

THE BROWN Bulletin



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

MEMBER
AMERICAN ASSOCIATION
OF INDUSTRIAL EDITORS



EDITOR
Jim Hinchey

CIRCULATION
Elise Gagnon

PHOTOGRAPHER
Victor Beaudoin

CARTOONIST
Jack Rodgerson

Employee Contributors to this issue:

	CASCADE	
Office		Robert O. Murphy
Office		Colette Saucier
Towel Room (Inspector)		Pauline McIntyre

	BERMICO	
Office		Richard E. Pike
Finishing		Eugene Erickson

	BURGESS	
Office		Jeannette Barbin
Office		Gene Martin
Machine Shop		Hubert Connolly
Pulp Storage		Joseph Dussault

	ONCO	
Office		C. D. Reid
Plant		Florence Vezina

	CHEMICAL	
Cell House		Ash Hazzard

	MAIN OFFICES	
Tabulating Department		Nancy Roberge

	NEW YORK	
Office		Mrs. Rosemary Sloat

Want a Raise?

The minds of countless men and women, great and not so great, have been busy over the centuries trying to figure out short-cuts or sure-fire formulas for spreading and increasing prosperity.

Politicians have tried turning out cheap money, so that there would be more of it to go around, for everybody. That usually drew cheers from the people, until it became obvious that doubling the supply of money did not double the amount of things that could be bought. Also, the politicians tried fixing low prices for goods, to make the increase of cheap money mean something more than thicker wallets. But that didn't work either.

It is perfectly natural for all of us to want to get more for our labors, and most of us have ideas of our own on how to do it. Some people believe that the best way to make economic progress is through organization and the use of pressures. The feeling still persists that machines threaten the jobs and standards of industrial employees—and some oppose the introduction of new machines although the facts disprove the "machine menace" theory. There are even those who think that applepolishing, getting chummy with the boss, will make hay for them.

All of these devices have one thing in common; they do absolutely nothing to increase the output of goods. But whether we're aware of it or not, only by producing more goods for everybody to share do we actually move ahead. These increases in wages which raise costs and hence higher prices bring no real benefit to anyone.

Without belittling anybody's ideas as to the best way to get ahead, we suggest that *real* hourly earnings—the actual buying power of an hour's work—have tripled since 1900 because of a force quite different from any of the devices we've mentioned.

This powerful force is *productivity*. Numerous factors enter into the improvement of productivity—invention, capital investment, better machines, the skill and cooperation of employees, competition, management competence; even the weather. To reduce all this to a simple term, productivity usually is measured as unit output per man-hour. Greater productivity means higher wages, more goods, lower prices. Increased productivity is the only real road to better pay.

THIS MONTH'S COVER

It's time to talk turkey again says lovely film actress Jeanne Crain. She seems to be asking the turkey "What do you think I ought to do?" "Don't axe me," he replies, "I'm just an innocent bystander."



WHAT'S THE Difference?

Many employees ask the question,—“Suppose I’m injured,—where do I go to collect the benefits that are due me? Do I collect under the Workmen’s Compensation Act or do I collect under the Brown Company sickness and accident insurance? Here’s the answer!

IN ORDER TO DECIDE whether you collect benefits under the Workmen’s Compensation Act or Brown Company sickness and accident insurance, it must first be determined where you were injured. You were either injured at work or away from work and the answer to that question determines where you must apply for benefits.

Let’s suppose that you received your injury during the course of employment and it necessitated your staying out of work for a time. You should then see about collecting your benefits under the Workmen’s Compensation Act, a New Hampshire law which makes it possible for employees who are injured during the course of their employment to collect two-thirds of their “average weekly wage over the past 52 weeks.” This weekly benefit will be paid to you for the length of time you are incapacitated but will not exceed 319 weeks. The entire cost of all benefits under this law, incidentally, is paid by Brown Company.

Other benefits, such as hospitalization, surgery, artificial limbs, etc., are also included as benefits under the Workmen’s Compensation Act to further protect workers injured on the job.

Still others include payment for the loss of use of fingers, hands, etc. as well as replacing or repairing eye glasses broken or damaged on the job.



ON THE JOB



The law applies whenever an employee receives “injury by accident arising out of and in the course of employment.”

Whenever benefits are denied to an employee, under the Workmen’s Compensation Act, the individual has the right to appeal for a hearing simply by writing to the Commissioner of Labor, Concord, N. H.

Should you receive an injury as a result of an accident while at work and wish to receive benefits under this act, you are urged to report your injury as soon as possible to your foreman and the company medical director. You will then be informed as to what steps to take to receive your benefits under the law.

Now let’s look at the other side of the story.

Suppose you receive an injury away from work, at home, on your way home, in your automobile, etc.

Weekly benefits will be payable to you if, while insured under the Brown Company Group Insurance Plan, you become totally disabled, are unable to work, and are under the care of a physician legally licensed to practice medicine because of (a) any accident occurring while you are *not* working for wage or profit, or (b) any sickness for which you are *not* entitled to benefits under any Workmen’s Compensation or Occupational Disease Law or Act.

These benefits will be payable to you beginning on the



OFF THE JOB

eighth day of disability and will continue during disability for a maximum of 13 weeks for any one period of disability, or for successive periods of disability due to the same or related cause or causes.

For employees age 60 and over, benefits for sickness are limited to a total of 13 weeks during any 12 consecutive months.

Hospital benefits start with the first day you are a patient in a legally constituted hospital as a result of a non-occupational injury or sickness. You will be paid the daily benefit for each day you remain so confined in the hospital up to 31 days.

In addition to the daily benefit you will receive payment for the actual amounts charged for any of the following special hospital services, namely, anesthetics (and the administration thereof) and all other special hospital services provided that the total payment for all such charges shall not exceed ten times the daily benefit.

If, as a result of a non-occupational injury or sickness, you undergo one of the operations shown in the schedule of surgical operations (in the Group Insurance booklet), and the operation is recommended and performed by a physician or surgeon who is legally licensed to practice medicine, you will be paid for the surgical fee charged up to the amount listed for that operation.

In the Group Insurance Plan, Brown Company contributes all of the cost over and above the sum of what employees contribute and any dividends which may be paid by the insurance company. Brown Company's contribution for the last twelve month period amount to nearly \$220,000.

Further details about the group insurance plan may be found in the Group Insurance Booklet.

Even though you may be protected against injuries resulting from accidents, remember that they are still quite costly to you as well as to Brown Company.

Remember—
ON or OFF THE JOB...
YOU'RE PROTECTED!

Memo . . . FROM THE PRESIDENT

(This month's "Memo From the President" has been assigned to John W. Jordan, Vice President and General Counsel, and is the second of a series of messages from members of Brown Company management. Mr. Jordan's timely message explains our reasons for introducing incentive plans in some of our operations.)

—L. F. Whittemore, President

Here is what might be termed the \$64 question. "Why has Brown Company introduced wage incentive plans in some of its plants?" Actually, that question is not like the usual \$64 questions that are, for the most part, extremely difficult to answer. This question is very easy to answer.

Fundamentally, the answer is to be found in the competition that Brown Company must meet and overcome if it is to survive. The two companies with which we must compete in the sale of our Bermico products are both operating with wage incentive plans. Most of the paper towel converting companies with which we compete likewise have wage incentive plans. Through the use of incentives, these competitors have reduced their costs. If we don't take advantage of similar methods for lowering our production costs, we will be like a man on a bicycle trying to win a race with a motorcyclist.

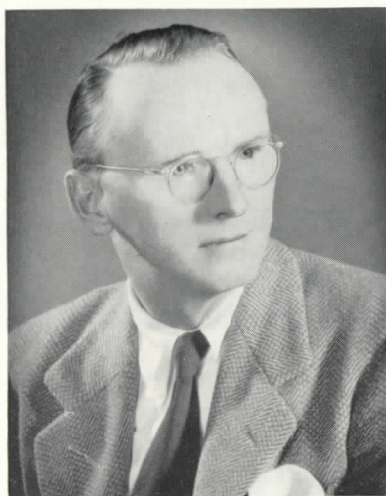
Competition for business in these days is tough, as our salesmen will tell you. Let's suppose you decide to buy a refrigerator or a radio. You shop around to get the best value for the least money. That is exactly what purchasers of Brown Company products are doing. If they can buy as good a paper towel or as good a fibre pipe as we make for less money than we charge, Brown Company does not get the business. And if that continues long enough it results in substantially reduced volume of sales, smaller profits and finally shutdowns and layoffs. It's a case where we either beat the other fellow's costs—or else. That's the reason why the Company must, among other cost reducing methods, utilize wage incentive plans.

