

THE WORLD OF KVP SUTHERLAND

KVP SUTHERLAND PAPER COMPANY · KALAMAZOO, MICHIGAN



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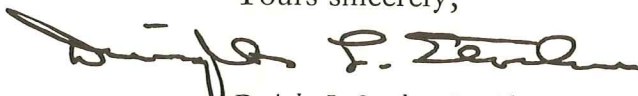
The KVP Sutherland Paper Company is a large vertically integrated manufacturer of pulp, paper, and paperboard. In addition to making the basic materials, our company converts much of its product into printed papers and cartons, trays, plates, and resale products without number. We believe that in this organization of almost 8,000 people there are opportunities for talented young people to find in their work the satisfaction they seek from life.

Our operation begins with the growing of trees and follows through to the finished product which you can find on the grocery shelf. To accomplish this, we must have people with many talents—foresters, engineers, scientists, craftsmen, salesmen, accountants, planners and administrators, and many others.

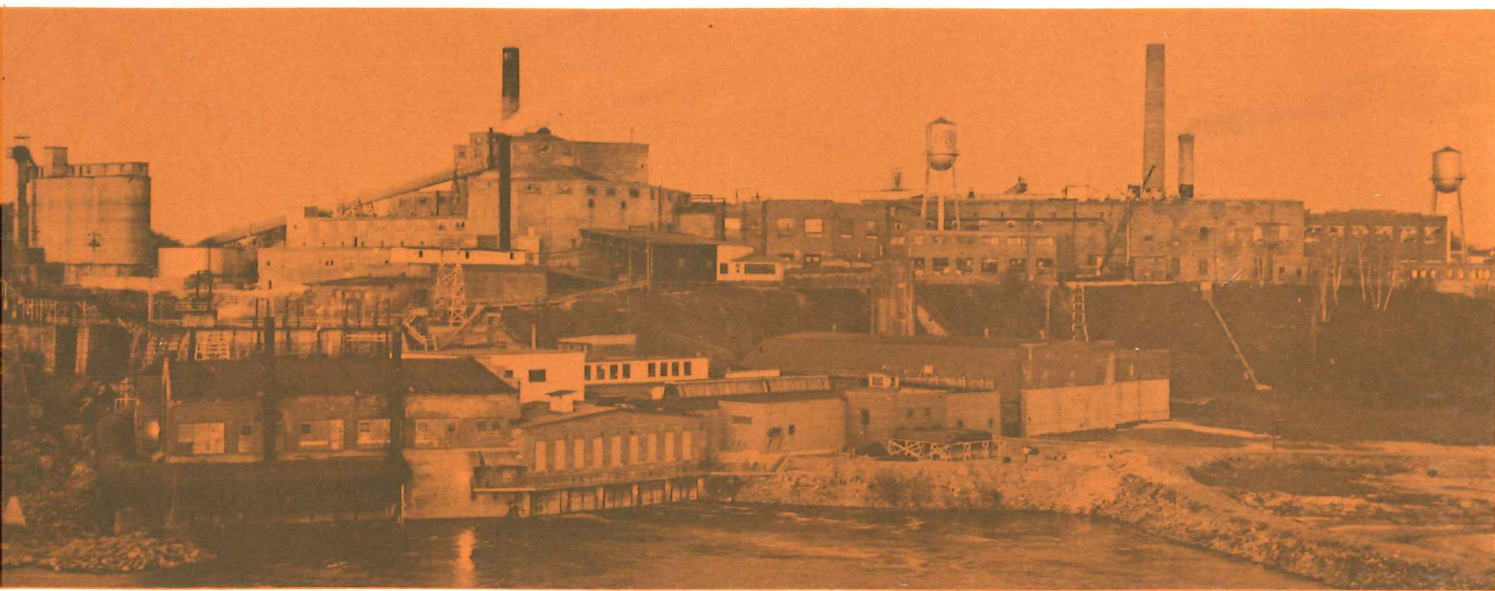
Formal training is necessary for some positions; aptitude and skill for others. There is opportunity for all who seek to learn and who have the desire to succeed and serve. Many of us who have made the paper industry our life work would, I believe, follow the same path if we had the opportunity to choose again.

For those that wish, we believe that KVP Sutherland offers a promising future.

Yours sincerely,



*Dwight L. Stocker, President*



1. KVP Sutherland's Espanola mill is located on the Spanish River just south of the company's timber concession.  
2. After the bark is removed, the logs are cut into tiny chips. Chips travel through chutes into digesters to be cooked at high temperatures.  
3. After being screened and bleached, the pulp is washed by vacuum filter.



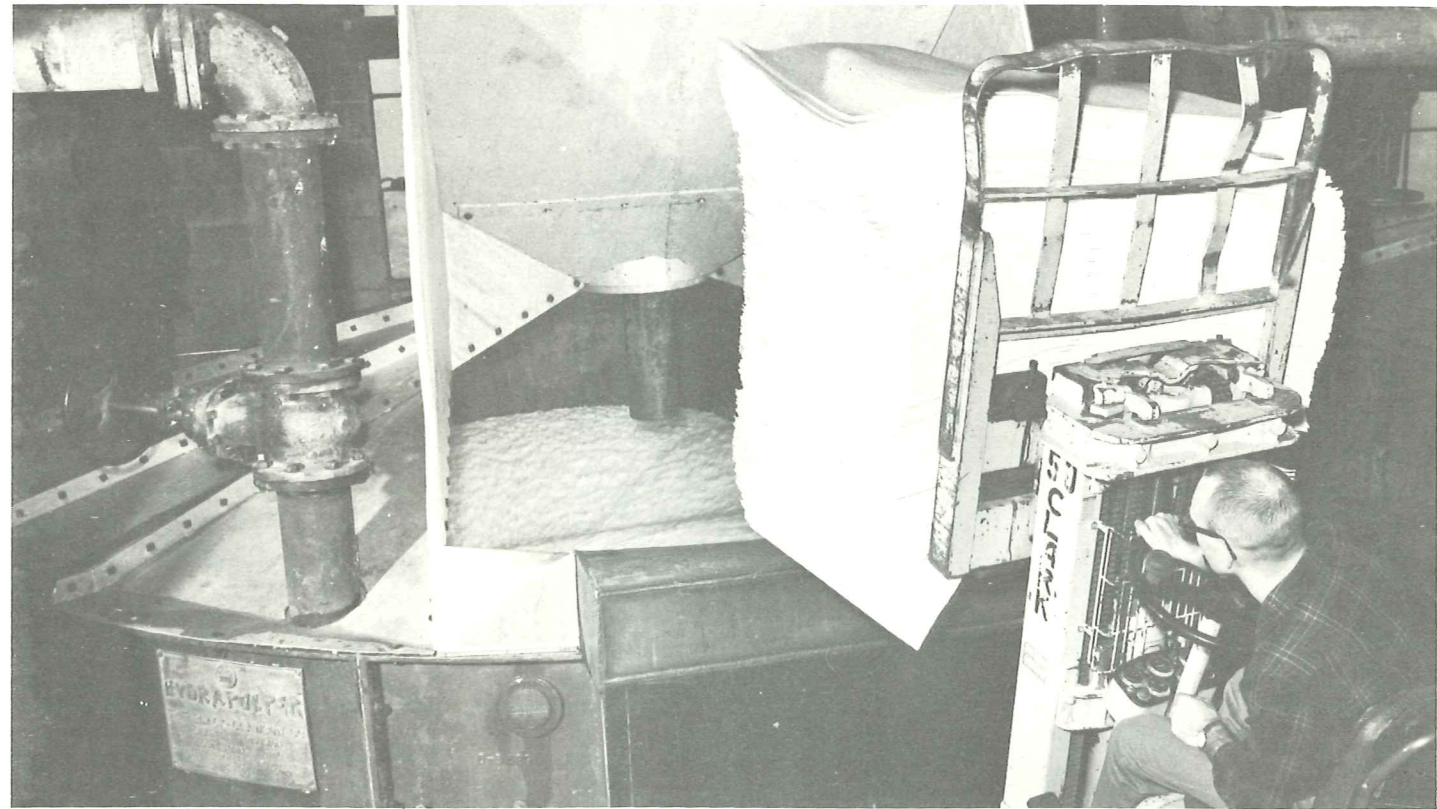
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## PULPING OPERATIONS

The logs are converted into pulp at KVP Sutherland's Espanola mill.

