THE J-M CIRCLE

JUNE *For and about Johns-Manville Employees* 1928



In the New Textile Plant at Waukegan Factory

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THE J-M CIRCLE

JUNE 1928

Pittsburg Factory Enlarged

Purchase of Additional Land and Construction of Two Units Will Increase Manufacturing Activities in California

BECAUSE of a constantly increasing demand on the Pacific Coast for materials manufactured only in its eastern factories, the Johns-Manville Corporation has begun the construction of two additional units to its factory at Pittsburg, California.

The plans to extend manufacturing activities necessitated the purchase of two tracts of land adjoining the present factory, which will, in addition to providing space for the new buildings, give the Company access to three transcontinental railroads, instead of only two, and will permit of the shipment of goods by water. Contracts have already been let, and it is expected that the entire new plant will be in operation by July 1.

When completed, the Pittsburg Factory will manufacture asbestos paper and board, asbestos roofings, asphalt prepared roofings, slate-surfaced shingles, deadening felts, roofing cements, and coatings, brake band linings, packings, and other specialties which the Company plans to market on the Coast. The equipment to be installed in the new paper mill, the roofing plant and the asphalt refinery will be of the most modern design.

In addition to the actual manufacturing buildings, there will be constructed a 600-foot wharf and warehouse at the edge of Suisun Bay, and the capacity of the power plant will be doubled. The construction is under the direct supervision of P. A. Andrews, Sales Manager of the Pacific Division, assisted by D. C. Renton, Chief Engineer, and a staff of engineers from the Waukegan Factory.

Construction of the first two units of the Pittsburg Factory was started in September, 1925, and completed in January of the following year. Rigid asbestos shingles, steam and cold insulating materials, and insulating and refractory cements were manufactured. Pittsburg was found to be ideally located for a plant of this



The vacant land in the center of this airplane view of Pittsburg, California, just to the left of the paved street, is where the youngest Johns-Manville factory is now located. The photograph below shows the factory as it looked on May 1 of this year, after the ground to the left of the two original units had been broken for the new construction. The power plant, with its smokestack, may be seen in the rear of the property, to the left of the present buildings.

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kind, as it is less than 50 miles from San Francisco, Oakland, Sacramento, and Stockton, the principal distribution points for northern California. It is situated on the headwaters of Suisun Bay, which will be navigable for ocean-going vessels because of deep water development now under way. This will enable the Johns-Manville Corporation to make prompt deliveries to all Pacific Coast points and to the Far East.

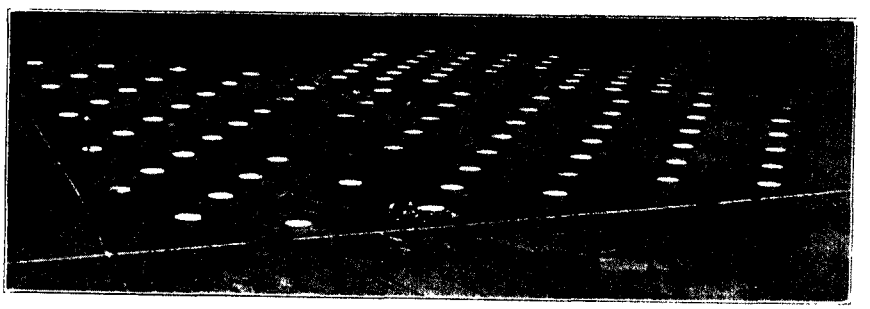
Insulated Tank Tops—a Protection for Texas and Oklahoma Oil

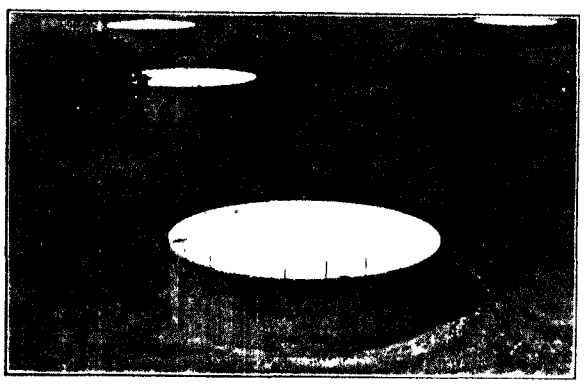
SIXTY-TWO Johns-Manville vapor-tight insulated tank tops, complete with grounded conductor network, have just been sold to the Magnolia Petroleum Company, for use in west Texas and Oklahoma oil fields. This number—for those who know little about the value of tank tops—means a contract amounting to more than $180,000. The order was secured by E. M. Naylor, Southern District salesman, assisted by L. A. Baldwin, Sales Supervisor, oil industry section.

This order brings the total number of tank tops sold to the Magnolia Petroleum Company within the last five years to more than 150—all of them for large oil tanks of from 55,000 to 80,000-barrel capacity. In this same period more than 1,500 tank tops have been installed in the United States and 13 foreign countries, and they cover tanks with a total storage capacity of 70,000,000 barrels of oil.

The tank top represents by far the most extensive and widely used device for controlling evaporation ever put on the market. This Johns-Manville product, and the grounded conductor network for controlling lightning fires, are both covered by patents issued to Mr. Baldwin. It is particularly adapted to the tanks in the west Texas fields, where the large percentage of hydrogen sulphide gas in the oil makes steel and other types of roofs impracticable. During the past two years a construction force varying from 100 to 200 men has been continuously engaged in applying these tank tops in the west. This work has been under the supervision of J. F. Lawrence, Superintendent of the Construction Department, Southern District.

Johns-Manville roofs have also been applied on two underground reservoirs now being constructed by the Roxana Petroleum Company in west Texas. On these reservoirs, each of which has a capacity of 1,000,000 barrels of oil, the Johns-Manville lightning protection system is also being installed complete.





Typical of Johns-Manville tank top applications are these at the Maryland tank farm of the Standard Oil Company of Louisiana. At the left is a close-up of several of them. The Magnolia Petroleum Company's oil tanks will be similar in appearance.

J-M Insulation Ordered for New Power Station

An order amounting to more than $40,000 has been secured from the Standard Oil Company of Indiana for applied insulation for the new Stanolind Power Station at Whiting, Indiana. This was accomplished through the combined efforts of W. S. Hamilton, Chicago city salesman; F. W. Decker, Sales Supervisor, insulation and power specialties section, Western Division; L. B. McMillan, Consulting Engineer; and G. H. Davis, Industrial Engineer, insulation section, Chicago, who went over the subject of insulation very thoroughly with a committee appointed by the manager of Whiting Refinery.

The insulation includes Superex and 85 percent magnesia combination covering on the superheated steam lines, 85 percent magnesia on high-pressure saturated steam pipes, low-pressure steam pipes and hot water lines. Service water piping is to be covered with J-M tar lined wool felt; feed water heaters and oil storage tanks will be covered with 85 percent magnesia block insulation and J-M asbestos cement.

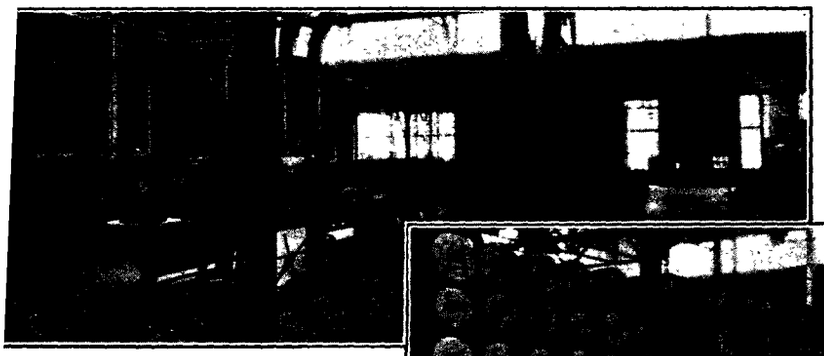
The heating system will be insulated with J-M 4-ply improved Asbestocel pipe covering.

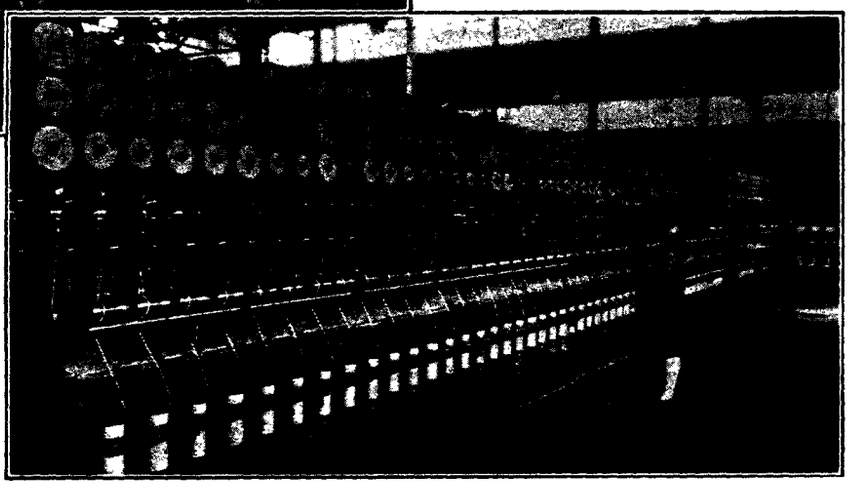
Foreign Division Will Supply J-M Underfloor Duct for New Building in Czechoslovakia

The Foreign Division has just secured a trial order for underfloor duct and accessories from the Board of Directors of the Electrical Undertakings of the city of Prague, Czechoslovakia.

This organization plans to use the materials in large display rooms of the basement of a building now under construction.

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At left: the carding room in the new Waukegan textile mill. Below: strengthening the yarn by twisting several strands with wire. The intermediate operation of making roving into yarn is shown on the front cover.

