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In Memory of
Ernst Roth

1857

1924



In Memory of Ernst Roth

Our Friend, Leader and Advisor

ABOUT thirty-six years ago, a group of men possessing a whole lot more courage than capital or clock making knowledge, organized a clock factory in Peru. A building was built, machinery installed, and a few clocks made, but they couldn't be sold. It wasn't long before the little factory went down the stony road to failure.

But the community possessed a man very far sighted, and with capital. In the idle factory he saw a big idea, and a great chance to give the young people of this vicinity suitable employment. This man was F. W. Matthiessen.

He purchased the building with its machinery, and then sought out a man whose ability he thought would assure the success of the venture.

A short time back a Mr. Ernst Roth had worked for him as an engineer. He recalled Mr. Roth, and placed him in charge of the youthful factory.

It was a hard fight but the little plant kept going somehow. Several years it lost money, but the courage of Mr. Matthiessen and the young general manager remained undaunted. It was one of the happiest days of Mr. Roth's life when he did not have to go to Mr. Matthiessen for a check to

meet the little plant's payroll.

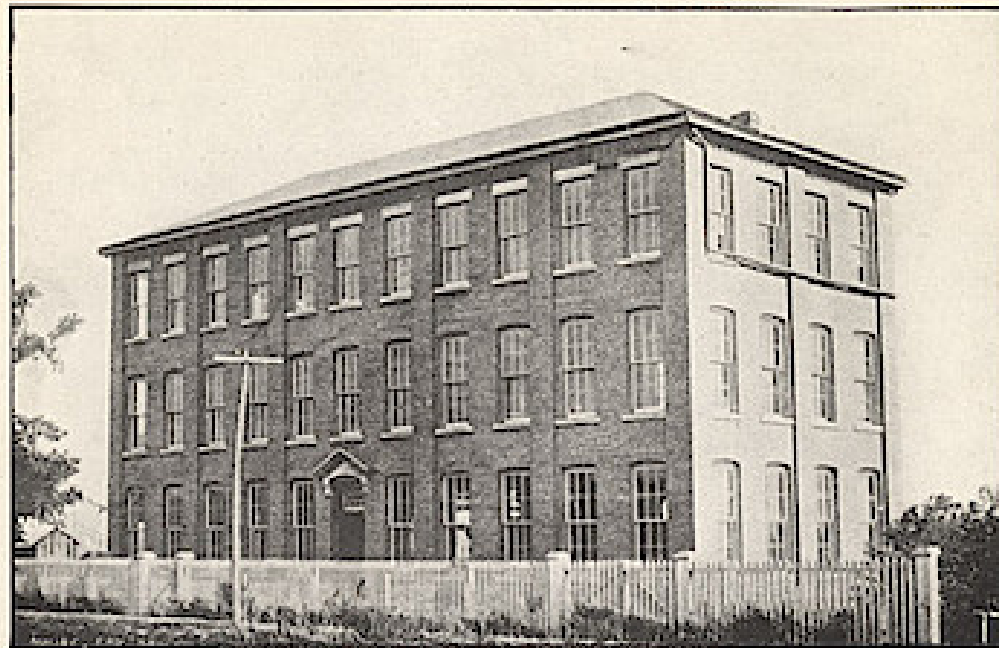
There were years of doubt; long hours, grief, and many set backs. Competition was strong and often all but snuffed out the life of the gasping factory.

But Mr. Matthiessen had picked the right man. Mr. Roth, with his eyes ever looking ahead, battled ceaselessly, oftentimes twenty hours a day to make the thing a go. With his steady hands he nursed the small factory out of its infant clothes, and led it into the prosperous years that followed.

Today, the little ivy covered brick building which was once the entire factory, is but a pleasant memory of those early hectic days—a tradition. In place of one there are many buildings—on all sides. From a struggling, sometimes tottering infant, has grown a great giant giving work to 2600 people.

For thirty-five years the plant reins have been in the hands of Ernst Roth as General Manager. God has called him; he is gone from us. He died as we suspect he wanted to—at the end of a day's work.

