

COOPERATION

KIMBERLY-CLARK CO.
KOTEX COMPANY,
SPRUCE FALLS POWER & PAPER CO., LTD.

SAFETY
FELLOWSHIP SERVICE

APRIL, 1928



NIAGARA FALLS INDUSTRIAL LEAGUE CHAMPIONS

Standing, left to right, Carey Sutfin, Alex Steel, Joe Rucinski, (manager), Francis O'Keefe, Howard Aderhold. Sitting, left to right, Theodore Holdridge, Clossie Kenney, William Davis, and John Newman.

Printed in U.S.A.

COOPERATION

S. F. SHATTUCK, *Editor*

Published by and in the interest of the Kimberly-Clark Company, Kotex Company, Spruce Falls Power and Paper Company employees and mills they represent.

Address, Neenah, Wisconsin.

L. A. Eisenach.....M. B. A.
M. G. Hoyman.....Safety
A. S. MacArthur.....Education
Miss Edythe Whitley.....Chicago Office
P. Chas. D'Andrea.....New York Office
Robert Rusch.....Neenah Laboratory
Miss Louise Stommel.....Main Office, Neenah
S. E. Everritt.....Canadian Kotex
Miss G. A. Craig.....Kotex Co., Toronto

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AND EXPERIMENTAL MILLS—Geo. Mc-
Elroy, Elizabeth Pleir, John Handeyside,
William Ritchie, Chas. Beyer, Wilnot
Haupt, Cecelia Auger, Clifford Chris-
topherson, Mary Baker, Ellen Buckland,
Melda Sodolski, Mae Schultz.

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J. MacNamara, R. M. Peel, C. Pearce,
W. Strickland, Don Nickle, J. Kane, P.
Whelan, W. J. Rorke, J. Cadman, Ray
Anderson, A. Cole.

NIAGARA MILL—T. E. Vaughter, Don
Howard, Freamon LaPlante, Chester
Kuder, Stella Richard, Marie Wallenfang,
Thelma Chartre, Fred Sorenson, Herb
Lundin, Ambrose Dupuis, Jr., Howard
Blandin, Gaylord Steulke.

ATLAS MILL—Henrietta Bentz, Clarence
Krull, Frank Bellew, Martin Vander-
heiden.

FALLS DIVISION, NIAGARA FALLS, N.Y.—
Joe Rucinski, Hilda O'Reilly, Helen Mc-
Carney, Albrecht Gross, Lester Rhodes,
Joe Varski, Walter C. Baker, Mary
Gleason.

KIMBERLY MILL—Clyde C. Smith, Albert
Briggs, Ruth Greiner, Lydia Bouressa,
Lovina Courchane, Adolph Courchane,
Jack Jansen, Jack Clark, Lillian Ondra-
cek, Helen Winkle, Joe Sandhofer, Helen
Stimson.

Has Play a Place In Industry?

OUR front cover carries the photograph of one of the representative basketball teams made up of young men in the employ of our company. This team, representing our Falls mill, won the industrial league championship of Niagara Falls this season.

On page 28 is displayed our ranking team, Kimberly, which won the K.-C. Company intermill tournament at Niagara, Wisconsin on March 2 and 3. We put Niagara Falls on the cover because they sent in a better photograph. We point with pride to these teams and their records. No inducements are offered to young men of athletic ability to enroll with us and no favors are shown them because they are athletes. Few institutions of higher learning can say as much.

Our business is the manufacture of paper, pulp and kindred products but in this day and generation, any management that focuses its attention and interest on its product so closely as to exclude interest in those things which interest its people, is doomed to disappointment. Therefore we are interested in play and in many other things that go to make up an all around life.

The secret of success of any growing company like ours lies in the minds, hearts, wills and emotions of its people. If we live larger, happier lives after hours, we bring more vision and energy to our work.

When superintendents, foremen, workmen and clerks meet on the volleyball court, baseball field, punchball floor, hockey rink or tennis court they find a new pleasure in playing the game of business together.

Working relationships are enriched by wholesome recreation.

The enthusiasm of play carries over into the team work of industry.

So, Kimberly-Clark Company is increasingly interested in club houses, ball fields, dramatics, swimming pools, hockey rinks, picnics, and play programs.

At the same time we recognize a sense of proportion which, if properly maintained, leaves mutually beneficial results. We believe our policy and program meet this test.

The Wisconsin Commercial Forestry Conference

THE first state forestry conference to be promoted by any state was held in Milwaukee on March 27, 28, 1928.

The meeting was sponsored by the United States Chamber of Commerce and the Milwaukee Association of Commerce.

The program from start to finish was a masterly and convincing presentation of the plight which human society as well as industry is headed for unless we take this matter in hand and start reforestation on a large scale.

The meeting at times took on some of the aspects of the old fashioned revival, and well it might.

The gathering was made up of influential representatives from industry, the press, government, educational institutions, outdoor and public service organizations.

We quote from some of the recommendations proposed by the committee on resolutions:

RESOLUTIONS

Recommendations of the Conference

"Wisconsin's first commercial forestry conference has aided very materially in crystallizing a public interest which indicates wide possibilities of successfully promoting commercial reforestation, and, in view of the opinion of many who are interested in this movement that a permanent organization should be effected to keep alive and further promote the interest that has been aroused, it is suggested that the Executive Committee of the conference be, and it is hereby au-

(Continued on page 9)

Vacation List--1928

WE TAKE pleasure in printing the list of hourly paid employees of Kimberly-Clark Company entitled to vacation with pay this year and following the list, the rules under which these vacations are granted.

