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PUBLISHED BY AND FOR THE EMPLOYEES OF BROWN COMPANY

## CHORUS PRESENTS THIRD BROADCAST OF '47-'48 SEASON Variety Program Heard On WMOU

A program of eight selections, ranging from operatic to popular in style, was scheduled to be presented by Brown Company's all-employee chorus last Sunday. The program was heard during the At Your Request half hour over WMOU.

Two male soloists were featured. They were Alvan P. Googins of the Internal Audit Department, who sang the serenade from the opera "Jocelyn" by Godard and Herling, and Otto Erickson of the Woods Department, who sang the "Recession-al" by Kipling and DeKoven. Both were accompanied by the full chorus, with Mary Basile of the Maintenance Department at the piano.

Other selections presented by the group included "Tis Morn", by Adam Geibel; "Drink to Me With Thine Eyes," by Jonson and Ryder; "The Sweetest Story Ever Told," by Stulz and Greeley; "The Bells of St. Mary's," by Ferber and Adams; "Sweet and Low," by Sir Joseph Barnby, and "The Lord's Prayer," with music by Arthur Foote.

The concert was the third and final to be presented over the air this year under the direction of Walter Elliott of the Power and Steam Division.

Mr. Elliott said that "time has not permitted us to procure, rehearse and present the many requests that have been sent to us from listeners."

"However, your requests will not be forgotten. So be patient and you will hear them on programs of a later date."

He said that a good many requests had been received but at the same time he urged that others forward their requests to him.

"We will respond to them as soon as possible," he declared.

## Ask Employees Not Visit Machine Until Completed

Walter A. Johnson, manager of the Paper Division, this week asked that employees and others do not ask permission to see the new paper machine being built at Cascade Mill.

He said that his request is necessary in order to expedite and complete the erection of the machine.

"As soon as 'Mister Nibroc' is operating and producing satisfactorily, this restriction will be lifted," he said.

## DISCUSS ASPECTS OF WOODS WORK Sessions Held At Mill Brook

Foremen, clerks, buyers and scalers of the Woods Department met at Mill Brook last week for discussions on various aspects of their work.

They discussed such important topics as applied forestry, woods accidents and their prevention, treatment of injuries, reports and contracts and purchased pulpwood plans.

The conference sessions were divided into three sections, just as was done a year ago.

Foremen and clerks met together April 12 and 13. Buyers met April 14 and 15 and scalers April 15 and 16.

Six company men were among those who led discussions. Group sessions were led by Stanley Wentzell, chief logging superintendent; H. E. Pettengill, manager of woods accounting; Mark Hamlin, purchased pulpwood chief, and James E. Laffin, chief scaler.

Safety meetings were led by James McGivney, company safety director, while discussions on woods accidents and treatment of injuries were directed

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# Annual Report Outlines Work Done Since Reorganization In '41 In Modernizing Operations

## Softball, Bowling, And Marksmanship Lead In Survey's Early Returns

Softball, bowling and marksmanship are the three most popular sports among Brown Company people, if early returns from the activities survey are an indication.

Forty-two per cent of the persons returning questionnaires named softball as one of their favorite types of recreation. Thirty-four per cent listed bowling and 31 per cent named rifle shooting.

Questionnaires were distributed throughout the mills and offices a little more than a week ago.

It was not only the men who said they liked softball.

The game also proved to be one of the two types of activities most favored by girls.

It was not surprising that bowling showed strength, for three leagues have been going strong this winter. Horseshoes also rated high, as might be expected because of the enthusiasm in the league during the summer months.

Favorite among the card games was cribbage, which was checked by 24 per cent of those returning questionnaires. The game was fourth among all types of activities. Pitch is the No. 2 card game, according to the survey, and the sixth among the favorite types of recreation.

The national pastime, baseball, ranked fifth.

Brown Company people are interested in a wide variety of activities, from sports to music to dramatics to books, the survey showed. Dancing was also a popular activity, with social

These are some of the top ranking recreational activities among Brown Company people, according to early returns in the activities survey.

Softball	42%
Bowling	34%
Rifle Range	31%
Cribbage	24%
Baseball	24%
Pitch	17%
Horseshoes	16%
Social Dancing	14%
Bridge	14%
Tennis	11%
Square Dancing	10%
Fly Tying	9%
Archery	9%
Basketball	9%
Camera Club	9%
Volleyball	8%
Badminton	7%
Ping-pong	7%
Boxing	6%
Book Club	6%
Minstrel Show	6%
Dramatics	5%

dancing being checked by 14 per cent and square dancing being marked by 10 per cent.

Getting back to marksmanship, again it was not only the men who showed a preference for this. More than 10 per cent of the votes for a rifle range came from the girls.

Archery showed surprising strength — both from the men

Continued on page FOUR

## MILL AND MACHINE MAJOR PROJECTS

### Number of Smaller Things Also Done

Editor's Note: This is the second in a series of articles based on material contained in the 1947 Annual Report to the owners of Brown Company.

Beginning with the depression in 1930 and continuing for about 10 years, Brown Company experienced financial difficulties. In 1941, a new management began directing the operations of the company.

What has been accomplished since 1941?

There are many phases to be considered — manufacturing operations, woods operations, research developments, selling, and personnel. This article reviews briefly what has been done in manufacturing. Later articles will review the work of the other major departments.

As the Annual Report to owners of the company states; "diversity of product is a healthy factor in business."

"Brown Company is a producer not only of pulp but of a variety of pulp products, such as paper, fibre conduit, shoe inner-soling and Floe."

"Experience has shown that there are good markets for these products and substantial profits to be made from them."

"But the profit potentialities of these products can be fully realized only by reducing manufacturing costs, that is, by modernizing the operations."

"Modernizing" is becoming a familiar word to people of Brown Company. They have watched the new kraft mill being built and put into production. They have seen the new paper machine at Cascade Mill being installed. Those form the first major steps in the modernization program.

Looking at these two additions to the company, it might seem at first that modernization means expansion.

But it does not.