What about the individual employees who work under wage incentive plans? Many years ago Brown Company installed the so-called Bedaux speed-up system. After a few years' trial it was abandoned, leaving many of our employees with a dislike of wage incentive plans.

The modern wage incentive plan is a very different thing than the old Bedaux system. To begin with, any plan installed today must be negotiated with the Union which has the opportunity to provide ample safeguards in the contract for the protection of its members. Among those safeguards are provisions guaranteeing the regular hourly rate of pay for every employee on incentives; a procedure whereby the Union can review and check the standards of production set by the Company; a guarantee against a change in standards unless there be a change in the equipment or other significant change; and others. Under existing plans, there is only one direction in which an employee's wages can go, namely, up.

Essentially, a wage incentive plan provides a means whereby an employee may obtain a reward for extra effort. It is a two-way street; both Company and employee benefit. Both share in the cost-savings which result from the operation of an incentive plan. We are glad to be able to provide opportunities for conscientious and diligent employees to make more money.

John W. Jordan
Vice President and General Counsel



J. W. JORDAN
Vice Pres. and General Counsel



IT COULD HAPPEN TO US!

One day in August the second shift filed in to work at General Motors' modern air-conditioned plant in Litvia, Michigan. Nobody realized that, in a few moments, their jobs would be gone and lives would be lost.

Workers started up their machines and production got underway. Overhead, a welder worked busily on some repairs, sparks showering down from his torch. According to reports, sparks fell on a conveyor belt and flames began to jump from one drip pan to another.

In no time at all, the plant was a blazing inferno. A reported \$50 million in plant and equipment was in flames because someone apparently wasn't using his head.

Three workers and a fireman were killed in the blaze. And five days later two salvage workers were electrocuted while clearing the wreckage.

Now look at the above photo. Why do we have the plants of Brown Company supposedly going up in flames? Simply to point out to you that "It Could Happen To Us" and to show you what a miserable sight it would be.

A fire at Brown Company, in any or all of its plants, is not impossible. For instance, industrial fires (factories, breweries, canneries, bakeries, laundries, paper, printing and other manufacturing) last year totalled 22,600. They were not all as costly as the Litvia fire but they were extremely damaging.

It's not pleasant to think about, but let's suppose a fire

would strike at our place of work. There is no way of knowing just how many persons might be laid off as a result of it, nor how many people might die as a result of it. Nor is it known how it would affect Brown Company,—financially.

Today, there is great need for fire safety. An industrial fire at Brown Company could seriously affect the livelihood of hundreds—even thousands—of persons.

To Brown Company, it could mean a loss of workers, those who would strive to find employment elsewhere if a fire resulted in plant shut-downs. In many instances, it would mean no employment at all.

It would mean loss of customers—those who would probably obtain supplies from others because they could not afford to wait for a razed plant to get back into production.

It could mean loss of cash reserve resulting from costly repairs for fire damage.

It could mean loss of our competitive position brought about by curtailment of activity in research, development and modernization—activity which would be shifted to rebuilding and production changeovers.

It could mean a big loss to the community through a decrease in trade as a result of reduced earnings.

That is what it could mean to us. It only took a spark from a welder's torch to cause the nation's worst single plant fire in history. It could happen here! Be on the alert for all possible fire hazards in your area.

New D.C. DAM *Completed*

A NEW D. C. DAM designed by Brown Company engineers with gates built by the Portland Company has just been completed on the Androscoggin River north of the Chemical plant. The 390 foot long structure, painted black and easily seen from Main street in Berlin Mills, contains five 10-ton gates measuring 13 feet high and 20 feet long plus 20 tons of structural steel. Each gate has an electric drive with a 5 horsepower motor and a 3000 to 1 reduction which will move the gate at the rate of 2 feet per minute.

Some of the statistics figured on the job are truly impressive. Nearly 825 cubic yards of ledge were excavated necessitating 428 dynamite blasts. Over 2000 cubic yards of concrete went into the construction of the dam and its 65 foot extension.

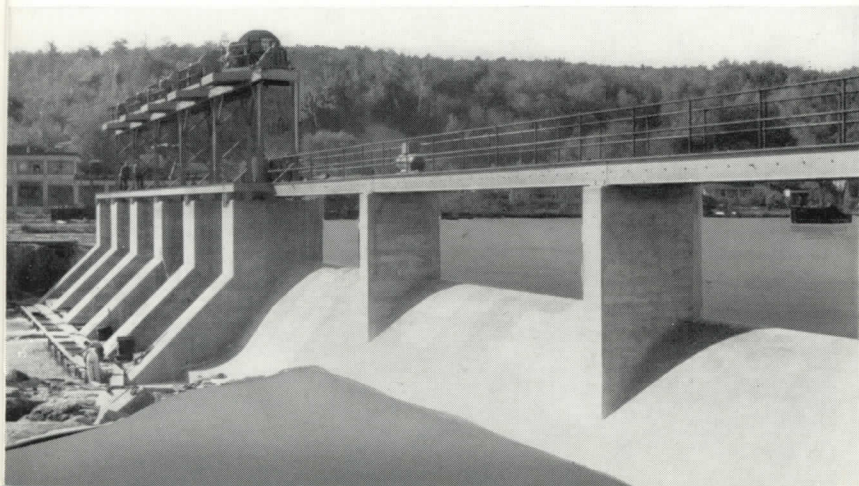
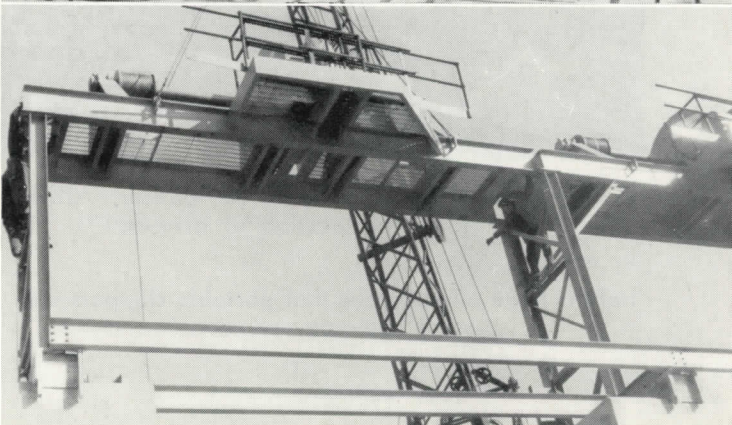
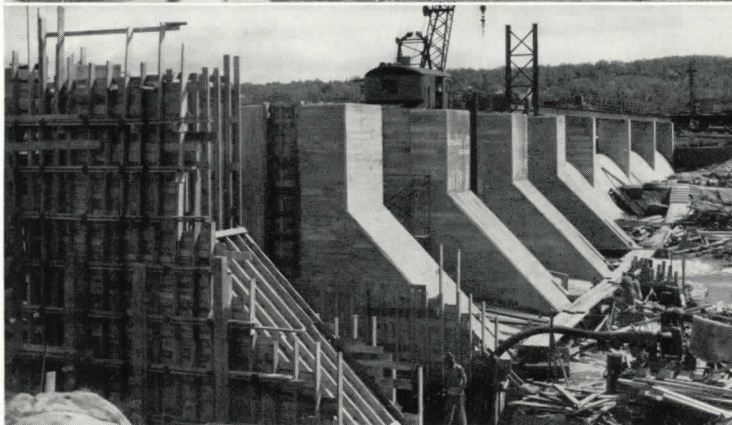
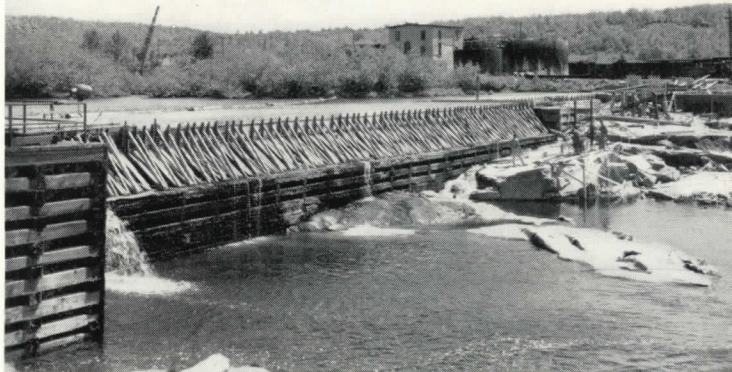
From the underside of the dam to the extreme top of the hoists the structure measures 49 feet, 6 inches and the maximum width at the bottom of the dam measures 25 feet.