NIAGARA MILL

Amond, A.	Jensen, W.
Banks, R.	Johnson, Albert
Barlow, Henry	Johnson, Fred
Bartolac, S.	Kmit, S.
Bergeson, O.	Kososki, Steve
Boerner, J.	Kososki, Syl.
Bouche, Edw., Sr.	Krenn, John
Bovee, Ed	LaLiberte, J. E.
Brunette, I.	LaLiberte, Rue
Carle, L.	Laurent, Joe
Chaltry, A.	Lepscier, Wm.
Chartre, John	Leonard, Aug.
Darne, D.	Leonard, Ed
Dejmek, T.	Leonard, H.
Depas, LeRoy	LeRoy, J., Sr.
Desjardin, Art	Liebergen, J.
Dewick, Frank	Lindstrom, O. A.
Duford, A. M.	Marceyla, J.
Dufresne, L.	Paulich, Al.
Dupras, D.	Pepera, Paul
Dupuis, A., Sr.	Poirer, O.
Dupuis, Fred	Richards, Ed.
Dzik, Joe	Ropaich, Mike
Dzik, John	Ropaich, Rud.
Eckholm, C., Sr.	Rucinski, J.
Eckholm, C., Jr.	Sadowicz, W.
Fritz, J.	Stark, A.
Froze, H.	Saniski, J.
Gaber, M.	Sherman, A.
Genrich, John	Stachowicz, C.
Giguere, L.	Satrk, A.
Goodreau, Joe	Wagner, P.
Graham, O.	Weyzonich, M.
Hatton, John	Ziebart, Wm.
Jensen, Herman	Zigman, Jacob

KIMBERLY MILL

Adrians, Henry	Joosten, Arnold
Barta, John	Josephs, John
Behling, Ida	Kerrigan, Mike
Behling, John H.	Ketels, John
Berben, John W.	Kneepkins, John
Bierstecker, Peter	Kobs, Charles
Bongers, Arnold	Kobs, Frank
Bos, Anton	Kopp, Herman
Bosman, Adrian	Kroenke, Fred
Breier, Emil	Kroll, Anton
Briese, Gerhardt	Kuborn, Matt
Brockman, Arthur	Kuborn, Joe
Bouressa, Phillip, Sr.	Lamers, Peter
Coenen, George	Lammel, William
DeBruin, Henry	Langedyke, Corn.
DeGroot, Henry	Lemmers, George
De Wildt, Anton	Lemmers, John
De Wildt, George	Malcolm, Alex, Sr.
De Wildt, John	Mantel, William
DuFrane, Lawrence	McCarskey, Robert
Ebben, Peter W.	Mennen, Joe
Erlis, Joe, Jr.	Mignon, Alex, Sr.
Fird, Fred	Monyette, Alek
Gehrman, Max	Nienhaus, Ted
Gerritts, Anton	Olson, Frank
Gerritts, Fred	Paalman, Henry
Gerritts, Martin	Peerenboom, John
Hammen, George	Peotter, Frank
Hammen, John G.	Peronto, John
Hammen, Wm. A.	Pleier, Ed
Hestert, Nick	Porter, Dave
Hietpas, Barney	Riggles, George
Hietpas, Joe	Roovers, Simon
Holtz, John	Rutten, Henry
Hubers, Peter	Ruys, Peter
Isinger, Frank	Sanders, Steve
Jansen, Adrian	Scheppler, Fred
Jansen, George	Schnese, Henry
Jansen, Peter G.	Seegers, John

Stein, John
Stuyvenberg, Henry,
Stuyvenberg, William,
Stuyvenberg, John
Stuyvenberg, William
Thein, Joe
Thyssen, Arnold
Tilly, Fred
Treiber, John
Voss, Charles
Vosters, Herman
VandeBurgt, Henry
Vanden Elzen, John
Vanden Heuvel, J.
Vanden Heuvel, J. A.
Vanden Heuvel, P.
Vanden Heuvel, T.
Vanden Hoogen, F.
Vander Boom, John
Vander Velden, O.
Vander Velden, M.
Vander Zanden, M.
Van Beek, John
Van Camp, Mart
Van Daalwyk, Wm.
Van Daalwyk, Jake
Van Dinter, John
Van Eperen, Walter
Van Hammond, A.

Van Hammond, Jake
Van Hammond, Wm.
Van Himbergen, H.
Van Lankveldt, John
Van Lankveldt, Theo.
Van Munn, John
Van Nulan, John, Sr.
Van Roy, Anton
Van Roy, Joe
Van Roy, Martin
Van Straalen, John
Van Wymer, Jake
Van Zimmeren, John
Van Zimmeren, Theo.
Verhagen, Albert
Verhagen, John H.
VerVoort, John
Wachtendonk, Theo.
Wachter, John
Warner, Charles
Wildenberg, Walter
Williams, Hubert
Wolfram, Herman
Wolfram, W. J.
Wonders, Peter
Wulterkins, Ed
Wyngaard, Joe
Wyngaard, Martin
Zegers, Leonard

NEENAH MILLS

Berkhardt, E.
Beyers, A.
Beyer, C.
Casperson, G.
Dahlman, A.
DeYoung, P.
Eggleston, Geo.
Fahrenkrug, L.
Goodman, Ed
Grienerk, E.
Herrick, F.
Hussey, K.

Johnson, A.
Johnson, E.
Johnson, W.
Kohrt, C.
Krablean, F.
Krablean, W.
Landskron, F.
Lickert, F.
Neabling, H.
Neabling, W.
*Weyenberg, W.
*Added this year.

ATLAS MILL

Abendroth, William
Blahnik, L.
Buss, T.
Eifealdt, H.
Forster, J.
Kirk, A.
Kranzusch, W.
Murphy, P.
Neuman, T.
Paeth, G.

Paeth, T.
Prasher, A.
Rehfeldt, M.
Sauer, A.
Sperl, F.
Strobel, V.
Suchy, C.
Tracy, H.
Tracy, W.

FALLS MILL

Burns, T.	Stephens, A.
Woekner, P.	