First they are tumbled about in large revolving drums, and the bark removed. Circular knives cut the logs into tiny chips, which are fed into 40-foot high digesters and cooked at high temperatures in a solution of caustic soda and sodium sulfide. The chips are dissolved, leaving only the cellulose fibers of the wood. It is this fiber that becomes strong kraft pulp. After being washed, screened, and bleached, the pulp is dried, cut into sheets and baled. Some is then shipped by rail to the KVP Sutherland mills at Kalamazoo, and some is retained at Espanola to be made into paper for our Canadian customers.





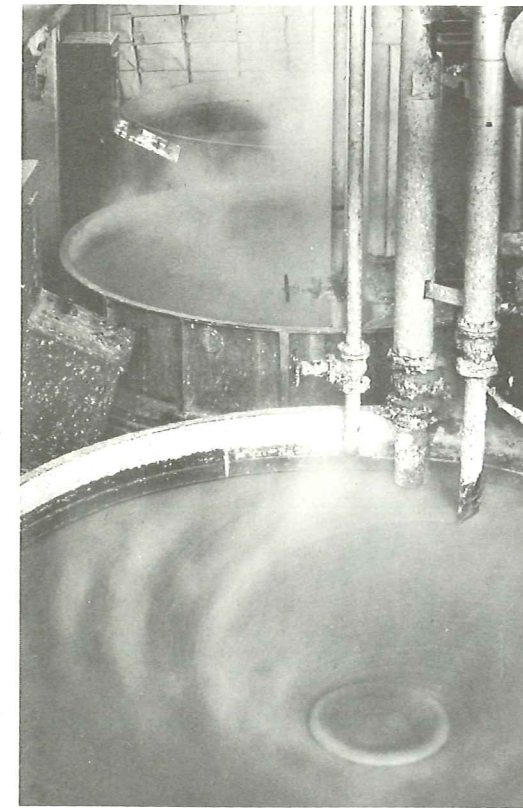
## PAPER AND BOARDMAKING

Paper and paperboard are manufactured at KVP Sutherland by similar processes. The various raw materials—pulp, newsprint, or reclaimed trim—are first mixed with water. The selection of pulp and the addition of certain chemicals, together with subsequent surface treatments, determine the nature of paper or paperboard.

Next, these mixtures are pumped into beaters, machines equipped with blades to shred and chop these ingredients. The pulp is then refined and the fibers reduced to the proper length in a cone-shaped machine called a Jordan.

Paper is formed at Espanola and KVP on the moving wire screen of a Fourdrinier paper machine. At the initial point of contact on the screen, the mixture is 99% water and only 1% wood fiber. Much of the water drains through the screen and the remainder is then removed by presses and steam heated dryers, leaving a sheet of paper.

Paperboard, on the other hand, is formed on cylinder machines at Sutherland and Fort Orange. Stainless steel cylinders deposit the pulp in layers on a felt blanket. As water is removed by large squeeze rolls, the paper fibers interlock. The new paperboard then travels between 200 and 400 feet per minute over many dryers and is made into rolls or cut into sheets at the end of the machine.



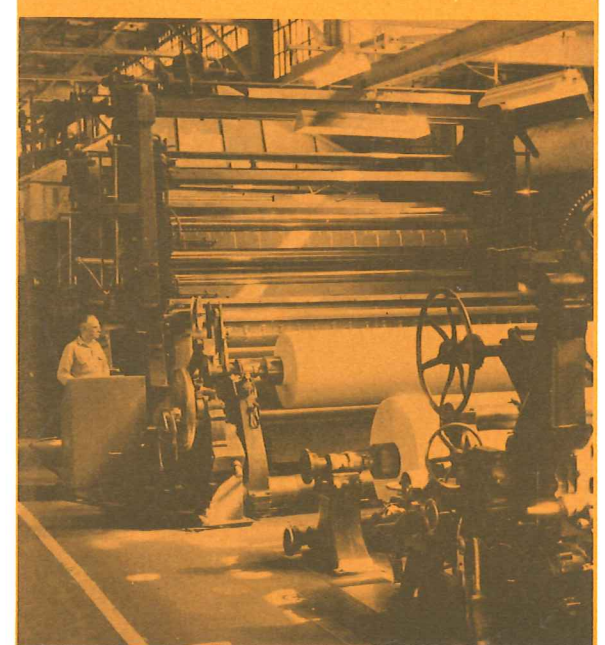
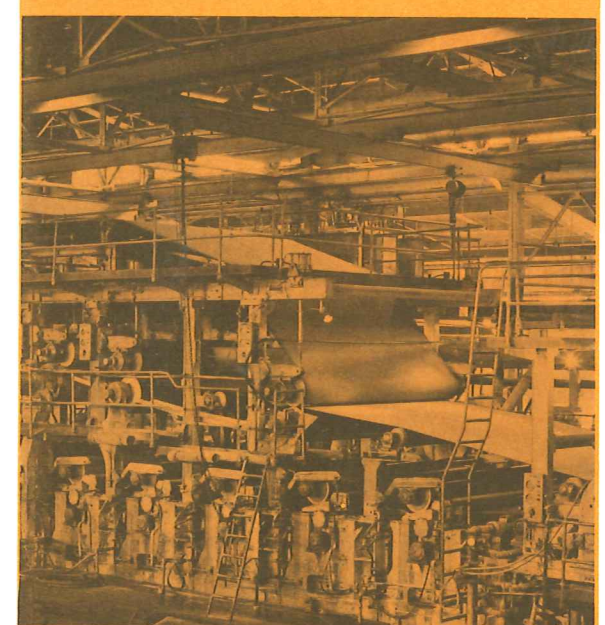
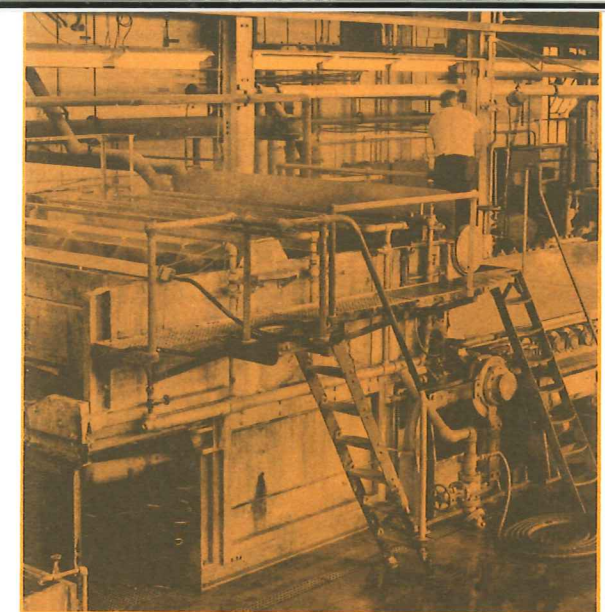
1. Dry pulp is mixed with water in the Hydrapulpers. This is the first step in the manufacture of paper.

