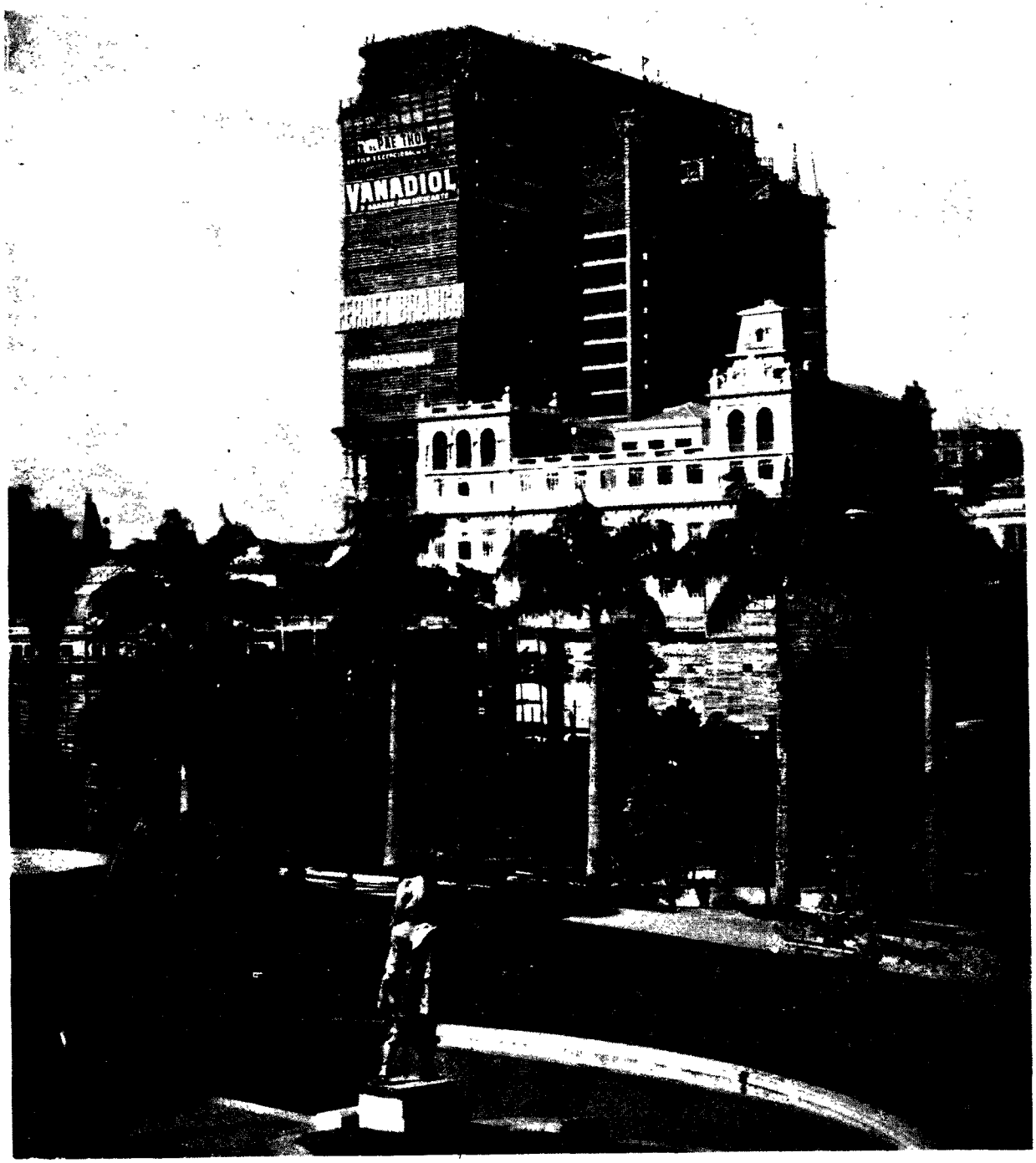
THE J-M CIRCLE

SEPTEMBER *For and about Johns-Manville Employees* 1928



J-M Penetrates Southern Spheres

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THE J-M CIRCLE

SEPTEMBER 1928

J-M's Part in the Talking Movie

It's neither villain nor hero, but a dominating character controlling the quality of the sound

By R. V. PARSONS,
Staff Manager of the Acoustical
Section, Industrial Department

THE TALKING movie or sound film is at present before the bar of public opinion. Whether it is to be a valued source of entertainment in the future is going to depend largely upon its appeal to the public in these early stages of its exploitation. The character and quality of the talking movie depends more upon the acoustical condition of the sound film producing studio and the acoustical condition of the moving picture theatre in which it is exhibited, than on any other factor.

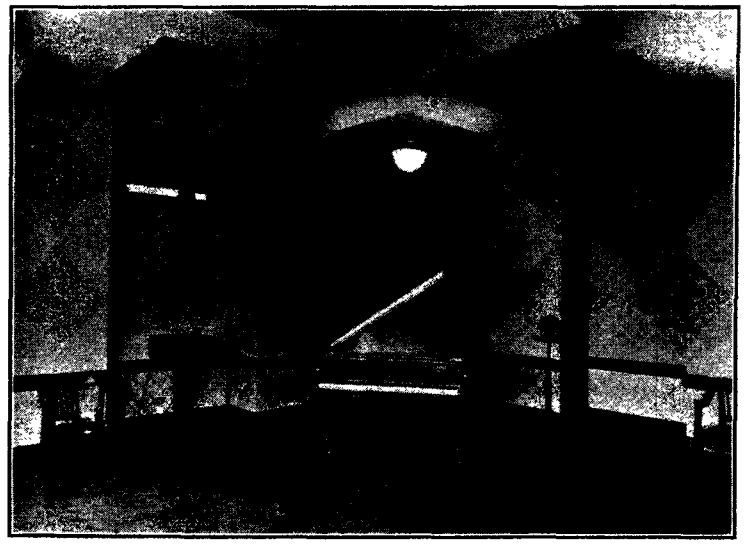
Sound film producers and exhibitors realize this and admit it frankly. The Johns-Manville Corporation is the only acoustical consultant and contractor today in a position to control the quality of sound films in a scientific manner from the origin of the sound to its reproduction in the theatre. The problem is not unlike the acoustical problem in radio broadcasting studios, the difference being of scale rather than details. In order that speech and music may be recorded with complete fidelity to the original source of the sound, it is essential that the sound enter the microphone clear and distinct and without distortion of any nature.

As every Johns-Manville representative knows, all building materials used in modern construction are much better reflectors than absorbers of sound. Most building interior finishes, for instance, absorb only 1 percent to 6 percent of sound that comes in contact with them – 94 percent to 99 percent of the sound being reflected. Consequently any sound produced in a studio in which the floor, walls and ceiling are composed of excellent sound reflectors must go through a process of multiple reflection, from walls to ceiling, ceiling to floor, floor to walls again many times – actually several hundred times – before the sound energy is completely absorbed or dissipated.

This process of multiple reflection requires the element of *time*, and sound travels relatively slowly — only about 1,130 feet a second. It is interesting to note in this connection that if sound traveled as fast as light, 186,000 miles per second, there would be no acoustical problems such as we experience today. The low velocity of sound results in an accumulation of sound energy in any confined space such as a studio, and in many cases the reflected sound of the first syllable of a sentence can still be heard while several succeeding syllables are being produced. The result is a running together or blurring of the syllables of speech and notes of music. This phenomenon is called reverberation.

In order to speed up this process of sound absorption and eliminate the accumulation of energy due to continued reflection, the interior finish must be

(*Continued on page* 12)



All set for a program on the air. In this private broadcasting studio of the Western Electric Company, at Chicago, Nashkote A was used on the ceiling, and Nashkote A with metalliné brocade finish on the walls. The pilaster effect on the walls and the deep beams on the ceiling were designed by Johns-Manville to provide a mixing chamber effect.

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Cedar Island Lodge– a Summer Paradise

When President Coolidge chose this Wisconsin estate for a vacation "White House," he unknowingly chose the heat and hot-water comforts afforded by J-M Pipe Insulation.

PRESIDENT COOLIDGE probably doesn't know that the Johns-Manville organization contributed toward his comfort this summer at Cedar Island Lodge, Wisconsin. And Johns-Manville, when it installed underground conduit insulation on the Pierce estate several years ago, didn't know the work was being done on a future "Summer White House."

Leland S. Becker, a Johns-Manville approved contractor in Rockford, Illinois, who is a former J-M employee, recalls his visit at the Lodge when he was sent from the Chicago Office to Brule, five years ago, to examine the old installation and to take charge of additional lines.

The underground conduit system is an important part of a power and heating plant built about 20 years ago. The lines run from the power plant in a number of directions – one to the cow barn and greenhouse, a distance of possibly 1,000 feet; another to the guide's house, which is probably half a mile up in the wood; still another to the dining room building; and one to the owner's lodge, which is on a small island. The installation was laid mostly in filled ground, as originally a good share of the land was swamp.

When Mr. Becker arrived at the Lodge he met the late Henry Clay Pierce, the owner, who outlined his difficulties.

Mr. Becker says of the work "We excavated test holes to all of the old lines, and removed the tile and insulation in order to determine the condition of the pipe and its covering. On one line leading to the owner's lodge we found that the joints in the pipe had been leaking for a long time and the insulation material was quite wet. On the other lines where the pipe was still tight we found the insulation in perfect condition. Unquestionably it was giving just as efficient service as when it was originally installed.



Photo from Wide World Photos

Evergreens reflect their stateliness in the cool waters of the Brule River.

"On the line where the pipe had come apart we removed the insulation filler, and spread it out in the sun to dry. After new pipe had been installed we replaced this old insulation with the addition of only a small amount of new material.

"It is my opinion that this installation will continue to give efficient service for an almost unlimited period, providing the pipe does not disintegrate and permit serious leakage."

While waiting for necessary materials and information to start work, Mr. Becker had two days at the Lodge. In this time Mr. Pierce personally showed him the entire estate and told him the history of its development.