Rules Governing Vacations for Hourly Paid Workers of the Kimberly-Clark Company

Effective July 1, 1923

Par. 1. Eligibility

Every man who has been in the employ of the Kimberly-Clark Company for a period of fifteen total years or more, broken or unbroken, shall be entitled to one week's vacation per year, except as hereinafter provided.

Par. 2. Completion of Term

An employee to be eligible for a vacation, must complete the fifteen years of total service by September 15, to entitle him to a vacation during the current year. Any employee so completing the fifteen years shall take his vacation after the fifteen years are completed.

Par. 3. Effect of Quitting.

Any employee who shall after July 1, 1923, quit of his own choice, or may be discharged for any reason, so that a break is caused in term of service, shall lose three years' vacation rights for the first break in his record.

The intent of this paragraph is that a returning employee loses three (3) years of vacation rights even though his total years of service, less the three (3) years' penalty equals fifteen (15) years.

Example

Suppose an employee with 20 years of service quits after July 1, 1923 and subsequently returns to the Company on August 1, 1926. He loses three (3) years of vacation rights regardless of the fact that his twenty (20) total years, less the three (3) years penalty is seventeen (17) years.

He would thus not be entitled to vacation until after August 1, 1929.

If he has a subsequent break in his service, he must start anew, after his second return. Leaves of absence in writing, as arranged by his superintendent or by the company, shall not be counted as a break in service.

Par. 4. Return of Former Employees

Any former employee not on the payroll July 1, 1923, but who shall return to the service of the company, shall forfeit three (3) years of vacation rights whether or not his service record, less the three (3) year penalty shall equal fifteen (15) years. Should such employee have another break in his service record subsequent to his return after July 1, 1923, he shall then upon his return be considered a new employee and shall start his service record at zero.

(As amended July, 1925)

Par. 5. Time of Vacation

The period when an employee shall take his vacation shall be designated by his superintendent. Any employee may state his preference as to the time, which may or may not be granted by the superintendent. The superintendent shall make out and post a schedule of vacations before April 1, of each year.

Par. 6. Rate of Pay

Employees on vacation shall be paid the rate for the week, which he would have been paid if he had worked on regular schedule operation. If the man would have worked seven days, as in a boiler house, his pay shall be for seven days, as in a boiler house, his pay shall be six days, he shall be paid for six days.

Par. 7. Time for Vacation Pay

The vacation period shall be paid for on regular pay days, the same as if the man had worked. If the pay day is during the vacation period, he shall receive his regular check on his return. Any employee shall have the privilege of drawing his week's pay in advance of his vacation if he so requests.

(Continued on page 11, Column 3)



K. C. CO. OFFICE
NEW YORK

THE BOYS in the Chicago Office have been hit lately with an epidemic of "iron hats," but they are away behind the times—the man who takes care of the keys for the building has been wearing one for years.

Can one really judge by appearances? We saw a man going down the hall the other day with an electric fan.

We had a distinguished visitor at our office the early part of February—H. F. Badgley. Everyone was glad to see him and he certainly gave us the O.O. in the short time he was here.

If we asked E.A.J. what the Greek invasion put an end to, it would be just like him to answer, "Home cooking."

Horses and the Carlson family just do not agree, that's all. Mabel came down to the office limping one morning and some one asked her if she had been to Kelly's Stables and one of the horses had stepped on her foot. The next day her sister was knocked down by a horse. Then to cap the climax, Mabel got hoarse. Wot a life!

Futilities

IT HAS been learned that the average London office girl powders her nose four times an hour, while the average in Chicago is six times. We can think of nothing more useless in a business establishment than a girl who powders her nose six times in an hour unless it be the investigator who stands around counting the times she powders her nose.

—South Bend Tribune

Matter of Fact

"Johnny, do you know your mother has been looking for you?" asked the neighbor next door.

"Sure, I do," replied Johnny. "That's the reason she can't find me!"

It Seems To Us

THE recent leave of absence seems to have had no ill effects upon Miss Anne Rabin, who came back (as they all do) looking as fit as a fiddle.

Everyone has his favorite song, and Ed. Michelson's is: "Will you go out and get four lunches?"

Ed. says that the daily trip to Schrafft's keeps him in training for his future pugilistic encounters.

If any of you are wondering whence come these strange odors that fill the office during the lunch hour, kindly step into the stock room and gaze upon petite Irene Berger nibbling at her salami sandwich. It may taste good, but—!

MISS EDITH LEAHY has asked us to apologize for our report of her osculating party, and she insists that we breathe not another word of it to a soul. Well, after this, we won't. (But don't let her denials mislead you.)

We've been noticing of late that slowly but surely the N.Y. Office notes are moving toward the rear of COOPERATION. If this continues they'll soon have us on the cover, which wouldn't be at all bad.

During the past month this office has been graced by the presence of the Messrs. F. J. Sensenbrenner, F. L. Blake, C. Henderson, E. R. McIntyre, E. Mahler, et al.

Just as it seemed about time that a new love affair should crop out, Tom Brew obliged by walking in one morning and announcing that a certain "she" had won his heart. Since then there's been but one thing on Tom's mind, and after taking a look at the cause of his fall, we can truthfully report that she's something nice to gaze upon.

There are no free scholarships
in the
School of Experience

THE shortage of benzine about these parts must be blamed upon the large number of cigaret lighters which have managed to find their way into the pockets of our employees. We intend taking up a collection shortly for future purchases of benzine.

Thomas "Baby Face" Moore informs us that he has started spring training, and expects to be in mid-season form in time for the opening Yankee game. In the event that you have not been so informed, our "K.-C. Wonder" is a star twirler, whose "sinker" would put that of his namesake, Mr. Wilcy Moore, to shame. Tom's only reason for not having signed with the Yanks is that no tempting offer has been made to him. However, we expect that he'll be a team mate of Babe Ruth some day, and then we shall bask in the light of reflected glory.