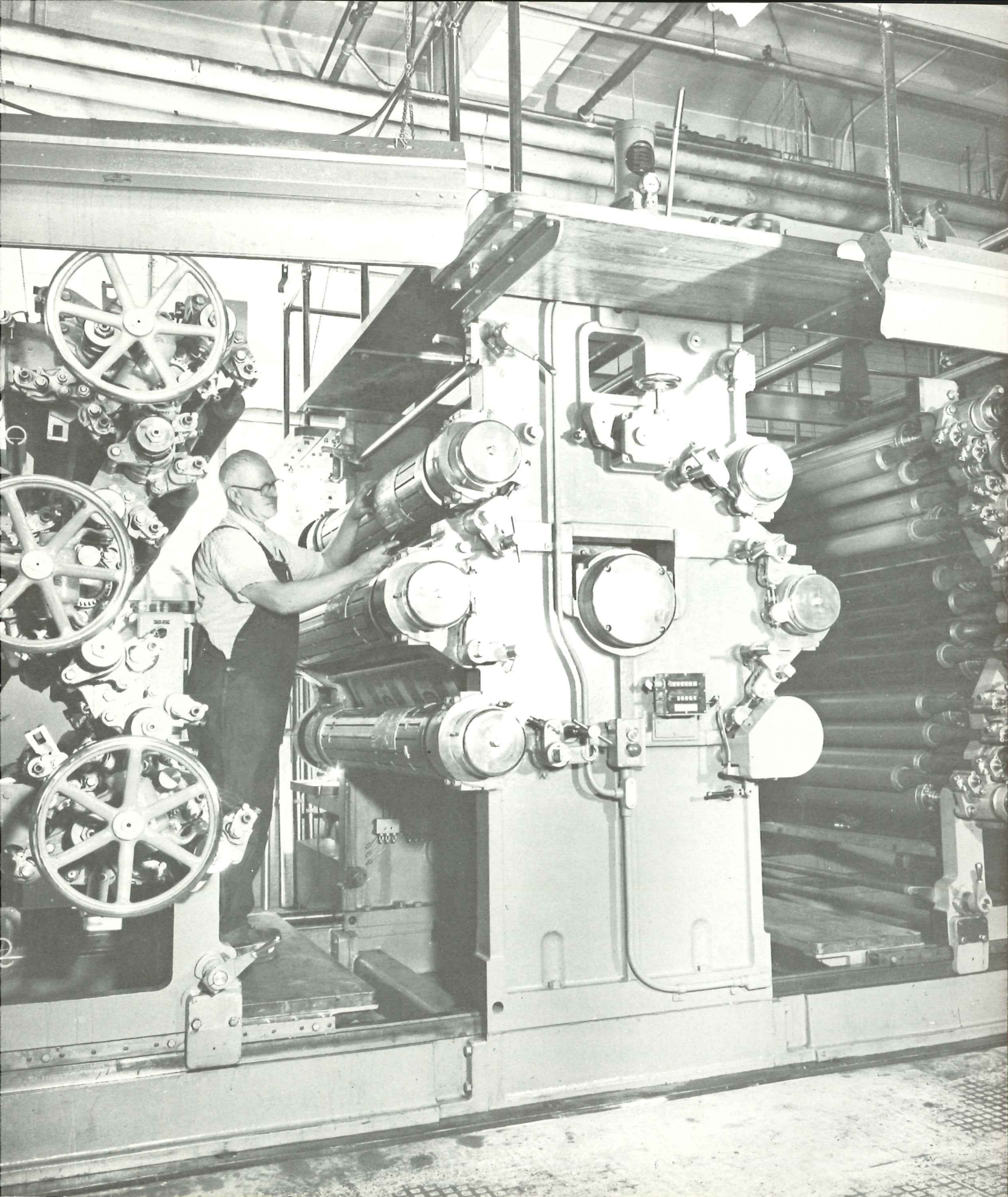
2. The initial process in the manufacture of paperboard takes place in the beaters where raw materials and chemicals are mixed with hot water.

3. Paper is formed on Fourdrinier paper machines at KVP and Espanola.

4. At Sutherland and Fort Orange the formation of paperboard takes place on a cylinder paper machine. The newly-formed sheet of paperboard is carried to the first press by means of a long wet felt. From there, the paperboard travels through a series of dryers.

5. After the new sheet of paper has been thoroughly dried, it is polished by large steel rolls and wound on a winder.





## PRINTING FACILITIES

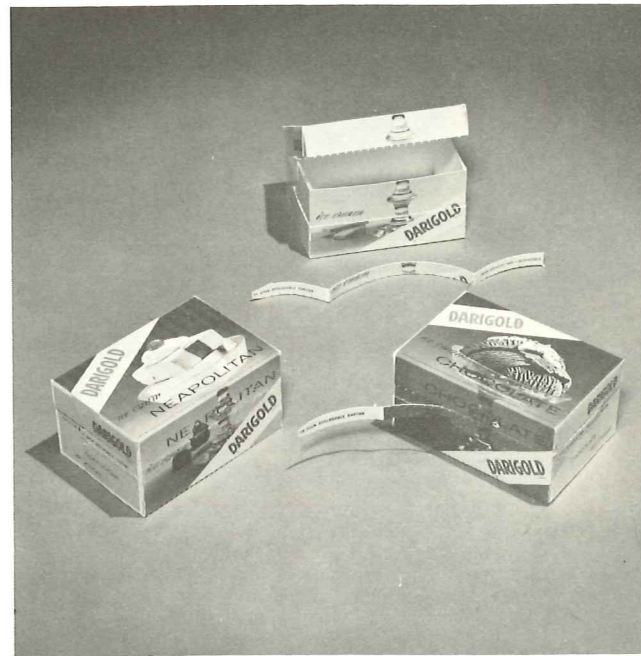
KVP Sutherland paper and paperboard are used widely for packaging. But in addition to providing overwraps and cartons, KVP Sutherland prints the colorful, eye-catching designs that adorn these packages and help persuade the customer to buy them.

At present, the KVP Sutherland Paper Company has more than 100 presses, some of which are able to print as many as eight colors in one trip of the paper or board through the press. All four of the major printing techniques, letterpress, roto-gravure, offset-lithography and flexography are used to produce high quality printing for our packaging.

Fine equipment such as this six-color COTTRELL letterpress located at the KVP Division enables KVP Sutherland to produce high-quality printed cartons and overwraps.



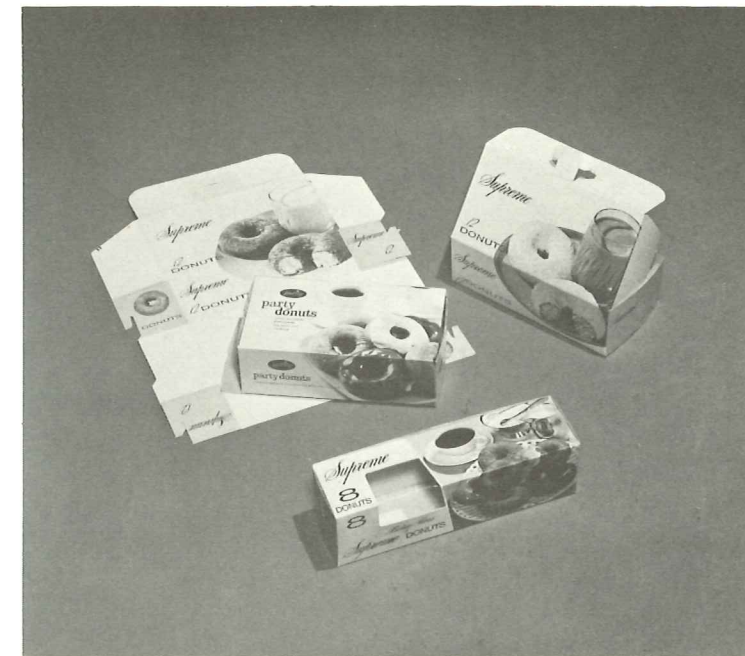
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1. These are only a few of the more than 1000 products made by KVP Sutherland Paper Company.

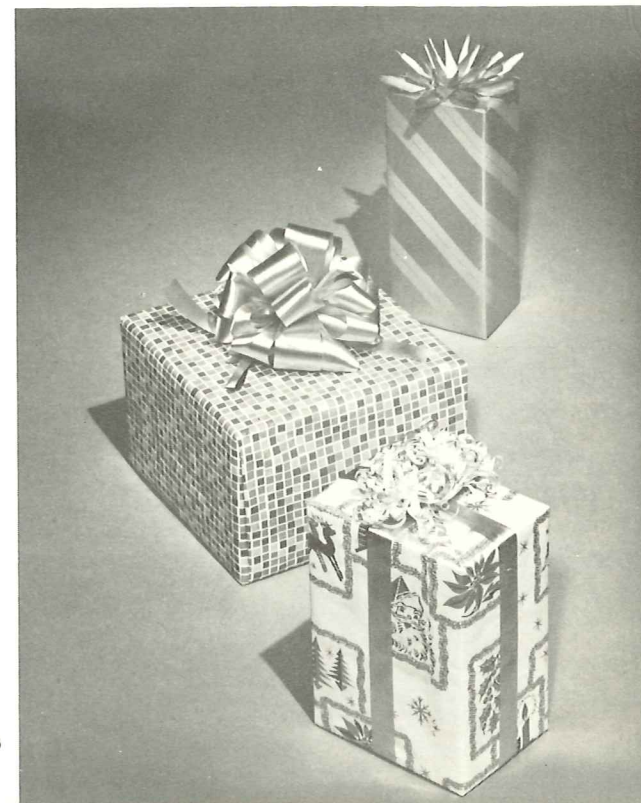
2. KVP Sutherland's Ultra-Seal\* ice cream carton represents a new concept in ice cream packaging.