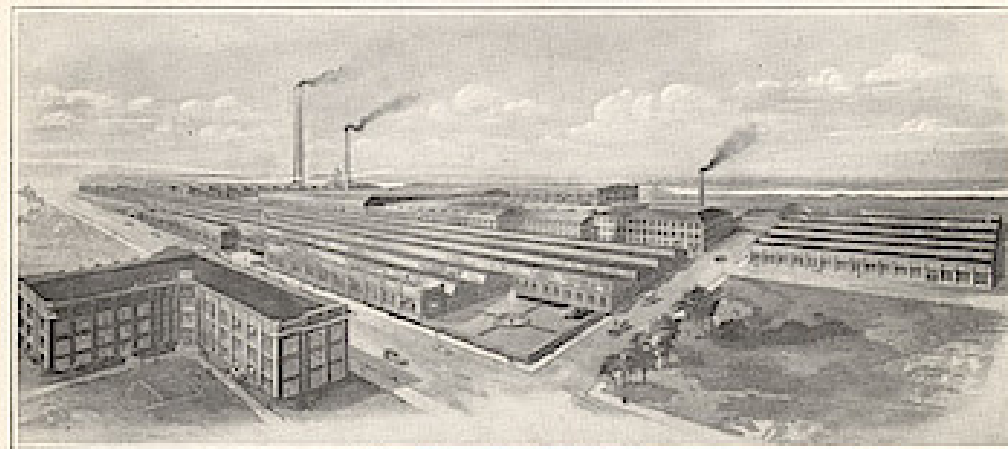
We miss him. We always will. He was a really great man. Words seem to flee and secret themselves when one



The old original factory building he started with

tries to put his bigness on paper. He was a straight shooter; fair and square. He was beloved by everyone who knew him.

In the following chapters of this little book we have tried to pay him tribute, he who has been our guide and friend for so long.



The factory as it is today

The Story of His Life

One of Charity, Love, and Usefulness

ERNST G. ROTH was born in Neckargartach, Germany, February, 11, 1857. He was the son of Wilhelm and Johanna (Hagner) Roth, who had spent all their lives tilling the soil of Germany. He was the youngest of eight children.

His parents gave him a very thorough education. He received his early training in the public schools, later attending the Gymnasium at Schwabish Hall. He completed his education at the Polytechnic Institute at Stuttgart, one of the finest schools in the Empire. He was graduated from there as civil engineer in 1879. During 1876 and 1877 he practiced his chosen profession of civil engineering, but he realized the necessity for further knowledge, and he returned to Stuttgart to continue his studies. In 1879 and 1880 he served his military duty. The picture on the next page shows him in the uniform of a young soldier.

At the age of twenty-four he saw America as the land of golden opportunity, and in 1881 he came to North America. He settled in Mexico, which at that time was undeveloped. For five years his headquarters were in the City of Mexico. While there he was in the employ of the Mexican National, the International and Mexi-

can Central railways. The last three years he spent in Mexico City he was bridge and track engineer for the Mexican Central.

In 1886 he left the undeveloped country of Mexico and went to St. Paul, Minnesota, where he entered the service of the building department of the Chicago, Burlington and Northern, now part of the great Burlington System. He stayed in Minnesota only one year.

In 1887 he made his first acquaintance with La Salle County. He came to this vicinity with the surveying party that laid out the line through this part of Illinois for what was known as the Illinois Valley and Northern Railroad. When the survey was completed he remained as resident engineer in charge of the construction from the west end of Peru to the Vermillion River.

His next job was with the Matthiessen and Hegeler Zinc Co. of La Salle, in the capacity of engineer. But his inclination was for railroading and he left the zinc plant after six months work to take up employment with the Toledo, St. Louis and Kansas City Railway. With this company he was a draftsman.

In his six months work with the

THE STORY OF HIS LIFE



At the age of twenty

Matthiessen and Hegeler Zinc Company he had made a lasting impression, particularly with Mr. Matthiessen, one of the industrial leaders of his time. In June 1889, Mr. Matthiessen bought a small, defunct clock factory in Peru, and he recalled Mr. Roth as the logical man to manage it for him.

How well he succeeded is history. From a small factory, which for several years had to call on its founder for a weekly check to meet the payroll, has grown an industrial giant. A plant employing 2600 people to make 23,000 clocks a day.

