

THE BROWN Bulletin



VOLUME 1
NUMBER 2

Published monthly by and for employees of Brown Company
Berlin, New Hampshire

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1952



THE BROWN Bulletin



Published monthly by and for the employees of Brown Company, Berlin, N. H.

Editorial Offices: Public Relations Department.
Telephones: Automatic 208; New England 46, Ext. 9.

STAFF

PULP DIVISION

Buster Cordwell, Paul Grenier, Mark Hickey, Ray Holroyd, Adam Lavernoich, Leo LeBlanc.

CASCADE MILL

Ernest Castonguay, Buster Edgar, Leroy Fysh, Robert Murphy, Lucille Tremaine.

REPORTERS-AT-LARGE

Angus Morrison, Jack Rodgerson.

ONCO PLANT

Alfred Arsenaault, Phil Farrington.

CHEMICAL PLANT

Ash Hazzard, Alfred McKay.

WOODS

Bill Johnson.

POWER AND STEAM

Charles Enman, Raymond Belanger.

RIVERSIDE MILL

Ronaldo Morin, Clarence Welch.

BERMICO DIVISION

Russell Doucet.

RESEARCH DEPARTMENT

Thelma Neil, Albert Trahan.

STAFF CARTOONISTS

Leo LeBlanc, Jack Rodgerson, Lucien Bilodeau.

STAFF PHOTOGRAPHER

Victor Beaudoin.

BOSTON

Ruth Poole.

EDITOR

James P. Hinchey.

PRESIDENT'S Corner



In last month's issue of the BROWN BULLETIN, its first as a monthly magazine, I stated that I welcomed the opportunity to discuss the Company's problems with its personnel. In this issue, it is my purpose to report on the state of the business as I see it.

We have just completed the eighth period of the company's operations for this year. As you all know, we operate on thirteen, four week, periods. Owing to the falling off in the demand for pulp and paper products, our sales were relatively low compared to 1951. In spite of this fact, management has gone forward vigorously with the various plans for rehabilitation and development which are now nearing their completion.

We can weather the present storm of low sales and reduced prices if we can bring about greater productivity by the employees thus taking advantage of the millions of dollars spent on new equipment.

A year ago the watchword of Brown Company was "more and more production." *Prices for our products were high at that time and high production was an end in itself.* This year the situation has changed materially. Many prices for our products are lower, many elements of cost are higher, and profit margins have shrunk. At the same time, volume demand for our products has decreased.

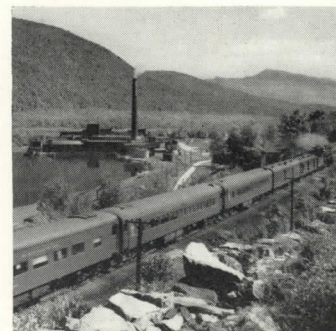
If Brown Company's operations at Berlin survive this sort of a situation and, incidentally, I have every reason to believe and think that they will survive, it will be because each of us is willing to do a little better job than we have in the past. Productivity of the individual as well as the machine can increase. We will do ourselves, the City of Berlin and surrounding towns a great service by bringing about such increase in productivity and lowering in manufacturing costs.

There is evidence that the demand for pulp and paper products is improving and will further improve this fall. *The question that mainly concerns us is whether we will get our share of this business.* The answer is that undoubtedly we will if our manufacturing costs make Brown Company a competitive enterprise.

I am convinced that *at no time in the Company's history* has its destiny been more fully in the hands of people here at Berlin than now.

THIS MONTH'S COVER

Water power, industry and transportation are all captured in this month's cover photo thus providing a unique way of picturing Brown Company's Cascade plant. All three are important, but without men to manage and to operate them, they are useless. The photograph was taken recently by Victor Beaudoin of the BROWN BULLETIN staff.





"NO!...YOU FOOLED ME ONCE"



"BETTER GET UP, JOE... TODAY IS WHAT COUNTS!"



"WE'D LIKE TO WORK FOR YOU!"



Big Shot

He's the hardest guy in the world to please.

If you don't do a good job, he'll get someone who can. And you know that his decision is final.

He always lets you know what he wants. He'll decide what kind of work you do—and how much work you do.

He'll decide how much you get paid—but he's willing to pay you what you're worth to him.

He knows you can do a better job—and generally you do it.

When you make good, there isn't anything he won't do for you.

As long as you do a good job, he'll back you to the limit.

He doesn't give a hoot what you did yesterday; it's what you do today that counts. You can't rest on your laurels with this guy.

He's always looking for new talents and new things—but he's loyal to old stand-bys too.

You might be able to fool him for a while—but don't count on being able to get away with anything for very long.

But he never has any trouble getting people to work for him, tough as he is.

You've got to admit that he makes jobs for an awful lot of people.

If you know what's good for you, you'll work your head off to satisfy him.

Your whole future is pretty much in his hands.

The boss? Well, a good many bosses might fit the description. But the fellow we have in mind is better known as the customer. As the real boss of everybody from office boy to president, he certainly expects a lot from us, and he gets it. And the beauty of the whole deal is that every one of us fits into this fellow's shoes as well as he does.

The Story of Group Insurance



1 Together, Cavemen overcame dangers they dared not face alone.



2 Sea travel in 900 B.C. was risky business. When it stormed, a merchant often was forced to toss goods overboard. When that happened, other traders assumed the loss. (Rhodian Sea Law)



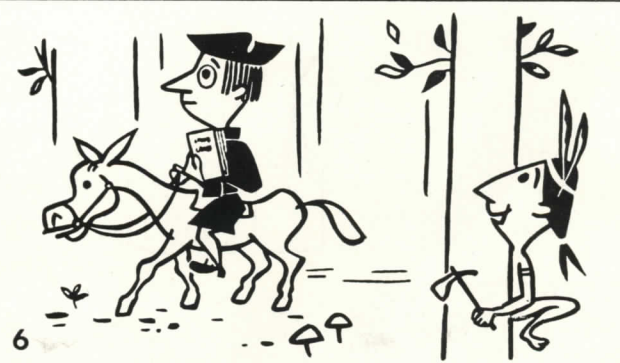
3 Roman soldiers had deductions taken from their pay for insurance. In the event of death, benefits were paid to their families.



4 Tinsmith, cobblers, and other craftsmen in Europe and England formed Guilds and enjoyed, among other benefits, insurance protection.



5 When pirates roamed the seas, voyagers — before going on a trip — often bought insurance to be used for ransom if they were captured by pirates.



6 Ministers had to travel across dangerous country in the early days of this continent. Many of them joined in a Fund to insure their lives. (Presbyterian Ministers' Fund, 1759. Still in existence today.)



7 Many forms of insurance followed until nearly 40 years ago the first plan for protecting groups of employees was started. Twenty million working men and women enjoy some form of Group Insurance protection today.

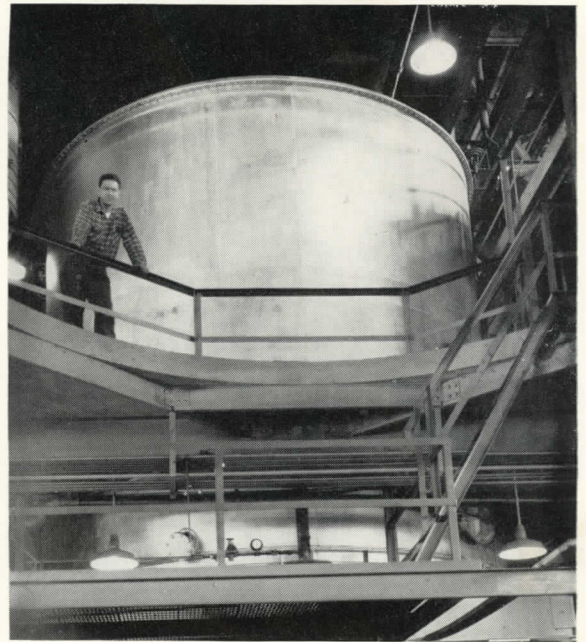
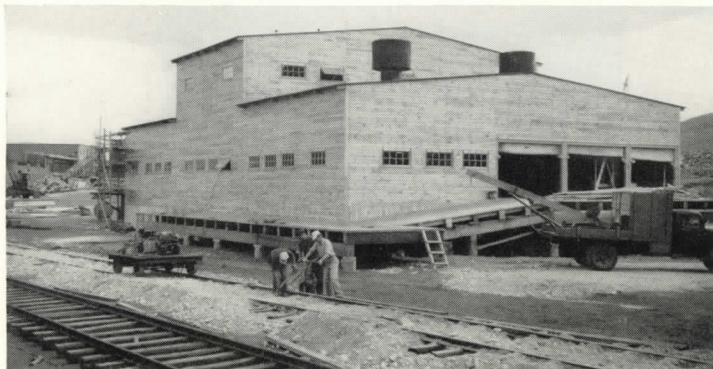


8 Yes, the comforting protection we and our loved ones enjoy today through our Group Insurance Plan is a far cry from the insecurity of the early caveman.