3. Packages too pretty to open are the result when gifts are wrapped in paper from KVP Sutherland.

4. KVP Sutherland prints many colorful overwraps for use throughout the food industry.

5. These colorful donut cartons are available in solid construction or with a "see-through" window.

\*Trade Mark



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## OUR PRODUCTS

On the other side of KVP Sutherland's world—in the supermarket—one can see the colorful results of all the work which has gone before.

It would be almost impossible to list all of KVP Sutherland's more than 1000 products, but included on the roster are household papers, ice cream cartons, meat processing papers, egg cartons, Christmas wrapping paper, place mats, book matches, and paper plates and cups.

At the present time, plastics, silicones, and metal foils are playing an increasing role in our packaging techniques.

Our Product Development and Fundamental Research Departments are constantly working on new ways to utilize paper and paperboard.

Pictured here is a cross section of KVP Sutherland's varied products.

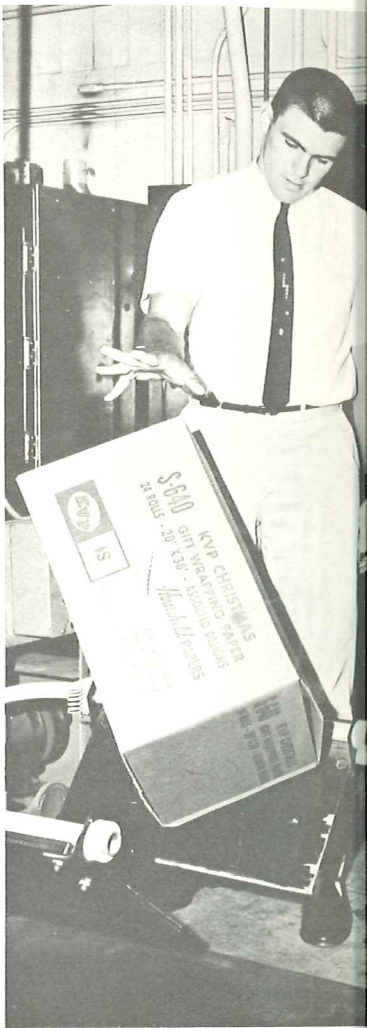
## ACCOUNTING AND FINANCE

Finance and accounting graduates are challenged by positions of increasing responsibility at KVP Sutherland.

Experience in Treasury, Divisional Control, General Accounting, Data Processing and other departments give the new employee needed background. Additional training in concepts of profit planning, return on investment and other modern financial management techniques also prepare him to compete for supervisory positions as his ability and the company's needs permit.

KVP Sutherland is looking for people who in the years ahead will become integral parts of our Company management. Development and training programs are carried on in the areas of Manufacturing, Sales, Finance, and Technical (includes Research and Engineering).

Broad, Flexible, and Individualistic are three words that best describe these programs. While the majority of our trained personnel will remain in Kalamazoo, there are additional opportunities with our operations in other parts of the United States and Canada.



## ENGINEERING

Your training in engineering is a valuable asset. KVP Sutherland offers a variety of different types of engineers and technicians. We are looking for Power and Packaging Engineers and Technicians at KVP Sutherland.

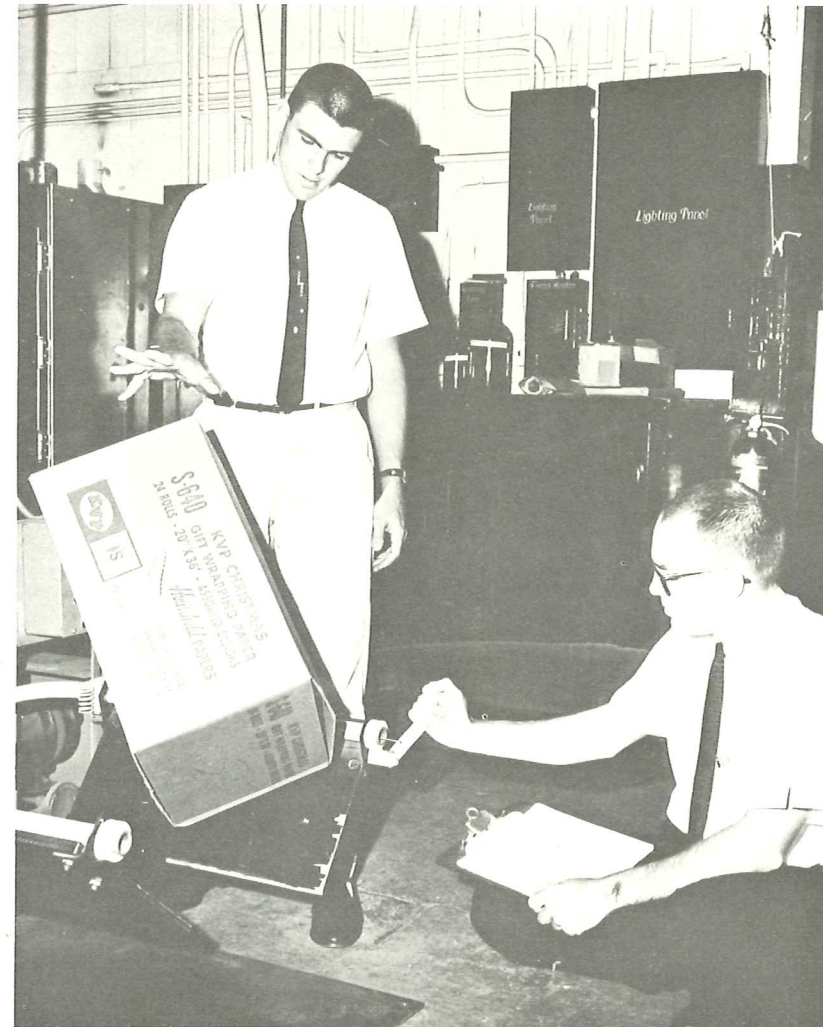
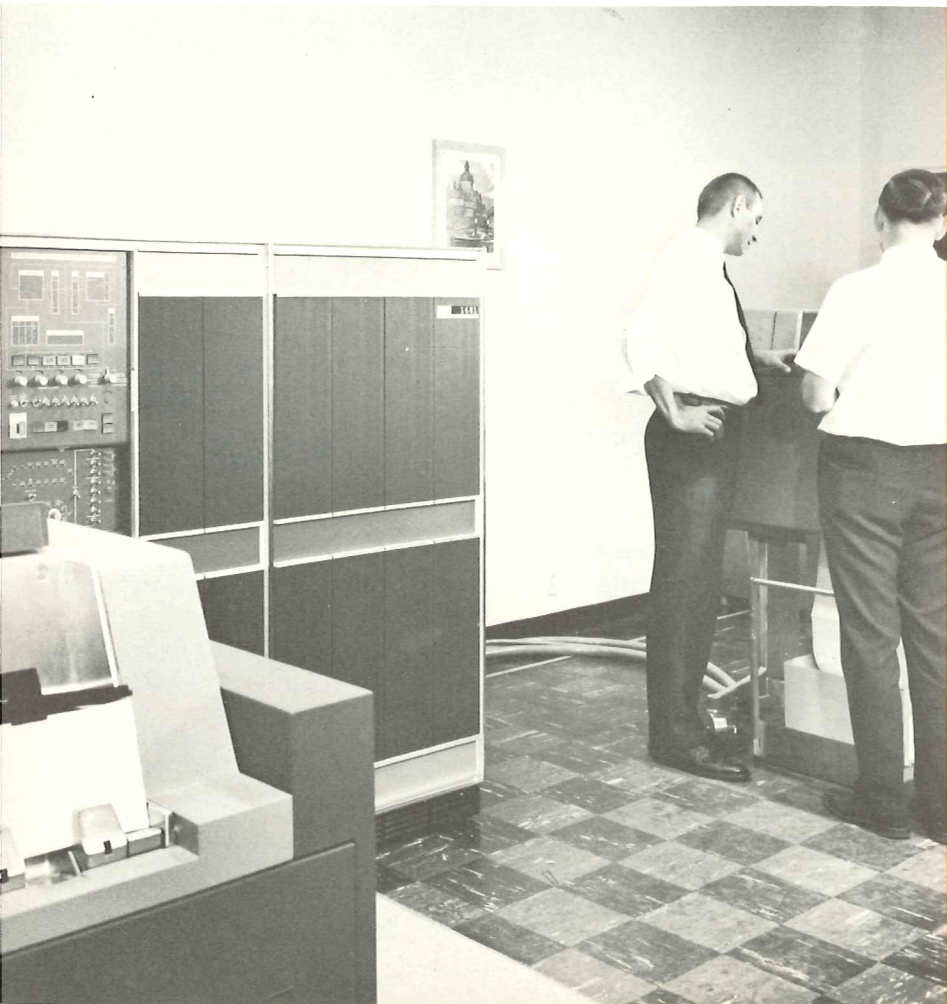
Engineers at KVP Sutherland are working on a variety of projects in Power, Industrial Engineering, and Packaging.

