFETY

One of the things receiving particular attention at Kohler is the health of each member of the organization. The company maintains a complete Medical Department, including a Physician, Dentist, and Nurse. Every man is examined when employed. This is a protection both to him and to his fellow workers. Men having contagious diseases might seriously endanger others. Men having physical defects of some kind may be entirely able to do some kinds of work, but would perhaps be injured if given the wrong kind. Every man is placed where it is believed that he can keep well. If later examinations show

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Home of F. G. Brotz on Grafton Court

that his work is injuring him, every effort is made to find something that he can do without harm to himself.

The company Nurse is always ready to call at the home of any member of the organization in case any of the family are ill or for the purpose of giving assistance or advice. Questions about food, ventilation, care of children, or other matters often come up and the advice of a trained nurse may be worth a great deal. This service can be had for the asking.

A great deal of attention has been given to Safety in the Kohler plant. A Safety Inspector devotes his entire time to the study of means for preventing accidents. Machinery is carefully guarded, warning signals are arranged, and the men are given expert advice as to ways of protecting themselves. The result is

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that the Kohler plant has a very good record for safety and is constantly improving wherever possible. The Medical Department is at hand to give prompt treatment in case a man receives an injury, and thus prevent infection or other serious results.

The Kohler Co. maintains a Group Insurance plan. Each member of the organization is given a life insurance policy, with the premiums paid by the company. The amount of the policy increases from year to year. This is an important protection to the family of the worker.

ENCOURAGEMENT IN CITIZENSHIP

The Kohler organization contains many men of foreign birth, some of whom have never before been able to gratify their desire to learn our language and become Americans. They are given encouragement and help here. An evening school is carried on for the benefit of those wishing to learn English or to improve their education. Men are given assistance in preparing for citizenship and in securing their papers. Once a year a special day is set aside for Americanization, and as many as a hundred and twenty-five men have in one day taken the first step toward becoming citizens.

Another helpful organization is the Benefit Association. The direction of this organization is divided equally between the men and the company. By paying a small amount monthly, which is duplicated by the company, a member obtains benefits of a dollar a day in case of his illness or injury, for a period of not more than thirteen weeks. In case of his death his family receives a benefit of one hundred dollars.

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Kohler Pennant-Winning Team, 1919

Still another helpful activity carried on within the organization is the Kohler Thrift Club. By assisting the members in devising a way to keep account of their money and plan their expenditures and savings, this organization is helping many to get more out of their incomes. The Thrift Club has further plans to assist members to invest money where it will be safe and at the same time will bring them satisfactory interest.

RECREATION AT KOHLER

The opportunity to enjoy clean recreation is an important part of life and helps to keep a man in mental and physical trim. This is a matter that has had unusual attention at Kohler.

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Much of the recreation is provided for by the Kohler Recreation Club, a club composed of members of the Kohler Co. organization, with elected officers. The Recreation Club has associated with it a number of other organizations that provide plenty of means of enjoyment. During the Summer a regular Baseball League is maintained, consisting of teams from the various Departments. In 1919 the Shipping Department were the winners of the pennant. The Kohler Co. also has a team in the Manufacturers' League, where they contend against teams from other companies. The Kohler team was the pennant-winner in 1919. A splendid baseball ground is provided for these games.

The Rifle Club has a good shooting range and uses government rifles and ammunition, carrying on some interesting shooting contests. A Tennis Club maintains tennis courts where games and tournaments are played. A Camera Club interests those who care for photography, offering prizes each month for the best pictures in its contests.

WINTER SPORTS

One of the interesting winter pastimes is bowling. The American Club has four good bowling alleys, and a large part of the men in the organization enjoy the sport. There are two leagues of ten teams each, and league bowling goes on five evenings a week during the season. Numerous match games are also played. A Goodfellowship Tournament is held each year, the prizes being given for sealed scores. Thus even those who are not expert bowlers have a chance to win a prize. During the winter months the Recreation Club and Civic Club give frequent dances, entertainments, banquets and other enjoyable affairs. A recent banquet, given at the American Club in honor of the

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Kohler Village Band

Kohler Band, was attended by three hundred people, who enjoyed an excellent minstrel show put on by men from the plant.