ɔveral Contracts Secured for Fort Worth Warehouse

Several contracts in connection th the new warehouse for Montmery Ward and Company at Fort orth, Texas, have just been secured rough Johns-Manville approved ntractors.

These contracts resulted from the ork of L. R. MacAdam, salesman of ıe Chicago District; P. G. McHenry, ɔecial representative, industrial roofıg and building materials section, Western Division; Raymond Stroup, ales Supervisor at Dallas; and R. C. Martin and R. A. McClenaghan of ort Worth.

The contracts include 85 per cent nagnesia pipe insulation for all ıeated lines, 85 per cent magnesia sheets and blocks for all hot water tanks, heaters and breeching, and anti-sweat for all cold water piping; 800 squares of super class A asbestos built-up roofing, approximately 100 squares of Salamander white asbestos roofing for the backs of the saw-tooth skylights, and 250 squares corrugated roofing and siding for the loading platform canopy and the sides of the bridge; and asbestos ebony to be used as a mounting for the circuit breakers.

E. R. Goodridge Will Edit Two Dealer's House Organs

E. R. Goodridge, for two years news editor of Power, is now editing The Power Specialist and The Asbestos Roofer, the two house organs issued for distributors and dealers. He is taking the place of A. K. Laing, who has resigned.

Textile Production Under Way in New Mill at Waukegan

ASBESTOS is now being woven into textiles at Waukegan Factory, just as it is at Manville. Although only three months have elapsed since the new plant was put into operation, all the equipment has been thoroughly "broken in" and production is increasing daily.

Early in the fall of 1927, plans were made for this new department. Orders were issued to vacate that portion of the Packing Department building occupied by the main office so there would be room for the textile equipment. This, of course, necessitated finding other quarters for the main office, and it was moved November 1 to the west end of the garage building, which had been properly equipped for the purpose. Actual work on the Textile Mill began at that time.

The placing of the new machinery was done by the Erection and Repair Department, which exerted every effort to get it located so production could begin March 1.

E. F. Feen of the Manville Factory Textile Mill has been placed in charge of the textile work at Waukegan. He experienced no trouble in getting started and now has a good force of employees, who know how to make asbestos yarn and weave it into brake lining and other materials.

Underground Pipe Insulated to Facilitate Flow of Oil

An order from the Union Oil Company calling for 15,000 feet of 8-inch sponge felt with asbestos waterproof jacket to be used for the insulation of an underground pipe line, has just been secured by H. B. Heyn, Los Angeles city salesman.

This is said to be the first installation of its kind. The line has been buried in moist soil which caused the oil to cool so rapidly that it became very thick, and the quantity that could be pumped through in a given time was greatly decreased. It is believed the sponge felt insulation will remedy this condition.

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You Can't Ruin J-M Asbestos!

The experience of a Cuban sugar company in re-applying damaged pipe covering proves this assertion

NOT even an explosion will ruin Johns-Manville asbestos.

This is the testimony offered by an executive of Compania Azucarera Vertientes, Havana, Cuba, whose "Central," which is Cuban for sugar-cane grinding plant, was recently badly damaged by an explosion.

J. J. Wirth, Sales Manager, Cuban District, hearing of the accident, advised both the general manager and the chief engineer of the Company that Johns-Manville was ready to put its entire stock at their command, to facilitate prompt repairs. In reply, Mr. Wirth received from Mr. Scharnberg, an executive of the sugar company, this message:

"About you offering us your entire Johns-Manville stock for repairs, that is very kind of you, but you know the funny part of Johns-Manville Asbestos is, that you can take it after it has been blown from pipes, Quads, etc., crush it all up, mix it with water, and the darn stuff after replacement back on the pipes and Quads looks and is just as good as new material. At least it is that in our case, as we used it all over again for our new pipe connections, and I don't think that we lost 50 pounds of it, so I am sorry to inform you that right now we do not require any. For the coming dead season we shall probably purchase some for covering feed lines and boiler heads, depending somewhat on the amount of sugar we are allowed to make, as a small crop means small expenditures for the dead season."

The Foreign Division, anxious to secure Mr. Scharnberg's consent to the publication of this letter, wrote for his permission. He had no objection in the least, and added, further:

"Very few people will tell you how good the material which they have purchased really is and of the savings effected by its use, while they are ever ready to file complaints at the least occasion and very often when there is no call for them; so go ahead and use my letter in whatever form you care to."

Promotions

Miss Wanda Oliver, formerly chief operator in the Pacific Division Ediphone Department, has been transferred to San Francisco District, where she will act as general stenographer and secretary to E. H. Clausen, District Sales Manager, in place of Miss Elsa Bloch, who has resigned.

Miss Lois Christian has been promoted to chief clerk in the Pacific Division Filing Department. She has had several years experience in handling Pacific Division filing.



H. A. Kieselbach



F. J. Wakem

H. A. Kieselbach and F. J. Wakem head new sections of General Industrial Department

A change in the organization of the General Industrial Department has resulted in the promotion of H. A. Kieselbach and F. J. Wakem to the positions of Staff Managers of the Insulation Section and the Packing and Power Specialties Section respectively. They will take the place of B. C. McClure, resigned.

Mr. Kieselbach joined the Company in 1921 and has been promoted steadily in the section of which he is now Staff Manager. He was formerly with the American Burtonizing Co.

Mr. Wakem came to Johns-Manville a short time after his graduation from Yale University seven years ago. He, too, has risen steadily in the section he now heads.

A "Quiet" Stock Exchange Is Not Necessarily Inactive

Business on the Toronto Stock Exchanges is "quiet" these days, though new sales records are registered almost every day. This is because Johns-Manville salesmen have been on the job.

About a year ago the acoustical correction of a small room in the new building of the Manufacturers Life Insurance Company was so successful that the management didn't need much persuasion last January to cure the noise nuisance for one whole floor of the building. So the Toronto Office started 1928 with an order amounting to more than $4,000.

Right on top of this, the president of the Standard Mining Stock Exchange decided that about $3,500 invested in Nashkote "A" would make business easier for the brokers. It certainly did the trick. Then just as the brokers at the Standard Exchange began to get their hearing back the Toronto Stock Exchange tried a combination of Nashkote "A" and "B."

The brokers were satisfied, but the bankers still needed attention. The National Trust Company then ordered a combination of Nashkote "A" and "B" to make a finished job out of the remodelling of its premises. This was accompanied by a check amounting to about $5,000.

Then a small stenographers' room at the Link-Belt building was completed to the satisfaction of the Vice President. Shortly after, the Imperial Oil, Limited, decided to invest about $750 in Nashkote "B" for the comfort of its stenographers.

Thus from small beginnings nearly $20,000 of acoustical treatment was installed in Toronto in less than three months of 1928.

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Here and There in the Field

Impetus to European Selling

Johns-Manville European trade is to be developed through personal contact.

E. V. Anderson, who has been employed by the Foreign Division as a sales engineer in South America for the past four years, has been selected to visit the most important European countries to introduce many of the J-M products in the markets there.

The lack of a personal connection has limited, to some extent, Johns-Manville sales in Continental Europe. With a member of the organization in this field, it is believed sales will mount considerably.

100 Per Cent Distribution

Improved Asbestocel is very well distributed in Toledo territory, as all plumbing and heating supply houses, as well as mill supply houses, have been tied up with the "Red Band." The last one to sign, Bostwick-Braun Company, Toledo, is the largest wholesale hardware and mill supply house in that section of Ohio.

Toledo, with its 310,000 population, now has six improved Asbestocel distributors, the others being: The National Supply Company, The American Plumbers' Supply Company, Standard Sanitary Manufacturing Company, W. A. Case and Sons, and the Sussman Asbestos Company. Crane Company at Lima, and the Ohio Pipe Company at Findlay, Ohio, are also Johns-Manville improved Asbestocel distributors.

Using a Portable Display Board

An instance of the value of the small portable display board to the salesman has come to the attention of the Western Division headquarters.

Last November W. A. Hughes, Iowa salesman, exhibited a board to W. J. Brown, architect for a new country club in Cedar Rapids. After inspecting all the different combinations of shingles in miniature, Mr. Brown asked how he should specify "the middle one," which was No. 5 rough texture colorblende asbestos shingles. The result was an order for about 127 squares.

The country club just recently found it hadn't enough money for that roof, but the architect thought so much of Johns-Manville he changed specifications to 132 squares of No. 70 duplex.

J-M Products Displayed

A number of J-M products were attractively displayed last month in the window of the Architects Sample Corporation, 101 Park Avenue, New York City.

Selling to a Competitor

Some years ago one of Johns-Manville's salesmen visited a large manufacturing company and tried to interest it in Transite corrugated sheets for the roof of a new building. The company showed interest, but since steel corrugated sheets was one of its products, the idea of using a competitor's product seemed incredible.

The salesman thought he saw a way out, and after using some effective sales arguments, a sheet of Johns-Manville corrugated Transite was laid, side by side, with some sheets of the prospect's manufacture, and the wheels of comparison were put in motion.

Five years have elapsed, and while the steel corrugated roofing material has been replaced three times, the single sheet of Transite is still there. Instead of weakening, it has become strengthened.

A short time ago the Philadelphia Office received an order for 80 squares of Johns-Manville corrugated sheets which will be used to cover the roof of this building.

Capitalizing on Fires

"Strike while the iron is hot," is almost an axiom with G. O. Hartzell, roofing and building material salesman in the Toledo territory.