Because our business is growing, we have many exciting projects and problems to solve.

## ACCOUNTING AND FINANCE

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Experience in Treasury, Divisional Control, General Accounting, Data Processing and other departments give the new employee needed background. Additional training in concepts of profit planning, return on investment and other modern financial management techniques also prepare him to compete for supervisory positions as his ability and the company's needs permit.



## ENGINEERING

Your training in engineering can be put to good use at KVP Sutherland. Many different types of engineers are needed. Chemical, Mechanical, Electrical, Civil, Industrial, and Packaging Engineers are performing vital functions in their specialties at KVP Sutherland.

Engineers at KVP Sutherland are located in many different departments, such as Power, Industrial Engineering, Sales, Manufacturing, and Machine Design.

Because our business includes both paper and paperboard, a multitude of related projects and problems present an interesting challenge to the engineer.



## MANUFACTURING

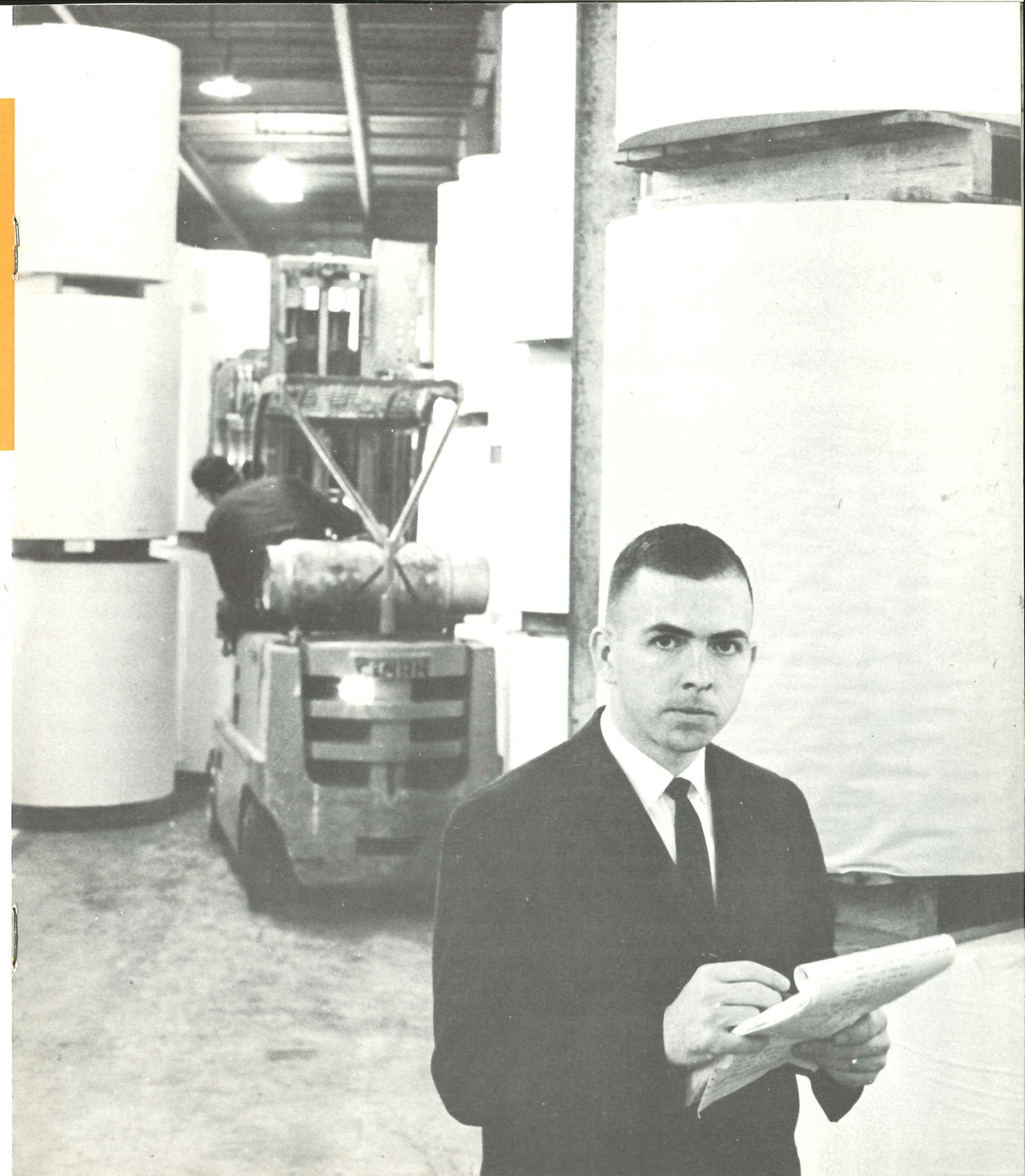
The new employee is assigned to a division where he is under the supervision of an experienced management representative.

