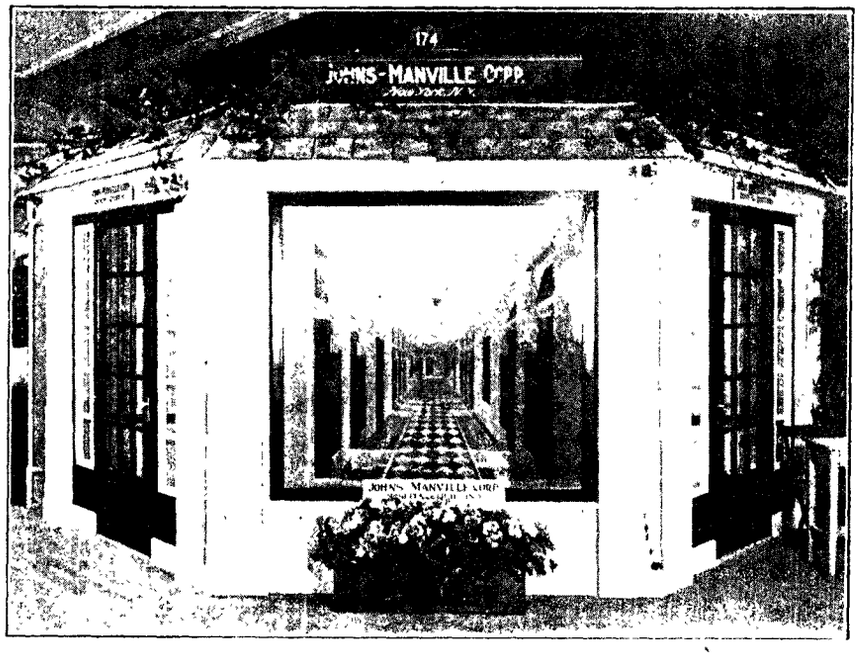
THE J-M CIRCLE

NOVEMBER *For and about Johns-Manville Employees* 1928



Shaping Kearsarge Gaskets for Boilers

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HOSPITAL QUIETING

Acoustical Treatment in a Unique Exhibit at San Francisco

At the thirtieth convention of the American Hospital Association held in the San Francisco Exposition Auditorium during the week of August 6, there were many fine exhibits, but none was more original and distinctive than the Johns-Manville "quieted" hospital corridor.

This booth, shown in the photograph above, was modernistic, shaped like a trapezoid, with a depth of about 8 feet. The walls were of corrugated and plain Transite, while the roof was covered with attractive copper colored asbestos shingles. A door was located on each side. A large window took up the front wall, and on the rear wall was a very clever perspective painting of an actual hospital corridor. This was illuminated with electric lights. The wall spaces on each side of the painting were filled in with Nashkote type AX acoustical treatment while the ceiling panels were of Nashkote types AX and B. Interesting signs were painted on panels of asbestos wood.

When the doors were closed, one found himself in a remarkably quiet, restful room typical of the actual conditions produced when Johns-Manville sound absorptive treatment is installed in the corridors or rooms of a hospital.

Photographs on exhibition showed the action of actual sound waves in a hospital corridor having *no* acoustical treatment, while a second set of photographs indicated how these sound waves are actually "blotted out" when J-M acoustical treatment is installed.

C. D. Fry, Sales Supervisor, acoustical section, Pacific Division; V. J. Greene, special representative, acoustical and architects service, Seattle Sales District; H. D. Layfield, special representative, Merchandising Department, Vancouver Sales District; and J. H. Nash, Staff Engineer, acoustical section, General Office, attended the booth during the convention.

The display was built and installed under the direct supervision of Mr. Fry and R. B. Adams, Manager of the Pacific Division Sales Promotion Department. At the close of the convention it was set up in the San Francisco Office, where it has attracted much attention.

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THE J-M CIRCLE

NOVEMBER 1928

J-M Offers a New Car Flooring

P. D. Mallay and J. S. Doyle of Railroad Department complete negotiations for control of Truss Plate patent

After several months' negotiations with the inventor, our General Railroad Department on October 1 acquired complete control of a new type of steel flooring known as Truss Plate, which gives every indication of being a very decided advancement in the construction of steel floors for steam railroads, electric railways and motor buses.

The negotiations were conducted by J. S. Doyle, Jr., Assistant Manager, street railways and bus lines section, and P. D. Mallay, Staff Engineer, of the General Railroad Department. This new J-M product has just been introduced to the public through a booklet entitled "Reducing the Weight of Car Flooring." This title tells just what Truss Plate sets out to accomplish. While its strength is more than adequate, its weight, in combination with Masticoke flooring, is 25 per cent less than other types of car floors — a decided consideration when longer trains and longer runs require rolling stock to be of minimum weight.