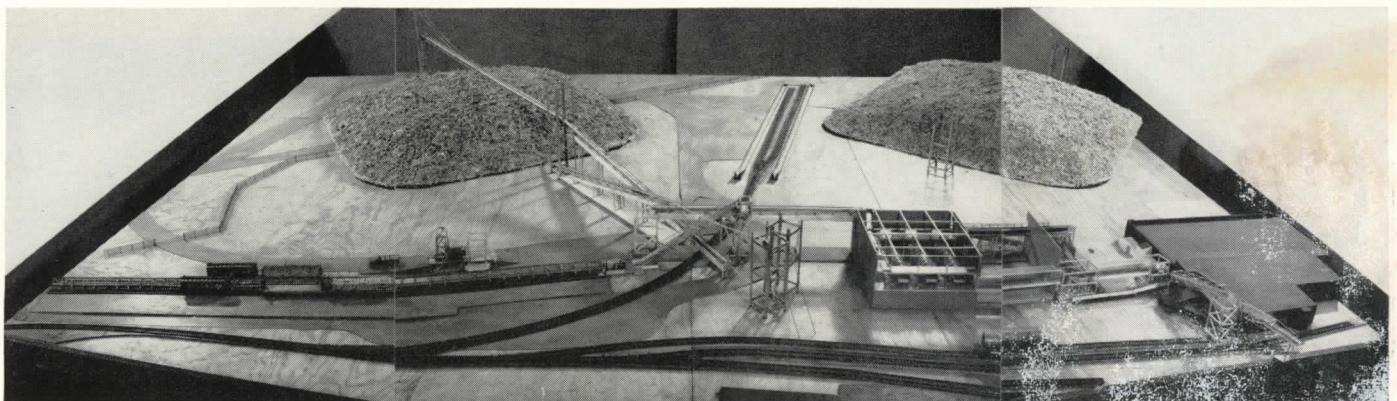
Photo NEWS NOTES



(Above) High pressure water gun mounted on a steel tower is shown here in action protecting the huge log piles from possible fire. (Below) Here is the new sawmill just completed for better wood utilization.

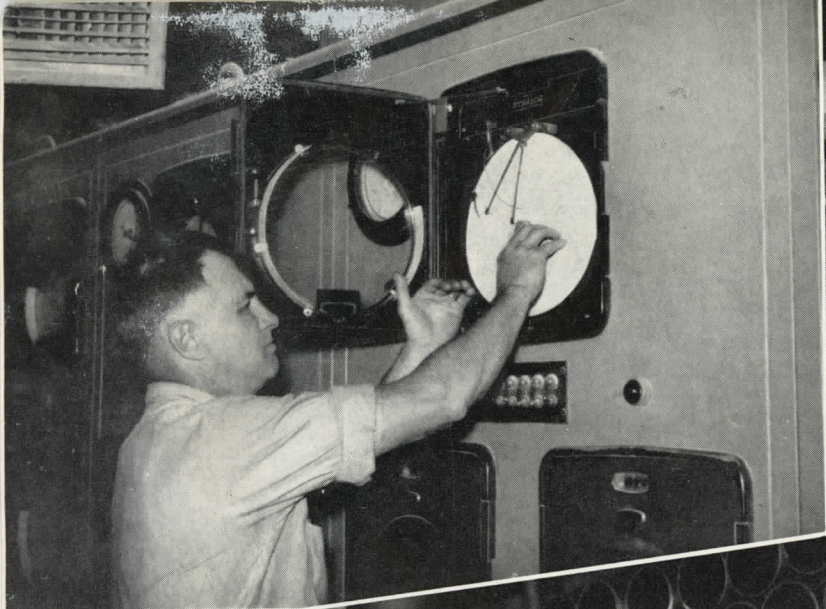


(Above) An inside view of the new Pyrrhotite plant. (Below) Fire fighters prepare to enter fire area on N. Bald Cap.



The above photograph shows a miniature model of the proposed new and modern wood handling system which is now in the process of construction — another step in modernization.

WHY



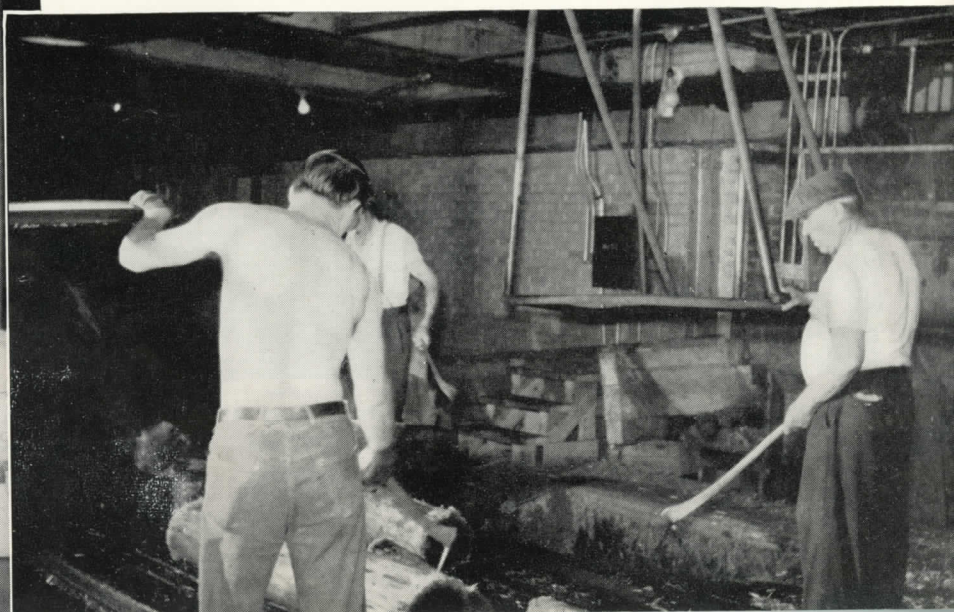
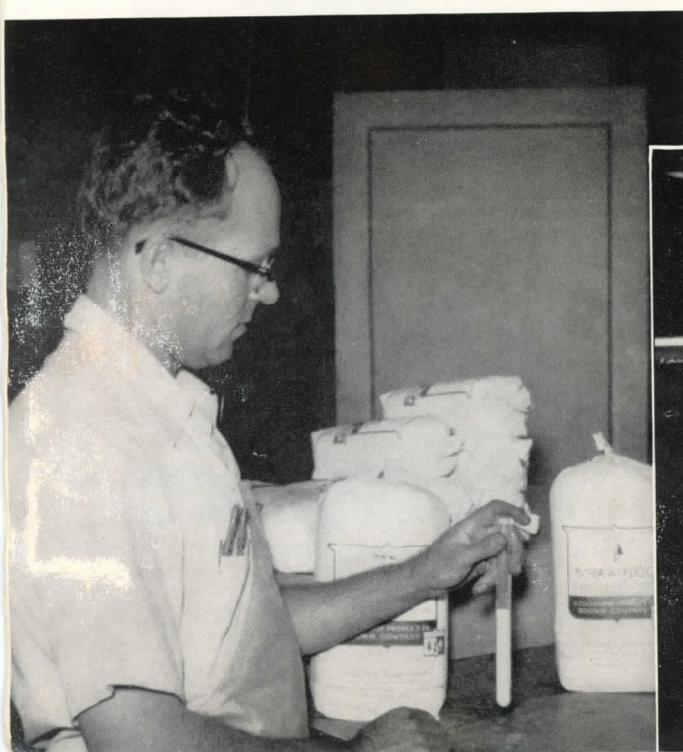
(Upper left) Henry McKee changes chart on the board at Kraft mill prior to filling digester . . . a check on quality. (Above) George Barreault is shown here inspecting sheets of pulp at Burgess dryer. (Below) Clinton Bixby is checking quality by making a densometer test at the Cascade plant.



(Above) Frank Lavigne and Albert Roberge inspect and mark Bermico tubes for quality prior to shipment to our customers. (Below) Albert Guillmette makes a "bulk test" on Solka-Floc at the Chemical laboratory — another important check on quality.



(Below) Barking inspection—logs not properly barked are returned back to the barking drums.



maintain Quality !!

IT seems that the spotlight of business and industry often falls on those people who invent or design new things; on those who man today's amazing production lines; on the ingenious and energetic corps of salesmen who keep the goods moving. True, — the attention they get is well deserved. It's quite a task to create a product, to produce it in quantity, and to get it to the public. These phases of business are fundamental, and fundamentals never cease to be fascinating.

BUT THERE IS ONE PHASE OF PRODUCTION THAT MANY PEOPLE FAIL TO NOTICE.