Assistance in the compilation of this month's notes is herewith credited to Mr. Arthur Farrell, of whom you have heard a little.

Vacation List 1928

(Continued from page 7)

Par. 8. Work during Vacation

No employee on vacation shall be permitted to work for remuneration. Any employee accepting pay for work during his vacation shall not be paid for that period by the company. He shall also lose his vacation privilege for the following year. A second offense shall deprive such employee from all vacations.

Par. 9. Work for Company

No employee shall be permitted to work for the company during his vacation in order to earn double pay.

Par. 10. Divided Vacations

Every employee shall take his week's vacation at one time, as specified by the superintendent.

Par. 11. Non-Accumulative

A vacation which may not or cannot be taken during one year shall not be postponed to a subsequent year.

Par. 12. Service Records

Every employee on the payroll July 1, 1923, shall be considered as having a service record as shown in the employment records of the company.

We can all get farther by improving ourselves than by trying to improve others.

NIAGARA

(WISCONSIN)



And the Worm Turned

IN TELLING you all about another bowling match, we're going to begin something like this: "Do you remember way back, last fall, when a certain Mac, of Neenah, challenged the Niagara bowlers? Do you remember how he accused them of everything from chilly pedal extremities to yard wide yellow streaks down their respective vertebrae? Well, kind readers, said Mac invaded the sacred portals of our club, and well, better ask Mac about the Niagara team. Neenah went home wiser, wondering just why Jimmy Smith is the celebrity that he is when there's so much good talent remaining hidden in the paper machines at Niagara.

Mac's pin busters totaled 2324 pins, and the pride of Niagara landed a count of 2507, thereby taking the laurel wreath with a margin of 183 pins.

THERE was one set of bowling games in which Niagara came out at the short end of the horn. Of course you guessed it, our old jinx, Kimberly, was at work again. Both teams did some fine bowling with some nice 200 counts chalked up. Lofgren, of Niagara, got a high count

of 230, followed with a count of 208, Wells, of Niagara, counted for a 202, and Van Hulst, of Kimberly, got the only 200 count for the visitors with an even 200. Niagara took games of 762, 827 and 941 for a 2530 total, and Kimberly had counts of 842, 915 and 858 for 2615 respectively, defeating Niagara by 85 pins.

Edward Buehler Crashes Through

SINCE the last issue of COOPERATION, the company has had the pleasure of handing Edward Buehler, of the Niagara Power Department, a check for \$15.00 covering one-half the cost of his completed course in the Hays Institute, at Chicago.

Mr. Buehler took the course in "Correct Method of Firing."

Page Mr. Hoppy

The angle worms are coming out of the ground at Niagara, Mr. Hoppy. Tom Vaughter found one on the office porch with a friendly note that read, "Let's go fishing, Tom." Someone was trying to get Tom's goat, but he said, "It will soon be May 1. Then they can give me all the angle worms they want; I will use them."

It Couldn't Have Been Done Better

Niagara, Wisconsin

March 6, 1928.

Superintendent C. F. Cole,
West High School,
Green Bay, Wisconsin,
and

Superintendent G. A. Rosenow,
Niagara High School,
Niagara, Wisconsin

DEAR FRIENDS:

I feel that the satisfactory officiating at the recent Kimberly-Clark basketball tournament held at Niagara is deserving of at least a letter of thanks and appreciation from the promoters of the festivities.

From the conversation with captains and members of the various visiting teams I feel sure that they desire to join me in complimenting you two gentlemen on the efficient manner in which all the games were handled.

If at any time, we can be of any assistance in any of your undertakings just command us.

The manager of the Niagara Mill also expressed his appreciation of the satisfactory work done by the officials during all the games.

Wishing you the success to which you are entitled, I beg to remain,

Sincerely yours,

KIMBERLY-CLARK COMPANY
T. E. Vaughter

Attention Dorcas Page

Miles LeRoy wants to take up a course in cheer leading so he can be official cheer leader at all basketball games next season, and would like to have a partner to practice with him. Won't someone please lend him some assistance. He says he prefers red-headed assistance.



A group of celebrities caught by the camera at Niagara recently, "Doc" Eisenach, Clyde Smith and M. G. Hoyman.

Undefeated bowling team of the Niagara Mill Service Department. Left to right: "Pep" Dupuis, Don Howard, Fred Peterson, Tom Vaughter and "Doc" DeSalvo. The team has had two wins from the Lab, one from Maintenance and from the Main Office. The team is open to challengers.

Main Office Goz

THE heartfelt sympathy of every member of the Main Office force is extended to our telephone operator, Norma Desjardin, in the recent death of her mother, Mrs. Arthur Desjardin. Needless to say we have missed Norma considerably at the office and are anxiously awaiting her return.

We have a new face in the office in the person of Miss Elizabeth Rucinski, local girl, who is taking over the operator's duties during Norma's absence. We extend our hands to welcome her to the fold.

H. P. T. and R. A. B. Decide to Race It Off

WITH the arrival of spring and warm weather comes the desire to take the old "tub" off its winter jacks and recondition it for the summer session. Our good friend, Harvey Peter Thompson, and his rival in speed, Roscoe Arbuckle Brown, recently have done this and their boasts finally brought a challenge for a race, from the latter, which was accepted by the former. The date was set, the place was staked out, and apparently everything was ready. We were all prepared to witness the momentous occasion when Tom's clutch started slipping and much to his disappointment the event was called off. Brown, with his 1916 car still utters his boasts, but personally we don't believe that either of them will renew their courage to the extent where a race (and only a race) will determine who had the speediest vehicle.

"Lucky" Lindy never had anything on our own Jerry Mattson (we mean as far as luck is concerned.) Jerry was a recent winner in the suit club and can well afford to smile as he has recently been doing. More power to you, Jerry.