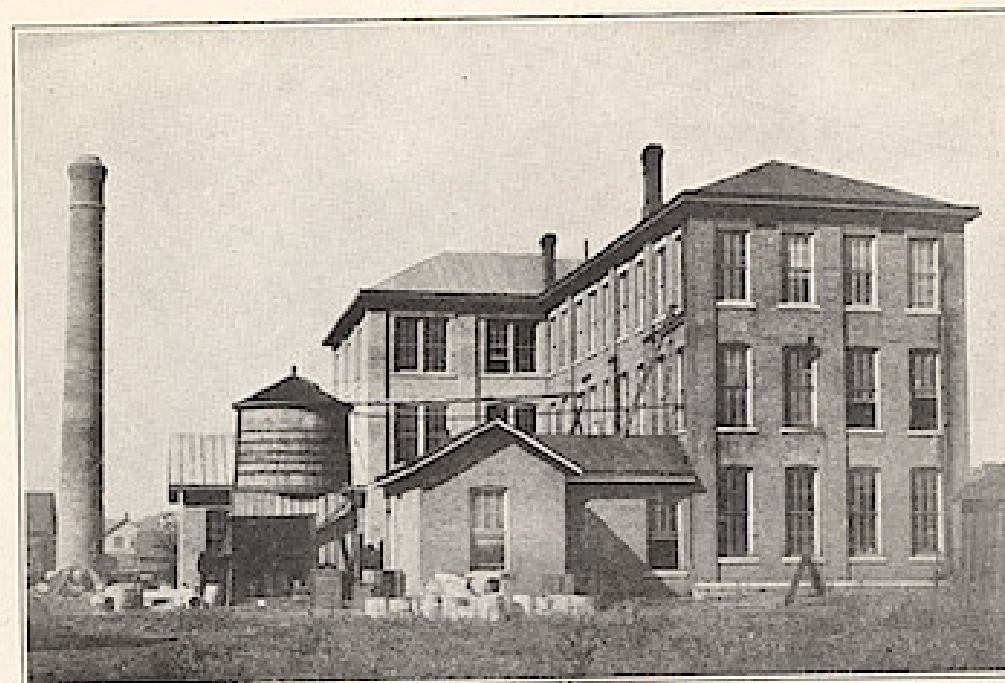
When Mr. Roth came to the clock works in 1889, he was but a young

man of thirty-two, a youthful age for a General Manager of a factory. And he was not particularly adapted to the business of making clocks or developing a clock factory—rather, as his early history shows, he was a railroad builder. And on top of it all, when Mr. Matthiessen summoned him here to take hold of the struggling shop back of Brylski's General Store, the wise ones shook their heads in doubt, for the new manager had not come from Connecticut, which was then the native habitat of the clock maker. But he battled ceaselessly, often times working twenty hours a day, until he reached his ultimate goal—success.

Mr. Roth was general manager of the plant ever since Mr. Matthiessen bought it from its bankrupt organizers. After the death of Captain George P. Blow in November of 1922, he was elected president. Up until his death he held the title of President and General Manager.

A year before he became associated with the Western Clock Company Mr. Roth was married to Miss Fannie Gillmann, a native of Wisconsin. Three children were born: Mildred, now Mrs. John D. Lent, Eda, now Mrs. G. T. O. Becker, and Ernest.

Mr. Roth was a business man, a guiding genius. In addition to his affiliations with the clock works he was president and general manager of the La Salle Tool Company; president



The factory after the first addition in 1890

of the Western Clock Company Limited, of Canada; president of the Peru State Bank, and vice president of the Matthiessen & Hegeler Zinc Company.

He was also president of the Board of Trustees of the Tri-Cities Hygienic Institute, a cause to which he devoted much of his time, effort and genius.

He was a man of many interests, but the last few years of his life he devoted part of his time to the Ro-Ker Farm, north of Peru. He purchased a bit of run-down property with the

desire to make of it a farm that would supply this community with the highest grade of dairy products, produced under the most sanitary methods known.

The book of his life is closed. Charity, compassion, hard work, love and usefulness are written indelibly on its every page, in its every line, in its every word; a book men won't soon forget; a book men hated to see end. But God is Ruler.

As We Saw Him

A Few Glimpses into His Character

PERHAPS the greatest tribute that can be paid to Mr. E. Roth, our former president and general manager, is that his loss will be more keenly felt six months or a year from today than it is now.