Berlin's pulp producing capacity remains at 400 tons per day

Continued on page FOUR

## Team Of 13 Men Buy Wood For Company In Three States Buyers Responsible For Production, Quality And Shipment Of Purchased Wood; Handled About 200,000 Cords Last Year In New Hampshire, Maine And Vermont



These are the men of the Purchased Pulpwood Division. Left to right, Ralph Varney, Freeman Marshall, Mark Hamlin, William Johnson, Charles Cameron, John Telfer, Claude Mountain, Harold York, George Bartlett, Ray Mitchell, Victor Akers, Lyman Lane and Bernard Fuanee. Unable to be present when the picture was taken were Charles Mitchell, Paul Bigelow and Perry Judkins.

Thirteen may be called an unlucky number — but it's doing all right for Brown Company.

A "team" of 13 men is playing a vital role in keeping the company's pulp and paper equipment rolling, although they

work a long way from the diggers and the jords.

### Work In Three States

Those 13 men are buyers for the Woods Department. It is their job to purchase pulpwood from woodlot owners in New

Hampshire, Maine and Vermont.

They are as much a part of the Brown Company organization as are the paper-makers or the digester cooks, although their homes are sometimes more than 100 miles from Berlin.

According to Mark Hamlin, chief of the Purchased Pulpwood Department, "the primary duty of the buyers is to purchase such pulpwood as the company may require from their territories."

Continued on page THREE

## SPORTSMAN'S CLUB ELECTS OFFICERS

### Carrier Again Named President

Emery Carrier was reelected president of the Brown Company Sportsman's Club at the annual meeting held last week.

Other officers named included Roy Brown, vice president; Fred Oleson, treasurer; Alfred Buckley, secretary.

Directors elected included George P. Tardiff and Mr. Buckley, Burgess Mill; Sherman Spears and Mark Rix, Cascade Mill; George Lafleur and Carl Anderson, Upper Plants.

Ralph Rogers again was named booking agent.

A date has been set for a get-together at the camp. On April 24 and 25 members will meet to get things ready at camp for the fishing season.

President Carrier issued the reminder that membership will be open until April 30. Any employee who wishes to join the club may contact any of the officials before that date.



# THE BROWN BULLETIN

Published every other week by and for the employees of Brown Company, Berlin, N. H.  
Editorial Offices: Company Relations Department.  
Telephones: Automatic 379; New England 46, Ext. 60.

## STAFF

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Alfred Arsenault  
Buster Cordwell  
Paul Grenier  
Mark Hickey  
Adam Laverneich  
Leo Leblanc  
**Cascade Mill**  
Ernest Castonguay  
Buster Edgar  
Leroy Fysh  
Julia Harp  
Ray Holroyd  
Alice Hughes  
Robert Murphy  
Violet Pare  
Lucille Pike  
Lucille Tremaine  
**Chemical Plant**  
Arthur Goyette  
George Lafleur  
**Reporters-at-large**  
Earl Philbrick  
Jack Rodgerson  
**Tube Mill**  
Thomas Clark

**Main Office**  
Claire Berube  
Nina Kluchnick  
**Power and Steam**  
Charles Enman  
**Research Department**  
Thelma Neil  
**Woods**  
Angus Morrison  
Patricia Nollet  
**Onco Plant**  
Charles Sgrulloni  
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April 20, 1948

## FIFTEEN MILLION DOLLARS

Fifteen million dollars is a lot of money.  
Fifteen million dollars could purchase more than 2,000 homes.

Fifteen million dollars could buy about 8,000 new automobiles.

Last fall, fifteen million dollars worth of buildings and woodlands were destroyed by fire. That is a conservative estimate of the loss. Some estimates have run as high as 30 million dollars in Maine alone.

Other figures help tell the story.

In Maine, New Hampshire and Massachusetts an estimate of the wood killed has been set at 150 million feet of saw timber and 475,000 cords of other wood, including pulpwood.

In the three states, some 3,000 people lost their homes; 16 people lost their lives.

It took more than a million dollars to fight the fires.

But the loss goes deeper than immediate figures. For instance, without artificial reforestation (which is an expensive undertaking) the productivity of most burned forest land is not fully restored for 50 to 75 years.

Such loss can drastically affect the economy of whole towns and counties — and even states.

Apart from the dollars and cents values, fire last year destroyed some of northern New England's picturesque spots. Where once were forests extending an open invitation to sportsmen and campers, now lie acre after acre of black wasteland.

Northern New Hampshire suffered very little from forest fires last fall.

But fires might have raged through the Androscoggin Valley as they did in Brownfield and Bar Harbor.

And they could rage again this spring.

The northeast has two forest fire seasons a year. There is the fall season — from the time the leaves begin to drop until fall rains come. That was the season when fires raged last year.

And there is the spring season — from the time the snow goes until the hardwood trees leaf out.

The snow has gone in many places. The hardwood trees are still bare.

Within a very short time hundreds of fishermen will be moving out to the streams and brooks. Many of those streams and brooks are in potential fire areas.

Take care. Take no chances with lighted matches, cigarettes, cigars, pipes and camp fires.

When you are in the woods keep well in mind what happened last fall.

It must not happen again.

## RIVERSIDE RAMBLINGS

Oscar Murray, assistant superintendent of the mill, has returned to work after being laid up by illness for about three weeks. We're glad to see you back with us again, Oscar.

Best wishes for a speedy recovery to Leodore Couture, who recently underwent an operation at the New England Deaconess Hospital in Boston. Leodore is now at home recovering.

Well done boys!!! well done! Congratulations to Albert Dinardo and Tommy Holmstead for the splendid performance at the recent quiz contest held over Station WMOU, between you and the two representatives of the

visitor in Hartford, Conn. Oscar Schroeder is out sick. We wish him a speedy recovery.

## APPRECIATION

Sincere words of appreciation were recently received from J. H. Hebert, brother of the late Eddie Hebert, former woods foreman.

He wishes to thank all of Eddie's former close associates and friends who so kindly helped in many ways, and wants especially to thank the Brown Company Woods Department for its many acts of kindness.

## IN MEMORIAM

### GEORGE FORESTALL

George J. Forestall, a Brown Company employee for 22 years, died April 7.