Erection of the structure was undertaken by Sanders Construction Company, Portland, Maine, under the direction of Edwin R. Low, superintendent of construction.

In order to construct the dam, it was necessary to build a temporary bridge and trestle 375 feet long, 14 feet wide so that cranes and trucks could move into position while work was underway. Following completion of the new structure it was then necessary to remove the old dam as well as the temporary bridge and trestle.

Brown Company men who were instrumental in the construction of the new dam were George Craig, chief engineer; N. C. Johnson, engineer; Wilfred Bertrand, assistant engineer; Henry Stafford, chief electrical engineer; and Richard Cross, assistant electrical engineer.

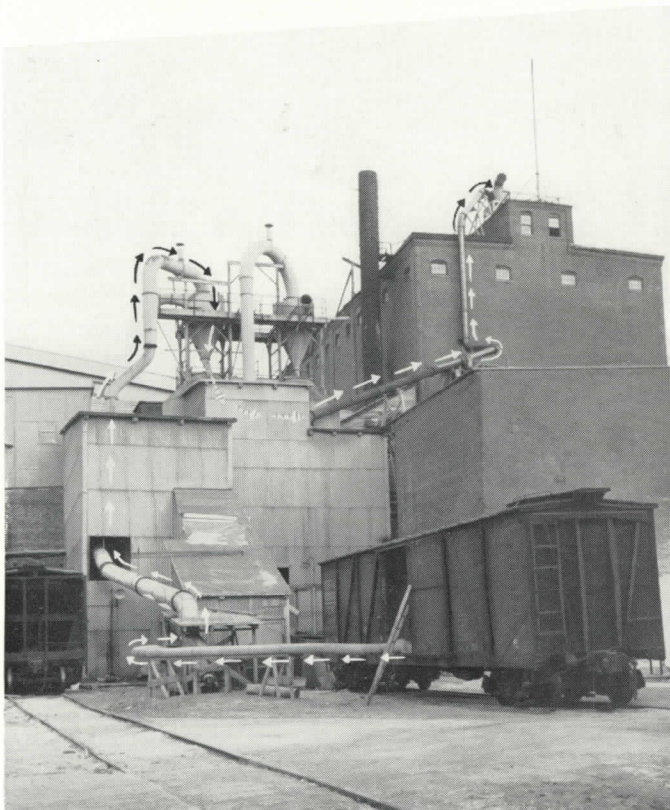
(Photos on this page describe steps in construction)



SLABS to PULP



Group of visitors recently watched the chipper in action near sawmill.



Here the chips are unloaded from boxcar. Chips are blown in direction of arrows.

Here is huge pile of slabs that portable chippers will start "chewing up" soon.



A fork truck picks up slabs and edgings discarded from Heywood-Wakefield sawmill operation.

SLABS AND EDGINGS from the Heywood-Wakefield sawmill operation, formerly sold for firewood or not used, are now being converted into "chips" suitable for the manufacture of pulp. The new system is advantageous to Brown Company in two respects. First, it provides a means for using up waste wood and, second, it provides the company with an inexpensive source of raw material for the manufacture of pulp.

Actually, it is one of many steps being taken by the company to advance and further its position among competitors.

After the slabs have been converted to chips in a Carthage slab chipper, they are blown into boxcars. The boxcars are then shifted to the West Yard where the chips are vacuumed out of the boxcars and blown high atop a two story plant into a cyclone tank where the chips fall onto a specially designed screen for bark removal.

Another blower system then transports the chips to the very top of the Burgess plant where they are stored to be used later in the manufacture of pulp.

A portable chipper has also been purchased by Brown Company to convert slabs and edgings, other than those being provided daily by the Heywood-Wakefield sawmill, into chips. The chips made by the portable chipper will be loaded into huge Garwood trucks and transported to the West Yard where they will follow the same course as chips arriving via boxcars.

Photographs on this page provide a pictorial description of the operation.



THE STORY



OF Onco

MANY PEOPLE, when hearing Brown Company mentioned as a leading manufacturing concern, visualize the company as a producer of two products—pulp and paper. It is true that these two products are our biggest lines, but they are only *two* of *many* quality products manufactured here in Berlin, N. H., by Brown Company. You have probably read stories of pulp, paper and Bermico pipe in previous issues of the *Brown Bulletin*.

This month's article, "The Story of Onco," is the fourth of a series of product stories published for the purpose of acquainting our employees and friends with Brown Company products and the manufacturing processes. We hope that it also serves as substantial proof that our Brown Company manufacturing operations are truly diversified.

Raw material for the manufacture of Onco, now recognized as a substitute for leather, comes from two sources. Some of it is transported from Brown Corporation's La Tuque pulp-milling operations and the remainder is from the Burgess pulp mill here in Berlin. The pulp from these sources is made into what is called "web stock," a highly absorbent material, in

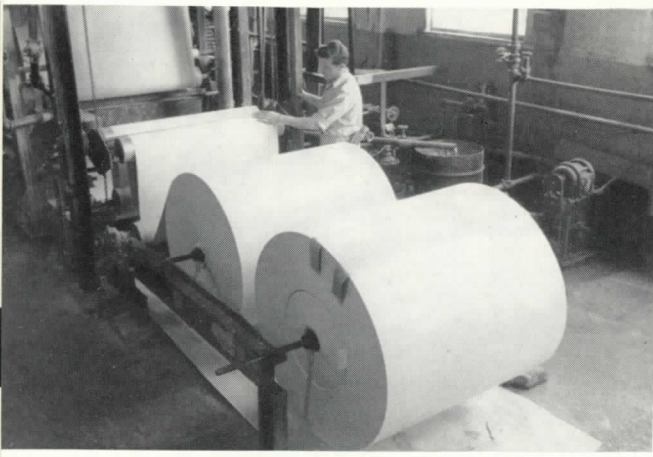
rolls. This part of the process is done at the Riverside mill and on a specially designed machine in the Cascade plant, a machine similar to that of a paper machine.

Rolls of "web stock" are then transported to either the Onco plant, Upper Main Street in Berlin or to that part of the Onco operation which is located in the Cascade plant. In either case, the rolls are placed in position on a machine known as a "saturator."

From here the "web stock" is wound through rollers and into a dipping process where it is impregnated with natural or synthetic rubber in liquid form in combination with other saturating materials. After impregnation, the sheet continues its journey through a series of huge steam-heated rollers, similar to those used on a paper machine, where it is dried.

This material is then rewound on rolls at the dry end of the saturating machine. Some of this impregnated material is finished at this point of the process. It is either cut into smaller rolls, varying from 50 to 500 yards in length, or cut into various sheet sizes.

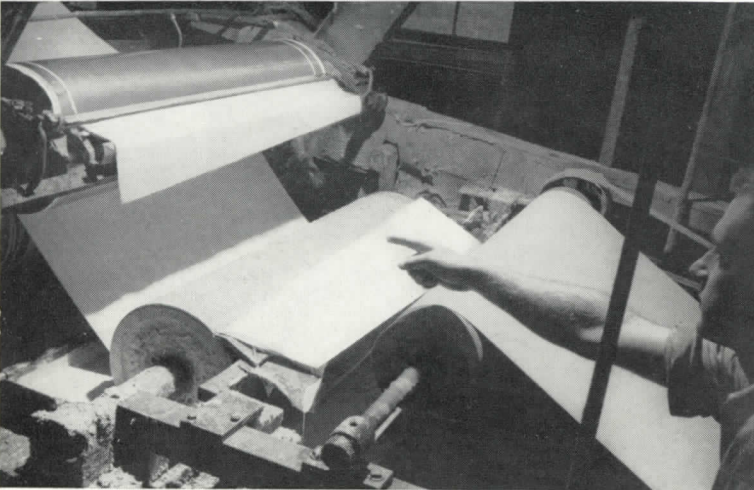
The bulk of the material which is sold to the shoe industry, however, requires the combining of the saturated material



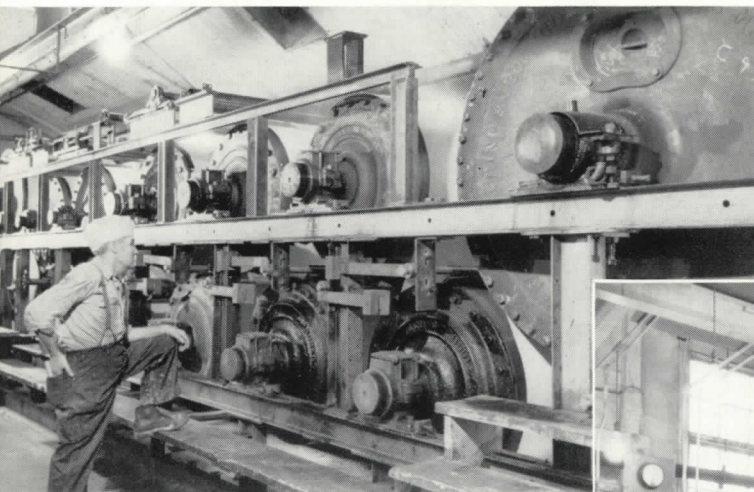
2. Rolls of web stock are stored ahead at the Onco plant ready for use on saturating machine.

