



1909-1984

**75<sup>TH</sup> KVP GROUP  
ANNIVERSARY**

On the occasion of the 75th Anniversary of the founding of the Kalamazoo Vegetable Parchment Company, we would like to pay tribute to all who have contributed to the growth and success of our business over the years: our employees, our customers and our suppliers, both past and present.

Since the founding of the Company, *quality* has been the basic policy of KVP. Better paper and better service persuaded the company to achieve remarkable growth during its early years. The company has always been a leader in the development of new products, new processes and new markets. The constant search for better products and better ways to serve our customers' needs remains the central concern of our business.

There is no individual person to whom our past or present success can be attributed. It has been the enthusiasm and dedication of a changing team, motivated by the same basic goals, that has provided the driving force for our continued growth since 1909. We look towards the



## KVP 1909-1984

### CONTENTS

Letter from Group Vice President, Frank Somers .....	2
About the Organization .....	3
Parchment Division .....	4
Service Products Division .....	6
Paper Division .....	8
The Story of KVP .....	10
KVP in the Community .....	13
Milestones in Our History .....	14
To Our Customers .....	16

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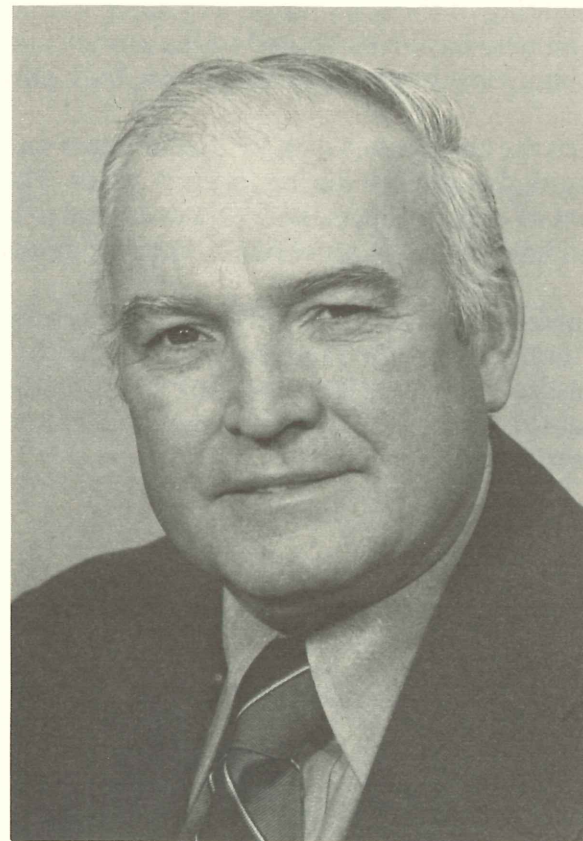
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There is no individual person to whom our past or present success can be attributed. It has been the enthusiasm and dedication of a changing team, motivated by the same basic goals, that has provided the driving force behind KVP's continued growth since 1909. We look towards the future with optimism grounded in the knowledge that the same unity of spirit, sound ethics and pride in achievement will continue to allow us to prosper and grow.

## KVP 1909-1984

### CONTENTS

Letter from Group Vice President, Frank Somers .....	2
About the Organization .....	3
Parchment Division .....	4
Service Products Division .....	6
Paper Division .....	8
The Story of KVP .....	10
KVP in the Community .....	13
Milestones in Our History .....	14
To Our Customers .....	16



Francis A. Somers, Group Vice President.

**M**uch has changed since the founding of the Kalamazoo Vegetable Parchment Company 75 years ago. The company and the community that grew up around it has undergone tremendous growth, weathered two world wars, the Korean war, the Great Depression, periods of prosperity and times of recession. Throughout all of it, the good times and the bad, and despite several changes in corporate identity, KVP has maintained a strong sense of its own identity and purpose that has enabled us to grow and persevere throughout our history.

This sense of identity—a unity of spirit—has its foundation in values and beliefs that have pervaded our business practices and our personal relationships since the founding of KVP. It is a value system based on a belief in human dignity and the intrinsic value of every individual. The backbone of our organization is the people who work at KVP—they are KVP. *WE are KVP.*

James River Corporation's fundamental values and beliefs, articulated in the recently issued Strategy Statement, coincide with values held by KVP's earliest leaders, the values that have made KVP what it is today:

*Ethics:* Highest standards of integrity, ethics, and fairness must override in all transactions and relationships.

*Involvement:* Maximum productivity and job satisfaction for all employees can be realized by providing opportunities to participate in decision making, by offering opportunities to assume responsibility commensurate with ability, by providing visible recognition for group and individual achievement, and by creating an atmosphere of openness and trust.

*Ownership:* Employees should be provided an opportunity to share in the success of the Company through stock ownership and profit sharing. (KVP employees own stock in James River Corporation)

*Jobs First:* The Corporation can make the most effective social contribution by creating and maintaining safe, secure and productive jobs.

*Value to Customer:* Sustaining superior financial performance requires that the primary thrust of the organization be directed toward providing superior value to its customers.

James River's most important management priority is sustaining a system of values that reflects a company wide commitment to: Exploring uniquely cost effective approaches to problems and opportunities; A willingness to experiment and to take calculated risks; Developing and implementing winning strategies; and excellence in individual performance. This is summed up in a phrase—Finding a Better Way. The search for a better way to make better products and provide better service to our customers has been the primary concern of KVP operations since its founding. I trust that this anniversary booklet will demonstrate the success of this policy, both in our present operations and in the past.

Francis A. Somers

## OPERATING DIVISIONS

**T**he KVP Group consists of three separate and distinct businesses each with its own unique manufacturing processes as well as a sales and marketing arm. These three businesses are:

### PAPER DIVISION

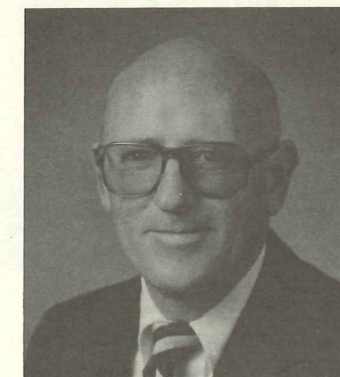
The Paper Division has the capacity to manufacture about 320 tons of paper per day of specialty papers on four paper machines located in Mill 2, Parchment, Michigan. The division also operates three off-machine coatiers currently producing specialty coated one-side packaging papers. Major customers include the food packaging industry, paper converters, fine paper merchants, book publishers and commercial printers.



Andrew T. Muha, Vice President & General Manager, Paper Division.

### PARCHMENT DIVISION

The Parchment Division manufactures parchment and paper products for the dairy, meat and bakery industries, greeting card manufacturers, the printing and publishing market and for a wide variety of industrial release applications. A workforce of 230 people produces 12,000 tons of parchment and 35,000 tons of paper annually. The Division's six parchment machines and two paper machines are located in Mill 1, where the Kalamazoo Vegetable Parchment Company was founded in 1909.

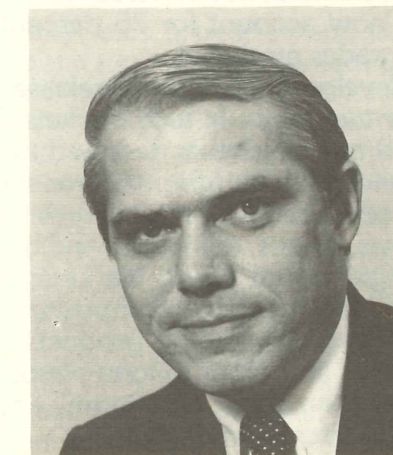


Keith N. Bartlam, Vice President & General Manager, Parchment Division.