**FISHING**

**GARDENING**

**WE ARE INTERESTED IN YOUR SAFETY AFTER THE WHISTLE BLOWS**

**INJURIES TO INDUSTRIAL WORKERS**  
ON THE JOB 39%  
OFF THE JOB 61%

**Brown Co. Safety Division**  
Jim & Jack

## BUYERS

That is the wood that rolls into Berlin in railroad cars or that comes by truck from areas in which the company does not operate camps.

The company's wood supply comes from two main sources. Some of it comes from company owned lands, operated either directly by the company or by so-called jobbers.

The rest comes from woodlots owned by people in northern New England—perhaps a farmer in Colebrook or a Maine timberland owner.

It is with these latter people that the buyers work.

### "General Managers"

Mr. Hamlin described the buyers as "general managers of operations in the areas in which they are located."

How does the purchased wood program work?

The company determines how much wood it must purchase in a certain area, say in the southwestern part of New Hampshire where Charles E. Mitchell of Alstead is the buyer.

The company would then tell Mr. Mitchell how much pulpwood he was to purchase for the company.

It sounds easy—just going out and purchasing a few thousand cords of pulpwood. But the buyer must know his area. He must know who wants to sell pulpwood and how much each woodlot owner has available of certain species.

He contacts prospective sellers and makes contracts with them. Sometimes he may need only to contact two or three. At other times he may have to contact a good many, particularly if his quota is high.

But the buyer can not just tell a producer he wants a certain number of cords of wood and let it go at that. He must also make sure that the wood is of good quality. And he must see that it is ready at a certain time and that it is shipped to Berlin in the most efficient way.

In other words, the buyer is directly responsible for the production, quality and shipment of wood in his area.

The buyers not only work closely with the purchased pulpwood office but with the woods accounting office so that each account will be kept accurately.

### Also Educators

Buyers also serve as educators. They are carrying out an educational campaign stressing the desirability of increasing the diameter of pulpwood cut, of improving the quality of workmanship and, in general, of securing better quality pulpwood with highest usable volume per cord. They also are carrying the good word of selective cutting.

The purchased pulpwood program has been in operation a little more than 10 years, but in recent years it has moved in leaps and bounds.

In the fall of 1937, there were two men purchasing pulpwood in the field. Carl Phipps was covering the area west of Berlin as far as Littleton and north to Island Pond, Vt. Harry Carter was working in the area east of Berlin to Waterford and Stoneham, Maine.

The coming of World War II brought a shortage of woods laborers. The company turned to the Purchased Wood Department to augment its supply of pulpwood.

## Continued from One

were urged to cut and sell their wood to the company so that it could be made into products essential to the war effort.

As the demand for purchased pulpwood increased, new territories were added. At the present time the buying limits extend as far as Middlebury, Vt., to the west; as far as Bangor, Maine to the east; as far as the New Hampshire-Massachusetts line to the south, and north into Canada along the New Hampshire and Vermont boundaries. The area includes about 15,000 square miles.

The company's 1947 annual report states that more than 200,000 cords of pulpwood were purchased and delivered to the Berlin mills last year.

As new territories were added, it was necessary to increase the number of buyers. There are now 13 buyers and 40 commission dealers and large producers.

Company buyers are Lyman Lane, Upton, Maine; Claude Mountain, Cascade; Charles A. Cameron, Island Pond, Vt.; Freeman G. Marshall, Colebrook; William A. Johnson, Plymouth; Charles E. Mitchell, Alstead; John S. Telfer, Holderness; Paul Bigelow, Waterbury, Vt.; Perry Judkins, Belgrade, Maine; Ralph Varney, Lisbon; Harold York, Rangeley, Maine; Victor Akers, Pittsfield, Maine, and George A. Bartlett, Blanchard, Maine.

Since the death of Mr. Phipps last July, the department has been directed by Mr. Hamlin. R. W. Mitchell, who served as a buyer in the Hanover area, is Mr. Hamlin's assistant, while Bernard Faunce is in charge of public relations for the unit.

## BURGESS SCREENINGS

Mr. and Mrs. L. M. Cushing have just returned from their vacation tour of the Caribbean Islands and Central America.

C.R. P. Cash is on the sick list and is confined to his home.

Vacation schedules have been posted and men are busy getting their vacation dates recorded for the 1948 season.

Alfred Guay has accepted a job in the Kraft Mill as a washer operator. Leo Croteau, who has been on this job, has returned to the Dryers.

Dr. O. M. Halse and Mr. Gunnar Ahlzen of the Swedish Cellulose Company, Sundsvall, Sweden, were visitors to the pulp mill recently.

Lawrence Burns is replacing Austin Seaman as Tour Foreman in the Kraft Mill.

The movie showing shots of the Joe Louis Joe-Wolcott fight and the 1948 Berlin Winter Carnival was enjoyed by most all the Burgess employees recently.

George Martin was a business visitor in New York recently.

H. G. Spear is still confined to his home, ill. We wish you an early recovery.

Mr. and Mrs. Maurice Parent are rejoicing over the birth of a daughter.

A group of about 15 Woods Department employees took a trip thru the pulp mill last week.

Betty O'Connor has returned from her vacation in Florida to find snow storms prevailing. She immediately caught a severe cold just to assure herself that she is back north.

Les Baldwin has a new reel.

caught many good catches last year in brooks and lakes. Good luck for this year too, Les.

The outdoor horseshoe court, torn up last year when the water line for the Cascade Mill was installed, is rapidly being put back into playing condition and will be ready for use as soon as weather permits.

Leo Turmel and Henry Bedard, who were injured in an accident a few weeks ago, have returned to work again.

Archie Landry of the Yard Crew is confined to the St. Louis Hospital, as is Frank Albert, millwright foreman. We wish you both an early recovery.

"Lyn" Condon, of the Storehouse Crew, is confined to his home, very ill. Best wishes for an early recovery are extended "Lyn".

Rollie Nolet returned to work last week after being out several weeks with a knee injury received while playing hockey this past season. It's good to see you back Rollie.

Henry Holland has joined the engineering force here at Burgess. We welcome you, Henry, and we are hoping to hear some good fishing stories this spring.