"About 50 years ago," says Mr. Becker, "Mr. Pierce went into this territory with an Indian guide in birch canoes. These canoes, by the



A fitting stream for a President's canoe. The foot bridge connects the small island with the mainland.

Photo from Wide World Photos

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way, are still in the canoe house at Cedar Island Lodge. Approximately 5,000 acres were purchased, including a chain of seven lakes and five or six miles of the Brule river. Mr. Pierce developed the place by degrees: a large swamp was filled; a small island was practically built; a fish hatchery was constructed; a large steel line guide's house, a lookout tower, greenhouse, power plant, the dining room building, and the owner's lodge were built; the lakes were cleaned out; and approximately a quarter million dollars was spent in wiring up the magnificent trees to prevent their falling.

"All the buildings were finished on the outside with a birch bark which was stripped and piled up flat and allowed to season for two or three years before being applied. The interiors of buildings are variously finished, but all are of the finest materials.

"In the dining room building is a very large formal reception room, hung with silk tapestries, and a large dining room finished in California redwood, with gold leaf ceiling. The basement of this dining room building consists of a steel caisson which, as I recall it, took a steel company nearly a year to install. This building has a wide veranda on two sides furnished with brightly colored hand-made French wicker, made in Paris. On the walls are a wonderful collection of mounted birds of rare value, one of them being a Passenger pigeon, which is now extinct.

"The Lodge is built about a main room, octagonal in shape, with every modern convenience. In the living room are the heads of moose and reindeer and other large animals, killed by Mr. Pierce in different parts of the world. This is said to be the finest collection of heads anywhere in the country outside of the Museum of Natural History of New York.

In Mr. Pierce's personal living room he had a reading lamp, the shade of which had eight sides. Each side was a colored photographic plate of some experience of his own in his travels about the world. One showed Theodore Roosevelt, Mr. Pierce and their guide with a mountain sheep which they killed out in the Rocky Mountains. Another curio was a silver and gold fish modeled by Madame Sarah Bernhardt. Still another was two wood carvings about 30 inches by 48 inches depicting hunter's dogs coming through the reeds, which took a Swiss wood carver two years to make.

"Mr. Pierce's main idea in developing this place was to preserve the work of nature in every detail, with the addition of only sufficient modern conveniences to make it livable and comfortable. The property is surrounded by a six-foot wire fence and you can enter only by having someone unlock the gate. Once you are inside it takes no stretch of imagination to believe you are in Paradise."



Photo from Wide World Photos

The main building of Cedar Island Lodge, facing the river. A side view is shown on the opposite page.

Engineering and Development Section Takes on New Engineer

For the development of sales to the copper, zinc and other non-ferrous metal industries, the Engineering and Development Section has employed F. C. Ryan as Staff Engineer.

Mr. Ryan brings with him about 10 years' experience in engineering and operating copper and zinc plants and several years of sales work through these industries. He will act as contact man for these industries in the Eastern Division, and as soon as he becomes thoroughly familiar with the J-M lines, he will be available for sales and engineering problems in connection with them.

Rigid Shingles Out in Front in Steamboat Race

The Ohio River saw the first official steamboat race in many years on Tuesday, July 24, when the packets Chris Green and Betsy Ann engaged in a speed test from Cincinnati to New Richmond, Ohio.

This inland waterway reverberated with interest in the struggle between these scions of earlier transportation methods not equaled since the historical contest between the steamboats Natchez and Robert E. Lee.

Johns-Manville's ability to pick a winner in transportation as well as in asbestos products is shown by the fact that a consignment from the Cincinnati Factory to R. L. Grimes at Manchester, Ohio, formed part of the cargo of the Chris Green, who outstripped her rival as the J-M products she carried outstrip their rivals in the roofing field.

Manville Factory Employee Drowns While Bathing

John Fiala, Jr., 18 years of age, employed in the Magnesia shipping department at Manville Factory for two years, was accidentally drowned in Millstone River while bathing on the evening of July 9. He was insured under the group insurance plan. The Insurance Company was notified on July 10, and a check for $1,000 was turned over to the boy's mother on July 14.

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Making Courtesy a Business Asset

A friendly "Whom do you wish to see, please?" instead of a brusque "what do you want?" goes far toward building Company good will, says Joan E. Wing, Supervisor of General Office Service, in this article on the principles underlying Johns-Manville telephone and reception service.

IF THERE is one thing in the world that causes a deal of unnecessary suffering, engenders ill feeling and makes for general all-around disagreeableness, it is lack of consideration. The individual lacking consideration for the feelings and rights of others, and the organization devoid of thoughtfulness for those who are its patrons, cannot possibly hope for popularity. To be successful in our social and business lives we must be considerate of those with whom we come in contact, and that means — to sum it up in one word — courtesy.



JOAN E. WING

The practice of courtesy calls for no special effort. In fact, there is no more expenditure of time or energy in being courteous than in being boorish. "Whom do you wish to see, please?" is certainly more productive of good feeling and no more time consuming that a brusque and impertinent: "Well! What do you want?" A cheerful "good morning" or a "thank you" are little decencies that make for the upbuilding of good will. Rudeness never made a friend and courtesy never made an enemy.

The telephone attendants with their cheerful "Johns-Manville, good morning!", and the reception clerks, with their smiling "May I help you?" are practicing courtesy that is bound to enhance the good feeling between the Company and the public. But the impression they create may be only momentary if the employee answering his phone, or receiving a caller, does not also remember these little decencies. An individual and an office can quickly build up a reputation for courtesy, and it is an asset of incalculable value.

With this a firm conviction, a first-hand study of telephone conditions was made, and it was found that observance of the following points would greatly aid in bringing about a proper respect for the value of real telephone service:

1. Politeness never handicapped anyone and it will not retard business.
2. Such words as "yes, sir," "thank you," "please" do not indicate servility. They are auditory proof of gentility.
3. Politeness is not a waste of time. As a matter of fact, it saves time and temper.
4. Treat the telephone caller with all the courtesy you would extend to him face to face.
5. Brusqueness has no place in business.
6. Flippancy does not aid sales.

The Johns-Manville phone service is the result of this study and it has successfully borne out my theories as to the value of courtesy to the "unseen customer."

We tried the plan first in the New York Office, where the telephone attendants were given careful instruction in handling phone calls. It proved so satisfactory that it was decided to make similar improvements in the Philadelphia and Boston Offices. After the system had been put to many tests and not found wanting all of the larger offices in the United States and Canada were visited and the system installed.

"Speed with politeness" is our motto. "Politeness doesn't mean deference; it means decency. Everyone is accorded the same courtesy. Every person calling Johns-Manville is greeted in a cheery manner. Every effort is made to give the customer right of way on the wires, and to this end personal calls are practically banned.

Philanthropically inclined as a business executive may be toward his employees, he rather feels that they should give him the time he pays for. Telephones are installed in business offices for business purposes and not to serve the social requirements of the employees. While he may not begrudge them the cost of the call he cannot but resent the tieing up of wires by gossipy employees while customers or potential customers get the busy signal.

More recently we have added the reception clerks for each floor of the New York Office. The same principles of courteous attention to the public have been instilled in them, with the result that Johns-Manville is gaining an enviable reputation that is enjoyed by few companies.



Miss Wing and the telephone attendants at the New York Office

Whether this reputation is maintained depends upon the employees.

The civility of the employee not only reacts to the good of the Com-

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Here and There in the Field

Laundries as Transite Prospects

Louis Karnok, junior salesman at Cleveland, has made a thorough canvass of laundries in his territory in the interest of flat Transite asbestos wood for table tops and flat iron stands. Several orders have already been secured and the prospects for additional business are very bright.

Acoustics in a Cemetery

R. W. Canon, Pittsburgh District salesman, recently secured a contract amounting to $1,000 for acoustics in a cemetery. By doing this he established a precedent never before heard of in the Pittsburgh District. After a little cross-examination, it was brought to light that the acoustical treatment will be used in the cemetery office.

Dampness Not an Obstacle

Sixty-five thousand three hundred square feet of Transite corrugated was recently shipped to the Ford Motor Company plant at Fordson, Michigan, where it was loaded on one of the Ford steamships for shipment to Brazil, South America, with a cargo of material to be used in erecting a new power house and sawmill.

Because of the extreme dampness in South America during the rainy season, the customer was hesitant about purchasing Transite corrugated, but R. E. Shoens, industrial building materials salesman, Detroit, and Terry O'Connell, special representative, industrial roofing and building materials section, Detroit District, finally convinced him that Johns-Manville material was best for this condition.

Satisfaction Brings a Second Order

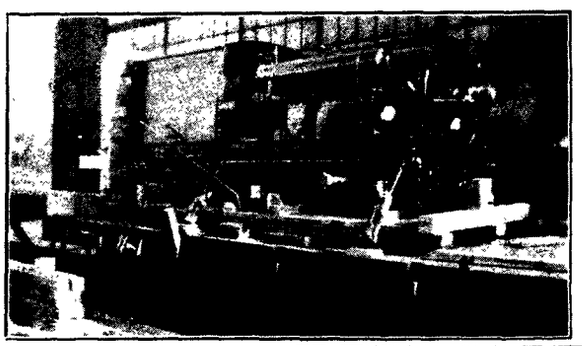
Thomas B. Constant, power specialty salesman for Metropolitan Boston, has just secured an order from the Edison Electric Illuminating Company, South Boston, for 18 sets of Johns-Manville sea rings to pack control valves on a No. 2 turbine. The sea rings that Mr. Constant sold about a year ago to another Edison plant at East Weymouth, Massachusetts, are working so satisfactorily that he was able to secure the present order.

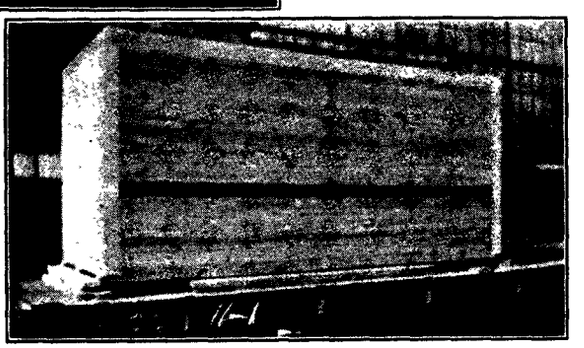
Cooperation Results in More Business

More high temperature cement business in the South was the immediate result of the cooperative efforts of F. C. Alexander and R. J. Spence, salesmen in the Atlanta District, and E. T. Bunch, salesman in the Charlotte territory.