"While the cat is away the mice will play." Anyone who does not clearly understand this phrase kindly confer with Gerald Steffen. We are sure he can enlighten you—his wife is on a vacation.

Will some one kindly decide whether or not Francis Dupuis should take a trip to Milwaukee in

the near future? He's a sure enough "sooner" guy—he'd sooner write letters than eat.

But O, That Cap!

Bell's new Easter suit is nice but—Oh! Oh! that awful yellow cap.

Anyone who would like instructions as to the proper method of fire fighting please see Ruth Brunette. Her knowledge is increasing day by day, if we are to believe our own eyes.

MRS. HELEN AKKER and husband, Johnnie, have moved to Clark Street and are residing in the Van Heesch home, formerly occupied by Mr. and Mrs. Gibson Collinson. Mrs. Akker likes her new home very well and we are prepared to pay her a visit soon.

Edw. Labre has a worried look on his face recently. Apparently he can't decide whether or not to jump off this year or remain single until next. He should remember what Aesop said two thousand years ago, "A married man is one who leaped without looking and a bachelor is one who looked and then did not leap."

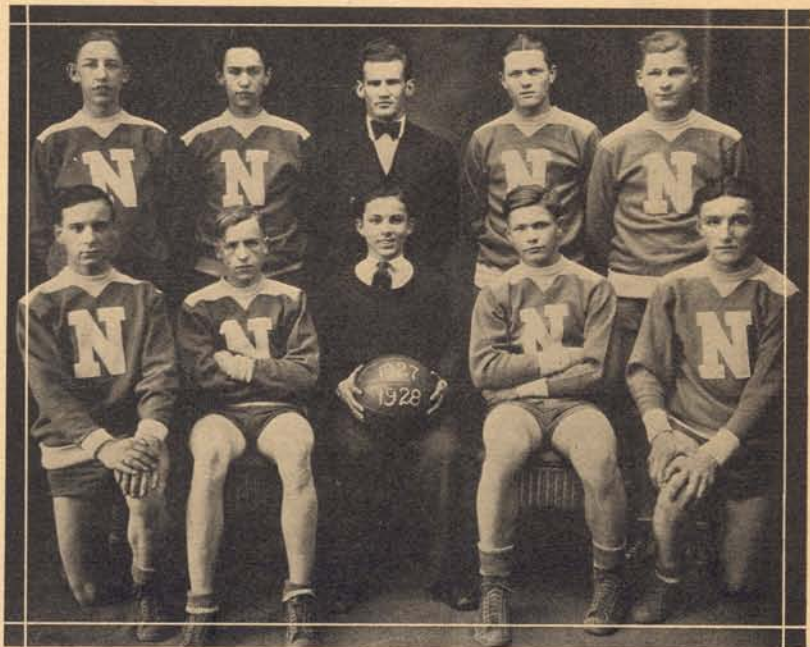
Lab Dabs

WE WERE all surprised by the quick trip our friend Earl Ruddy made to Kapuskasing. He scarcely had time to buy up all the Tuxedo in town before he was on the train headed for the wilds of Hudson Bay. One consolation is that he won't be gone long and that his temporary substitute, Mr. Riggles, seems to be a fine fellow.

After we get over the shock of Mr. Ruddy's departure, I am sure the Lab will settle back into the routine of losing bowling matches. It might be interesting to state at this point that the Lab never won a bowling match, but we made them fight and fight hard. The Service Department may have its picture taken for winning games, but the thing they brag loudest and longest about is beating the Lab.

Syl Englebretzen has removed his mustache and looks quite natural again.

That's all this month as there's a mess of clay to analyze, solutions to make up, and breakers to be washed—look for more next time.



NIAGARA HIGH SCHOOL BASKETBALL TEAM

Back row: Robert Hess, John Le Roy, Art Borgstrom, Coach, Verlon La Liberte, Lloyd Brisbin. Sitting: Roy Yerkie, Clarence Dupuis, Florence Meyers, team manager, Comadore Hendricks, and Bernard Meyers. Roy Yerkie was chosen as tournament forward, and the team received the pennant for "Appearance." They finished fourth in the tournament after playing two overtime games.

Whatsoever Ye Sow That Shall Ye Also Reap

DUE to the excellent Safety record of the Niagara employees during the greater part of 1927, and starting now in 1928, it is truly said "the harvest begins." The paper machines and beaters are cashing in now, and unless they take a great slump, the rest of the departments will be copping also before the year is far spent. You cannot get away from the old saying "Safety Pays." Following are the names of the machine and beater crews who start the ball rolling, and we hope it does not stop until every man has his Safety efforts rewarded in like manner.

SUPERINTENDENT
Nels Rasmussen

ASSISTANT SUPERINTENDENT
Dan H. Keck

TOUR FOREMEN
Wm. Brown
Emil DeCremer
Henry Milbow

MACHINE TENDERS
Ted Waldbillig
Everest Dufresne
John Fritz
Clarence Lyman
Art Chaltry
E. A. Bouche
Rueben LaLiberte

BACK TENDERS
Ed. Wagner
Bernard Knutson
Karl Jensen
Chas. Seymour
Ray Comeau
Art Depas

THIRD HANDS
A. H. Ziemann
Art Tutas
Albert Ziemann
Floyd Kelly

Ed. Rucinsky
Richard Waldbillig

FOURTH HANDS
Eugene Cottrell
Joe Barta
Kenneth Warren
Perry Waldbillig
Ray Chartre
Anton Neuwirth
Ben Trahair

FIFTH HANDS
Ben Trahair
Anton Rollo
Urban Lanthier

OILERS
Wm. Tappy
Pat Wagner
Carl Anderson

WIPERS
Louis Champagne
Emil Berger

ELEVATOR
A. M. Duford

SIZEMAN
LeRoy Depas

CLAY AND ALUM BUILDING
Orville Brooks
Gust Wiberg
Alfred Thompson

BEATER ROOM CREW
C. A. Lindstrom
John Chartre
Frank Dewick
Adam Sherman
John Geertz
Louis Kondro
Herman Leonard
August West
John Severence
Gust Anderson
Ed Namz
George Mauras
Joe Ehrle
Robert Herzog
Alfred Davey \$2.50
Andrew Hill \$2.50
John Donovan \$2.50
Henry Wagner \$2.50

Spring Has Come

H. P. Thompson drives to work now.

Frank Knabenshue is looking for horseshoes.