MUSICAL OPPORTUNITIES

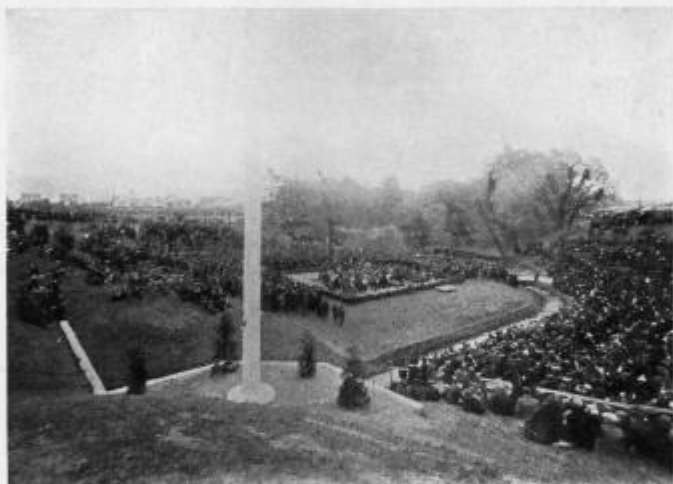
Music is an important interest at Kohler. The American Club Players, a string orchestra, are making rapid progress. The Kohler Band, made up of men from the plant, consists of thirty members, with a professional musician of unusual ability as Director. The band is a splendid organization. Band concerts are given in the Summer at Ravine Park and in the Winter at the American Club. Whether as members or as listeners, people always get great enjoyment out of the music furnished by the Kohler Band.

SOME NOTABLE EVENTS

Special events of note are arranged from time to time. In October of 1919, the Kohler Civic Club arranged for two con-

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Sousa Band Concert, Nature Theatre

certs by Sousa's Band, probably the most famous band in the world. These concerts were open to the public without charge and were attended by nearly fifteen thousand people. The afternoon concert was given in the Nature Theatre, a remarkable open-air meeting place which was dedicated that day.

In August, 1919, the Recreation Club gave a picnic to the entire organization and their families; 3400 people attended, enjoying a good dinner, a circus, athletic sports and other entertainment. It is expected that a similar picnic will be possible each year.

Members of the organization are always interested in the Kohler of Kohler News, a monthly magazine edited for and by the Kohler Co. organization, and giving, in pictures and text,

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Hugh Street

news and articles of general interest. Many contribute to the paper and everybody welcomes it as it appears each month.

There is a spirit of happiness at Kohler, of good fellowship among all its people. The various activities carried on are for everybody, not for a few only. Whether for recreation or for some public purpose, the people of Kohler are accustomed to meet together, work together and enjoy life together.

THE VILLAGE OF KOHLER

To enter the Village of Kohler is like entering a park. Through the heart of the Village runs a beautiful street, over a hundred feet wide. Its two sides are paved with concrete, while the middle is planted with grass and trees.

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Home of C. Berlin, Sr., Market Street

To the east of this broad avenue are the manufacturing plant and offices of the Kohler Co.—a group of buildings of imposing appearance, well designed, well kept, bright and clean, and made beautiful by stretches of lawn, green trees and vines.

Westward of the principal street are the American Club, the public buildings of the village, and a beautiful residence section. The residence streets are paved, bordered with trees and grass, and lined with ornamental electric lights. They are always scrupulously clean, and visitors have often alluded to Kohler as "Spotless Town", an impression that is helped out by the fact that nearly all the houses are white. With their hedges and lawns, trees and shrubs, flowers and vines, these cozy white

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Church Street

homes are visible evidences of contentment in a setting of comfort and peace.

A PLANNED VILLAGE

The homes of Kohler are undisturbed by the noises, odors and dirt that so often mar a residence district. Certain sections of the village have been allotted for industrial and business purposes. The rest of the space is for residence and from it all industries are excluded.