Mr. Spence, taking up with the J-M distributor, the Boiler Equipment Service Company, the question of why Johns-Manville wasn't receiving more of this business from the Brooks-Fisher Company, engineers and contractors, found that competitors' products were being specified in most of their jobs. Mr. Spence requested an opportunity for Johns-Manville to work on the next specifications, with the result that he learned of two jobs, one covering the installation of three 750 HP boilers for the Piedmont Print Works in Piedmont, and the other for two 500 HP boilers for the Branden Corporation, Travelers Rest, South Carolina.

Mr. Alexander and Mr. Bunch then secured from the engineers, the J. E. Sirrine Company, approval of No. 32 cement. The Brooks-Fisher Company figured on using this cement, and placed an order for 22,400 pounds. At the same time they ordered 26,000 pounds of No. 31 cement.





The fourteenth mastic mixer built by the Engineering Department at Waukegan. This unit was sent to New York City for shipment to Brazil, S. A. The net weight of the mixer was 14,864 pounds, and the packing materials 6,707 pounds, making a total weight of 21,571 pounds, or more than 10 tons.

Getting New England Acoustical Jobs

D. C. Crosby, Sales Supervisor for the Worcester-Springfield territory of the Boston District, cooperating with J. A. Davidson, Jr., acoustical representative for New England, secured an order from the State Mutual Assurance Company of Worcester, Massachusetts, for acoustical treatment in its auditing department, amounting to about $3,200. As this work progressed in the various rooms, the customer was so pleased with the result, that an additional $2,000 order was placed for other departments in the building.



Albert E. Russell and Alan W. Gunn, of Gunn, Russell, Limited, J-M special representatives in Sydney, Australia.

The same team work by Messrs. Crosby and Davidson has just sold another acoustical job in Worcester amounting to more than $4500, for the hall, dining room and smoking lobby of the Worcester Horticultural Hall.

Restoring a Confederate Home

The Taylor Roofing Company, Nashville, Tennessee, aided by the Nashville salesman, recently completed applying an order of No. 5 blueblack asbestos shingles to the boyhood home of the southern boy hero, Sam Davis. This lad was a confederate private, who was captured in the line of duty, sentenced to death as a spy by a Federal Court Martial, and executed at Pulaski, Tennessee, in 1863. Recently the Tennessee Historical Society decided to purchase his boyhood home and put it in first-class condition.

Doors of Asbestos Wood

The Asbestos Wood Company at Waukegan Factory has just completed an order for the Cleveland Electric Illuminating Company, Akron, Ohio. for 500 doors, made

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of asbestos wood riveted into a channel frame, welded at the corners. Some of the doors were equipped with a heavy glass observation window.

Growing Use of Paper Machine Hoods

Wisconsin paper mills are not only prosperous, but firm believers in Johns-Manville materials, judging from orders secured in that territory recently.

W. J. Frisbie, industrial salesman, sold three carloads of Transite asbestos wood, a total of approximately 42,000 square feet of one-quarter inch thick standard Transite to the Merrill Machinery and Supply Company of Merrill, Wisconsin, approved insulation contractor. The bulk of this material is to be used in the construction of two cross-ventilated paper machine hoods and ventilating ducts at the Consoliated Water Power and Paper Company, Wisconsin Rapids, Wisconsin.

At almost the same time Mr. Frisbie secured orders from the Beloit Box Board Company of Beloit, Wisconsin, and the Wausaw Paper Company, Brokaw, Wisconsin, for a hood at each plant. R. A. Chynoweth, salesman, secured an order from the Rhinelander Paper Company of Rhinelander, Wisconsin, for two paper machine hoods at that mill.

All of these hoods are to be erected by the Merrill Machinery and Supply Company, which, being located in the center of the paper manufacturing section of the Midwest, has made a specialty of the erection of paper machine hoods. This contractor has already erected 70 hoods, on orders secured with the assistance of territory salesmen and Guy H. Davis, insulation engineer of the Western Division.

Miles of Brake Band Linings

A. M. brake band lining is becoming more and more popular. The A. M. Lining Department at Waukegan Factory expected to ship more than one-half million feet during August.

Another Brake Service Station

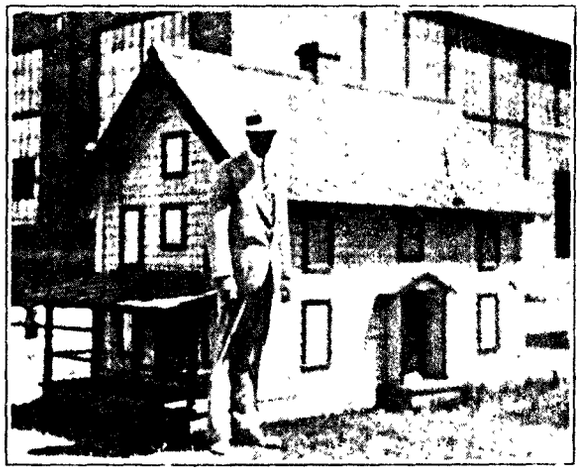
L. G. Barrett, Minneapolis automotive salesman, closed a second Class A service station with Sid W. Jensen, Incorporated, of Duluth, Minnesota. Mr. Jensen had so much success with the first brake testing machine that he decided to purchase a second.

Experiment a Great Success

D. W. Very, Steel Department, Pittsburgh District, recently secured an order for acoustical treatment for part of a new office which is being erected for the Bethlehem Steel Company at Johnstown, Pa.

When the subject of the finish for the walls and ceiling for the new office building came up, all of the officials, except one, were in favor of a plaster finish. Mr. Stevens, Chief Engineer, had heard of Johns-Manville acoustical treatment and insisted on having the treatment installed on the ceiling of part of the office, at least as an experiment. The result was that approximately 4,700 square feet were installed in the Order, Billing and Duplicating Department.

The experiment has proved so great a success that all the officials from the General Manager down are thoroughly in favor of acoustical treatment, and are considering its use in the rest of the new office building and the general conference room, kitchen and dining room of the main office building.



D. W. Jones, Honolulu salesman, shows up the size of this "fire house" at the California Factory. In this miniature building is stored all equipment for fire-fighting.

New Gas Furnaces J-M Insulated

Through the sales efforts of M. R. Carr, Supervisor of the Newark Sales Office, an initial order amounting to approximately $9,000 was secured for insulation for the new gas furnaces of the Carrier Engineering Corporation of Newark, New Jersey.

This company, originally a manufacturer of air conditioning apparatus and refrigeration plants, has recently entered the field of residential heating. A new type of gas heater has been developed, and the production program calls for approximately 5,000 per year. In each furnace there is to be $25 worth of Johns-Manville products. Superfire felt, three-fourths inch thick, provides efficient insulation which is encased in No. 2 black Transite on all sides. Transite not only protects the insulation, but adds greatly to the appearance of this new product.

Waterproofing and Mastic for Bridges

The Railroad and Government Department secured a very nice contract through the Hecker-Moon Company of Cleveland for approximately 22,000 square feet of waterproofing and Mastic for New York Central bridges being erected at Port Clinton, Ohio.

More Electrobestos Broilers

In the July issue of the Circle, the Western Division reported the sale, through Buckham-Thompson, Incorporated, of Des Moines, Iowa, of a large amount of Electrobestos to the B. and G. Specialty Company of Des Moines, for a newly designed charcoal broiler for the restaurant trade.

Electrobestos met the requirements of this company, which was on the lookout for a high heat resisting and low radiating material for the construction of the broiler which is offered to the restaurant trade as the "newest, quickest and best way to broil steaks, chops, fowl, ham or bacon."

With the exception of the grates and iron base, practically the entire broiler is composed of Electrobestos, although some Transite wood is also used in the base.

The broiler consists of upright magazines which contain vertical grates, the magazines being filled with charcoal briquets. The advertising folder sent out by the manufacturer reads in part:

"Magazines are attractively made of Electrobestos, a heat-resisting composition made by the Johns-Manville Corporation. It resists heat without warp or buckle, and is used wherever extreme temperatures are required. Yet this material throws out one-tenth the heat of metal stoves."

Quality and Completeness

W. R. Jones, automotive salesman in the Nebraska-South Dakota territory, was successful in closing an order with E. B. Sheffer of Rapid City, South Dakota, for a class A brake service station, fully equipped with a Jumbo four-wheel tester, the Ries Universal Grinder and the Ries Model T riveter and counter sinker, and then sold him 1,050 feet of J-M brake band lining.

Mr. Jones sold Mr. Sheffer on the quality and completeness of the J-M line and promised to go to Rapid City to show him how to resell the brake band lining. On the strength of this order, it was necessary for the L. & L. Motor Supply Company of Sioux Falls, S. D., the J-M distributor, who told Mr. Jones of this prospect, to place an additional order for 2,700 feet of brake band lining.

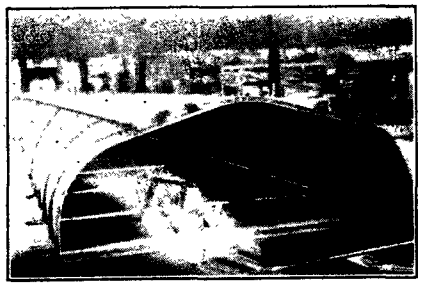
J-M Products for Steel Frame Houses

A. and S. Wilson Company of Pittsburgh are just completing a modern steel frame house on Ardmore Boulevard which will include the following Johns-Manville materials: insulating lumber, rough cast Tran-

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site for gables, improved Asbestocel pipe insulation, Transite asbestos base board and window stools, Asbestile in kitchen and bath rooms, Aquadam and Transite corrugated as base for a fireproof floor.