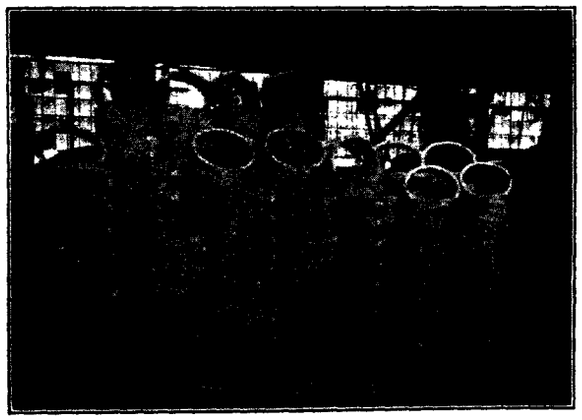
Just recently, he heard of a fire a few miles from Oak Harbor. The fire was out upon his arrival there, but the smoke was still pouring from the wooden roof, and Mr. Farmer gladly signed for a fire-proof roof of No. 70 duplex. Again while in the vicinity of Bryan, Ohio, Mr. Hartzell discovered a house that had been completely destroyed by fire only two days before, and while the owner was still lamenting this loss from a roof fire, Mr. Hartzell closed a contract for No. 70 duplex.

A Convincing Check-Up

A short time ago J. B. O. Kemp, salesman for the Georgian Bay District of Ontario, was curious enough to check the packings used on the freighters tied up at Owen Sound. Of the eight boats in the harbor, three used Johns-Manville packings exclusively, and two about 50 per cent Johns-Manville. All the other manufacturers divided the balance.

"Miles" of Products Installed

The Montreal Office has supplied a few figures showing the large amount



Part of a large order of folded Kearsarge gaskets, shipped from Manville Factory to the Argentine navy.

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of Johns-Manville insulating materials to be applied at the new Royal York Hotel, Toronto, now being erected: 11 miles 85 per cent magnesia pipe insulation; one and one-half miles Asbesto-Sponge felted pipe insulation; six miles improved Asbestocel pipe insulation; one-half mile cork pipe insulation; seven miles



The new Los Angeles City Hall where Johns-Manville underfloor duct has been installed. The order, amounting to more than $5,000, was secured by Carl Buratti, Los Angeles salesman.

anti-sweat pipe insulation; and 50,000 square feet block and cement insulation.

Sea Rings for Summer Resorts

The Bretton Woods Company, operating the Mount Pleasant, the Mount Washington and the Bretton Arms Hotels at Bretton Woods, N. H., in the White Mountains, has placed an order with the Boston Office for 29 sets of Johns-Manville sea rings. Each year the Bretton Woods Company brings its power plant up to date, so the summer tourists can be comfortably accommodated.

Joint Sales Meeting Held

A joint sales meeting of the Milwaukee and Minneapolis Offices was held at the Plankinton Hotel, Milwaukee, on Saturday, March 31. Salesmen were present from Wisconsin, Minnesota, North Dakota, and South Dakota. Splendid talks were given by R. C. Harden, W. H. Fogarty, T. C. Greenwood, J. B. Stevens, H. L. Faust, F. W. Decker, A. J. Duaei, F. F. Mohr and H. B. Harden.

Shingle Demonstration Given

F. A. Refert, Merchandising Representative in the Richmond District, and R. L. Kent, Sales Supervisor, recently signed up C. A. Nash and Son, Incorporated, Norfolk, Va., one of the largest and most prominent builders' supply houses in the state of Virginia, as authorized distributors of rigid asbestos shingles.

Mr. Kent spoke to the Nash organization on the subject of asbestos, following the process from the mining of the crude asbestos to the finished shingle on the roof. He then finished up the evening by applying a rigid asbestos shingle roof of both Hexagonal and American Method type to demonstrate how easily it can be done.

Transite for the Conowingo Dam

Nine miles of three-eighths inch Transite wood was used on compartment doors in the new power house of the Philadelphia Electric Company at the Conowingo, Md., dam. This application is typical of the activities of the Horrocks Iron Works of Philadelphia, distributors of Johns-Manville Transite and ebony asbestos wood, who only three years ago ordered their first sheet of Transite from the Philadelphia District Office.

J. M. Watt, Philadelphia salesman, saw this order, and, as the Horrocks Iron Works was in his territory, he called. As a result, the Company became a regular customer, and the use of Johns- Manville products has been extended into new trade channels.

One of the largest Transite contracts the Horrocks Iron Works has handled was that at the Conowingo dam, the $52,000,000 hydro-electric plant on the Susquehanna River, located a mile below the former historic village of Conowingo, Md., now covered by the lake waters. Here the Horrocks Iron Works installed 1,546 doors, complete with hardware. These doors, constructed entirely of Johns-Manville standard Transite, were used on the 13,800-volt compartments. Each door panel was made from one piece of quarter-inch Transite continuous throughout the length and width of the door. The stiles and rails were of three-eighths inch Transite, three inches wide. It required about nine miles of this strip to make these stiles and rails, and more than 100,000 rivets to assemble them.

The Conowingo dam will develop 378,000 horsepower, initially, although it is capable of developing 594,000 horsepower. Its size can readily be seen by comparing it with Niagara Falls, 490,900 horsepower; Muscle Shoals, 260,000 horsepower; Holtwood, 158,000 horsepower; and Keokuk, 154,000 horsepower. The dam is 4,630 feet long, and has a watershed with an area of 27,000 square miles.

Sanitarium Building Roofed

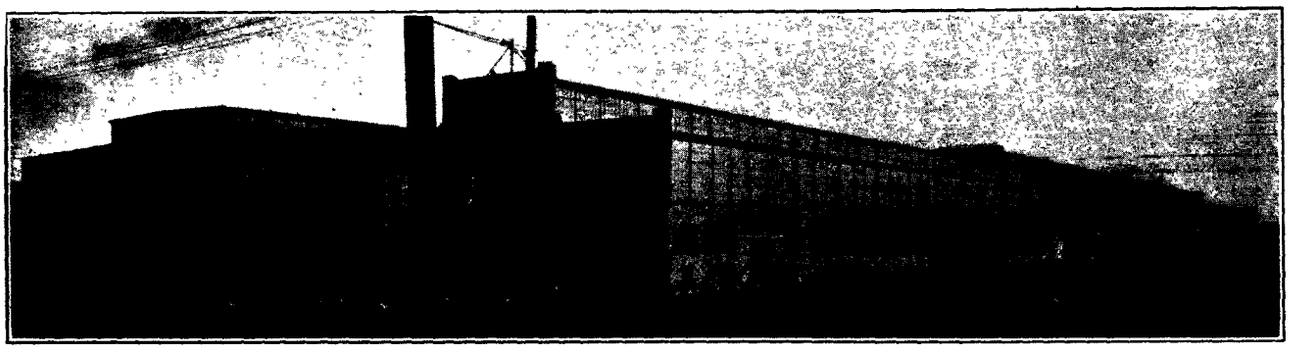
More than 300 squares of Johns-Manville Class "A" asbestos built-up roofing and waterproofing, and approximately 1,000 linear feet of Johns-Manville asbestos base and counter flashing will cover the new building of the Onondaga Sanitarium at Syracuse, N. Y., which is being built by the National Concrete Fireproofing Company of Cleveland.

Securing this contract, which



Steel trimmed Transite bus compartment doors installed in a substation of the Philadelphia Electric Company. These are of the same type as the Horrocks Iron Works installed at the Conowingo dam.

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A new foundry of the Weil, McLain Company at Erie, Pa., which was roofed by Johns-Manville.

amounts to approximately $5,500, was not the easiest thing to do, although J-M materials were specified, but through the cooperation of Melvin King, architect, Gordon Smith of Smith-Murray, Incorporated, and the Eastern Division, the contract was finally closed by the Cleveland Office.

Inside Desk Employees Meet

The first meeting of inside desk employees of the Los Angeles Office was held Monday, April 16. It was decided to hold such meetings monthly, for, in getting together in this manner, each employee has a voice in the better handling of office routine matters.

"Noiseless" Street Cars

William Ridgely, of the acoustical section, Pacific Division, advanced the idea of selling acoustical treatment for street cars. As a result new San Francisco cars will be equipped with Johns-Manville acoustical felt.

The following was recently clipped from a San Francisco newspaper:

"Continuing its two-year effort to reduce city noises, the Market Street Railway Company announced that three 'noiseless' cars will go into service on the No. 5 McAllister street line.

"The cars have rubber gears deadened with lead, rubber pads between trucks and car bolster, and sound absorbing material around motors, trucks, pumps and for car floor . . ."

Mr. Yount, Vice President in charge of Equipment and Maintenance, Market Street Railway Company, wrote to Johns-Manville that this treatment made these three cars the quietest operating cars in the system.

Weil, McLain Applies J-M Roof

Approximately 1,000 squares of Class "A" built-up roofing have been applied by a crew from the Erie Sales Office on a U. S. Gypsum poured-in-place deck on a new foundry building of the Weil, McLain Company, manufacturers of boilers and radiators.

Since this is a new industry in Erie, and was brought there by the Industrial Board supported by local manufacturers and business men, it was thought probable that the roofing job had been promised to local manufacturers. However, through the continuous and persistent efforts of L. B. Page, Sales Supervisor, as well as E. L. McNeil, industrial roofing representative, Johns-Manville secured the contract.

Even though quite a little difficulty was experienced, since the roofing was to be applied over a poured-in-place gypsum deck during the winter months, the work progressed very satisfactorily to the customer. It was closely supervised by Mr. Page and the Construction Department.

The Largest and the Smallest

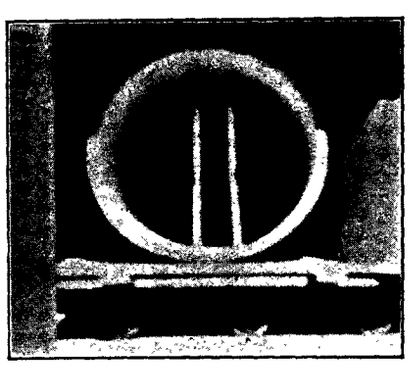
A section of the largest and the smallest insulating pipe covering ever manufactured by Johns-Manville was recently photographed at Manville Factory. The small section is to fit over pipes one-half inch in diameter, and the large section over pipe 48 inches in diameter. The latter consists of a two-inch thickness of fine corrugated sponge paper. Jobs of this size are usually insulated with sheets or lagging, with attendant heat loss through the many longitudinal joints.