### SERVICE PRODUCTS DIVISION

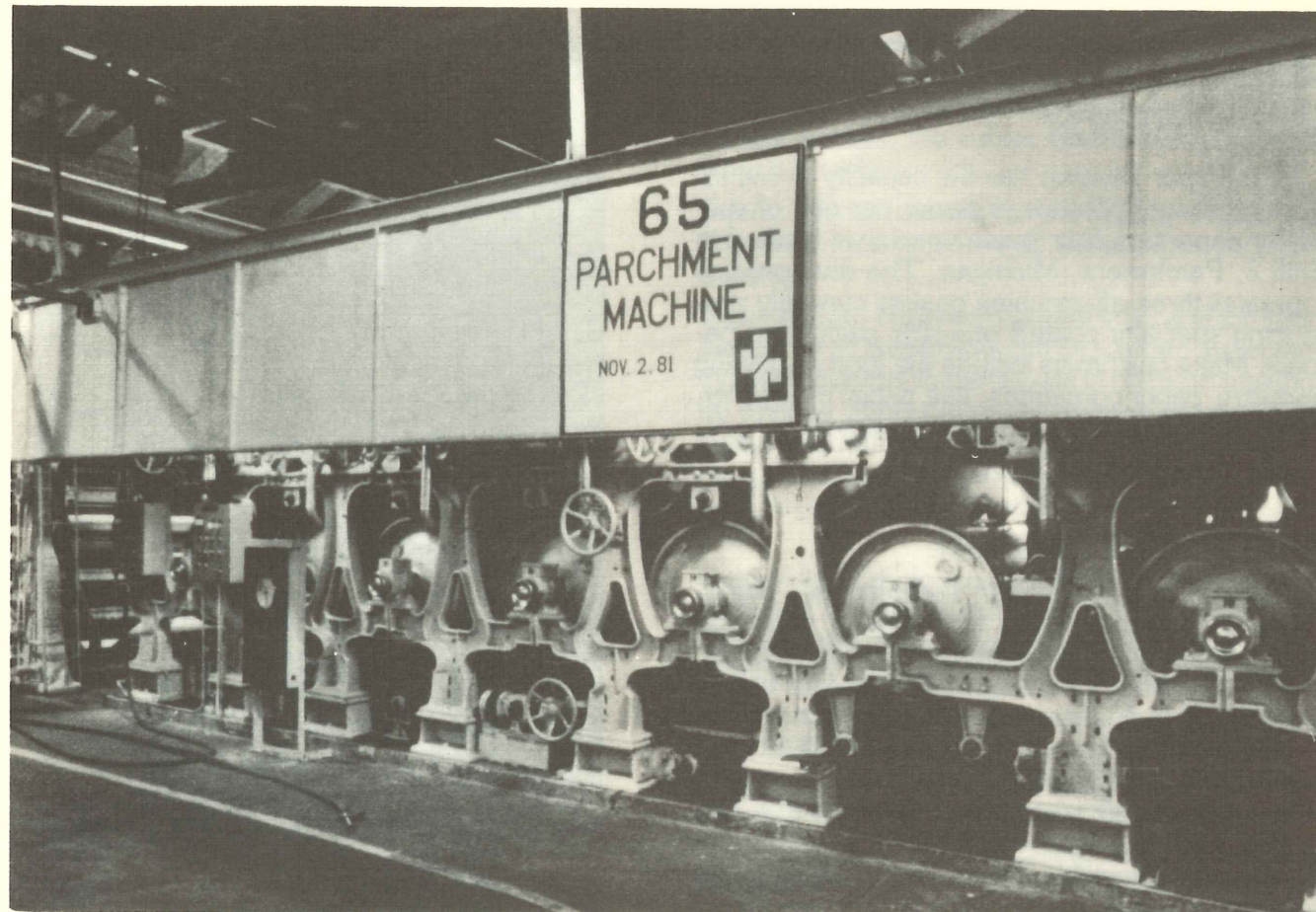
The Service Products Division is a converting operation which buys most of its base stock from other KVP divisions. Its products fall into three basic categories: Institutional Products used by the baking industry, the meat and grocery industries, and the food service industry; Packaging Products sold directly to the confection industry, the meat packaging industry, manufacturers of cookies and crackers, and the pharmaceutical supply industry; and Consumer Products, sold under the Paper Maid brand name and other private labels, to supermarkets and retail outlets throughout the country.

The Division operates converting plants in Kalamazoo, Michigan; Minerva, Ohio; and Menasha, Wisconsin; a waxing and printing operation and a modern shipping and warehouse facility in Parchment, Michigan.



Joseph Erving, Vice President & General Manager, Service Products Division.

## PARCHMENT DIVISION



The parchmentizing process is substantially the same today as it was when the parchment machines were installed in Mill 1. The machines have, however, been modified for in-line treating capabilities for the manufacture of release treated products which now account for 75 percent of the parchment grades produced.

Recent developments include release treated products for two major hi-tech markets: Printed circuit board release sheets designed to release and withstand the high temperatures and pressures in the production of circuit boards for televisions, washers, dryers, computers and other rigid and semi-rigid circuit board markets; Release products for the industrial composites market which produces plastic-type products utilizing space-age fibers and resins to form plastics lighter and stronger than steel, aluminum, and other metals used in aircraft production.



In addition to waterleaf, an unsized, unfilled paper composed of hardwood and softwood fibers, that is used in the manufacture of parchment, the Division's two paper machines produce size press treated papers such as market, locker, dry waxed and oil treated, and desified Kraft grades for internal converting and outside customers.



## THE HISTORY OF VEGETABLE PARCHMENT

The first mill for the production of vegetable parchment was located in London, England, in the mid-nineteenth century. A patent was granted to William Edward Gaine in 1853 for a process of applying sulphuric acid to paper. He is generally accredited with being the inventor of vegetable parchment, although two French scientists had, in 1846, recorded the results of an experiment with paper and sulphuric acid that resulted in the creation of a substance having the properties of an animal membrane which they named "Papyrine," meaning a special kind of paper.

On the whole, Gaine's

his own words, "to parchmentize large rolls of paper in a continuous and equalized manner, further to wash and to dry same with a minimum consumption of sulphuric acid."

In 1893 "The Paper Mill and Wood Pulp News" reported the patenting of an "all in one" machine for the making of vegetable parchment. The story, reported in their edition of August 3, 1893, opens thus: "Several machines are usually required in making vegetable parchment paper, and the result of the handling and rehandling involved is a considerable loss of material. So says Gotlob T. Leonhard, of Patterson, N.J., in the specifications of his new machine to do the whole work at one operation. Leonhard has just received a patent for his machine."

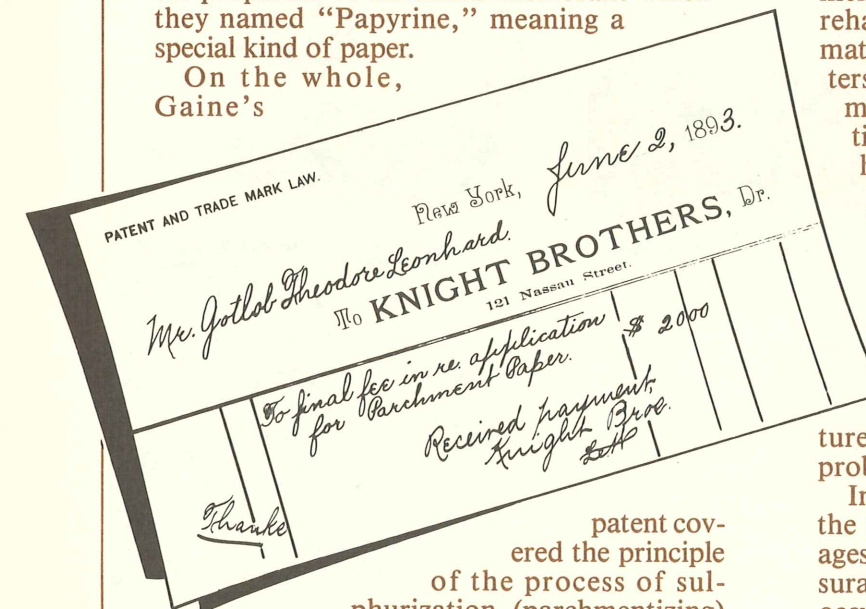
### THE USE OF PARCHMENT

Vegetable parchment has proved itself indispensable for countless applications since its invention because of its unique qualities. Not only is it grease resistant, but also insoluble in cold or hot water and it can stand up to high temperatures. It is also tasteless and odorless, being probably the purest paper made.