Some people may feel that that's not the biggest thing that could be said for the man, but think of other men who have passed on, whose places have been filled, and of how much they were missed at the end of a year by the organization which they headed.

That is also a tribute to Mr. Roth's long-visioned planning. The organization was capable of handling the present problems. Mr. Roth's mind was concerned with the difficulties to be met from one to five years hence.

It's not a simple matter to express yourself regarding such a man as Mr. Roth. He had so many interests, was identified with so many things, and people had so many views of him that what might appear to the writer as a fairly accurate picture might not suit someone else in any particular.

He was so modest, so retiring, that it's doubtful if any one person knew all the accomplishments for which he could claim part or all of the credit. He preferred to work so quietly and in such an unassuming way that thou-

sands of people in this community did not know, and consequently did not appreciate the man's ability.

We should say that a person meeting Mr. Roth for the first time would tend to under-estimate him, rather than over-estimate him. He was a good listener, eager to give the man talking to him full opportunity, but a shrewd thinker, missing no point of an argument, and more than likely surprising his interviewer by his quick and thorough grasp of the situation.

Like many other big men, his motives were often misinterpreted, and that was one of his trials—that many of his attempts to benefit his associates were questioned by them. Later they would see that Mr. Roth's whole thought was for their benefit and protection.

At such a time as this one might give a brief history of his life. That has already been done. It would be much more interesting to try to give an insight into the man's character as it appeared to one associated with him in a business organization.

Few people would feel that they knew Mr. Roth sufficiently well to predict his reaction on any given subject, yet most of the mystery that was built up about him was built up by the

AS WE SAW HIM



Two years before he came to Peru

other person, for in almost every case Mr. Roth's thinking was straight, direct, simple. He had the unusual faculty of stripping off the non-essentials and getting down to what was a favorite expression with him, "to the fundamentals."

As a young man, he had an heroic task set him. Without previous experience in manufacturing he was put in charge of a factory which was an acknowledged failure, financially and productively.

He was told to make something of this plant. Financial assistance and

the able advice and counsel of Mr. F. W. Matthiessen were assured.

With this tiny factory, struggling to produce a few clocks a day, disheartened by its failure to make good, Mr. Roth proceeded to build slowly but surely on the firm foundation of quality and fairness; quality in the product, fairness to all with whom he dealt—employees, customers and the people from whom he bought.

The payroll of less than fifty grew to twenty-six hundred; the production of less than fifty timepieces a day to almost twenty-three thousand, and yet the same principles governed the last year's production that governed the first—quality; give the public an honest clock, give them the best we know how to make, and be fair to everyone.

Being fair did not mean being easy going. The same strictness exacted in regard to the quality of our product was exercised in regard to the quality of everything that was purchased.

Discipline in the factory was strict, but no stricter than Mr. Roth himself observed. An indication of his fairness is that during thirty-five years with a constantly increasing payroll, no dissension occurred between Mr. Roth and the rest of the workers.

As we said before, Mr. Roth had a big task set him, but taking that struggling little factory as a cornerstone, and the small working force as the nucleus of an organization, Mr.



The plant and workers, February 17, 1905

Roth set to work and has builded a monument to his life and work—a monument that covers seven city blocks, that rises at its highest point to a height of nearly 270 feet, and that point is decorated with a plume of smoke.

It's the kind of a monument he would like—it was the thing he worked for and enjoyed, and the one thing that would have hurt him most would have been to see that plume of smoke wiped out of the picture, for that would have meant that the factory was down, and that would have meant

far more to him than the fact that we were not producing clocks to sell.

The thing that would have worried him was that we were not employing people, that we were not paying full wages, that we were not contributing to the community welfare in a most practical way.

During his lifetime that swirl of smoke was always at the top of the stack. It was flaunted there as the flag at the masthead, and to have pulled it down would have been to Mr. Roth a surrender. One of his greatest satisfactions was that he had been able to

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keep the factory running through a number of severe depressions, and no one except those closely associated with him will ever realize the sacrifices that he made in order that wages might be forthcoming every payday.

There are people who say that corporations are cold blooded. Naturally a corporation employing hundreds or thousands of people must have rules, and those rules must be observed. That's true in any plant.