1. Edmond Babin is stock on power truck

3. Web stock begins journey into saturating machine. Pre-coat operator, J. Arsenault.

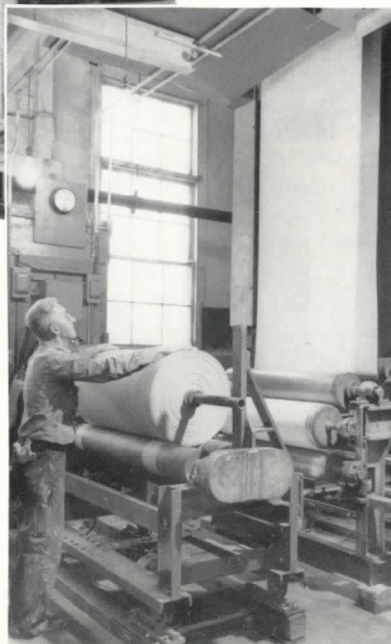


4. Sheet of web stock passing through dipping process where it is impregnated with liquid rubber. Jean Poirier.

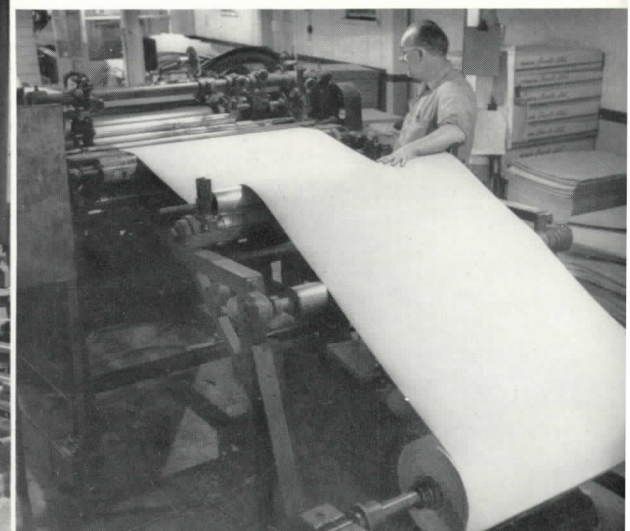


5. (Above) Here is where the sheet is dried. Ernest Ouellette is foreman of machine.

6. (Right) At end of machine Arthur Croteau, machine operator watches roll build up.



7. Shown operating the rotary cutter is Roy Davenport. Rolls are cut into sheets.



mentioned above to provide various thicknesses for the shoe industry.

In order to provide these thicknesses, the material continues its journey through a machine called a "laminator." This is where "single ply" sheets, in roll form, are combined or laminated by applying an adhesive to the inside wall of both sheets as they travel through the machine. The laminated material then travels through a series of dryer rolls to dry the adhesive.

The familiar Onco trade-mark is also printed during this process by means of a rotogravure printing machine at the end of the laminating machine.

After the trade-mark has been imprinted on the material it is then rewound in rolls, ready for finishing.

The rolls are transferred to the Finishing department where the material is either trimmed and rewound into smaller rolls for shipping, cut into various size sheets, or cut into "blocker soles," an oversized sole which will be trimmed to fit special types of women's shoes by the manufacturer.

The sheets of Onco are trimmed, cut in proper lengths, inspected, packed in cartons or on "skids" and shipped to customers.

"Blocker soles" are cut from sheets by a "gang die" which provides an assortment of sizes each time a sheet is cut. The cut soles are also inspected, counted, tied in bundles of the same size soles, packed in cartons and shipped.



is shown here loading web
truck operated by Joseph Labbee.



13. (Left) Roger Girard, truck operator, picks up as many as 13 cartons from the platform and (second photo to left) delivers them to trailer truck for shipping to customers.

12. (Below) Roy also weighs cartons prior to shipping.

Most of the Onco manufactured is used for innersoles and "sock liners" (another part of the shoe) in women's shoes. It is also used, however, in the so-called novelty field for pocketbooks, handbags, luggage reinforcement, hat brims, wallets, jewel cases, box toes for shoes, belts, orthopedic appliances and others.

As with all Brown Company products, new uses are being constantly investigated and, if practical uses are discovered, developed through modern research.



8. Edith Wentworth is shown here accepting the sheets from other end of cutter.

9. These four women are inspecting and counting sheets of Onco prior to packing.

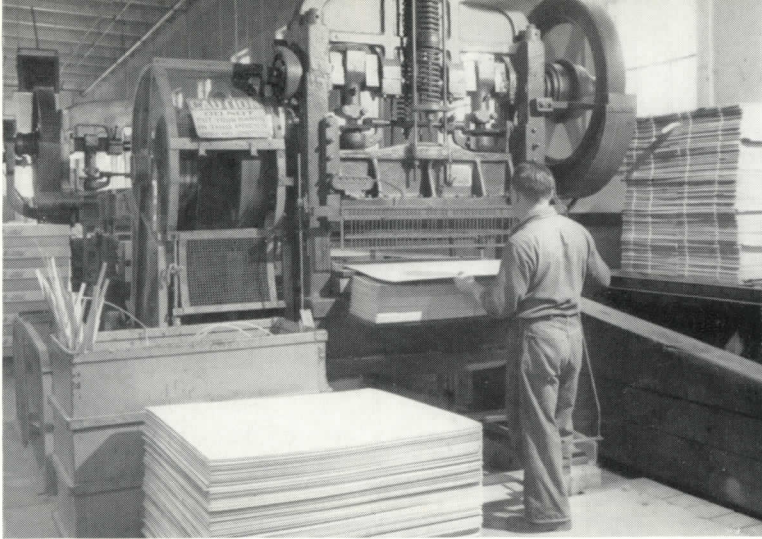


11. (Below) Cartons are then strapped with steel strap-
ping by Sylvio Roy.



10. (Below) Roger Bass recounts the sheets and packs them in special cartons.





14. Other sheets are put through this machine where Phil Marois, operator, cuts them into blocker soles.



15. Marjorie Lozier is shown here counting and inspecting blocker soles.



16. Germaine Sequin ties the soles in small bundles on an automatic tying machine.



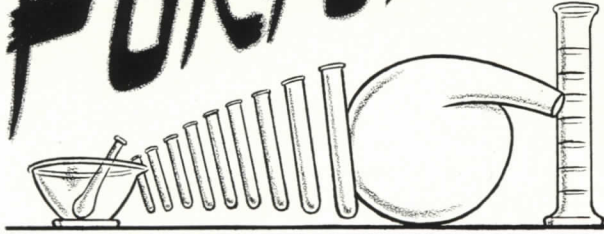
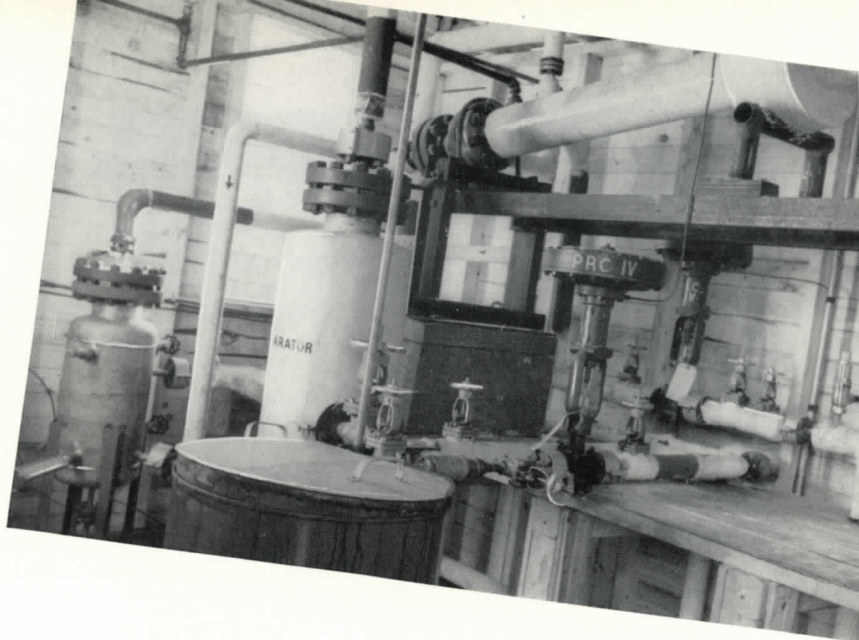
17. After bundles are tied, Madeline Martin packs them in cartons ready for shipping.