Initially, parchment was intended for use by the medical and surgical profession for bandages, also for documents such as maps and insurance policies. Its first use for food packaging occurred during the Franco Prussian war, when it was pressed into service as a container for prepared pea soup for consumption by German troops.

For many years thereafter, end uses were mainly in the food packaging industry. After the second world war, however, new plastic films started making inroads into the food packaging industry at the expense of parchment. However, the same technology in the new resins created new applications for parchment in the non-food industries.

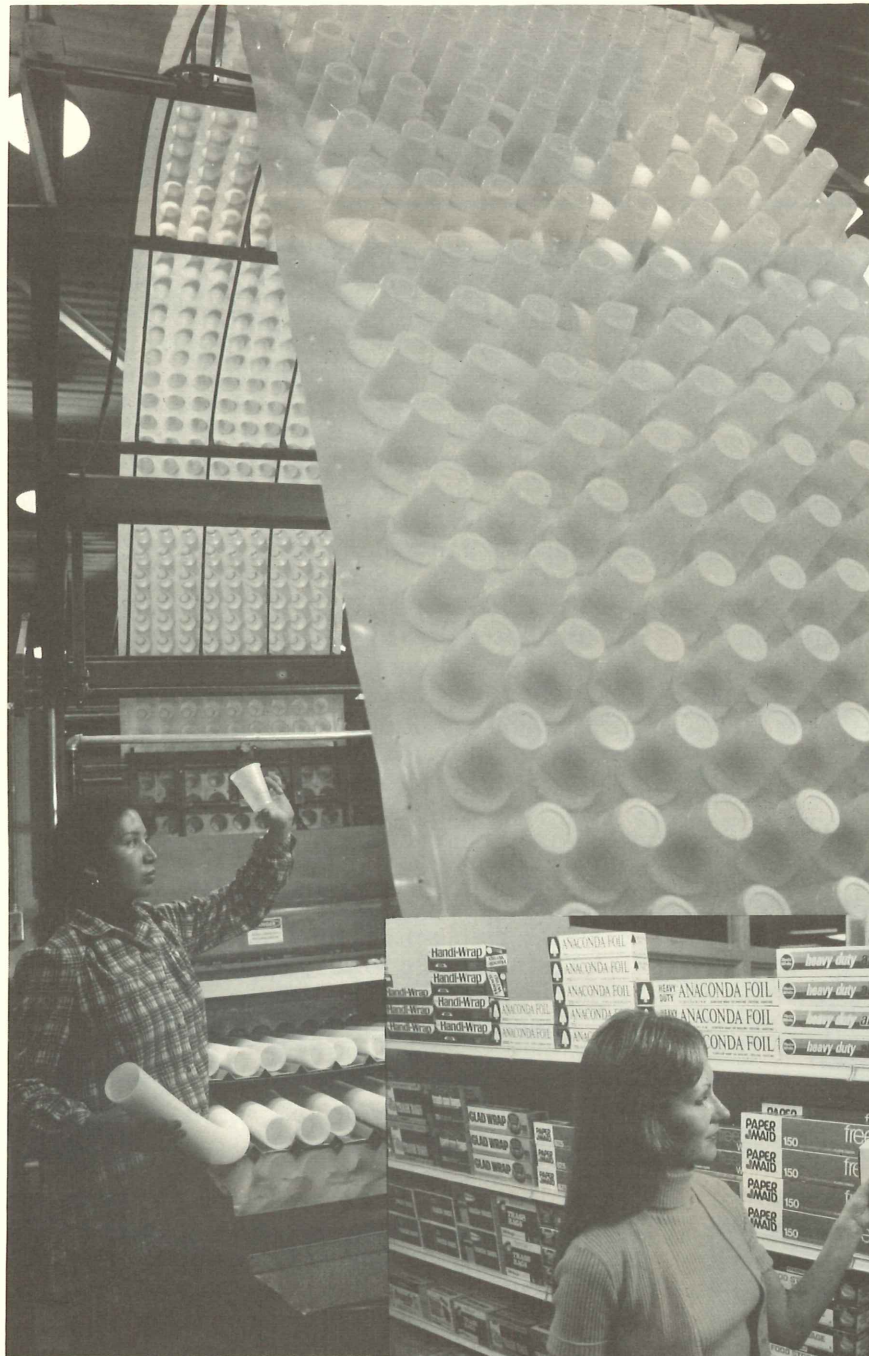
With the availability of newer and better release agents such as silicones, new grades of parchment were developed which found their way into industrial applications. Some of these are: roofing shingles, rubber, caulking compounds, tube and core, high and low pressure decorative laminates, poly foam and other adhesive backed products.



patent covered the principle of the process of sulphurization (parchmentizing) much as it is now applied. Here is an excerpt from Gaine's patent on parchmentizing paper:

"The object of this invention is to treat or to prepare paper in a manner to obtain peculiar effects on the surfaces and in the substance of the paper, thereby rendering paper so prepared or treated more usefully applicable for a variety of purposes. The invention consists of immersing paper in or applying sulphuric acid thereto, and then washing the same." It was Gaine who first gave the name "vegetable parchment" to paper treated in this manner.

The very early manufacturing process consisted of three separate operations, wasteful in terms of both handling time and materials. An Austrian engineer, Robert Fritsch obtained basic patents in 1884 for the construction of a parchmentizing machine which was built, to use



## SERVICE PRODUCTS

While the majority of our products are paper based, the Service Products Division has moved, in response to customer and consumer demand, to producing many plastic and plastic/paper combination products. This trend will be reflected in future product development with the Division working closely with customers and the KVP New Product Development Team to provide sophisticated products for today's market.



Plastic cup production at Plant 11.

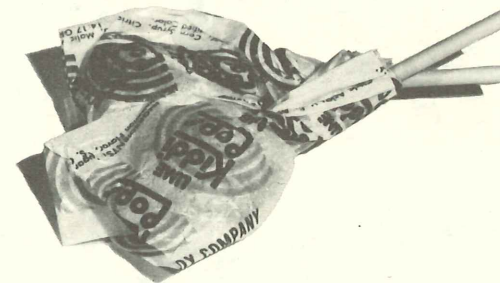


Paper Maid products are marketed through supermarkets and other national outlets. The line includes plastic cups in a range of sizes, freezer wrap, kitchen parchment, baking cups and shelf paper.

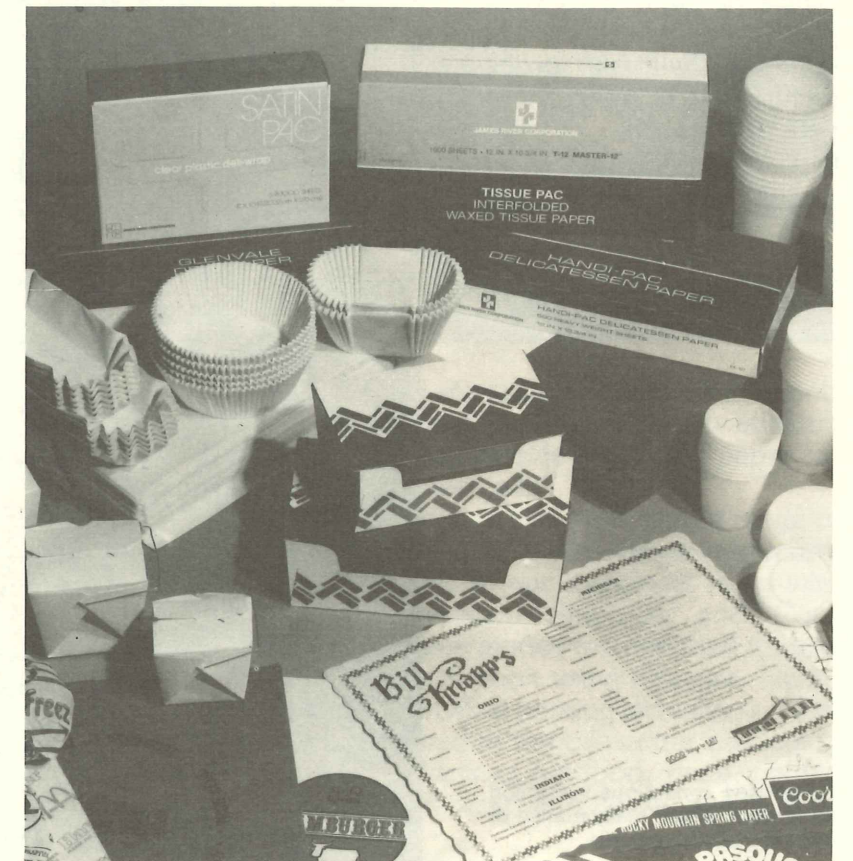
Products for the butcher and meat packaging industry are sold through KVP Service Products Distributors and by a special sales team selling the products of three James River Groups to this specialized market. Bon Cap, a wax-coated cloth very widely used in the meat packaging industry, is manufactured by the Division's Minerva plant. It represents over 50% of all bone-guarding material use by the industry.