But if the corporation which Mr. Roth headed was coldblooded, then why this intense interest in the employee? Why run financial risks and produce goods that were not needed in order that employees might be paid over a time of depression?

Why insure the life of every person who has worked for the company six months? It was merely to take some worry off the man's shoulders, and put in his widow's hands some ready money in case he should die. The wages were satisfactory, but some men work all their lives and have nothing to show for it.

Mr. Roth had seen a number of such cases. The group insurance solved this difficulty. The check which came to the widow was not a gift, it was something she was entitled to, and that indicates Mr. Roth's attitude toward the men who worked with him. He did not want to extend charity, he did not want to do anything that sacrificed the employee's independence.

He did not want the employee to feel that he was bound to stay with the company, but he wanted to make the job so satisfactory that the employee would want to stay.

How successful he was in that is proved by the Quarter Century Club, a group made up of men and women who have been with the company twenty-five years or more, and until a few years ago twenty-five percent of the original force of the factory were members of that club. Each year now more members are being added. Mr. Roth was particularly interested in this organization.

Before the safety movement was started in this country, this factory was working along those lines, and every visitor who goes through the factory comments on the excellent working conditions, light, space, ventilation, cleanliness. It was Mr. Roth's belief that a person did his best work under favorable conditions.

Just recently another instance of Mr. Roth's consideration for his employees was shown in the income and pension plan. Many men spend their entire lives at work without putting away enough to take care of them during the years in which they are unable to work. Much thought was given to a plan which would assist all workers. It resulted in the income and pension plan presented last December. The company pays part, the employee pays part. That was Mr. Roth's idea

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of preserving the independence of the worker. He'd feel better if he had a part in the plan.

Joining the plan was not compulsory, again leaving it to the choice of the worker. The most striking feature of the plan, compared with other pension systems, is that an employe is free to leave the company, anytime, and if he cares to leave the money he has paid with the company, he can get the benefit of the pension for the number of years he has worked.

The plan was figured out to benefit the man who has put in a number of years with the firm, it was not calculated to bind that man to its employ.

These were things to which Mr. Roth gave a great deal of time and thought for they meant the interest of the people working with him, and these people always were first in his mind.

Another instance of Mr. Roth's vision and faith is shown in what is known as Central Park, for years a barren, deserted, hopeless ravine.

It was decided to beautify it, to make it a desirable place to live. Situated as it was, in the least promising part of the two towns, the scheme was laughed at, ridiculed, but in each instance by people who lacked Mr. Roth's patient faith and imagination.

He saw it not as the barren, ugly ravine, but as a beautiful park, dotted with attractive homes.

It has taken much time and much

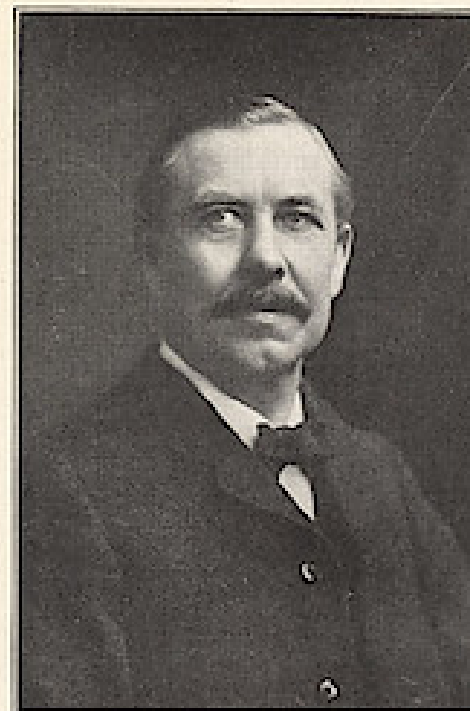
faith but people are beginning to realize that Mr. Roth's vision is commencing to take material form, and others are showing their faith in that project by investing in homes in Central Park. Another few years will see that faith gloriously justified.

Mr. Roth shrank from public praise. He disliked the limelight. He liked to make people happy, and to watch them enjoy their happiness. He liked to have you show appreciation, but not in an effusive way, and if anyone attempted to give him the credit for building this great institution he always passed the credit to the workers and insisted that the credit should go to them, not to him.

