The J-M Circle

MAY *For and about Johns-Manville Employees* 1928



Drilling 40-Foot "Down Holes" for Primary Blasting at the Mine at Asbestos, Quebec

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less than $2,500, $2,000; $2,500 and less than $3,500, $3,000; $3,500 and less than $4,500, $4,000; $4,500 and over, $5,000.

3. The policy covers death benefits and, in case of permanent total disability, the insurance will be paid in monthly cash installments. During the three years the plan has been in force, $77,000 has been paid to the families and dependents of 20 deceased employees, and $5,000 is being paid to two employees who became permanently totally disabled.

The insurance ends at the will of the insured, or in the event that he leaves the employ of the company. In the latter case the insurance may be converted at tariff rates.

The Company, knowing the insurance to be safe and liberal, heartily recommends that every employee subscribe as a protection to his family or dependents.

Certified Roofs—for the Buyers of J-M Rigid Asbestos Shingles

A HOME OWNER wants not only the security and service afforded by a roof of Johns-Manville rigid asbestos shingles; he wants also the assurance that his roof is genuine.

This is indicated in the large number of requests for the "Certificate of Registration" received recently from distributors of the shingles in all parts of the East. A dozen to several hundred certificates were requested from each of 40-odd distributors within only a short time after impetus was given to this sales aid in the Asbestos Shingles Sales Plan. These certificates, given out upon completion of roofing jobs, show the growing popularity of this type of Johns-Manville roofing.



The distinctiveness of this roof in Piedmont, California, was obtained by chipping the butts of the shingles

The certificate contains a simple statement showing the type of roof applied, the type of building, the address, and the number of squares of Johns-Manville rigid asbestos shingles used. It contains also the signature of the dealer and the applier. It enables the Company to identify the roof and assures the owner his roof can be depended upon to give full and satisfactory service.

The certificate will serve to eliminate a condition such as is referred to by one distributor in New York State: "We have one dealer here who is selling asphalt shingles as asbestos and claiming they are fireproof." A Massachusetts distributor makes practically the same statement: "Your Certificate of Registration is an excellent idea, one that will be greatly appreciated by the home owner as a guarantee that he has obtained the genuine Johns-Manville rigid asbestos shingle. The substitution of asphalt shingles for asbestos is one we are continually coming in contact with."

The distributors are more than merely enthusiastic: they have analyzed the plan and are whole-heartedly endorsing it. One of them says: "We believe that it is a good business proposition, and that the Certificate of Registration should be used by appliers, dealers and distributors; and we gladly join with you."

A specific instance of misrepresentation is given by a Morristown, N. J., dealer: "We have a case now where the architect specified a Johns-Manville asbestos shingle and another material was used, but the owner is going to make the contractor remove the shingles and have them replaced with Johns-Manville asbestos shingles."

Duplicates of all certificates will be permanently filed in the nearest Johns-Manville District Office, so it will always be possible to check up if any question should arise.

Japanese Attend California Shingle Demonstration

An unusual shingle demonstration was held on March 28 in the town of Walnut Grove, California, where approximately 75 per cent of the inhabitants are Japanese.

This meeting was put on in conjunction with the Noah Adams Lumber Company and was attended by eight Japanese from Walnut Grove. These men, two of whom were contractors, and the others the "City Fathers," have charge of everything pertaining to the Japanese colony. There were two men from the lumber yard present in addition to the Johns-Manville demonstrator, W. M. Black of the San Francisco District.

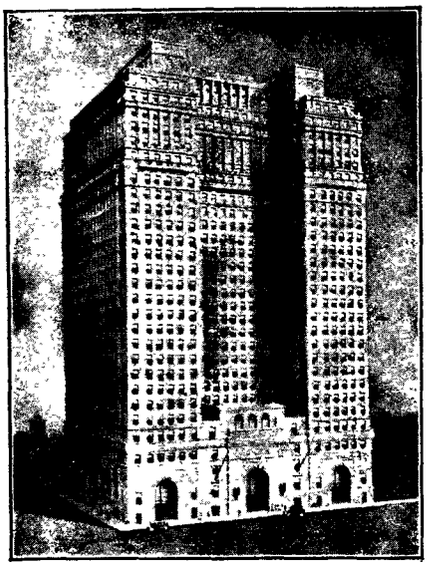
All of the Japanese seemed very much interested. It was not possible to give a full sales talk, but the application of the shingles was stressed and the Japanese were impressed with a number of points brought out in the demonstration. They also were very curious to see the samples of raw asbestos.

These men are all interested in a permanent type of construction, as the Japanese in this section have no desire to return to Japan. They are building better homes all the time, and Mr. Adams of the Lumber Company feels that there is a big market for Johns-Manville materials among them.

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Philadelphia and St. Louis Offices

Secure Large Orders for Underfloor Duct



The Fidelity-Philadelphia Trust Building. Simon and Simon, Architects.

THE LARGEST installation of Orangeburg underfloor duct to be made between New York and Florida has just been completed in the new Fidelity-Philadelphia Trust Building, Philadelphia. This order, which amounted to approximately $50,000, called for 170,000 feet of duct and 5,000 junction boxes.

The securement of this order is said to have been exceedingly difficult. While it was in March, a year ago, that J. J. Siddall, electrical salesman of the Philadelphia District, first started out to get the contract, it was not until a short time ago that the order was actually in his hands. Throughout that time he followed every movement of the contractors authorized to make the decision, and employed every possible means to get his arguments for Orangeburg underfloor duct before them. He was assisted by employees of the New York Office who worked with members of the building committee and other officials of the Trust Company.

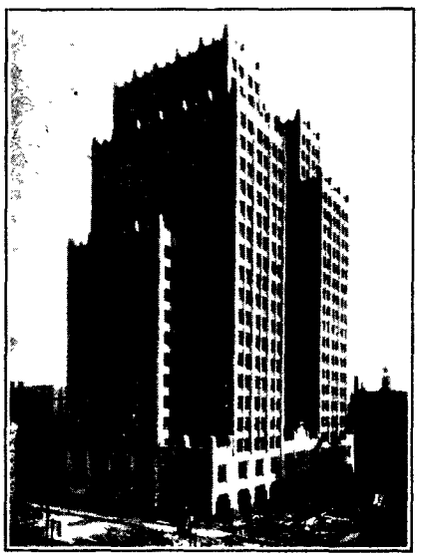
After conference, the architects, Simon and Simon, and the building committee agreed to consider quotations on the "Orangeburg open bottom fibre system." The electrical contract was awarded to the Riggs Distler Company, who called for bids on the job, and it was with this company that Mr. Siddall had to work. He finally convinced Mr. Distler that by using Johns-Manville material he could save a tremendous amount of labor, time, and money.

Underfloor Duct in the Missouri Pacific Building

THE NEW 22-story office building of the Missouri Pacific Railroad at St. Louis is being equipped with Johns-Manville underfloor duct. This $25,000 contract closed by the Railroad and Government Department at St. Louis, is for 30,000 feet of steel underfloor duct and approximately 800 junction boxes.

A great many obstacles were encountered in trying to secure this "job." It was first necessary to overcome the objections of the architect, but after going into technical details and presenting samples of the material, the Johns-Manville representatives were able to interest him in the underfloor duct system. A demonstration followed, in the presence of men from the Union Electric Company, Bell Telephone Company, Missouri Pacific Railroad Company, and the Wabash Railway Company, and of two independent consulting engineers.

Later, however, in an effort to reduce the cost of this building, the plans for an underfloor duct system were eliminated. The matter was then taken up with the President and other officials of the Missouri Pacific Railroad Company, and the underfloor duct system was again taken under advisement. It was finally decided that no modern office building would be complete unless so equipped.



Missouri Pacific Building, St. Louis, in which underfloor duct was installed.



Workman sealing the underfloor duct in Philadelphia's new skyscraper.

Wood strips were imbedded in the floor slabs to accommodate the underfloor duct, but nothing more was done. Then, unexpectedly, Johns-Manville men were asked for prices, and were told if quick delivery could be made, the order would be forthcoming. The order was at length closed through the general contractors, Humes-Deal Construction Company.

In addition to the order for underfloor duct, a contract for asbestos ebony switchboard panels and a heating and plumbing contract amounting to about $1,500 were also secured.

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From 1881 to 1928—

Forty-Seven Years of Service!

Surprise Dinner at Hotel Asbestos Celebrates Joseph L. Clarke's Approach to a Half Century with Johns-Manville

On Tuesday evening, March 20, some eighty-odd fellow-employees gave a banquet at the Hotel Asbestos in honor of Joseph L. Clarke, Fibre Expert at Manville Factory, who two days before had completed 47 years of continuous service with Johns-Manville.



Joseph L. Clarke

The dinner came as a complete surprise to Mr. Clarke. As he was ushered into the banquet room the guests greeted him with "Hail, Hail, the Gang's All Here" and he seemed quite overcome as S. A. Williams, toastmaster, shook hands and led him to the seat of honor.

With Mr. Clark at the speakers' long table were 15 men who had worked with him in the Brooklyn factory. They were A. S. Moore, 1904; J. O'Neil, 1902; A. Gramnes, 1901; M. J. Boyle, 1901; L. R. Cassidy, 1895; J. J. Egbert, 1889; W. W. Hanold, 1872; S. A. Williams, 1903; T. Mayles, 1886; A. E. Cressingham, 1894; H. Holcomb, 1897; J. Shaw, 1898; F. E. Partridge, 1900; J. R. Jack, 1902; and E. J. Legge, 1903. The other guests were seated at small tables.