Tom Beyand is having a hard time making the Dryer Room boys believe that he read about a 32 pound trout. When he mentions it, his listeners look at him silently and walk away. Tom is now frantically looking for the paper to prove his story.

Our two Rubinoffs, Eli Kovalik of the Painters and Romeo Couture of the Pipers made a swap last week. We will wait until next fall to see who got the best of the bargain. Perhaps there will be a concert. Keep on practicing, boys.

Attention Fishermen: How about a little news on our brooks and about the chances of the little fish.

Are you planning a garden? Sure you are. Seeing Jack Story has given up his hockey plans, why not ask him for a little advice about gardens and landscaping?

Two oxygen bottles have been added to the First Aid room. Equipment for still better First Aid work.

Harry Holt attended the Scaler's Conference at Mill Brook camp last week.

## WOODS DEPT. CUTTINGS

Mary Griffin was out sick recently with the gripe. Glad to see you back, Mary.

Alice Hynes has been busy fixing up her new and first rent. It won't be long Alice.

Pat Nollet attended the wedding of her cousin in Mexico, Me.

Rita Patry was out sick with the gripe. It's good to see you back, Rita.

John Morency is a new member of the Accounting Department. John is replacing Joe Rozek, who is now working in the Woods Operating Department. Best of luck to both of you.

Ten Woods Department people attended the Woodlands Section meeting of the Canadian Pulp and Paper Association at Montreal, recently.

They included C. S. Herr, P. W. Churchill, James E. Laffin, M.



## Nitric Holds Lead But Is Pressed By Hydrochloric

Nitric held its three point lead in the Research Bowling League last week, but a new challenger had appeared.

Hydrochloric moved up from third to second spot, just three points behind the leaders.

Meanwhile, Acetic, which had been in second, slid to fourth, one point behind Sulphuric.

Only one century mark was recorded last week. That was by Ray Roberge of Hydrochloric, who knocked out a 103 in the third string against Sulphuric.

## NIBROC NEWS

Lois Fabisiak spent pre-Easter week shopping in Boston, Mass. While there she visited her sisters.

Irene Malasky spent Easter with her parents in Lancaster. She also attended K. C. Ladies' Night Banquet in Littleton.

Yvette Biron, Suzan Chabot and Helen Hooper spent a day in Lewiston, Me., shopping.

On our sick list we have had our foreman, Eddie Murphy, who was replaced by Fred Plante; Minnie Holmes; Lorraine Thorn and Annette Gagne.

Glad to have Bert Labbe back to work after several weeks of illness.

We have Gertrude Guimond and Theresa Grenier from the Onco Plant working with us.

Glad to have you girls!

At least five Cascade Mill people have taken marriage vows in recent days.

Three of them are girls from the Towel Division. Jeannette Lapointe became the bride of William Riff; Fleurette Goupil became the bride of James Ryan, and Claire L'Heureux became the bride of Lyman Labbe.

Others of Cascade Mill who were married recently include Delbert Keene and Arthur Given.

Ervin Vickman, Clarence Hammond, Joseph Valliere, and George Derby left Thursday noon, April 15, for Plattsburg, N. Y. They will observe the operation of the paper machine at the B.F.D. Company of that city.

Roland Lepage, of the Shipping Department, is on the sick list and we wish him a speedy recovery.

Lorraine Thorne, Helen Micucci and Pauline Lemelin are out on sick leave. Best wishes for a speedy recovery. Hurry back girls.

Lilla Jensen's aunt, Mrs. Lauriz Rasmussen, is expected here from Oslo, Norway, for a visit.

Doris Dugas was tendered a bridal shower at the King School Hall. About 140 friends and relatives attended. She received many lovely gifts.

## STANDINGS

### MEN'S OFFICE LEAGUE

#### STANDINGS

Division A	Won	Lost	P.C.
Privates	19	5	.793
1st Lieuts.	17½	6½	.730
Seamen	15½	8½	.646
Tech. Sgts.	14½	9½	.604
Sergeants	14	10	.583
2nd Lieuts.	13	11	.542
Majors	13	11	.542
1st Sgts.	9½	10½	.475
Corporals	11	13	.458
Colonels	9½	14½	.396
Mast. Sgts.	4½	10½	.187
Division B	Won	Lost	P.C.
Ensigns	20	4	.833
Sgt. Majors	17	7	.709
Admirals	11½	12½	.479
Lt. Generals	11	13	.458
Rear Adms.	10½	13½	.437
Brig. Gens.	9½	14½	.396
Captains	9	15	.375
Commanders	8½	15½	.354
Commodors	8	16	.333
Generals	8	16	.333
Vice Admirals	5	19	.207

### GIRLS' OFFICE LEAGUE

Division A	Won	Lost	P.C.
Purdue	9	7	.562
Dartmouth	8	8	.500
Brown	8	8	.500
Bates	7	9	.438
Cornell	5	11	.312
Division B	Won	Lost	P.C.
Princeton	14	2	.875
Colby	12	4	.750
Ohio	11	5	.688
Maine	9	7	.562
Holy Cross	7	9	.438
Yale	6	10	.375

### RESEARCH LEAGUE

LEAGUE STANDING	Won	Lost	P.C.
Nitric	12	4	.750
Hydrochloric	9	7	.562
Sulphuric	6	10	.375
Acetic	5	11	.312

Lorraine Lozier was down to the Lahey Clinic in Boston undergoing treatments. Hope everything is fine, Lorraine.

## Second Round Decided As Rear Adm. Take Play-Off

The Rear Admirals finally decided Round No. 2 of Division B, of the Men's Office Bowling League, as they topped the Generals, 3 to 1, in a play-off match.

The winners did not bowl sensationally, but they put together enough good strings to put the match—and round—on ice.

Top man was Arthur Sullivan, who put together 92, 105 and 109 for a 306. "Link" Burbank just missed 300, due to a poor start. He hit 88 in the first, but came back with 102 and 109.

The Generals took an early lead in the opening string, with the help of Jim Eadie's 102 and Bob Riva's 107. But they faded in the second and third, dropping both plus the total.

Meanwhile, things were colse in the current round. The Privates held a slim one and one-half point lead in Division A, while the Ensigns were only three points up on the Sergeant Majors in Division B.