Services offered by the Division's Packaging Products sector include: Slitting and Rewinding, Printing (Rotogravure, Letterpress, and Flexographic), Sheeting, Waxing (one side, two side, dry wax), Oiling, Specialty Packaging, Coating (silicone, hot melt, polyethylene and others). A wide variety of base papers manufactured by other KVP Divisions, James River Groups, and outside sources, can be utilized.



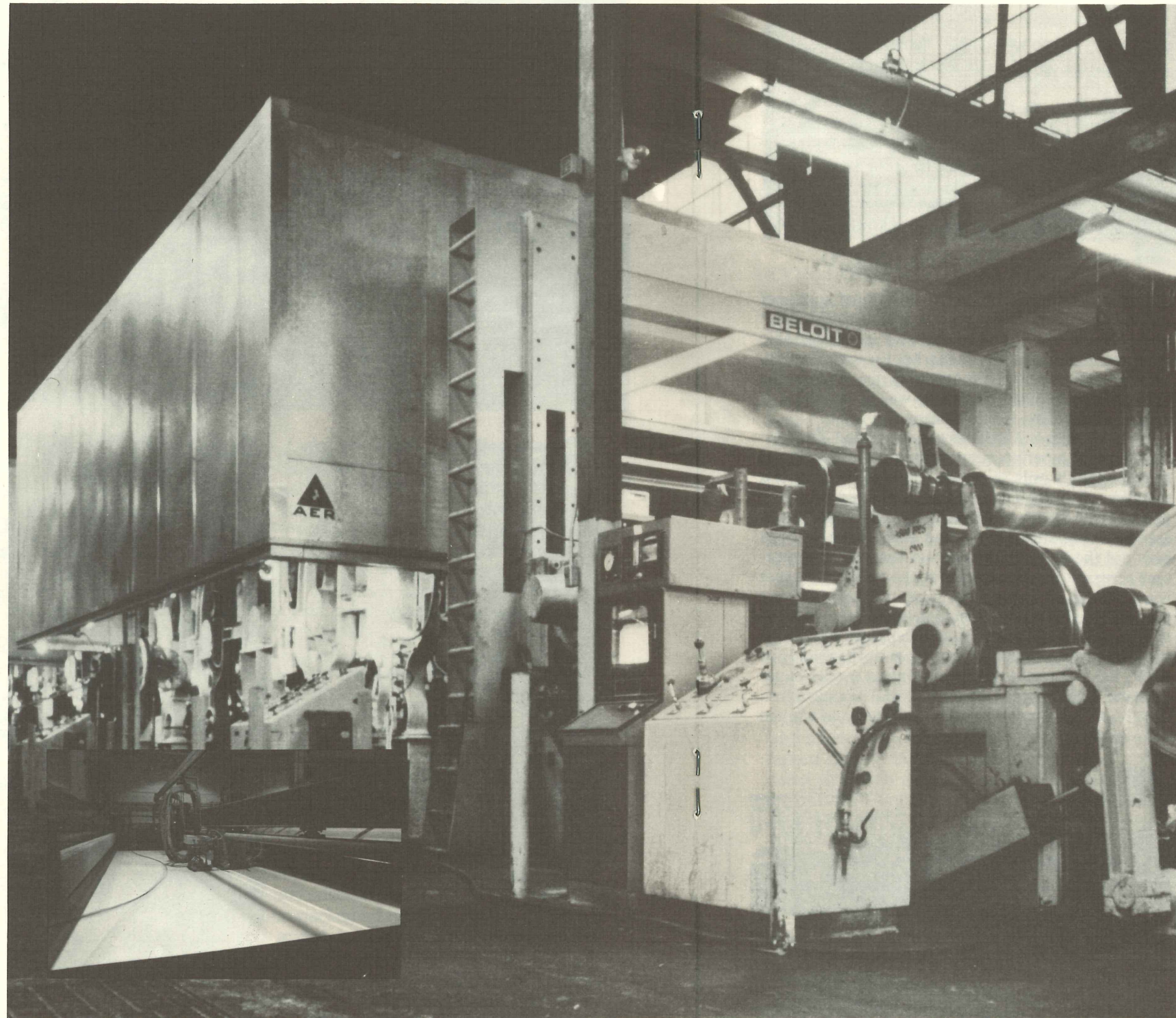
A confection wrapper, poly-coated one side, wax-coated on the other, developed recently for The Yost Candy Company to meet unusual production conditions.



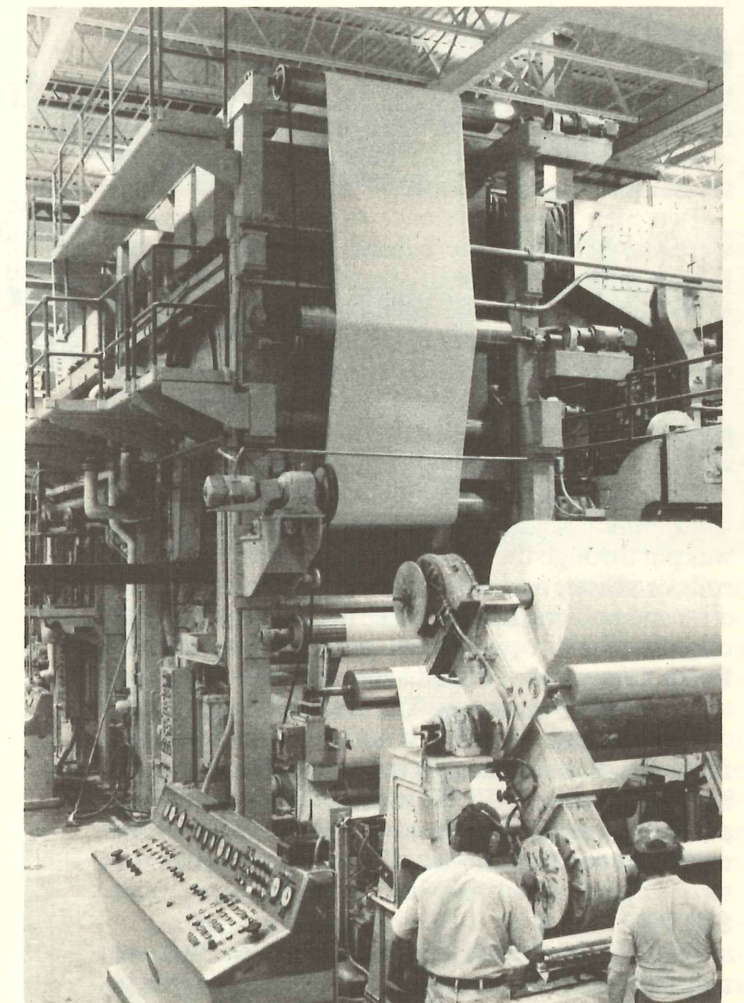
Some examples of the wide range of paper and plastic products marketed by the Institutional Products Division.