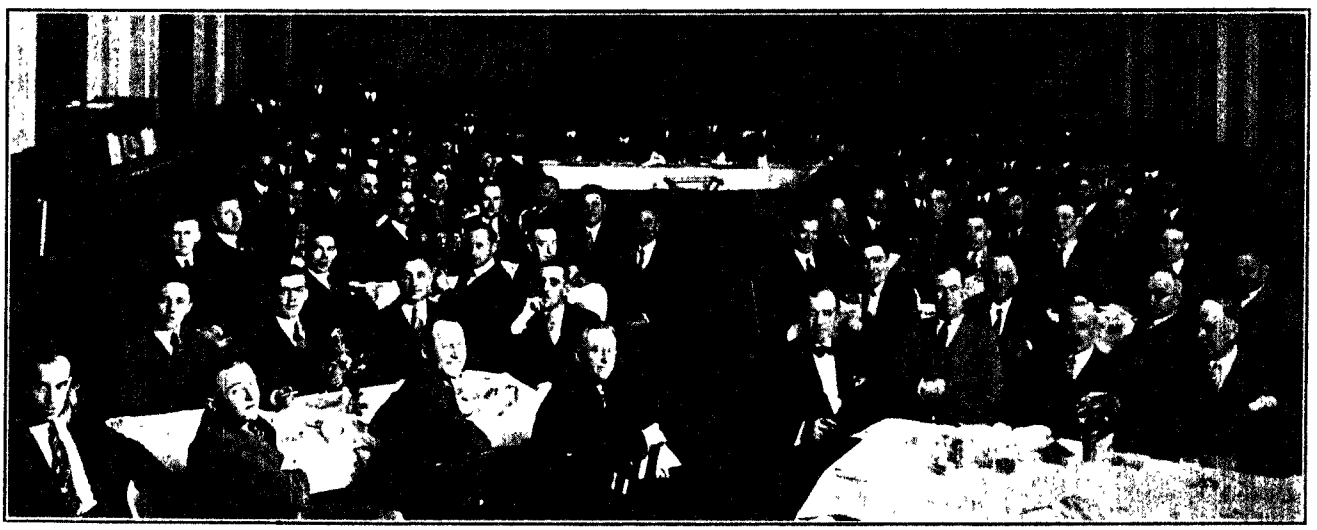
Mr. Williams read messages of congratulation from President T. F. Merseles, Vice President W. R. Seigle, F. L. Pilliod, F. J. Jewett, and others, after which Freas Hess, Superintendent of the Packing Department, led some popular songs until Manager Broadhurst's chicken dinner was served. A real quartet was soon discovered, and selections by Michael Soroka, George Mather, Fred Adams and Freas Hess were enjoyed.

After dinner, Mr. Williams introduced A. S. Moore, who gave some very interesting statistics of 1881. W. W. Hanold, of the New York Office, the next speaker, told some anecdotes of the early struggles of the Company which were listened to with eager interest.

F. E. Partridge next paid Mr. Clarke a wonderful tribute with "I Knew Him When" and Mr. Williams closed the occasion by presenting Mr. Clarke with a gold piece in commemoration of the event.

Mr. Clarke, or "Joe," as he is known to everyone, was born in Belfast, Ireland, August 12, 1859. He came to the United States early in 1881, and entered the employ of the H. W. Johns Manufacturing Company March 18 of the same year. The factory employed one superintendent, 12 foremen and 12 men. Mr. Clarke started in the Fibre and Cement Department, later becoming foreman of the department. At present he is the Fibre Expert for Manville Factory.

It is said that Mr. Clarke knows more about asbestos fibre than any other man in the country. Some of his associates declare that he can look at the outside of a bag of fibre and tell how quickly you can stop an auto with that grade of fibre in the brake lining.



Guests at the banquet honoring Mr. Clarke which took place in the ballroom of the Hotel Asbestos. A group of men who worked with Mr. Clarke at the Brooklyn Factory were seated with him at the speakers' table.

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Committees to Study J-M Products

Investigation of Present Line and Search for New Uses to be Conducted by Simplification and Trade Extension Committees

Simplification

A SIMPLIFICATION Committee of four members has been appointed by President T. F. Merseles to make a systematic study of Johns-Manville products with a view to simplifying the present lines. The personnel includes S. A. Williams, chairman, E. D. Pakenham, secretary, J. S. Carroll and G. E. Halladay.

At the present time the Company is manufacturing over 2,800 different items, and preliminary investigation has indicated that the annual sale of many of these is extremely small. Considering the wide variety of sizes, types, colors and kinds of products manufactured and the resulting high cost of manufacture where the sales volume is very low, it is necessary that some means be provided for giving attention to this problem.

The function of the committee will be to study the necessity of continuing certain of the special products where the present or potential sales volume is low, the cost of machine changes at the factories, inventory turnover, competitive lines, problem of giving service to customers and the problem of pushing the sale of standard in place of special items.

The committee will meet monthly, or oftener. When advisable, department heads and staff specialists may be called in to assist the committee in arriving at a decision.

The unanimous decision of the committee to discontinue certain items will be final.

Trade Extension

TRADE Extension Committees—one for each division and one at general headquarters—whose function it is to develop new uses for present Johns-Manville products and to find new products that can logically be manufactured or sold, were appointed March 24 by President T. F. Merseles.

These committees will act as a clearing-house for ideas from everyone in the organization. They will work hand-in-hand with the Suggestion Committees. Ideas sent to the Suggestion Committees will be cleared through the Trade Extension Committees, or ideas may be sent direct by those who prefer to handle it through this channel.



E. V. Rinehart
Chairman of General Headquarters Trade Extension Committee

The personnel of the Trade Extension Committees is:

General Headquarters: E. V. Rinehart, chairman; C. J. Beckwith, F. J. Wakem, G. V. Christie, P. D. Mallay, and A. V. Farr.

Eastern Division: H. E. Martin, chairman; M. K. Cumming, M. R. MacConnell, J. H. McManus.

Central Division: W. B. Walter, chairman; G. E. Grimshaw, J. W. Hemphill, L. V. Bohannon, and John Pennington.

Western Division: W. I. Davidge, chairman; P. G. McHenry, W. W. Jones, H. R. Poulson, T. W. Stevens and G. H. Davis.

Pacific Division: E. N. Chrysler, chairman; R. B. Adams, and G. A. Barker.

Canadian Division: W. M. Hiller, chairman, J. A. Bradley, and P. J. Brennan.

On January 1 and July 1 of each year, two members of each of the Trade Extension Committees will be changed, providing a rotating membership. Each Division Committee meets once each week and the General Headquarters Committee meets at the call of the chairman.

Suggestions

IN ACCORDANCE with the provisions of the new suggestion plan, a New York Headquarters Suggestion Committee has been appointed. The members are: G. A. Nicol, Jr., chairman; John Sanders, secretary; W. R. Seigle, J. T. Spicer, and J. J. Greene.

Waukegan Factory Executives Hold Weekly Discussion

The executives at Waukegan Factory, including building superintendents and department heads, meet in the office of the Factory Manager, J. P. Kottcamp, every Thursday afternoon at two o'clock, for a discussion of matters of general interest. A regular procedure is followed, the minutes are kept and later distributed.

Production problems and equipment difficulties, and, in fact, any matter that is causing trouble in a department, is brought up. Oftentimes these develop into matters of plant concern. There is no limit to the subjects that may be presented, and some one always benefits from the discussions.

Each department furnishes a car report covering the meeting day's shipments, cars on order for the balance of the month, those orders that cannot be shipped during the current month, and those to be shipped at some future date.

Each department advises what its week-end production program is to be so the Engineering Department can adjust itself to power demands and repairs.

The number of employees on the roll for that day is listed by departments. With this is given the labor turnover, and the reasons for men leaving the employ of the company.

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Here and There in the Field

$60,000 Order Secured

Carl Buratti, public utility salesman in Los Angeles, assisted by J. J. Greene of New York, secured the order from the Southern California Edison Company for the insulation of the Long Beach Steam Plant No. 3. The order amounts to approximately $60,000, the largest steam electric generating plant insulation job on the Pacific Coast to date.

Distributor - Sales Dinner

The Harvard Lumber Company of Cleveland has come into the fold under the authorized distributor plan of merchandising rigid asbestos shingles. About 20 executives and salesmen of the company met with the Cleveland organization recently at a dinner and sales meeting at Park Lane Villa.

Acoustical Treatment Installed

Approximately $17,000 worth of office-quieting acoustical treatment is being installed in the new International Telephone and Telegraph Company building in the Wall Street district, New York City, according to Lonsdale Green, Jr., Sales Supervisor of the Acoustical Section, Industrial Department, Eastern Division.

Asbestos Shingles Contest On

The Fullerton Lumber Company of Council Bluffs is conducting a contest on Johns-Manville asbestos shingles among its 28 yards in Iowa and Eastern Nebraska, which is to be retroactive to February 1, and will end June 1. Three prizes of $25, $15, and $10 respectively, are offered.

Refrigerator - Car Insulation Sold

Through the assistance of G. A. Nicol, Jr., Vice President, and W. J. Hennessy, of the Pacific Division Railroad and Government Department, an order was secured from the Pacific Fruit Express Company of San Francisco for hair felt insulation for refrigerator cars amounting to approximately $130,000.

Salesman Gives Talk

A very satisfactory sales meeting was held March 2 with the Mill Supply and Heating Department salesmen of the National Supply Company, Toledo, Ohio. J. W. Hemphill, Jr., of the Cleveland Office, held their attention for an hour and a half on the subject of steam traps and radiator control valves.

Cooperation Sells Shingles

Hearty cooperation between the C. R. Brewer Lumber Company, distributor; the Detroit Office; the Western Division; T. A. Finch, Sales Supervisor, Grand Rapids Sales Office, and W. A. Thompson, salesman, resulted in a sale of 185 squares of No. 5 green asbestos shingles which were recently applied to a group of farm buildings at Yorkville, Michigan. The buildings are owned by W. K. Kellogg, President of the Kellogg Company of Battle Creek, Michigan, large manufacturers of cereals.

L. A. Foster Gets Large Order

L. A. Foster, of the St. Louis Office, encountered almost insurmountable obstacles in securing an order for 10 carloads of fibre conduit. The city of St. Louis recently let a two and one-quarter million dollar contract for lighting the downtown business section, which resulted in this order



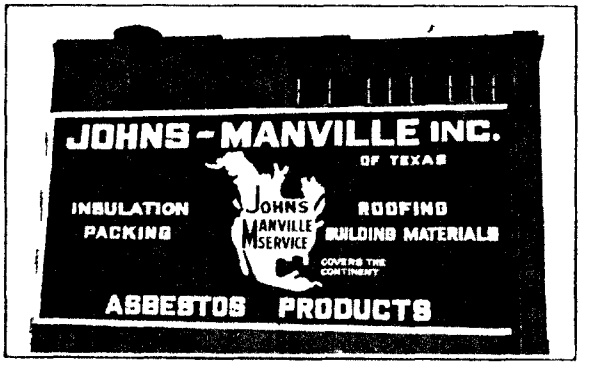
Early last summer G. E. Krause, a contractor of Juneau, Alaska, wrote to the Seattle office for prices on asbestos shingles. Here is one of the five houses he afterwards roofed with No. 70 asbestos shingles.