The basic processes of all the products made at Brown Company could not keep going, in today's intricate economy, were it not for a good many people who don't actually originate, make or sell a product. Many of these people are scattered throughout Brown Company's plants and although they are on the Brown Company payroll, — they are really working for you and for me and for another fellow who is more important than all of us put together, — the **CUSTOMER**. Their job is to **KEEP AN EYE ON QUALITY**. That is their watchword and it's your watchword, too. You are probably in a position to help these men perform their work more efficiently. You too, can keep an eye on quality and the more you help, the more you will benefit. Quality production keeps your job secure.

The quality inspectors and the men who keep an eye on Brown Company's many manufacturing processes are the guardians of the company's reputation and of the integrity of the goods turned out. No amount of skillful sales effort will overcome the loss of customer faith caused by lapses in the quality of our products. We all have one vitally important job to do aside from our regular daily work. Our business and the business of our fellow workers is to see that there is no faltering from the highest standards of quality in the products we are manufacturing.

Keeping an eye on quality is vital: if our work is not done well, much time and money can be lost. More important, if a fault is not detected before the product leaves the plant, the prospect is that a satisfied customer will turn into a disgusted one. Every man on the Brown Company payroll should be on the alert to prevent this sort of a situation from happening to us.

Competition is keen today. Prices for our products have been lowered in order to meet this competition. The lowering



Warren Purcell, Quality Control Manager, needs efforts of all employees to maintain control of quality in the products made at Brown Company.

of prices to meet competition is not an unusual practice for industry throughout the country, but it is something that no company likes to do. It hurts all of us, though, when there is an *increase in the cost of producing our products*. These costs increase whenever there is any waste in production, when the quality of our products is not at a high level, when production is not rolling at a steady pace, when man hours are lost through accidents and when all 4,000 of us are not working as one, solid, hard working and efficient Brown Company team. Wherever we work we should constantly be on the lookout to prevent anything which might increase the company's cost of doing business . . . not only in order to help the company in its efforts to sell the products we make, but to help provide ourselves and our fellow workers a secure future with a progressive company that is determined to meet any competition, regardless of whether the manufacturing plants of our competitors are in the South, the West, the East, the North, or in a foreign country.

THERE ISN'T A COMPANY IN THE WORLD THAT CAN BEAT BROWN COMPANY TEAMWORK.

What does teamwork do? Teamwork provides Brown Company with increasing amounts of orders for our products. And filled-in order blanks provide us with paychecks.

It doesn't make any difference how far away your actual job is from the finished product; whether you are

the oldest or the youngest employee, the president or the office boy, a mill manager or a paper maker, the fact of the matter is, — order blanks put you there.

If we could just visualize an order blank being able to talk, it would probably say: "There is no boss but the customer, and I am his spokesman."

Under the American system of doing things, order blanks tell the whole story of Brown Company or any other company. For instance:

Are our products as good or better than our competitors? Compare the order blanks.

Are we just so many people doing so many things, or a hard working Brown Company team — with everybody in production, in shipping, in purchasing, in management, in sales and advertising, and in clerical jobs, each carrying out our assignments for the benefit of all and keeping the quality of our many products at a high standard? Order blanks — and repeat orders — can give you the answer.

No one can be forced to accept inferior products or sub-standard merchandise unless that is expressly what he wants to buy.

In this country nobody can force anyone to sign an order blank, any more than a person can be forced to work where he doesn't want to work. And that's a good system.

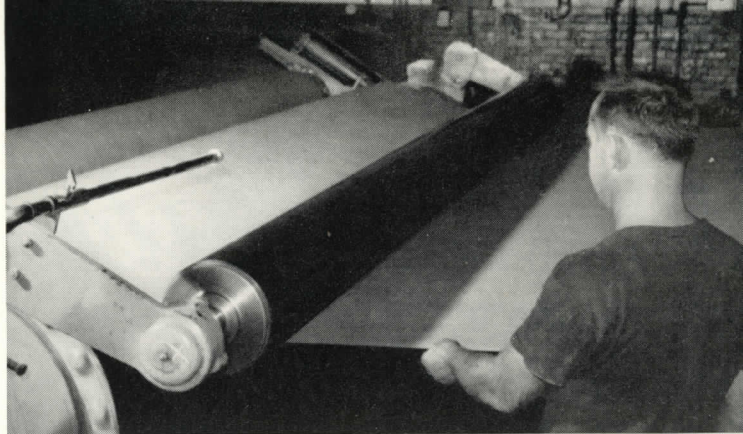
The Brown Company salesman who gets the order blank signed on the dotted line can do his work well only if the man or woman who makes the tiniest part of what Brown Company sells makes that part well. Because, if the tiny part isn't good, there isn't anything to sell. If one man should fail to keep the quality of our products at a high standard, the salesman will miss the sale. The president or mill manager is only as successful as you are careful, as all of us are careful. An error made anywhere along our production line would cause the resulting losses to be added to overhead, which might put the product out of the market.

It is easy to see that the axis around which the whole of Brown Company revolves is — the order blank. And that order blank together with thousands of other order blanks provide the company with enough money to meet the payroll and to keep the plants in good condition.

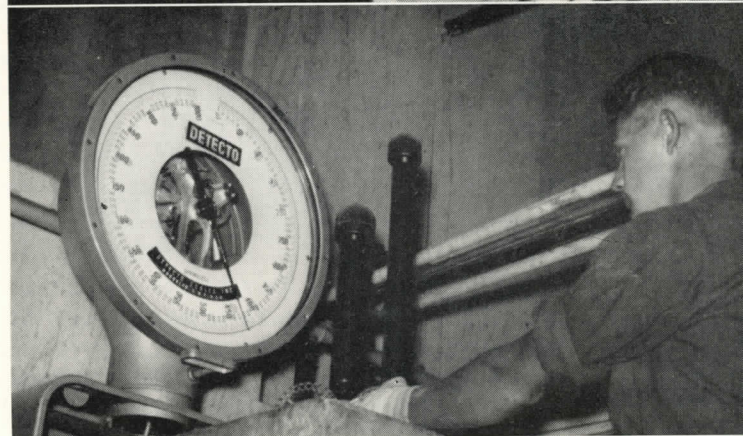
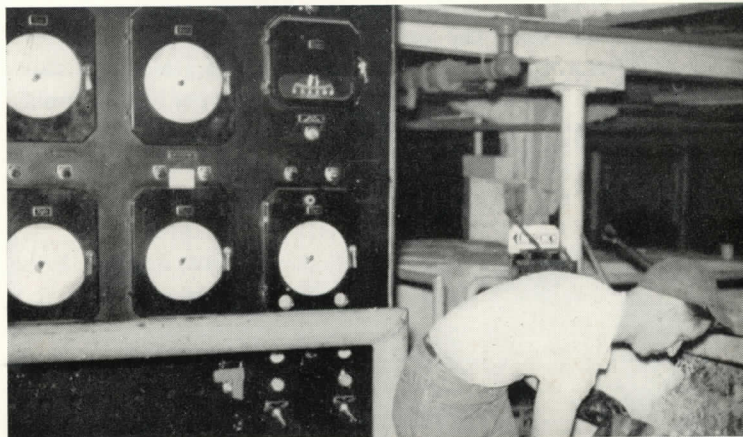
A large portion of that money is also expended each year on packaging, etc., to protect our products from damage between the finishing departments and the ultimate consumer. This is an important group in the Brown Co. team.

When you consider the fact that it actually costs American industry nearly one billion dollars each year in non-recoverable losses you can readily see how important it is for everyone in all of our Brown Company plants to be "on the ball" for the benefit of all of us on the payroll.

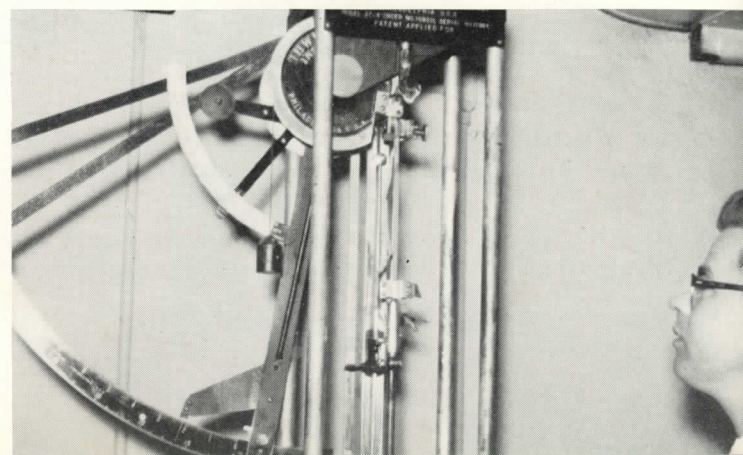
Yes, quality is essential to the success of Brown Company . . . quality from the beginning to the end, from the goods and materials *purchased* by us to the products *made, sold and delivered* by us. And it takes teamwork to do the job right . . . the kind of teamwork that is available among the thousands of employees who work for Brown Company.