For the Village of Kohler has grown, from the first, according to a plan.* There is an area set aside for business purposes, just as there is a space for homes, streets, parks, playgrounds and public buildings. This plan includes not only what has been

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Home of E. Albrecht on School Street

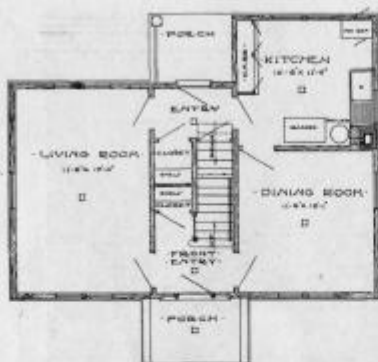
built and developed, but covers the growth of the Village for years in the future.

KOHLER CITIZENS

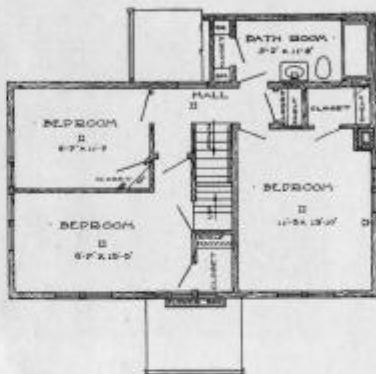
The Village Plan of Kohler is thoroughly understood and approved by the people of the community, and it represents their idea and wish as to how the Village shall develop. They have recently, and from time to time, voted the necessary funds to make extensive public improvements according to the plan spoken of—opening up and paving new streets, installing street lights, sewers and water mains. Kohler is an incorporated Village and is governed by elected officials, including a President, Clerk and Village Board. The people take a great interest in their government and have always selected these officials with care, giving the Village an excellent government.

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FIRST FLOOR PLAN



SECOND FLOOR PLAN

Floor Plans of Home of E. Albrecht. This House Is Typical of Those Erected by The Kohler Improvement Co., and Is Pleasant, Comfortable and Modern.

Kohler is located in Sheboygan County, Wisconsin, about four miles west of the City of Sheboygan and fifty miles north of Milwaukee. It is connected by an electric line to Sheboygan, Sheboygan Falls and Plymouth. There are also two fine concrete roads to Sheboygan.

The people of Kohler thus have access to the stores, theatres, churches, social and business life of two neighboring cities, one of them a town of some 35,000 population. The shopping opportunities are good, and living costs are as low as can be found anywhere.

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American Club

THE AMERICAN CLUB

AN IDEAL HOME FOR THE MAN WHO WORKS

Strangers visiting the Village of Kohler are interested in a striking building that is a prominent feature of the community. Set well back from the broad street that intersects the village, and surrounded by spacious lawns, shrubs and hedges, is a structure of colored brick, with green slate roof and white trimmings.

The building houses the American Club. It was built as a home for men in the Kohler Co. organization, men who are unmarried or whose families live at a distance. It is also used as a dining hall and a place of recreation for all members of the Kohler Co. organization, and residents of the village.

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Lounging Room, American Club

A brief description of the building will be interesting. It is built of the very best materials throughout. It is nearly 320 feet long, and is very completely equipped.

As a man enters the building he comes at once to the office of the manager, who has charge of the club and looks out for the comfort of those who live there. In the same part of the building are the lounging room, billiard room and card room. These are furnished with comfortable chairs, a player piano, tables for billiards and pool, and various other comforts.

COMFORT OF CLUB LIFE

On the second floor there is another card room. There is also a beautiful and well lighted reading room, with good read-

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A Single Room

ing matter at hand. Plenty of chairs, a large table, book shelves, magazine rack and two desks are among the furnishings, while a fireplace adds a touch of comfort. Paper and envelopes are furnished by the Club.

Two large sun porches are also found on the second floor, one on the east and the other on the west. Each of these is suitably furnished, and in pleasant weather they are very popular.

The third floor also has room for cards, reading, smoking and conversation.

ACCOMMODATIONS

On each of these floors there are numerous bedrooms, for the Club has sleeping accommodations for nearly 150 men.

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A Glimpse of the Club

Each room is light and well ventilated, steam heated, and lighted with electricity. The furniture consists of good chairs, a very convenient wardrobe and dresser, and a comfortable enameled bed. The whole purpose is to provide a good place for a tired man to rest.

On each floor of the Club there are two washrooms. There are plenty of clean white lavatories, and liquid soap, and individual towels are furnished. In the basement there are two fine bathrooms, each equipped with built-in tubs and a whole row of shower baths. Turkish bath towels are furnished without charge. On the third floor there are more shower baths. A man has every facility in the Club for keeping clean.

