

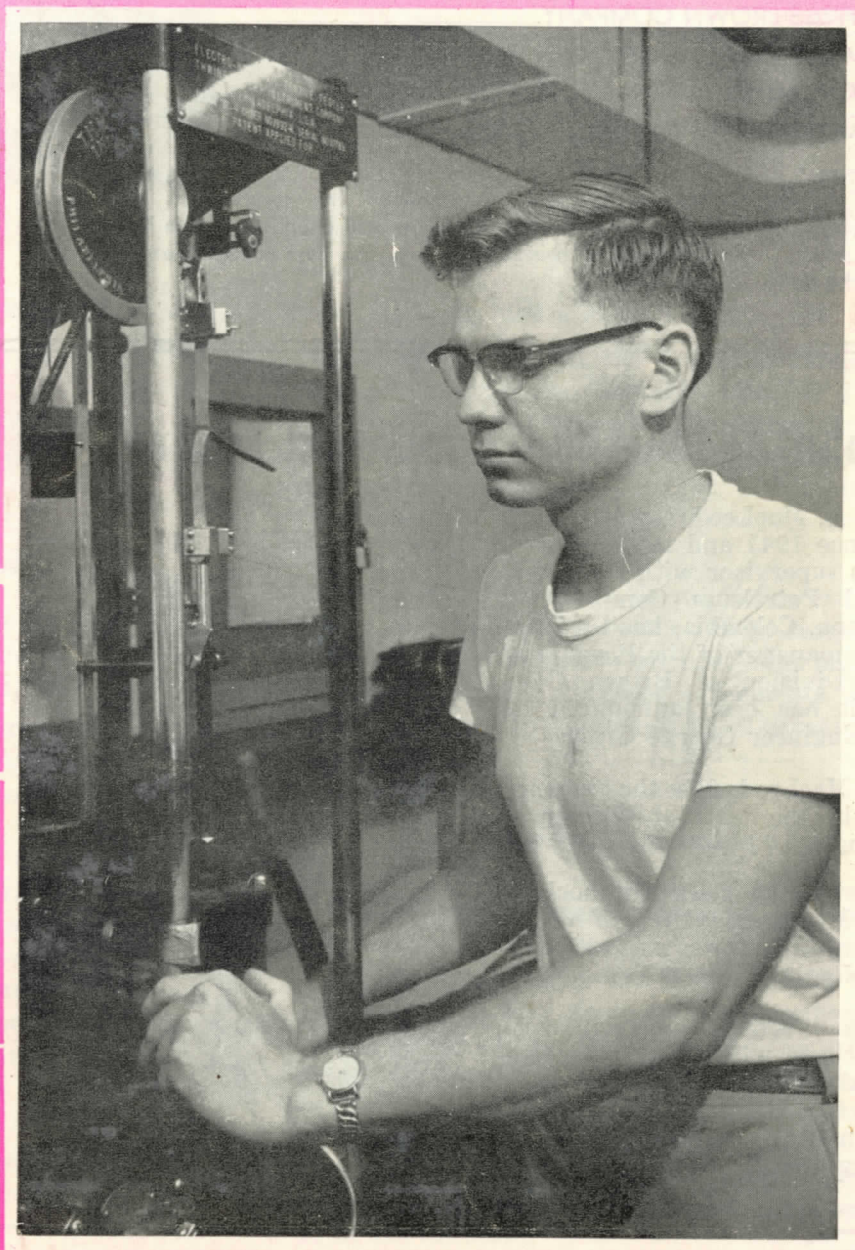
THE BROWN

# Bulletin



BROWN COMPANY — BERLIN, NEW HAMPSHIRE

They Chose  
Brown  
Company  
See Page 4



**July 1957**



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COVER: Typical of the college graduates joining the company is Gary Grinnell, Syracuse '57, who is at Riverside Mill as mill chemist. Brown Company has done a top-notch job of bringing some of the best college men here despite the extreme competition.

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## John A. MacLeod Appointed Manager of Power and Steam

John A. MacLeod, a power engineer since 1941 and most recently utilities supervisor with the International Petroleum Company in Cartagena, Colombia, has been appointed manager of the Power and Steam Division of Brown Company, it has been announced by Chief Engineer George Craig.

Mr. MacLeod fills the vacancy caused by the death of William R. Macdonald.

A native of East Millinocket, Maine, Mr. MacLeod began his career in power work in 1933 with Great Northern Paper Company.

A graduate of Lowell Technological Institute with a degree in mechanical engineering, Mr. MacLeod joined the Westinghouse Electric Corp. in 1941 as a supervising service engineer in Georgia.



JOHN A. MacLEOD

In 1946, he became a power engineer with Stone and Webster Engineering Corporation in Boston. From 1950 to 1953, he was with the Ebasco International Corp. in New York as senior betterment engineer.

Mr. MacLeod went to the West Coast in 1953 as supervising engineer with the Bechtel Corp. in San Francisco. A year ago he joined the International Petroleum Company.

Much of Mr. MacLeod's work during the past 10 years has been concerned with planning and coordinating power facilities of new construction projects. He has covered 30 start-ups, including a number in New England.

Mr. MacLeod is married and is the father of three children, Douglas, 14; David, 13, and Janet, 12.





*A Message from the President —*

## What the Wage Increase Means

by President A.E.H. Fair

**T**HERE are two parties to every contract — and that, of course, includes a labor contract between management and employees.

In a contract such as that recently negotiated between Brown Company and Local 75 each side accepts certain responsibilities.

### Joint Responsibility Spelled Out

This point is underlined in a clause written as a part of the contract, spelling out the responsibility employees share with management. It says:

“The general purpose of this agreement is, in the mutual interest of the company and employees, to provide for the operation of the Berlin, Gorham and Shelburne plants of the company under methods which will further to the fullest extent possible the safety, welfare and health of the employee, economy of operation, quality and quantity of output, cleanliness of plants and protection of property. It is recognized by this agreement to be the duty of the parties to this contract to cooperate fully, individually and collectively, for the advancement of these conditions.”

Thus, the contract spells out in definite terms the need for close cooperation on the part of employees and management, alike, so that we can have a better

Brown Company and a more secure future.

The company has granted two wage increases as a part of the contract. The first, effective June 16, has given a general increase of three per cent, with a minimum of six cents an hour. An additional general wage increase of two per cent, with a minimum of three cents an hour, will go into effect December 15.

These wage increases do not follow any so-called pattern of the industry. Many companies followed the so-called five per cent wage pattern. Others have made different agreements which were influenced by their own local situations.

### Are Wage Increases Justified?

In studying any wage increases for Brown Company employees, we always must consider whether such increases are justified, both from the production we receive from our employees, the efficiency of our operations and the market for our products. It is not economically sound to give wage increases just because some other companies have done so. The companies in this area, for the most part, are not competitors of ours. Their products are different, their operations are different.



## **Fringe Benefits Are Earnings**

The same factors must be considered when we study the so-called "fringe benefits." These all make up a part of the actual earnings of an employee, just as much as hourly wages. In the same way, they also are a major cost to the company.

Brown Company has granted one change in these benefits. The vacation plan has been modified to provide for three weeks' vacation for employees with 12 or more years' continuous service with the company. Previously, three weeks' vacation was granted after 15 years' continuous service.

With increases in wages and benefits go increases in responsibility. Just as we cannot make pulp without wood and chemicals, so we cannot make wages without the production of goods from which we make the money to pay those wages. Increases in wages and benefits mean employees must take an increased responsibility in helping to increase production and reduce costs.

## **There Must Be a Profit**

Industry to be successful must earn a profit. Otherwise, we will not have the continued support of our stockholders. This is essential to the welfare — in fact, the very existence — of any organization. The stockholder is entitled to a fair return on his investment.

Furthermore, the customer is entitled to full value in return for the price he pays for our product. Otherwise he will not continue to be our customer.

There are one or two other points in the contract that should be noted.

One concerns good housekeeping. It says: "Each employee shall cooperate with the other employees in keeping the department in which they work neat and clean." This is to eliminate any misunderstandings that have occurred in a few cases where employees felt that even though they were not fully occupied, they were not required to clean up around their machines or other working areas. Remember: A clean mill is a safe and efficient mill.