The idea of the steel frame house is gaining acceptance in this territory and considerable business is looked for in this field.



This paper mill machine hood, insulated with magnesia and cement, was designed and built by the Waukegan Engineering Department, for the California Factory. The Transite wood was molded by the Asbestos Wood and Shingle Company at Waukegan. The round sides offer minimum resistance to the flow of escaping vapors.

Uncle Sam Buys More Packing

W. J. Hennessy, Manager of the Pacific Division Railroad and Government Department, has just secured one of the finest packing orders ever received from the United States Government. It consists of about 11,000 pounds of Kearsarge valve stem and high pressure spiral rod packing and about 6,700 square yards of Seigelite and service sheet packing.

A Better Insulation

M. E. Duncan, Tulsa salesman, recently sold to the Empire Refinery at Okmulgee, Oklahoma, a Transite corrugated roof, overlaid with 4-inch corkboard and 1-inch cork mastic, and protected by a class A built-up roof. This roof was for the wax press room, as a rot proof insulation. The customer advises this is a more satisfactory insulation than the previous 6-inch cork ceiling with air space above, and that it holds a more even temperature.

More Keystone Range Boiler Covers

H. S. Thomas, salesman, is making strides in the sale of Keystone range boiler covers in the Boston District. Of nine plumbing supply houses located in his territory, seven are ordering them. The other two will display a sample cover and will use stickers to try to secure business. Mr. Thomas has thoroughly covered this territory in the interest of Keystone range boiler covers.

Underfloor Duct in Brazil

The Rio de Janeiro Office has just closed an initial order for underfloor duct and accessories from the Architects Preston and Curtis, to be applied in the new factory building of the International Shoe Machinery Company, now under construction in the city of Rio de Janeiro. The sale was made by Ramiro L. Correa, Manager of the Rio de Janeiro Office.

At J-M Meetings

On July 26 and 27 H. P. Rankin, Sales Manager of the Eastern Division, conducted a sales meeting at the Boston Office, attended by all of the sales supervisors, Boston District salesmen, and special representatives.

Mr. Rankin and A. E. Wood, assistant to Eastern Division Manager, introduced the new compensation plan to the salesmen on Thursday, Mr. Rankin also speaking on the general policies of the Company and what was expected of the salesmen for the balance of the year. On the following day the industrial salesmen were given sales talks on industrial materials by Mr. Rankin; G. V. Dutney, Sales Manager of the Industrial Department, Eastern Division; J. M. Berdan, Staff Manager of the industrial roofing and building materials section; G. A. Scherr, Sales Supervisor of the industrial flooring section; and E. A. Swenson, Sales Supervisor of the industrial roofing and building materials section of the Eastern Division.

A very interesting sales meeting was held in the St. Louis Office on July 23. Improved Asbestocel was the subject discussed and some very valuable and helpful thoughts were brought out relative to its price and efficiency as compared with air cell.

Meetings of this character are held weekly and all the salesmen feel that they are highly beneficial. Industrial flooring was discussed, and different problems pertaining to flooring were very clearly illustrated at a previous meeting.

W. H. Fogarty, Sales Manager, Chicago District, and R. C. Harden, Sales Manager, Western Division, conducted a sales meeting on July 19 at Minneapolis which was attended by North and South Dakota and Minnesota salesmen. P. H. Rasmussen, Des Moines Office Sales Supervisor, and G. J. Quinlan, Omaha Office Sales Supervisor, also attended.

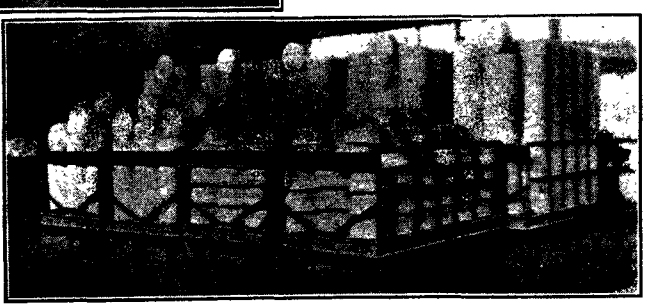
On July 12, a sales meeting was held in Omaha at the Fontenelle Hotel, attended by the Omaha and Des Moines groups for the purpose of explaining the new compensation plan to the salesmen and stressing the necessity of added business. R. C. Harden, W. H. Fogarty and H. L. Faust from Chicago attended this meeting, as well as L. H. Inglee from Denver, Colorado, and H. B. Harden of Minneapolis, Minnesota.

C. A. Roome, Sales Manager of the St. Louis Sales District, recently made a trip to Kansas City to attend the first of a series of meetings being held for the purpose of stimulating interest in asbestos shingles. This meeting was held on July 12 and was attended by 41 lumber yard officials, all of them prospective auxiliary dealers.

C. J. Flanagan, special representative, Merchandising Department, New Orleans Office, spent a week in Houston in July, devoting his time between the city salesmen and the distributor and approved contractor, Nicholson-Tomme, Incorporated. A conference was held, conditions analyzed, and suggestions made as to better methods of securing business.



Two large carload orders shipped from Waukegan in August. At left: 1454 *twenty-five pound rolls of commercial asbestos paper consigned to the Peninsular Stove Company, Detroit.*



At right: 500 *sets or* 3,000 *asbestos discs for the Pressed Steel Tank Company at West Milwaukee.*

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Successful S

Expressions of ideas have brought cher employees, who are some of the mon submitted under the plan inaugurate pictures do not appear on these pages or snapshots to the Ci





H. W. Tietz (left), H. J. Robarge (above), Max Scholz (in circle), Howard Goodwin and P. B. English (right), Waukegan Factory.







At the right, F. I. McCann Waukegan, and below, J. R. Vaughn, Cincinnati.





At left: John J. Frezza and Walter Birnirt, Manville Factory.









J. A. Godin, Waukegan.



F. F. Mohr of the Western Division; at right, Abe Kraak, Cincinnati Factory.

Below, left to right: Clayton Yates, Eastern Division, G. P. Decker, Merton C. Malham, J. A. Vetter, Central Division; C. J. Burns, C. V. Holmes, V. S. Miller, E E. Thompson, Western Division; Walter M. DeWitt, Manville Factory; William Lemke, R. J. Obenauf, E A. Scheske, August C. Spickerman, Herman K. Warnecke, Waukegan Factory.



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›uggestors

'cks of from $2 to $25 to these :ny rewarded for suggestions :ed last spring. Those whose s are invited to send portraits 'ircle Office.



Miss Margarethe Ammon, Pacific Division.







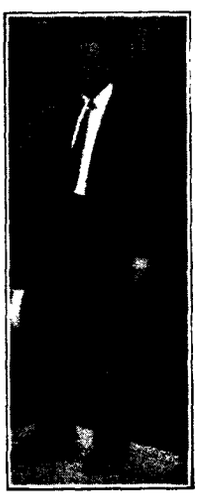




At left, William Gerity, and above, A. H. Schilling and Louis Anslyn, all of Waukegan Factory.

J. M. Blakemore (left) and W. C. McGinnis (right), both of Waukegan.









Bruce Bavis, Manville, and (at left) Paul Frost, Cincinnati.



Above: F. W. Brainard, Western Division. At left, front row: J. Rhodes, Pauline Koskowski, G. L. Saunders, A. De Lorenzo, and W. Birnirt. Back row, A. Wharton, J. H. McDonough, G. Campbell, F. Puzio, and A. Olnhoff.



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THE J-M CIRCLE

MARGARET S. GOBLE, *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. Begert, *Waukegan*

Published for and about the employees of
Johns-Manville Corporation

Editorial Office: 292 Madison Avenue, New York City

How—Not What—We Think

The Circle is always grateful for comments and criticism, for they make us think of the purpose we are striving to accomplish. Some recent comments, however, made us conclude that perhaps our readers need to do a little thinking, too.

A comment that too little space is devoted to a particular factory or division, or that not enough consideration is given to grouping material so that it is easily found is, we feel, a reflection on the individual's way of thinking rather than on the magazine. Certainly it brings up the question of *how* we think rather than *what* we think. *What* we think varies according to what we are thinking about, but *how* we think relates to the quality of our thinking. Do we think broadly, or confine our thoughts within narrow limits?

The Circle is to make us think of the entire Johns-Manville organization – not of our own particular office or factory building, nor even of our division or factory. A sales story should interest a factory worker just as much as it does the man who made the sale, if the worker wants to learn where and how the product he helps to make reaches the customer. Similarly, the salesman in the field should want to learn how J-M materials are made, for it gives him a background for his own work.

There is a third angle: the part that Johns-Manville materials have in our interests outside business. For instance, we all go to talking movies and listen to radio programs. Shouldn't we, then, find interest in the article on page 1? The insulation job at Cedar Island Lodge is in the Western Division, but it has significance for all of us in its connection with the President of the United States.

So, when the Circle arrives, instead of turning to a certain page to see how much news there is from your department, look at every page to see how much reading material there is for you as a broadly thinking individual. Changing your *way* of thinking will broaden your interests, and ultimately make your life much more to your liking.

Suggestion Awards

Thirty-eight more names have been added to the list of employees whose suggestions have been accepted by the committees. The awards total $159. In several instances cash awards were not made, but the employees were thanked for their efforts.

