



Harry Wilson, left, Heinz McCall at work

Focus:

A Job Well Done; A Job To Do



1978 was a good year for the Photo Products Department and the Brevard Plant. Demand for all products manufactured at Brevard remained strong. The contributions made by our plant to x-ray markets and base for sale were significant factors in achieving success. It was also gratifying to complete the year without an on-the-job lost work-day injury. I want to thank every employee for a job well done!

The events of 1978 are history, and once again the challenges of a new year are here. The demand for x-ray products should remain firm, but growth will be limited by pressure to reduce health care costs, concern over radiation exposure, leveling off of population growth and competitive pressures. The outlook for polyester base continues bright. Overall, 1979 should be another fine year.

There are problem areas that require attention, and I would like to direct your attention to the important ones.

1. **Safety** — Off-the-job safety performance was very disappointing. Twenty-five employees suffered painful lost-time injuries totaling 627 work days. As of this date, some of those injured are still unable to return to work. I appeal to every employee to take this matter seriously and help in the effort to reverse the trend.
2. **Employee Relations** — Determining employee preference for 12-hour shifts and associated problems occupied the minds of many employees throughout 1978. Finalizing this work schedule, concern over inflation levels and President Carter's appeal for wage and price constraints will challenge our resolve to work together harmoniously. I firmly believe the interests of both employee and management can continue to be served best by working together to resolve our mutual problems.

3. **Plant Operations** — Major concerns are related to cost containment, quality and base production.

- **Cost Containment** — Inflation has a serious impact on plant costs due to soaring prices of raw materials. This added to a lower x-ray growth rate makes effective cost reduction programs a must. Productivity gains, yield improvements, and silver conservation are essential ingredients for success.
- **Quality** — Brevard employees have always been quality oriented, but standards are continually rising. Threats to our business by quality competitors and lower price films can be met effectively through high quality and good customer service. Strict adherence to operating procedures and standards are a vital part of excellent quality.
- **Base Production** — Polaroid's success in maintaining its leadership in instant photography means increased opportunities for sale of polyester base. Successful casting rate increase programs, higher yields, and improved quality on all base products are high priority items.

In summary, effective cost reduction efforts, high quality standards, conservation of costly raw materials and working together cooperatively are the keys to success. I solicit the help of every employee in making 1979 another good year for the Brevard Plant.

John H. Golden

John H. Golden
Plant Manager

Visitor Center Being Built

When customers and potential customers started visiting the Plant back in 1969, picnic sites and scenic spots were readily available. With increased numbers of visitors and greater employee usage of the property, the facilities have sometimes become crowded.

Construction is underway for a new site for customer-visitor entertainment on a knoll across the lake from the

bathing area. Jim Hill has guided the work of the bulldozer operator and decided which trees were cut and which remain. Walt Rogers and Mike Bradley have prepared plans for the structure. The facility is expected to be ready for use by early summer. Present plans are to reserve this site for the use of visitor and customer groups.

(See Sketch on Page 2)

Base Products Are Big Business

Ask someone what Du Pont does at Brevard and the chances are you will be told about medical X-ray film. But there are several people who can tell you that polyester base products are a big item, too.

Base made at Brevard is sold to Du Pont sites in Parlin, Rochester and Neu Isenburg, Germany. Brevard base is also sold to other manufacturers of photographic film. Polaroid's demand for base products grew by one-third in 1978 and is anticipated to continue increasing in 1979.

A constant flow of material is handled by the people of the base products warehouse. Shipments to one customer are presently in excess of one truck per day. With all the product lines and incoming freight, something in excess of 100 tons of material pass across the base products warehouse dock each day, an average of eight trucks each 24-hour period.

Growth has made its share of problems. Lack of warehouse space has resulted in a need for fancy footwork to keep the river of materials flowing.

Available space is so limited that base produced doesn't usually linger in the warehouse. The base packers on shift

load rolls onto a waiting trailer after packaging. But newly made base rolls are only part of the freight. There is a continuing press of products and other things which must be moved.

Four people, Mal Jeter, Heinz McCall, Moses Norman and Harry Wilson unload, load, and move it out. And they really have to keep it moving. Although they are day workers, they have had very few two-day weekends for a long time. They know that if the material doesn't stay on the move, the casting lines are going to shut down sometime Sunday night. So they voluntarily come in on overtime every Sunday with one of the supervisors, Jim Byrd or Jerry Surrette. They usually spend three to six hours loading it up and moving it out to make space enough to get more product Monday.

Where does all this go? From here it's moved to Brevard Industrial Storage where it is stored to be staged and shipped.

If that sounds like a lot to keep up with, you're right.

Vicki Scarborough handles it. All day. She works against what Lee Guillebeau calls a constant deadline.

(Continued on Page 4)