The Railroad Department had been successful in the sale of Masticoke, which is an asphalt composition surfacing material, but all the while its executives had been searching for a desirable basic material to be sold with it. When Truss Plate was found, it seemed to meet all requirements, and in addition had the highly desirable quality of lightness in weight. Negotiations for control of the material, so as to give customers a car flooring that is entirely Johns-Manville, were immediately started.

Truss Plate is made of two sheets of copper bearing steel, in which staggered rows of oval cones have been pressed. The two sheets are then placed so they can be riveted or welded together through the tops of the cones. These two sheets are plainly visible in the photograph below. Since the copper alloy in the steel retards corrosion, and a coating of a rust proofing paint protects the under side of the steel, the wearing quality of Truss Plate is assured.

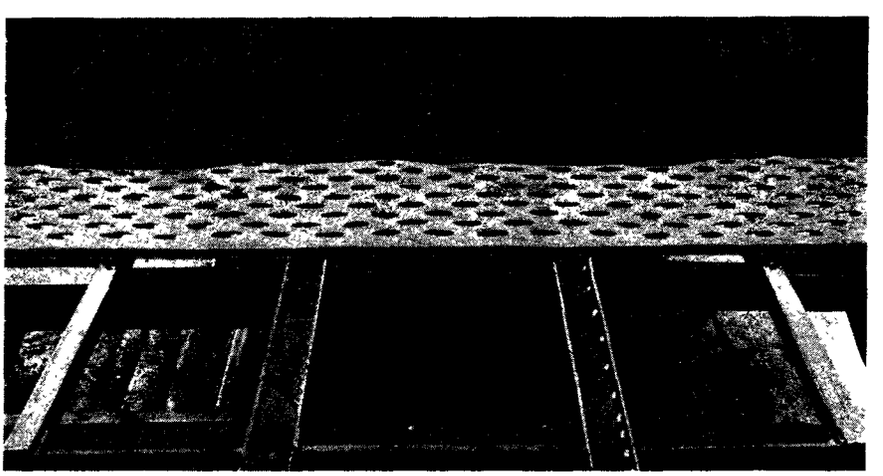
On the upper side of the plate the rust proofing paint provides a bond for Masticoke, which is a surfacing material that is light in weight, durable, and easy to apply and repair.

It has been estimated that the saving in hauling this lighter weight flooring will pay for the flooring in seven years.

Truss Plate also has excellent possibilities in the building material field as a roofing or siding, as it can be manufactured in practically any length and has sufficient strength for use on spans of eight feet or larger with a small amount of deflection. It also has possibilities as a base material for built-up roofing in combination with Johns-Manville insulated lumber in insulated roof construction.



J. S. Doyle



Underframe of car showing Truss Plate and wearing surface applied



P. D. Mallay

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H. E. Piquette



C. H. Ward



C. L. Bates



G. M. Deam



H. E. Miller

"Who's Who" at Pittsburg

Five Former Waukegan Factory Employees Among Executives of Enlarged California Factory

A FINE spirit of cooperation of which the entire organization may be proud, marked the construction and putting into operation of the new units of the Pittsburg, California, Factory. Now that the work is completed, and the manufacturing is in full swing, it is easier to get the right perspective on the entire job, and to see which men are now in charge and which have returned to their own factories. These photographs and paragraphs concerning the past experience of the executives may help in picturing the new organization.

Although Waukegan bore the brunt of the burden of giving expert advice and personal service, practically all the other factories helped in some manner.

The first of the group was D. C. Renton of Waukegan, who worked on the original lay-out and later at Waukegan assembled such equipment as was needed. Following Mr. Renton came A. F. Miller and R. J. Brown, also of Waukegan. Mr. Miller handled design and lay-out of all steam and water lines, while Mr. Brown was responsible for the electrical end of the construction work.

In the course of several weeks Byron S. Knight, millwright and mechanic of Waukegan, arrived to do his bit in the erection of the paper mill and roofing units. Then M. J. Powers, tower boss of the paper mill, and Arvord Sherwood, foreman of the waterproofing department, Waukegan, arrived to help put the new units in production.

Pittsburg Factory appreciated the services of these men, realizing that while it secured the knowledge they had acquired in their lines, Waukegan Factory was having to do without some of its key men. Each man made a host of friends at Pittsburg in spite of the rush of construction, and each had a smile for his fellow worker.