(Above) Earle Nolin, #1 paper machine, keeps an eye on paper for possible defects in quality. (Below) Joseph Poulin, pulper operator at Riverside, adds components to control paper quality.



(Above) Harold Potter weighs out components to complete a formula for the manufacture of Onco. (Below) Kenneth Neil, Cascade laboratory, makes a "wet strength" test for quality of Nibroc paper.



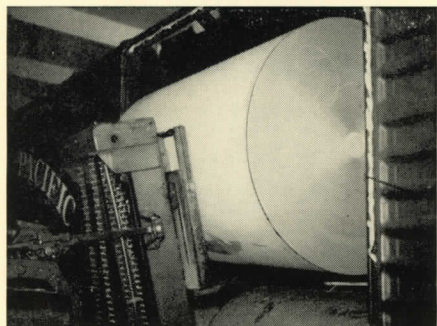
BROWNCO NEWS REVIEW

VOLUME I

NEWS OF THE MONTH

NUMBER 2

New Rolls at Cascade



Huge 50-inch diameter rolls of paper are now being produced for the first time in Brown Company's history on #4 paper machine at the Cascade plant. The plant's normal size roll is 40 inches in diameter.

The new rolls are being produced for the General Fiber Box Company of Springfield, Massachusetts and will be converted into boxes, some of which will be purchased and used by Brown Company for the packaging of our products.

* * *

Company Director Praised

G. Blair Gordon, a member of the Brown Company Board of Directors and President of Dominion Textile Company, Ltd., Canada, recently assumed the presidency of Royal Victoria Hospital in Montreal.

In commenting about Mr. Gordon's new work, a Montreal newspaper recently published the following: "Mr. Gordon is not new to hospital work. Like most of our leading industrialists, bankers and business men, he has devoted a great deal of time and thought to community affairs. He has served on boards of charitable agencies and, generally, manifested sincere interest in the progress of community institutions. Assumption of the presidency of the Royal Victoria is one more evidence of this interest. He brings to the work a brilliant administrative talent that has already been proved both in business and while serving as governor of the Montreal General, the Verdun Protestant Hospital, the Royal Edward Laurentian Hospitals and the Sherbrooke Hospital."

Annual Contract Negotiations Between Company And Union Completed; Wage Increase Granted Employees

Teachers Tour Company

Fourteen educators from Plymouth Teachers College, studying the use of New Hampshire's resources by industries such as Brown Company, recently toured our local plants to obtain information about our forestry products, our use of the northern rivers and also to obtain first hand knowledge of the industry and its importance to New Hampshire.

A spokesman for the group, Elfreda Frost, commented that "the proper use of New Hampshire's resources is an important part of our lives and is extremely vital to the welfare of our community and state." She cited Brown Company as "an outstanding example in the whole state" in reference to the utilization of our natural and human resources.

The knowledge gained by these New Hampshire teachers will be used in instructing many of New Hampshire's grammar school and high school pupils about our natural resources. The course is designed to give the youngsters a good background on our state and to help them become more valuable citizens.

* * *

Two Men Complete Courses

Two more Brown Company employees recently completed courses with the International Correspondence School, according to Robert Hammond, local representative.

Keene and Lepage

Lewis Keene, Burgess laboratory, has completed the second division in chemical engineering and Lionel Lepage, beater room, recently completed an accounting course.

All Brown Company employees may take advantage of these courses at a 10% discount and are not required to pay any registration fee for lessons. Simply contact J. Arthur Sullivan, Public Relations department, and ask for additional information.

A 3½ cents-an-hour general wage increase, an increase in shift differentials, and a more liberal vacation policy have been included in the recently completed annual contract negotiations between Brown Company and Local Union #75, A.F.L.

The increase in shift differentials is from 3 and 5 cents to 4 and 6 cents and the new vacation policy will give employees two weeks' vacation with pay after three years with the company, instead of five years. The contract is retroactive to June, 1952.

In furtherance of management's intention to improve Brown Company's competitive position through better utilization of its manpower, the agreement also contains a provision recognizing the right of management to make job analyses, to time study employees and machines, and to use methods studies.

Provision was also made for the negotiation between Brown Company and Union of fair and proper incentive plans where "increased efficiency and lower unit costs to Brown Company may be effected by an incentive method of pay."

Any incentive plan negotiated between the parties will provide a guaranteed hourly rate for each employee and all employees affected by incentive plans shall be given the benefit of all general increases.

Re-opening of the contract may be made by either party on 30-days prior notice but such notice is not to be given before December 15, 1952.

* * *

Personnel Changes Made

H. Elmore Pettengill has been transferred from the Woods department to the Tabulating department where he will assume the position of supervisor, succeeding Fred Walker who will soon be assigned to other duties.

Carlton W. McKay has been appointed to the position of Chief Accountant, Woods department, formerly held by Mr. Pettengill.

News

AROUND THE



CHEMICAL & FLOC

John Briggs and the Mrs. recently motored to Wellesley, Mass., to visit their daughter and son-in-law, Mr. and Mrs. J. E. Kelley. Mr. Kelley is a professor at Boston University.

Richard Christiansen of the chloroform plant is tucking a neat three weeks' vacation under his belt.

Byron Ferris is back again after an unfortunate accident. Bobby Horne kept things in working order while Ferris was absent.

Marcel Moore and family are spending part of their two weeks' vacation visiting his wife's cousin in Pittsburgh, Pennsylvania. It should be quite a treat seeing that both women are from the same city in Germany and both men were buddies in Germany in World War II.

Albert Dube of #6 cell house is back to work after his vacation.

"Blue Jacket Manual" Stone is back from his vacation after land-lubbering 'round here and there.

Jules Cote is a proud grandfather for the first time. Mr. and Mrs. Roland Gagnon are the happy parents of a 7 lb. 1 oz. baby boy. Cote needed a rest so he's on his 2 weeks' vacation.

Fred Begin had a week's vacation and is looking forward to the next two.

Aime Devoie is singing songs again. Yep, he's a grandfather. Mr. and Mrs. A. Adario are the proud parents of a baby boy born on July 9, weighing 6 lbs., 11 ozs.

Olie Larsen, Erling Anderson and Zeke Peabody of the Bleach plant have their vacations lined up.

Albert Gauvin and W. Lapointe took a week's vacation. We bet they didn't go in or salt water.

"Nick" Niclason was the center of attraction last July 18 when a stag party was held at his home in honor of his wedding marriage. He was presented with a purse of money from his co-workers and friends. Nick, in his own words,

said, "It made me feel good inside, thanks everybody."

Paul Bouchard and Leo Bertin are beating their brains out for the invention of a new fog light that will show them where they are! It seems they got lost on the big lake above Errol. We suggest they take Fritz Jensen's offer of lending them his compass which has red and green flashing lights plus a pilot light that lets one know his location!

Remember the saying, "you never miss the well until it goes dry." This concerns the drinking fountains that are so handy in hot weather and the fans that are such a relief. We fear that we might leave a name out, so to the electricians and the pipers and millwrights and carpenters and to those who put their okays on the job, we say thanks.

Your reporter had the pleasure of finding out that other departments read his news. This came to light because of a slight mistake. It seems that the Men's Mill League Bowling Champs are Bermico #3 and not #2. We were asked to put in a plug for the winners' coach, Henry Robitaille. Everything was wrapped up in a smile, so pleasant dreams.



MAIN OFFICES

Quite a few people took their vacations during the month of August. They are Julie Alonzi, Jane Osborne from C.O.B.; "Honey" Cameron from telephone booth; Lepha Pickford, Walter Forrist from top floor; Aurele Roberge, Jean Mayer from Mail room and Bill Marshall from purchasing.

On August 19, quite a few of the girls from the office attended a bridal shower given for Jane Osborne at the home of Mrs. Otis Bartlett. Jane will be married September 6 to Phil Atwood. She will also be leaving us to make her home in Springfield, Vermont.

June Rheume is getting married August 25 to Dick Thompson. Dick is presently with the U. S. Navy.

Bertha Nusman of the Mail room was married August 2 to Clayton Ayotte. Pauline Aube of Purchasing also got married in August.

Nesta Dale has left her job in Engineering to get ready to enter school this fall.

Patty Muise will be leaving us August 29 to make her home in Groveton, N. H. Shirley Thibeault formerly of the telephone booth is taking over Patty's duties as secretary to Gordon Clark.



RIVERSIDE

Cyrille Therrien, our yard foreman, recently returned from a three weeks vacation touring New York and visiting relatives. Cyrille visited many points of interest in his travels, including the Thousands Islands, North Pole and a beer brewery. Get any samples, Cyrille?