There appeared to be little hope for the Rear Admirals to

repeat. They were mired nine and one-half points off the pace. Things were even closer in the Girls' League. Purdue was one point ahead of Dartmouth in Division A, while Princeton held a slim two-point lead over Colby in Division B.

Girls' bowling was slowing down. Only five teams remain in Division A and six in Division B.

## Onco Club Wins In Challenge Play

Onco downed Research in a play-off of their challenge match last week—but not without a battle.

Two weeks earlier, the two five-man teams wound up all tied up in points, 2 to 2, although Research had an edge in total pinfall.

Last week Research got off on the right foot, taking the first string, 479 to 439. But Onco came back in the second and third strings to win a 3-to-1 victory.

Charles Sgrulloni of Onco was top man, hitting 110 in his second string and 119 in his third. Teammate Russ Marqu's collected a 113 in the second.

Century man for Research was Oscar Hamlin, who rolled 109 in the opening string.

## MAJORS, REAR ADM. HOLD 93 AVERAGES

### Seven Clubs Have 90 Or Better

The Rear Admirals, Majors and Hydrochloric are leading the bowling parade in the matter of team averages.

Tied at a team average of 93, the Rear Admirals and Majors have the hottest marks of 37 teams that are active in three leagues.

#### Maine Leads Girls

Leading the Girls' Office League is Maine with 86 and topping the Research League is Hydrochloric with 82.

Seven men's teams have averages of 90 or better. In addition to the two leaders, they are the Generals and Seamen, (92), Brigadier Generals (91) and First Sergeants and Admirals (90).

Neither the Rear Admirals nor the Majors list the league's top bowler in their ranks, although Willard Kimball of the Majors comes close. His mark is 99, one point behind that of Archie Martin of the Brigadier Generals, who has an even 100.

The Rear Admirals list three men with 90 or better averages, while the Majors have two. Top man for the Rear Admirals is Arthur Sullivan with 96. Behind him are Ronald Tetley, 95; "Link" Burbank, 93; and Loring Given, 87.

With Kimball in the Majors' lineup are Ronnie Chase, 95; Fred Walker, 89, and Vern Erickson, 89.

#### Seamen Consistent

The Seamen are about the most consistent team in the league. Three of the team's members are bowling the team's average. Maurice Oleson and Bill Sharp each have 92. Bill Oleson has a 96.

In compiling their 86 average, members of the Maine team are grouped closely. Mary Basile leads with 89, but the others are only a shade away from each other. Lorraine Marois has 84, Alyce Bass 85, and Doris Vallancourt 86.

The Research League leaders are a bit more spread out. Ray Roberge holds a 95, Harvey Blanchard an 82, John Bigl a 79 and "Fy" Lepage a 72.

#### MEN'S OFFICE LEAGUE

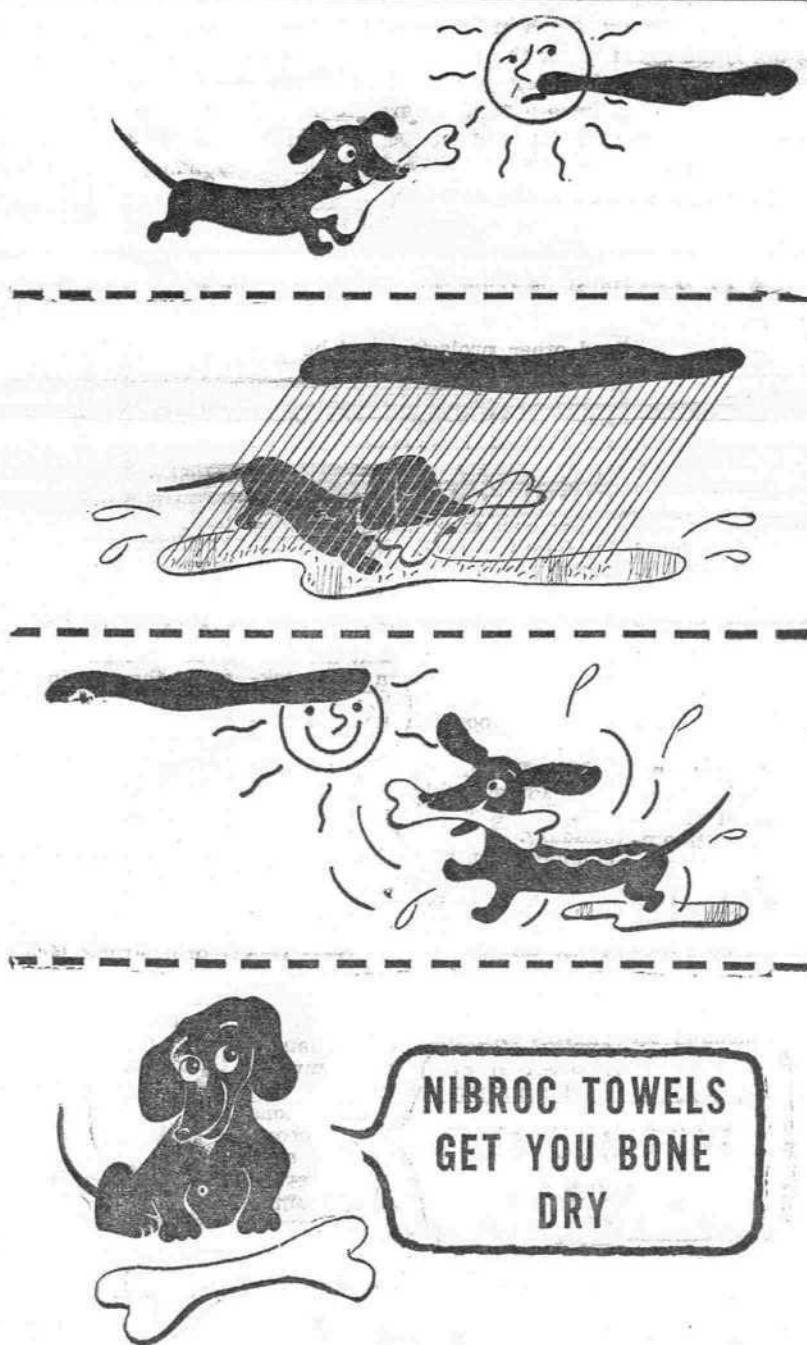
Rear Admirals	93
Majors	93
Generals	92
Seamen	92
Brig. Generals	91
First Sergeants	90
Admirals	90
Lt. Generals	89
Sergeants	89
Corporals	89
Colonels	89
Privates	89
Ensigns	88
Sgt. Majors	88
Tech. Sergeants	88
Master Sergeants	86
First Lieuts.	86
Vice Admirals	86
Commanders	86
Commodors	84
Second Lieuts.	82
Captains	82