18. (Above) Some of the uses for Onco are shown in this photo and include hat brims, wallets, belts, women's shoes and others. (At right) Bottom of photo shows "blocker sole", center shows shoe cut in half showing Onco (grey material extending from toe to heel).



EXPERIMENT FURFURAL

Here is what the top of the furfural pilot plant looks like. Furfural is a liquid substance with about the same consistency as maple syrup.

THE POSSIBILITY OF THE BUILDING of a multi-million dollar plant for the manufacture of furfural, a synthetic solvent having more and more uses every day, appears to be turning into what might be a real solution to Brown Company's contribution to the river odor problem and, at the same time, turn out to be a profitable venture.

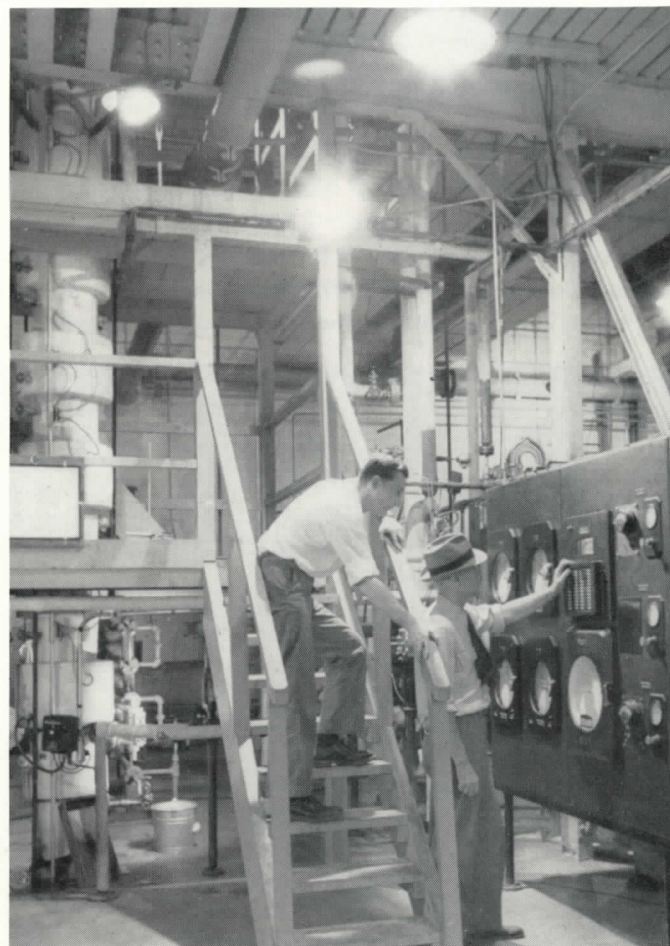
Now in operation in the Burgess mill is a pilot plant designed to study all phases of the problem to determine whether it would be practical to construct a large-scale plant to manufacture furfural from the waste liquor now being piped to either the river or a lagoon.

Although some pulp companies have experimented with making furfural from sulphite waste liquor, none has ever been able to produce it commercially. The only company now manufacturing furfural on a large scale is the Quaker Oats Company. Their process uses corn cobs and oat hulls as its base raw material.

The big question, still not completely answered, is whether it is possible and practical to build equipment necessary to hold the liquors and to also stand up under all the steps of the process. It has been determined that some of the steps can be done on a large scale, but there are still others that remain in an experimental stage and so far, unanswered.

According to Brown Company research men, it is hoped that as much as 85 to 90 percent of the fermentable and odor-forming waste liquor will be eventually kept out of the river if the furfural conversion is developed and expanded into a large scale operation. That would probably mean practically a complete elimination of that part of the river odor resulting from Brown Company pulping operations.

Substantial proof that Brown Company is and has been concerned over the waste liquor being piped into the river is the fact that for more than two years research people have been working on the problem. It is the sincere hope of Brown Company management that the complete answer may be found in the very near future.



Bottom view of the furfural pilot plant includes control panel which Walter Hearn and outside consultant are shown watching.

From Behind The Iron Curtain . . .

SOMEONE IS WRITING A LETTER
THAT MAY COST HIM HIS LIFE!

Right now someone behind the Iron Curtain is writing and mailing a letter that may cost him his life. If caught, his next address may be a camp where, chances are, he'd work or starve to death. And yet he writes and his letters—from inside Communist-run Eastern Europe—pour into the offices of the Crusade for Freedom every day.

He is no Western spy or agent planted behind the enemy's lines. He is a Bulgarian industrial worker, a Czechoslovak miner, or an Albanian peasant. He comes from a farm or any of the big cities which the Reds have seized: Prague, Budapest or Bucharest, Sofia or Warsaw. He writes and, writing, makes a sieve out of the Iron Curtain. Coupled with the Crusade for Freedom's 21 powerful Radio Free Europe transmitters, he joins a vast, two-way communication effort which all the Reds have not yet been able to halt.

What does he write? Well, for one thing, he writes to tell America about the job which the Crusade for Freedom has accomplished. A letter from Hungary, for example, says: "R. F. E. demoralizes the opportunistic Communists and

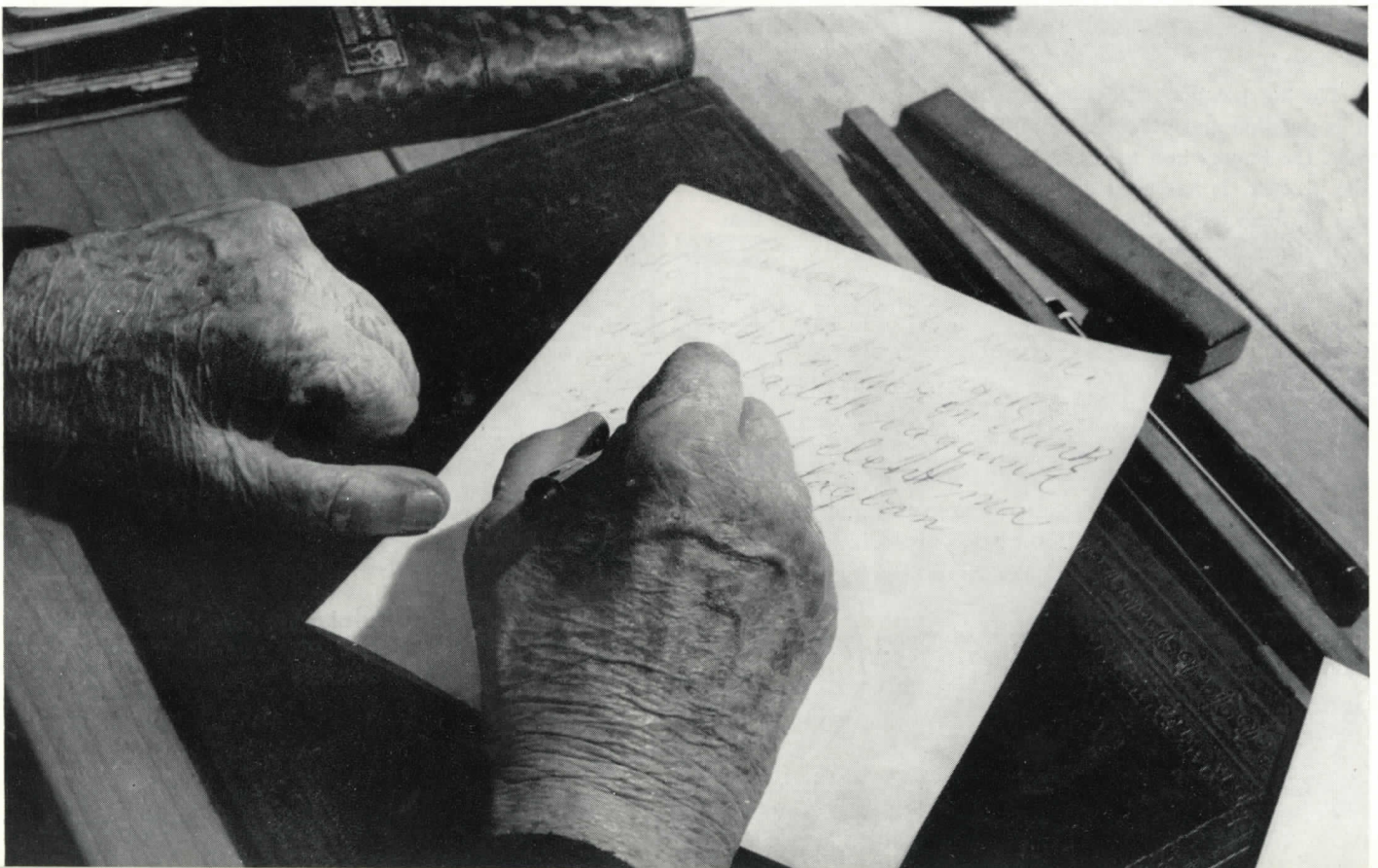
disintegrates Party discipline. Thanks to R. F. E.'s 'Black Book', the enthusiasm of the Red agents has decreased considerably."