A change has been made concerning the retaining of union seniority by men promoted from hourly-paid ranks to foremen. These men will retain both

department and company seniority for one year, whether the position to which they have been appointed is within their department or outside. Previously, if a man was promoted to a supervisory position within his own department, he retained seniority in his department and the company continuously. This new ruling should help strengthen the position of all foremen.

## **Vacation Shutdowns**

A change has been made in the paragraph concerning the company's right to schedule vacation shutdowns during the period beginning with the fourth full week in June through the first full week in September. Last year's contract provided that any such shutdown could be scheduled provided notice was given by March 31. The new contract provides that such shutdowns may be scheduled on 30 days' notice.

Added to the contract is a section titled "Working Outside Classification", which states: "Laborers, helpers and tradesmen are to perform any work for which they are qualified, crossing trade barriers to a minor extent, where management so requests." It is not the intent to deprive a tradesman of, say, four hours' work on an emergency call in. But if he cannot be reached or if additional production time would be lost while searching for the right tradesman, we expect everyone to "dig in" and help get things going again in an emergency. Also, on construction jobs it would not be practical to waste an hour's time of a tradesman going to and from a job when only half an hour's or an hour's work of his particular skill is required altogether. Supervisors have been instructed to use their best judgment to make sure the application of this section is reasonable.

## **With Increased Wages Go Increased Responsibilities**

With increased competition and higher basic labor costs, it is vitally important that everyone in the company put forth every effort to increase production and improve quality. It is only through acceptance of the responsibility to do this that we can justify the increased benefits which should be derived from the new wage rates and contract modifications.





## On Tour With 150 Important Men

**IMPORTANT VISITORS . . .** 150 private woodlot operators who cut and sell wood to Brown Company spent a day here as guests of the company. Included in tours of the area were visits to a pine plantation (above) and to the wood yards to watch debarkers in action (right). Private woodlot operators supply about half of the wood used by the company each year.



**T**HERE WERE 150 important visitors to Brown Company one day last month.

They were some of the New Hampshire, Maine and Vermont people who own their own woodlots and who cut and sell their wood to Brown Company.

These men are mighty important to everyone in the company. They and others like them supply about half of the pulpwood, sawlogs and veneer logs the company uses in Berlin and North Stratford each year.

For example, last year private woodlot owners sent some 200,000 cords to Brown Company to be made into pulp, lumber, plywood and veneer.

It was a busy and interesting day for these woodlot owners.

The morning was sort of a busman's holiday. They spent it roaming in the woods.

What they saw were examples of some of the things being done to insure that Brown Company always will have a good supply of wood to keep the mills humming.

One of the stops was at a 21-acre plantation in Milan, where 27 years ago Brown Company set out tiny pine and spruce seedlings. This year the company got a harvest from that planting.

But at a quick glance you'd hardly know the area had been cut. The trees that were felled were those that were crowding others. It was a thinning operation that will allow the other trees to grow into an even bigger and better crop — the kind of operation that gives you a continuing crop and a source of wood that never is depleted.

The second stop was another example of good forestry. On this lot, also in Milan, the old growth softwood and hardwood has been cut to allow natural reproduction. Again, it's an example of how by cutting a good crop of wood the right way you wind up with a better crop still growing.



**THEIR WOOD BECOMES TOWELS . . .** The woodlot operators also saw how their wood is converted into Brown Company's many products. Watching Mrs. Theresa Roy at work in the Towel Division are, left to right, Freeman Marshall, retired Woods Dept. employee; Wilfred Chaffee of Montgomery Center, Vt., and George Beauregard of West Charleston, Vt.



**GOOD FORESTRY IN ACTION . . .** A highlight of the field day was a visit to this red pine plantation, planted by the company in 1930 (circle). The tiny seedlings have grown to mature trees (left). Recently the area was thinned (right). This produced a crop of pulpwood and removed trees that were crowding others. The result is a continuing yield of wood from this area.



During the afternoon, the private woodlot owners saw what happens to the wood that is cut. They saw logs being debarked and cut into lumber at the softwood and hardwood sawmills. They saw how pulpwood is made ready for the pulp mills and then how the pulp is converted into paper at Cascade Mill.

At lunch, the men sat down with Board Chairman Laurence F. Whittemore, President A. E. H. Fair and Vice President C. S. Herr to discuss the many things they all have in common.

Both Mr. Whittemore and Mr. Fair emphasized the importance of operating the forests not only for today but for the future. And they pointed out how industry and the woodlot owners are working together to get the greatest return from the woods by good forestry practices and by making use of all species and all parts of the trees.

The committee on arrangements included Mark Hamlin, Kendall Norcott, James Bates, Raymond Mitchell, Francis McCann, Clauson Soule and Arthur Sullivan.

**SERIOUS MOMENTS AND LIGHT MOMENTS . . .** Pres. A. E. H. Fair (left) told woodlot operators of the need for top quality wood to make the company's top quality products. With Mr. Fair is Vice Pres. C. S. Herr. In the center, Mark Hamlin, chief of purchased wood, presents Theodore Natty of Concord with an axe for having the closest estimate of the amount of wood in a million-board-foot pile. At the right, Board Chairman Laurence F. Whittemore chats with Kenneth E. Barraclough, extension forester.



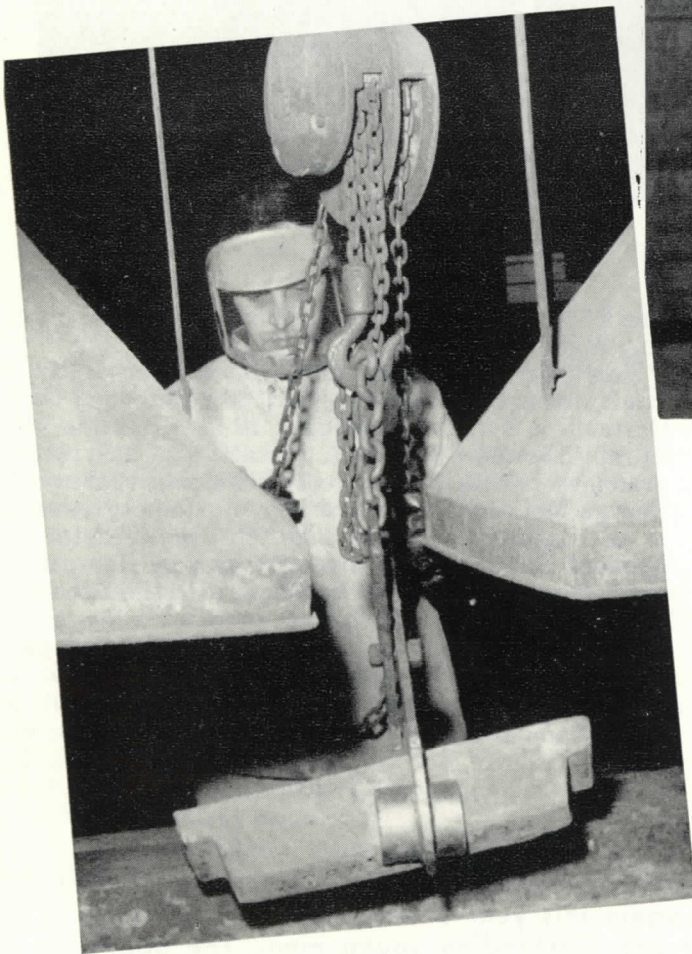


# A SHIELD AGAINST INJURY

**H**ENRY RENAUD can see. And that sums up another accidental injury that did not happen.

The accidental injury didn't happen because Henry, like so many other Brown Company employees, believes in wearing the proper safety equipment on the job.

There are countless stories of accidental injuries that didn't happen in Brown Company. Henry's is typical.



**HOT LEAD, NO INJURY . . .** Henry Renaud of the Chemical Plant demonstrates how he was dipping a copper bar into hot lead when the lead splattered toward his face. His face shield saved him from possible blindness and severe face burns.



An employee at the Cell House of the Chemical Plant, Henry was working on copper bars for use in the Hooker cells. The job calls for dipping the bars first in a soldering solution, then in hot, molten lead.

As he dipped a bar in the hot lead, the lead splashed. It flew in all directions, some flying through the air a dozen or more feet. Most of it splattered towards Henry's face. That hot lead could have quickly snuffed out the sight in Henry's eyes and scarred his face for life.

But, instead, the lead harmlessly splattered against Henry's face shield and against his protective clothing.