"Pep" Dupuis is collecting soft ball players.

Ruth Brunette has taken out her checkered coat.

Marie Wallenfang comes to work late at noon so she won't have to pass the gang in front of the Warehouse and Main Office.

Howard Blandin takes his 5 o'clock stroll.

Harry Currier is watching the fish swim around below the falls.

Wm. Ayotte has discarded his green "Chuk" and is wearing a cap now.

Roy Brown is asking for his summer vacation.

Al Paulich is polishing his fishing tackle.

Dick Russel says, "It won't be long now."

Sports and Games Seen Around the Club

BASKETBALL season is over. Spring has come. The boys are turning to soft ball, horseshoe pitching, and tennis. The noon hour bunch hangs around the Main Office steps and the punch house platform waiting for the whistle to blow.

The last game of the season was a thrilling one to watch. This was with our "friendly enemies," Kimberly. Niagara was hot that night and piled up a score of 42 to 26. The fans would have liked to see the score 99 to 26 but a 16 point lead was enough. Al Seeger's famous Indians with Steffes and Skenadore were booked for the 26th, but the team was stalled in Green Bay due to car trouble and poor roads so could not get here in time to play.

Billy Brown's Mules, of the Paper Mill, have played a number of games with Oscar Hassel's gang from Norway.

The high school squad went to the Shawano district tournament and came back with fourth place and also the banner for "Appearance." Ray Yerkie was selected as district forward.

The bowling season is near an end also. The lady bowlers had a banquet March 22. A delicious dinner was served by the Ladies Social Union, and after dinner cards were played. The ladies presented Miss Holyoke, head of the bowlers, with a gift for her work and kindness during this past season. Mrs. Burden also received a gift of a "Diamond Studded Cat" because she paid the "kitty" more than any other bowler. The tables were decorated with small bowling pins and balls and all the players that paid the "kitty" received a small cat on their place cards. The ladies were also entertained by Bun Goodman, although some of the ladies didn't know who "that old bum" was, they all laughed it off. Mr. Goodman was dressed as a bum and used a Swedish brogue. He seemed to take a great fancy to the light haired ladies. It's a good thing Sorry S knew who he was.

Another Inter-Mill Tourney Passes into History

Kimberly Brings Home the Bacon

BY defeating Niagara in the finals of the mill tourney held in Niagara on March 2 and 3, the Kimberly Athletics took home the bacon for the third consecutive year and thereby won the trophy cup, much to the chagrin of the locals. But the victory was deserved. Niagara placed second, Neenah third, and Niagara Falls fourth. Niagara although defeated put up a stiff battle and had the boys already warming up for soft ball practice in hopes of wiping out the memory of the defeat by cleaning up all the soft ball teams when we get together again at the Labor Day picnic.

As the visiting teams with their car loads and bus loads of rooters hit the town, the celebration had all of the aspects of the Fourth of July, lacking just one thing, the firecrackers.

The last team to arrive in Niagara for the big meet was Kimberly but the captains got together immediately after the Athletics arrived. Neenah and Niagara were scheduled for the first game, and Kimberly drew Niagara Falls for the opener.

WHEN the Kimberly and New York teams drew up in battle array on the floor awaiting the opening whistle, they made a very picturesque group. Kimberly wore white suits, red trimmed, and Niagara Falls wore very pretty bright red suits, white trimmed. The battle that these two Kimberly-Clark teams put up was a strenuous one. While Niagara Falls at no time during the game could take the lead, it gave strenuous opposition to Courchane's boys. The first quarter of the fray ended 9-5, and the half, 17-9. In the third quarter of the game Niagara Falls put on a rally that looked like the real McCoy, but Kimberly successfully stifled the attack. The final score in this opening game was 42-25,

Kimberly riding the long end of the count.

NEENAH VS. NIAGARA

No sooner had the teams left the floor than Niagara and Neenah came out all set for the fray. Neenah started with a burst of speed that fairly dazzled the Johansson led Niagaraites and with Behnke and Gartner working out in Big Ten form, Niagara looked like a defeated team. The end of the first quarter found Niagara trailing 6-4. Niagara fans were creating a regular bedlam as they begged for the team to get going. Niagara opened up in the second period but Neenah matched them shot for shot. Isacson tied the count at 6-6 and from then on until the quarter was almost ended it was a game of nip and tuck. The lead alternated three times and was tied three times during as hectic a ten minutes of basketball as was ever witnessed by Niagara fandom. In the final minutes of play Niagara drew away from the opposition and had a two-basket lead when the half ended on a 17-13 count.

Then the battling Badgers got hot, and Niagara wound up the victors by a 35-22 count.

Many a case of heart failure and weakened constitution almost resulted before Friday night's hectic two games were over but the excitement was nothing as compared to the finals.

THE FINALS

WHEREAS the first set of games were played off at the Club House, the second set, played on Saturday night, were played in the new high school gymnasium. Extra bleacher seats were up and before the game started the playing floor was ringed by a howling representative mob. Neenah was out in force. Kimberly fans shrieked for their home team, Niagara Falls was not so well represented, the great

distance making it impossible for fans to accompany the team, but a large Niagara delegation took it upon themselves to cheer for themselves and the visitors. Dorcas Page, of somewhere in the Fox River Valley, aided by William Ritchie (who, no fair, learned all our yells while in Niagara), competed with Frog LeRoy and kept the fans interested before and between the playing period of the game.