R. F. E.'s "Black Book" is a program that denounces Red informers, names Communist spies and warns Red agents to beware of the day when they'll be called to answer for their crimes and their atrocities.

Some letters criticize specific programs, some letters chide Radio Free Europe for not urging an immediate war of liberation and even fan-mail is received. A Polish girl writes the Crusade: "Dear Compatriots in Exile! I have fallen for your announcer Stefan Wisniewski. Please, tell me, is he young? Is he good-looking? As for myself, I am eighteen and go to school. . ."

Other letters send the Crusade information which it can use against the Reds. Such letters tell in human terms what life under the rule of the Kremlin is *really* like. The people behind the Iron Curtain, refusing to be cowed by the Red terror, write the Crusade the names of those who've joined

Hands like these daily write to the Crusade for Freedom from behind the Iron Curtain. Letters like the one being written here daily reach post office boxes scattered throughout Western Europe and provide a vital channel of communication between the captive peoples of Eastern Europe and millions of Americans.



the Red "goon squads," of torturers in Communist jails, write the Crusade of new restrictions on their freedom, tell of arrests and keep the exiles who broadcast over R. F. E. informed of every facet of existence under Communism.

In turn, they often ask that the Crusade help them with information. And so, Radio Free Europe often broadcasts coded messages, giving its listeners addresses of their long-sought sons and dear ones, telling them that a relative is safe in England, that a brother has started a new life in the U. S.

These letters from behind the Iron Curtain, which are far too numerous for the Reds to censor accurately, arrive in post office boxes scattered throughout Western Europe. There, Radio Free Europe correspondents receive them and pass them on to Munich, where R. F. E.'s European headquarters is located. Some reach New York, home of the Crusade for Freedom.

Many are mailed and are subjected only to a "spot-check," with the Reds opening only every hundredth letter; many are smuggled through the Iron Curtain by the underground or by refugees who've made their way to freedom in the West.

Listening to Radio Free Europe and writing to the Crusade for Freedom can be punished by death. There is a law behind the Iron Curtain that provides the death penalty for "warmongers" and, in Communist gobbledygook, any person having contact with the West is suspect of "warmongering."

What the Reds are afraid of is not only R. F. E.'s impact but the very fact that people over whom they rule are regularly in touch with all the millions of Americans who joined to swell the ranks of the Crusade for Freedom. The Kremlin would like to choke off this communication and nothing worries them more than R. F. E. and the Crusade which are, as one letter says, Eastern Europe's *real* "Address of Freedom."



In the dark of night a lone figure steals up to a mail-box behind the Iron Curtain and furtively mails a letter. It is addressed to Radio Free Europe and contains facts about life in the Soviet orbit to be used on programs beamed to Eastern Europe.

Mail bags reaching the Crusade for Freedom every day contain many letters from behind the Iron Curtain. All are anonymous, for obvious reasons, and are identified only by code names. R. F. E. answers many on the air, supplying such information as the whereabouts of relatives in the United States.



BROWNCO NEWS REVIEW

No Unimportant Job

If you should begin to think that your job is of no importance (regardless of what it is), consider:

It cost a lot of money—many thousands of dollars—to create your job. That investment never would have been made if your job was not important.

Modern industrial methods depend on good performance and teamwork all along the line. Even as seemingly trivial a matter as a carelessly-driven screw or not being "on the ball" can spoil the finished product.

The customer is not interested in who is to blame, or what the excuse might be. His way of dealing with the situation is to buy some other company's product. The job-creating customer is also the most effective job-eliminator there is. Unfortunately, he may eliminate good workers who feel their job is important, along with the fellow who doesn't.

WATCH OUT!

The return of the hunting season increases the threat of firearm accidents which take about 2,200 lives annually in the United States.

Activities most frequently responsible for firearm fatalities in hunting are: walking into the line of fire; the unintentional discharge of loaded guns when men carrying them trip, or stumble, or handle the weapon carelessly; and hunters being mistaken for game.

More hunters are killed by the guns of their own companions than by the members of other hunting parties. In the Metropolitan Insurance Company's experience, at least four out of every five of the hunters reported killed by others were shot by members of their own group.

If you're a hunter, make it a point to obtain a few Brown Company "hunting cards" for protection. They are available free of charge at local hardware stores and sporting clubs.

It Happened in November

Nov. 2, 1795—James J. Polk, 11th President of the U. S., born in North Carolina. He was the first "dark horse" to win a presidential nomination.

Nov. 4, 1879—Will Rogers, cowboy



AT THE LAB OUTING, left to right, Paul Mason, "Bob" Travers, F. Sheridan, Jr., Louis Plummer, Norm Corriveau, Clarence Lacasse, Sylvio Croteau, Bill Brideau, "Butch" Tilton, Lewis Keene, Vic Ayotte, Frank Bonanno, Harvey Roberge, "Chuck" Monahan, "Ray" Dumont, and George Hopkins, kneeling. Absent when photo was taken was Fred Hayes, Jr., assistant lab supervisor.

philosopher, born in Oklahoma (then called Indian Territory.) He said, "I never met a man I didn't like."

Nov. 11, 1918—The Germans surrendered to the Allies, ending World War I. Armistice Day now a legal holiday in all states, but not generally observed since World War II.

Nov. 30, 1835—Samuel Langhorne Clemens born in Missouri. Better known as Mark Twain, he wrote the adventures of Tom Sawyer and Huckleberry Finn, among other books.

Instructions For Advertisers

Deadline for advertisements is the 25th of the month preceding issue. All advertisements must be in the editor's office by this date. Anyone desiring to use these columns is requested to follow these instructions: Write the advertisement and include on it your name and card number. Try to keep the ad under 25 words in length. Give it to your reporter or mail it to the Editor, Public Relations department. No telephone calls will be accepted. Following these suggestions will result in faster processing of your advertisement and will eliminate delay and confusion.

FOR SALE—1929 Model "A" Ford coupe. In good condition. Can be seen at 204 Denmark Street after 5 p. m.

Nov. 21, 1877—Thomas A. Edison announced that he had invented and perfected a phonograph that worked. It's still working—better than ever.



BURGESS & KRAFT

Burgess Plant Engineer L. R. Baldwin and Assistant Purchasing Agent Robert Henderson vacationed the last week of September in Montreal, La Tuque, and Windigo, Canada. They were most graciously received by Andre Richard, Superintendent of the Woods operations for Brown Corporation at Windigo.

October 5th, 6th and 7th saw Mr. Baldwin away on a business trip to the R & H Machinery Company, Inc., in Worcester, Mass. Thorvald Arnesen, Machine Shop foreman, accompanied Mr. Baldwin on the trip which also took them into Boston, Mass.