This product was developed by "home talent" in the Pipe Covering Department of the Manville plant. The development was so satisfactory that carload orders are now received.

University Contract Secured

The Smith and Oby Company, Cleveland contractors, has secured the heating, ventilating and plumbing contract for the Institute of Pathology of Western Reserve University, and Johns-Manville has come in for its share.

Through the efforts of G. A. Dodge, salesman on special work in the Cleveland District, who collaborated with Walter Klic, President of the Smith and Oby Company, in several changes of specifications, Johns-Manville was given the insulation contract amounting to about $9,000. It calls for 21,500 feet of pipe covering consisting of 85 per cent magnesia on heating lines, asbestos-lined wool-felt covering on hot water lines, tar-paper-lined wool-felt covering on cold water lines, cork pipe covering on drinking water and brine lines.



The largest and the smallest insulating pipe covering ever manufactured at Johns-Manville factories.

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Published for and about the employees of
Johns-Manville Corporation

Editorial Office: 292 Madison Avenue, New York City

Pleasure in Our Work

"If you can't find the work you like, like the work you can find," we read in the Haley Journal. It's not a new idea, but one that can bear repetition. It doesn't apply to the man or woman who has found just what he or she wants, but to countless others who aren't quite sure of themselves.

Liking our work is more than becoming resigned to our jobs. It is more than admitting, rather grudgingly, that we're pretty well off where we are and we'd better "stay put." It is more than giving in to a dislike of changes, or warding off the fear of making a new start.

We spend almost half of every 24 hours at our work, counting time for transportation and lunch; it dominates our plans for six days out of every seven. Why not make it an enjoyable part of our lives?

Liking our work is simply a matter of adapting ourselves to it, and of looking about for new ways to make it interesting. If the lack of something tangible to show for each day's efforts is discouraging, let's acquire a new viewpoint—that of regarding our special tasks as a contribution to one big enterprise. Let's make friends of our business associates, and look forward to spending each day with them.

Of course, it is human nature to have illusions about work we've never tried to do. And where would the world be if there were no such illusions? But a trial would prove other work no more to our liking than our present occupation, if we didn't thoroughly adapt ourselves to our new environment and put into our efforts the principal on which we expect the interest to be paid.

After all, liking something is nothing more than developing an interest in it.

$5 for a Name!

Does the thought of a $5 prize appeal to you?

Undoubtedly. And just so will a new name for "industrial flooring" appeal to Johns-Manville.

"Industrial flooring" has served for years. And it's O. K. now for flooring applied in industrial buildings, but not exactly applicable to all the numerous uses of this all-around utilitarian flooring, such as in schoolhouses and public institutions.

The new name should be more descriptive of the flooring, which is particularly adapted to heavy trucking and hard usage. The sales manual's complete description of this asphalt product will serve as a background for your suggestions.

Names should be submitted to our Advertising Department, New York Office.

BSNESS

The caption which has been misprinted above has a peculiar appearance, hasn't it? - - It doesn't make good sense, and we'll guarantee you'll not find it in Webster's or any other standard dictionary that we know, yet there is such a word. It's "BUSINESS" with the "U" and "I" left out.

The activity of the commercial world which we sometimes refer to as "B-U-S-I-N-E-S-S" would look just as funny with the "U's" and "I's" left out. It is the "U's" and "I's" that make up an organization. Without the "U's" and "I's" working together in a common purpose there could be no co-operation and whether "BUSINESS" is to be a success or a failure depends entirely on "U" and "I"--every "U" and "I" working together.

—Clipped.

In spite of the general complaints of the pedestrian, the easiest thing for an automobile to run into is debt.

—The Houghton Line.

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L. B. McMillan Heads Heat Insulation Committee of National Research Council

L. B. McMILLAN, Consulting Engineer of the General Industrial Department, has been appointed chairman of the Committee on Heat Insulation of the National Research Council Committee on Heat Transfer. This appointment virtually stamps Mr. McMillan as the outstanding authority in the country on heat transmission through insulation and building materials.

The National Research Council is a semi-federal organization, composed of the leaders of thought along scientific lines in the country. Its membership largely consists of appointed representatives of the leading scientific and technical societies, research organizations, and government scientific bureaus. Organized in 1916 by the National Academy of Sciences as a temporary war-time aid to the Government, it was converted into a permanent organization in 1918 by an executive order signed by Woodrow Wilson, then President of the United States. Since that time it has devoted itself to the promotion of scientific research and the application and dissemination of scientific knowledge.

The fields which Mr. McMillan's committee of the National Research Council will cover, are: heat transmission through insulation in the entire range of temperatures from the refrigeration and building materials ranges on the one hand to the high temperature and furnace insulation ranges on the other; the creating of standardized test codes; and the collection and dissemination of all data now available on the subject.

Mr. McMillan came to the Johns-Manville organization 12 years ago from the College of Engineering of the University of Wisconsin, where he was an instructor. He has held membership on many of the most important committees of national engineering societies, and has served as chairman of many of these. He is now a member of Council of the American Society of Mechanical Engineers and a member of the Executive Committee of that Council. He is also serving now on technical committees of the American Society of Heating and Ventilating Engineers, the American Marine Standards Committee and the American Society of Testing Materials.

Mr. McMillan has been continuously engaged in research on heat insulation for the past 15 years. He has just completed a paper on "The Insulation of Open-Hearth Furnace Regenerators," which will appear in the June issue of the Iron and Steel Engineer and which will be presented in person at the annual meeting of the Iron and Steel Electrical Engineers in Chicago, June 25. This paper deals extensively with the results accomplished by furnace insulation and is a distinct contribution to the knowledge of the subject.



L. B. McMillan

Newly Organized General Council Holds First Monthly Meeting

The first monthly meeting of the newly organized General Council was held in the conference room of the New York Office, Thursday, May 17. Meetings will be held regularly once each month hereafter.

The personnel of the General Council is made up of representatives of the major departments as follows:

Officers' Board: T. F. Merseles, L. H. Brown, L. R. Hoff, W. R. Seigle, A. C. Hoyt, E. M. Voorhees.

Industrial Department: J. S. Carroll, J. J. Greene, J. M. Berdan, H. A. Kieselbach, F. J. Wakem, R. V. Parsons, E. V. Rinehart, F. P. Byington.

Railroad and Government Department: G. A. Nicol, Jr.

Merchandising Department: J. T. Spicer, E. D. Pakenham.

Factories and Mines: S. A. Williams, M. H. Clark, F. W. Rowe, Allan Wallace.

Sales Promotion Department: A. V. Farr.

Eastern Division: H. P. Rankin.

The purpose of this group is to discuss some of the major problems of the company.

J. C. C. Morris, a Johns-Manville Employee for 30 Years, Dies at Kansas City

James C. C. Morris, a Johns-Manville employee for 30 years, died at St. Mary's Hospital, Kansas City, on Sunday, May 13. Mr. Morris, who was special representative of the Merchandising Department, St. Louis District, had been ill with influenza, and, developing a sore throat, was removed to the hospital, where he lived only two days.

Mr. Morris maintained an excellent record during his years of service. Joining the Company as a salesman in 1898, he made a success in the Indiana territory after six men in succession had failed at it. Many new accounts were signed, and some of them are still buying J-M products.

He was made assistant manager at Milwaukee in 1904, and four years later was promoted to branch manager at Seattle. He introduced Johns-Manville roofings in the Northwest. After six years in this field he was forced to resign because of sickness, but in 1916 he rejoined the Company, this time as district salesman at St. Louis. He brought the Kansas City District to efficiency, and broke all previous sales records there.

At St. Louis as manager of the roofing department, Mr. Morris was largely instrumental in creating and demonstrating a new roofing sales policy which was well suited to the times and which advanced St. Louis on roofing from a poor fifth to first place among the branches of the company. First place on roofing continued to be held by St. Louis as long as Mr. Morris was manager of that department.

He was transferred to power specialties in 1926, and, through proper detail and instruction to salesmen, increased the sales of improved Asbestocel through distributors.

Mr. Morris was born in Cincinnati, Ohio, June 1, 1871.

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The Early Days of Johns-Manville

Concluding W. W. Hanold's Story

About 1876 our manufacturing was extended to include more products. For several years previous we had been successfully producing several colors of a linseed oil roof paint and from this beginning we gradually took up the manufacturing of a full line of 48 colors of liquid house paints. We were the first to put on the market a strictly pure linseed oil liquid paint and were pioneers in offering the public paint put up in full measure standard gallon cans.

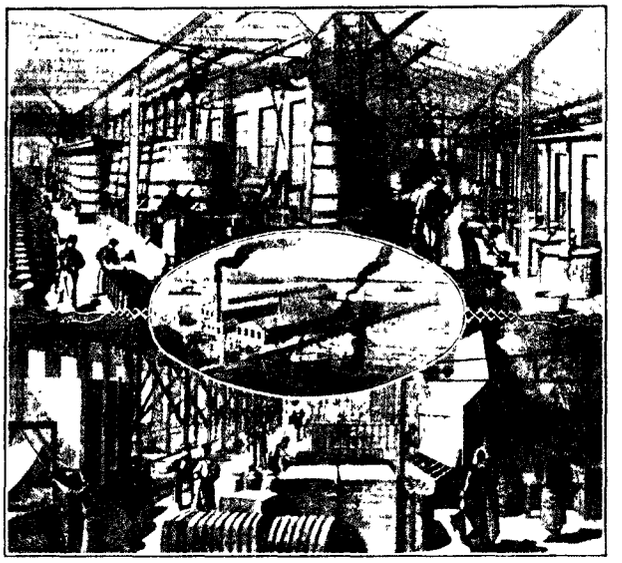
Theretofore our business had been confined chiefly to consumers, but the adoption of the paint line widened our field by bringing us in closer contact with dealers, who, in order to secure sole agency for our paint products, were required to stock our asbestos lines. This resulted in greatly increased sales of the latter.

