Johns-Manville Chairman of the Board's Bulletin

EXECUTIVE DEPARTMENT

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SMOKING AND HEALTH - WORLD HEADQUARTERS PROGRAM

The Company is vitally concerned about the strong direct link between smoking and several disabling or fatal diseases. This concern extends to not only the health of employees who smoke but also encompasses concern for the effect of smoking on air quality in the working environment and the resulting impact on the comfort of non-smoking employees. The most recent Surgeon General's report dated January 11, 1979 has declared that smoking is public health enemy number one, because smoking is the largest preventable cause of death in America.

Due to the weight of this recently reaffirmed medical evidence and to minimize the discomfort resulting from smoking to the many employees who do not smoke, the following policy is established at World Headquarters.

1. Employees who have been previously assigned at J-M asbestos processing facilities and their spouses will be extended the same smoking cessation subsidy through Smokenders that was offered to employees assigned at asbestos using facilities.

2. Employees who have not been previously assigned at J-M asbestos processing facilities and their spouses will be offered the Smokenders Smoking Cessation Program at substantially reduced costs.

3. Employees who continue to smoke are asked to be considerate and aware that their smoking habit may be offensive to others, particularly when in a confined area.

4. Designated no smoking areas will be established in the Cafeteria, Rest, and Reception areas.

5. Smoking will not be permitted in elevators, restrooms, conference, training, and other public meeting rooms.

We hope that through these positive actions all employees will become more aware of the hazards of smoking and that those who do smoke will seriously consider the effects of their habit on their health and life expectancy and on the comfort of others.

Chairman of The Board

To: 81A (WHQ only)

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