Burgess was pleasantly surprised October 15th by the visit of Chief Petty Officer John Butler, formerly head of the Crane and Tractor department. John has been recently called to active duty with the U. S. Navy. His former co-workers found John in his usual high spirits and the usual babble of laughter followed him on his rounds.

Plant Engineer Baldwin entertained

BURGESS

(Continued from Page 16)

at his hunting and fishing lodge the week end of the tenth. Among the guests were Purchasing Agent Janvrin and Stanley Judge of Burgess' Engineering staff. Also a guest of Mr. Baldwin's was Chester Judge of Winchester, Mass., who was visiting "Stan" over the week-end.

Nancy Gonya, daughter of Burgess Office Supervisor, "Ed" Gonya, was recently lauded in local newspapers for her alertness at the N. E. Tel. & Tel. Company switchboard. Because of Nancy's prompt action, Mrs. Sam Brown is alive today. Nancy gives the date as approximately the 20th of September while she was on night duty. There appeared a light at the switchboard and Nancy answered the summons but received no reply. However, she could hear a definite moaning. Nan immediately phoned a neighbor of Mrs. Brown's, Mrs. Kathleen Brideau who investigated immediately but was unable to rouse anyone at the Brown home. Nancy was notified and she, in turn, brought the Police Department on the scene. The local constabulary found Mrs. Brown in a state of shock and were later advised by Dr. Israel that, but for Miss Gonya's presence of mind, Mrs. Brown would not have lived.

And there's more of that gold dust flying about the Burgess office—hum-m-m, and once again to Ed Gonya who won four out of six baseball pools during the recent Yankee-Dodgers fracas! Mrs. Gonya also came in for the kill when she won \$5 on another pool. Grandpa Henderson (that's Burgess Personnel Manager Henderson) got his share when he, too, won four out of six pools. The dust has begun to settle but it's still there for you to bask in for luck, if you so desire.

J. T. Hegeman, Technical Department Supervisor at Burgess, was on vacation from the 19th of September to week ending October 3rd and visited Mrs. Hegeman's parents in Los Angeles and San Francisco. From there, he "boated" to Prince Rupert, British Columbia, where he visited Columbia Cellulose and had an opportunity to see Wentworth Brown, formerly Vice President in charge of Manufacturing for Brown Company. John also visited

Crown-Zellerbach at Lebanon, Oregon. From there, he flew back to San Francisco to pick up his loved ones for the return trip home. It seems that young son, "Jan", made a hit with the airlines' stewardesses and was soon found serving milk to other young co-travelers.

Elizabeth Harp was on vacation week ending October 31. Vacation replacement at Burgess is Violet Martin, sister to Maintenance Labor Clerk, Gene Martin.

Professor and Mrs. George Khiralla (he is professor of English at Northeastern University) and Mr. and Mrs. Neil Oldham (he is sports editor and reporter on the Rumford Times and Mrs. O., a teacher at Mexico High School) were week end guests of the Harold Marenburgs' October 10th.

"There's a brand new baby at our house" was the theme at the Ray Hopkins' last month—however, your reporter was unable to unearth further details. Your guess is as good as mine as to whether the new arrival wears blue booties or pink ones! Ray is part of the Kraft Washers crew.

Louise Gallant was out on vacation week ending October 17th and being replaced by Sandra Mason, released temporarily from her duties at the Tabulating department.

J. T. Hegeman delivered a lecture on "Sulfur Dioxide from Pyrrhotite," on September 18th; this covered operating experience with the Dorr Company Fluosolids System. The talk was given at the fall meeting of the Northeastern Division of the American Pulp and Paper Mill Superintendents' Association, Inc.

Reporter Conolly (Hubert) of the Machine Shop reports that Thorvald Arnesen finally made it after 14 years of planning a trip to Montreal. Thorvald and his family were joined by Mr. and Mrs. O. Gendron and Mr. and Mrs. William C. Johnson.

'S-another theme . . . "Those wedding bells are breaking up that old gang of mine" for Dewey Routhier who was recently wed to Valdora Blais of Lewiston, Maine. They honeymooned through the White Mountains. Mrs. Routhier was formerly employed by the Lewiston Pepperell Manufacturing Company for 24 years.

Arthur Rousseau and family were in Sherbrooke and Richmond, P. Q., Canada, week ending October 3rd. Mis-

fortune beset them when Arthur broke the windshield of his new Dodge on the trip.

A. Theriault attended the international convention of the A. F. of L. held at Cincinnati, Ohio, week ending October 10th. Mr. Theriault then vacationed the following week in Stamford, Connecticut and New York City.

"Clem" Petrie of the Kraft Screens was out sick for three weeks last month. Poor Clem was taken sick during his vacation.

Reported out sick, also, last month were: W. Roy from Pulp Storage; O'Neil Plummer from the Dryers; Alcide Audette and William DeChamplain from the Bleachery; Willie Arguin and Silas Ashly, Emile Payeur; and Clement Pelchat was out for two weeks.

Harold Tankard was transferred from the Maintenance department to Bermico; and Edward Lemieux from the Woods department to Cascade.

Lester Clinch has returned to work.

The September issue of the *Paper Maker* (British Paper Trade Journal) carried the following item: "The University of Maine course on Pulp & Paper manufacture has experts from the industry itself to give lectures on the industry throughout the year. The lecture on Kraft pulping by Thomas J. Carlin, Kraft Mill Superintendent at Brown Company, Berlin, New Hampshire, contains an excellent teaching diagram and is almost a model lecture. The pulping procedure of course differs from the Scandinavian (e. g. shorter cooking time, the use of vacuum washers instead of diffusers). The cooking of unbarked wood for subsequent bleaching is mentioned though the dusting tendency of the resultant pulp is ignored. The second article contains a note on the idea of pre-hydrolysis that is now coming to the fore and other 'coming points' of Kraft pulping are mentioned. There are two excellent lectures on recovery which with the two preceding lectures make a well balanced set. The second of the recovery lectures mentions the differences in BTU content of black liquor for different wood species—a point often neglected by executives planning a pulp mill."

From Jos. Dussault of Pulp Storage comes the following: Jim Obukowiz enjoyed an early October vacation. Joseph

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also extends congratulations from all of us to the Emile Arsenaults on the birth of a baby boy (6 lb. 2 oz.) on October 5, 1953.

Recruited to the fore is new "cub" reporter, as he calls himself, Gene Martin of the Burgess Maintenance office. Gene will be of immeasurable help to the Burgess Mill news staff having had two years backlogged to his credit as a student of journalism at the American University.

Francis McCann was on vacation week ending September 26th.

Omitted from the last issue was the account of the Storehouse's yearly outing held at Lemire's Camp at Cedar Pond. Attending were Percy Ellis, Jimmy Baldassara, "Pop" Belanger, Emile Ramsay, Gene Ramsay, Leo Gilbert, "Itchie" Martin, "Ed" Lacroix, (now with the Purchasing department as Expediter) "Al" Lemire, and "Batch" Connolly. A spaghetti feed prepared by Mrs. Baldassara was relished by all. An episode with a trapped "skunk" which Emile Ramsay tried to free was practically sufficient to cause everyone to scamper but everyone managed to come out of it unscathed.

After a year of buying, planning, hammering, lugging and painting, Leo Gallant, Assistant Yard foreman at Burgess Maintenance, has officially declared his house completed. All the spare time Leo had away from his job as assistant he spent on his house located on Grafton street. When asked "How did it happen to take so long to build your house?", Leo mentioned an unfortunate experience. While building the foundation to his home, he injured his knee, which put him out of commission for three months, including forty days in the hospital. But now that the white clapboard five room house is finished, Leo hopes that it will accommodate the three members of his family for many years to come.



CHEMICAL & FLOC

R. "Bob" Baldwin is back from vacation and by the looks of him—fit as a fiddle!

Adelard Rivard has returned from a three weeks' vacation. After visiting Sherbrooke, taking in a Fair and watching the horses run, he decided to paint his house before he got rein fever and

asked for a rain check. We advise beaver for horses any day, "Pitou."

Pete Bosa got the travel urge for a week's vacation.

Joe Gingras took a weeks' vacation to get some landscaping done before Jack Frost puts in his appearance. Some class to those picture windows, Joe!

Henry Coulombe has finally decided to take a week's vacation before the cold weather sets in.