Finally, toward the end of the 80's, the business was in full swing. The factory had been enlarged several times, office space increased to the extent of an entire additional floor, branches established in Boston, Chicago, Philadelphia, and London, and many salesmen were on the road. We were rapidly emerging from a retail to a wholesale business, in one instance sending nearly a shipload of roofing materials to a newly projected railroad in Peru.

About 1877 Canadian asbestos began to come on the market. Its discovery caused a revolution in the asbestos manufacturing business. All the machinery we then had in use, having been built to handle the southern variety, had to be scrapped because of the difference in character of the two fibres, and new machinery like that used in cotton and woolen mills installed. Many alterations and changes were found necessary in these machines before successful manufacture of the Canadian asbestos was accomplished.

I remember with interest a trip with Mr. Johns one winter about 1877 to Sherbrooke, Danville, Richmond and Black Lake, Canada, to look over several claims offered by prospectors. It was finally arranged to take the total output of one mine near Black Lake. When shipments from this mine arrived, the manufacture of our materials proceeded rapidly, as this Canadian asbestos adapted itself readily to the manufacture of twine, rope, cloth, paper, millboard, and cements.

The business grew steadily, and to obtain more space we built, about 1873-74, a new factory at the foot of Thirty-ninth street in South Brooklyn, New York. While this was an improvement because of increased space and waterfront facilities, it was far from convenient for trucking our shipments, as it took our trucks an entire day to make one round trip.



"Asbestos Works of the H. W. Johns Manufacturing Company" was the caption appearing under this illustration in the February 26, 1881, issue of Scientific American. These scenes in the Brooklyn factory may refresh the memories of some of the oldest employees.

Communication between office and factory was extremely slow, and depended almost entirely upon district messenger service. Means of communication and transportation, even in and around New York, were also slow. We had no automobiles or telephones, and conveyance was chiefly by horse-cars and one or two lines of stage coaches.

Some time later a system of telegraphing from office to factory was developed and this was considered a great improvement. Telegraphing to customers was considered a wasteful expense to be incurred only in an emergency.

Of course the political turmoil and the several disasters of the 70's and 80's had its effect on business, but through it all the Johns-Company progressed placidly on, its principal care being not to sell its goods—that was comparatively easy—but to collect its accounts. This latter involved the refusal of many orders. Those were the times when the most rigid economy was exercised in both business and personal matters.

Nowadays, when the use of the telephone, the typewriters, calculating machines, loose-leaf binders and other helpful equipment is so common, it is difficult to picture conditions in the offices of a half century ago.

The Johns Company kept pace with the times, and the new century ushered in a period of business growth that many of the present employees witnessed. Even now, after 70 years of activity, the company has the virility of youth. One can scarcely estimate the progress the next decades will see, but each of us will have a part in it. Its extent will depend, somewhat, upon how large a part we choose to take.

Nature is really an extravagant manager—she doesn't expect more than one seed in ten thousand to take root.—*William Feather.*

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Within the CIRCLE

Eastern Division

A. R. GIBBONS, *Associate Editor*

J. C. Schmidt, Philadelphia District salesman, is to be congratulated upon his new son, Ray Cox Schmidt, born March 25.

On March 19 and 20 H. P. Rankin, Division Sales Manager; G. V. Dutney, Sales Manager of the Industrial Department; and J. O. Boylan, Sales Manager of the Merchandising Department, visited the Buffalo Sales Office where a sales meeting was held for all the salesmen connected with the Buffalo and Rochester Offices. They then went to Syracuse, where they met with the Albany and Syracuse salesmen on the following three days.

Miss Ethel Mary Skirving, Order Department Clerk in Philadelphia District Office, announced her engagement April 7 to Samuel L. Reed.

Miss Florence Rabe, secretary to H. P. Rankin, Eastern Division Sales Manager, returned to her work May 1 after spending three weeks in the Fifth Avenue Hospital following an operation.

The Eastern Division has reestablished an office at Jacksonville, Florida. It is located at 311 Barnett National Bank Bldg.

Monday morning, April 23, A. C. Royal, Manager of the Philadelphia District, called a special meeting of all the Philadelphia Office employees and city salesmen. He talked about giving their minds and their habits a good spring house cleaning in order to accomplish more in Philadelphia District.

When W. W. Hanold walked into the Philadelphia District Office on April 27, he was recognized immediately, from his picture and interesting story in the J-M Circle.

Isaac Benner, salesman in the Philadelphia District, has a fine new son, born April 26.

Stuart Cameron, Metropolitan District Sales Office, New York, announces that he is the father of a nine-pound son born February 18.

L. J. Brennan, Industrial sales representative in the Metropolitan District, announces the birth of an eight-pound son born March 18.

W. A. Pakenham, Metropolitan District Sales Office at New York, is the proud father of an eight-pound daughter born Friday, May 4.

G. V. Christie, Acting Staff Manager, insulation and power specialties section, and J. O. Boylan, Sales Manager, Merchandising Department, made a tour of the Eastern Division district offices recently.

Central Division

H. W. KIEL, *Associate Editor*

Fred T. Jones, Sales Manager, Cleveland District, was present at the monthly sales meeting at Toledo on March 30. It is the consensus of opinion that these "get togethers" create a spirit of helpful coordination.

Cleveland City Sales Supervisor E. F. Boyle, President of the Cleveland Alumni Chapter of Ohio Northern University, Ada, Ohio, arranged a party for a group of students who were on an industrial inspection trip through northeastern Ohio. They were delightfully entertained by the Cleveland Alumni Chapter at the Winton Hotel ballroom March 23.



Reproduction of an ad appearing in the June 9 issue of the Saturday Evening Post, for which a photograph of Miss Irene Proper, eighth floor reception clerk, General Office, was chosen. This is one of a series showing representative business girls.

Cleveland Office congratulates Supervisor Ray J. Simmerer of the Order and Billing Section on the birth of an eight-pound son on April 4.

J. L. McCullough of the Columbus Office is making a very effective drive on the new insulating lumber. He has taken stock orders from lumber dealers in every town in his territory.

W. R. Lenga, assistant to Supervisor H. B. Freeman of the Credit Department, who has been a member of the Business Administration Class of the Y. M. C. A. School of Technology for several years, expects to receive his degree this month. He is also president of the Student Council, and is taking an active part in the reorganized Public Speakers Club of the Y. M. C. A. School. Two other J-M men, Fred E. Dreger, city salesman, and H. W. Kiel, supervisor of dealer publicity, are also very active in the Public Speakers Club.

Western Division

E. NELSON, *Associate Editor*

During the month of April J. W. McGrath, who is located in the Lincoln, Nebraska, territory, signed up three new distributors: the J. H. Von Steen Company of Beatrice; D. R. Phelps Lumber Company of Wahoo; and the J. H. Still Company of Hastings, Nebraska, replacing Byers Lumber Company of that city.

Good team work between T. Carlyle, Sales Manager of the Winnipeg Office, and H. B. Harden, Sales Supervisor, and J. E. Bowell, salesman, both of the Minneapolis Office, brought the Company a $20,000 contract for insulation at the Backus-Brooks plant, Fort William, Ontario.

During the month of March, H. F. Luedtke, Milwaukee salesman, secured orders from the Pressed Steel Tank Company, of Milwaukee, for asbestos discs for acetylene cylinders, amounting to nearly $16,000.

J. P. Smith, Indianapolis salesman, secured an order for similar material from the Prest-O-Lite Company, Incorporated, of Indianapolis, amounting to nearly $4,000.

The Globe Machinery and Supply Company of Des Moines, Iowa, improved Asbestocel distributors, recently secured an order from the Plastico Sewer Pipe Company, of Des Moines, for 12 cars of Johns-Manville No. 352 special asbestos cement. This material will be used by the Plastico Sewer Pipe Company in installations throughout the country.

R. W. Sheppard, salesman in West Texas with headquarters at Amarillo, brought his baby girl to Dallas on April 14 for a very delicate operation. According to latest reports the baby is improving nicely.

Herbert J. Leach, formerly manager of the Chicago Insulation Department and assistant sales manager at Chicago, is now connected with the investment department of the William A. Baehr organization, nationally known public utility engineers and operators.

A sales meeting for the Minneapolis and Milwaukee men was held in Milwaukee on March 31. The men all reported a very inspiring and enthusiastic meeting.

R. P. Buckingham, Jr., Houston salesman, has been successful in closing a Transite corrugated contract with the Texas Gulf Sulphur Company at Gulf, Texas, amounting to more than $27,000, and a gasket order amounting to about $300 from the Steamship Supply Company, Galveston.

Among recent visitors to Houston Office

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were R. F. Orth, Acoustical Section, St. Louis, and J. B. Kelley, Construction Department, New Orleans Office.

Warren F. Geist is again with the Company and succeeds Malcolm W. Erb as salesman at Rockford, Illinois.

J. F. Wimmer, South Dakota, salesman, closed a built-up roofing job for the armory at Vermillion, South Dakota, amounting to approximately $6,000, and another for a new school at Mobridge, South Dakota, amounting to more than $1,500.