Of the seven executives whose pictures are on this page, five originally came from Waukegan. They are C. L. Bates, G. M. Deam, H. E. Piquette, H. E. Miller and C. H. Ward.

Mr. Bates, Superintendent, had been in charge of the roofing and shingle plants at Waukegan, and was transferred on June 1 of this year.

Mr. Deam, Assistant Superintendent, was transferred in October, 1925, from the Waukegan Traffic Department to Pittsburg, where he was Traffic Manager and Purchasing Agent.

E. L. Crosthwait, Office Manager, came to Johns-Manville from Eureka, California, where he had been employed by the Byllesby Engineering and Management Corporation of Chicago.

H. E. Piquette, foreman of the roofing plant, came to Pittsburg from Los Angeles, where he had been inspector for Johns-Manville in the plant of the Los Angeles Paper Manufacturing Company for 18 months. He had previously been at Waukegan, where he was chief inspector in the roofing plant.

H. E. Miller was transferred from Waukegan to Pittsburg in 1925 to install machinery during the first construction period. He has been plant engineer since that time.

C. H. Ward also was transferred from Waukegan. He arrived early in 1926 to take up the position of foreman of the shingle mill. He had been night foreman in the Waukegan shingle mill. Eighteen months ago he also took charge of the pipe covering department at Pittsburg.

Lea Moore, foreman of the paper mill, came to Johns-Manville in 1926 from Certainteed Products Company at Richmond, California, as an engineer. Mr. Moore has been engaged



Lea Moore

What the New Units Did for Pittsburg Factory:

Inbound Cars

August, 1927	9
August, 1928	83
September, 1927	16
September, 1928	82

Outbound Cars

August, 1927	22
August, 1928	96
September, 1927	30
September, 1928	113



H. T. Brodersen

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in paper mill work for several years.

H. T. Brodersen, chief chemist, came to Johns-Manville in 1926. He had been employed previously by Sherwin-Williams Company at Chicago.

"Bone-Dry" Means Bone Dry Where There's a J-M Roof



HARRY GREEN

The "lock-up," called the "workhouse," in Nashville, Tennessee, is now said to be entirely "bone-dry," and the entirety comes from the sales efforts of Harry Green, Industrial Department salesman, Chicago District, and Leon Taylor, J-M approved roofing contractor, according to the following item from the Nashville Tennessean:

"For several years we have been hearing a lot about "Bone-Dry" and have often wondered where the name originated, or why it originated, but not until this week did it occur to us that it originated with Leon Taylor.

"Bone-dry, as applied to some things, seems to have been a misnomer, but Leon Taylor says that he is now putting a roof on the city workhouse that is to make conditions around the place bone-dry. Leon says many of the occupants are put under this roof on account of bone-dry, and when he gets through with this job, they will be bone-dry, because they can't get any liquid while there, and with a Johns-Manville roof over their heads put on the Taylor way, they will be protected from rain, sleet and snow."

From a Salesman's Notebook

Business men are trained to think in terms of profits. In dealing with business men, then, think and talk their language. Sell your goods as a means to an end, and remember that the end is a lower cost of production, or a lower cost of selling.

Before you buy your orders with expensive entertainment, be sure that some other salesman won't take next month's orders away from you with more expensive entertainment.—*Timely Figures.*



The office force of the Pittsburg, California, Factory. Left to right: I. J. Smith, Accounting Department; R. C. Fels, Order and Traffic Department; N. P. Christensen, Accounting Department; S. A. Mora, Purchasing Department; Frankie Bizent, stenographer; Frank Galbraith, timekeeper; Thelma Smith, stenographer; E. L. Adams, Order and Traffic; C. L. Bates, superintendent; G. M. Deam, assistant superintendent; Vera Weston, Accounting Department; E. L. Crosthwait, office manager; Sarah Barr, stenographer; Sal Costanza, messenger; Vivian Gill, telephone operator; P. A. Birkholm, purchasing agent; and Sam Schliff, Order Department.

"*Seeing and Hearing*" is Believing

—The Policy R. A. Messner, Western Division Salesman, Follows in Selling Acoustical Treatment

"SEEING is believing," sure enough, but when you're dealing with acoustics you must expand this saying into "'seeing and hearing' is believing." At least, that's the policy R. A. Messner, salesman, follows in his efforts to sell acoustical treatment in Minnesota and the Dakotas.

It works, too, or Mr. Messner's list of acoustical jobs secured so far this year wouldn't be so long.