#### GIRLS' OFFICE LEAGUE

Maine	86
Yale	85
Holy Cross	83
Princeton	83
Colby	82
Ohio	80
Brown	80
Purdue	80
Dartmouth	80
Gornell	79
Bates	78

#### RESEARCH LEAGUE

Nitric	95
Hydrochloric	92
Sulphuric	82
Acetic	72

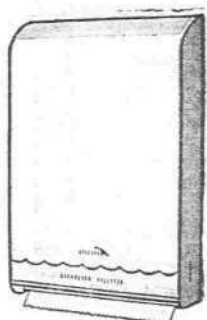


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BROWN COMPANY

FOREMOST PRODUCERS PURIFIED CELLULOSE

MILLS, BERLIN, N. H.

The further antics of "Nibbie" help tell the story to the many readers of Time

## MAIN OFFICE MUSINGS

Dr. A. E. Hanson, director of Company Relations, spent several days on business in Nashua last week.

Claire Berube of the Industrial Relations Department, June "Tubby" Huff of Power and Steam and Marcel Berube of the Internal Audit Division are all leaving Brown Company for a trip to Virginia to visit with "Tubby's" folks. Then they'll all make tracks for Washington, D. C. where they'll go to work for the government. They plan to be gone just for the summer, so here's hoping we'll see them in the fall. Good luck and have fun!

Dotty Woods of the Employment Department, and her girl friend spent last week in New York City and Washington, D. C. We hear they had a wonderful time. Wish we could all take a vacation like that!

Arthur Sullivan, employee activities supervisor, spent last Wednesday in Manchester, N. H. on business.

We have been hearing some very good reports about the part-time high school girls in the Main Office. They are Patty Moreau and Jean Tankard, telegraph and teletype operators, and Dolores "Mickey" Hammond and Mary Ann Prowell of the Engineering Department. Jeanne Poirier of the Purchasing Department and Doris Blanchette and Jeanette Rousseau of the Credit Department.

Mrs. Elizabeth Baker spent a day in Boston, Mass. last week to do some shopping.

F. M. Gorman of the Personnel Department, spent three days at the University of New Hampshire and Bates College last week, interviewing prospective employees for Brown Company during the summer months.

Percis Steady Dupont is a new employee of the Internal Audit Division. She is replacing Marcel Berube, who is leaving for reasons explained elsewhere in this column. Welcome to the fold, Pert!

Connie Mountfort has left the employ of the company, where she worked in the Tabulating Department, to join the New England Telephone and Telegraph Company. Connie was presented with a beautiful overnight case from the group in Tabulating.

We are all pleased to see Ralph Sylvester back after being out for several months with a leg injury.

Barbara Thompson is leaving for Gary, Indiana, on a two-weeks' vacation, starting April 30.

Gloria Tanguay, teletype op-



# NEW INCOME TAX LAW SETS WITHHOLDINGS AT THESE RATES

If the wages are		And the number of withholding exemptions claimed is—					
		0	1	2	3	4	5 or more
At least		The amount of tax to be withheld shall be—					
But less than							
15% of Wages							
\$0—\$13	2.00	\$0	\$0	\$0	\$0	\$0	\$0
13—14	2.20	.10	0	0	0	0	0
14—15	2.30	.30	0	0	0	0	0
15—16	2.40	.40	0	0	0	0	0
16—17	2.50	.50	0	0	0	0	0
17—18	2.60	.70	0	0	0	0	0
18—19	2.80	.80	0	0	0	0	0
19—20	2.90	1.00	0	0	0	0	0
20—21	3.10	1.10	0	0	0	0	0
21—22	3.20	1.30	0	0	0	0	0
22—23	3.40	1.40	0	0	0	0	0
23—24	3.50	1.60	0	0	0	0	0
24—25	3.70	1.70	0	0	0	0	0
25—26	3.80	1.90	0	0	0	0	0
26—27	4.00	2.00	.10	0	0	0	0
27—28	4.10	2.20	.30	0	0	0	0
28—29	4.30	2.30	.40	0	0	0	0
29—30	4.40	2.50	.60	0	0	0	0
30—31	4.60	2.60	.70	0	0	0	0
31—32	4.70	2.80	.90	0	0	0	0
32—33	4.90	2.90	1.00	0	0	0	0
33—34	5.00	3.10	1.20	0	0	0	0
34—35	5.20	3.20	1.30	0	0	0	0
35—36	5.30	3.40	1.50	0	0	0	0
36—37	5.50	3.50	1.60	0	0	0	0
37—38	5.60	3.70	1.80	0	0	0	0
38—39	5.80	3.80	1.90	0	0	0	0
39—40	5.90	4.00	2.10	.20	0	0	0
40—41	6.10	4.10	2.20	.30	0	0	0
41—42	6.20	4.30	2.40	.50	0	0	0
42—43	6.30	4.40	2.50	.60	0	0	0
43—44	6.50	4.60	2.70	.80	0	0	0
44—45	6.80	4.70	2.80	.90	0	0	0
45—46	6.80	4.90	3.00	1.10	0	0	0
46—47	6.90	5.00	3.10	1.20	0	0	0
47—48	7.10	5.20	3.30	1.40	0	0	0
48—49	7.20	5.30	3.40	1.50	0	0	0
49—50	7.40	5.50	3.60	1.60	0	0	0
50—51	7.50	5.60	3.70	1.80	0	0	0
51—52	7.70	5.80	3.90	1.90	0	0	0
52—53	7.80	5.90	4.00	2.10	.20	0	0
53—54	8.00	6.10	4.20	2.20	.30	0	0
54—55	8.10	6.20	4.30	2.40	.50	0	0
55—56	8.30	6.40	4.50	2.50	.60	0	0
56—57	8.40	6.50	4.60	2.70	.80	0	0
57—58	8.60	6.70	4.80	2.80	.90	0	0
58—59	8.70	6.80	4.90	3.00	1.10	0	0
59—60	8.90	7.00	5.10	3.10	1.20	0	0