NAME	AWARD
EASTERN DIVISION	
F. W. Schlenk	$5.00
CENTRAL DIVISION	
G. P. Decker	10.00
J. A. Vetter	10.00
M. C. Malham	5.00
WESTERN DIVISION	
V. S. Miller	5.00
R. W. Hoffman	5.00
P. I. Heitz	2.00
H. D. Rainey	2.00
F. W. Brainard	5.00
PACIFIC DIVISION	
C. Dillenburg	2.00
H. M. Turner	2.00
J. C. Lane	2.00
C. L. Buratti	10.00
Helen Hertler	2.00
E. B. Deckard	5.00
CANADIAN FACTORY	
J. McLean	5.00
L. Cowdray	5.00
H. Lavigne	5.00
L. Houle	2.00
W. A. McGinnis	5.00
Geo. Frerichs	2.00
A. G. Ghent	5.00
CINCINNATI FACTORY	
Jas. Leach	6.00
Abe Kraak	6.00
Abe Kraak	18.00
Abe Kraak	12.50
MANVILLE FACTORY	
W. L. Schroff	
Harold E. Bird	$2.00
S. Kawalozuk	
Emil Ritter	2.00
E. R. Williams	
A. Ohnhoff	
W. M. Dewitt	
Nick Renaldo	
M. S. Schroff	
Robert W. Page	
NASHUA FACTORY	
E. L. Provencal	4.00
WAUKEGAN FACTORY	
F. C. Freman	2.00
A. Henninghausen	3.00
F. G. Foster	2.50

A pretense of indifference to success is usually an attempt to disguise a sense of failure.—*William Feather.*

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First Annual General Conference to be Held in New York This Month

A GENERAL conference of executives, to be held annually in the future, has been arranged for September 17, 18 and 19 in New York City. The meetings will take place in the Louis XV ballroom of the Ambassador Hotel, Fifty-first Street and Park Avenue.

Plans for 1929, and ways and means of increasing sales, will be discussed by the group, which will include between 80 and 90 executives from all parts of the United States and Canada. The attendance will be made up of the officers of the Company, general sales managers, staff managers, general department heads, division and district sales managers, division advisory board members, and factory and mine managers and superintendents.

A complete program for the three days includes business sessions mornings and afternoons, luncheons on each day, a theatre party Monday night and a formal banquet Wednesday night. Theodore F. Merseles, President, will preside at the opening session Monday morning. The other chairmen are: L. R. Hoff, Vice President in charge of Sales, Monday afternoon; W. R. Seigle, Vice President in charge of Factories and Mines, Tuesday morning; Lewis H. Brown, assistant to the President, Tuesday afternoon; and E. M. Voorhees, Treasurer, Wednesday morning. In the afternoon Mr. Merseles will again preside.

Short talks will be given by various members of the conference on topics assigned in advance. These papers, on such subjects as asbestos shingle sales, industrial insulation and power specialties, acoustical treatment, automotive sales, training salesmen, advertising, factory and sales coordination, will form the basis for free and open discussion. Talks on the same topics are being prepared by from two to four persons, so it is expected that a variety of opinions and information will be forthcoming.

Promotions and Transfers

J. C. Paulson has been promoted to head shipping clerk in Magnesia Department, Waukegan Factory, to replace H. R. Diestler who was forced to resign because of ill health.

Tom O'Brien Jr., has been transferred from the Tile Department to the Lacquer Department, at Nashua Factory, John Spence from Lacquer Department to ebony shipping clerk, and Stafford Hill, from ebony shipping clerk to the Tile Department.

Harvey S. Smalley, Jr., formerly in charge of "G" building, Manville Factory, was recently promoted to Superintendent of both "F" and "G" buildings, which manufacture roofings, waterproofings, and mastic.

H. W. Deibler has been placed in charge of both the Wet and Dry Magnesia plants at Waukegan Factory.

P. L. Kraus has succeeded J. E. Kratt as J-M Circle reporter at Milwaukee, as Mr. Kratt is now a salesman in the Milwaukee District.

H. J. O'Brien has been promoted to superintendent of the Rock Wool and Cement Departments, Waukegan Factory.

Miss Irene Proper, former eighth floor information clerk in the General Office, has been transferred to the General Correspondence Department, third floor. Miss Margaret McCormick of the General Correspondence Department, has taken her place.

W. J. Hodge was promoted to Supervisor of the acoustical section, Industrial Department, Western Division, effective August 1.

C. P. Paskins has succeeded J. F. Wimmer in the South Dakota territory, Mr. Wimmer having been transferred to the Des Moines territory.

Antoinette Vicari has been transferred to secretary to E. V. Rinehart, Staff Manager, engineering and development section, General Industrial Department.

I. W. Hally has been promoted from clerk in the roofing section of the Eastern Division, Merchandising Department, to junior salesman in the Brooklyn territory, where he will work with G. V. Hall.

H. S. Frame, formerly in Kansas City, has been assigned to territory in the St. Louis District.

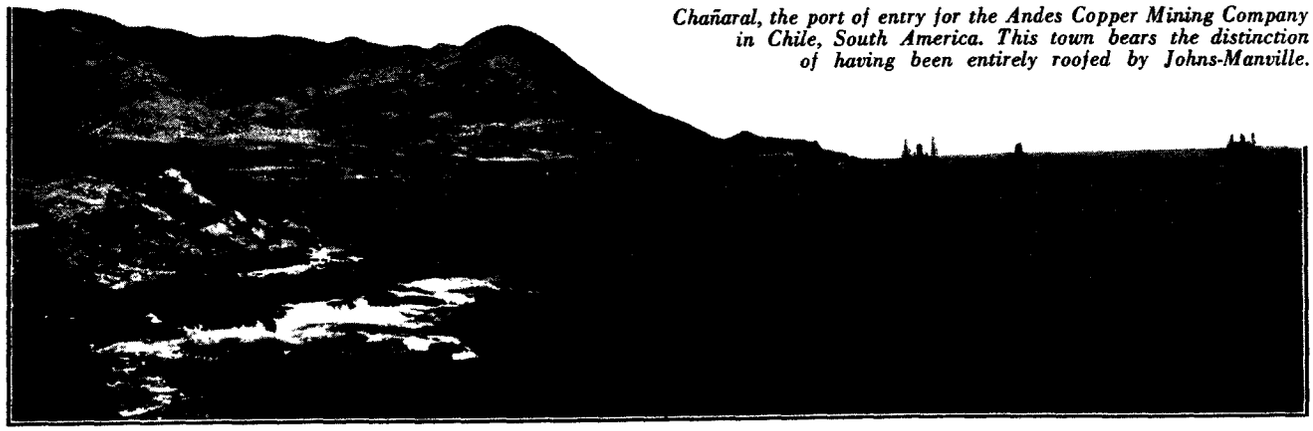
Miss Mildred Ludwig, of the Chicago Accounting Department, has been transferred to the Chicago District Office, succeeding Miss Helen McNulty, file clerk, and E. C. Reiman, of the Chicago Construction Department, to the Transite corrugated section, Industrial Department.

The Front Cover

The highest building in the world ever attempted of reinforced concrete only, is to be covered with a Johns-Manville built-up roof. This is the Martinelli building, in Sao Paulo, Brazil, pictured on the front cover.

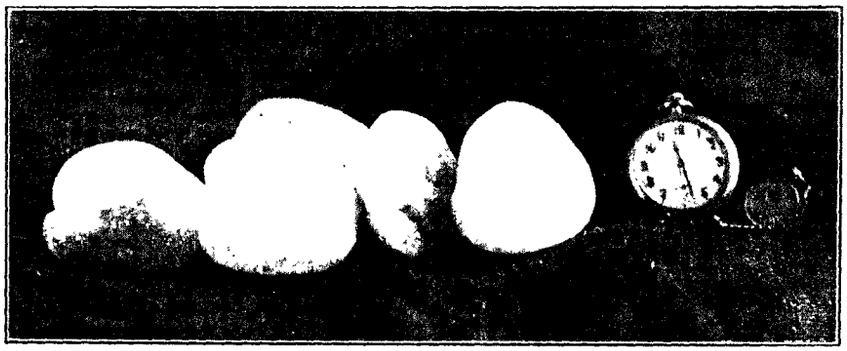
This structure, an office building, is 28 stories high, and designed in the Renaissance style of architecture.

The main office of Johns-Manville do Brasil Sociedade Anonyma is located in Sao Paulo, the chief financial and industrial center of Brazil. Sao Paulo is the capital of the state of Sao Paulo, which as the chief coffee producing center of the world produces approximately 70 per cent of the revenue of Brazil.



Chañaral, the port of entry for the Andes Copper Mining Company in Chile, South America. This town bears the distinction of having been entirely roofed by Johns-Manville.

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Hail stones, not hen's eggs! A few of those that struck Gotebo, Oklahoma, recently, photographed seven hours after the storm had subsided.

Hail Stones Beat in Vain Against J-M Asbestos Roofs

Take one good J-M roof, add hail stones larger in circumference than a man's watch, or mix in a terrific cyclone, and after that, what have you? One perfectly good roof.

This was demonstrated in Gotebo, Oklahoma, recently, according to C. V. Holmes, special representative. In a job where old wood shingles were being re-roofed with asbestos shingles, that part of the roof not yet covered was badly damaged, and the hail smashed through the ceilings into the rooms below. On the side of the roof from which the hail came some 60 shingles were broken, but it is felt that if they had been laid on solid decking, the damage would have been very slight, if any.

A good coating of asphalt restored a built-up roof on one of the school buildings.

When a cyclone practically wiped out Blair, Oklahoma, on June 16, no damage was done to a 3-year-old gray shingle roof, while all other types of roofs in the vicinity were either blown out of existence or very badly damaged.

J-M's Part in the Talking Movie

(Continued from page 1)

of a highly sound-absorbent nature. Johns-Manville acoustical felts are the most efficient sound absorbing materials on the market today. Like all concentrated sound absorbents, however, in their raw state they absorb much more sound at high pitches than in the lower part of the musical scale. If these felts were to be used promiscuously in their raw unfinished state for the interior finish of studios, this unbalanced absorption would result in washing out all of the upper partials of musical sounds, with the consequent destruction of that all-important factor in music which we know as tone quality.

But Johns-Manville acoustical felt is absolutely unique among sound absorbing materials in that it can be manipulated in thickness, density and exposed finish to provide any reasonable degree of sound absorption over any portion of the scale of pitch. That is the reason Johns-Manville concentrates all its efforts in the acoustical field on felt. Increasing the thickness of the felt increases the ability of the material to absorb sound of low frequencies.