A Radio Sales Talk

On the afternoon of March 31, the Brockton, Mass., Chamber of Commerce broadcast a Brockton hour through Station WEEI, Edison Company of Boston. As part of this, Chester A. Hickman, Johns-Manville building material distributor and approved roofer at Brockton, spoke on Johns-Manville rigid asbestos shingles and built-up asbestos roofings.

Sales Meeting in Omaha

Approximately 25 Johns-Manville salesmen of the Chicago District attended a very satisfactory sales meeting held by the Company in Omaha in the Fontenelle Hotel on March 17. Messrs. Harden, Fogarty, Greenwood, Stevens, Decker and Faust from the Chicago Office, gave very interesting and beneficial talks on Johns-Manville products, as well as sales advice



One of the first sights to greet the eyes of visitors to Houston, Texas, during the Democratic Convention in June, will be a large sign on the side of the Johns-Manville office. The sign is 65 feet wide and 3 stories high, and faces the Southern Pacific station, one short block away.

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"Larry" Hart Visits Sales Meeting

Not the least pleasing feature of a sales meeting of Western Division automotive equipment salesmen on April 9 and 10 in Chicago was the presence of "Larry" Hart, now a full-fledged Hoosier and secretary-treasurer of the Reiss Manufacturing Company of Kokomo, Ind.

Dry Cleaners Buy Asbestos Curtains

A recent Cleveland city ordinance provides that all dry cleaning establishments must have an asbestos blanket or curtain measuring at least seven feet square at each entrance to the cleaning room. Louis Karnok, junior power specialties salesman in Cleveland, capitalized on this, and within 10 days sold over 20 Johns-Manville asbestos blankets.

J-M Represented at Dover Exhibit

Johns-Manville was represented when the city of Dover, N. H., held its third annual Merchants and Manufacturers Exhibition in the Municipal Building, March 14, 15 and 16. As has been his custom in previous years, E. J. York, building materials and high temperature cement distributor, engaged the entire reception hall for display purposes. In one of the booths Johns-Manville rigid and flexible shingles, insulating lumber and high temperature cement were displayed, the exhibit having been arranged by Louis E. Cushman and L. E. Sears of the Boston Office.

Shingle Display Brings Comments

The Johns-Manville booth attracted considerable attention at the Better Homes Show, held in Convention Hall in Kansas City, March 26 to 31. About 9,000 persons attended the show daily and many of them commented especially on the panel of No. 60 duplex, and the panel of No. 5—No. 50 combination asbestos shingles.

Baggage Car Insulation Ordered

The Paper Mill at Manville Factory received two very large orders recently for car insulation material for the American Car and Foundry Company, and J. G. Brill Company, Philadelphia, Pa. This material is specified by one of America's biggest railroads to be used in all new all-steel baggage cars.

J-M Roofs for Alkali Works

The Mathieson Alkali Works, Incorporated, one of the largest chemical companies in Virginia, prefers Johns-Manville Transite corrugated asbestos roofing and siding, where service and durability are considered. This is proved by an order amounting to about $20,000, recently secured by the Richmond Sales Office through the efforts of E. A. Swenson, salesman, R. L. Kent, Sales Supervisor, Richmond Sales Office, and F. B. Stith, salesman at Saltville, Va.

General Electric Buys Nashkote

J. H. Nash, Acoustical Engineer, and D. K. Dickson, salesman, called on the General Electric Company, Philadelphia, to convince them they needed to rid their office of the "What-did-you-say?" habit. The result was an initial order for "Nashkote and Nashribble," to be put in two rooms.

Former Employees Handle Insulation

Insulation construction work of the New Orleans Office was turned over, March 1, to F. C. Taylor and L. Seidenbach, former Johns-Manville employees who three years ago formed the firm of "Taylor-Seidenbach, Incorporated."

J-M Roofing Supplants Tar and Gravel

For the new plant of the Union Bag and Paper Power Corporation, Tacoma, Washington, the engineers had specified tar and gravel roofing, but after some very intensive work, Fred Miller, representative in Tacoma, and T. C. Young, Special Representative of the Seattle District Industrial Department, secured an initial order for 1,000 squares of Class A asbestos built-up roofing.

Persistency Rewarded

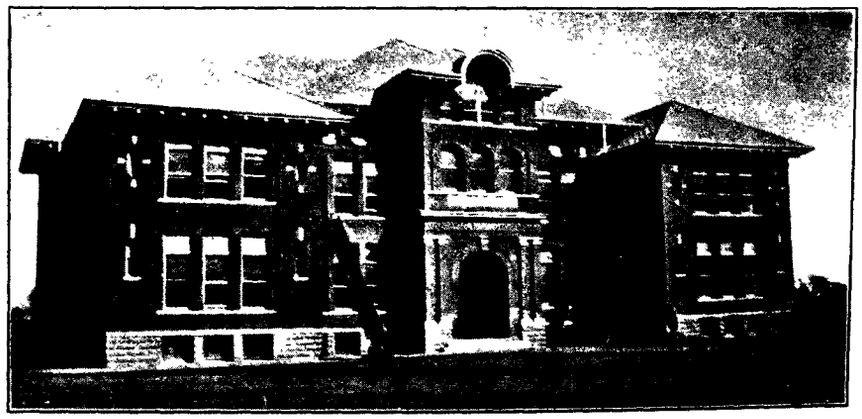
For several years the Akron sales representatives have been attempting to sell the Firestone Tire and Rubber Company on the merits of Johns-Manville standard specification built-up roofing. The value of persistency in working with the engineers has finally been demonstrated, for an order has been secured for approximately 150 squares combination built-up roofing and Asbestile flashing to re-roof a so-called bonded roof that was applied about 10 years ago.

Church Congregation Applies Shingles

Ben West, salesman with headquarters at Muncie, Indiana, made a notable sale some time ago when he induced the congregation of the Waynedale M. E. Church to put Johns-Manville No. 70 duplex shingles on their new building with labor furnished by the members of the congregation. The architect wanted to use some 46 squares of slate salvaged from the old building, but Mr. West was able to convince the congregation this should not be done.

"Hearing" a Cafeteria

The pleasing cooperation between the New York and Toronto Offices resulted in an order for more than $2,000 worth of acoustical treatment for a London, Ontario, restaurant. At the suggestion of W. S. Radforth, Johns-Manville representative in London, Mr. Ingram, senior executive of the largest department store there, visited New York to see and "hear" a quiet cafeteria. He was entertained by L. S. Ayars, Jr., acoustical salesman.

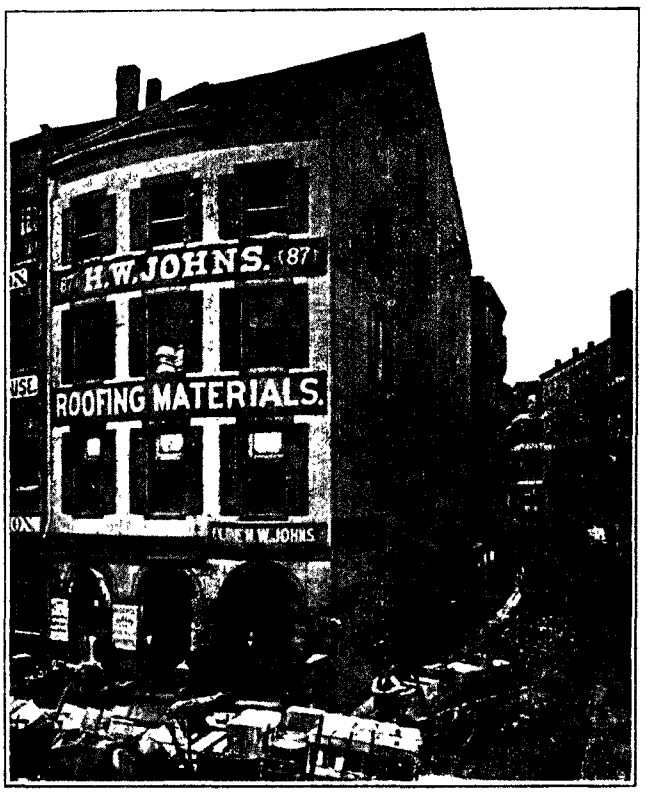


One of the outstanding jobs of shingles applied in Fort Worth, in the past year is the North Side High School, where 150 squares of slate roofing were removed and replaced with No. 70 duplex shingles.

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W.W. Hanold's Story of the Early Days of Johns-Manville

Continuing "When the Office Force Numbered Four"



87 Maiden Lane, New York, in the 70's

SIMILAR experiments were made in an endeavor to produce asbestos packing. A tube or 'sock' made of cotton cloth was filled with loose fibres of the southern asbestos. After many trials it proved a failure due to the fact that the cotton cloth readily scorched.

An apparently very serviceable packing was produced by saturating an ordinary cotton lamp wick with grease, and coating this greased wick with asbestos. The strands were then twisted into a rope packing of desired diameter. Sometimes hemp was substituted for the cotton, and in either case an outer coating of graphite was applied.

For insulating pipes and boilers an asbestos cement felting was made by Mr. Johns. At that time little attention was paid to how good any material was as an insulator, the prevailing idea being that if pipes or boilers were covered with anything at all it was an improvement over being left bare. The mixtures that made up such cements varied according to the ideas of the manufacturer. Our aim was to incorporate asbestos with suitable clays, while cements made by others consisted chiefly of lime mixed with chopped straw, sawdust, charcoal, wool waste, rice hulls and paper pulp. To obtain adhesive qualities flour was sometimes added.