## PAPER DIVISION

The development of new products to satisfy unique customer needs is the key to the continued growth of the KVP Paper Division. In 1984 the Division successfully developed a number of new products including a machine finished coating base sheet on the Bagley paper machine. This has increased the tonnage of base stock available to the Coating Department, enabling us to meet our customers' growing demand for specialty CIS papers, as well as allowing us to provide customers with better performing products and services. Coated CIS packaging paper allows the use of the most sophisticated graphics. This, combined with our process technology, gives us a competitive edge.



Automated continuous inspection techniques assure maintenance of highest quality standards.



The Paper Division started up a new off machine mineral coater in October, 1984. This new addition will increase our coated one side packaging paper capacity by 50% in the next year.

CIS papers are produced in a basis weight range of 30 to 70 lbs. per 3,000 sq. ft. A wide range of specialty CIS grades are available to our customers along with the standard grease-resistant "Stayn-les" and "Conquest" grade lines. These grades are designed for any specialty packaging application using Gravure, Flexographic, Letterpress or Offset printing techniques. Most of these grades are used in the consumer packaging market for such products as pet food, meal, cookie overwraps, labels, gift wrap and convenience food products.

## THE STORY OF KVP

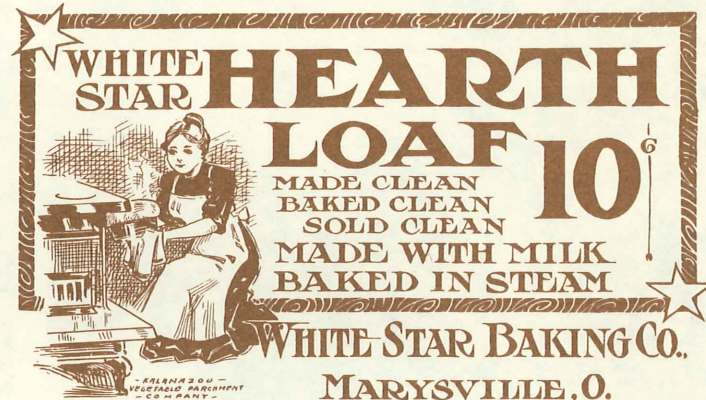
On October 27, 1909, 75 years ago, The Kalamazoo Vegetable Parchment Company came into being in an abandoned sugar beet factory located just north of the boundary of the city of Kalamazoo. Kalamazoo was already a major paper center, the site of several thriving paper mills.

Two men with experience in the paper business were the driving force behind the new company: Harry Zimmerman who served as the first Plant Manager, and Jacob Kindleberger, the Company's first and only salesman. Officers, directors and stockholders were all Kalamazoo people.

The product was genuine vegetable parchment, a grease resistant form of paper, insoluble in water, for which there was a growing demand by the meat and dairy industries. It was produced from rolls of base stock purchased from local paper mills. The paper was put through the parchmentizing process, cut into rolls or sheets, and sold to paper merchants, creameries and packing houses. The first delivery consisted of rolls of plain parchment purchased by the Star Paper Company of Kalamazoo, a paper distributor, and still a KVP customer. The date was April 8, 1910.

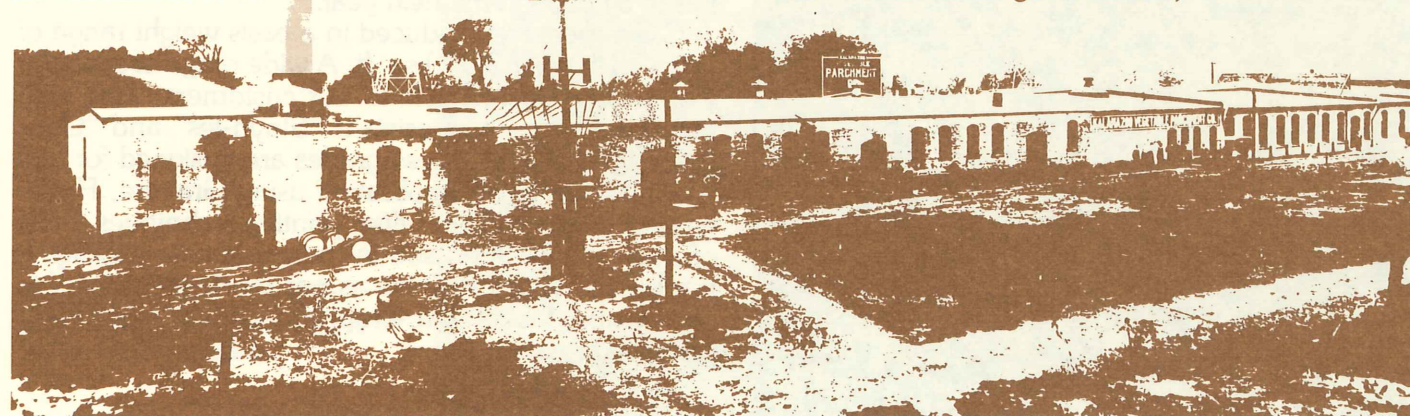
The business was started with capital of \$50,000, far too small a sum even in those days. The old building had cost \$15,655. The equipment, including a parchment machine, a second hand boiler, two second hand printing presses, three cutters, a die press, two wagons and a broken down horse, totalled \$27,784.

Only 15 employees were needed in the first year and they lived like pioneers. Some lived in tents beside the river or roomed in nearby farm houses. The rest walked the three miles on a dirt track from Kalamazoo. When the road became impassable, the early employees travelled to work and back by riverboat on the Kalamazoo river.

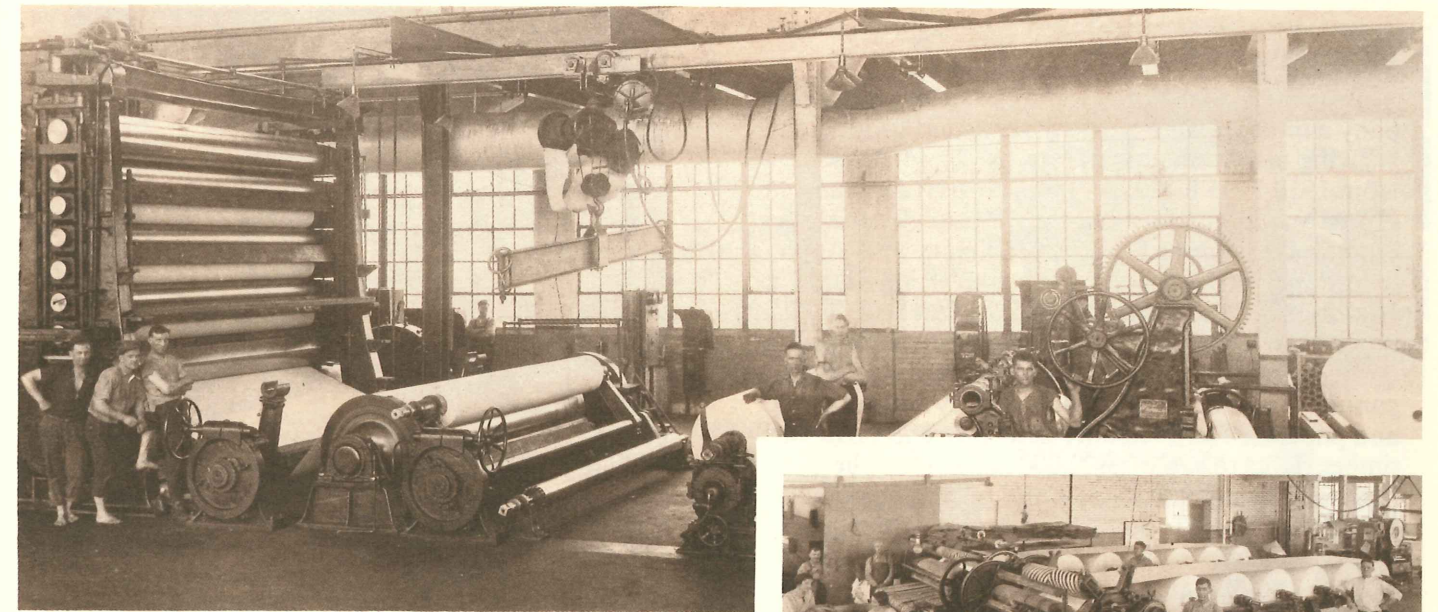


Times were hard but, in the interest of customer service, a waxing machine was added to the KVP operation in 1911. Customers who used vegetable parchment were also in the market for waxed paper. This was an important move as it put KVP in the bread wrapper business which, was at one time, a major product line for the company.

