

RETIREMENT PLAN DISTRIBUTED

On Friday, October 20, 1950, every employee of our company received a copy of a booklet entitled "Your Ecusta Retirement Plan", accompanied by a personal letter from Mr. Harry H. Straus.

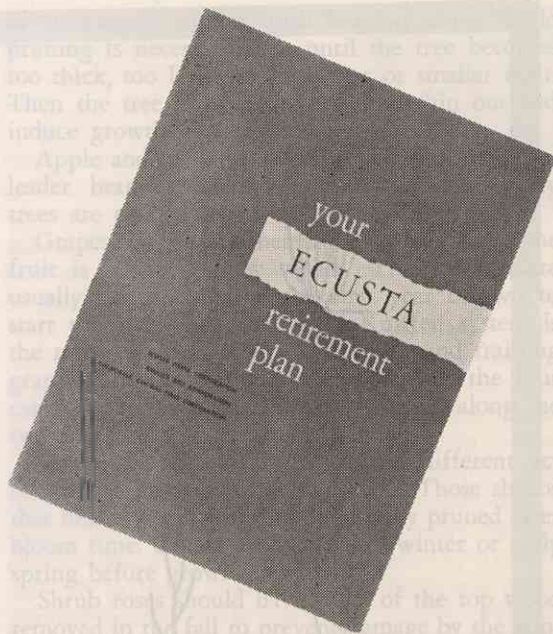
The Retirement Plan, as we all know, was effective January 1, 1950. The attractive booklet gives full details of just exactly how the plan works and what it means to each one of us.

With this latest provision for retirement, the company now rounds out a thorough and complete six point Employee Security Program. The benefits include not only our new Retirement Plan, but Life Insurance, Hospital Insurance, Surgical Insurance, and Accident and Health Insurance.

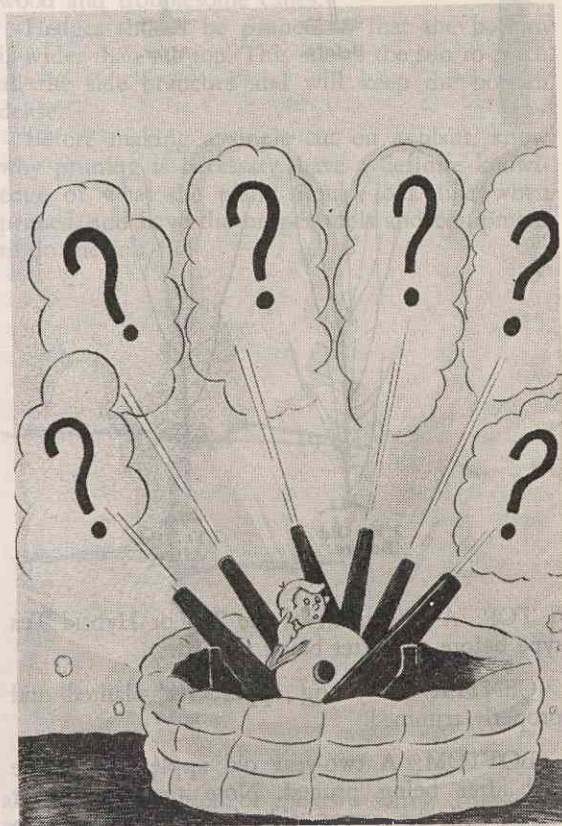
Our Ecusta Retirement Plan contains many excellent features and, as we all know, the cost of the plan is borne entirely by the company. Some of the most interesting features of our Retirement Plan include Early Retirement Allowance, Separation Retirement Allowance, Disability Retirement Allowance, and several options as to how the monthly benefits will be paid. The booklet is well written and contains full information which will enable an employee to estimate his personal retirement benefits under the plan. All employees are encouraged to ask questions, however, in order that everyone will be fully familiar with how the plan actually applies to them. The Personnel Department will be happy to discuss the Retirement Plan with you at any time.

Some of our older employees, who are now 65 years old, will begin to retire on January 1, 1951. Others will reach age 65 during the years 1951 and 1952. These employees, in particular, are urged to contact the Personnel Department in the near future in order that they can be fully informed as to their benefits, well in advance of their retirement date.

The Ecusta Retirement Plan is by far the most expensive and most important benefit which is provided for our employees by the company. Along with their personal savings and Social Security, the Retirement Plan provides for all long-service employees a comfortable measure of security during the later years of their lives.



**CAN YOU IDENTIFY ALL SIX POINTS
OF ECUSTA'S EMPLOYEE
SECURITY PLAN?**



ANSWERS ON PAGE 29