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Dining Room, American Club

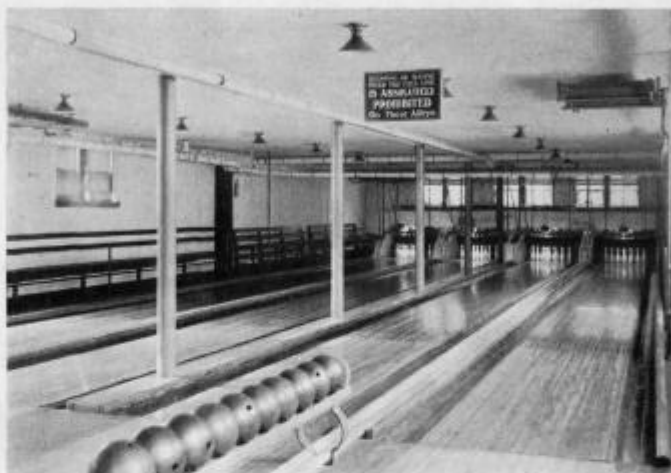
On the subject of cleanliness, it will be well to mention also the laundry. Here are to be found electric washers and all the modern machinery necessary for first-class work. A competent laundress is in charge. The work of the laundry is the very best possible.

DINING ROOM

Toward the south end of the building is a large wing containing the dining room. This immense room, with its massive tables and comfortable chairs, will seat three hundred men at one time. The food is put on the tables so that everybody can have just as much as he wants. And the rule has always been to serve nothing but the best.

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Bowling Alleys

Just beyond the dining room are the kitchen, bakery and other rooms devoted to preparing the meals. The equipment here equals that in the best hotels and skilled people are employed to prepare the food in a wholesome and appetizing way. Large iceboxes are used to keep things cool and sweet.

Plenty of recreation is provided in the Club. Some features have been mentioned. There are four fine bowling alleys. In season there are also opportunities for various out-door games.

REASONABLE RATES

People often ask how anybody can afford to give a man a good room, good board, bathing facilities and opportunities for recreation at the very low rates charged at the American Club.

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Billiard Room

The rates are such that any member of the Kohler Co. organization can easily afford them. In fact, the rates are lower than are charged elsewhere for decent accommodations.

The answer is that the Club was never intended to earn a profit. It was intended to furnish the men with a place where they can be comfortable, healthy and happy. No man can do his work well if he has not a good place to live, good food to eat, clean surroundings and a chance to enjoy life. The company has good men in its employ and wants no other kind.

The American Club ranks as one of the finest institutions of its kind in the country, and is known far and wide as a model home for men.

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A GOOD HOME AT KOHLER

Home is a word that means a great deal to most of us. To people fortunate enough to live at Kohler it should have an even fuller meaning. For here any enterprising and thrifty man can become the *owner* of a home; and he need not have a large capital in order to do this. The kind of home he can reasonably expect to own is a beautiful, comfortable house, new and modern in every respect, with plenty of ground about it, grass and trees, sunlight and fresh air.

The houses pictured in this booklet are not specially fine ones picked out to make an attractive showing. They are fair, average examples only and are not better than many others that might be shown. There are no shanties in Kohler—not a single house that would not look well if pictured in these pages and that is not a credit to the village. Many of the houses in Kohler were built by the owners. But in other cases they were purchased from the Kohler Improvement Co., an organization specially formed to help make Kohler a delightful home town.

KOHLER IMPROVEMENT CO.

The houses erected by the Kohler Improvement Co. are designed by the same architects who have assisted in planning the entire village development. They are both beautiful and practical. The very best materials are used, and the conveniences include a furnace, electric wiring and fine plumbing equipment. The village has complete water and sewer systems. The door-yards are planted with trees, shrubs and grass, and there is a garden plot to the rear of each house.

These houses are sold to members of the Kohler Co. organization at cost, for the Kohler Improvement Co. is not intended

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Homes Under Construction at Kohler

to be a money-making enterprise. While building costs are generally high at present, the homes at Kohler have been built at surprisingly low costs. The materials are bought at wholesale in large quantities. The houses have been built in groups, and that has meant a great saving in the cost of construction.