"Look at that face shield," Henry declared, as he pointed to the dozens of pieces of splattered lead. "Imagine what that hot lead could have done to my face if I hadn't been wearing my shield."

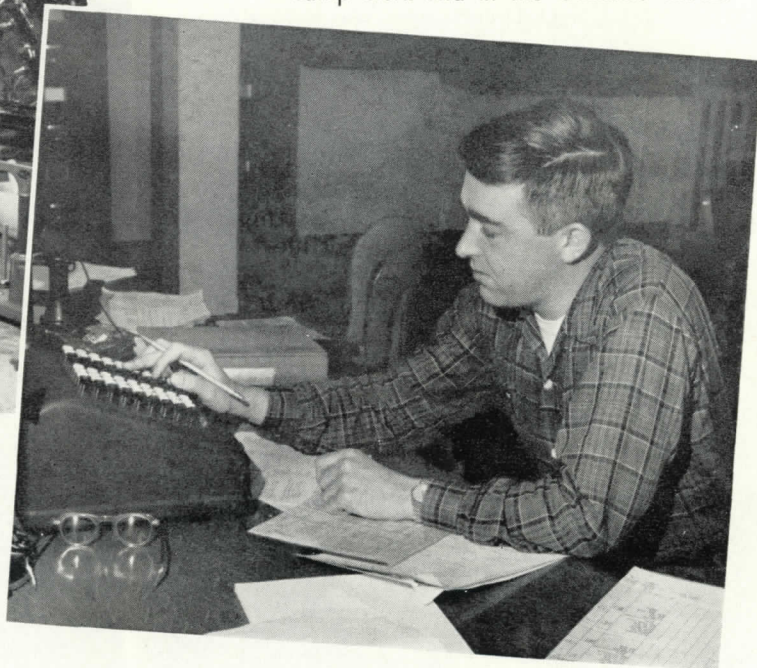
In every mill, almost every day, you can find someone who can tell you a similar story about an accidental injury that didn't happen, because someone was wearing the right protective equipment.

"Brown Company provides us with protective equipment for our own safety," Henry declared. "A fellow's crazy if he doesn't wear it."





SYRACUSE '57 . . . Robert B. Birkett is with the Burgess Mill Technical Department. He holds a bachelor of science degree as a major in pulp and paper technology.



NEW HAMPSHIRE '57 . . . Leonard E. Hickey, a native of Berlin, has joined the Accounting Department. He holds a degree in business administration. During the past three summers he has worked as a camp clerk and in the Cascade office.

**T**HE 1957 college graduate is a popular fellow. If he's technically trained, he's probably about the most sought after young man in the world.

More than 200 companies sent some 450 men to the University of New Hampshire this spring to sell the 300 senior men on joining their organizations.

The story was the same at the University of Maine, Syracuse University, Northeastern and most every other college in the nation.

The competition for the technically trained college graduate was tremendous. It's been that way ever since the war.

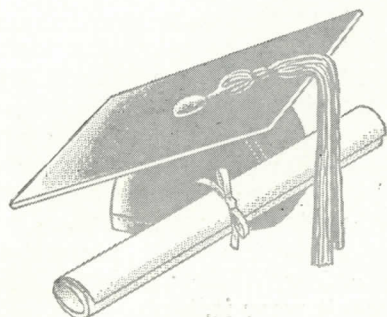
In the face of all this, Brown Company has done a top-notch job of bringing some of the best college men to Berlin and Gorham to work.

Look at the record of the past couple of years. Last year, four of the eight seniors to whom the company offered positions joined the company. That

was a 50 per cent average. The national average was only about 25 per cent.

This year, six offers were made. Four of those graduates are now working with the company. Gary Grinnell, a Syracuse graduate, is at Riverside Mill as mill chemist. Robert B. Birkett, also a Syracuse graduate, is with the Burgess Technical Department. George McCubrey, a University of Maine graduate, is an engineer with the Maintenance Department. Leonard E. Hickey, a University of New Hampshire graduate and a native of Berlin, is with the Accounting Department.

The big reason why college graduates, and particularly technically trained men, are so much in demand is the changes that have come about in industry—and the changes that appear on the horizon.



Competition for college graduates has never been so keen. Yet again this year Brown Company has been able to attract outstanding young men. The opportunities today and in the future are the reasons why . . .

# ***They Chose Brown***



Equipment and machinery have become more and more complex. This requires more technical know-how. New chemical methods are coming into the picture, such as Brown Company's chlorine dioxide plant, which is the first commercial installation in the Western Hemisphere, and its new magnesia recovery unit, the fourth to be installed in the world.

The same thing is true in woods operations. Forestry is becoming more and more scientific and well trained men are vital to the operations.

Another reason is the retirement plan — something which is comparatively new not only at Brown Company but throughout industry. Trained men are needed to replace those who are retiring. The company will continue to utilize these young men in filling positions which become open due to promotions within the company.

Other industries are not the only competition Brown Company faces in recruiting college graduates. The federal government is a strong competitor, particularly in the field of forestry.

There are several reasons why Brown Company has been so successful in bringing good men here.

Henry P. Burbank, manager of personnel relations and the man who visits the college campuses, talks with the men and arranges for them to visit Brown Company for interviews, lists these as the major reasons:

1. The pulp and paper industry is third fastest growing in the nation and the fifth largest. Because of its fast growth and size, the industry offers more and more opportunities.

2. Brown Company's diversification. Because Brown Company's products are so varied and because it has many different types of processes, there are many different fields in which a trained man can work.

3. The location. The North Country, with its fishing, hunting, mountain climbing, picnic spots and natural beauty, is a big attraction to many young men and their families.

Recruiting today is no sit-back-and-wait-for-them-to-call affair. You have to go out after the good men and show them the advantages of working with your company.

As a matter of fact, Brown Company has a summer program where active recruiting, screening and selection of college undergraduates is carried on. These young men, most of them residents of the North Country, are placed in positions closely allied with their college courses.

In addition, Brown Company participates in the cooperative program of Northeastern University, in

which undergraduates from that school divide each year between classroom study and work in Brown Company. One of these students, Richard Labbe, is a Berlin man.

Mr. Burbank makes his first calls to the college campuses the first of the year — about six months before the men will be graduated.

There is quite a bit of groundwork covered even before that. Definite dates for campus interviews are made and he informs the colleges what type of men he is seeking — engineers, chemists, foresters, accountants, etc. He also sends a supply of recruiting booklets to the placement director at each college he will visit. This booklet, with dozens of pictures, points up the advantages of working in the North Country and with Brown Company.

"Link" concentrates his recruiting efforts in a few schools. "We visit the schools where our experience over the past few years has shown we get the most satisfactory results," he explained.

Two of these are schools which have courses in pulp and paper manufacturing, as well as engineering, forestry, chemistry and business administration. They are the University of Maine and Syracuse University. Another is Lowell Technological Institute, which recently added pulp and paper to its list of courses.

Other schools include the University of New Hampshire, Worcester Polytechnical Institute, the University of Vermont and Northeastern.

In the first interviews, the field is narrowed down to those men in whom Brown Company may have a definite interest. These men receive invitations to

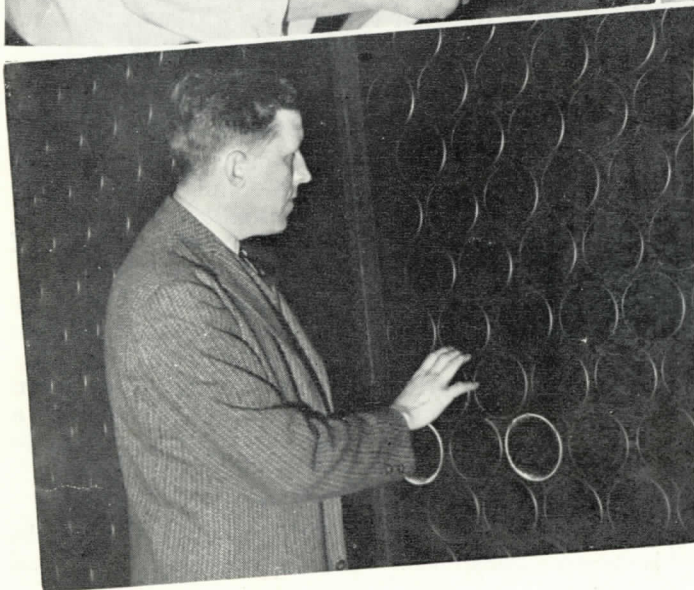
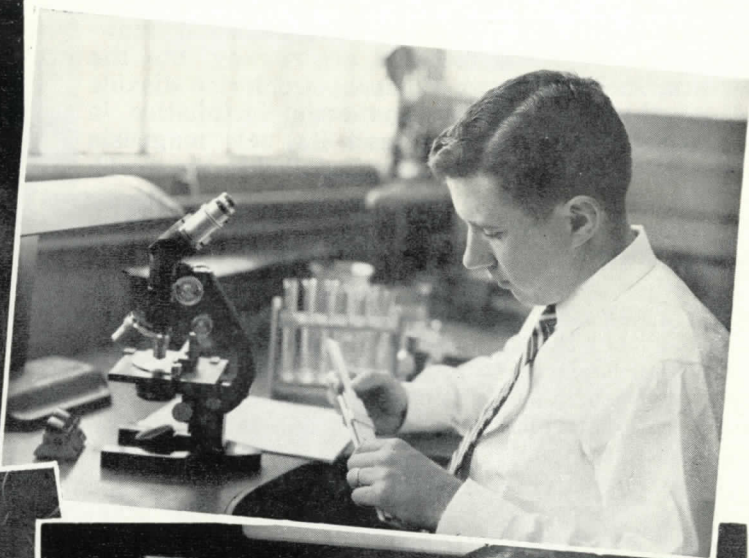
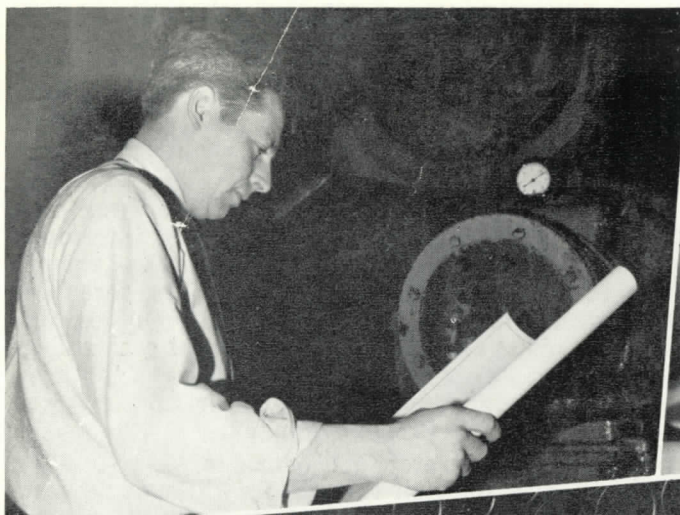
MAINE '57 . . . George McCubrey is an engineer with the Maintenance Department. He holds a degree in mechanical engineering.



# Company

JULY 1957





UP THE LADDER . . . These four men are examples of those who have come from college campuses in recent years and now hold positions of responsibility in Brown Company. Upper left, Stanley Judge, plant engineer at Cascade. Upper right, Peter Thomas, control chemist at Burgess. Lower left, Ben Hodges, production superintendent at Bermico. Lower right, Fred Wardwell, superintendent of Riverside. There are many others within the company with similar records.

visit the company, to meet members of management and others in their fields, to see the company and the country. In the case of married men, their wives are urged to visit the community at the same time.

After the Berlin interviews, the company people concerned carefully weigh all the information they have gained from the records and interviews and decide which men they would like to invite to join the company.

Brown Company has steered clear of the high pressure, wining and dining recruiting methods used by some firms. Mr. Burbank points out that today's college man wants to get down to facts quickly — that he's not impressed by the red carpet treatment. "He's interested in what the company is, what it offers in opportunity and what its future is going to be," "Link" declared.

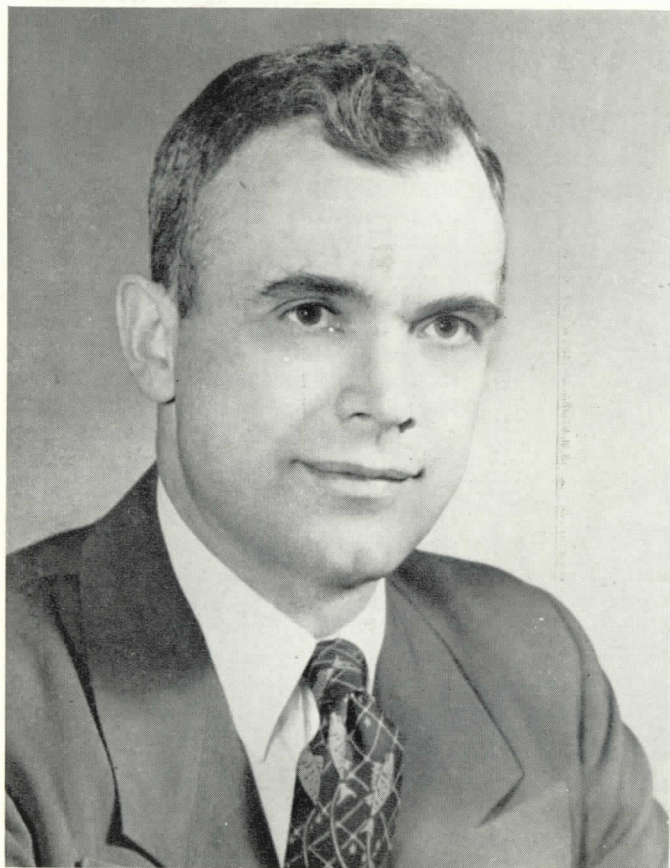
Many a college graduate has found that future good. Pick some names at random over the past few years and you'll find proof positive.

For example, Stanley Judge, a Northeastern graduate of a few years back, is now plant engineer of Cascade Mill; Ben Hodges, who got his master's degree at the University of Maine in 1951, is production superintendent of the Bermico Division; Fred Wardwell, a Syracuse graduate, is superintendent of the Riverside Mill; Peter Thomas, a University of New Hampshire graduate, is control chemist at the Burgess Technical Department. There are many more. These are only examples of the men who have come from college campuses in recent years and now hold positions of responsibility in the company. That record has been impressive to the 1957 crop of college graduates.

The fact that a high percentage of good college men are choosing Brown Company is good news to everyone.

These young men, who have had an almost unlimited choice of positions in industries all over the nation, see what they are like in Brown Company today and in the future. And they are bringing skills and training to the company that are important to everyone in the company today and tomorrow and the tomorrows after that.





## T. Richard Probst Named Vice President In Charge Of Operations

**T** RICHARD PROBST of Hampden, Maine, has been appointed vice president in charge of operations of Brown Company.

In making the announcement, President A. E. H. Fair said Mr. Probst, who since 1954 has been vice president and manager of mills of the Eastern Corporation in Bangor, Maine, will assume his new post August 1.

Mr. Probst's duties will include the direction of personnel matters in the extensive plants of Brown Company. He will make his headquarters and residence in the Berlin area.

At the same time Mr. Fair announced that Robert W. Andrews, vice president of Brown Company, will assume charge of general engineering and capital projects at Brown Company plants in New Hampshire and elsewhere.

Mr. Probst is a native of Lock Haven, Pa. He was graduated from Pennsylvania State College in the class of 1935, with a bachelor of science degree in chemical engineering; from the Institute of Paper Chemistry in Appleton, Wis., in 1937 with a master of science degree, and in 1939 with a Ph. D. degree.

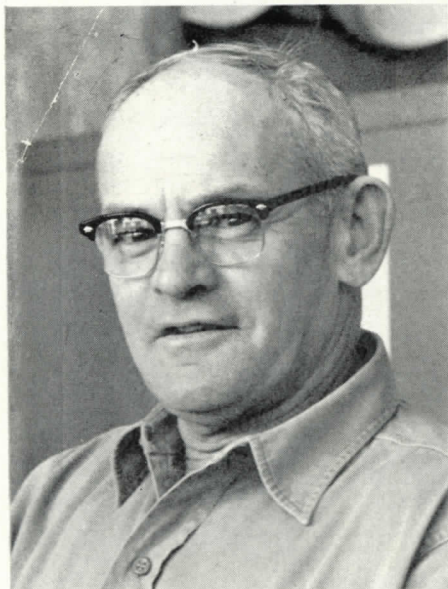
From 1939 to 1946 Mr. Probst was technical director of the Gilbert Paper Company, Menasha, Wis.; from 1946-48 vice president of production, Keith Paper Company, Turners Falls, Mass.; 1948-50 assistant to mill manager, Oxford Paper Co., Rumford, Maine; 1950-54 assistant general manager, Columbia River Paper Mills, Portland, Oregon.

He has been active in Maine community affairs, where he is a director of the Merchant's National Bank of Bangor, director of the Bangor-Brewer Community Chest; and is a member of the Bangor Chamber of Commerce and the Bangor Rotary Club.



# BROWNCO NEWS REVIEW

## Nazaire Metivier and Robert McKee, Both Longtime Brown Employees, Receive Promotions In Pulp Manufacturing



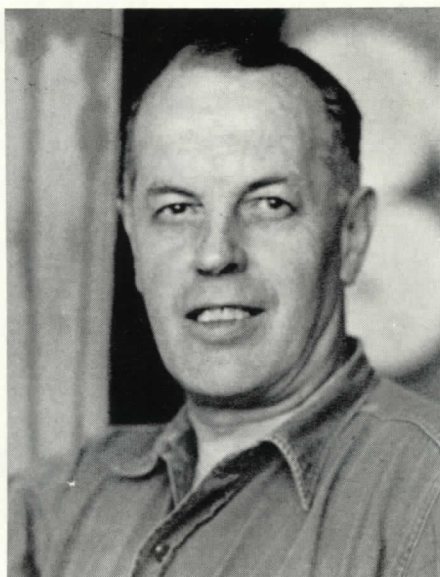
NAZAIRE METIVIER

Two longtime employees have received promotions in the Pulp Manufacturing Division.

Nazaire Metivier has been named acting assistant sulphite superintendent and has been assigned as the operating supervisor in charge of the sulphite recovery plant. Robert McKee replaces Mr. Metivier and will be acting assistant kraft superintendent.

Mr. Metivier joined the company in 1918, and has spent most of his time in pulp manufacturing. He moved from sulphite to kraft operations in 1949 as a digester cook. In December 1949, Mr. Metivier was promoted to tour foreman at the Kraft Mill and in December 1956 was named assistant superintendent of the mill.

Mr. McKee entered the company in 1924 with the Research and Development Department. Two years later, he joined the Burgess group as a digester helper. In 1946, Mr. McKee became a sulphite digester cook and was transferred to kraft when that mill opened.



ROBERT McKEE

He was promoted to tour foreman in the Kraft Mill in 1950.

## Paul Goodloe Elected TAPPI Director, John Clarke Addresses Group

A Brown Company man has been named a director of the Maine-New Hampshire Section of the Technical Association of the Pulp and Paper Industry (TAPPI).

Dr. Paul Goodloe, assistant technical director, was elected for a one-year term at the annual meeting in Rockland, Maine.

Among those presenting technical papers during the session was John L. Clarke, supervisor of instrumentation for Brown Company. Mr. Clarke's paper was on the use of the Beta ray gauge for measuring the thickness of paper.

## Robert Bonsall Named Kraft Tech. Control Supervisor

Robert Bonsall, kraft process engineer, has been appointed technical control supervisor of the Kraft Mill.

The announcement by F. X. Guimond, manager of pulp manufacturing, said that Mr. Bonsall will be responsible for the economy of chemical processes, reduction of fibre and chemical losses, the establishment and maintenance of optimum operating conditions and the maintenance of the quality of the pulp according to established practices.

Mr. Bonsall joined Brown Company in 1951 as a chemical engineer. In 1955 he was named waste control supervisor for Burgess Mill. A year ago he was promoted to the position of kraft process engineer.



ROBERT BONSTALL

Following graduation from Princeton University in 1947 with a chemical engineering degree, Mr. Bonsall taught a year at the Massachusetts Institute of Technology. He was with the New England Fire Insurance Company in Boston as engineer editor before coming to Brown Company.



## Merle Philbrick and Robert Murphy, Both With Company Nearly 40 Years, Promoted In Production Control Dept.



PROMOTED . . . Merle Philbrick (left) has been promoted to the position of supervisor of scheduling. Robert Murphy has been named assistant to the scheduling supervisor.

Merle W. Philbrick, a Brown Company employee since 1918, has been promoted to scheduling supervisor, replacing Milton M. Shaw, who has retired.

The announcement by Gilbert L. Lepage, production control manager, also said that Robert O. Murphy, who has been with the company since 1920, has been named to the position of assistant to the scheduling supervisor.

Mr. Philbrick joined the company 39 years ago as a helper in the box shop. He later worked in the window frame mill. In 1927 he was named clerk with the Accounting Department and in 1934 joined the office staff at the Bermico Mill. Mr. Philbrick entered methods work in 1944. In 1953 he was promoted to assistant to the scheduling supervisor in the Production Control Department.

Mr. Murphy began his long Brown Company career with the Engineering Department. He then worked in the Standards Group,

the Onco Plant, and as a clerk with the Woods Department. In 1933 he joined the Stock Preparation Department at Cascade. He joined the Cascade office staff in 1943. In 1947, he was promoted to office supervisor at Cascade.

Both Mr. Philbrick and Mr. Murphy are graduates of Berlin High School.

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## RECORDING GAUGE

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*by Tony Cellupica*

Recording Gauge had a bit of housecleaning recently. George Adams of the Burgess paint shop gave us a brand new look with a coat of paint and fluorescent lamps were installed.

Lieutenant Roland Roy spent two weeks on Cape Cod with the National Guard unit.

Dwight Fortier says he will clean out anyone's cellar of old newspapers. Just give him a ring.

## Philip K. Vance Joins Internal Audit Division

Philip K. Vance, formerly with Marlux Corporation in Billerica, Mass., has joined Brown Company as office methods analyst and auditor with the Internal Audit and Office Methods Division, it has been announced by Richard T. Jordan, division manager.

Mr. Vance was graduated from Northeastern University in 1953 with a bachelor of science degree in business administration.

Following graduation, he joined the Corning Glass Works as a junior cost accountant. In 1954 he became a cost accountant with the Old Colony Construction Company in West Quincy, Mass., and later that year joined the Rose Derry Company in Newton, Mass., as assistant to the treasurer. He became accountant with the Marlux Corporation in 1955.



PHILIP K. VANCE

Mr. Vance is a member of the National Association of Cost Accountants.

He has seen military service with both the Marine Corps and the Army, serving two years with the Marines during World War II and a year with the Army during the Korean War.

Mr. and Mrs. Vance have a son, Michael, age 2½.



# News AROUND THE PLANTS

## Nap Lamontagne Completes 35 Years



"GOOD LUCK, NAP" . . . That was the wish from fellow workers of Burgess Mill as Napoleon Lamontagne retired after 35 years with the company. Front row, left to right, J. A. Lamontagne, Louis Gagne, Albert Giguere, Frank Guimond, Francis McCann, Mr. Lamontagne, Romeo Duquette, Alex Smith. Second row, Romeo Tremblay, William Bouchard, Laurier Mailloux, Rene Roy, Emil Bernard, Odina Vien, John Walker. Third row, Lawrence Martin, Adelard Bergeron, Leo Coulombe, Lawrence Gagnon, Edmond Gagnon.



## CASCADE

by Lydia Bockman

Mamie Tardiff and Alice Arsenault are pretty proud of their new cars.

Stella Morin vacationed with her sister, Annette Morin, at Cape Cod.

Jeannette Dupuis decided to try the beaches. She visited Hampton and Old Orchard.

Mrs. Germaine Gagne spent some time at Wells Beach with her family.

Cecile Goudreau visited her sister in Bridgeport, Connecticut.

Yvonne Rogers vacationed at Center Falls, Rhode Island, and took some trips into Boston.

by Lorraine Alati and Pearl Murphy

We are happy to welcome Eugene Corrigan and John Townsend, who are working at Cascade this

summer. Eugene is a sophomore at St. Anselm's College in Manchester and is working with Buster Edgar in the Quality Control Department. John, a junior at the University of New Hampshire, is assisting Don Gilmore.

We also welcome Lucille Boisvert, another summer employee.

Robert Boivin replaced Roland Lepage during his vacation, and Richard L. Hynes replaced Don Vachon.

Airman 3rd Class Dan Daley was a recent visitor at the home of his parents, Mr. and Mrs. Joseph Daley in Gorham.

Louise Peloquin, formerly of the Cascade Office, has won her silver wings as an American Airlines stewardess. She is flying the Flagship fleet out of Newark Airport. After being accepted for stewardess training, Louise went to stewardess school in Chicago, where she completed an extensive five-week course.

## ONCO

by Robert Valley

Marie Anctil had a thrilling boat ride on Averill Lake in Norton, Vt., ending with a fine catch of trout and salmon.

Conrad Cote ventured to parts of Canada to visit relatives. He ended his stay with fish in his basket and a smile of contentment.

Joseph Labbe topped the list with his fine catch — two salmon, the size and weight of which were worth boasting about.

On the sick list at this writing is Phil Farrington. Our best wishes, Phil, for a quick recovery.

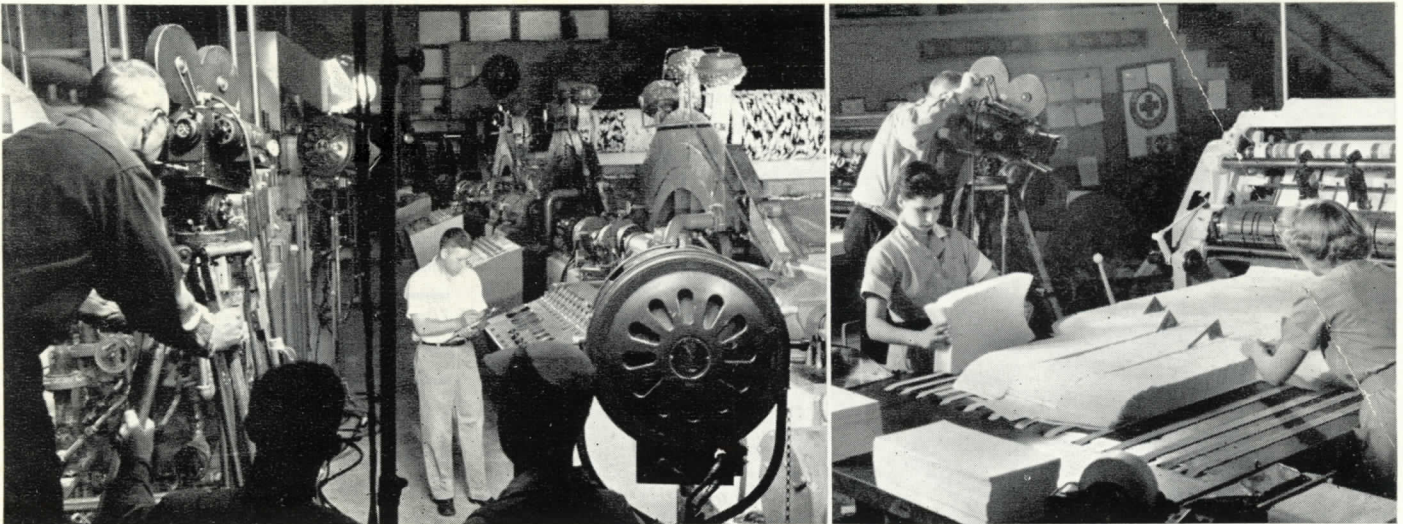
## Can You Top This?



GOOD EATING . . . Joe Labbe of the Onco Plant displays two salmon he hooked. The one on the left weighed 6 1/2 pounds and was 24 inches long. The one on the right weighed 4 pounds and was 19 1/2 inches long.



## Brown Company People Featured In New Towel Movie



**ACTRESSES AND ACTORS . . .** Brown Company people are in the spotlight of movie making again. They are featured in a new color sound film telling the story of the company's famous Nibroc Towels. The movie will be used for the promotion of towel sales. In the photo at the left,

the camera records a scene in the kraft bleachery. Jotting down readings from the instrument panel is Lawrence Birt. In the photo at the right, the camera picks up the work on a towel converting machine operated by Mrs. Katherine Horne (left) and Rowena Hall.



**BERMICO**

*by Rosaire Brault*

Bill Waters, former sawman of New Fittings, paid us a visit recently. Glad to see you looking so well, Bill.

The boys in Miscellaneous Finishing are very proud of Ronnie Erickson for catching the first \$5.00 award. The fish came out of the Androscoggin River.

Back to work after vacations are Conrad Bergeron, Adrian Bailargeon, Victor Lavoie, Emile Bourbeau, Herbert Berry, Raymond Gauthier and George Eichler.

We are glad to welcome back to work Edmond Baillargeon, who underwent surgery.

Armand Jacques of Coupling Lathes is spinning around in his new car.

Sympathies are extended to Edward Sweet and his family on the recent death of his brother, Charles.

Back to work after long illnesses

are O'Neil Forbes and Edmond Tardiff. We're all glad to have you boys back!

Congratulations to Mr. and Mrs.

Bob Bisson on the birth of a new son.

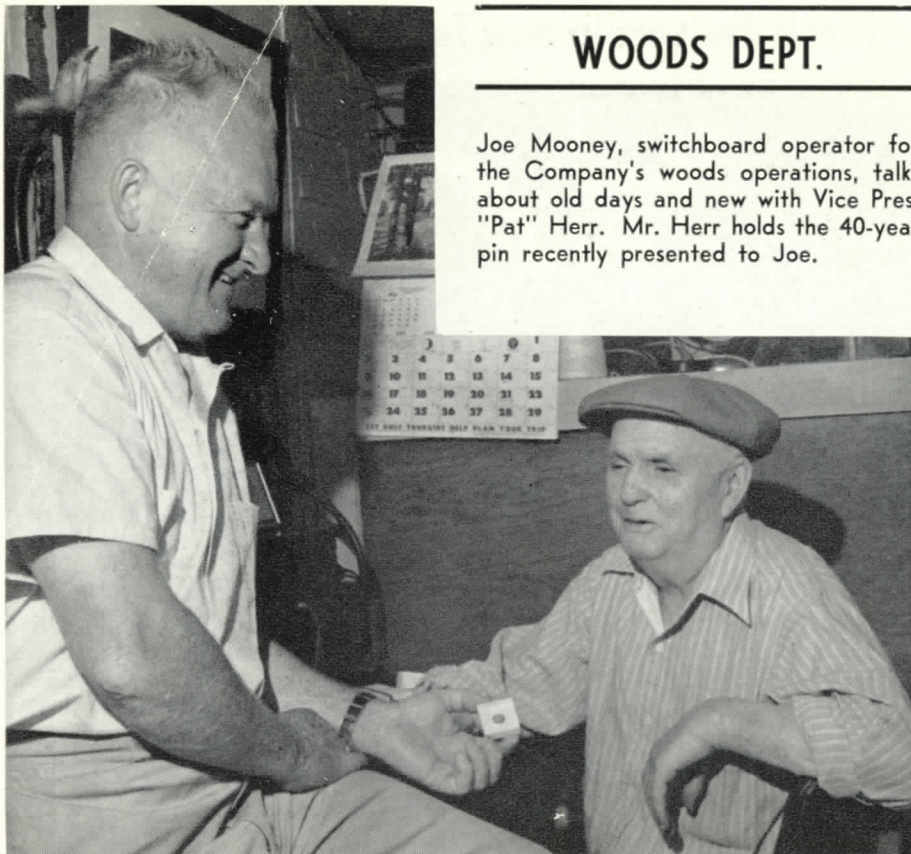
Alfred and Joseph Provencher are sporting motor scooters.

## The Prize: A Trip to Parmachenee



**HE WENT FISHING . . .** F. G. Tennison (second from left), Dallas, Texas, plumbing company proprietor, and his wife spent the Fourth of July weekend fishing at the Parmachenee Club as the guests of Brown Company. Mr. Tennison was winner in a contest sponsored by the Bermico Division at the National Plumbing Exposition in Dallas. Left to right, Frank W. Mark, assistant general sales manager of the Bermico Division; Mr. Tennison; John C. Moore and Emerson R. Batchelder, Bermico salesmen; Arthur R. Taylor, Bermico Division general manager, and Raymond E. LaPlante, assistant manager of West Coast Sales for Brown Company.





## WOODS DEPT.

Joe Mooney, switchboard operator for the Company's woods operations, talks about old days and new with Vice Pres. "Pat" Herr. Mr. Herr holds the 40-year pin recently presented to Joe.

Trahan, Paul Robbins and Ted Archer.

Congratulations to Mr. and Mrs. "Fy" Lepage on the birth of a bouncing boy, weighing eight and a half pounds.

Welcome back Mike Agrodnia. We are glad you are off the sick list.

Bob Whitney has been appointed district commissioner of the Boy Scouts.

## POWER AND STEAM

by Sylvia Oliver

Sincere sympathy is extended to Cy Tondreau on the death of his brother, Mayor Aime Tondreau.

Rudolph Peloquin and his family vacationed at Lake Mooselookmuntic in Maine. Rudy is a power dispatcher at the Heine Plant.

## King-Size Greetings

by Lorraine Bisson

Claude Mountain spent a week's vacation at home working in his garden.

Best wishes for a speedy recovery are sent for Stan Wentzell, who is recuperating at home after surgery at Mary Hitchcock Hospital in Hanover.

by Peg Bartoli

Congratulations to Gloria McNeal on her recent graduation from Berlin High School. Gloria is working in Woods Accounting this summer.

We also wish to congratulate Marshall Pettengill, son of H. Elmore Pettengill, manager of woods costs, on his graduation from Berlin High and for his receipt of the Rensselaer Alumni Association Award. This award was given him for the highest honors in mathematics and science. He will enter Rensselaer College in the fall. Marshall also was awarded an engraved plaque for outstanding characteristics, which was presented to the school by the Ryan-Scammon Post of the American Legion.

Rey Finnegan's daughter, Mrs. Robert Landrigan of Wakefield,

Mass., recently gave birth to a boy, Kevin Edward. While mother recuperated, grandpa took care of the other two Landrigan youngsters. The father works in the Boston office. Another note from the Finnegan household: Rey, Jr., a student at Holy Cross, is working again this summer at Parmachenee.



## RESEARCH & DEVELOPMENT

by Doris Pinette, Ed Haggart and Lillian Brunelle

Joan Weiss flew from Boston to Chicago via United Airlines to visit her grandmother, who is ill. She accompanied relatives to Edmonton, Alberta, a place she has always wanted to visit. The girls at Research kidded her about the handsome Royal Canadian Mounties.

Vacationers included Gerard Vallee, Roydon Crotto, Hilaire Lemieux, Fernando Pinette, Roger Girard, Don Haggart, Lionel Dupuis, Louis Couture, Katherine Devlin, Raymond Roberge, Albert



GET WELL CARD . . . This 14 by 22-inch card, loaded with 36 different flies and signed by Woods Department members, was sent to Ken Fysh during his recent hospitalization. It was enough to make any fisherman get well quick to try his luck.

THE BROWN BULLETIN



## 20 Employees Earn Suggestion Awards

### \$55 Award

Leonard Gauthier, Bermico

### \$20 Award

Fernand Landry, Cascade

### \$15 Awards

Earl White, Riverside  
Albert Gauvin, Chemical  
George Eichler, Bermico  
Laurent Nault, Riverside  
Omer Dumont, Bermico

### \$12.50 Award

Donald Harris, Kraft

### \$10 Awards

Michel Tellier, Heine  
Eli Lozier, Cascade  
Antonio Letellier, Cascade  
Gerard Lemire, Maintenance  
Edward Brown, Bermico  
Leo Guay, Cascade

### \$5 Awards

Donald Amero, Burgess  
Madeleine Pearce, Boston  
Clement Roberge, Power and Steam  
Merna Joudrey, Engineering  
Lawrence Lavoie, Burgess  
Roger Richer, Kraft

## GOLDEN AGE CLUB

*by Ovila Valliere,  
Secretary-Treasurer*

We wish to extend an invitation to members and guests and to all retired men in the area, to play horseshoes on our new court at Community Field.

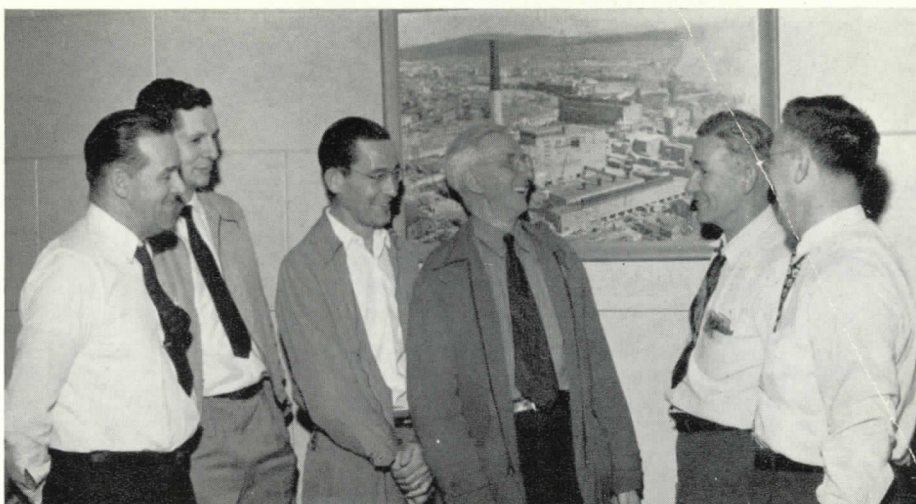
Our thanks go to Robert Lowe, city recreation director, who reports that the court is now ready for use.

Horseshoes will be found at the Community Club. All are welcome, and we hope every throw will be a "ringer". It's a fine way to spend a cool evening.

The clubrooms will be open all summer for watching TV or playing cards.

Watch for the date of our August picnic. It's going to be a real get-together, with lots of fun for all.

## Good Luck To Two Croteaus



ALL IN THE FAMILY . . . It was quite a day for the Croteaus. Albert and Arthur retired on the same day and both were feted by fellow employees. Above, Albert (third from right) shares a joke with, left to right, Earl Henderson, Jack Hegeman, Adrian Croteau, "Buster" Cordwell and Frank Guimond. Albert was with the company 45 years. Below, Arthur (center), who was with the company 14 years, receives best wishes from Charles Pinette, Gus Korn, Don Ryerson and Henry Vezina.

## CENTRAL ORDER BILLING

*by Julie Bugeau*

We are sorry to see Mrs. Lola Lambert leave our department, and wish her the best for such an important event as keeping a date with the stork.

We welcome Beverly McKenna to C.O.B. Beverly just graduated from Berlin High.

The reason for Rita Gagnon's big smile these days: She is aunt to little niece, Linda.

## MANUFACTURING

*by Ada Anderson*

July vacationers were Sandra Labrecque and your correspondent.



## CHEMICAL & FLOC

*by Alf MacKay*

Earl Philbrick vacationed at his summer camp at Lockes Mills, Maine.

We welcome Rita Fournier back to work after a three weeks' illness.

Your correspondent and Mrs. MacKay vacationed in Manchester, N.H., Connecticut and New York State.



## Norwich Students Visit Mills



**VISITORS . . .** Undergraduates of Norwich University saw how pulp and paper is made at Brown Company in a recent visit here. Among the 18 young men and their instructors visiting here were, left to right, George Youngerman, Major Edward A. Sheldon, Lt. Col. P. T. Baker, Edward C. Wangenstein, Robert Laubenhimer, Michael A. Jewet and Roderick Warner. At the right is Dr. Edgar B. Gutoff, senior process engineer at Burgess Mill.



### MAIN OFFICES

*by Jeanne Bouchard*

Mary MacIntyre enjoyed two weeks at Ogunquit Beach, Maine.

Elizabeth Baker visited in Boston during a week's vacation.

Beverly Mortenson and Bertha Ayotte have enjoyed a fine vacation. Bertha's was at Old Orchard.

Margaret Wagner's vacation was spent at Kennebunkport, Maine.

Pat Coffin spent a weekend in Boston.

### ENGINEERING

*by Merna Joudrey*

Mary Devlin recently attended her nephew's graduation from the University of New Hampshire.

John Avore and Tommy Thompson took early vacations. Other recent vacationers were Pete Lepage, Richard Roy and Merton Sumner.

Ted Willoughby spent a weekend in Montreal recently.

Among the many proud parents at the Gorham High graduating exercises were the George Craigs and John Clarkes. Congratulations David and Davis.



### Long Service

**44 YEARS . . .** Edward Urban (center) receives best wishes from Jack Hegeman and Earl Henderson on his retirement after 44 years with Brown Company.

## BOSTON

*by Don Clement*

Tropical heat waves or polar cold waves—the stork knows no season. Mr. and Mrs. Bob Landrigan should know. A healthy baby boy was delivered to their household on one of the hottest days of the year hereabouts! Congratulations, folks.

"Knowledge knows no bounds," someone once said, and Vin LaPorte must have heard them. Vin has recently completed a two-week course at Lowell Tech to add to his knowledge of paper and paper-making.

There are three new faces in the Boston office — Joe Cronin, our new teletype-flexowriter operator; Marilyn Friedrich, who is filling in for the busy summer months on our teletype and telegram machines, and Larry Bell, just out of Charlestown High School.

### TABULATING

*by Laurel Rowell*

We congratulate Therese Montminy on her engagement to Rodrique Croteau.

Aline Pelchat spent a weekend in New York, where she shopped and took in some shows.

Joyce Pelchat had a weekend in Springfield, Mass.

Ann Wentworth spent a weekend at Crescent Beach in Portland.

Claire Gilbert visited her aunt and friends in Portland, Maine, and at Sebago Lake.

Bev Young, accompanied by her sister and brother-in-law, visited Nova Scotia.

### TRAFFIC

*by Dee Torro*

Eddie Delisle enjoyed part of his vacation at home and then went to Rangeley Lakes.

Dick Roberge has purchased a new home on Houle Street.

Your correspondent was a weekend guest of Mr. and Mrs. Edward Morton at Lake Winnepesaukee.

### THANK YOU

I wish to express my sincere appreciation to the people of Brown Company for the party given me at the time of my retirement and for their thoughtfulness in the presentation of a wrist watch to me and the flowers to Mrs. Shaw.

*Mike Shaw*





## BURGESS & KRAFT

by Chester Veazey

Congratulations to Mr. and Mrs. Stephen Alimandi on the birth of Heidi Ann, who weighed six pounds, three and a half ounces. Mr. Alimandi is employed in the yard at Burgess.

Congratulations to Dr. and Mrs. Edgar Gutoff on the birth of Joshua Jared, who tipped the scales at eight pounds, 10 ounces.

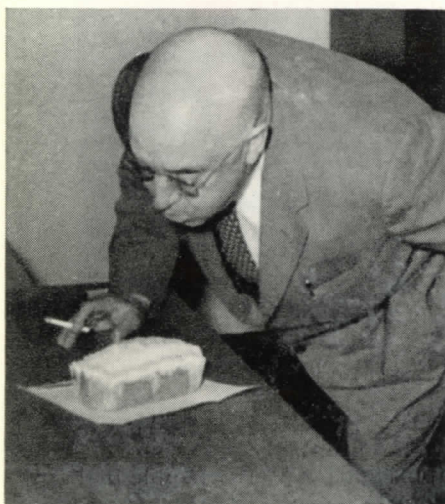
"Vic" Sullivan, our nurse, vacationed at Bayside, Long Island, New York, visiting Mr. and Mrs. James Dulligan and a new granddaughter, Joyce Katherine. Lillian Blouin is replacing "Vic."

Out sick at this writing were Paul Fissett, Francis Boulanger, Edgar Melanson, Leo Lavoie and Alpha Routhier.

Back to work are Wilfred Roy, Ovila Roy, Lawrence Mayo, Joseph Gagne and Donat Letarte.

Paul Lebreque has been transferred to Plant Protection, Arthur Patsey to Riverside, Clyde Manzer

## Best Wishes



HAPPY BIRTHDAY . . . Laurence F. Whittemore, board chairman, blows out the candle on the birthday cake with which fellow workers at the Main Office surprised him.

## Good Luck, Mike

Mike Shaw (left) supervisor of scheduling, has retired after 28 years with Brown Company. Here he enjoys a hearty chuckle with Vice Pres. Robert Andrews during Mike's retirement party at The Chalet.



to Cascade and Joseph Levesque to Bermico Maintenance.

Welcome to newcomers Laurier Nolin and Lionel Routhier. Laurier came from school to the Scalers Department and Lionel from Floc to Maintenance.

by Jeannette Barbin

Some of us like our vacations leisurely, and others have to have activity every minute of the day.

The latter pattern was definitely that chosen by Dewey Routhier of our Machine Shop. He chose to drive 1,637 miles to Waseka, Minnesota to purchase a fibre glass Herter's boat with boat trailer. His line of travel reads like an international travel folder advertising the high points of a trip throughout the United States and Canada. They started their trip by attending the wedding of Mrs. Routhier's nephew in Lewiston, Maine.

Joe Ottolini vacationed at Lake Megantic in Canada and was lucky enough to catch eight good-sized fish.

Your correspondent received a novel bit of mail recently from former Pulp Division Manager L. M. Burns in the form of a recording. The playback was somewhat like a one-way phone conversation. Mr. Burns sent his greetings to his many Berlin friends and reports that he is happy in his new surroundings as mill manager and assistant to the president at the Thurso Pulp and Paper Company, Thurso, Quebec.

Timekeeper Bill Hooper has re-

turned from a week's vacation at Old Orchard Beach.

Louis Hanson, Burgess timekeeper, vacationed in Toronto, Ontario.

Bob Bonsall attended his tenth class reunion at Princeton. Bob's family, while visiting in Quincy, Mass., saw the Mayflower II.

Estelle Caron and a girl friend spent a week's vacation at Hampton Beach.

Former Pulp Division Manager L. M. Cushing sends his best regards to all his many friends in Berlin and Gorham. A recent letter from him stated that while on a business trip to Italy for his employer, Parsons and Whittemore, he enjoyed Venice for an hour or two, then was driven clear across the country to Lake Como.

## INDUSTRIAL RELATIONS

by Janet Hamel

Congratulations to Simonne Coulombe on her recent engagement to Maurice "Red" Drapeau. "Red" is employed at Bermico Mill. No date has been set for the big event. Lots of luck and happiness to you both!

Mr. and Mrs. John Conley (Larue King) have moved from Jefferson to Emery Street.

Rita Roy and Aline Pelchat spent a few days in New York City, doing a bit of window shopping on fashionable Fifth Avenue and taking in a couple plays on Broadway.

Jackie Gagnon, secretary at Merritt-Chapman and Scott, and Dottie Wood of the Employment Division enjoyed a weekend in Boston.



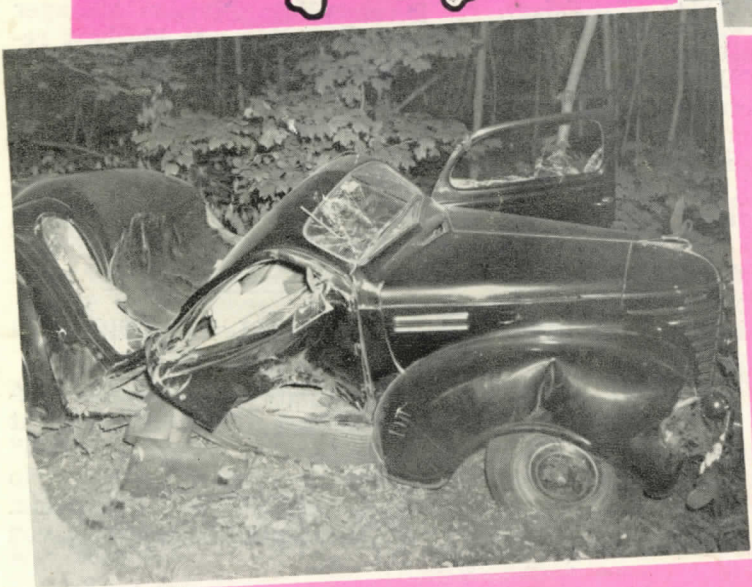
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Permit No. 227

Will YOU Be  
One of the  
**40,000 ?**



*Photos by Ralph Peloquin*

This year . . .

- . . . 40,000 Americans will die in highway accidents
- . . . another 2,400,000 will be painfully injured
- . . . one person out of every 70 will be killed or hurt in road crashes
- . . . 8 out of every 10 of these accidents will happen on clear days, on dry roads
- . . . almost half of these accidents will be the result of speeding
- . . . 8 out of every 10 highway deaths will be caused because someone broke a law

**Live and let live by driving safely and obeying the law!**