This reference to the use of flour in cement felting reminds me of an experience in New Orleans where we had secured a contract at a sugar mill. It was the common practice in those days to mix the materials some days or weeks in advance of application to the pipes in order that the composition might 'ripen.' When in this case we returned to apply the material we found it alive with the large 'jumbo' roaches, and their presence in the mass of cement produced a weird 'shivery' effect. The flour had evidently been the attraction. We tried with a rake to remove them, but found this impracticable, and so decided to apply the cement with the roaches included. The finished work had a unique plum pudding-like appearance.

The superintendent of the mill rather demurred at the presence of the 'bugs,' but yielded to our assurance that after the heat had baked or mummified their bodies the resulting air cells would probably improve the non-conducting quality of the insulation.

Gradually, through advertising and circularizing, the business grew, and additional help was secured. We soon needed more room, and after looking about for larger quarters, moved to 87 Maiden Lane. This was in 1874.

Eighty-seven Maiden Lane was the first home of the newly organized H. W. Johns Manufacturing Company. This expansion in the office was typical of the growth in manufacturing which was to follow in the late 70's and 80's after Canadian Asbestos and asphaltum were introduced. We now had a President, a Treasurer and a Secretary each with a private office, two bookkeepers, two correspondence clerks, an office boy and a porter, and the factory force was correspondingly increased.

In the period up to 1875 Mr. Johns' advertising of asbestos roofing and cements attracted attention of land-owners, miners, and prospectors so that we soon had offers of crude asbestos from nearly every mountainous state east of the Mississippi. Mr. Johns purchased sample lots from many of these sources, where freight rates were not prohibitive. For some time these sample lots, amounting to a total of perhaps 10 tons per year at first, to 50 tons or more later on, constituted the entire basis for our manufactures.

Amongst the deposits of asbestos was one found on Staten Island, which upon investigation proved to be of more than usual value. Arrangements were made with several farmers to supply us with all they could find. It was not unusual to see a line of from five to ten farmers' wagons loaded with asbestos draw up before 87 Maiden Lane, and for quite a while all that we needed was obtained from this source.

Up to this time a very small amount of asbestos paper, asbestos millboard and asbestos cloth had been on the market, most of it imported

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from Italy via London, but both board and paper were so expensive after freight and import duties were paid that their sale was very limited. We had many calls for samples of the paper for experimental purposes. The selling price ranged from $1 to $1.50 per pound.

Asbestos cloth was an article of great curiosity. This was true to such an extent that the small amount Mr. Johns imported—about four or five yards at a time—was carefully stored in our office safe. There were many inquiries for samples, with $1 a square inch as the standard price. And that cloth was by no means as uniform in thickness or as well made as our present cloth.

It was in the period about 1874 to 1876 that business improved so that salesmen were employed. The first of these salesmen, a Mr. Reed, established a theretofore undreamed-of-record. After having been on the road about a month, he secured so many orders for asbestos roofing that he had to be recalled because of inability of our factory to manufacture fast enough to satisfy the demand he had created, and we had some difficulty in avoiding a law suit for not fulfilling a promise of delivery. One result of this was an arrangement that Reed should spend part of his time at the factory, assisting in manufacturing goods. This practice was followed for some time afterward whenever there were too many orders on hand, and would continue until the factory could catch up.

(To be continued)

Promotions

W. V. Harris, formerly Manager of the Order and Billing Department of Manville Factory, has been promoted to General Office Accounting Cost Clerk at New York.

P. P. Hilton, Production Engineer and assistant to Harry Larison, Superintendent of the Paper Mill at Manville Factory, was promoted to Superintendent following the resignation of Mr. Larison on March 7. Mr. Larison, a Johns-Manville employee for the past 14 years, is entering business for himself.

William W. Letson has been placed in charge of the store room of the Packing Department, Manville Factory, succeeding Walter C. Bertram, who resigned recently to enter other fields of business.

Freas L. Hess has been appointed acting Superintendent of the Packing Department, Manville Factory, in place of J. Rodgers, who has been transferred to Main Factory Office for special work.

Roy W. Sanders, salesman in the Chicago District, has been promoted to Sales Supervisor of the Northern Illinois section of the Chicago District, with headquarters at Peoria.

J. H. P. Hughart, salesman of the Louisville Office, was promoted to Sales Supervisor of the Indianapolis Office. P. D. Whittemore of Indianapolis succeeded him at Louisville for a short time only, and was then transferred to Peoria, Illinois.

George W. Mather, formerly Traffic Manager at Manville Factory, was placed in charge of the Operating Division, having under his control the Traffic Department, Order Department, Mail Department, with functional control over Building Shipping Clerks and yard.

Fay Jarvis has been promoted to Sales Supervisor for the Memphis Sales Office.

Albert B. Doepke, formerly chief clerk of the Western Division Electrical and Public Utilities Section, has been transferred to the selling forces and is now associate of Howard M. Frantz in Chicago City territory.

Several changes have taken place in the personnel of the Chicago City selling staff. P. D. Beaner has been promoted to Sales Supervisor of the Chicago Sales Office. G. Ray Meade, formerly general salesman, has been appointed Architectural Representative, succeeding R. S. Higgins, resigned. W. S. Hamilton of the Oil Industry Department is now an associate of G. S. Arbuckle, who is selling in the South Chicago territory.

Bill Theis of the Millwright Department, Waukegan Factory, has been transferred to the Packing Building as assistant to Max Schultz in the Brake Block Department.

A. V. Boyd, who for several years has been assistant to A. J. McLean of the New York Automotive Department, Eastern Division, has been promoted to Chief Clerk of the Atlanta District Office and will shortly leave to take up his new duties.

Andrew Peklo, Jr., formerly Chief Clerk, General Purchasing Department, has been promoted to assistant to Harry Ponisi, Buyer. Robert B. Austin has been promoted to Chief Clerk from the position of Information Clerk.

Jack Aitken has been promoted from the Mail Department, New York Office, to messenger for the Sales Promotion Department.

John P. Syme, who was transferred recently from the Engineering Staff, General Industrial Department, to the Market Analysis Section of the Sales Promotion Department, has been made Acting Manager of the Market Analysis Section.

R. W. Cook has been transferred to the Market Analysis Section from the Engineering Staff, General Industrial Department.

W. S. Miles, formerly of the Engineering Staff of the General Industrial Department, has been transferred to the Architects' Service Section of the same department.

T. E. Gosset, oil industry salesman, has been apointed Sales Supervisor of the southern part of Texas. R. N. Stroup, another oil industry man, has been appointed Sales Supervisor of the northern part of the state. Mr. Gosset will make his headquarters at Houston, while Mr. Stroup's base of operations will be Dallas.

Due to the securement of large contracts and consequent necessary special supervision of work on the outside, J. V. Welsh, Manager of the Construction Department, Los Angeles District, is spending most of his time outside on jobs. Guy Kremer, formerly assistant to Mr. Welsh, is now handling Mr. Welsh's inside work as Assistant Manager, and Bert Clark, formerly superintendent of the Warehouse, has been transferred to the Construction Department to work with Mr. Kremer. Kenneth Campbell, formerly assistant to Mr. Clark at the Warehouse, has been appointed Warehouse Superintendent.

W. M. Black, formerly salesman in the Oakland, California, territory, has been working the local territory for quite some time and within a few weeks will tour the Seattle District holding demonstrations at strategic points.

Miss Joan Wing has been promoted from telephone supervisor to the position of Supervisor of the General Office Service Department.

D. C. Goff, who has been Cashier in the St. Louis District for a number of years, left April 1 for Kansas City where he will confine his efforts to the sale of rigid asbestos shingles.

M. J. Soroka, formerly Employment Manager at Manville Factory, was placed in charge of the Timekeeping Department.

E. J. Legge, formerly Cashier, has been made Employment Manager at Manville Factory.

Francis E. Partridge has been made Cashier at Manville Factory.

George M. Graef is in charge of the Accounting Department at Manville Factory.

Alan W. Graning was transferred on March 1 from the New York Office to Boston, to take charge of the acoustical work in New England. Mr. Graning was graduated from Colgate University in 1926, and received his acoustical training in the New York Office.

Ralph Gapen, who has been operating the cement mixer and pipe covering saw at Pittsburg Factory since the factory started, has been promoted to foreman of the East side of No. 1 building.

August Sloke, who has had charge of the shingle mill punch department, has been promoted to General Foreman of the Pittsburgh Factory shingle mill.

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Kenneth E. Moore
Editor

The J-M Circle

Margaret S. Goble
Managing Editor

Associate Editors

Divisions	Factories and Mines
A. R. Gibbons, *Eastern*	George L. Fuller, *Asbestos*
H. W. Kiel, *Central*	T. R. Turnbull, *Cincinnati*
E. Nelson, *Western*	E. Belsom, *Gretna*
E. N. Chrysler, *Pacific*	E. C. Hopkins, *Nashua*
E. A. McLaughlin, *Foreign*	C. K. Dillingham, *Manville*
G. H. Meredith, *Canadian*	E. L. Adams, *Pittsburg*
J. E. Begett, *Waukegan*	

Published for and about the employees of
Johns-Manville Corporation

Wearing Qualities

"Dignified, yet not highbrow, friendly, yet not familiar, interesting and inspiring, yet not preachy," is the way one employee characterized the J-M Circle. In those words he expressed just what the staff was striving toward, and what it will continue to hold as its goal.

Perhaps some of you felt the first issue was too dignified—too serious—for an employee magazine. But remember its tone is serious because it represents an organization whose work is serious, and a group of employees who take their duties seriously. After all, it is a business magazine, for business men and women. If its tone can always be dignified, yet devoid of a starchy stiffness, its value is likely to increase.

We hope the Circle will be more friendly as time goes on. But if it gets too friendly it is likely to become familiar, and familiarity, if it does not bring disrespect, at least becomes wearisome. Therefore, until the Circle gets better acquainted with its readers, it will continue to be reserved in its statements. Humor is of course desirable, but it must not deteriorate to the comic-strip variety, or constitute sugar-coating for ridicule.

By presenting, each month, real news about the Company and its employees, the Circle should be inspiring. We want it to tell of meritorious work and noteworthy achievements; we want it to show what opportunities are open to every conscientious employee. Call it "preaching" if you will, but, to quote from the Bullock Way, "This much is certain—if one isn't preparing for a job higher up, he is making every preparation for the one lower down. There's no standing still in this busy world."