In 1915, Jacob Kindleberger succeeded Zimmerman as plant superintendent while still functioning as the company's only salesman. In 1916 he became a member of the board and was appointed president and general manager. Kindleberger possessed a tremendous amount of drive and enthusiasm and not only did the little company soon become an important competitor in its field, but the community that was growing up around the plant was taking shape according to his vision. Speaking later of the relationship between town and mill, Kindleberger would say: "The idea of the management, from the beginning of KVP, has been to develop not only a model paper mill and a highly respected industrial organization, but also to build up a community of men and women who would become good citizens,..."



The old sugar beet factory where KVP started operations in 1909. This picture, taken in 1910, shows an addition built in 1910, on the far right of the building.

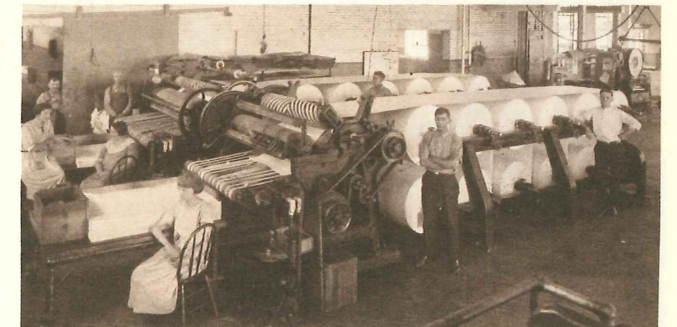


### KVP MANUFACTURES PAPER

World War I greatly accelerated the demand for paper and, in 1918, KVP built its first paper mill with two machines, a 116-inch Bagley and Sewall, and a 163-inch Pusey and Jones. From the start the company had put quality first and it was clear that by controlling the quality of the raw stock, KVP could make better products. 1923 saw the addition of a second, much larger paper mill and the installation of a 165-inch Bagley and Sewall along with several new printers, waxing machines and more. Later, a fourth, fifth and sixth machines were added: the 167-inch Beloit, the 139-inch Bagley and Sewall and the 138-inch Beloit, both with Yankee dryers. By this time K.V.P. had gained the capability of producing a wide variety of papers, including waterleaf for parchment, waxing stock for the many types of waxed papers, a broad range of food wrapping papers, a wide line of fine papers (bond, writing, offset, mimeograph, etc.) and numerous paper specialties such as shelf paper and dusting paper.

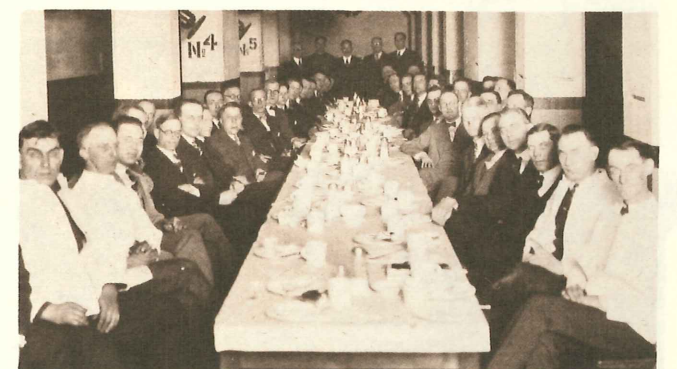
By the end of Kindleberger's presidency, KVP was widely known as the "World's Model Paper Mill," with a reputation for producing products only of the highest quality. In 1936 the company was a 5 million dollar operation with 1400 employees, 350 of whom had been with the company for 10 years or more. The plant covered 130 acres in the town that had grown up around it, Parchment, Michigan.

KVP owes much of its early success to Jacob Kindleberger. R. A. Hayward, Kindleberger's successor as president, said, "Mr. Kindleberger was a man of unlimited vision, unlimited faith, and unlimited enthusiasm." "Uncle Jake" as he was affectionately known, was first and foremost a shrewd businessman and an excellent salesman. He realized that quality, efficiency and service were of primary importance and that to raise these to the highest order, everyone in the company needed to have these goals clearly before them.



"Know what the public wants and excell in serving that need and keep your plant and equipment up-to-the-minute," this was the basis of Kindleberger's business philosophy. He placed slogans everywhere—in his office, throughout the mill, on calendars distributed to customers. On the end wall of every room in every department on every floor, the slogan "QUALITY FIRST" was painted in yard-high letters. "Folks do not need to be informed so much as reminded," commented Kindleberger during an interview in the late twenties.

Kindleberger's influence was as great in the community as it was in the mill. The town and the company grew together, they were bonded like the fibers of a good sheet of paper. The mill went far beyond the call of necessity in creating good living conditions for KVP employees, providing basic city services to the town as well as recreational facilities and opportunities to all Parchment residents.



The stoke-hole banquet, staged some time during the 1920's to demonstrate the immaculate standards of cleanliness for which the KVP mills were renowned.

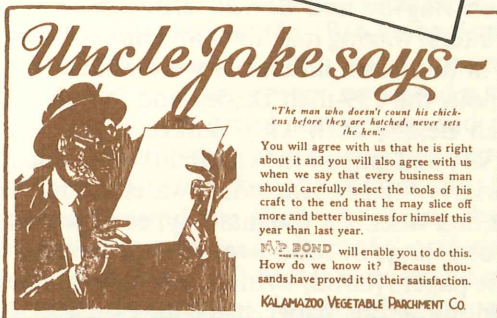
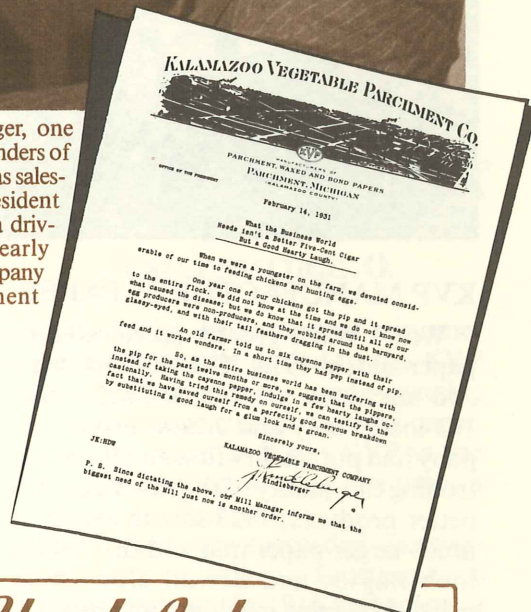
Thus it was that by the end of the 1930's, the company and the town were on a very solid footing and growing at a tremendous rate. In rapid succession from 1938-1945 K.V.P. acquired converting plants in Houston, Texas and Devon, Pennsylvania; the Harvey Division in Sturgis, Michigan; and Appleford Paper Products Ltd. with converting plants at Hamilton, Ontario and Montreal, Quebec. But by far the most significant addition came in 1946 with the incorporation of the K.V.P. Company Ltd., Espanola, Ontario. The Espanola facility housed a pulp and paper mill with 2 paper machines and possessed timber rights to some 3,400,000 acres. Now the company was a fully integrated pulp, paper and converting operation with complete control over the quality of its products.

1960 was the start of a two decade period of transition for the company. In a decisive break with the past, KVP merged with the Sutherland Paper Co., another old and established Kalamazoo paper company specializing in paperboard and folding cartons. Again in 1966 during a time of wide-spread merger activity nationally, The Brown Company of Berlin, New Hampshire bought KVP-Sutherland. It in turn sold out to Gulf and Western in 1968.