Frank F. Mohr, Sales Supervisor for the Milwaukee territory, recently spent about a week with Mr. Chynoweth up in northern Michigan. Despite the handicaps of several feet of snow, they secured orders for three carloads of roofing and shingles, and 28 barrels of Regal roof coating and fibrous enamel. Additional orders for about 1,500 gallons have since come in.

B. W. Coulter, Dallas salesman, secured an order for No. 70 duplex shingles for the roof of the House Beautiful at Vernon, Texas. This is one of the show houses of that territory, and is being erected in one of the exclusive new residential districts.

R. N. Stroup, Sales Supervisor of Dallas, spent the week of April 16 in West Texas with the Dallas salesmen, J. A. Devries and H. H. Conger. He commented upon the building activity in West Texas. In Big Springs alone, a town with a population of approximately 5,000, The Lydick Roofing Company, Johns-Manville distributors, were applying seven jobs of rigid shingles at one time.

Charles F. Sperry entered the service of the Johns-Manville Corporation on April 25 as a salesman in Sioux City, Iowa.

E. A. Fitzpatrick, salesman in the Omaha Sales Office, who has been an employee of the Johns-Manville Corporation for 17 years, resigned on March 31. Mr. Fitzpatrick has taken a position as salesman for the Travelers Insurance Company.

J. M. Taylor, Sales Manager, Southern District, spent April 16 in the Houston Office. Accompanied by T. E. Gossett, Sales Supervisor of the Houston Office, Mr. Taylor made an extended trip to the Valley, returning to Houston April 21.

Guy H. Davis, San Antonio salesman, escaped with a few scratches and bruises when his car was completely demolished in a collision with a truck about three miles out of Corpus Christi.

R. A. Messner, general salesman in Minnesota, closed nine acoustical contracts in the first four months of 1928.

Douglas Brooks, Automotive salesman of Texas, reports that Johns-Manville automotive clutch facings are in such demand in West Texas that one customer, the Ramming Laine Company of Amarillo, Texas, wired in an order for two clutch facings to be shipped via air mail. The wire cost 90 cents and the postage $4.60, making a total of $5.50 in addition to the cost of the facings.

Miss Evelyn Crowley, Industrial Department stenographer, has announced her engagement.

Mrs. Mary Laturneau McDermott, formerly a stenographer of the Chicago automotive section, is the mother of a six-pound baby daughter, born March 30.

Miss Dora Gravener of the Sales Promotion Department, Western Division, has announced her marriage to Herbert Schwartz. A shower and party were held for Mrs. Schwartz recently at the Golden Lily.

Miss Lucille Elgin and Mrs. Elizabeth Schultz of the Accounting Department have resigned from the Company, the former to take a position with another firm, and the latter to go to housekeeping.

E. L. Owens, Beaumont salesman, and A. J. Duaei of the electrical and public utilities section, Chicago, have been successful in assisting the R. V. Aycock Company, Houston distributor, close a $28,000 insulation contract for the Neches Power Plant at Beaumont. At the same time they received a $1,000 built-up hairfelt contract from the same company at Orange, Texas.

S. L. Organ, Beaumont salesman, secured a hairfelt contract from the Texas Company, Port Arthur, amounting to about $15,000.

Panocel sheets are being sold by J. F. Bowell, Minneapolis salesman, in carload lots to the Despatch Oven Company, manufacturers of industrial electric ovens, Minneapolis. The most recent purchase was a $2,600 car for installation of a large oven for the Moore Company, Muncie, Indiana.

L. M. Cheek, automotive salesman, and W. R. Jones cooperated with the Police Department of Omaha in putting over a brake inspection campaign in order to stimulate brake band lining business in Omaha. The Police Department sponsored the campaign and rigidly enforced compulsory brake inspection throughout Brake Inspection week, which was the first week in May. They secured the business of the Associated Garages of Omaha, consisting of 20 of the leading garages there, with a central buying office which does the buying of the brake band lining for the 20 garages. An order for 2,000 feet has already been placed.

R. H. Collins, former salesmen in the old Southwest Division at St. Louis, has been recently re-employed as associate of J. Roy Andrews, in Chicago city sales territory.

A. T. Bush, a new employee of Johns-Manville, has been made an associate of Walter C. Lee, calling on steel industry accounts in Chicago city territory.

W. A. O'Hara Elected Head of Salesmen's Association



William A. O'Hara, special merchandising representative for the Eastern Division, was elected president of the Long Island Salesmen's Association on March 27. This association, organized three years ago, and consisting of dealers of various building materials all over the Island, aids the salesmen in lining up new prospects. Mr. O'Hara has been out in that field for 12 years and has been actively interested in helping these salesmen



The members of the new Planning Department organized at Manville Factory under the direction of S. K. Cooper. Top row, left to right: E. G. Onsrud, S. K. Cooper, W. H. Finch, A. W. Gosselin, R. A. Scharmann, E. M. Gernert, T. J. O'Neil; bottom row: A. J. Ayres, C. W. Bonneford.

Pacific Division

E. N. CHRYSLER, *Associate Editor*

Benjamin P. Carpenter was employed by the Los Angeles District on April 11, to handle shingle demonstration meetings for contractors.

J. T. Spicer, Staff Manager of the Automotive Section Merchandising Department, spent April 2 and 3 in the Los Angeles Office.

W. H. Lawrence, Staff Engineer, Industrial Department, New York, who arrived in Los Angeles March 16, has been assisting in the securement of Mastic work.

P. A. Andrews, Sales Manager of the Pacific Division, visited the Portland Sales Office on April 2, 3 and 4, spending the rest of the week in Seattle District.

E. H. Clausen, Sales Manager of the San Francisco District, visited Seattle early in April for a conference with P. A. Andrews and F. W. McDermott, on intra-district problems.

R. C. Simmons, railroad salesman handling Union Pacific interests, formerly associated with the Seattle District but now located at Salt Lake City, visited Seattle

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April 9, and Portland later in the week.

Several members of Pacific Division headquarters and San Francisco District Office were present at the weekly luncheon of the San Francisco Mutual Business Men's Club on Wednesday, May 2. The principal speaker, Charles R. Wiers of the Spirella Company, Niagara Falls, New York, was induced to speak at the San Francisco sales meeting held on Saturday, May 5.

Ed Deckard, Ediphone operator in the Pacific Division headquarters, left May 5 on his annual vacation. Mr. Deckard last month celebrated his tenth anniversary as a Johns-Manville employee. Mr. Deckard, otherwise known as the "Asbestos Poet" by reason of his literary atainments, is totally blind. Despite this handicap he is one of the most cheerful, intelligent and efficient operators the San Francisco Office has ever had in its Transcribing Department and is the standard by which all other operators are judged.

Andrew P. Hoffman, salesman in northern California and southern Oregon, recently sprained his knee while measuring a roof. Mr. Hoffman returned to work after a few days rest.

Because of his close association with E. H. Anderson, Honolulu Iron Works representative, D. W. Jones, Johns-Manville salesman in Honolulu, had his picture in the January-February "Honiron," the house organ of the Honolulu Iron Works, Johns-Manville distributors.

Miss Lora M. Flack entered the employ of Johns-Manville May 10 as assistant to cashier.

Lloyd R. Mills entered Johns-Manville employ May 10 as junior salesman in the city of Los Angeles.

Canadian Division

G. H. MEREDITH, *Associate Editor*

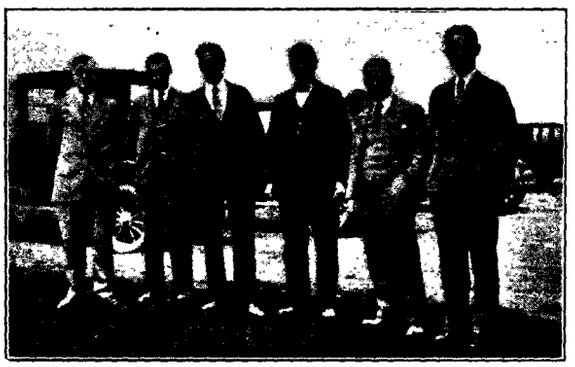
T. M. Staunton, Sales Supervisor of the electrical, automotive and public utilities section, Industrial Department, at Toronto, is a very popular and successful politician locally. To his duties as chairman of the New Toronto Public Utilities Commission he has just recently added the presidency of the West York Provincial Conservative Association. His election was by acclamation, which is evidence of his popularity.

Early one morning in April, Fred Nugent of the Lindsay Coal Company, Lindsay, Ont., walked into the Toronto Office and in two minutes gave J. E. Maunder, salesman covering that territory, an order for three carloads of roofing. Mr. Maunder was more than gratified to think this distributor had taken the trouble to come into town especially to place the $4,500 order. It was said at the office that this just proves that when "Ernie" sells customers they stay sold.

When P. J. Brennan, Toronto District Sales Manager of the oil industry section, early in April brought in an order from Okotoks, Alberta, the office force had to look up a map. It was something new to get a $2,200 order for 10-inch by one-inch industrial brake lining for the sand reels out at those oil wells.

The premises of T. McAvity and Sons, Limited, adjoining the Montreal Office and warehouse, were considerably damaged when a fire originating in the bottom of the elevator shaft rapidly worked its way to each of the five floors and the roof. The floors and basement of the Johns-Manville building were damaged by water. The loss to McAvity and Sons is estimated at about $100,000.

W. M. Hiller, Vice President of Canadian Johns-Manville, Limited, and Sales Manager of the Canadian Division, was presented on March 16 with a silver loving cup by the Montreal Office. J. S. Carroll, Vice President and Sales Manager of the Industrial Department, New York, made the presentation at a banquet at the Engineer's Club. This token marked Mr. Hiller's twenty-first anniversary with Johns-Manville.



The Manville Factory Suggestion Committee. Left to right: J. R. Jack, secretary, P. D. Cannon, A. Gramness, H. S. Smalley, Sr., chairman, E. A. Toohey, and S. K. Cooper.