Fritz Findsen, also of our yard crew, spent most of his vacation fishing. Fritz says he got his share of trout but he doesn't say where. Must be a big secret.

Arthur Anderson, one of the beater engineers, recently returned from a two weeks' visit with his son in Ohio. We were pleased to see Arthur back into work on schedule Monday. The old Ford ain't what she used to be, Arthur!

We have a new face here at Riverside in the person of Ed Chodoski. Ed is replacing Aubrey Freeman who recently retired. Ed was with the Engineering department before he came to Riverside.

We hear that the Beater room crew will be having a corn roast on one of their days off. Romeo Ayotte recently completed a fireplace that he was making and will do the cooking honors for the boys.

Elmo Therriault of our Machine room is sporting around in a 1950 Oldsmobile these days. Many miles of happy traveling, Elmo.

John Couture spent his three weeks' vacation visiting his relatives in Pennsylvania.

Many men at Riverside were pleased to receive post cards from Aubrey Freeman who recently retired. Aubrey is vacationing along the coast of Maine.

E PLANTS



RESEARCH & DEVELOPMENT

Ray Roberge and family enjoyed one week at Akers Pond and one week at Warner, N. H. during his vacation. He also took in a Braves baseball game in Boston.

Douglas H. McMurtrie left New York on July 29 for a vacation and business trip to Europe. He was accompanied by his wife and daughter-in-law and plans to visit mostly in France and England although business will take him to other countries.

The wedding of Lois Eaton to Bud Leavitt of Gorham took place at 3 p. m. on Saturday, August 23 at St. Barnabas Church. After the reception at the Masonic Hall, the newlyweds took a motor trip for their honeymoon.

Our genial stockroom boss, George Oleson, is back from his vacation, one week of which was spent at Lake Winnesquam with his wife and children. The other week George spent at home recuperating from his vacation.

Fy Lepage and wife, Juliette, are spending this week touring along the coast of Maine. Juliette is that ever pleasant nurse in the Medical department.

Connie Forbush and her mother, Mrs. Helen Forbush of the Woods department are camping at Lake Umbagog for two weeks.

Don Borchers and family are touring upper New York State and Canada. While in Canada, Don is planning to visit the La Tuque Mill.

Doris Pinette spent a week at Ferry Beach, Maine, enjoying the sea air and sea food.

Mr. and Mrs. Ted Archer and Mr. and Mrs. Ben Hoos are back from the very popular Saguenay River cruise and from their report, we should all take the trip next year.

It seems Richard "Dick" Hall is supplying the boys with free cokes lately.

Maurice Townsend, Mike Agrodnia and Oscar Hamlin enjoyed vacationing recently.

Alice McKee and husband enjoyed their vacation visiting in Syracuse, N. Y., Montreal, Quebec City and other points of interest.

Joseph Ruel, our reliable millwright, spent part of his vacation painting and repairing his house.



BURGESS & KRAFT

Somebody should have warned all the fish around White Lake because Joe Fournier recently tented there for two weeks with his family. Joe is a bad boy with a fishing rod.

Leopold Bouchard spent two weeks' vacation in Locke Mills, Me.

Frank Sheridan is back after a long period of illness.

Onesime Chauvette, Acid room millwright, recently motored to Nashua, Boston and points in Rhode Island. He reports having a very good time.

Nap Groleau of the painters crew visited for two weeks in Three Rivers recently. He reports that his mother (87 years old) and his stepfather (90 years old) are in very good health.

Earl Henderson just had his vacation.

Arthur Given spent one week at Seomore Lake, Vermont.

Mary Moreau spent her vacation in Providence, R. I.

Oscar Gonya recently toured Northern New York.

Lovell Cushing is spending his vacation on a sailboat off the coast of Massachusetts.

Batch Connolly is spending one week with his daughter in Schenectady, N. Y., and one week at camp.

Mrs. Eva Vogel is spending her vacation in Durham, N. H.



CASCADE

The Towel room employees extend best wishes to Velma Treamer who became the bride of Gordon Perry; to Gloria Jacques, now Mrs. Edgar Marchand; to Rita Rousseau who married Raymond Coulombe and to Beverly Wheelock, whose engagement to Armand Carignan has been announced.

Among the Towel division employees

who recently enjoyed vacations were Angelina Hamel, Isabelle Payeur, Rowena Hall, Pauline and Shirley Loven, Dora Arsenault, Mrs. Della Hammond and Henry Demars.

Yolande Morneau recently visited points of interest in Canada.

Mrs. John Lynch enjoyed a few days in Montreal recently.

Peter Desrosiers and Ernest Landry have been acting foremen during Edward Murphy's illness.

Best wishes to Cecile Brassard of the office force and to Paul Saucier of Paper converting upon their recent marriage.

Mr. and Mrs. Henry Lepage and Mr. and Mrs. Leslie De Costa recently attended the Loyal Order of Moose Convention in Chicago.

The Cascade softball team, known as the "Papermakers," have emerged the winners of the second round in the Brown Company Softball league. Congratulations to one and all, and may you be declared the Champions when you engage the Burgess team in the final playoffs.



BERMICO



Paul and Edward Remillard display their catch. We asked them where such fish abound and Ed swept his thumb over his shoulder in the direction of Maine and said "over that way."

Notice

All employees are urged to check the beneficiaries named on their life insurance policy. Make sure your policy is up to date. Notify the insurance department if you wish to have any changes made.



New Duties for Reynolds

John G. Reynolds was recently appointed Advertising Manager of Brown Company.

Mr. Reynolds has been a member of Brown Company's sales force for the past 12 years in the Nibroc Towel division. He attended Swavely School and Harvard College and was associated with a Boston advertising agency until 1940 when he joined Brown Company.

He served four years at sea in the Naval Reserve during World War II in the European, Mediterranean and Pacific theatres of operation and rejoined Brown Company in January, 1946.

A. J. Cass Has New Duties



Albert J. Cass, Jr. was recently appointed Sales Representative of Brown Company's Nibroc Towel division in the Southwest. He is a native of Boston, Mass., and attended Boston College High School, Boston College, and Boston College Graduate School of Economics.

Mr. Cass joined Brown Company in May, 1950 in the Nibroc Towel division and served in the U. S. Marine Corps from December, 1950 until March, 1952 at which time he rejoined Brown Company.



Eaton Now In Sales Work

Frank T. Eaton was recently appointed Solka-Floc Representative of the Pump Division of Brown Company. For the past five years, he has held the position of Assistant Market Analyst.

He is a native of Boston and a graduate of Boston College and Fordham University. He served as a lieutenant for four years in the U. S. Marine Corps during World War II and prior to that time was employed by Allied Chemical & Dye Corporation of New York.

Knight Appointed Salesman

Malcolm O. Knight was recently appointed Missionary Salesman of the Towel division to work in the New England territory.

Mr. Knight was born in Melrose, Massachusetts and attended Melrose High School and Boston University. He was formerly employed by Dickie-Raymond, Inc., an advertising agency in Boston. Prior to that he served during World War II in the Southwest Pacific area in the U. S. Marine Corps.

* * *

T. K. Maki Joins Company

Toivo K. Maki was recently appointed Assistant Market Analyst of Brown Company.

Mr. Maki attended Syracuse University and the Oxford School of Business Administration and has been employed by the Independent Lock Company of Fitchburg, Massachusetts. He has also served overseas in the Army Air Corps with the Gunner Engineers.

* * *

New Booklet Distributed

A new 16-page booklet describing Brown Company's retirement plan was recently distributed to all employees of the company. The new booklet describes the plan in question and answer form and was distributed to employees so that everyone will be thoroughly familiar with the details of the plan.

Do You Have One?

If you have not received your copy you may obtain one from your personnel man.

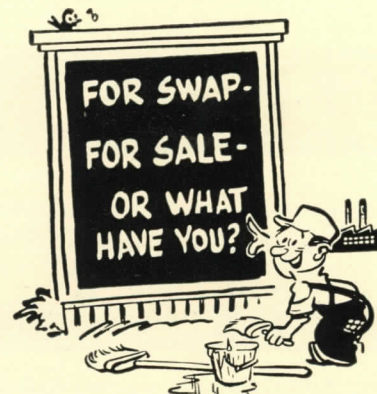
KEEPING YOUR SOCIAL SECURITY TABS ON

(Timely Notes From The Social Security Field Office, Littleton, N. H.)

CONGRATULATIONS to the BROWN BULLETIN on the new features which help it serve the Brown Company family better than ever! The Social Security Act also had its face lifted this summer. Since it too serves the whole company family, your Editor has offered this space for monthly news affecting your rights and duties under this vital insurance law.

YOUR QUESTIONS, through the Editor or direct to Littleton, will be answered as soon as we can. Those of most general importance or interest will be used here, so send them in.