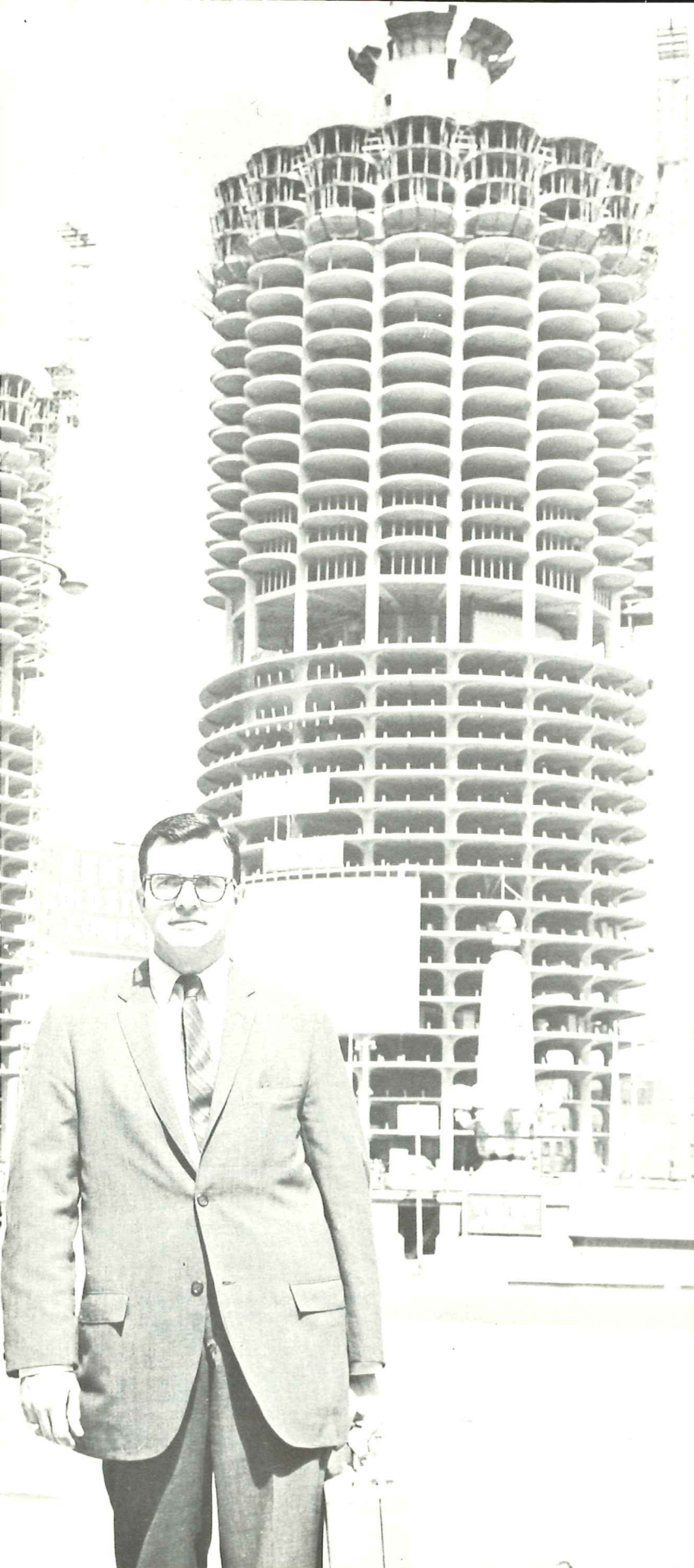
His duties will range from long-term projects to short-term information and statistical analyses studies. In addition, he will be given actual work experience on various kinds of production equipment.

The training program usually lasts from 18 to 24 months. All of this time may be spent in one department, should this area prove to be the most suitable. In most cases, however, he will work in a number of departments. We attempt with each change to give added responsibility.

There are ample opportunities in the areas of line and staff management within KVP Sutherland. No two individuals are alike, and for this reason, each one will progress through his training at the rate he is best able to learn and develop.

Periodic performance reviews are made during the training period. Informal group meetings are also held to provide additional orientation and educational experiences.





## SALES

Those selected for sales work with KVP Sutherland are placed in a training program lasting up to two years.

Depending on the individual's previous work background, some of his training will be similar to that of the manufacturing division trainee, particularly in the area of machine work experience. Within the Sales Department, he may be given an opportunity to work in several general sales divisions.

During this training period, he will learn about our paper and paperboard, how they are manufactured and how they are used by our customers. KVP Sutherland serves a large number of industries in many varied fields. We need specialists, as well as sales people, who have a general knowledge of our entire line of products.

Some salesmen will remain at KVP Sutherland's home office in Kalamazoo as members of the inside sales organization. Others are trained for field selling and prepared for assignment to a territory.

KVP Sutherland's sales training program is kept as flexible as possible in order to place people in the position for which they are best suited. This not only benefits the Company, but provides the individual with the best opportunity for future growth and responsibilities.

## TECHNICAL TRAINING

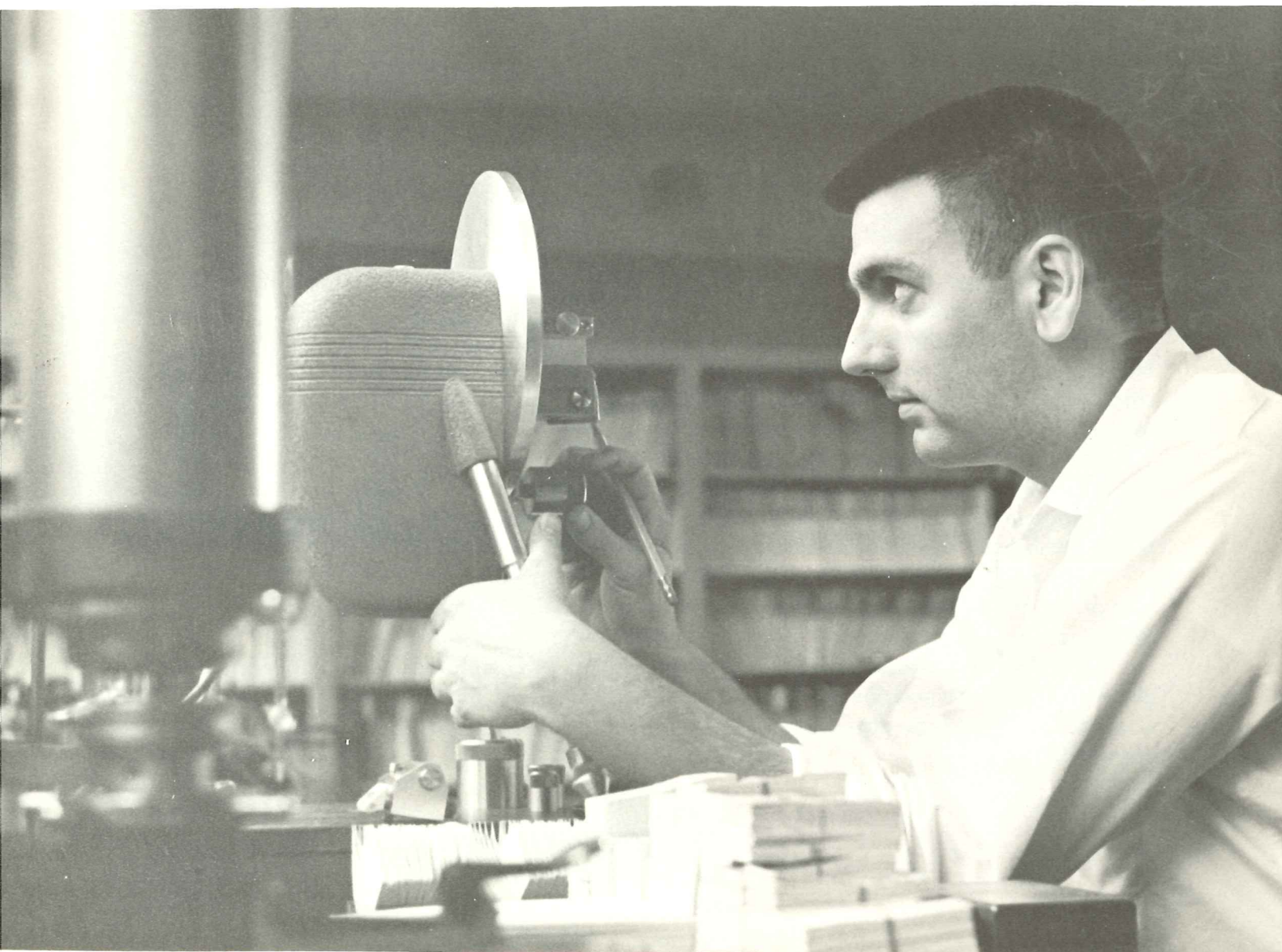
The technical training program offers a wide range of opportunities to the young man entering the paper field. The technical graduate may prepare for a management position in our technical department or other areas of the company.