Though built in groups, the houses at Kohler do not stand like a row of boxes, all alike, but show a pleasing variety of effects and are beautiful and interesting in appearance.

BUILDING AND LOAN ASSOCIATION

The man who has not the money to buy a house outright need not give up hope, for the Kohler Building and Loan Association will finance the purchase for him. He can make monthly

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Kohler Public School

payments for a few years—payments little larger than rent on a similar house would be—and can enjoy his home while he is paying for it. He could not possibly make a better investment of his money. The sense of security that comes from owning a valuable piece of property, the protection to your family, and the pride of being one of the substantial citizens of the community are worth a lot. While there are houses at Kohler that can be rented, it is generally considered wiser to buy one and know that you are permanently sure of a good home.

A GOOD PLACE FOR THE FAMILY

Kohler offers wholesome life and a good education for your children. An excellent public school is maintained, with a group

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of competent teachers. The school is a pleasant building set in large and well-kept grounds, with plenty of room for play and exercise. Many of the children get great benefit from joining the Boy Scouts or Girl Scouts, each of which has a flourishing troop at Kohler. The village is, in fact, so situated as to have all city advantages and yet keep close to the country, with pure air, pure water and pleasant stretches of landscape. A family could not grow up in better surroundings.

The continued progress of Kohler will be the work of the people who have made the village what it is, with others of like spirit who are attracted to the community and desire to be a part of it. There is room for people who, because of their sympathy with the plans and ideals of Kohler, are ready to co-operate in the work and share in the benefits.

To those who desire to work with the Kohler Co., the Employment Department is always ready to give careful consideration, with an eye to the interests of the applicant as well as of the company. The spirit of the organization is such that this must necessarily be so.

Men who are not so situated as to be able to apply in person may get information and consideration by writing to Kohler Co., Employment Department, Kohler, Wisconsin.

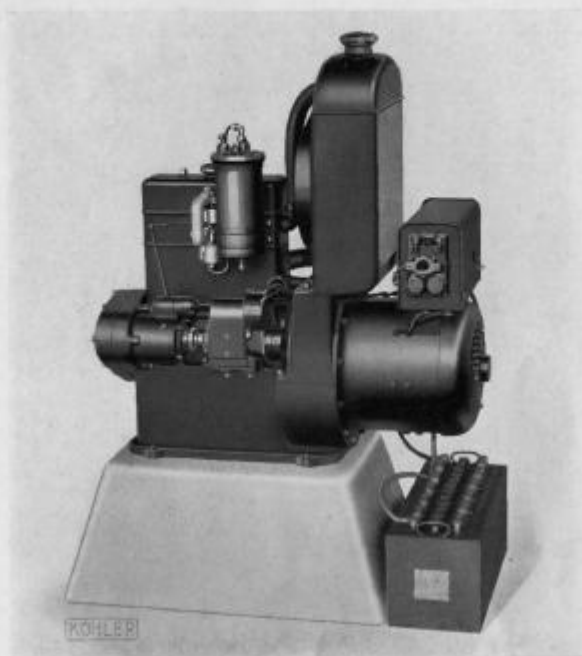




KOHLER ENAMELED PLUMBING WARE

The Kohler factory and the men who operate it have for years been producing Enameled Plumbing Ware widely recognized as the best—bath tubs, lavatories, kitchen sinks and other fixtures. The beauty of design, glistening whiteness and practical utility of Kohler Ware are indications of good manufacturing facilities and good workmanship.

The manufacture of Kohler Ware involves many interesting processes and gives employment to various types of men. It is in itself a great and growing business, employing many kinds of ability and affording to any ambitious and industrious man an opportunity to do things worth while and to make progress.



KOHLER AUTOMATIC POWER AND LIGHT

110 VOLT DIRECT CURRENT

The newest Kohler product is a wonderful electrical unit, consisting of a gasoline engine directly connected to an electrical generator. It will afford electric power and light for use on farms and in isolated buildings.

The manufacture of the Kohler Automatic requires skilled workers and opens up fine opportunities to men of the right type.