MORE DETAILS will appear here next issue, but major changes effective this month include:



This classified advertising section is published in the BROWN BULLETIN each month as a free service to all Brown Company employees. Advertisements of all kinds are acceptable. They should be taken or mailed to the BROWN BULLETIN editorial office, Public Relations department, on or before the 4th of the month preceding the date of publication.

FOR SALE — 2 pair Men's Skis, 1 pr., 7 ft., 1 pr., 6 ft., \$10 per pair; 1 pair Girls' White Shoe Skates, size 6½, \$5; 1 Girl's All Wool Ski Suit, navy blue, Size 14, \$7; 1 small circular saw table with 6-inch saw, \$3; 3 Men's Bicycles 1 at \$25, 1 at \$35; 1 Balloon tire, \$12; 1 Console Model Radio, \$10; 1 Combination Radio & Phonograph Table Model, \$15; 1 J. C. Higgins, bolt action 5 shot repeater, 16 gauge shot gun, \$15; 1 36 Ford V-8 transmission, good condition, \$10; 2 36 Ford V-8 Cylinder heads, both for \$5; 1 Summer Cottage on Magalloway River, 2 boats, \$1200; 2 glass windows for 36 Ford coach V-8, \$5. For information call 1250-J.

FOR SALE — Cocker Spaniel puppies. Males \$20, Females \$15. Contact Ray Conway, 113 Pershing Ave. Tel 1212-R.

FOR SALE — 1 storm window; 1 window & frame; 1 outside door & frame; 1 outside door; 1 white enamel cupboard; 1 white enamel cast iron sink; 1 inside door, 2 panels. Inquire at 396 Coos St. after 5 p. m.

AUTOMATIC INCREASE, in checks due early in October, of \$5 to \$8.60 monthly for all now receiving old-age insurance, with increases in proportion to most dependents and survivors.

HIGHER BENEFITS on future claims, usually \$5 monthly, with an \$85 individual and \$168.75 family maximum, for those whose retirement or death benefits are highest when figured on wages after 1950. We figure it both ways, and use the formula giving the higher rate.

RETIREMENT TEST relaxed, so any beneficiary under 75 may now earn wages of \$75 in a month or net up to \$900 a year from self-employment without forfeiting any monthly benefits.

RECREATION *and* SPORTS

Company Band Outfitted In Uniforms



New uniforms, including coats, trousers, caps and ties, have already been ordered for members of the recently organized Brown Company Band, according to the Public Relations department. At the time of this writing, all efforts were being made to speed delivery of the uniforms so that they would be available for the recent Labor Day celebration.

The new band, under the direction of Felix Pisani, now numbers nearly 30 members. They have been playing band concerts every other week on the Gorham Common and also furnished military and concert music to Berlin's recent Dollar Days (see photo).

In case you are interested in joining the Brown Company Band, latest reports indicate that additional members are still desired.



Just one vote per precinct decided the Presidential race in the states of California and Ohio in the 1948 election . . . YOUR ONE VOTE IS IMPORTANT!

Fishing Contest Winners For July

Robert Riendeau, Omer Albert, Lester Clinch and Rocco Alonzo took first places in their respective fishing classes during the month of July. Several other fishermen who brought their prize catches into the Curtis Hardware Store to be weighed and entered in the Brown Company contest found that it definitely paid off. Here are the winners . . .

Fisherman	Mill	Prize	Weight	Length
HORNED POUT				
Robert Riendeau	Burgess	1st — \$2.50	1 lb. 9 oz.	13 ½ in.
Joseph Aubin	Burgess	2nd — \$1.50	1 lb. 3 oz.	12 ½ in.
Armand Arsenault	Burgess	3rd — \$1.00	1 lb. 2 ¼ oz.	12 ½ in.
SALMON				
Omer Albert	Onco	1st — \$2.50	1 lb. 8 oz.	16 in.
PICKEREL				
Lester Clinch	Cascade	1st — \$2.50	4 lb. 2 oz.	24 ½ in.
Rosaire Labbe	Bermico	2nd — \$1.50	3 lb. 11 oz.	23 ¾ in.
Leo Beaupre	Burgess	3rd — \$1.00	2 lb. 11 oz.	21 ½ in.
RAINBOW				
Rocco Alonzo	Burgess	1st — \$2.50	3 lb.	19 ½ in.
Lucien Lauzier	Cascade	2nd — \$1.50	2 lb. 14 oz.	21 in.

* * *

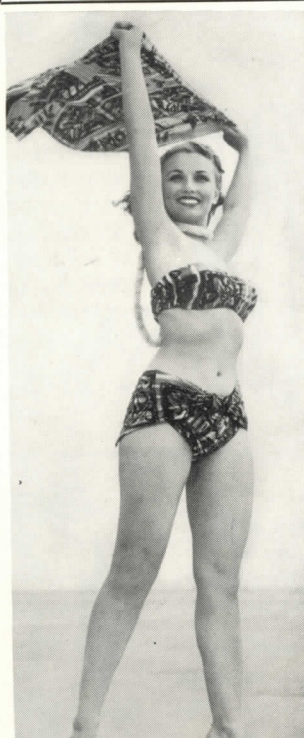
Bowling Begins Next Month

Brown Company league bowling is scheduled to begin early next month at the Berlin Community Club, according to J. Arthur Sullivan, Public Relations department. Actual bowling matches will start during the week of October 6.

It is expected that the number of bowlers who turn out this year will exceed last year's figures. Nearly 180 men and women were on hand during last year's bowling season to compete in the Mill League, Men's Office League and the Girls' Office League.

Last year's winners were Bermico #3, Cornell and Seamen and, from all reports, they will be out in full strength again this year to reclaim their titles.

SPORT?



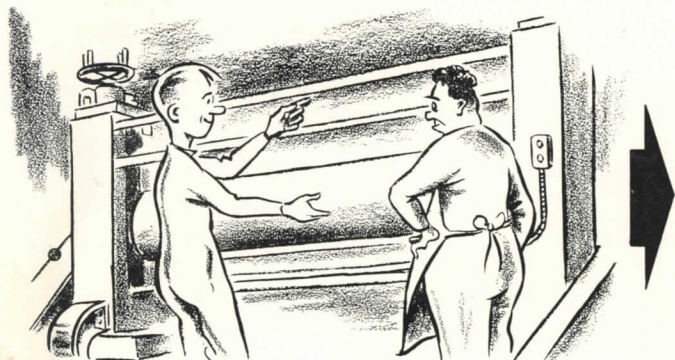
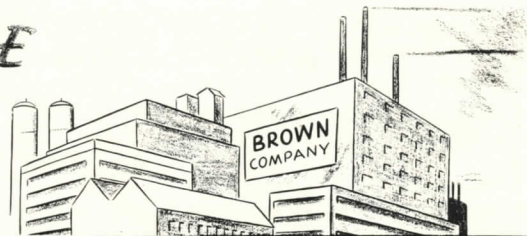
Lovely Bea Croft, a Texas cutie, exhibits a Bikini bathing suit that permits maximum sun on a maximum area.

SOFTBALL . . .

Watch next month's issue of the BROWN BULLETIN (October) for a complete account of the softball round winners, play-offs for the company championship, and the complete batting average of all players.



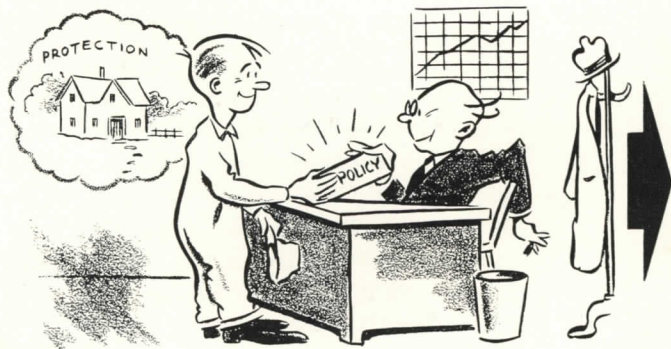
THIS IS WHERE I WORK!



Brown Company is a very busy place. It has been for almost 100 years. Today, we are making many different products, supplying customers, distributors and dealers all over the country with pulp, paper, towels, Bermico products, Onco insoles, chemicals and solka-floc.

My plant has modern machinery and equipment to help me do a good day's work.

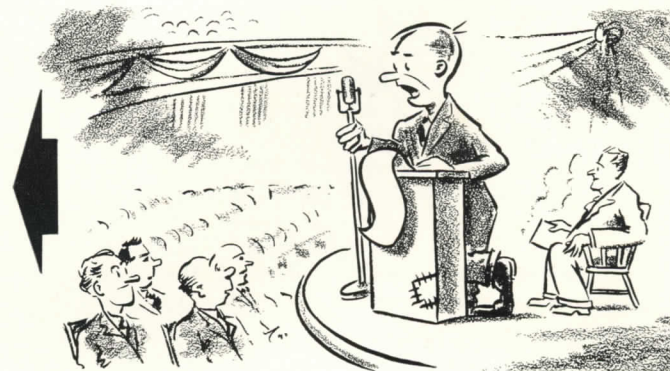
Through the years, we have 6 paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas. We also have vacations with pay, the length of which depends on how long we have been with the company.