After all, it's the conservative, conventional things that wear best in the long run; the bizarre or freakish or foolish, as fads, either take on dignity or pass out of existence. The Circle, we hope, will wear forever.

Don't Get Discouraged

Those who commented on the April issue of the Circle had, in general, two comments to make: they liked it, but—they hadn't enough representation.

None of them realized this any more than did the staff, and nothing was regretted more.

Thirteen associate editors can send in a large quantity of copy, and they do. Consequently, while the magazine has just sixteen pages, it is necessary to condense the material as much as possible, and to hold out items for possible use later. We hope this isn't discouraging, for as succeeding issues are published, everyone will have a turn at the main pages, and all offices and factories will get an equal amount of space.

More Protection

If you're a factory or mine employee, don't fail to read the article by Mr. Hoyt on page 1. This plan of group insurance, adopted in many industrial organizations, is a safe, convenient and economical way to secure additional protection for your family or dependents.

Business Was Bad

A naturalist once divided an aquarium with a glass partition. He put a lusty bass in one section and dropped a dozen minows in the other.

The bass struck every time a minnow approached the glass partition. After three days of fruitless lunging, which netted only bruises, he ceased his efforts and subsisted entirely on food that was dropped in.

Then the naturalist removed the glass partition. The minnows swam all around the bass, but he did not strike at a single one. He had been thoroughly sold on the idea that business was *bad*.

Are *you* one of those poor fish?

—*The Vela-Graph.*

You can't plow a field by turning it over in your mind. —*Current News.*

Soft jobs come to those who have done hard jobs well, and easy money is postponed payment that comes to the man who has earned hard money.

—*William Feather.*

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Lewis H. Brown Visits Factories and Offices

Lewis H. Brown, Assistant to the President, recently completed a three weeks' trip on which he visited eleven offices and two factories in the South-



Lewis H. Brown

ern states. The primary purposes of the trip were to become acquainted with the personnel of these offices and factories and to study intensively the merchandising and manufacturing problems of this territory.

Mr. Brown visited the Philadelphia, Baltimore, Atlanta, New Orleans, Houston, Dallas, Denver, Kansas City, St. Louis, Cincinnati and Pittsburgh offices and the Gretna and Cincinnati factories.

Boston Employees Have Records of Promotion

Shortly after the first of the year H. P. Rankin, sales manager of the Eastern Division, paid his first visit to the Boston Office. In a talk to the men he outlined the policy of the company, and what was expected of the employees. Among other things, Mr. Rankin spoke of the policy of filling positions by promoting those within the company.

Shortly afterward, the February 1 bulletin for the Boston District was received. It was observed by one of the office staff that of 29 salesmen listed, 13 besides the late Clarence W. Carlisle had risen from the ranks in the Boston Office to positions as managers, sales supervisors and salesmen.

Harold Torr, Special Representative in the Merchandising Department, started with the company as an office boy. He was then advanced to a city salesman, transferred to Maine as District Manager and then brought back to Boston, where he was given his present position.

Gerald W. Blakely, Industrial Power Specialties and Insulation representative, came with Johns-Manville as an engineer in the Power Specialties Department.

On down the list there were Al Rose, Albert J. Savage and H. S. Thomas, who started as stenographers; Arthur M. Drinkwater, Charles O. Garcelon and Al Fowler, who started as clerks in the Power Specialties Department; and Charles T. Dearborn, Herbert Maccabe and A. L. Cunningham, city salesmen, who were Insulation Department clerks.

Frank L. Bush, Vermont representative, was a workman in the Refrigeration Department when Johns-Manville sold refrigerating machines, and Fred H. Klein, Boston roofing salesman, came from a clerical position with the New York Office.

Deaths

EARID DURHAM

Earid Durham, a valued employee of Cincinnati Factory, passed away on March 17, after an illness of but three days with influenza and pneumonia. Mr. Durham established enviable records as a bundler of No. 5 shingles. His untimely death at the age of 21 was a great shock to his associates.

J. H. PORTER

J. H. Porter, a City Salesman in Detroit for a number of years, died March 27 from pneumonia. Mr. Porter was employed by the Company in 1905, when he started at the Pittsburgh Office.

He had formerly had charge of the Wheeling Office, but had left because of Mrs. Porter's health. After some time at Pittsburgh, he was transferred to Cleveland, and December 1, 1908, he became one of the Detroit sales force. Mr. Porter was born February 9, 1866, at Auburn, N. Y.

Celebrates Twenty-first Anniversary with Company

A. J. McLean, Sales Supervisor of the Automotive Equipment Department, Eastern Division, came to the Company 21 years ago as a stenographer at 100 William Street, New York City. He was first advanced to Assistant Manager of the Specialties Department, as it was then called, and from that to Manager. He was then given the position he now holds.

Mr. McLean took a trip to Newark, New Jersey, with C. E. Kraus, inventor of high temperature cement, and re-



A. J. McLean

ceived the first order for 1,000 pounds of the cement. This commodity is now sold in carload lots.

During the war period, Mr. McLean was detailed to get the moving picture booth business from the war welfare associations, succeeding with all of them.

Dallas Employees Believe in Johns-Manville Products

Employees of the Dallas Office are firm believers in the value of Johns-Manville products, No. 70 duplex shingles being the evidence in this instance.

C. O. Johnson, salesman, is using them on a new six-room brick house. As a special feature a part of the side walls are to be constructed of the new No. 5 duplex shingles. Johns-Manville pipe-covering and other company materials are also being used.

E. M. Taylor, salesman, used the shingles on his new home, and Mrs. E. G. Newman of the Dallas Office has re-roofed her home with them.

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Within the CIRCLE

Eastern Division

A. R. Gibbons, *Associate Editor*

Charles A. Canty, of Melrose, Mass., joined the Johns-Manville organization on March 15, as a salesman representing the building materials line. Mr. Canty will cover the Essex-Middlesex County territory of Massachusetts in the Boston District. Mr. Canty has had considerable experience in the building material line. He was formerly with Bird and Son.

Warren F. Burlingame of Worcester, Mass., who was formerly a building materials salesman in the Worcester district and resigned last September, has rejoined the Company as of April 1 to be the Merchandising Department salesman in the Providence territory of the Boston District.

Miss Elizabeth M. Hurley, connected with the Power Specialties Section of the Boston District is confined to her home with pleurisy. Miss Hurley has been out since March 28. She was remembered by her friends and associates of the Boston Office with a large bouquet of flowers, and at Eastertime with Easter lilies, as well as a shower of cards.

Paul G. Blampied began April 1 as an Industrial Department salesman on insulation, power specialties and electrical materials for the Providence section of the Boston District. Mr. Blampied is a graduate of the Massachusetts Institute of Technology and has had previous industrial engineering and mechanical experience.

A newcomer to the Newark group is a son born to Mr. and Mrs. A. L. Jeffers, Elizabeth, N. J. Mr. Jeffers is a salesman for Newark.

Central Division

H. W. Kiel, *Associate Editor*

T. K. Mial, Sales Manager of the Central Division, visited Pittsburgh District in the latter part of March. Pittsburgh District is always glad of the opportunity to greet Mr. Mial, inasmuch as he was formerly head of the "family" there.

The Pittsburgh District has keenly felt the absence of Miss Dorothy Fenton, cashier. Miss Fenton was confined to her home for two months with a serious illness. She has recently been convalescing at Atlantic City, New Jersey.

H. W. Kiel, Supervisor of Dealers Publicity Service for the Central Division, Cleveland, made his first visit in Cincinnati, March 27 to 29 inclusive. He offered some very good suggestions and sales helps.

Mr. and Mrs. F. C. Kenyon are receiving congratulations upon the birth of a daughter on March 16. Mr. Kenyon is Sales Supervisor of the Dayton Sales Office.

Messrs. Kincaid, Gerwin, and Charles of the Cincinnati Sales District sold a carload of 600 large sheets of standard Transite wood, to six different lumber yards. This material will be used in place of stucco in the gables of residences.

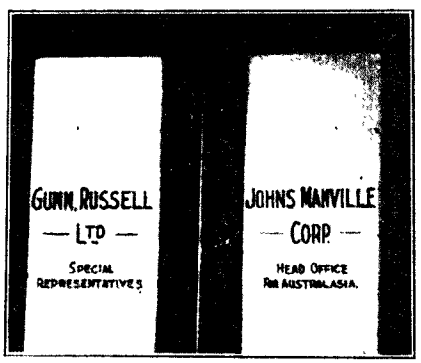
C. S. Allen of City Cash Sales, Pittsburgh, was married recently to Miss Marie Bunde of Chicago.

Paul B. Schardt, shingle salesman in the Cleveland District, is the father of a baby girl, born January 14.

Not everyone can be a politician but the Cleveland Office boasts of one of its personnel who has a part in guiding the destiny of his village. He is George G. Reed, city salesman, whose official title is Councilman of Park View Village.

George E. Grimshaw, Sales Supervisor, Insulation and Power Specialties Department, Central Division, was the guest at the Toledo Office monthly sales meeting March 2. In an inspiring talk he cited instances where hard, conscientious work on the part of individuals has resulted in their rapid promotion in the organization. He emphasized the fact that systematic planning of daily work, along with a thorough knowledge of Johns-Manville products, was essential toward boosting this business.

The Dayton Office was honored on Friday, March 23 by the visit of L. R. Hoff, Vice President in Charge of Sales; T. K. Mial, Sales Manager of the Central Division; and H. L. Steiner, Sales Manager of the Cincinnati District. Mr. Steiner stayed over and attended the Dayton Office weekly sales meeting and gave the salesmen a very interesting talk on asbestos roofing. The Dayton Office extends an invitation to everyone to attend the Meetings Friday evening from 6:30 to 8:30.



Doors leading to the office of Gunn, Russell, Ltd., Johns-Manville special service representatives in Australasia.

Most young folks, and some of the older generation, too, enjoy picnics out in the open when the weather is balmy, but E. F. Boyle, Supervisor of the Cleveland City Sales Department, enjoys them all the year round. His specialty is roasting wieners over the hot coals in his fire place. Several members of the office force enjoyed these picnics with Mr. Boyle during the winter.