In the writer's opinion, the things that made up Mr. Roth's success as a leader were his patience and tolerance. There are many who worked with him who may question his patience, for at times he could be severe—extremely so, and apparently on slight provocation, but he always had in mind the good of the person with whom he was severe.

But it's not this particular kind of patience that we think of. With his keen intellect, his far sighted vision, he was frequently disappointed that his associates could not see the desirability of the plan he was attempting to outline. Frequently he would discuss it at length, until a light began to break in the mind of his listener, and gradually he would begin to see the

AS WE SAW HIM



Mr. Roth at the age of fifty

thing through his chief's eyes.

Quite frequently the consultation would see the man leaving Mr. Roth's office pleased with himself for having thought up a new scheme. The idea for it had been skillfully implanted by the General Manager. Then he could stand aside, let the man work out the scheme, with his advice and suggestions, and give the man full credit for it.

That represents one type of patience, but the greatest was after a man had proposed a thing to let him attempt it, see him make mistakes, and stand

calmly by and let the man work it out. That required patience and tolerance of a high order, yet Mr. Roth did it dozens of times.

It required a quality of gameness that few executives possess, but it developed men, and it did Mr. Roth as much good to see a man develop as it did to see the factory grow.

No man who came into direct contact with Mr. Roth thought of him as anything but a friend. In fact, many who have known him for years, and have worked closely with him feel that in Mr. Roth they have lost their best friend.

The many who have felt the sting of a merited rebuke, and smarted under it, have been sustained by his rare understanding and kindly sympathy. They have been startled by his far reaching knowledge of the plant and the people in it, and have found him helping in word and deed in ways that were entirely uncalled for in the strict interpretation of the General Manager's relations with his employes.

Mr. Roth was set a tremendous task. He came to it totally unprepared, but the thing that enabled him to carry on so successfully was that he grew with the plant, developed as it developed, and was still willing to grow and develop.

Many people who visit this organization comment on the marvelous mind that planned it, and fail to realize that it was not planned as an en-

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tirety—it grew. The marvelous thing about it is that the man who handled it in the beginning as a small affair, was big enough to grow to fit it in its hugeness and had he lived he would have grown to fit a plant ten times as large, if necessary.

One who knows the company cannot think of the activities of this firm over a period of years without thinking of the name of E. Roth woven in and out and back and forth through the fabric. He has been so much a part of it, so completely identified with it, his influence has reached to every corner of the plant, that we cannot realize that he is gone.

He might be on a short trip, but six months from now it will begin to come to our realization that Mr. Roth will not be back. His influence will live after him. We'll never forget him, and what he has done, for Emerson has expressed it far better than we can—an institution is but the lengthened shadow of an individual.

A Community's Loss

FOLLOWING the shock of the sad news of the sudden death of Ernst Roth, came a feeling of sincere regret and a realization of the fact that this community had lost one of its leading men,—a man whom we could least afford to spare. A man who shunned the limelight of publicity and whose modesty was one of his

outstanding characteristics. Mr. Roth was practically unknown to many of our citizens. On the other hand, as a large employer of labor, he was known and respected by thousands.

In his lifetime Mr. Roth had the satisfaction, that comes to few men, of seeing a great manufacturing plant develop from small beginnings, largely through his own efforts, and as a result of his genius for organization and management. The writer remembers well the struggling days of the original clock factory. He recalls the time when the local men interested had become discouraged and when the little industry was about to be closed down as a proposition that had failed. It was then that Mr. Matthiessen, of revered memory, with his long-headed foresight, stepped in and decided that the factory could be resuscitated and brought to a successful issue. It was at this time that Mr. Roth, who has just been taken from us, was placed in charge.

During my almost forty years acquaintance with Mr. Roth I have enjoyed many conversations with him, and in recent years, and in the light of what had happened, he delighted in harking back to those early, struggling days. He would laughingly tell of the uphill road he had to travel; of how, for years, the expenses exceeded the receipts of the plant; of the patient confidence of Mr. Matthiessen as month after month he wrote checks

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to meet the payroll; of his sometimes almost heartbreaking efforts to make the plant a financial success; and then, at last, of his triumph when the books showed a profit instead of a loss. From that day up to the day of his death the clock works continued to thrive and we all know of its present day prosperity.