"In a great many instances," he says, "while the prospect may be in need of acoustical treatment, a more definite and determined desire on his part to have it must be created. Nothing will accomplish this quicker or more surely than to take the prospect around and show him representative installations in other buildings. Seeing and hearing is believing, and an examination of an installation by a prospect usually does more good than hours of talking."

However, Mr. Messner does more than take his prospect on an inspection tour, and he does it at the start.

"I have made it a point to follow all acoustical prospects in a close, consistent manner, sticking right by them, and also to consider each prospect a potential order until it is won or lost, or until a definite conclusion has been reached.

"When I secure a job through an architect's office, I find it helpful to let other architects know in a diplomatic manner how the use of such treatment was utilized and the results secured. I find, after securing a specification from an architect, it pays good dividends to see him periodically and keep him enthused for other work to come.



R. A. MESSNER

"Unquestionably the public is rapidly becoming conscious of the real need of acoustical treatment in modern construction. We have an excellent treatment to sell, an unusually fine list of representative installations to refer to, a class of literature on the different phases of treatment not available heretofore, and samples and photographs—all of which are invaluable helps in talking to prospects. I have found that employing these aids and persistently following prospects, does produce acoustical orders."

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Suggestion Awards

TWENTY-FOUR awards totaling $174 were made during the past month to employees who had sent in acceptable suggestions. Four additional suggestions were accepted, but three of these were managerial, and consequently were not entitled to cash awards, and the fourth was of a nature that it received only the Company's expression of appreciation.



Manville Factory employees who received suggestion awards. Left to right: Fred Adams, Abel Herde, Emil Ritter, Abe Felmly, and J. Rhodes.

In this group was one $25 award, to J. A. Vetter of the Central Division, two $15 awards, and seven of $10 each.

This large number of awards in the past month indicates that the interest of the employees in the plan is growing, and that many of them realize it is worthwhile to submit even the simplest ideas which may occur to them. The Headquarters Suggestion Committee, while not divulging any advance information, has intimated that there are some suggestions in process of investigation that will probably merit larger awards than any yet paid.

Following is a list of the awards, and a brief summary of the suggestions that earned them:

CENTRAL DIVISION

J. A. Vetter.....Pittsburgh District
Simplifying and modifying packing symbols.

G. O. Hartzell.....Cleveland District
That an illustrated booklet be prepared especially appealing to the farmer trade.

H. B. Bainbridge.....Pittsburgh District
That hereafter Grade "A" and Grade "B" Transite be described as Type "A" and Type "B."

PACIFIC DIVISION

Mrs. G. H. Carlson.....Los Angeles Office
An additional telephone connection to Los Angeles warehouse.

Wix Lichty .....Los Angeles District
Changing name of Junior Brooks Roofing to Standard Brooks.

CANADIAN FACTORY

J. Lacerte .....Milling Department
That notices be posted forbidding the use of blasphemous language.

A. Lavigne .....Milling Department
Encasing elevators in sheet metal.

Geo. Shoults .....Milling Department
Shortening of haul from mills to dumps.

R. Cunningham .....Milling Department
Removal of menace to safety.

Norman Craig .....Mining Department
Guard for gears on locomotive crane.

Evan Jones .....Mining Department

Calix Noel .....Machine Shop
Joint suggestion. Method of supplying air to drill steel while moving same in and out of drill hole.

MANVILLE FACTORY

F. W. Adams.....Shipping, "A" Building
Weighing asbestos listing.

J. Rhodes .....Weaving, "A" Building
To change traverse on Eastwood filling winder.

J. C. Kershaw,
Manufacturing Department, "C" Bldg.
Installation of indicator for 1-ply paper roll winder.

L. P. Layton..Department 4, "B" Building
To place sheet metal guards across calender rolls.

G. H. Morris....Engineering, "B" Building
That properly signed orders be presented to storekeeper.

NASHUA FACTORY

J. C. Barry.....General Office
Adding guard rails on runs which are used in loading freight cars.

T. O. O'Brien.....Lacquer Department
Automatic door opener.

E. C. Hopkins.....Planning Department
New bracing method in cars of corrugated sheets.

F. Barry .....General Foreman
That Sales Department give Factory full information regarding application of material and accuracy required.

R. Canfield .....Compressing Department
Use of compressed air at panel drills.

A. Boisvert .....Traffic Department
Signal system for factory tracks.

PITTSBURG FACTORY

L. E. Knight
Improved method of dipping copper shingles.

C. N. Alvord
Improved record of purchased goods received.

A. Tetten
Method of running laminated asbestos paper.

WAUKEGAN FACTORY

J. M. Blakemore...Wood and Shingle Mill
Change in composition for ridge roll dies.

John Turko.....Wood and Shingle Mill
Lift for shingle press carriage.