If the wages are		And the number of withholding exemptions claimed is—										
		0	1	2	3	4	5	6	7	8	9	10 or more
At least		The amount of tax to be withheld shall be—										
But less than												
\$60—\$62	9.10	7.20	5.30	3.40	1.50	0	0	0	0	0	0	0
62—64	9.40	7.50	5.60	3.70	1.80	0	0	0	0	0	0	0
64—66	9.70	7.80	5.90	4.00	2.00	.10	0	0	0	0	0	0
66—68	10.00	8.10	6.20	4.30	2.30	.40	0	0	0	0	0	0
68—70	10.30	8.40	6.50	4.60	2.60	.70	0	0	0	0	0	0
70—72	10.60	8.70	6.80	4.90	2.90	1.00	0	0	0	0	0	0
72—74	10.90	9.00	7.10	5.20	3.20	1.30	0	0	0	0	0	0
74—76	11.20	9.30	7.40	5.50	3.50	1.60	0	0	0	0	0	0
76—78	11.50	9.60	7.70	5.80	3.80	1.90	0	0	0	0	0	0
78—80	11.80	9.90	8.00	6.10	4.10	2.20	.30	0	0	0	0	0
80—82	12.10	10.20	8.30	6.40	4.40	2.50	.60	0	0	0	0	0
82—84	12.40	10.50	8.60	6.70	4.70	2.80	.90	0	0	0	0	0
84—86	12.70	10.80	8.90	7.00	5.00	3.10	1.20	0	0	0	0	0
86—88	13.00	11.10	9.20	7.30	5.30	3.40	1.50	0	0	0	0	0
88—90	13.30	11.40	9.50	7.60	5.60	3.70	1.80	0	0	0	0	0
90—92	13.60	11.70	9.80	7.80	5.90	4.00	2.10	.20	0	0	0	0
92—94	13.90	12.00	10.10	8.10	6.20	4.30	2.40	.50	0	0	0	0
94—96	14.20	12.30	10.40	8.40	6.50	4.60	2.70	.80	0	0	0	0
96—98	14.50	12.60	10.70	8.70	6.80	4.90	3.00	1.10	0	0	0	0
98—100	14.80	12.90	11.00	9.00	7.10	5.20	3.30	1.40	0	0	0	0
100—105	15.30	13.40	11.50	9.60	7.70	5.70	3.80	1.90	0	0	0	0
105—110	16.10	14.10	12.20	10.30	8.40	6.50	4.60	2.70	.70	0	0	0
110—115	16.80	14.90	13.00	11.10	9.10	7.20	5.30	3.40	1.50	0	0	0
115—120	17.60	15.60	13.70	11.80	9.90	8.00	6.10	4.10	2.20	.30	0	0
120—125	18.30	16.40	14.50	12.60	10.60	8.70	6.80	4.90	3.00	1.10	0	0
125—130	19.00	17.10	15.20	13.30	11.40	9.50	7.60	5.60	3.70	1.80	0	0
130—135	19.80	17.90	16.00	14.00	12.10	10.20	8.30	6.40	4.50	2.60	.60	0
135—140	20.50	18.60	16.70	14.80	12.90	11.00	9.10	7.10	5.20	3.30	1.40	0
140—145	21.30	19.40	17.50	15.50	13.60	11.70	9.80	7.90	6.00	4.10	2.10	0
145—150	22.00	20.10	18.20	16.30	14.40	12.50	10.50	8.60	6.70	4.80	2.90	0
150—160	23.20	21.20	19.30	17.40	15.50	13.60	11.70	9.70	7.80	5.90	4.00	0
160—170	24.70	22.70	20.80	18.90	17.00	15.10	13.20	11.20	9.30	7.40	5.50	0
170—180	26.10	24.20	22.30	20.40	18.50	16.60	14.70	12.70	10.80	8.90	7.00	0
180—190	27.60	25.70	23.80	21.90	20.00	18.10	16.10	14.20	12.30	10.40	8.50	0
190—200	29.10	27.20	25.30	23.40	21.50	19.60	17.60	15.70	13.80	11.90	10.00	0

This chart shows the new schedule of withholding taxes which becomes effective May 1 under the new income tax law. To find the amount of withholding tax against you find your weekly wages in the column at the left. If you are single your withholding tax is the figure under the column marked "1". If you are married or are supporting a relative your withholding tax will be found under the column marked "2". If you are married and have a child or are single and are supporting two relatives, your withholding tax will be found under the column marked "3." The column marked "0" refers to a man and wife who are both working, the man claiming exemption for his wife and the wife claiming no exemption.

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## If You Or Wife Are 65 By January 1, 1949 You Must Fill Out New Form By May 1

A new income tax law goes into effect May 1, resulting in a lowering of income taxes.

Under the law exemptions will be increased from \$500 to \$600.

A person who is 65 or whose wife is 65 by January 1, 1949, will receive an extra exemption of \$600. In order to receive this extra exemption, a person who is 65 or who will be 65 by January 1, 1949, or whose wife is 65 or will be 65 by January 1, 1949, must fill out a new form, Form W-4, by May 1 of this year.

These forms will be available soon. All persons in the company who are 65 or who will be 65 by January 1, will be contacted personally.

However, if you are not 65 or will not be 65 by January 1 but your wife will be 65 by that date, you should obtain a form from your personnel man.

### REPORT

Continued from One

the amount it has been since 1943. The Report points out that "shortly after the end of the fiscal year, 200 tons of obsolete sulphite pulp capacity at the Burgess Sulphite Pulp Mill was shut down and has been replaced by the 200-ton capacity sulphate mill. Thus, the Berlin daily pulp producing capacity is 200 tons of special sulphite pulp and 200 tons of sulphate pulp."