Certain types of finish such as Johns-Manville Nashkote Type AX reduce the surface porosity of the material and cut down its absorbing quality in the upper register. Thus it is possible for us to produce a sound-absorbing interior finish that will absorb practically the same amount of sound over the essential portions of the scale of pitch. Our 2-inch thick Nashkote Type AX acoustical treatment is the only material on the market today which answers every requirement of a sound film studio or radio broadcasting studio.

Our claims in this respect have been acknowledged by all of the authorities in the business, and wherever our materials are used, producers can be assured of excellent acoustical conditions. Furthermore, the material adapts itself to screens and foundations for scenery, so the field is almost unlimited. We are making a strong concentrated effort to capture this field both among the California and New York producers. A new booklet will shortly be issued which will go into the subject in exhaustive detail.

The production of sound films under ideal acoustical conditions will not wholly assure the popularity of the talking movie unless they are shown under proper auspices. Most moving picture theatres are good enough acoustically for incidental presentation music by an orchestra or organ, but many theatres will not be good enough to show "talkies" in which speech must be heard distinctly and with comfort. This opens up another broad field for acoustical treatment, and the Acoustical Section solicits the cooperation of every representative in bringing Johns-Manville acoustical consulting and contracting service to the attention of theatre owners and managers.

We are in a position to make surveys of existing theatres and provide good acoustics under any average degree of attendance. Furthermore, we are able to provide an acoustical condition wherein sound films may be reproduced without the bass notes taking the center of the stage and overwhelming high pitched voices and musical instruments. Johns-Manville, in fact, can make the public forget its derisive appellation of "squeakies" and give the public true and faithful reproduction of the original entertainment.

A. H. Maccabe, Boston, Wins Hat Offered by C. T. Dearborn

A. H. Maccabe, industrial salesman for Metropolitan Boston, is now wearing the hat offered by C. T. Dearborn, Sales Supervisor of the Boston City Sales Office, to the salesman under his supervision who showed the greatest increase of business during the month of June over the month of May.

Mr. Dearborn announces another contest commencing September 1. This time he will give a hat to the salesman with the greatest increase in sales during the month of September over the month of August.

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Within the Circle

Eastern Division

A. R. GIBBONS, *Associate Editor*

The Great Northern Paper Company with plants at Millinocket, Maine, and with a Purchasing Department located at Boston, has just placed an order with the Boston Office for an asbestos wood paper machine hood costing about $10,000. Good team work by L. V. Knight, salesman in northern Maine, who followed the plant, and S. E. Hazard, industrial salesman for Metropolitan Boston, who followed the Purchasing Department, secured this order.

When the Atlanta District headquarters moved into a large suite of offices on the ninth floor of the Glenn Building, Marietta and Spring Streets, Atlanta, Georgia, an Atlanta newspaper announced the change to the public. The article was accompanied by a picture of John H. Olden, District Manager, who during 22 years of association with Johns-Manville, has watched the vast growth in the asbestos business.

Gerald W. Blakeley, special industrial representative for the Boston District, and A. H. Maccabe, industrial salesman for Metropolitan Boston, have just secured an order for dryer insulation from the Underwood Machinery Company of South Boston, Massachusetts, amounting to about $11,000. About a year ago similar dryer insulation was sold to this customer. Its satisfactory performance helped materially to secure the present order.

Frederick H. Klein, merchandising salesman for Metropolitan Boston, is the proud father of a baby girl, Martha, born August 2.

Effective August 1, the address of the Portland, Maine, Sales Office of the Eastern Division was changed to Room 805, Chapman Building, 477 Congress Street.

On August 6 Miss Jane B. Regan, Cashier of the Boston Office, rounded out 22 years of service with the Company. Miss Regan is also the assistant District Credit Supervisor for Boston.

J. F. Gowell, W. H. Hodder and W. A. Reynolds of the Rochester Office attended the annual picnic of Lindsay Asbestos, Incorporated, 100 percent Johns-Manville contractors, Saturday, August 11. Short talks were given by Mr. Schackleford, Manager of Lindsay Asbestos, Incorporated, Mr. Gowel and Mr. Reynolds. Spirited athletic contests between roofers and pipe coverers completed a pleasant day's outing.

Earl S. Beacham, formerly connected with the Rome Wire Company, Rome, New York, entered Johns-Manville on August 13 as junior salesman, Merchandising Department, Syracuse Sales Office.

Central Division

H. W. KIEL, *Associate Editor*

Miss Lingenhall, stenographer in the Pittsburgh Office, was married during her vacation.

R. W. Canon, city salesman, and D. W. Very, salesman, Steel Department, Pittsburgh District, aided by L. B. Bohannon, special electrical representative for the Central Division, were successful in getting a $20,000 order for underfloor duct for the new Koppers Company Building through the Craig Electric Company of Pittsburgh, Pa. The new Koppers building is 34 stories high and is centrally located in downtown Pittsburgh. Incidentally, it will be the highest building in Pittsburgh.



The Church of St. Aime in Asbestos, where many J-M employees participated in the consecration of new bells. The church is, incidentally, roofed with rigid shingles.

The material used will be approximately 82,500 feet of No. 40 open bottom Orangeburg fibre duct.

A picnic was held by the Cleveland City Sales Department on Saturday afternoon, July 21, at Madison Township Park, where George G. Fleck, city salesman, is enjoying his vacation. The men and their families enjoyed a good ball game, swimming, and plenty to eat.

Ernest M. Newbold, salesman, Cincinnati Sales Office, secured some very desirable business to the extent of a carload of Transite corrugated roofing and siding from the Tool Steel Gear and Pinion Company, Cincinnati, Ohio.

H. B. Waterman, salesman, Cincinnati Sales Office, secured a carload order for No. 106 asbestos millboard from the War Department, United States Government, Fort Thomas, Kentucky. This also included 4,300 yards of 5-ounce canvas.

The marriage of the Central Division Cashier, L. R. Kiplinger, to Miss Gladys Jackson took place on June 16.

Norman F. Weber of the Central Division Accounting Department is the father of a baby boy born August 16.

Western Division

E. NELSON, *Associate Editor*

Sympathy is extended to Gregory E. Griffin of the Chicago District, whose mother passed away in St. Louis on July 16.

R. N. Stroup, Sales Supervisor, North Texas District, spent one week with B. W. Coulter, salesman in West Texas, and reported prospects very good for business this fall. Mr. Stroup is spending his entire time working with various salesmen in this district, and is very optimistic over conditions at the present time.

Edward J. Fraher of the Merchandising Department, Chicago, was married to Miss Lillian Strehlow on July 9.

New employees in the Western Division are: W. L. Scherhart, assistant to Cad A. Foster, Central Wisconsin roofing salesman; J. D. Vought, on the sales force in the cities of Davenport, Iowa, and Rock Island and Moline, Illinois; and Charles Paskins, salesman in South Dakota territory, succeeding Jas. F. Wimmer, transferred.

C. H. Plackmeyer, salesman in western Tennessee and southern Kentucky territory, closed an order for Transite corrugated roofing for the gas plant of the Kentucky Utilities Company, Paducah, Kentucky.

Arthur C. Brigham of Chicago City Sales Department, was married to Miss Sallie Virginia Jefferson of Sparta, Wisconsin, on June 30.

Last July H. E. Pein prevailed upon the F. Ritman Engineering Company to let Johns-Manville furnish their built-up roofing requirements. Recently Mr. Pein secured an order for super class A from this customer which brought their total up to 1,150 squares for the year.

H. C. Green, Nashville salesman, recently sold No. 5 mottled blueblack asbestos shingles for the First Methodist Church at Murfreesboro, Tennessee, replacing slate roofing. This order, amounting to approximately $2,300, was turned over to C. R. Cawthon Company, Murfreesboro, a new dealer.

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Miss L. Vessalls, former J-M Circle reporter for the Louisville Office, was married in July to Michael Rapchick, formerly a salesman in Kentucky and southern Indiana territory. R. L. Slater has been appointed reporter in her place.

J. B. Stevens, Sales Manager of the Merchandising Department of the Western Division, visited a large number of cities and covered a great deal of ground last month in behalf of increased shingle sales. Among the cities visited were Kansas City, Oklahoma City, Tulsa, St. Louis, and many others.

R. J. Wille, who has been associated with Gus Bell in North Louisiana for a number of years, has just sent in an order for 300 squares of rigid asbestos shingles for a school at Bastrop, Louisiana.

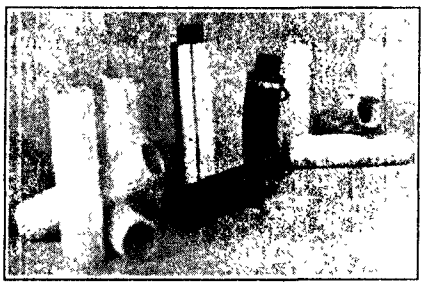
L. G. Barrett, Minneapolis automotive salesman, sold a brake testing machine and brake equipment for a super brake service station to the Northwestern Motor Supply Company, Superior, Wisconsin. In addition he closed two other class "A" service stations, complete with equipment, one with the Garland Brake Service, Grand Forks, North Dakota, and the other with the Minneapolis Brake Service, Minneapolis, Minnesota.

E. J. Liggett, oil industry salesman, St. Louis, has just secured an order for a carload of No. 302 asbestos cement from the Mid-Continent Petroleum Corporation, for shipment to Tulsa for use in a west Tulsa refinery.

On July 4, Taylor-Seidenbach, Incorporated, distributors and contractors at New Orleans, entertained their own employees and the Johns-Manville New Orleans office and city sales force at their third annual dinner at one of the lake shore camps.

Bruce Owen, roofing salesman in Houston, and Miss Iva Helen Fahrenthold were married by the Reverend J. F. Hardie of the Second Presbyterian Church, Houston, Texas, on Saturday evening, July 7. Mr. and Mrs. Owen took a trip to St. Louis, Chicago, and other points, visiting Johns-Manville offices en route. Miss Fahrenthold was formerly connected with the Houston Office.

J. H. Bedser of the St. Louis District, in the face of some very severe competition secured an attractive order for applied insulation for the Jefferson Hotel, which amounted to over $20,000.