Fred Marois is our idea of a typical all-American sportsman with the set-up he now has with his new ranch-style Dodge car. He'll be able to travel any way by land or by water. You see, when Fred is on the move, the 16-footer fits in the back of the wagon, and come night time under the stars, Fred fits in. If it's cool a bit, just start the motor before you fall out!! Fred and the Mrs. enjoyed the Connecticut Lakes this summer.

Mr. and Mrs. Albert Stone celebrated their 13th wedding anniversary the 28th of October. Belated best wishes to you both!

Carl Anderson spent a pleasant week's vacation down at the popular Newfound Lake.

Mrs. Leon Sevigny has been released from the hospital after a successful operation.

Fred Begin received a sunshine basket from the boys to help him recover from a recent illness.

Henry "Chummy" Vezina is back at work and has dusted off his locker to resume winter study.

George Sanschagrin has returned from a motor trip that took him on a 1,500 mile "saunter" up through Canada. George says that the Mt. road scenes and the fishing places along the way are something you have to live through to appreciate. To get a woman's view point ask his daughter who also enjoyed the trip.

A. "Gus" Godin is back to work after spending two weeks' vacation combining odd jobs at home and visiting his brothers in Holyoke and Hartford. You have to be an early bird if you travel with "Gus" 'cause he takes off at 3 a. m. Good hunting on your week's vacation this season, Gus!

E. "Sparky" Marshall took off for Bucksport, Maine, via the White Mountains. We also wonder what "Sparky" will have in store for G. Gale after visiting his brother-in-law in Mass. . . something to do with electric energy!!

Oliver Berube is back with us after three week's illness.

Mr. and Mrs. Norm Hayes recently spent a two weeks' vacation in Island Pond.



MAIN OFFICES

Ann Wentworth spent her vacation motoring to points of interest in New York State, Washington, D. C., and Atlantic City. She also toured Annapolis.

Sandra Mason recently spent a week-end in Everett, Mass. The occasion? The birth of Joseph Tarby, III, weight—6 lb. 8 oz. and a new nephew to Sandra. The happy parents are Mr. and Mrs. Joseph Tarby, Jr., the latter being the former Barbara Mason, and prior to her marriage was also employed in the Tab.

Aline Pelchat went to Lewiston, Maine, on a shopping spree for a new Fall wardrobe.

Don and Eula Taylor attended a wedding in Sherbrooke, P. Q. Eula is employed in Purchasing.

Curt Gowdy, "The Voice of the Red Sox," spent some time in the Rangeley Lakes area this summer and was the guest of Elmore Pettengill at his camp. Mr. Gowdy presented Mr. Pettengill's son, Marshall, with a fully autographed Red Sox baseball.

A few people in the Tab are sporting new FADS—if you want to call them that!

Aline Pelchat has a new hair cut. It's the new fall style and very "chic."

Phyllis Hawkins and Sandra Mason see the world in a new light since they've been sporting their new specs.

Vernon Erickson has been turning many a head with his variety of bow ties. Plaids, checks, stripes, and what have you.

Irene and Herb Redfern have a new apartment now, so "Bingo" is in a whirl about furnishings and planning meals.



CASCADE

Things to ponder on:

The newest desperado of the Cascade office, who galloped too fast on Glen Avenue trail, was arrested by another badman dressed in blue, riding a pinto cruiser, and had to shell out 10 smack-ers before he was loose!?!?!?

How will the scores of the Cascade office baby-bowling team players make out in the future??

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For how long will Cascade be able to hold on to the visiting-workers from Methods Engineering?? The Main Office loss is Cascade's gain!

When the snows and rains come, who will dip into his pocket and relinquish a thin dime to furnish a little "mig" with an anchor (so as not to drift away), a red blinker (so as to be seen on stormy nights), and a giant propeller (so as to get away from snow drifts)? . . . Hm-m-m-m??

Towel Room News

Congratulations to Mr. and Mrs. Louis Payeur on the birth of a girl and to Mr. and Mrs. Leo Coulombe on the birth of a boy!

Mr. and Mrs. John Accardi enjoyed a two weeks' vacation in Florida recently.

Miss Stella Conway was in Quebec and Montreal while on vacation.

Helen Joudrie is replacing Annette Perrault as floor lady.

Congratulations to Cecile Gagne on her engagement to Donald Martin.

Those out sick recently were: Kate Daniels, Lucille Sanschagrin, Mrs. Isabelle Payeur, Mrs. Shirley Bockman, Mrs. Rita Abelli, Mrs. Leo Coulombe, and Mrs. Jerry Judson.



BERMICO

Reginald Berthiaume, formerly with our Finishing department, and now a Corporal in the U. S. Marine Corps, recently spent a few days at home while on leave from Quantico, Virginia. He states that he likes the "Leatherneck Outfit" just fine!

Arthur Valliere, our Miscellaneous set-up man, recently spent a week's vacation at The Weirs and Rochester, visiting friends and relatives.

Barbara Kilbride reports a pleasant week spent in the interesting city of Montreal, P. Q.

Omer Roy, our power sweeper operator, also spent a week visiting points of interest in Canada.

O'Neil Forbes is back with us again after serving a tour of duty with the U. S. Marines.

Those on sick list at this writing are: David Lowe, Herbert Cooley and Joseph Fortier.

A number of Bermico "Nimrods" have been oiling up their weapons preparatory to striking the trail of the wiley "white-tails." Remember boys,

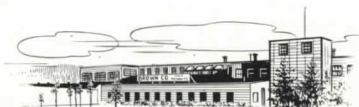
SALARIED PERSONNEL CHANGES

NAME	FROM	TO
A. J. Aldrich	Office Management	Retired under Co. Retirement Plan
Daniel Bennett	(Hired)	Scaler, Woods Oper.
Michael Chomack	(Hired)	Chemist, Research & Development
Robert J. Fortier	(Hired)	Scaler, Woods Oper.
Dr. Morris Goldberg	(Hired)	Sr. Chemist, Research & Development
Victor Goyette	(Hired)	Camp Clerk, Woods Accounting
Harold Hapgood	(Hired)	Scaler, Woods Oper.
Warren Hapgood	(Hourly)	Scaler, Woods Oper.
William Hapgood	(Hourly)	Camp Clerk, Woods Accounting
Oscar Kelsea	(Hired)	Scaler, Woods Oper.
Edwin Kettle	(Hired)	Camp Clerk, Woods Accounting
Wilfred Laramie	(Hired)	Scaler, Woods Oper.
Warren MacKenzie	(Hired)	Scaler, Woods Oper.
William Pickford	Trucking Div., Woods Oper.	Supt., Truck. Oper., Woods Oper.
James Sweeney	(Hired)	Camp Clerk, Woods Accounting

safety first is the best policy while hunting and it pays off in the long run to look twice before firing. Another hint—a good compass is an essential part of hunting equipment, especially when in unfamiliar territory.

We are all proud to hear that Robert Poirier, formerly with our Yard crew, was recently awarded the combat infantry badge prior to the "cease fire" order in Korea. "Bob" is attached to the 23rd Infantry Regiment of the famed 2nd Infantry Division as assistant machine gunner.

Margaret Arguin of the Bermico office was recently hospitalized at the St. Louis Hospital.



ONCO

Agnes Godbout spent a week visiting her niece, Mrs. Jack Langlais and family in Bridgeport, Connecticut.

Ethel Piper spent her two weeks' vacation visiting Montreal, Ottawa, Detroit, and other points of interest along the eastern coast.

Madeline Martin motored to Waltham, Mass., where she visited her brother and family.

Yvonne St. Hilaire recently attended the wedding of her nephew, Richard St. Hilaire. To be exact, the date was September 26th and the place—Manchester, N. H.

Emile Michaud, our shipper, was recently hospitalized.

Edith Wentworth and Marjorie Lozier spent a week in Washington, D. C. While there, they called on Mrs. Claire Larson. Mrs. Larson is the daughter of Mr. and Mrs. Elmer Christiansen.

We hear that Mrs. Marion Donigan of Boston Onco does not plan her yearly

trip up to the Mt. to see "Joe Dodge" this year. What's the trouble, Marion, are you getting too old or is married life taking up all of your time??

We lost an old friend and former co-worker in the death of Edgar Durdan who passed away on September 24, 1953. The late Mr. Durdan had been retired since '49.

WHO AM I?



This boy was photographed during the Fishing Rodeo held a few months ago and it's one of the best photos we have seen. We have an extra copy of this photograph, enlarged and mounted, which we would like to send to this youngster so that he may remember the fun he had that day. However, we do not know his name or address. Can you help us?

—Editor

B97.941

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