Niagara Falls staged a great comeback when they met Neenah for the consolation prize of the tourney. Neenah, selected as a sure winner before the game, did come through for a 33-26 victory, but they sure knew they had been playing basketball when they went to the showers. It was not until the final period that Neenah took the lead that spelled victory.

KIMBERLY DISPOSES OF OLD RIVAL

THEN Niagara and Kimberly came out ready for action and as a spectator so ably expressed it, "Mine gott, so much vuns for one seventy-five cents."

Kimberly opened with a bang and took a lead that had Niagara temporarily baffled. The locals came back strong and the quarter ended with the Fox River Valley team leading 8-7. In the second quarter the teams fought on such even footing that the applause of the spectators kept up in a steady roar. Johansson and Isacson were doing most of the scoring for Niagara, and old stone wall Walters was proving to be a fly in the ointment to the visiting team. In the final seconds before the half, Niagara weakened and three baskets swayed the throngs for six more points for Kimberly. The half ended with Kimberly leading 20-14.

IN the third quarter Niagara fought desperately for a lead, matching Courchane and Williams shot for shot. Again they crawled

up on the visitors only to have Kimberly break away again to lead the third quarter 28-20.

Then came the comeback of Niagara that is still talked of today and everybody wonders whether or not a few seconds longer would not have spelled a Niagara victory. Niagara crept up on the leaders, scoring five baskets while holding Kimberly down to two. Courchane began to look worried, wondering just what was coming off, but La Roux of Kimberly put the game on ice getting through to put his team in a 34-30 lead. Johansson and Van Heesch were fouled and made good on the gift throws for the final count of 34-32.

AS a feature of the mill tourney fracas, the coming basketeers of Kimberly invaded Niagara and met with the Niagara coming basketeers; in plain every day English, the two high schools of the two towns met. And, boy, what a battle!

Williams, who learned his tricks from big brother, and L. Vander Veldon, who we think profited by his stay in Niagara, both counted for Kimberly before Niagara had found the basket. Overzealous for the win over Niagara, Kimberly was fouling and Meyers made both throws good. Dupuis counted on a foul shot, and on the 4-3 count, the quarter ended.

IN the second quarter Yerkie tied the count for Niagara with a foul shot. Then Lyle VanderVeldon dropped in a long one that was covered at once by LeRoy. The score stood at 6 all. L. VanderVeldon was fouled and made it good. Kimberly leading 7-6. Brisbane of Niagara was fouled and made it good. Seven all.

After the boys came back for the third quarter, Brisbane and Yerkie slipped in neat ones to give Niagara a lead, 11-7. Williams and Courchane (sounds like the game between the regulars, doesn't it?) each dropped one and it was tied up. The referee said three seconds to go, the gun was in the air waiting

for the final tick, when Yerkie connected with a mid-floor to give Niagara a 13-11 victory.

The Bowlers Make It a Day

TO ROUND out the day, and to make the athletic carnival complete, bowling teams entered in matches with Niagara and the results were for the most part disastrous.

A pick-up team of men that represented a little of everything, Neenah, Niagara Falls, and Kimberly, handsome men and not so handsome, met a girls' team from Niagara that was made up from Kimberly-Clark material. Miss Burbey, of service; Miss Brunette, a merry typewriter wrestler; Miss Desjardin, the "hello" girl; Miss Wallenfang, from the Bo-Ho; and Miss Chartre, from the service, were the girl maple busters.

The results looked like this, but we mustn't forget that the boys were all gentlemen and politely spotted the girls 200 pins which made the victory possible.

Box score:

MIXED MALES

Holdridge	172	203	139
Kuehl	202	157	117
Ritchie	121	96	134
Gresnez	155	185	98
Aderhold	105	112	143
	755	753	621

KIMBERLY-CLARK FAIR SEX

Burbey	115	116	173
Brunette	138	120	144
Desjardin	114	156	157
Wallenfang	127	133	108
Chartre	126	171	99
	620	696	674

Now if you'll get out your comptometer you will note that the M.M.'s have a total of 2,129 pins, the femmes 2,190, including their handicap.

ANOTHER match that was highly thrilling was that between the Neenah girls and the Niagara all-stars. In spite of the very fine bowling of Miss Ellis, of Neenah, Niagara eked out a 270 pin win.

Service Wins Again

ON the evening of March 30, the Main Office challenged the Service team to a bowling match. Freamon says they had to prove to the public that they really won the first match which the Service claimed as their victory by three pins.

Well, the Service accepted the match and they also won it by 281. That's proof enough, isn't it? The Service total was 2,500 and the Main Office 2,219. Doc DeSalvo was high on the Service with scores of 205, 177, and 156. Roy Brown was high on Main Office, but we won't print his score—that would show Roxy up too much. Thompson didn't bowl.

Grand Scheme of Emigration

The Brewers should to Malta go,
The Lugerheads to Sicily,
The Quakers to the Friendly Isles,
The Furriers to Chile.

The little squalling, brawling brats,
That break our nightly rest,
Should be packed off to Baby-lon,
To Lapland or to Brest.

The Spit-head, cooks go o'er to Greece,
And while the Miser waits
His passage to the Guinea coast
Spenthrifts are in the Straits.

Spinsters should to the Needles go,
Wine-bibbers to Burgundy,
Gourmands should lunch at Sandwich
Isles,
Wags in the Bay of Fun-dy.

Musicians hasten to the Sound,
The Surpliced Priest to Rome,
While still the race of Hypocrites,
At Cant-on are at home.

Lovers should hasten to Good Hope,
To some Cape Horn is pain,
Debtors should to go Oh-i-o,
And sailors to the Main-e.

Hie, bachelors, to the United States,
Maids to the Isle of Man,
Let Gardeners go to Botany Bay,
And shoeblacks to Japan.