Foreign Division

E. A. MCLAUGHLIN, *Associate Editor*

Friends of G. A. Reynolds, Sales Supervisor of the Far East, wil be sorry to learn that he resigned from the Company May 1. Mr. Reynolds joined the organization in 1921 as a member of the old Foreign Department, and aided in the development of the Department into a Division. He was also an associate editor of the J-M Circle, and has been succeeded in this position by E. A. McLaughlin, who will also absorb his work as Sales Supervisor.

J. J. Wood of the Foreign Division, will marry Miss Marie Lally, a former employee of the company, early this month.

C. A. Irrizarry, Shipping Department Supervisor, who was home for several days with a slight attack of influenza, has returned to work.

R. T. O'Brien "Written Up" in Buffalo Sunday Times

"A man's man—that's Raymond T. O'Brien," says the Buffalo Sunday Times, April 8, in an article on this Johns-Manville Sales Supervisor in western New York state.

The article, accompanied by a photograph of Mr. O'Brien, is one of a series on Buffalo business men published under the heading "Through Buffalo's Mirror." It tells what a good athlete Mr. O'Brien was during his years at Central High School, Buffalo, and how he was "snatched off the trail of a professional baseball career" to enter business.



Mr. O'Brien was connected with the Bickford-Frances Belting Company and the Buffalo Mill Supply Company before he joined Johns-Manville as a salesman 13 years ago.

Asbestos, Quebec, Factory

GEORGE L. FULLER, *Associate Editor*

Recent visitors at the Asbestos plant include Lewis H. Brown, Assistant to the President; W. R. Seigle, Vice President in charge of Factories and Mines; and E. E. Barker, Consulting Engineer.

H. K. Sherry, Mine Superintendent, was in the western states for several weeks on business. He was later joined by A. H. Jackson, Chief Electrician.

L. H. Gale, assistant superintendent in charge of railways, has returned to work after undergoing a major operation in Montreal.

A new member is welcomed to the Circle in the person of W. N. Rook of Providence, R. I. Mr. Rook has joined the organization as office manager, Asbestos, Quebec.

Tous les Departments de la Compagnie a Asbestos offre leurs sympathies a Monsieur Hormidas Vanier pour la perte de son epouse.

Monsieur Moise Gervais et Monsieur Herve Toutant ont eu la douleur dans leur familles par raison de la mort d'un enfant dans chaque famille.

Monsieur W. N. Reakes, Contre maintre du Moulin 3 est retourne a son ouvrage apres un absence de deux semaines par cause de maladie.

Monsieur Odilion Normand et Monsieur James Haslett ont gagne la prime pour la valeur du coton pour la periode d'Avril 1-16 et Monsieur Lucien Morel et Monsieur Frank Troughton l'ont gagne pour la periode suivante.

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Cincinnati Factory

T. R. TURNBULL, *Associate Editor*

Eighty-five per cent of the Cincinnati Factory employees contributed to the annual Greater Cincinnati Community Chest campaign and were awarded a place on the honor roll of industries.

Cincinnati Factory has the distinction of being the only factory organization with but one woman on its payroll. Miss Teresa A. Dolan, the capable "stenographic department," occupies this unique position and when, as recently happened, Miss Dolan is forced to remain away from her desk, the office takes on the semblance of a ship without its rudder.

F. J. Eisenhardt, Superintendent, Packing and Textile Departments at Waukegan Factory, spent May 10 in Cincinnati and managed to drop in at the factory while in town.

Gretna (La.) Factory

E. BELSOM, *Associate Editor*

Mr. Reed, representative of the Travelers Insurance Company, visited the Gretna Factory on May 7, and 100 per cent of the Gretna employees were signed up for Group Life Insurance.

Manville Factory

C. K. DILLINGHAM, *Associate Editor*

W. B. Hill, a clerk in the office of Nashua Factory, was a guest on April 17.

M. H. Clark's son visited the Factory on March 30.

Mrs. Margaret S. Goble, managing editor of the J-M Circle, accompanied by Miss K. E. Rushe, secretary in the President's office, made a tour of the factory on April 5.

J. E. Coleman, Engineer in charge of the quarry, Quarry Department, spent April 16 at Manville Factory.

The third anniversary dance of the Manville Social Club, Incorporated, was held on Saturday evening, April 14, at Liberty Hall, Manville. It was attended by a large and merry crowd, who could hardly express their appreciation of the enjoyable time. Carl Hartman's Jersey Ramblers furnished the music.



John J. Frezza, Pipe Covering Department, and Walter Birnirt, Textile Department, Manville Factory, were awarded prizes for suggestions.

E. F. Boyle Made Chairman of Cleveland Committee

E. F. Boyle, Sales Supervisor of the Cleveland city sales office, has been elected chairman of the Cleveland committee of the Home Owners Institute, Incorporated.

The members of this Institute, organized in New York City several years ago for the purpose of carrying on a campaign for better homes in 30 large cities, are representatives of leading manufacturers of such products as shingles, building materials, plumbing supplies, and furniture.



A number of the master model homes will be built in Cleveland by reputable building contractors under the supervision of the Institute, and as each is completed, it will be open for inspection for four weeks before being sold. The first 10 of these model homes will be roofed with Johns-Manville asbestos tapered shingles.

Miss Elsie Kruger, clerk in the Weaving Department, and William Haberin were united in marriage by the Reverend David Evans of the First Reformed Church, Somerville, N. J., on Tuesday evening, April 3. After the ceremony the bride and groom left for Hartford, Conn., where they expect to make their home.

Arthur (Judge) Moore, employed in the Accounting Department, is in the Somerset Hospital recovering from pneumonia.

Miss Bertha Handville, of the Billing Department, spent two weeks in Bermuda recently.

Nashua Factory

E. C. HOPKINS, *Associate Editor*

J. C. MacIldowie, General Superintendent at Nashua, is seriously ill at his home.

The sympathy of the Nashua Office is extended to K. S. Durant, Stock Department, whose father passed away April 19.

Cornelius Haggerty, Coping Saw Operator, returned May 5 after two months' absence with a broken collar bone.

Walter Moulton, one of the oldest men in service at Nashua, returned to work after a recent tonsil operation.

Thomas O'Brien, assistant foreman of Tile Department, has been confined to his home with scarlet fever.

Miss Celia Maynard, telephone operator, was home for a short time last month because of illness.

Monday evening, April 16, J. C. MacIldowie, General Superintendent of the Nashua Factory, was given a house warming at his new home on Chester Street. Mrs. MacIldowie was presented with a bouquet of American Beauty roses and Mr. MacIldowie with a large leather easy chair. R. M. Woodward, Factory Superintendent, made a short presentation speech and George Hickey, former minstrel man, entertained, after which a plate luncheon was served and cards were enjoyed.

Waukegan Factory

J. E. BEGERT, *Associate Editor*

On April 2, a group of 60 students from the University of Illinois, Urbana, visited Waukegan Factory. They were divided into four groups and escorted through the factory. When they reached the thickener used in the magnesia making process, where the solution is coated over with a crustaceous covering obscuring everything underneath, one of the students, a Jap, deftly stepped onto this crust and down he went to the bottom to "see." He was rescued when he came to the surface and it took several hours to dry his clothes.

David C. Renton, Chief Engineer, Waukegan Factory, left April 7 for the Pittsburg, California plant, and returned to Waukegan April 28.

J. Harding, machine tender in the Shingle Mill, recently received his citizenship papers and is now a full-fledged American Citizen.

The following additions to the Waukegan Office staff took place during the month of April: Accounting, George Josephson, O. C. Finkel, Miss Hildur Edgren, Miss Alice Frey, Miss Lilian Grant, Miss Erna Frey, Mrs. Claire McDermott, Miss Leah Johnson, Miss Josephine Andracki, and Miss Bernice Zelinski; Purchasing Department, Miss Bassett.

General Office

Miss Ethel H. Burnell, formerly a stenographer in the Accounting Department, has been transferred and is now secretary to John Sanders, Jr., Personnel Manager.

Miss May Vrba entered Johns-Manville recently as stenographer to L. R. Holl, Vice President in charge of Sales.



Frank D. Maunder, salesman in the Akron territory, in the 1918 Dodge roadster which has carried him 154,000 miles. Incidentally, this car was made when Johns-Manville speedometers were standard equipment for Dodges. Mr. Maunder says the speedometer has given as good service as the car, only two cables having been replaced.

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Employees Awarded Prizes for Suggestions

Many of the employees are "putting their ideas to work," as is shown by the numerous suggestions submitted under the suggestion plan announced two month ago.

Ten awards had been made in the Nashua, Manville, and Waukegan Factories and in the Pacific Division up to the time the Circle went to press.

While the suggestion committees have been functioning in the other factories and in the division offices, no awards had been reported by them to John Sanders, Jr., Personnel Manager, who is secretary of the New York headquarters suggestion committee.

The awards made were as follows:

Suggestion Number	*Name*	*Award*
	Nashua Factory	
101	E. Willette	$5.00
	Manville Factory	
1	Johns J. Frezza	$2.00
27	Angelo De Lorenzo	25.00
28	Walter Birnirt	25.00
	Waukegan Factory	
20	H. W. Tietz	5.00
21	H. W. Tietz	3.00
60	Howard Goodwin	25.00
66	F. T. McCaun	15.00
67	P. B. English	5.00
	Pacific Division	
1	Franklin Shuey (Managerial)	
3	Margarethe Ammon	$5.00

At the Asbestos Factory 17 suggestions had been received up to May 15, but no action had been taken by the committee, owing to the absence of the chairman, H. K. Sherry, who has been in the west.