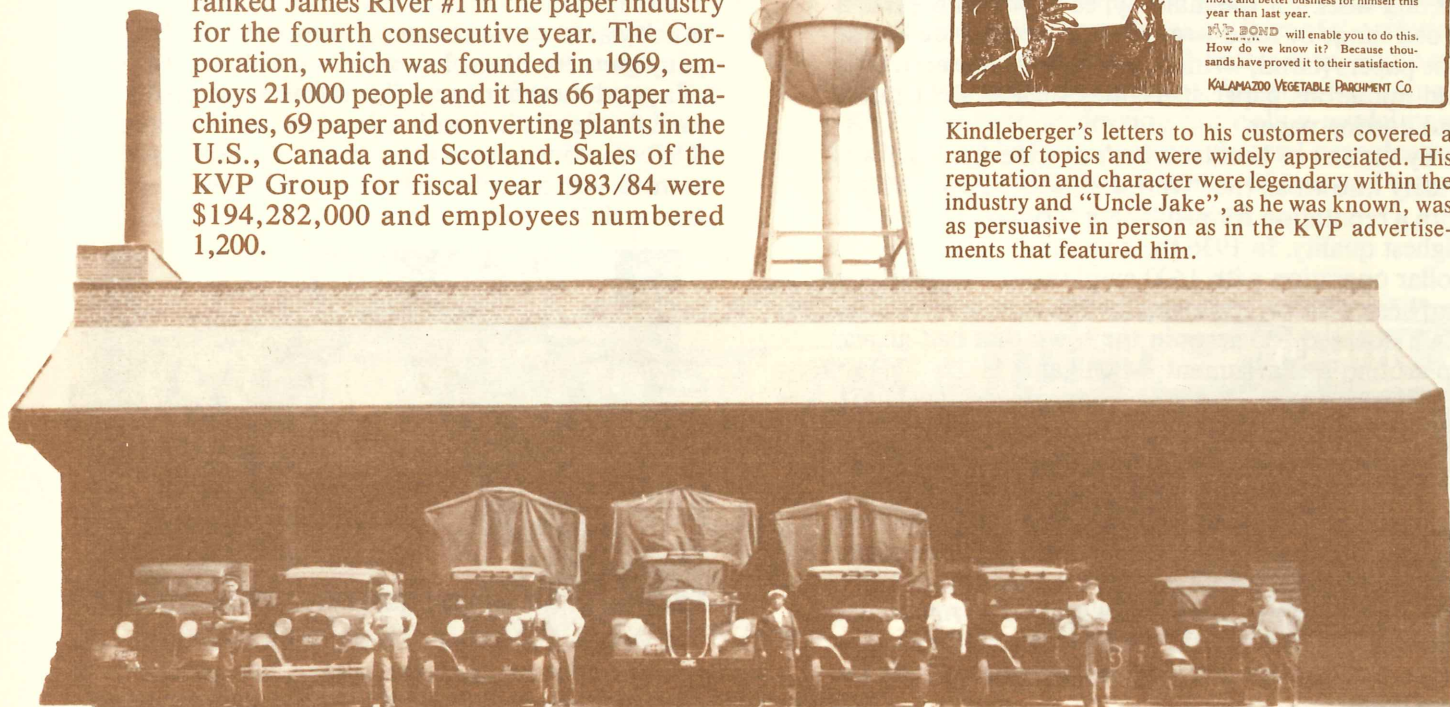
On Dec. 8, 1980 The James River Corporation purchased Brown Paper Company from Gulf & Western. The KVP operations became part of the Specialty Papers Sector of one of the country's most dynamic, growth-oriented companies in the paper industry, dedicated to the production and delivery of the highest quality products and service programs. With net sales for fiscal year 1983/84 of \$2,301,076,000, Fortune ranked James River's sales growth #1 of 500 industrials, and Forbes ranked James River #1 in the paper industry for the fourth consecutive year. The Corporation, which was founded in 1969, employs 21,000 people and it has 66 paper machines, 69 paper and converting plants in the U.S., Canada and Scotland. Sales of the KVP Group for fiscal year 1983/84 were \$194,282,000 and employees numbered 1,200.



Jacob Kindleberger, one of the original founders of KVP, served first as salesman, then as President of KVP. He was a driving force in the early growth of the company and the Parchment community.



Kindleberger's letters to his customers covered a range of topics and were widely appreciated. His reputation and character were legendary within the industry and "Uncle Jake", as he was known, was as persuasive in person as in the KVP advertisements that featured him.



The KVP motor fleet in the early 1930s.

"This modern up-to-date chemical hook and ladder truck manned by this efficient crew of KVP employees is available for the fire protection of Parchment." So reads the caption that appeared under this picture in *The Parchment News*, October 11, 1929. KVP provided fire protection services for the city until the mid-fifties.

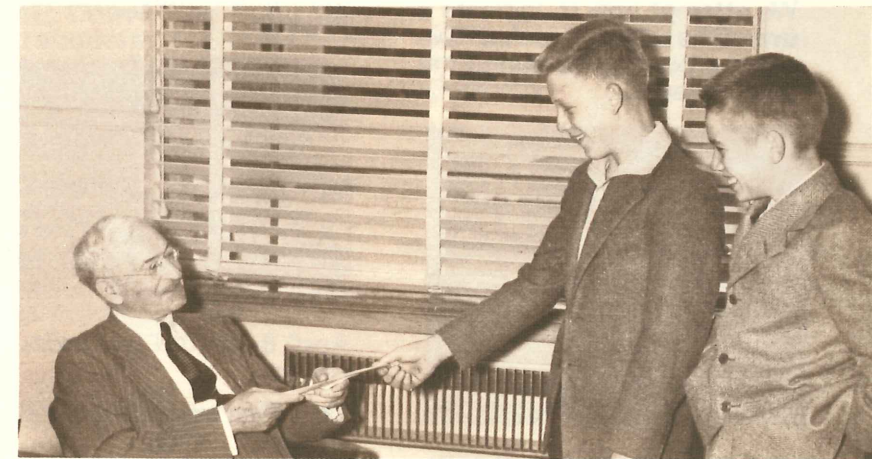


### KVP AND THE COMMUNITY

The city of Parchment grew up around KVP. Jacob Kindleberger planned the town according to his idea of a model community. He encouraged KVP employees to build their homes in Parchment and he communicated his civic ideals, even to the extent of offering prizes for the neatest yard and best kept lawns.

KVP provided most city services, including water and fire protection, until the mid-fifties when, by gift and purchase, the systems were turned over to the city. The maintenance of Kindleberger park also became a city responsibility at that time. For many years the town owed its existence to the mill but, as R. A. Hayward, Kindleberger's successor, once said, the spirit of the community was the soul of the company. Kindleberger park, now more beautiful than ever, is a symbol of that spirit. Jacob Kindleberger and his wife donated forty acres for the park in 1930. The people of the mill built the park, planting trees and gardens and creating recreation areas. To this day, it is still the pride of the community.

Many KVP employees both active and retired, still make their homes in Parchment and contribute actively to the community. Six past mayors of the City of Parchment as well as Ron Fleckenstein, Parchment's current mayor, were or are employees of KVP.



"Uncle Jake" congratulates two members of the Parchment Home Works Co. The Home Works Plan for Community Youth, instigated by Kindleberger, provided useful and profitable part-time work for local youth during the depression era. The plan succeeded so well that it drew national attention and was the subject of an article in *The Christian Science Monitor*.



The Community House, built by KVP around 1920, contained an auditorium that seated more than 500. It also had a dining room, kitchen, apartments for the company doctor and caretaker. It was used by both the company and the community for a variety of functions, meetings, weddings and funerals.

The KVP bus served the community and KVP employees.

## KVP 1909-1984

It is impossible to chart the acquisition of every significant item of machinery, the rebuilds and modernizations of equipment, the appointment and departures of influential people. We attempt only to indicate a few of the milestones that have marked our course during the past 75 years...