Thus, emigrants and misplaced men
Will then no longer vex us,
And all that ain't provided for,
Had better go to Texas!

A scholar makes claim that madness is three times greater with single than with wedded men, which would explain why so many single there are who are crazy to get married.

Foremen and Supers Roll It Off

THE foremen and superintendents bowled a "sawoff." They agreed to bowl a series of three matches. The foremen won the first, the supers the second and the final one was won by the foremen by a total of 170 pins. Following are the scores:

Supers		
Murray	138	192 115
Thompson	113	129 77
Keck	142	116 165
Nelson	135	160 120
Blandin	150	155 170
Ernst	108	128 98
Total		2402

Vaughter	157	138 149
Rasmussen	114	134 93
DuBois	110	138 169
McIntyre	149	127 124
Wells	180	154 141
Ruddy	186	162 157
Total		2582

Foremen		
Steffen	146	126 178
Milbow	146	96 124
Hansen	140	129 130
Dejemek	118	195 145
Sorenson	160	150 223
Howard	179	185 206
Total		2776

Kuder	117	171 151
DeCremer	105	122 85
Hildahl	109	96 109
Richards	178	106 143
Lundin	131	153 136
Douglas	172	156 128
Total		2378

Mr. Stridde announced that a well known orator would present the bowling trophy. Mr. Goodman (the Swedish Bum) stepped forward, gave a flowery speech, and presented the foremen with a shield on which was mounted two bowling pins and a bowling ball. This trophy is hanging in the Club house, above the fireplace. During this match they found out that Rex Wells ought to be a good honey bee man as he seems to know their nature. When in need of some suggestions to pass away a little time see Carl Hansen. For advice on limburger cheese, see Mr. Martin. Bob Rogers knows of some nice places to go fox hunting. Mr. Stridde was especially good to Carl Hansen; he gave him an extra dish of cream. Perhaps that was to let Carl use up his surplus time.

THE biggest surprise that was ever handed to the Maintenance department was given to them on the bowling alleys when they met the unbeatable Service team (a picture of this team appears in this issue). Pep thought he would have some fun so he picked a Maintenance team consisting of Johansson, Currier, Wells, Nabbefeld, and Van Heesch, five of the best bowlers of both leagues. Doc DeSalvo, of the Service team, was even betting on the other side, but his team won by 49 pins. Lucky? Oh, no! Just good bowlers. The Maintenance came out on the short end of the deal, with a total of 2,421 pins, and the Service with 2,470 pins. Jimmy Nabby was the shining light on the Maintenance team with scores of 178, 143, and 233. Everyone was disappointed in Wells; they all thought he was such a good bowler, but they found out he was just a punk. He got 112, 146, and 138. Currier was so sure of winning that he couldn't bowl. Johansson and Van Heesch couldn't bowl because Doc DeSalvo is so big he took up all the bench space and the two fellows couldn't rest between frames.

Langager's Lower Woodroom team bowled against Louis Molle's Drum-barkers. Langager's team totaled 2,043 pins and Molle's didn't do so good with a total of 1,762. This is their first exhibition on the alleys, we will forgive them. There was a difference of 281 pins.

The Service and Laboratory bowled on March 10. Of course the Service department won with a total of 2,317, and the Laboratory had a total of 2,279, a difference of 38 pins. Peterson was star on the Service team with the scores, 213, 191, and 165. There were no stars on the Lab team.

The friendly enemies, Electric and Boilerhouse, met on the alleys. Carl Turriff was star on the Electric gang; he bowled, 80, 94, and 121. It only takes four men and one girl to beat this team; the girl is Marie Wallenfang. The scores were 1,847 for Electric, and 2,119 for Boilerhouse.

Editor of COOPERATION:

We would like to know if the attached clipping is just average bowling for George McElroy, or was he bowling a little "over his head?"

KOTEX

McElroy	196	311	151
R. Bart	169	181	190
F. Miller	184	225	167
Wm. Kuehl	191	158	154
Chancy	207	177	183

RESULTS OF NATIONAL LEAGUE

	Won	Lost	Pct.
German Browns	19	20	.487
Muskies	19	20	.487
Black Bass	14	25	.360
Dolly Vardens	27	12	.693
Steel Heads	20	19	.513
Walleyes	19	20	.487
Speckled Beauties	17	22	.436
Northern Pikes	22	17	.564

High Match Games—Muskies Total 2652
 High Team 1 game—Muskies967
 High Average Lofgren184
 High Ind. 3 games Lofgren626
 High Ind. Single Game—Lofgren....257

AMERICAN LEAGUE RESULTS

	Won	Lost	Pct.
Wildcats	27	9	.750
Foxes	27	9	.750
Bears	25	11	.695
Badgers	19	17	.528
Bull Dogs	18	18	.500
Tigers	13	23	.362
Pole Cats	9	27	.250
Terriers	6	30	.166

High Match game, Foxes2497
 High Team Game, Wildcats 894
 High Ind. Score, Borgstrom 248
 High Ind. Average, J. Nabbefeld ... 181
 High Ind. 3 games, J. Nabbefeld .. 635



Lorraine and Jimmie Howard seem to enjoy the winter at Niagara

As I Go On My Way

BY STRICKLAND GILLILAN

MY LIFE shall touch a dozen lives before this day is done,
Leave countless marks for good or ill ere sets this evening's sun.
Shall fair or foul its imprint prove, on those my life shall hail?
Shall benison my impress be, or shall a blight prevail?
When to the last great reckoning the lives I meet must go,
Shall this wee, fleeting touch of mine have added joy or woe?
Shall he who looks their record o'er—of name and time and place—
Say: "Here a blessed influence came," or "Here is evil's trace?"
My life may touch a million lives in some way ere I go
From this dear world of struggle to the land I do not know.
So this the wish I always wish, the prayer I ever pray:
Let my life help the other lives it touches by the way.