Heater connection covers for railway cars, a Waukegan Factory specialty made of sponge covering inside a metal jacket. The complete order calls for 200,000 sets, two pieces to a set, for the Barco Manufacturing Company, Chicago.

Harry Houston, salesman in South Alabama, recently scored a decided victory over competition when he sold mottled grey No. 70 rigid asbestos shingles for reroofing six school buildings in Baldwin County, Alabama. The fact that Mr. Houston had previously sold many satisfactory roofs in his territory was a help to him in successfully handling this proposition.

The father of E. J. Liggett, Tulsa, Oklahoma, salesman, is seriously ill in a St. Louis hospital.

C. M. Higgins, in his new territory around Oklahoma City, had for the first three days of the week of July 15 a total sales volume of $7,846, of which $5,826 were direct sales. Of this amount, more than $2,500 represents a carload of insulating materials sold to the Crane Company, which is the first carload of this type of material going to Oklahoma City.

Pacific Division

E. N. CHRYSLER, *Associate Editor*

H. B. Heyn, oil industry salesman, Los Angeles, was successful in securing the Cracking Plant Tower Insulation job for the Standard Oil Company at El Segundo that he had been following for some months. The order amounts to approximately $22,000.

Asbestos, (Que.,) Factory

GEORGE L. FULLER, *Associate Editor*

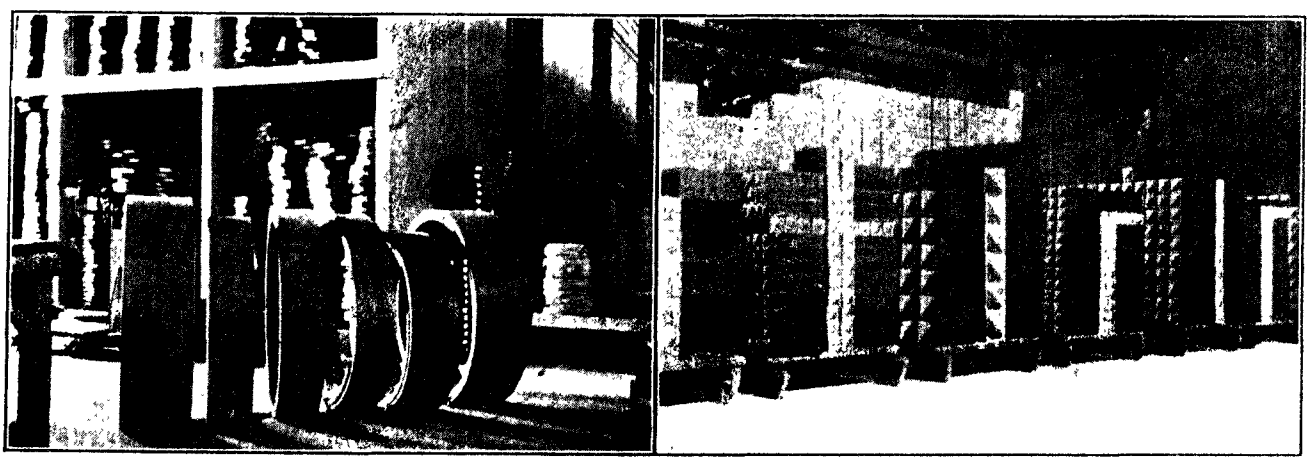
Charles Webb, Mine Office clerk has been ill at his home in Danville suffering from debility resulting from his strenuous service overseas with the Canadian Expeditionary Forces.

The Mine Department learns with much regret that E. E. Barker, Consulting Engineer, has made his last rounds of this property and is leaving the Company to return to Utah. While Mr. Barker's engagement was only for a short period he leaves many friends behind him in Asbestos.

The 14 carloads of electric shovel parts have been assembled and the Giant Marion is expected to start moving earth and rock very shortly in a manner which will, by comparison, make the 76 Marions look like miniatures.

Local officials and employees participated in the recent consecration of a peal of five new bells to be installed in the tower of the Church of St. Aime in Asbestos. It was a very brilliant function and marked the second anniversary of the consecration of the Church itself. The new bells were purchased in Belgium, a country noted in pre-war days for sweet-toned bells.

Guy Williams, building engineer for Manchester, N. H., was a recent guest at the home of G. L. Fuller, having made a trip to Asbestos for the purpose of inspecting the beautiful colorblend roof job of J-M shingles as applied on the new staff dwellings. His impressions may be judged by one of his remarks, "I never saw so many good roof jobs of taper shingles so close



Two recent shipments from Manville Factory. At left, 1,200 pounds of super lining 1 inch thick and 8 inches, 10 inches and 12 inches wide, for heavy duty in the Texas oil fields. Note the contrast with the regular automotive brake lining in the stock bins. At right, part of a recent shipment of rod packing for the United States Navy.

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together." After looking at the mine he remarked "They must be good coming out of there."

Mr. Williams is only one of the many visitors from out of town who remark on the solid yet artistic appearance of J-M colorblend shingles.

Cincinnati Factory

T. R. TURNBULL, *Associate Editor*

Announcement of the marriage of Paul Frost, Punch Department Foreman, and Miss Mildred McCain of Pleasant Ridge, Cincinnati, Ohio, which took place on April 21, has just been made. The couple was attended by Mr. and Mrs. Abe Kraak.

Manuel Reyes of the Mechanical Department is back on the job after several weeks in Bethesada Hospital.

Gretna (La.) Factory

E. BELSOM, *Associate Editor*

N. G. Curtis, foreman of the Manufacturing Department, was recently appointed a member of the Suggestion Committee.

Vincent Trauth, foreman of the Shipping Department, was married on July 17 to Miss Keralda Kraemer. Mr. and Mrs. Trauth spent their honeymoon on the Gulf Coast and are now back at their home in Algiers, Louisiana.

Chas. J. Barras, machine man, is back at work after a major operation.

Master Virgus Benoit, two-year-old son of John Benoit, a member of the Shipping Department, died and was sent to Houma, Louisiana, for burial. The Nashua Factory expresses deepest sympathy to Mr. and Mrs. Benoit.

Edward Boudreaux, take-off man, announces the arrival of Joseph Nelson Boudreaux on August 4.

Roy Scioneaux, take-off man, was recently permitted to leave work to go to a wedding. The wedding proved to be his own.

Nashua, (N. H.,) Factory

E. C. HOPKINS, *Associate Editor*

The sympathy of the Nashua Factory is extended to Mose Beland, grinder, whose wife passed away August 3.

John Batterwicz of the Shingle Shipping Department, who injured his foot in July, has returned to work.

Henry Decoteau, Electrobestos pressman, is the proud father of a baby born August 8.

Rosario Allen, Tile Department, and William Leclair, Punch Department sub-foreman, joined the ranks of the benedicts August 6.

George Smolak, chemist at the Nashua Factory, visited Manville Factory the last of July.

Waukegan Factory

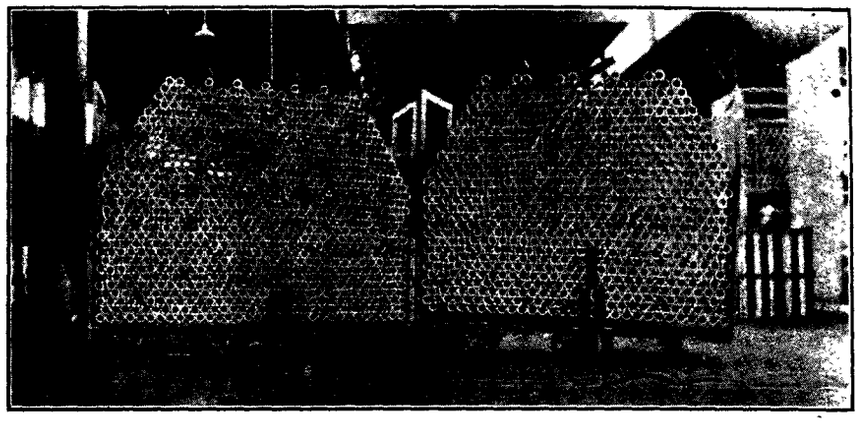
J. E. BECERT, *Associate Editor*

The Wet Magnesia plant is installing a new Howe track scale for weighing limestone at the kilns.

Fred Wallet, Shingle Plant machinist, is the father of a son, Harold Frederick, born recently.

Frank Dwelbiss, weaver in the Textile Department, has purchased a new Dodge Sport Coupe. Dodge cars are equipped with Johns-Manville brake lining.

Emory Montagne, Shingle Plant, has announced his marriage to Miss Della Allard, of Jefferson, South Dakota.



Exhaust pipe covers for Nash automobiles, a new specialty just added to the line at Waukegan, made from sponge paper with a waterproof jacket. This order of 2,400 pieces was shipped to the Nash Motors Company at Kenosha.

Nashua Foreman Is Father of 13 Children, Two of Whom Work in Factory

Frank Barry, foreman of the Wood and Ebony Departments, Nashua Factory, is the father of 13 children, eight of whom are girls and five boys. All except one, who is married, live at home, and all are in good health.

Two of the boys work at the factory: Richard at the Shingle Mill, and John in his father's office.

Are there any larger families in the J-M Circle?

General Office

FLORENCE MUIR, *Reporter*

M. F. Nugent of the Purchasing Department is the proud father of a daughter, Helen, born on July 8 at the Caledonian Hospital.

New employees at the General Office are: Raymond Hanrahan, rate clerk, General Traffic Department; Miss Beatrice Charney, third floor information clerk, General Service Department; Otto Thaise, messenger, Traffic Department; George Platt, mail boy, General Service Department; Miss Grace Benner, fifth floor information clerk, General Service Department; Miss Helen E. Moran, stenographer, Personnel Department; Miss Mary Murray, utility stenographer, General Service Department; and William M. Equi, mail boy, General Service Department.

Making Courtesy a Business Asset

(*Continued from page 4*)

pany, but means an increase in his own opportunities. Courtesy and capability are an ideal combination and have less difficulty in finding the road to promotion than the rude and take-the-job-for-granted type of employee.