On April 15 the Erie Office was moved into Room 1421 of the new Erie Trust Building, Tenth and State Streets.

L. B. Page, Sales Supervisor, Erie Sales Office, was appointed delegate to the International Rotary Convention at Minneapolis in June.

Western Division

E. Nelson, *Associate Editor*

The Louisville Office was recently visited by A. M. McMorran, Sales Supervisor for the acoustical section; C. H. McCauley, Sales Supervisor of industrial roofing and building materials; and W. G. Wendland, Special District Representative for public utilities, all of Chicago.

An acoustical contract, amounting to nearly $5,000, was closed by R. A. Messner, salesman in the Minneapolis territory, for the Martin Luther College at New Ulm, Minnesota.

R. H. Slater, formerly in the Chicago Office, is taking over the Louisville territory vacated by E. B. Hamilton.

T. J. Kitts, representative working out of the Duluth Office, attended the Lumbermen's Convention held at Milwaukee on February 21, 22 and 23.

Miss Helen Norton, stenographer, surprised the Chicago District Office by announcing her marriage to William McNulty, the event having taken place February 4 at Valparaiso, Indiana.

Edward L. Jankowski of the Chicago District Office force, is the father of a 12-pound son born March 12.

John W. Evers, Special Representative, Public Works Section, Chicago Sales District, has returned from a six weeks' trip to Florida.

John W. George is a new member of the Chicago District sales force with headquarters at Peoria, Illinois. Mr. George is not unknown to Johns-Manville employees, however, as he was until recently connected with Horel-George Company, Johns-Manville approved roofing contractors at Eau Claire, Wisconsin.

With the removal of the Tulsa Office to 1010 Mid-Continent Building, the stock of insulating materials formerly carried in the warehouse, has been transferred to the R. V. Aycock Company, in Tulsa.

J. G. Mason, Jr., Tulsa salesman, was unfortunate enough to break his hand in an automobile accident recently.

Fay Jarvis Sales Supervisor of the Memphis Sales Office, secured an order for ma

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terials for underground insulation from the J. W. Hull Plumbing and Heating Company. It included two carloads of conduit and accessories and totaled around $1,500.

Tulsa Office was visited in March by F. J. Wakem, Staff Engineer of Power Specialties, Industrial Department, New York; E. L. Rolfs, salesman, Industrial Department, Dallas; C. O. Roome, Sales Manager, St. Louis Sales District; R. W. Hoffman, Special Representative of the Industrial Department, St. Louis; and Bert Queen, salesman of the Railroad Department, St. Louis.

H. B. Harden, Sales Supervisor for the Minneapolis Sales Office, worked with the North Dakota representative, V. J. Sjostrom, February 27, 28 and 29, during which time the North Dakota Lumbermen's Convention was held at Fargo. S. J. O'Connor, who handles the line yards in Minneapolis, was also in attendance at this convention.

Harry Green, Industrial Salesman of the Louisville Sales Office, has been transferred to Nashville, Tennessee, and C. W. Barton, formerly of Nashville, to Louisville.

Nashville and middle Tennessee have been added to the Louisville Sales Office territory.

After a long illness, a sister of J. E. Bowell, of the Minneapolis Office, passed away on February 24 at Sioux Falls, South Dakota.

E. Steck, Special Representative on underfloor duct, Chicago, spent a day at the Memphis Sales Office in March. He made a very interesting talk to the men, with the result that they know more about underfloor duct than they knew before Mr. Steck's visit.

C. H. McCauley, Sales Supervisor for industrial roofing and building materials, Western Division, and E. E. Colburn, Engineer in industrial flooring, visited the Memphis Sales Office in the latter part of March.

Gordon Rector, a new Johns-Manville representative in Wisconsin territory, succeeds Mark E. Wixon, who resigned.

Among the visitors in Dallas during March were Harry Faust, Sales Supervisor of the Automotive Section, and A. J. Duaei, Sales Supervisor, Electrical and Public Utilities, both of the Chicago Office.

A. B. Ruf is a recent addition to the sales group of the Chicago city selling staff, and is teamed with George E. Hinchliff in handling the stock yards district.

A shift in salesmen in the Kansas City Section of the St. Louis District sends N. C. Corbin, formerly of the Greater Kansas City roofing territory, to Independence, Kansas, to replace H. A. Thompson, who resigned April 1 to accept a position as salesman with a Johns-Manville distributor, the Gill Roofing Company at Tulsa, Oklahoma. D. C. Goff, formerly Cashier in the St. Louis Office, fills the vacancy created by the transfer of Mr. Corbin.

G. F. Bell, salesman at Shreveport, La., secured a $60,000 tank top order recently.

C. M. Higgins, salesman, prepared a very attractive booth for the Better Homes Show, held in the city auditorium, St. Joseph, Mo., the week of April 2 to 7. An average of between two and three thousand people viewed the exhibit each day and the results in interest displayed and prospects secured were entirely satisfactory.

Pacific Division

E. N. CHRYSLER, *Associate Editor*

The personnel record system gave the Los Angeles Office something its employees highly prize—a photograph of Franklin Shuey, Sales Manager of the District. When he had his photograph taken, he received, with the proof, a petition signed by all the employees asking for a picture.

March was a big month in the Los Angeles District. The following men from New York visited the District and gave advice and help in their respective departments: George A. Nicol, Jr., Vice President and General Sales Manager, of the Railroad and Government Department; W. R. Seigle, Vice President in charge of Factories and Mines; James D. Baker, Engineer in the Railroad and Government Department; R. V. Parsons, Staff Manager of the Acoustical Section; W. H. Lawrence, Staff Manager, Industrial Flooring; and J. J. Greene, Staff Manager, Electrical and Public Utilities Section.

W. F. Steigerwald, General Salesman in the Los Angeles District, secured an acoustical order amounting to about $3,000 from the San Diego Consolidated Gas and Electric Corporation. The order for this treatment for the main office is the result of satisfaction with several smaller jobs which made them realize the added efficiency of their employees after the installation of quieting treatment.

On March 22, L. A. Brinker, engineer, Industrial Department, brought in two orders: one for acoustics amounting to more than $3,000 from Crane Company, Los Angeles, for treatment of its main office; the other from J. C. McInturff, Heating and Ventilating Contractor, for acoustical felt for deadening the ventilating system in the B'Nai B'Rith Temple in Los Angeles. The latter order amounted to around $1,000.

R. V. Parsons, Staff Manager of the Acoustical Section, spent two days in Seattle, March 22 and 23, putting new enthusiasm into the acoustical efforts of the District Office force.

Frank Kitson, architectural salesman in the Los Angeles District, secured an order amounting to nearly $1,500 for a Johns-Manville built-up asbestos roof for the power plant of the Firestone Tire and Rubber Company. This was in addition to the big roofing contract he secured last month. Mr. Kitson also closed a contract for more than $3,500 worth of corrugated Transite. Both Mr. Kitson and W. R. Dempwolf, country salesman, have done good work with the Firestone Company.

T. S. Tulien and H. B. Heyn, oil industry salesmen of Los Angeles District, secured an order for over $10,000 worth of Vapor Tight tank tops from the Union Oil Company, all to be applied in Seattle District territory.

W. R. Jones, Sales Supervisor, Oil Industry and Special Interests, spent 10 days in the Seattle District in March, going into the problems of Johns-Manville materials in paper mills.

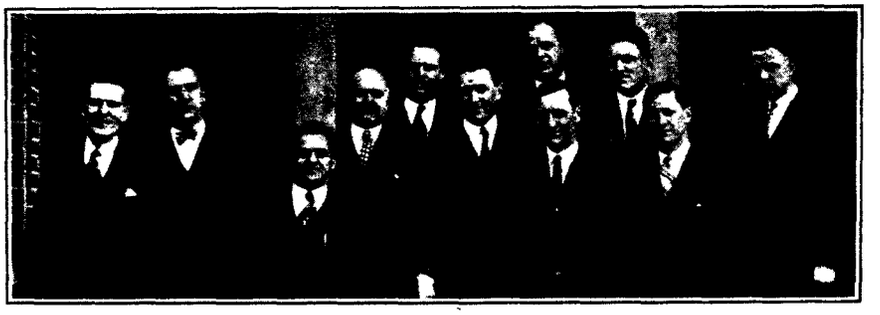
Canadian Division

G. H. MEREDITH, *Associate Editor*

Mrs. E. D. Kirkham, wife of E. D. Kirkham, Special Architectural Representative at Montreal, is at home again, after a serious operation in the hospital.

W. F. Kirkham, Special Representative to the Pulp and Paper Industry in the Insulation Section of Montreal Office, was a recent visitor to the Industrial Department of the New York Office. Mr. Kirkham was called to New York because of his intimate knowledge of Pulp and Paper Industry.

C. K. Broughton, Cashier of the Toronto District Office, spent a few days at the Montreal Office in March.



A Group at Waukegan Factory

Front row, left to right: A. R. Fisher, General Superintendent; A. P. Karno, Office Manager; L. J. Thomas, Traffic Manager; and J. P. Kottcamp, Manager of Waukegan Factory. Second row: D. C. Renton, Chief Engineer; C. L. Bates, Superintendent of the Shingle and Roofing Plants; J. A. Carey, Superintendent, Paper Mill and Pipe Covering Departments; H. W. Deibler, Superintendent, Dry Magnesia Department; F. J. Eisenhardt, Superintendent, Packing and Textile Departments. Top Row: J. E. Begert, Superintendent, Cement, Rock Wool and Magnesia Departments; and N. O. Aeby, Purchasing Agent.

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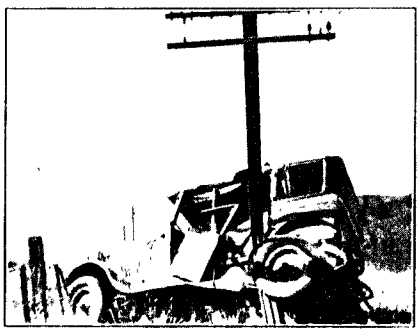
Chrysotile (Ariz.) Mine

MILO E. RAY, *Reporter*

Eldred D. Wilson, Geologist of the Arizona Bureau of Mines, arrived in Chrysotile March 16. He spent three days looking over the mine at Chrysotile and then visited those in the surrounding country. He returned to Tucson March 24.