When I came to work for Brown Company several years ago, I was given the opportunity to enroll in two contributory plans. One was life insurance up to a maximum of \$5000 depending upon how much I earned and the other a hospital and surgical plan to cover me in case of sickness. And to top it all off, Brown Company even sponsors a voluntary health program for all of us with X-rays and physical exams free of charge.

Many of my friendly fellow workers are also my neighbors and are often leaders in the community. Many of us have held offices in local civic and fraternal organizations. This helps to tie Brown Company in with the community.

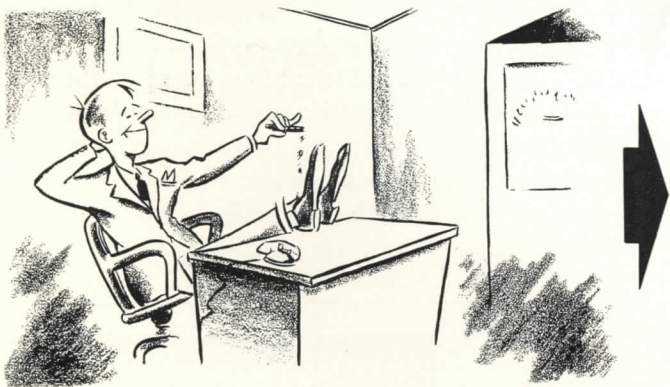
Those of us who go on National Guard training each year are given 2 weeks leave and if we should earn less in the guard than we have earned with Brown Company, the company will pay the difference.





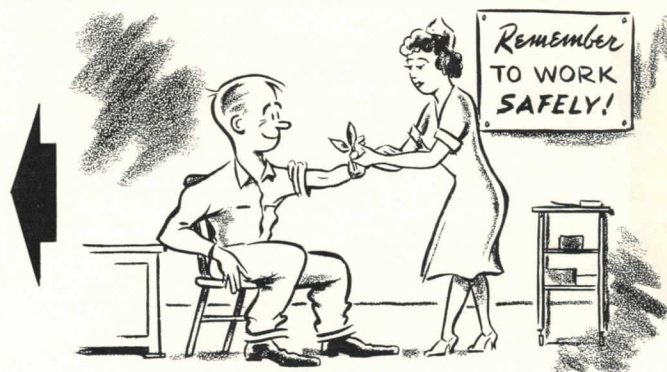
I'm quite concerned about being able to feel safe while working. It's certainly good to know that the whole plant is concerned about my *safety*. We have safety guards and devices on all machinery and equipment that may in any way cause injury or harm to us, plus the advice of a full-time safety engineer.

If, however, we do get hurt, our medical department, with a full-time staff of nurses and an experienced and capable doctor, can take care of everything from bruises, cuts and x-rays to some physiotherapy treatments.



After work, we can bowl in the Company's leagues at the Community Club, play softball, chess, join the Brown Company Band, the Millsfield Sportsman's Club, etc. — all part of the year 'round recreational program the company sponsors. For those of us who would rather fish, the company sponsors a fishing contest each year. I didn't win.

And should any of us have to join the service, we may be sure that we will at least benefit from the company's liberal military leave plan.



Another thing. Each of us at Brown Company has the opportunity for advancement according to our ability and the job we do. Many of our supervisors and foremen have come from the ranks.

We also have a contributory pension plan with deductions and benefits based on a percentage of our earnings. Length of service also enters into the picture, — the longer we work here the more we get at retirement. Both the employees and the company contribute to "future service", but the company carries the entire cost of "past service" for all of us.

Proud? 'DEED I AM

Today we don't remember the days when employer and employee supposedly had but two definite interests in each other, both cold-blooded. For one, a day's work; for the other, to get paid for it. The whole of this relationship between them could be summed up in one thing: the pay envelope.

Whether such a state of affairs actually existed or still exists as a widespread condition is questionable; some people think so. Too many people today have not become

aware of the steady, broad advance in management's concern for the welfare, happiness and goodwill of employees made possible through negotiations with the union.

Modern business establishments of today hold negotiations with the Union each year and both groups study each other's problems. Some of the above employee benefits were a direct result of negotiations held with your union.



LADDER SAFETY

Ladders, whether they are the little three-step kitchen type or the many rung extension type, contribute to the death of thousands of people annually. Using a ladder properly can be a very simple, safe procedure if a few things are remembered.

Never use a ladder with missing rungs or broken steps. You may not remember the missing rung or broken step and a bad fall can result.

Don't over-reach from the ladder after it is in place. If you can't easily reach the right spot, move the ladder.

Never leave tools or equipment on top of a ladder without seeing that they are secured against falling. This should be done out of fairness to others as well as to yourself. Falling objects can cause serious injuries.

When ascending or descending a ladder, face the ladder and have one hand free to hold onto its sides. After the ladder is in place, lash it securely to prevent it from slipping, if it is possible to do so.

WHAT IS "AN ACCIDENT"?

What does the word "accident" mean to you?

Is it a broken leg, or a bruised foot, or a burn?

Those things aren't accidents, — they are *injuries*.

As Rusty says, "*Injuries happen as the result of doing something the wrong or the unsafe way too many times!*"

For instance, a mechanic, without thinking, will pick up a hand file, without a handle, to do a small vise job.

(You know that the tang of such a file usually rests about on the edge of the palm of hand.)

Well, that mechanic will use such a file once, or ten, or a hundred times and nothing will happen.

But, finally, some day the file gets him and the sharp point will be driven into his hand.

In other words, that mechanic will get hurt sooner or later — *he can't miss it* — if he keeps using that file without a handle.

So "*an accident*" is the unsafe act which causes the injury sooner or later.

If the mechanic slips a handle over the tang of the file before he uses it — he can *never* injure his palm because that's the safe way to use a file.

If we are going to cut out injuries, we must cut out the unsafe acts that cause the injuries.

And using a file is no different from sweeping the floor or handling material or operating a machine, or any other job in our plants.

Every job has to be done the safe way and it is up to every man to learn what that safe way is.

"The Time Clock"

YOUR SAFETY SCOREBOARD

	Accidents 8th Period End. 7-12-52	Total Accidents 1952	Man Hours Worked	Standing* 1952	No. Days Since Last Accident
Group I					
Onco	0	0	65,755	1	269
Riverside	1	5	131,656	2	3
Burgess	1	44	1,382,924	3	11
Cascade	0	24	996,734	4	29
Chemical	0	5	287,503	5	76
Berlin Mills Ry.	0	1	103,204	6	186
Power & Steam	1	8	376,588	7	5
Bermico	2	15	481,205	8	4
	5	102	3,825,569		
Group II					
Watchmen	0	0	31,231	1	633
Trucking	0	0	13,190	2	4189
Maint. Grounds	0	0	11,384	3	635
Services	0	0	11,327	4	2120
Printing	0	0	5,760	5	8076
Viscose	0	0	2,204	6	3105
Research	1	1	98,822	7	17
	1	1	173,918		

* Based on percent reduction of accidents.

INDUSTRIAL SAFETY

USE COMPRESSED AIR SAFELY

FOR CLEANING OBSERVE
THE FOLLOWING RULES:



1. Wear goggles.
2. Blow away from you.
3. Do not blow towards anyone else.
4. If possible, use reduced air pressure.

For the Girls

CHOOSING A BABY SITTER



MODERN mothers often feel they are called upon to make an unfair choice. Since today's young families often live far away from older-generation relatives and home-town friends, wives either have to stick at home with no evenings out, or else they have to call in outsiders whenever they decide to arrange a break in routine. When it's the latter, it's sometimes with fear that they turn over their off-spring to a sitter.

This apprehension on the part of parents can be lessened if they will observe a few precautions.

Avoid spur-of-the-moment calls for sitters. It's best to investigate carefully and leisurely the person with whom you're considering leaving your baby.

As a general rule, the too-elderly and the too-immature are to be avoided.

Such practices as entertaining friends or making lengthy phone calls are taboo, and should be pointed out as such.

Mothers should leave definite instructions concerning the child's routine, and put out, within convenient reach, any special toys that will help keep the child happy and entertained.

And last of all, prepare for emergencies. Leave with the sitter the telephone number and address of your destination, and also the numbers of another responsible adult (in case you can't be reached), your doctor, and the fire and police departments.

RAILROAD COMPANIES are now experimenting with pre-cooked frozen food for diner use. The meals, from soup to dessert, are cooked and frozen in central kitchens and put aboard the trains, to be thawed, heated and served as needed. One of the first main dishes to be prepared and served this way was swordfish, always a favorite with diners-out.