One of the great contributing factors in Mr. Roth's successful operation of the clock factory was his appreciation of those who worked under him. As the industry increased in size and scope, so did the efforts to make things pleasant for those employed in the institution. Under Mr. Roth's direction recreational facilities were given to the employees, a library was installed also rest rooms and hospital facilities. A group insurance was added. He loved to refer to the great organization of workers as the "Westclox family."

During his long term of residence in Peru, he was a useful citizen to that community, and his advice and counsel were frequently sought on matters of public welfare. In a larger sense he was a citizen of the Tri-Cities, and his beneficences have done good in La Salle and Oglesby, as well as his city of residence. An outstanding service given to the community by Mr. Roth was his membership on the board of the Hygienic Institute, which has done so much for the health of our community.

As I saw him, Mr. Roth was a man

of great probity of character and, although a strict disciplinarian, had a kindly spirit and a big heart, ever ready to aid all worthy projects. His death is a loss alike to his employees and to this community, but, besides this, many a man will feel a sense of personal loss in his untimely death.

By W. T. B. La Salle Tribune

Ernst G. Roth

WE never miss the sunshine until the shadows fall and we never miss our great men 'til they've passed beyond recall. Things that they do to spread fame to our community are too often taken as a matter of course and we fail to realize just what they meant to us until the doer is no more.

We are just one of thousands of small towns scattered through this nation, nestling in a rich and fertile valley of possibilities, but from corner to corner of the whole world they read of La Salle. This is possible through a product from the city's chief industrial plant. The name and fame of Westclox is known in every land.

And wherever Westclox is mentioned there is associated with it the name Ernst G. Roth. For years he had been the guiding hand of this enterprise, its President and General Manager. Ernst Roth saw the Westclox plant grow from a hole in the wall to one of the largest factories of its kind in the world. He saw a handful of em-

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ployes mount into the thousands.

Ernst G. Roth became a big figure in the life of the Twin Cities of La Salle and Peru. He was a busy man at his office but he always found time to take part in anything that would tend to improve this community and its citizenry. He gave of his time and money and his influence toward any project that meant the development of La Salle and Peru and the happiness of their people.

He saw to it that his army of workers was given every facility for working in most comfortable surroundings. He realized that production depended upon them and to have them satisfied meant a maximum effort.

One of the outstanding traits of his career was his consideration of others. This is noticeable in all great men of history. He was good to the needy. Those in charge of Twin City hospitals attest his charitableness. There are individuals too, who can say Ernst G. Roth brought them sunshine. But no one ever heard of these acts of kindness from Ernst G. Roth. He wasn't that kind.

And then on the eve of yesterday the Grim Reaper snuffed out the life of this man. We believe that he died as he would have wished, just at the finish of a day's work at the factory which was such a great part of his life.

The Westclox plant will function as it has and it will grow, even though Mr. Roth is dead. But in its growth

there will be the influence that he left as a legacy to those who toiled with him. His was a policy of "charity for all and malice toward none." The Twin Cities and the state loses a valuable citizen, the Westclox a kind employer and the family a loving father and husband. Our sympathy is extended the bereaved, but they can be consoled in the realization that his life on earth was well spent.

The Daily Post

The Passing of a Big Man

THE city today mourned the passing of Ernst G. Roth. In his death Peru loses a citizen who has given unstintingly of his time and of his efforts to every movement which tended for the betterment of the community. "A big man" in the real sense of the word, the Grim Reaper has taken from the city a powerful guiding influence that has ever sought to make it a bigger, better city for every one of us.

While members of the family have suffered an irreparable loss, Peru, too, in another sense, has suffered a loss little less tragic.

The name of Ernst Roth today takes its place among those who have achieved a lasting place in the history of the community. Time will not erase the memory of his works and his achievements.

