

Loren is a man of high integrity and brings to Association affairs a well-trained mind and a sense of balance and good judgment. Forceful and direct, he understands workers' problems and believes in action tempered with reason.



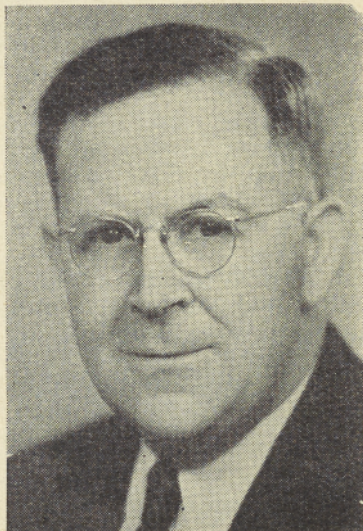
*Claude M. Johns*

*Claude M. Johns*, Director of Civil Service for the O.S.E.A., is the fourth of our officers to celebrate his birthday in the fall—October 2, 1885. He graduated from the Chattuck Military Academy in Minnesota after which he entered a law office. Later he worked in the legal department of the O.W.R. and N Company. In addition to his job, he studied law and took his bar examination after several years of practical experience. He was employed as claims adjustor just before he came to the Unemployment Compensation Commission in May of 1936. Two years ago he stepped into his present position as Collections Attorney.

Claude and his wife share a great enthusiasm for golf. He is a member of the Masons and Elks lodges and of the American Legion. He has two sons. One is an attorney in Albany and the other is about ready to take his bar exams.

The only one of our officers with a law background, he can make a special contribution in that field. Last year he performed the duties of Director of Laws and Legislation. Claude is a quick thinker with a ready comeback and is pleasant but firm about his decisions.

Our Director of Laws and Legislation is well known to hundreds of members of the Association. *I. A. DeFrance* has served the Association as Secretary-Treasurer, as President, as Junior Past President and on numerous important committees. One of the founders of the O.S.E.A., he is well acquainted with the problems of state service. In recognition of this fact, he was appointed to the State Retirement Board as representative of the state em-



*I. A. DeFrance*

ployees. Because he is a faithful and sincere worker "Buck" can always be depended upon to give of his good judgment to further our cause. As he directs our legislative program this year, we know that he will continue to give untiringly of his efforts.

A great interest in people and their psychological reactions, makes *Virgil O'Neil* well fitted for his job as Director of Public Relations. His unbound-