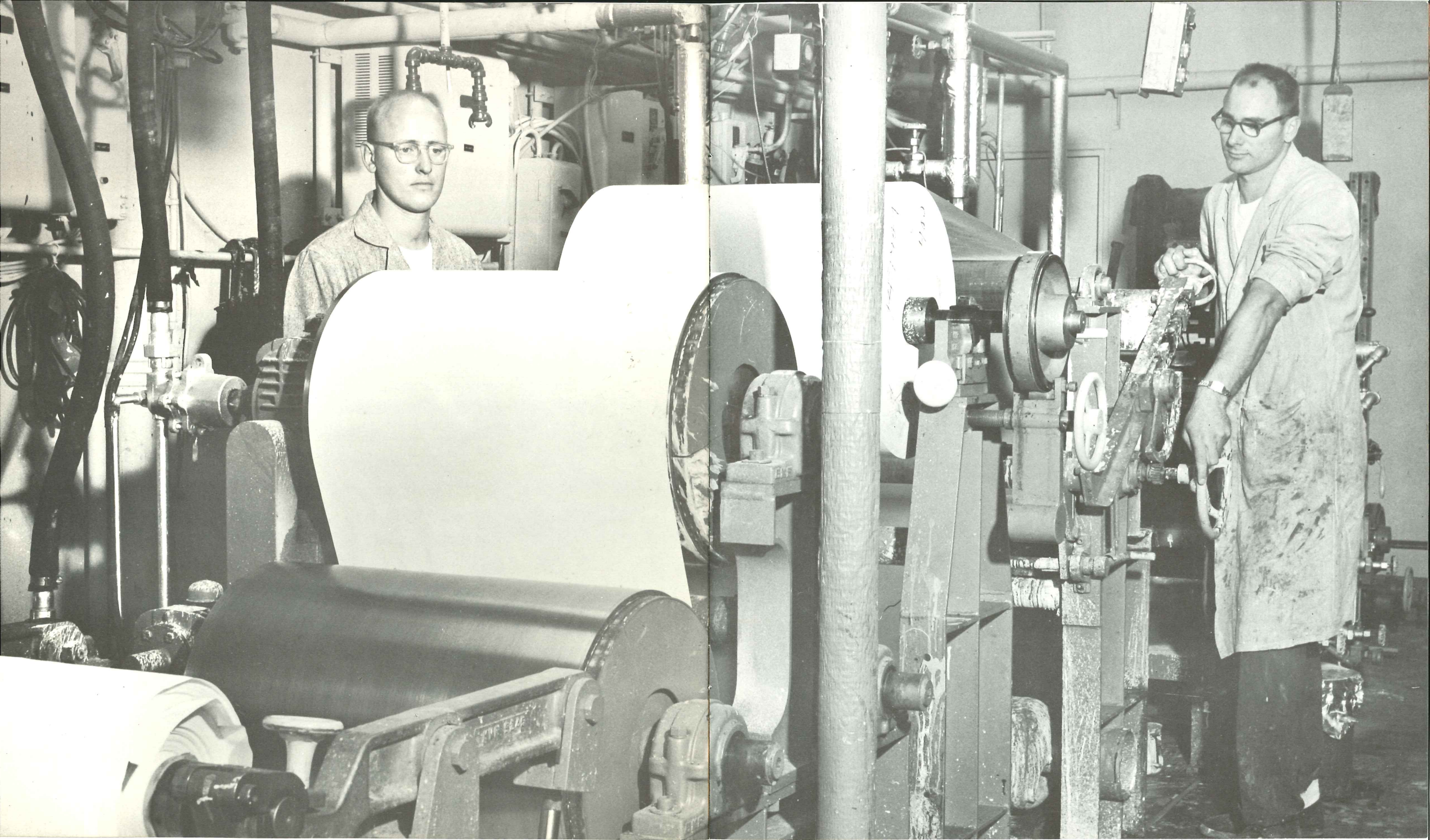
Upon entering the Technical Department, he is placed in one of several groups according to aptitude, desire, and training.

The beginning graduate is assigned a wide variety of interesting projects. Over a

period of time, these projects will acquaint him with our diversified product line and many production operations. Problems and evaluation of processes and products are worked out many times on pilot scale, using laboratory pilot equipment, before making changes or taking a new development to mill equipment. After sufficient experience and Company background, this work might include some customer contact.

The Technical Department is looking for college graduates in Chemistry, Chemical Engineering, Mechanical Engineering, Paper Technology, and related fields.







## KALAMAZOO

Kalamazoo, Michigan, with an area population of more than 150,000, has been named an All-American city, and for good reason.

Clean and attractive, Kalamazoo is surrounded by many suburban areas of neat, well-kept homes. The now-famous downtown Mall allows convenient, traffic-free shopping.

There are many beautiful churches in Kalamazoo as well as three colleges. An expansion program in the public schools keeps pace with the growing school-age population.

Recreational facilities are plentiful, and for the less athletic, Kalamazoo offers the Civic Theater, its own symphony orchestra, its new Art Center, and a modern library.

Other KVP Sutherland plants are located in or near equally attractive communities such as Albany, New York; Espanola and Hamilton, Ontario; and Santa Clara, California.

Kalamazoo was the first city in the United States to build a permanent pedestrian shopping mall in the heart of its downtown section.



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1. Kalamazoo's Milham Park offers ideal sites for summer picnics.

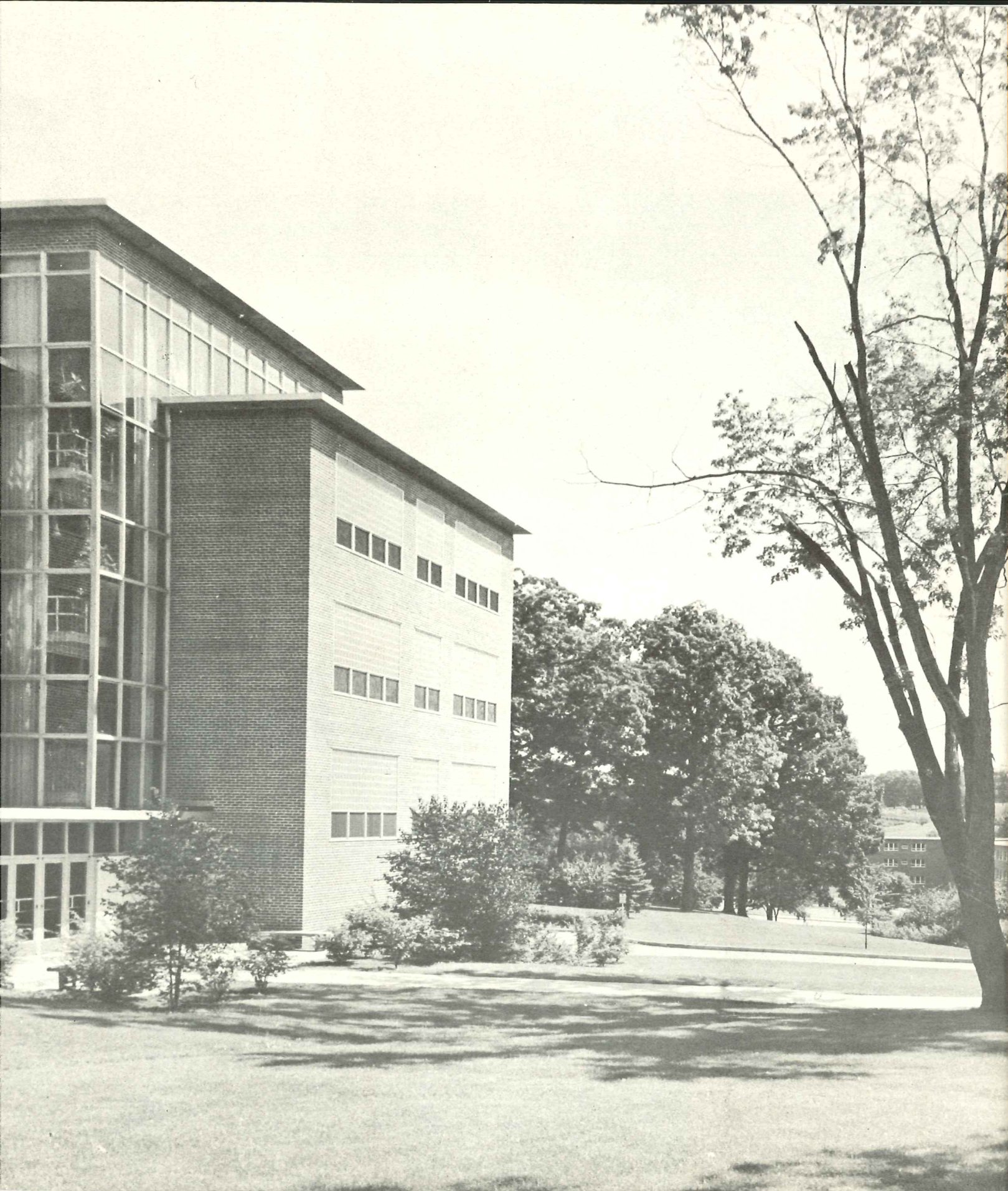
2. Pottery making is only one of many classes held at Kalamazoo's new million-dollar Art Center.

