

A Look At Ecusta In 1944

The war was still on and 562 Ecusta employees were fighting to bring peace to the world. There was great pride in the accomplishments at Pisgah Forest, where a new American industry had been created which provided thousands of new jobs and raised community living standards.

To celebrate this success Ecusta published a fifth year anniversary book. It reviewed the company's early accomplishments and saluted those that made it all possible. Excerpts from this book reveal Ecusta's historic commitment to its employees and to the quality of its products. We want to thank Eldred Burns in Finishing, who brought this anniversary book to our attention so that we could share it with all of Olin's employees. Eldred is in her 46th year at Ecusta and has the longest service record of any Ecusta employee.



from 41 years ago sound familiar? "There is indeed need for special care, for it has long been realized in the cigarette industry that the benefit of millions of dollars spent in advertising can be offset by the use of a relatively small amount of faulty cigarette paper."

Here's another quote from 1944. "At one time tobacco companies inspected cigarette paper before it was used. Today's high standards at Ecusta, both in manufacturing and finishing, preclude that necessity."

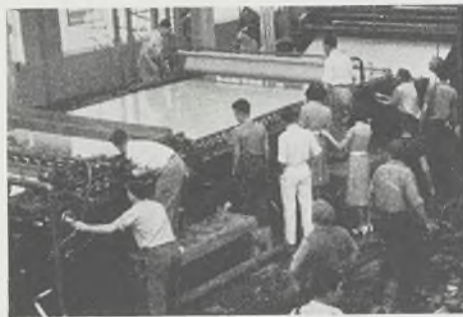
A strong belief in the value of each employee guided Ecusta's manage-

Eldred Burns recalls that her weekly pay was \$12.00 minus 12¢ for Social Security. "In those days the men that did the same job made more," she says, "but I still thought I was in high cotton."

ment in developing the skilled and productive work force that made the company the world leader in quality papers. In the 1944 tribute a concluding statement read, "Ecusta wants to progress toward the end that it achieve its three beliefs: (1.) in make Ecusta a happier and more profitable place to work; (2.) in helping the employee to safeguard himself; and (3.) for the recognition of

Harry Straus examines flax fiber from the first "cook" in July, 1939.

each individual's maximum advancement in terms of increased skills and abilities." ☺



The Roots Of Ecusta Excellence

The motto that guided Ecusta in its first years was boldly stated in its fifth year anniversary book—"Quality

The first paper made at Ecusta comes down the line on August 4, 1939.

first, then quantity. Not how much . . . But how well."

The stakes were high right from the beginning. Does this direct quote

Olin Works Cracks Two Safety Records

You hate to brag on your safety record without having some wood nearby to knock on, but Steve Dice, Safety Manager at Olin Works knows it's a lot more than luck that has given the plant two amazing records in 1984.

On July 2, 1984 Olin Works completed two full years without a disabling injury. That amounts to 1,799,950 man hours. The record was still rolling at the end of November, 1984 with a total of 2,168,048 man hours.

Another record was broken in December, 1984 when the plant completed 96 weeks without an OSHA recordable.

"Our employees at every level are very aware of doing each and every job safely," explained Dice. "Records



like this are impossible without a team effort." Receiving an award from the insur-

ance company are (Front Row) Phil Tingle from Travelers Insurance, Bill Jordan, Leon Phillips. (Back Row)

Lucky Brown, Chuck Ahrens, Denver Schweitzer, Hershel Orahood, Steve Dice. ☺

Near Miss Reports

A review of recent investigations of near serious incidents or injuries in the Paper and Film plants can provide important lessons for every Olin employee that may prevent a future accident. The lessons in this group are: We need to be alert to what's going on around us, especially when moving materials and we must be aware of the extra measures that may be necessary to protect ourselves and fellow employees.

Their Message—Be Alert And Be Thorough

- Alertness would have prevented these near misses:
- Operator bumping head on tension control assembly in winding and calendaring
 - Lift truck driver knocking over stacks of broke rolls in crowded area

- Lift truck driver loading chemical drum on poorly supported pallet
 - Truck driver backing into sign
 - Lift truck driver driving over pile of flax shive and starting fire
 - Tractor driver ramming door frame with roll bar.
- An extra measure of thoroughness would have prevented:
- A small fire in lift truck caused by a glove being left under the engine hood
 - A maintenance truck tipping while a tire was changed
 - A fall on a wet floor that should have been roped off
 - A fall over bobbins that had not been moved on a timely basis
 - The accidental starting of a large engine while still under repair
 - A warehouse load crashing onto the lift truck because the driver was not experienced enough.

"Near Miss Reports" may be a regular feature of the PROFILE. Be alert and keep yourself out of the news. ☺

Tax Reduction Check List

Current Federal Income Tax laws offer special considerations to the working family in the way of deductions and tax credits. Before you send in your 1984 tax return, review this check list to be sure you haven't missed an opportunity to reduce your tax bill.

Deductions are usually personal expenses that can be subtracted from your taxable income before you calculate your tax. Find out if you are eligible for the following deductions.

- Bad debts
- Casualty and theft losses
- Charitable contributions
- Disaster losses
- Divorce and separation expenses
- Interest payments
- Job hunting expenses
- Medical expenses
- Moving expenses

- Taxes paid to local and state governments
- Vacation home expenses.

Tax credits are special considerations that can be subtracted directly from your tax bill. You may qualify if you:

- Paid for day care for a child or dependent
 - Are elderly or disabled
 - Made your home more energy efficient
 - Made a political contribution.
- As you fill out your return be aware of the tax reducing benefits of:
- Filing a joint return
 - The deduction for married couples who both work
 - The tax benefits of putting funds into Individual Retirement Accounts (IRA)
 - Income averaging.

More information on whether you qualify for these deductions and credits is available at your library or by contacting the Internal Revenue Service at 1-800-424-1040. ☺