In order to facilitate the handling of suggestions, boxes have been placed at each of the time clocks there. On the bulletin board adjoining, a poster showing workmen dropping suggestions into a box is displayed. Copies of the circular, printed in both French and English, together with suggestion forms and envelopes, have been made available. A French translation of the instruction sheets is being prepared for the French workmen in the plant.

Broadway Musical Comedy Star Is Daughter of Sales Supervisor

Miss Irene Delroy, Broadway musical comedy star, who is scoring a brilliant success in the new musical comedy "Here's Howe," which opened in New York recently, is the daughter of R. W. Sanders, Sales Supervisor of the Peoria, Illinois, Sales Office.

New Sales Offices Opened

Announcement has just been made of the opening of two new Eastern Division Sales Offices. One is in Room 13 of the Bender Building, at 259 North Broad Street, Elizabeth, N. J., while the other is at 9 Colt Street, in the Second National Bank Building, Paterson, N. J.

SPORTS

Golf Club Formed at Waukegan

The Wauken Golf Club, composed of members of the office force of the Waukegan Factory from the cities of Waukegan and Kenosha, held its first meeting on Friday, April 27. The following officers for the year 1928-1929 were elected: president, M. A. Rudwell; vice president, O. A. Nelson; second vice president, Charles Geske; treasurer, E. J. Hampson; corresponding secretary, A. M. Dicello; recording secretary, R. M. O'Hanrahan.

It was decided to engage the services of Donald MacPherson, one of the leading exponents of golf, who until recently was with the Forewater Golf Club.

Cincinnati Factory Organizes Three-Cornered Baseball League

A baseball diamond for playground ball has been cleared on ground adjacent to the Cincinnati Factory and a three-cornered league organized with teams representing the Wet-End, the Office-Mechanical, and the Punch Departments.

The athletes representing their respective departments are: Wet-End: R. A. Rugg, c; George Harris, p; Paul Hill, p; Estell Lucas, 1b; A. G. Lucas, 2b; Roy Mitchell, 3b; William Ammann, ss; Homer Mullin, lf; George Olverson, cf; James Mosley, rf; J. R. Vaughn, Mgr.

Punch Department: Albert Wright, c; Nelson Frost, p; Stanley Lawson, 1b; Estell Price, 2b; Clellie Lawhorn, 3b; Paul Frost, ss. and Mgr.; Eddie Collins, lf; Russell Groves, cf; R. Nicodemus, rf; Esdell Lawhorn and Ellis Roy, utility.

Office-Mechanical: Ben Burchett, c; M. Juenke, p. and Mgr.; L. J. Spangler, 1b; Jim Leach, 2b; Paul Graham, 3b; T. R. Turnbull, ss; William Fisher, lf; Abe Kraak, cf; H. R. Congdon, rf; and Harry Wilhelm and Manuel Reyes, utility.

Tuesday evening has been scheduled as the time for the contests, two of which have been held between the Punch Department and the Wet-End teams, with the Punch Department victorious in both instances. Umpires for the first game were Turnbull, Congdon, Spangler, Juenke.

Boxing Exhibition Held

The boxing and wrestling exhibition held in the Club House at Asbestos on April 23, under the auspices of the Boxing and Wrestling Club, was a big success. This was the first exhibition of its kind to be held at Asbestos.

Waukegan Factory Bowling League Elects Officers

Officers for the 1928-1929 season of the Waukegan Factory Bowling League were elected at a banquet in the factory cafeteria on the evening of May 2. O. Nelson of the main office was chosen president, Allen Smoot, foreman of the Asbestos Wood Company, was elected vice president, and William Heiting, retiring president, was named secretary and treasurer. Several speeches and entertainment, and the awarding of prizes, made up what everyone said was an enjoyable evening.

J. P. Kottcamp, Waukegan Factory Manager, gave a talk that everyone appreciated. Talks were given also by the league officers and by the captains of the teams.

A. S. Mills, secretary to Mr. Kottcamp, was presented with a watch donated by S. A. Williams of the New York Office, for the highest individual game bowled during the season. His score was 263.

The Shingle Plant team was presented



The combined bowling teams of the Packing Department, Manville Factory. Left to right, first row: Charles Kesolitz, Bruce Davis, Jack McCaffrey, J. O'Neil, William Van Tine, Fred Noveck; second row, Thomas Walsh, Roy Coleman, Joseph Shaw, Robert Handville (top of head showing), Freas L. Hess, Harry Williams, Joseph Ort, William Trimmer. These teams have been holding weekly matches during the winter months at the Hotel Asbestos, Manville.

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with the S. A. Williams cup for winning first place in the League. It was the members of the Office team that won this cup last year, but while they exerted themselves to win it again, they failed by *one* game.

The Shingle Plant presented a Transite loving cup to the Paper Mill team for finishing in last place in the league, and also one to the Office team as a consolation prize for finishing in second place.

Several piano selections by Ray J. Paulson, clerk in the Magnesia Office, as well as some stirring tunes on the piano accordion by Jim Magri, night foreman wood press, Shingle Plant, provided entertainment. Sam Wilson, employed in the Pipe Covering Department, whistled a few airs, and a friend whom he brought with him sang several popular songs. Group singing was an added feature.

Members of the Waukegan Factory baseball team were guests of the Bowling League.

Bridge Tournament Postponed

The bridge tournament at Nashua Factory was postponed for a time, because of the illness of Frank Finch, Jr., who was in the hospital. Those with high scores were: R. M. Woodward, 13,362; E. E. Lemire, 13,256; E. C. Hopkins, 12,840.

Cincinnati Office Bowlers Win

On Saturday evening, April 14, two picked teams of 10 bowlers each, from the Cincinnati Factory and the Cincinnati District Office, got together at the Cincinnati Club Bowling Alleys, for the purpose of fighting it out to see which had the better team. These were the same teams as had bowled on March 3, when the factory organization made high score.

The tables were turned, and the office team finished with a total of 4,797 pins as compared with the factory team's 4,660 pins. P. L. Drews turned in a total of 631 for the three games.

Because of warmer weather, bowling has been suspended for the season. The bronze bowling pin will remain in the possession of the office team until the next contest.

Girls Close Bowling Season

The office girls' bowling team at Manville Factory opened the season on December 1 and closed on March 29, having played 15 match games, winning 11 and losing 4. Most of these games were played against various industrial girls' bowling teams within the vicinity of Manville. The high individual score of 202 was made by Miss Florence Bernhardt, while the high individual average goes to Miss Marie Nash, who averaged 147½ for the 15 games. The high team score for five girls for the season was 822.



Committee on arrangements for the salesmen's outing at Spring Lake, N. J. Left to right: L. M. Cassidy, M. A. McDonough, M. R. Carr, A. L. Jeffers, William H. Weise and T. V. Bryant, chairman.

Salesmen Hold Annual Outing

The annual outing and golf tournament arranged by the Newark Office every spring for the past several years was held May 12 and 13 at Spring Lake, New Jersey. Saturday afternoon preliminary matches were played on the links of the Homestead Country Club.

Final matches were played off Sunday, May 13, on the links of the Spring Lake Country Club, with results as follows: William Weise, salesman, low net 76, won first prize, a handsome golf bag; T. V. Bryant, sales supervisor, Elizabeth, N. J., second prize, a pair of golf shoes; F. A. McCarthy, ex-salesman, Newark Office, third prize, a box of golf balls.

The following Johns-Manville men were present: H. P. Rankin, E. W. Heurung, S. G. Meek, L. Greene, Jr., H. M. Slausen, J. M. Berdan, W. A. O'Hara, J. M. Evans, W. W. Bainbridge, J. F. McMahon, T. V. Bryant, M. R. Carr, L. M. Cassidy, M. A. McDonough, A. L. Jeffers, William Weise, H. Deakin, W. A. Higbie, W. S. Hough.

Other guests, including ex-members of the Johns-Manville metropolitan selling organization, were: F. W. Porter, H. H. Wesley, W. A. Turno, A. F. Pierce, W. G. Fitzgerald, Mr. Sachs, F. A. McCarthy.

Shingle Plant Has High Average

The Shingle Plant bowling team at the Waukegan Factory, which finished the 1927-1928 Bowling League season in first place, had a team average of 885.

L. Yoden and M. Durbin held high individual averages with 185 and 181 respectively. The Shingle Team also had high 3-game series with 2868, and high single game with 1,052. L. Yoden bowled high single game for the entire season with a count of 266.

The Bowling League finished its season with the teams in the following order: Shingle Plant, Office, Pipe Covering, Magnesia, Roofing, Erection and Repair, Packing, Paper Mill.

Football Club Holds Meeting

The Asbestos Amateur Athletic Association Football Club held its first meeting of the 1928 season recently. Attendance was good and the meeting generally enthusiastic. A. R. Watterson was elected secretary.

The Association grounds have gradually come to the surface of the miniature lake which covered them for several months.





Baseball team of the Accounting Department, Eastern Division, (left) which won from the Order and Billing Department team (right) the first game of the season at Victory Field, Woodhaven, L. I., April 21.

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Asbestos Factory and Mine: H. S. Deeley; Leo Morin; Sidney L. Lamplough; A. H. Jackson.

Chrysotile Mine: Milo E. Ray.

Cincinnati Factory: H. R. Congdon.

Gretna Factory: J. G. Vincent.

Manville Factory: B. S. Jewell; W. Van Tine; J. C. Kershaw; J. W. Wright; H. Alger; W. H. Finch; L. J. Harbourt; G. P. Mezzanotte.

Nashua Factory: A. B. Saunders; J. J. Farrell.

Pittsburg Factory: E. E. Packard; R. P. Gapen.

Waukegan Factory: A. Godin; A. F. Kittell; H. O'Brien; W. McGinnis; J. Buckles; E. Onsrud; R. H. Browne; R. M. O'Hanrahan.

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