A big social, or "Gran Baile," given by Joe Castaned, Mine Foreman, on March 19, "Celebrando el dia de San Jose," was the most successful event in months. Everybody enjoyed the dancing and supper.

J. C. Anglen, Deputy Mine Inspector, gave the mine at Chrysotile a general inspection on March 22. He found everything in good condition.



S. Robb of the Teviot Garage, Roxburgh, New Zealand, says if J-M brake lining had been used, this might not have happened.

Cincinnati Factory

T. R. TURNBULL, *Associate Editor*

L. R. Hoff, Vice President in Charge of Sales, and T. K. Mial, Manager of the Central Division, were visitors at Cincinnati Factory on March 22. This was Mr. Hoff's first visit to the Cincinnati Factory, and Mr. Snangler, Superintendent, and the factory organization took pleasure in showing him the plant.

An epidemic of small-pox has been encountered in the district of Cincinnati in which the Factory is located. As a result, a large portion of the employees have had to be vaccinated and are suffering with extremely sore arms.

Gretna (La.) Factory

E. BELSOM, *Associate Editor*

Stanley E. Stumpf entered the employ of the Gretna Factory February 15 as stenographer and billing clerk.

Miss Ethel Tutwiler, stenographer in the Gretna Factory, was married to Frank V. Gilmer on February 25. Mrs. Gilmer came to the Gretna Factory from the Johns-Manville Office at New Orleans.

Manville Factory

C. K. DILLINGHAM, *Associate Editor*

Charles H. Ring, of Somerville, N. J., returned to Johns-Manville February 27, as chemist in "B" Building Laboratory, Manville Factory. Mr. Ring was with the Company for five years in a simular capacity, but for the past five years has been employed elsewhere. Until recently he was with the Calco Company of Bound Brook.

The employees of Manville Factory extend their sincere sympathy to H. S. Smalley, Sr., Superintendent of the Roofing Department, in the death of his wife recently.

Mr. and Mrs. John Esock of Waston, N. J., are the proud parents of a baby daughter, Margaret, born February 26. Mr. Esock is Pipe Room Foreman in Building "C."

Miss Helen Marshall of the Millboard Specialty Department has returned to work after a long illness.

The following men from the New York Office were visitors at Manville Factory in March: P. D. Mallay, Staff Engineer of the Engineering Section; S. F. Curtis, Buyer, General Purchasing Department; S. A. Williams, Assistant to Mr. Seigle; and D. N. Halstead, Patent Attorney.

On March 6 John Soriano and John Letzsko were transferred to the Waukegan Factory to assist in the running of the new Textile Plant there.

A. P. Karno of Waukegan Factory visited at Manville on March 23.

John J. Dudash and Miss Margaret Koxtowski, both of Manville, were united in marriage by the Rev. Father Franks on February 9.

Miss Margaret E. Jeffs of the Circularizing Department at Manville Factory was married to Eugene Gernert of Somerville, N. J., on February 18.

The eldest son of A. McD. Hughes, assistant to Mr. Halladay, has had the misfortune to break his leg.

Tony Pawlik, machine tender on Paper Machine, has returned to work after a long sickness. Mr. Pawlik was in Somerset Hospital, Somerville, for eight weeks with pneumonia. He is one of the oldest employees in the Paper Mill, having entered the employ of the Company in 1913.

Miss Stella Morrison of Millboard Specialty Department, who has been with the factory for some time, has resigned to return to her home in Simpson, Pa.

Nashua Factory

E. C. HOPKINS, *Associate Editor*

Foreman Raymond Canfield and Joseph E. Morin have been confined to their homes because of illness.

F. H. Finch, Jr., who has been in a local hospital, is able to be out again

W. R. Kelty has entered the employment of the Nashua Factory in the Planning Department.

Nashua Factory has had a number of visitors from New York recently: G. DeMay of the Architects Service Department, on February 15; Lewis H. Brown, Assistant to the President, on February 17; C. J. Beckwith, Sales Engineer, and A. V. Farr, Manager of the Sales Promotion Department, on February 21; H. C. Stringfield, in charge of General Office Auditing and Sales Accounting, on March 30 and 31; and S. A. Williams, Assistant to W. R. Seigle, Vice President in charge of Factories and Mines.

Pittsburg (Cal.) Factory

E. L. ADAMS, *Associate Editor*

Francis Hazelbauer is back on the job after being injured in an auto accident. A car in which he was riding with some friends sideswiped a bridge located in the middle of a bad turn in the highway. Mr. Hazelbauer sustained a deep cut over his right eye and a slight injury to his back. The car was almost completely demolished.

Waukegan Factory

J. E. BEGERT, *Associate Editor*

A. R. Fisher, General Superintendent of the Waukegan Factory, went to Dayton, Ohio, March 18, and visited the plant of the Delco Light Company.

A. P. Karno Office Manager, left for New York March 20 to gather more data on budget arrangements.

John E. Begert, Superintendent of Cement, Rock Wool and Magnesia Department, and Associate Editor for the J-M Circle for Waukegan Factory, left March 22 on a business trip to California. In his absence Harry Deibler, Superintendent of Magnesia Plant, took his place on the Circle staff.



Carl Hartman, foreman of the magnesia carbonate making plant, Waukegan.

The Waukegan American Legion boys, many of whom are employed at the Factory, have just completed a two weeks' drive for members. They are proud of their efforts, as they exceeded the quota set by the state. On March 1 the 250 new members were initiated.

Art Miller, Assistant Plant Engineer, has just purchased a new home.

S. Collier, Chief Chemist, has returned from a trip to the Manville Factory and wishes to thank everyone for the wonderful treatment he received while there.

The Erection and Repair Department, Waukegan, extends its sympathy to Ernest Ehnert, who received painful injuries when he fell while installing metal pipe in the new Textile Department.

The new fire equipment at Waukegan

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Factory, painted fire red, is very attractive, and in case of fire, will be readily seen and put into good use.

The Erection and Repair Department, Waukegan Factory, has been presented with a Towmotor for its own use.

The night of March 26 was a busy one for the Waukegan Factory yard crew, for it had to keep the railroad switch tracks cleared of snow in order that the locomotives might switch the loaded cars, and spot the empties for the next day.

Sympathy is extended to A. Wesch, Foreman of the Pipe Covering Department, who recently lost his father-in-law.

A. Saylor, Foreman of the Pipe Covering Department, is back at work after an extended illness.

The Engineering Department, Waukegan, is awaiting the return of the Chief Draftsman, L. Erickson, who has been quarantined with his daughter, who is ill with diphtheria.

Dave Knowles of the Erection and Repair Department, has also been quarantined as his mother has diphtheria.

J. Closey, steamfitter, has returned to work and is looking much better since the removal of his tonsils.

The Erection and Repair Department pushed the new textile equipment as fast as possible and had the Department ready for production on March 1.

The 300 K. W. Turbo-generator which was installed and put to work on March 1, 1927, generated 1,700,000 K.W.H. in one year. This is a great saving to the Wet Magnesia Department where it is located.

L. Wollers, Shipping Department, is the proud father of a nine-pound baby boy.

Efficiency is surely being emphasized at Waukegan. The messenger boy is now making his rounds on roller skates.

The sympathy of the Waukegan Office personnel and of his friends in the various departments of the Factory, is extended to E. J. Hampson, Assistant Cashier, in the death of his mother, Mrs. Esther Hampson, which occurred on Monday, March 19, at his residence, 1425 Lloyd Avenue, Waukegan. The interment took place on Thursday, March 22, at All Saints Cemetery, near Chicago, and among the active pall bearers were J. A. Carey, Superintendent of the Pipe Covering and Paper Mill Departments; R. N. O'Hanrahan, Accounting Department; J. A. Buckles, Roofing Department; and G. A. Simpson of the Paper Mill Department. A standing Cross of roses was sent by the Office Staff.

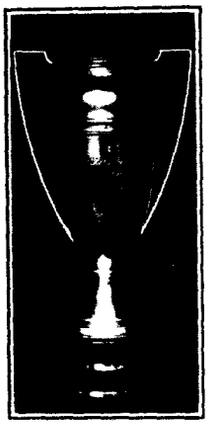
The sympathy of Paper Mill employees is extended to Alfred Scheribel, machine tender, whose mother passed away March 13, at Racine, Wisconsin.

Harry Sterns of the Pipe Covering Department, received some minor injuries in an automobile accident recently.

The regular foremen's meeting of the Paper Mill was held several weeks ago. From all indications this will be a busy summer at the Mill.

SPORTS

Cleveland Bowlers Win Cup in Industrial Tournament



Class C Award, News Industrial Bowling Tourney, Cleveland.

An impromptu team of bowlers from Cleveland Office is in proud possession of a cup and cash prize of $27.50 emblematic of the championship in the Class C Division of the Cleveland News Industrial Bowling Tournament.

For a crew of "rookies" the team score of 2,775 was quite commendable. The individual efforts were: J. F. Meyers, Order Clerk, 558; E. P. McCarter, Cashier, 416; L. J. Wissing, Construction, 579; L. B. Barber, Sales Promotion, 612; and H. W. Kiel, Sales Promotion, 610.

This tournament is an annual affair sponsored by the Cleveland News and is open to any team regularly bowling in a shop or office league, or any five men not regularly bowling together but bona fide employees of one company. These teams are all divided into classes according to bowling averages.

Following the J-M team in second and third places were the Industrial Fibre Company's Raypryds with 2,693 and the Cleveland Pneumatic Tool Company's Rock Drills with 2,669. A total of seven cups and prizes amounting to $750 were rewarded.

Bowling Popular at Cincinnati Factory Throughout Winter

The bowling season, which is rapidly drawing to a close, has been a most interesting one at Cincinnati Factory. Competition between the Mottled, Tapered, Duplex and Colorblend teams of the league has been very keen.