1909 - 1924	1924 - 1939
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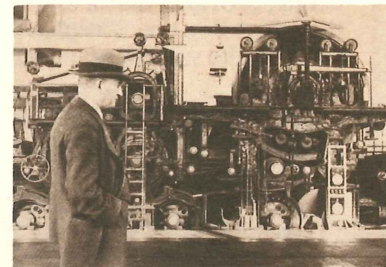
OCTOBER 27, 1909: KVP is founded, the first building purchased and equipped with a parchment machine. 15 employees.



April 8, 1910: First order delivered.

1911: First waxing machine purchased.

1916: Jacob Kindleberger appointed president.



1918: KVP builds first paper mill with two paper machines to provide base stock for parchment and waxing operations.



1923: A second paper mill constructed.

1928: Another paper machine installed in Mill 2.



1938: A third paper mill is constructed with a "Yankee" machine.



1938: A printing, waxing and warehousing plant is built in Houston, Texas.

1909	1925
EMPLOYEES-15	EMPLOYEES-821
NET SALES (1910)-\$75,000	NET SALES-\$4,800,000

## OUR FIRST 75 YEARS

1939 - 1954	1954 - 1969	1969 - 1984
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1939: A printing, waxing and warehousing plant is constructed in Philadelphia, later moved to Devon, Pennsylvania.



1943: A second "Yankee" installed in Mill 2.

1943: Acquisition of the Harvey Paper Products Company of Sturgis, Michigan.

1945: Acquisition of Appleford Paper Products, Ltd., of Hamilton, Ontario, and Montreal, Quebec.

1946: KVP achieves full integration with acquisition of 200 ton pulp mill and 3,400,000 acres of timber rights in Espanola, Ontario.



1952: Parchment converting operation added in Espanola.

1955-1957: #2 Boiler installed in major Power House modernization project.

1958: Converting plant and warehousing facilities constructed in Griffin, Georgia.

Cerutti 6-color gravure press installed in Plant 2.

Research and Development facilities expanded.

1960: KVP merges with Sutherland Paper Company to form KVP-Sutherland.



1966: KVP-Sutherland purchased by Brown Company.

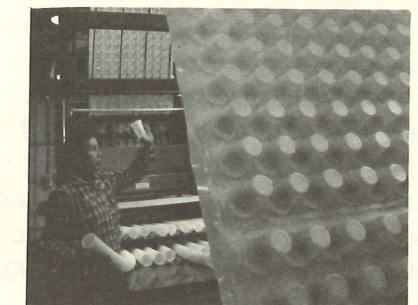


1966: New shipping and warehousing facility (Plant 12) built in Parchment.

Rebuilds completed on 3 paper machines.

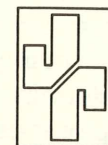
1971: Fire in Plant 11 destroys converting equipment necessitating acquisition of new machines.

1976: Gulf & Western acquires controlling interest in Brown Company.



1977: Service Products Division enters plastic cup market. Extruding and cup forming equipment installed in Plant 11.

New waste water treatment plant constructed in Parchment.



1981: James River Corporation purchases assets of Brown Company from Gulf & Western.

1982: Minerva Inc. assets incorporated into KVP Service Products Division.

1984: Paper Division doubles its coating capacity with installation of new off machine coater.

1940	1954	1969-FIGURES NOT AVAILABLE 1984
EMPLOYEES-1,626	EMPLOYEES-4,447	EMPLOYEES-1,200
NET SALES-\$10,900,000	NET SALES-\$44,615,000	NET SALES-\$194,282,000

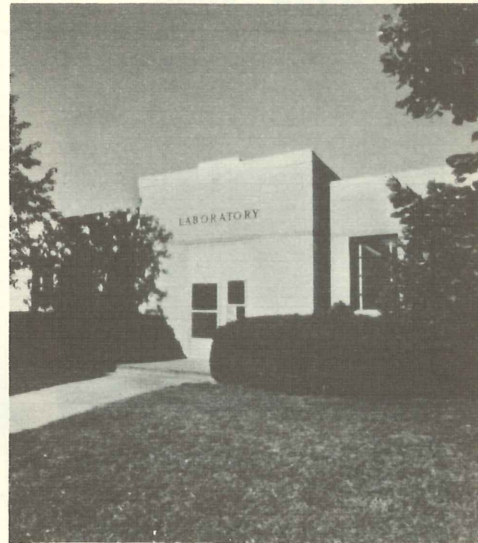
## TO OUR CUSTOMERS

In 75 years of operation, KVP has always held the highest standards of product quality and customer service as its goal. Today we are part of an organization whose primary goals are Superior Product and Service Performance and "Finding a Better Way." This means providing products and/or services which permit our customers to achieve higher profits by using or re-selling our products.

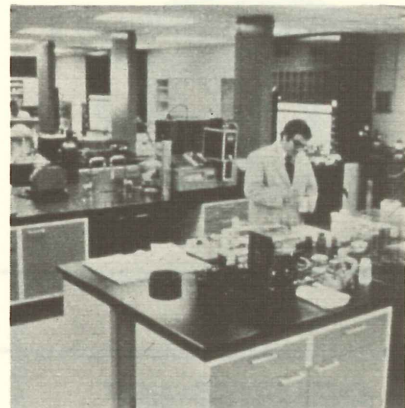
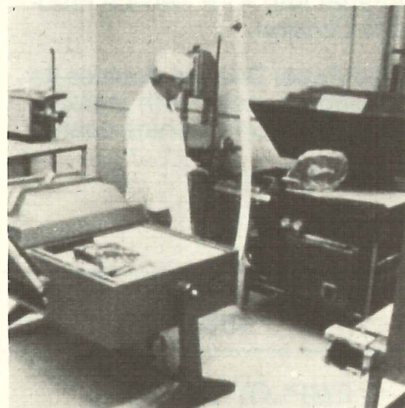
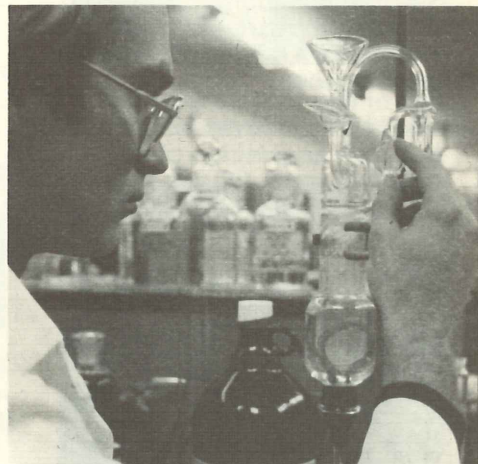
To accomplish this, we are constantly creating and testing our approaches to traditional problems, finding innovative approaches to take advantage of opportunities that arise from changes in consumer and customer needs and demands. In order to achieve these goals the James River Corporation places extraordinary emphasis on product information and sales support systems; product technology and product development; process and process control technology; and employee involvement methodology, training and communication.

James River and KVP's emphasis on performance does not ignore the need for low cost; cost is an obvious and important part of the profit equation. So, while the emphasis is on performance, the goal is to deliver superior products and services while maintaining competitive operating costs.

KVP's sales and marketing personnel have a high degree of product knowledge related both to the use of the product by the customer and to the manufacture of the product in the Company's plants. Their goal is to work closely with you, our customers, to determine your needs. Our product development team made up of sales, marketing and technical people, is dedicated to 'finding a better way' to satisfy those needs. We can also call upon the resources of James River's Neenah Technical Center in Wisconsin to support our efforts to meet your specific needs.



KVP Laboratory  
Research and Development



James River Neenah Technical Center, Neenah, Wisconsin.

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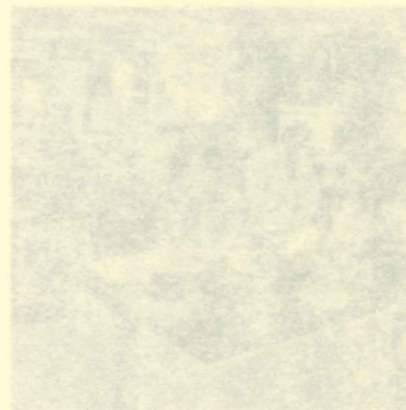
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James River Neenah Technical Center, Neenah, Wisconsin.



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