3. The Civic Players, one of the largest theater groups in the state, offer monthly productions from October through May. Kalamazoo's Civic Auditorium is one of the best equipped playhouses in the country.

4. Sailboat races on Gull Lake are a summer highlight.



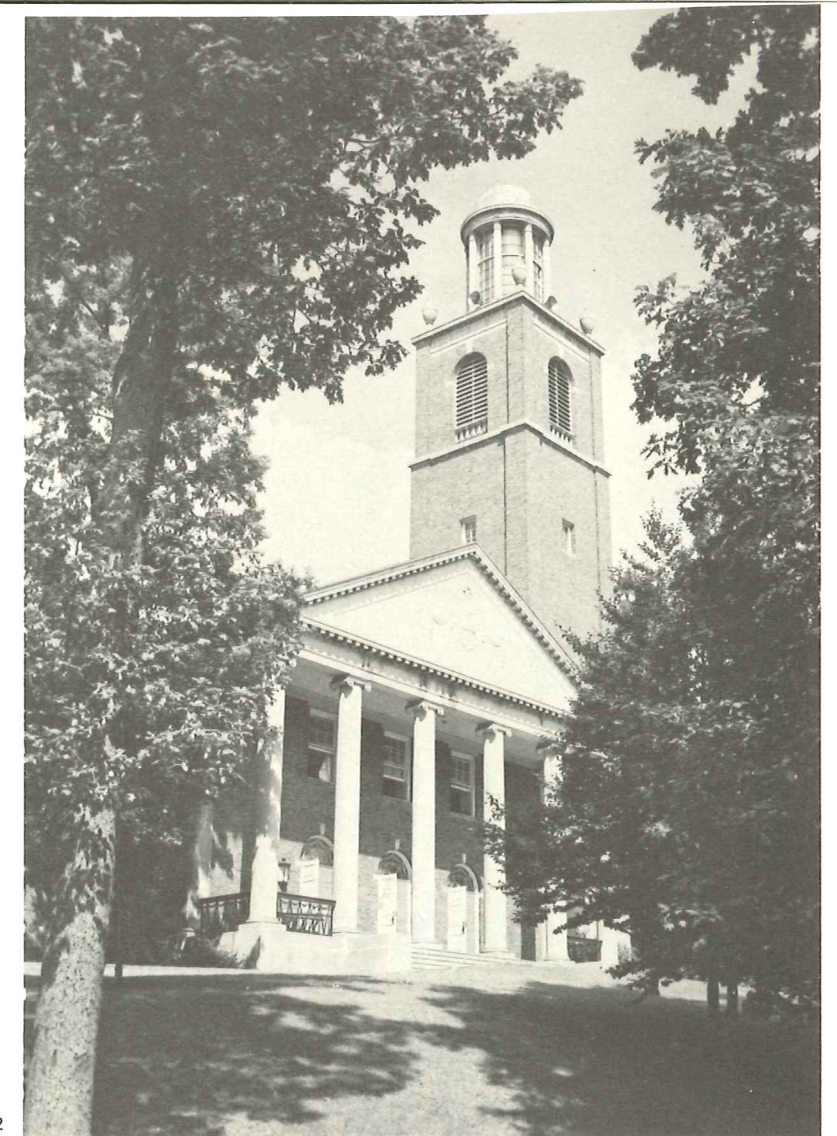
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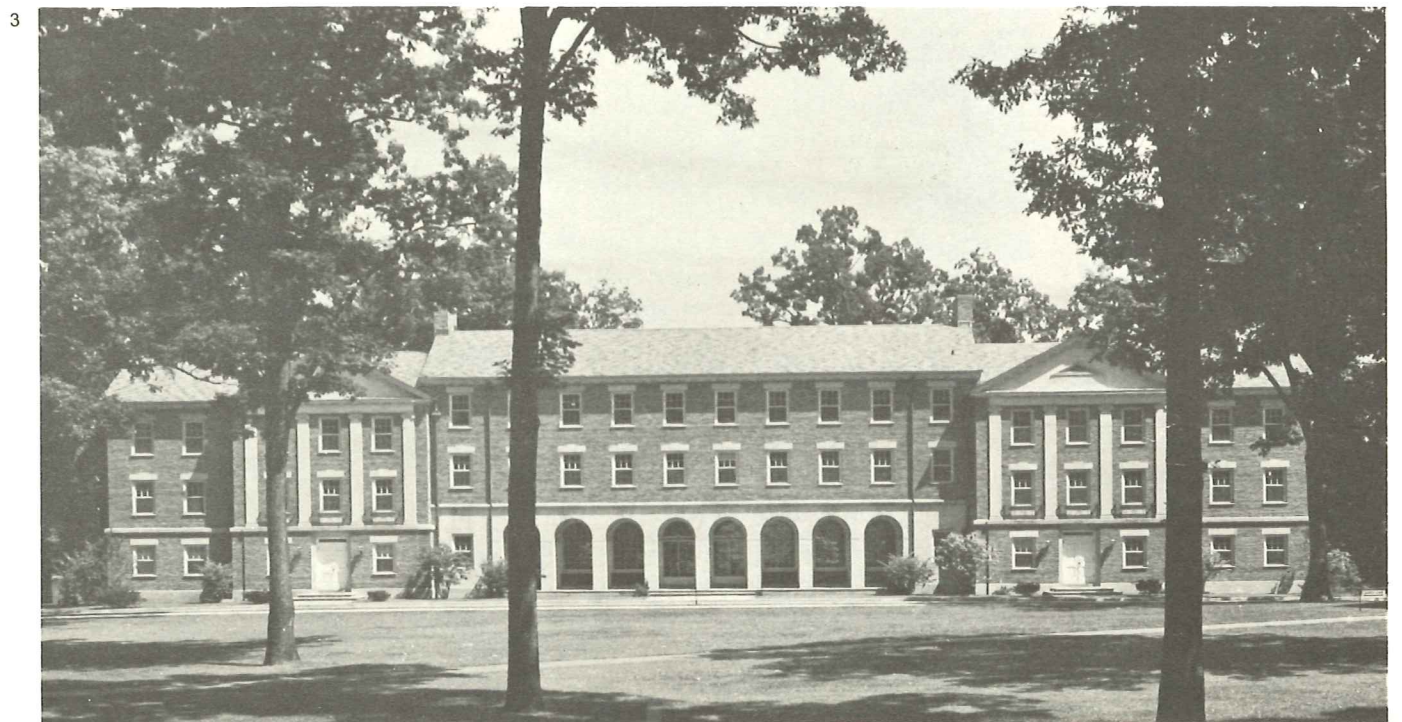
1. Western Michigan University ranks fourth in size among state-supported schools.

2. Stetson Chapel marks the west end of the quadrangle at Kalamazoo College, Michigan's oldest liberal arts college.

3. Stately buildings and shady lawns typify Kalamazoo College, established in 1833. This is Hoben Hall, a men's dormitory.



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KVP SUTHERLAND PAPER COMPANY • KALAMAZOO, MICH.

Kalamazoo, Michigan      Griffin, Georgia      Santa Clara, California  
Devon, Pennsylvania      Houston, Texas      Sturgis, Michigan

**ASSOCIATED COMPANIES • IN CANADA**

The KVP Company Limited, Espanola, Ontario; Appleford Paper Products Limited, Hamilton, Ontario, and Montreal, Quebec.

**ASSOCIATED COMPANIES • IN U. S. A.**

Fort Orange Paper Company, Castleton-on-Hudson, New York; Monarch Match Company, San Jose, California; Superior Match Company, Chicago, Ill.

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