At La Tuque, where much has been done and where still more is either being done now or will be started soon, productive capacity remains at 425 tons daily.

Because of limited funds, the company as yet has not been able to modernize most of its plants in a manner in which it must if it is to meet competition from other companies in normal times.

"The problem before the Manufacturing Department has been, therefore, to do the best it could with what it had to work with," the Annual Report states.

Manufacturing, Research and Sales have worked closely together. Sales has cooperated in making changes in products with a view toward better fitting the products to existing manufacturing equipment and toward attaining longer runs between changeovers. Research has cooperated in searching for improved techniques and less ex-

pensive materials.

To develop even better ways and means, a Methods Engineering Division has been established in the Manufacturing Department.

What actual changes have been made in the various mills since 1941?

There is not space to list all the changes during these past years, but the following are some typical examples:

#### Pulp Mills

The pulp mill at Cascade, which was old and high cost, was shut down in 1943. All hardwood and softwood pulp manufacturing was consolidated in the Burgess Mill. The reduction in tonnage from 600 to 400 tons a day was taken in pulps that should be eliminated from the company's line for the long pull.

Emphasis was put on high grade and specialty pulps for which there appeared to be a profitable future.

An increase in barking capacity was made with the installation of the hydraulic barker.

A number of other changes were made in equipment, all of them progressive improvements.

#### Paper Mills

The paper machines were old and had not been kept abreast of developments in the industry. It would cost too much to completely modernize them. The problem was to see how much could be done with them by relatively small moves.

By one substantial and a few minor mechanical improvements to the Riverside machines, it was possible to change the kinds of paper made on those machines. By more careful planning of production sequences, longer runs between changeovers were attained.

At Cascade, some additional equipment was purchased for stock preparation. The Research Department aided in improving the process and by making it possible to use materials of lower costs.

#### Tube Mill

Since reorganization, sewer pipe has been added to the line of products made at the Tube Mill, thus increasing the number of products the company has to offer customers.

In addition to this, some improvements were made in the drying and impregnating apparatus while, as the Report de-

clares, "a measure of invention and ingenuity was applied to the finishing equipment and the finishing techniques."

#### Onco Plant

The management was faced with the problem of finding different types of materials to put into Onco, a problem arising from war scarcities. The Research Department found replacement materials—and by its research improved the quality and reduced the cost of the product.

Manufacturing equipment was both shifted around and improved, and the manual finishing operations were "streamlined."

#### Floc Plant

During the war, the Floc Plant was the only one in which it was necessary to increase productive capacity by the purchase of additional machines to meet wartime needs. This was caused by the great demand for Floc to be used as welding rod coating.

Foreseeing a drop in Floc demands after the war, the Sales and Research Departments carried out a search for new uses of the material. They developed a new and additional variety.

Because of this, Floc demand has not only returned to wartime levels but the prospects are that the productive capacity of the mill must be increased.

#### La Tuque Mill

Production during the war was pushed to the limit, seven days a week. Full capacity production brought earnings. Because of being an essential mill during the war it enjoyed high priorities in the purchase equipment and materials.

Therefore, as a combined result of earnings and war essentiality, some substantial plant improvements were made.

One of the major improvements was a new dryer, which is much more efficient than the old, small dryers it replaced.

Cooking and bleaching processes were improved.

#### Future Projects

These are some of the steps that have been taken in Berlin and La Tuque. More must be done.

For example, the old section of Burgess Mill must be streamlined and in large part re-equipped. At La Tuque about half of the old machinery must be replaced.

must be replaced.

Those are examples. When funds become available these, and other projects, must be undertaken.

## Howell Retires After 46 Years

Our best wishes are extended to James Howell, who has recently retired.

Mr. Howell has put in 46 years of service for Brown Company. He first started work for this company in 1902 at the Riverside Machine Room and worked up to be machine-tender to hold that position until he retired.

Mr. Howell came to Berlin from Philadelphia, Pa., 46 years ago. He was 65 years old last January. He intends to spend the summer months at his camp in Bryants Pond, Me.

### DISCUSS

Continued from One

by Dr. Henry Almond, company physician.

Leading the discussions on applied forestry was Maurice Mansell of Stoddard, a timberland manager and operator.

In addition to the discussions, the Woods Department people made trips through the company's mills and saw several movies, including the training film produced by the department.

### ACTIVITIES

Continued from One

and women. It ranked 13th with a vote of nine per cent. The vote was equally divided among the men and the girls.

There is a possibility that some of these ratings may shift when all the questionnaires have been returned.

Arthur Sullivan, employee activities director, issued the reminder that it still is not too late to return a questionnaire if you have not already done so.

If you did not receive a questionnaire and are interested in filling one out either contact your personnel man or call Mr. Sullivan (Automatic 379).

As the questionnaires pointed out, the company is interested in giving every employee an opportunity to participate in the recreational activity in which he is most interested.

If enough employees are interested in a particular activity every attempt will be made to

## "Get Well Quick" Party Tendered Fred Lambert

The boys from the Bleachery called on Fred Lambert and had a "Get Well Quick" party. The party was a welcome affair to Fred because he had not seen many of the boys since his retirement on account of illness.

A grand time was had by all, refreshments were served and Fred passed the "cigars" and spent the evening telling us old-time stories. Emile Bouchard entertained by singing "When You and I Were Young Maggie" and "Who Threw the Overalls in Mrs. Murphy's Chowder." Fred was presented a purse from the boys.

Those present at the party included Amie Gagne, Ernest Gagnon, Joe Theriault, Emile Bouchard, Robert Marois, Joe Morin, Frank McKee, Henry Alphonse, Eugene Fournier, Camille Tardiff, Eugene Washburn, Armand Theriault, Alcide Audette, Rock Boucher and Arthur Gaudette.

## Named To Offices In Woods Groups

Several Brown Company people have been named to office in timberland and pulpwood associations in recent weeks.

C. S. Herr, resident woods manager, was reelected president of the New Hampshire Timberland Owners Association.

At the annual meeting of the American Pulpwood Association the following were named to various posts: