

## The Forgotten Fringe Benefit

Practically nobody thinks about it, but it is one of the most valuable fringe benefits which Brown Company employees have.

Like so many other things, it is rarely mentioned, usually forgotten, and just plain taken for granted.

What is this anonymous fringe benefit hardly anybody thinks about? It is the life insurance carried by the Company on the Company's retired employees.

During their working careers, the Company employees have life insurance and the cost is shared about equally between employees and the Company.

But at age 65 and retirement, this life insurance is continued in effect with the entire cost being carried by the Company. The face value is reduced by one-third, and the maximum amount of any policy is limited to \$5,000.

Few employees realize that slightly over \$2,000,000 in life insurance is now effective under this program, covering about 600 retired hourly paid and salaried employees.

The amounts being paid out each year to beneficiaries of retired employees who have passed away has climbed steadily in the past 10 years, and the total benefits paid for that 10-year period are just under \$1,000,000. In the last 4 years alone, the benefits paid were more than \$550,000. The annual amount is climbing steadily, as wages increase.

Most people think fringes are for the employee during his working career. This particular one is for the employee who has retired, or for the widow and family which he leaves behind him.

This is a hidden item in the Company payroll — another benefit for Brown Company employees.

## Industrial Engineer Retires



**INDUSTRIAL ENGINEER RETIRES** — Ed Howe (left) gets final words of good advice on how to retire gracefully, and still keep busy, from Chief Industrial Engineer John Dav's (right). Ed was presented with gift of cash from fellow employees along with service pin and Golden Age Club membership.

Edwin E. Howe of Milan, materials handling engineer in the Industrial Engineering Department, and a Brown Company employee since October 9, 1918, retired on August 1st with 44 years of service for the Company.

Mr. Howe, who was born and raised in Bethel, Maine, moved to Gorham in 1917 where he worked as a baker for several years, and for the Canadian National Railroad. In 1918, he became a timekeeper in the Cascade Electrical Department, then an electrical clerk, and subsequently, spent several years doing time studies with the C. L.

Stevens Company at Brown Company.

About 1926, Mr. Howe was transferred to the Bermico Division where he held a number of positions including shipping, personnel, office manager and methods engineer. He then went into the Industrial Engineering Department, where he has been since 1948.

In answer to a question about what he has done since retiring, Ed replied "Oh, I'm conducting a study of various types of fruits and berries. It is going to take several years to finish that."

## Kraft Pulp Official Resigns

The resignation of Karl Guest, manager of kraft pulp manufacturing, was announced by President Leonard A. Pierce on September 19th.

Mr. Guest leaves Brown Company to become mill manager of a new 400 ten/day integrated kraft pulp mill and containerboard plant now under construction at Florence, South Carolina. The plant is being built by South Carolina Industries, Inc., a wholly owned subsidiary of Stone Container Corporation of Chicago, Illinois.

Mr. Guest came to Brown Company in August 1959 as Assistant Manager of Pulp Manufacturing, with duties covering both the Kraft and Sulphite Mills. He became Manager, Kraft Pulp and Paper Manufacturing, in February 1960 and since November 1961, has devoted all his time of kraft pulp manufacturing and planning, reporting directly to Mr. Pierce.

Before joining Brown Company, Mr. Guest was associated with Union Bag, National Con-



KARL M. GUEST

tainer Corporation and Gulf States Paper Corporation in the south. He is a graduate of Clemson College, is married and has 1 son.

Mr. Guest's resignation becomes effective October 1st, the announcement stated.

## Horseshoe Tournament

Results of the 1962 Brown Company Horseshoe League's Ringer Tournament have been announced by League official Oscar Carrier.

Each contestant in this tournament is given 50 shoes to throw, and the winner, with a batting average of 600 or 30 ringers out of 50 shoes throw, was Alex Dumesnils of the Berlin Police Department.

Close behind in the runner-up position was Adrien Melanson, with 26 ringers out of a possible 50, for an average of .520. Melanson is employed at the Burgess Mill.

In third place, with an even .500 average, was Val Albert who threw 25 ringers out of 50 attempts.

Albert Morin, Jr.	22	.440
Oscar Carrier	20	.400
Albert Dinardo	19	.380
Babe Melanson	18	.360
Eddie Lessard	18	.360
Harvey Jeffrey	17	.340
Romeo Gagnon	16	.320
Sylvio Croteau	15	.300
Lucien Lotier	15	.300
Arthur Nadeau	14	.280
Paul Cloutier	13	.260
Albert Trahan	13	.260
Louis Michaud	12	.240
Bob Vaillancourt	12	.240
Downing Boucher	11	.220
Albert Cote	11	.220
Albert Morin, Sr.	11	.220
Buddy Morin	11	.220
Gus Seguin	11	.220
Billy Pike	11	.220
Joe Fontaine	10	.200
Leo Roberge	10	.200
Gerald Gagnon	9	.180
Romeo Godin	9	.180
Armand Marcotte	8	.160
Norman Robichaud	8	.160
Raymond Hallie	5	.100
Roland Caouette	3	.060
Leo Savard	3	.060



**UPPER PLANTS RETIREMENT** — Edward J. Leclerc, 17 Hinchey Street, Berlin, first-class millwright in the Upper Plants maintenance dept., retired August 21st with 25 years of service with the Company. Bidding him many happy retirement years, front row, left to right, Mr. Leclerc, Warren MacKenzie, Oscar Hamlin and Adolard Rivard. Back row, George Mortenson, Ken Neil, Fred Valila, Norman Hayes and Donat Goudreau.

"I've got two camps at Ferry Beach, Maine, and my home here in Berlin to take care of, so I'll be busy enough now that I'm retired. I like to fish and hunt, too."

This was the way Ed Leclerc answered when asked if he had any plans for his retirement after 25 years as a first-class millwright at Brown Company.

Leclerc, who was born and raised in Berlin, had been a carpenter for a number of years after leaving school, and has built a number of homes in the Berlin area. It was not until 1937 that he joined the Company as a first-class millwright, working with the Construction Dept. for 9 years, and since 1946,

with the Upper Plants maintenance group. Mr. Leclerc is married to the former Mabel Nolin, of Berlin, and has 3 children: Raymond, employed in the Company construction department, Mrs. Lucien Tremblay of Miami, Florida, and Mrs. Henry St. Hilaire of Berlin.

## Pulp and Paper Magazine Editors Visit Berlin

Vincent W. DeSalvo, managing editor of Pulp & Paper Magazine, and Ken Johnson, associate editor, were visitors at the Cascade Mill last Thursday morning.

DeSalvo and Johnson made Berlin their first stop on a trip to northern New England which also included coverage of the Paper Industry Management Association convention at Poland Spring, and a visit to one of Brown Company's suppliers of softwood chips from sawmill slabs.

While at Brown Company, the Pulp & Paper editors were escorted around by Milt Hayes, Administrative Assistant to the Paper Division General Man-

ager R. A. Larson, and by Ed Reichert, Manager of Public Information. Cascade superintendents Ed Fitzgerald and Reggie Murray explained technical details to the two visitors, who showed particular interest in the new tissue machine and converting equipment.

DeSalvo and Johnson were also extremely interested in other Company installations at Cascade including the new reel slitting equipment on No. 9 paper machine, the Ericsson Centralograph in the Towel Room which keeps a record of individual towel machine operating times, and the new C-Fold towel machine presently being installed in the Towel Room.

Lack of time prevented the visitors from seeing other Company projects such as the new location for the Paper Sheet Mill, inflatable dunnage used in shipping skids of printing paper, and the Cascade Mill's new oil fired package boiler.

Both visitors expressed extreme interest in what they saw during their few hours at the mill, and plan a renewed contact in the near future.

## A Page From History

Fools learn from their own mistakes. Wise men learn from the mistakes of others.

In the greatest number of its time, three symptoms of trouble existed. They were: (1) Undermining the dignity and sanctity of the home, which is the basis of human society, (2) Higher and higher taxes and the spreading of public funds for free bread

and entertainment of the people. (3) Building of gigantic armaments against supposed outside enemies, when the real enemy was the decadence of the people within.

Yes — Rome fell!  
DOES IT SOUND A LITTLE  
BIT LIKE THE PLACE WHERE  
WE LIVE?



**HALF CENTURY MAN** — Carl Mortenson of Research has worked for the Company since 1912, and at Research for the past 42 years. Well liked by all who have worked with him, Carl had a good send-off from other Research personnel on his final day of work when this picture was taken. Dick Ramsey and Phil Glisson made the speech, Carl accepted the gifts.

Carl A. Mortenson, 1803 Hutchins Street, Berlin, ball mill operator at the Research Department where he has worked continuously for 42 years, retired August 1st.

Mr. Mortenson was born in Berlin in 1897, and started working for Brown Company in 1912 when he was only 15 years old. His first job was at the sawmill, sticking clapboards; later he held various other jobs in woods operations, river driving, and as a

water boy to construction crews working on various Brown Company buildings.

Mr. Mortenson also worked at the Band Pulp for a period before joining the Research Department October 18, 1920.

## THE SAFETY SCOREBOARD

PLANT	POSITION AS OF AUGUST 31	POSITION AS OF JULY 31	DAYS SINCE LAST ACCIDENT*
Berlin Mills Ry.	1	1	632
Misc. Depts.	2	2	88
Cascade Maintenance	3	3	254
Power & Steam	4	4	126
Kraft Mill	5	5	17
Burgess Maintenance	6	6	31
Upper Plants Maint.	7	10	255
Bermico Operating	8	7	32
Burgess Operating	9	9	15
Onco	10	12	205
Construction	11	8	10
Wood Handling	12	13	51
Cascade Operating	13	12	8
Chemical & Flocc	14	14	104
Riverside	15	15	8
Bermico Maintenance	16	16	192

\* As of August 31, 1962. Standing is based on frequency rate of accidents. I.e. number of accidents per million man hours worked, computed for the 1962 fiscal year.



**NEW BOAT LANDING AT ERROL** — Situated across the Androscoggin River from Rt. 16 at Errol Dam, the new boat landing built by the State on land made available by Union Water Power Company is now completed. Parking area at the launching site is about 300' long and 200' wide. Brown Company's Woods Department constructed

the m'le-long road from Rt. 26 at Errol to the parking area, and the Union Water Power Company and Brown Company joined together in making the land available. Boat landing was located at new site to help correct serious traffic problems resulting from the launching of boats from Rt. 16 at Errol.