No one can gainsay the fact that personality is an invaluable asset to the individual who has any dealings whatever with the public. Personality can be developed, and one of the factors of paramount importance in its furtherance is courtesy. You can reflect your personality over the telephone just as much as you can in a face to face meeting. As you extend your hand in greeting to an acquaintance, so you may figuratively extend your hand through the telephone to the person who may call you on a business matter.

The sincere practice of courtesy is simply carrying out the Golden Rule, which, after all, is a mighty good precept to follow. It is upon this principle that the Johns-Manville telephone and information service is based.

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SPORTS

Bowling Season Opens Sept. 18

The 1928-1929 bowling season starts at Cincinnati Factory on September 18. Four three-man teams make up the league which is directed by Abe Kraak, president, and M. Juenke, secretary and treasurer.

The teams are organized as follows: Du-



The "Giblet Tournament Foursome" (left to right): Elmer Carlson, Floyd Brainard, Harry Gunn and Edgar Yost, of the Chicago Office, challenges any and all comers in the ancient Scotch pastime. Mr. Gunn has been promoting a tournament for Chicago Office golfers.

plex Shingles, L. J. Spangler, captain, M. Juenke, H. R. Congdon; Mottled Shingles, William Ammann, captain, T. R. Turnbull, J. R. Vaughn; Colorblend Shingles, E. D. Collins, captain, J. T. Leach, Nelson Frost; and Tapered Shingles, Abe Kraak, captain, William Fisher, Paul Frost.

Bowling shirts with the Company's name embroidered on them have been ordered for team members and everything points to a very interesting season.

Ball Game and Supper Enjoyed

On Thursday July 12, at 6 o'clock, the first social event in the program of student training at Manville Factory took place. This was a ball game between the "Asbestos Giants" and the "Salamanders," and was followed by a supper for the players.

The "Asbestos Giants" were composed of students and the "Salamanders" from the remaining residents of the Asbestos Hotel and the Committee on Students. Because of rain, the game was called at the end of the fourth inning, with the score tied.

After the game, an excellent supper was served at the Hotel. This was followed by speeches and open discussion on living conditions at the Hotel. At the suggestion of the toastmaster, Mr. Cooper, a social committee chairman was elected. Mr. Scharman was chosen for this post, and Mr. Legge was unanimously elected advisor to the committee. Under the direction of the new social committee, plans will be made to help improve the social contacts of those living at the Hotel.

An hour around the piano concluded the evening.

Waukegan Team Is First in League

The Waukegan Factory baseball team won first place in the Lake County Amateur League on Sunday, August 12 at Sheridan Park. The opponents, the Grey's Lake Team, had been leading up to that time.

George Mills, pitching an excellent game, put Johns-Manville in first place. He fanned 14, hit 2, walked one, and allowed 5 hits in



The Waukegan Factory baseball team, upper row, left to right: J. Mills, 2b, A. Burt, ss, A. Robarge, rf, J. Dickshott, H. S. Amesbury, utility, G. Macklin, 1b and captain, E. J. Hampson, chairman Athletic Committee; bottom row, left to right: A. Mills, field manager, G. Mills, p, A. Galvin, 3b, W. Robarge, c, H. McCune cf, A. Smoot, scorer. The Waukegan team won the game from Grey's Lake, with a score of 4 to 2, giving them the lead in the Lake County Amateur League.

9 innings. In previous games he allowed only 5 hits in 3 successive games, two of them being one-hit games.

The Waukegan team had risen to second place in the League on Sunday, August 5 when it won from West Side A. C.

Bridge Tournament Almost Over

The Bridge Tournament at the Nashua Factory has one more game to play. The present standing is: R. M. Woodward, 19,116; E. E. Lemire, 17,731; F. C. Hopkins, 16,217; E. M. Leslie, 15,913.



The football team at Asbestos, Quebec (left to right): front row, A. G. Barrett, H. Isaac, Brooks, Williams, A. Kyle, Vice Captain; center row, M. Cargin, Barnett, Jim McKenna; top row, A. D. Tector, Manager H. Myers, J. McKenzie, Captain, F. P. Heugill, Reed, M. Mills, and Eaton.

Manville Men Have Beach Party

On Thursday evening, July 19, a party consisting of Messrs. Hughes, Cooper, O'Neil, Phalm, and most of the "brothers" from the "Hotel Asbestos Fraternity," climbed into six cars, at about six o'clock, and left for Seidler's beach for a swim and dinner. They were joined later by M. H. Clark and F. E. Woods, of New York.

The dinner became a farewell party for one of the student employees, Mr. Millett, who was being transferred to Canada on the next day. The party ended, back at the Hotel Asbestos, late in the evening.

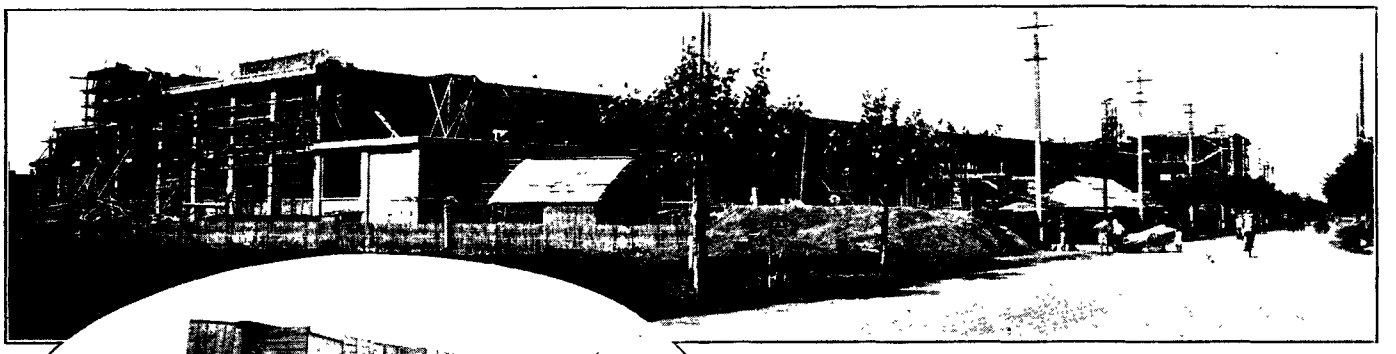
Shingle Mill Team Victorious

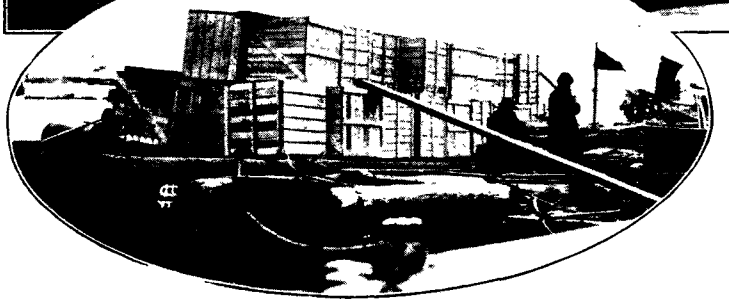
The Nashua Factory Shingle Mill baseball team defeated the Wood Department team August 13, by a score of 6 to 4. Decotia pitched good ball for the Shingle Mill. The next game will be between the Shingle Mill and the Office.

"It's the little careless habits that cause the big accident records."

"The ladder of life is full of splinters which we realize when we start to slide."

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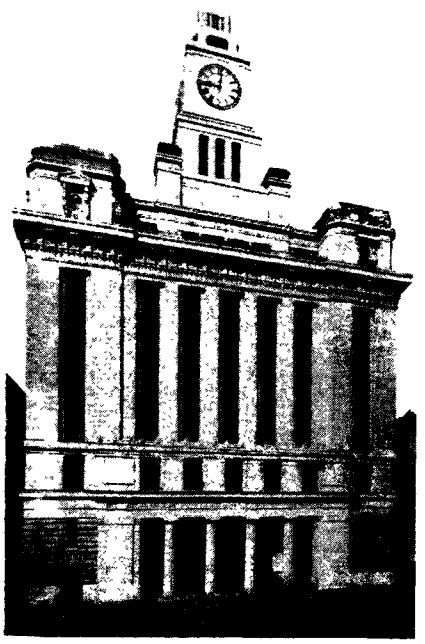


In the new addition to the Shanghai Cotton and Silk Mills, under construction when the above picture was taken, Johns-Manville insulation and roofing were used. In the photograph at the left, box upon box of Johns-Manville pipe covering is awaiting delivery to Shanghai from a barge on the Whangpho River.

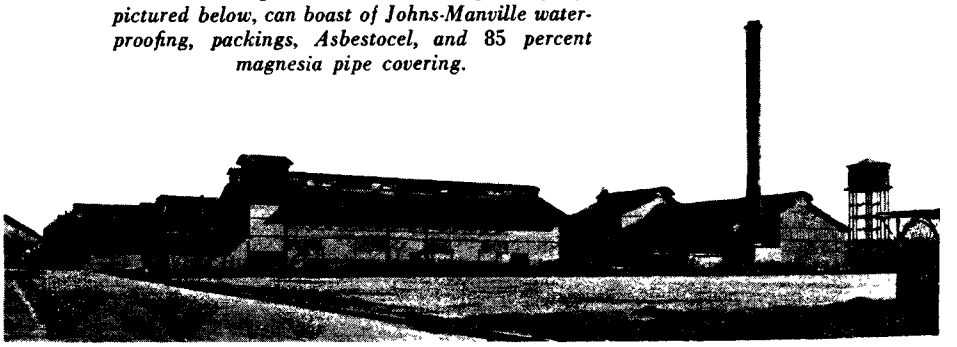
Where J-M Meets the Orient

The office of Paul I. Fagan & Co. in Shanghai might be called the Chinese office of Johns-Manville. That this company is "on the job" as J-M representative — a connection of the past six years — is shown by these photographs.





The new Shanghai Customs House, at left, is J-M insulated throughout. The China Soap Company, pictured below, can boast of Johns-Manville waterproofing, packings, Asbestocel, and 85 percent magnesia pipe covering.



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