The Daily News Herald



At the age of sixty

Resolutions Passed

By Those With Whom He Worked and Planned

THE silent hand of death having descended, and borne away from us Ernst G. Roth, our President and General Manager;

And, feeling keenly that in his death the Western Clock Company, the community and especially we, his fellow workers of the Western Clock Company, are deprived of a warm friend and co-worker; a man of broad vision, great generosity and high ideals; a man to whom all his fellow workers could in confidence look up to for inspiration and guidance; a man who by his untiring and continued efforts built up this great institution, giving thousands healthy, safe and remunerative employment and whose welfare and prosperity were always his first consideration; a man who with the great responsibilities of leadership in many private enterprises devoted generously of his time and talent to the welfare and charities of the community;

And, well knowing that we shall

in the future miss his kindly, wise and able leadership and his earnest interest and genial disposition that so characterized his association with us;

And, holding in high respect his untiring and valued efforts in our behalf and in the behalf of the community;

Therefore, be it resolved, that we, the workers of the Western Clock Company, hereby express the high esteem and reverence in which we hold the memory of our late leader, Ernst G. Roth, and hereby acknowledge our great loss in his untimely death;

And be it further resolved that a copy of these resolutions be communicated to the members of his family, as an expression of our sympathy and condolence in this, our mutual bereavement.

Of him we can say,

"And since he was master and servant in all things that we asked him,

We leaned hard on his wisdom in all things, knowing not how we tasked him."

James Roach
William Kemper
Gustav Hoenscheid
Martin Camenisch

Roy F. Cook
Charles G. Mauritzen
Leslie J. Stewart
Andrew H. Neureuther

Committee Representing Western Clock Company Workers.

RESOLUTIONS PASSED

Quarter Century Club

WE, the undersigned, as a committee representing the Quarter Century Club, desire to make public an expression of our high esteem for Mr. Ernst Roth, the late President and General Manager of the Western Clock Company, and a charter member of our Club, whose unexpected death occurred at his home in Peru, Illinois, Thursday, October 2, 1924.

Mr. Roth was instrumental in organizing the Quarter Century Club in 1918 and all the present members have been associated with him for twenty-five years, and in some instances longer. The annual meetings of the Club have always been occasions of good fellowship and pleasant reminiscences of the years gone by.

In Mr. Roth, our Club and our Company had the very ablest of leaders and a man whom all his associates will mourn deeply.

Our heartfelt sympathy is extended to the family, which sentiment is an expression not only of this body, but also of all the members of the Western Clock organization.

Otto J. Senftleben Robert D. Paton
Rebecca Barker Frank Holsinger

Foremens Club

RESOLVED that the following be inscribed upon the records of the Western Clock Foremens Club and a

copy sent to the family of Mr. Ernst Roth.

As a committee acting for all the members of the Western Clock Foremens Club, we herein express to Mrs. Roth and family our sorrow and sense of personal loss occasioned by the death of Mr. Ernst Roth on Oct. 2nd, 1924, Mr. Roth having been an honorary member of the Club since its organization in 1913.

We express our high regard for his exceptional leadership and executive ability and our sincere regret that the Company has lost so great an executive and the employees so kind a friend and benefactor.

We further express our appreciation of the interest he showed in the Foremens Club and in the development of the members as individuals. His life will always be an inspiration to us.

We extend to the bereaved family our deepest sympathy in this hour of sorrow and commend to them for their comfort the remembrance of his many fine and noble qualities, his high attainment in life and the service he has rendered to others.

F. L. Hackman B. Nelson
P. R. Beeby F. Weisheit

Board of Directors

WHEREAS, Ernst George Roth, President and General Manager of this Company, departed this life at his home in Peru, Illinois, on the

RESOLUTIONS PASSED

second day of October, 1924.

Resolved, that the following be entered upon our records:

Mr. Roth became General Manager of this Company in 1889 and developed a small and unknown plant which he then found into its present magnitude and high state of efficiency.

In the business world the name of Mr. Roth was the symbol of honor and fair dealing. In all his relations with his associates and employees, he was courteous and considerate, and his death came to them all as a personal grief.

His love for the country of his adop-

tion was shown by his many activities contributing to the public welfare and his untiring efforts on behalf of his community, State and Nation.

We, the members of this Board, each and severally, express our deep sorrow and record our abiding love and respect for a good man and a kind friend.

Resolved, that we extend to Mrs. Roth and the daughters and son of Mr. Roth our deepest sympathy.

Resolved, that a copy of these resolutions be sent to the family of Mr. Roth.

*Published as a tribute to our former President
and General Manager, Ernst Roth, by his
friends and fellow workers of the
Western Clock Company*

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