Enthusiasm tending toward the organization of a factory bowling league was aroused last fall by L. J. Spangler, Superintendent, and Abe Kraak, Mechanic, who had bowled several seasons in the Waukegan Factory leagues. They served as a nucleus for the organization, Mr. Kraak acting as president.

While there is a wide variation between the individual averages of the best and poorest on the teams, a system of seeding has been used, which equalizes things very nicely. Cincinnati Factory was able, however, to present a sufficiently formidable array of bowling talent to accept a challenge to a bowling tournament from teams representing H. S. Steiner's Cincinnati District Office. This event was staged on the alleys of the Cincinnati Club, Saturday evening, March 3, and the factory organization emerged triumphant, winning both by total number of pins and by majority of games, thus clearly establishing their supremacy when the sales organization bowlers were unable to stand up under the strain.

The trophy, a bronze bowling pin, suitably inscribed, is now occupying a conspicuous place in the Cincinnati Factory office.

Bowls in Chicago Tournament

Wm. J. Heiting of the Pipe Covering Department, Waukegan Factory, planned to bowl in the big Herald and Examiner Tournament in Chicago in April.

Baseball Team Is Organized

A Baseball Team recently organized at Waukegan Factory is being managed by a committee composed of E. J. Hampson, A. S. Mills, W. Robarge, A. Smoot and W. Heiting. The team has been entered in the Lake County (Illinois) Amateur League which is affiliated with the National Amateur Association.

Waukegan Man Wins Bout

On March 1, C. S. (Red) McDowell, machine tender in the Roofing Plant, Waukegan Factory, fought a scheduled three-round bout at Kenosha, Wisconsin, with E. Taylor from Fort Sheridan, Illinois. Red won on a technical knockout in the first round.

This bout was witnessed by a large group of J-M employees among whom was Henry Robarge, foreman of the Roofing Department.

Red has had a number of other bouts since. He won the first on March 15; the second was lost by decision, in Chicago. His next match was March 29 at North Chicago, which he won by a knockout. On April 4, he was scheduled to fight at McHenry, Illinois, and on April 13 at Milwaukee. About a hundred fans from the factory expected to accompany him to this boxing show.

Cincinnati Turns to Horseshoes

With the advent of spring weather in Cincinnati and the passing of the bowling

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The married men's baseball team of the San Francisco District recently found it necessary to remind the single men's team that when it comes to throwing and receiving, the married men are far more experienced. As the result, the single men paid for a dinner.

season, the attention of those recreationally inclined at Cincinnati Factory is being drawn to horseshoe pitching. Several individual and departmental challenges have been forthcoming and the dust clouds and ring of shoe against shoe (and occasionally of shoe against peg) will soon replace the thunder of balls upon the alleys.

Cincinnati Factory feels that it is "peer of them all" in this summer sport and wishes to do a little open challenging.

Packing Department Teams Bowl

F. J. Eisenhardt, Superintendent of the Packing Department, Waukegan Factory, together with the Foremen of the Packing and Textile Departments, and a number of friends from the Office and the Magnesia Department, journeyed 18 miles to Kenosha, Wisconsin, on March 8 to see the Packing Department teams bowl.

Californians Enjoy Ice Skating

Ice skating is a pastime not only in the wintry climate of New York and Chicago, but also in Sunny California. Los Angeles has two large indoor ice rinks, open every night in the week, where skating is accompanied by jazz and dreamy waltzes. Every other week an effort is made to get the Johns-Manville employees on skates. The native Californians, it is said, do not participate, but the easterners who embraced California some five, 10 or 20 years ago take part. Besides regular skating, they manage to stage some queer antics not particularly in ice ethics, but they have a lot of fun, nevertheless.

Leads with High Score

Medford Tucker of the Chemical Laboratory, Waukegan Factory, recently bowled scores of 245, 202 and 197 for a total of 644, leading his teammates by a wide margin.

Manville Foremen Bowl

The foremen and assistant foremen of the Packing Department at Manville Factory have been organized into two bowling teams. They have been holding weekly matches at the Hotel Asbestos.

E. J. Hampson Is Champion

E. J. Hampson, Assistant Cashier at Waukegan Factory, is the champion bowler of Waukegan, beating all comers at the recent city contests held at the Waukegan Recreation Rooms.

Distributors Lose to Salesmen

The A. Wishart and Sons Company of McKeesport, Pa., a distributor of Johns-Manville materials in the Pittsburgh District, has long boasted of a bowling team hard to beat. Recently W. L. Garrett, salesman, accepted a challenge, and a J-M team consisting of O. H. Steedle, W. L. Garrett, M. J. Ryan, J. A. Luchin and R. Winterhalter, all of the Pittsburgh District, invaded their territory and emerged 16 "sticks" to the good.

New York Office Teams Open Baseball Season

On Saturday, April 21, the Order and Billing and the Accounting Departments of the New York Office journeyed over to Victory Field, Woodhaven, L. I., and engaged in a nip-and-tuck struggle of baseball. After nine innings of pretty fair playing on both sides, considering the wintry weather, the accountants came out on top by a 10 to 9 score.

Both teams had their batting eyes on them, the Order and Billing team getting 18 hits, and the Accounting 16 hits. Kinney, of the Accounting team, pitched steady ball, except for the fifth inning, when his support momentarily faltered, and the Order and Billing men scored 5 runs on 5 hits and 2 errors, giving them the lead, 6 to 4.

After being on the wrong end of an 8 to 4 score, the Accountants collected 3 runs in the seventh and eighth innings, thereby gaining the lead, 10 to 8.

The Order and Billing made a desperate rally in the ninth inning, but fell one run short, having men left on second and third, as Kinney struck out their last batter.

Vermilyer Ferrantino starred for the losers, both in the field and at the bat, while Kinney starred at bat and Ebert and Brown played fast ball in the field.

Baseball Game Scheduled

On Saturday, May 12, at 2 P. M. sharp, the bachelors will play the benedicts of the New York Office, at Victory Field, Woodhaven, L. I.

Bridge Tournament Progressing

The standing of the bridge tournament at the Nashua Factory at the half-way mark showed E. E. Lemire leading with a score of 10,637, E. C. Hopkins second with 10,550, and R. M. Woodward third with a total of 9,429 up to April 15. There is a great deal of interest in this tournament and the games have been very close. Mr. Lemire's total shows an average of 95 for each hand played.

J-M Salesman Shows How to Improve Plant Conditions

Dale C. Crosby, Sales Supervisor for the Worcester-Springfield Sales Office of the Boston District, was in West Warren, Mass., recently, calling on the Thorndike Company, a textile mill manufacturing sheetings.

In going through the plant, he noticed that the ceiling of one of the conditioning rooms had given away and the steam and moisture were rotting the floor planks overhead. He called this to the attention of the superintendent, who asked what could be used to correct such conditions.

Mr. Crosby recommended the application of double coated asbestos felt to the ceiling, lapping and cementing, then the application of water resisting Transite to be applied with batten strips set in Resisto putty.

After going into the matter, Mr. Crosby sold the necessary materials.

Waukegan Executives Hold Get-Together Dinner

Waukegan Factory executives, superintendents and department heads enjoyed a get-together dinner at the Green Tea Pot Inn, Waukegan, on March 3. The party was held in a private dining room so no one would be disturbed by the song and merriment.

Several of the men had an opportunity to display their voices, while others gave impromptu talks. A mesmeric "stunt" by F. C. Boggess, Assistant Purchasing Agent, and Art Miller of the Erection and Repair Department, was a feature of the entertainment. After the dinner, the group went to a moving picture show. Frank Mohr, Sales Supervisor of the Milwaukee Sales Office, looked in on the party.

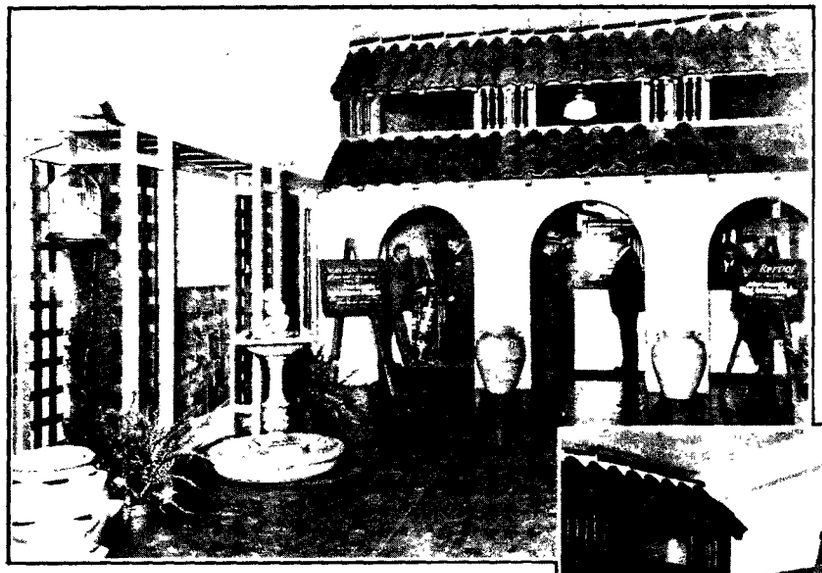
Little Boy Blue, come blow your horn;
You're nearing the cross roads.
The brake lining's worn!
Little Boy Blue didn't let out a peep.
Now he's under a tombstone, fast asleep.

Wesleyan Wasp

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This J-M Display Helped Triple Business in One Year

The success of their booth at the San Jose, California, fair last year led the W. J. Porter organization to install this permanent display in a store acquired for the purpose. It has brought new business each month.



Every little detail has been carefully worked out. The display uses six varieties of tile, while many types of asphalt rag felt shingles are paneled within the lattice work. The Norman cottage with its circular tower shows 15 kinds of rigid shingles. The grass green floor, red brick path, and soft blue and gray walls add a realistic touch.



The garden pottery has proved to be a valuable adjunct for attracting customers to the store.





In front of the store are, left to right: R. B. Adams, H. W. Farrington and W. Lichty, of the Pacific Division; Harry Porter, the late W. J. Porter and George O. Kellam of the Porter organization; F. A. Jacobson and G. G. Ashwell, Pacific Division; Theodore Malott of the Porter organization; and S. J. Piercy, also of the Pacific Division.

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