* * *

IN LABRADOR, it is considered a breach of etiquette to pass a neighbor's house without stopping for some bread and tea.

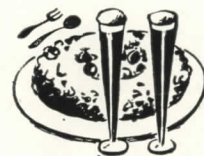
* * *

HERE'S A QUICK TRICK for cleaning paint off windows from the Devoe Home Decorating Institute. Take an ordinary pencil eraser, work it down to a chisel edge on fine sandpaper, and use it to wipe off paint specks and smears.

* * *

LIVING is becoming just too easy for shrimp devotees. Now there's a daggerlike plastic tool for cleaning shrimp that zips the meat from out the shell and deveins the shrimp at a single stroke. Its name? Simply "Zipout."

* * *



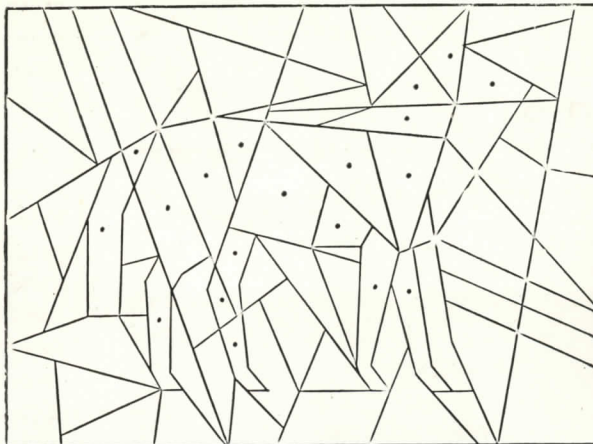
RUNNING AROUND in the best of circles is potato salad when molded in a ring. Make and season the salad your own favorite way and then pack firmly into a ring mold, or angel cake pan, which has been rubbed generously with salad oil. If you chill it several hours, it will unmold beautifully. Fill the center with radish roses, ripe and stuffed olives and watercress sprigs. Serve the salad with cold cuts, crisp salty rolls and tall glasses of good, cold beer.

* * *

THE VOGUE for huge family photo albums has all but perished under its own weight. Boring and too heavy to handle conveniently, the albums have given way to today's "special theme" books, which are small and attractive, and treat all occasions—vacations, weddings, graduations, pets, hobbies—separately. Instead of being broad and boring, each one, at the right time, becomes an attractive conversation piece.



For the enjoyment of Brown Co.
employees' youngsters, the Brown
Bulletin presents . . .



BLACK IN THE
DOTTED PARTS
WITH A SOFT
PENCIL AND
YOU'LL SEE WHAT
I LIKE TO RIDE.



QUESTIONS

1. THERE ARE 10 BOYS...
2. THERE ARE 12 BOYS...
3. THERE ARE 15 BOYS...
4. THERE ARE 18 BOYS...
5. THERE ARE 20 BOYS...

ANSWERS

1. 10
2. 12
3. 15
4. 18
5. 20

LOOK AT THESE GOOFY GUNZLES FOR 2 MINUTES... THEN TRY TO CHECK THE RIGHT ANSWERS TO THE QUESTIONS!

QUESTIONS

1. (RABBIT)
2. (SQUIRREL)
3. (PORKUPINE)
4. (RABBIT)
5. (PORKUPINE)

ANSWERS

1. RABBIT
2. SQUIRREL
3. PORKUPINE
4. RABBIT
5. PORKUPINE

FORWARD I'M A

I'M A

I'M A

I'M A

I'M A

I'M A

BACKWARD I'M A

I'M A

I'M A

I'M A

I'M A

I'M A

WRITE IN THE CORRECT ANSWERS IN THE SQUARES.

DO-IT SQUIRREL IN A LOG

1. Cut a slit in a 4 1/2 inch **CARDBOARD TUBE**.
START AT CENTER AND CUT TOWARD ENDS.

2. From thin cardboard, cut out and color squirrel's head and tail.
MAKE A CIRCLE WITH A 50¢ PIECE.

3. Glue a piece of **CORRUGATED CARDBOARD** 1 inch wide and 1 1/2 inches long to the squirrel. Poke a hole and tie a 12 inch **STRING** to a small piece of **MATCH STICK** and thread it through the hole.

4. Put the squirrel in the log and pull the string through the slit.
HOLD BY THE EDGE AND PULL STRING SLOWLY BACK AND FORTH!
Squirrel will peek from the log.

- DALE



You and your company both have problems and in many instances the problem of one also affects the other. Absenteeism happens to be a problem that faces just about every company in the United States, and every individual who holds a job. It is quite understandable that absenteeism cannot be completely eliminated, but with everyone co-operating it can be reduced.

Absenteeism affects you in a way which makes you very aware of it; it reduces your income. Most of us realize the value of steady work. We are better able to budget our income if it is steady over a given period. Difficulties begin to pile up when we are off work, since there are some expenses that cannot be reduced. For our own good we should not hesitate to work — so long as work is available.

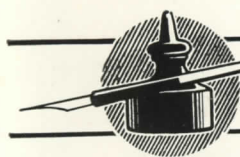
There is also another way in which absenteeism can affect us. It reduces the efficiency of Brown Company, and whatever affects the company affects all who are associated with it. The cost of absenteeism to Brown Company and all

other companies is much higher than most people realize. A recent report showed that the cost averages over \$50 per employee per year. This average is for each employee, not just for those with a high absentee record.

In addition, there is also a high indirect cost when an employee fails to report for work and this cost is high indeed. When a man is absent, it is necessary to find an immediate replacement for him for the time that he will be away from work. The replacement or substitute is rarely as efficient in that particular job as the regular employee. In most cases, this leads to poor teamwork for the entire department, a decrease in production and an increase in the *cost* of production. In some cases, it even leads to damaged equipment.

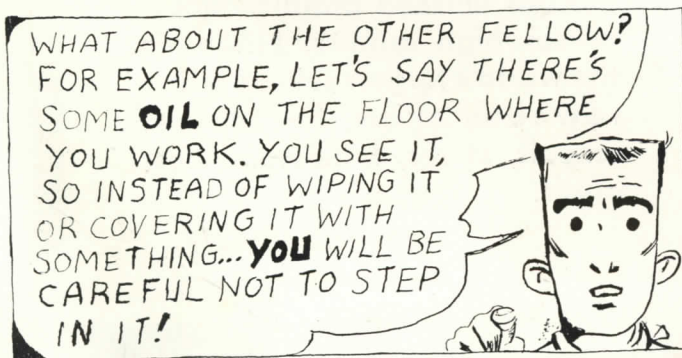
It is vitally important that all of us who work for Brown Company keep these things in mind and cooperate to keep the company's cost of doing business at a minimum. Reducing absenteeism is just one of the ways of helping out. And by helping the company, we're helping ourselves. Our jobs will never be at stake as long as the company continues to prosper and compete with other manufacturers on an equal footing.

Jim Hickey



With PEN & INK

BY LOU BILODEAU



POSTMASTER: If undeliverable FOR ANY REASON notify sender stating reason, on FORM 3547, postage for which is guaranteed.

Sec. 34.66 P. L. & R.

U. S. Postage

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BERLIN, N. H.

Permit No. 227

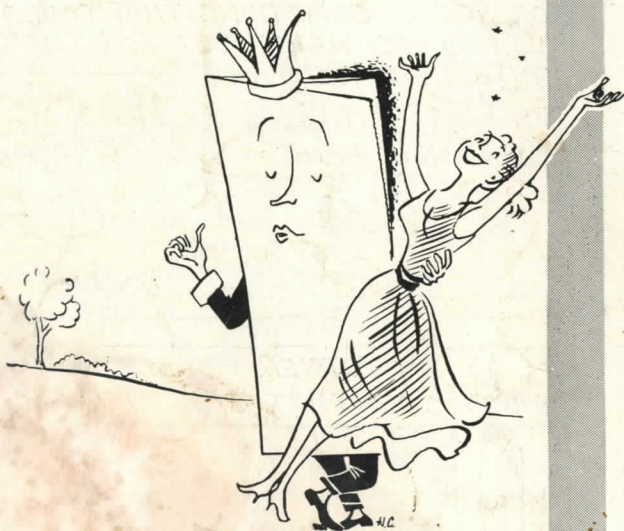
His Royal Nibs... **NIBROC® PAPER TOWELS**



- BIG CLUTCH



- SOFT TOUCH



- NONE SUCH !

NIBROC PAPER TOWELS —

so soft and gentle to the skin—
give you perfect balance in
strength, softness, absorbency.
They dry drier—faster and are
lint-free. One towel wipes dry.
Brown Company control, from
pulp to finished product, guar-
antees high quality. Nibroc is
the world's largest selling paper
towel for offices, factories,
schools, stores, hotels and hos-
pitals.