Office Employee Turns Shingle Salesman

Last Decoration Day found Anton Cerny, otherwise known as "Tony," of the Chicago Mailing Department, homeward bound in the general direction of Coal City, about 40 miles southwest of Chicago on the Santa Fe.

On the train he met David Skinner, owner of the Skinner Coal Company and many other valuable properties in Grundy county. Mr. Skinner always had felt a friendly interest in Tony.



"Where are you working, Tony?" asked Mr. Skinner.

"For Johns-Manville," was the reply.

"Johns-Manville?" repeated Mr. Skinner with a rising inflection. "What are they making?"

Tony told him.

"Asbestos shingles?" questioned Mr. Skinner with interest, as a vision of one of his buildings in need of a roof flashed through his mind. "Are they any good?"

Tony must have succeeded in convincing Mr. Skinner that they were, for when they parted he asked that

(*Continued on page 20*)

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PLAN YOUR WORK THEN WORK YOUR PLANS

—the Slogan that *Consistently Boosts* Toledo Sales

TEAM PLAY—cooperation—is just as essential in a group of salesmen as in a football game.

Toledo territory recognizes this, and through its application has brought about real distribution in almost the complete Johns-Manville line of merchandise. The dollars-and-cents accomplishments of the team, whose individual members were constantly encouraged by the slogan, "Plan Your Work, Then Work Your Plans," are seen by comparing the sales volumes of the past four years: 1924, $230,068; 1925, $241,023; 1926, $300,778; and 1927, $417,547. To top this are the figures for the first seven months of this year, which show an increase of $48,372 over the same period in 1927.

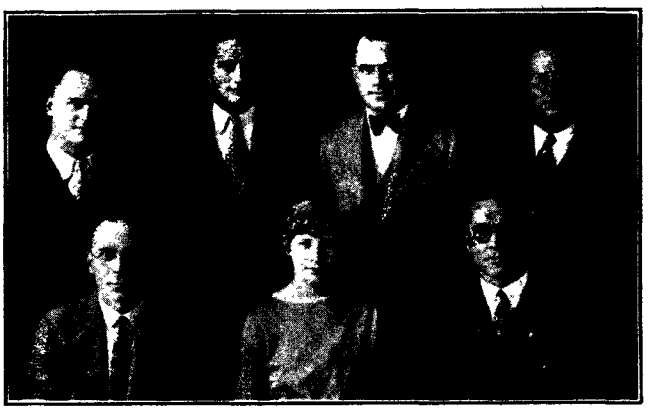
Toledo territory consists of 17 counties in northwestern Ohio, and, with the exception of Toledo proper with its population of about 300,000, is largely an agricultural district. However, this section, the population of which is 821,112, is sold on Johns-Manville to the extent that the per capita sales in 1927 amounted to more than 50 cents.

These results were made by well-directed sales efforts. The Sales Supervisor, Thomas H. Russell, adopted the above slogan for 1928, "Plan Your Work, Then Work Your Plans." It was hung conspicuously in the office, where it serves as a daily reminder to all of Mr. Russell's co-workers.

One only has to glance at the map of this territory, with its 125 pins designating Johns-Manville distributors and dealers, to realize that midnight oil, study and planning were important factors in establishing these potent boosters of Johns-Manville. Sales connections were made in two widely different lines of merchandise, in the following ways:

Upon the introduction of the 1928 Sales Plan for asbestos shingles and roofing, the supervisor and the two roofing salesmen held several meetings, utilizing the map in forming a definite territory for the desired distributor. Particular care was taken in making the division to avoid any possibility of friction. The leading connections, who had acted as distributors under the old plan, were signed under the new plan, and the remaining ones were signed as dealers operating under one of the distributors. Under this new plan, the salesmen were successful in securing several highly desirable accounts as distributors that could not be sold previously. In this territory one will find the outstanding lumber dealer in a community selling Johns-Manville material, as the salesman had selected the desired account and then sold him on the idea.

In the fall of 1926, the Central Division put on an improved Asbestocel campaign. Toledo won. Bradstreets was combed for a list of plumbers and steam fitters—about 325 in number. Two clever sales letters, one enclosing a highly commendable letter from a leading steam fitter in this community, acquainted the plumber with improved Asbestocel. The insulation salesman followed these letters with personal calls, and made contacts that brought results, a 293 percent increase over the previous year. When the campaign started there were two distributors and an approved insulation contractor. Now there are seven improved Asbestocel distributors, and one insulation contractor. These five new distributors came into the fold almost unsolicited as a demand for

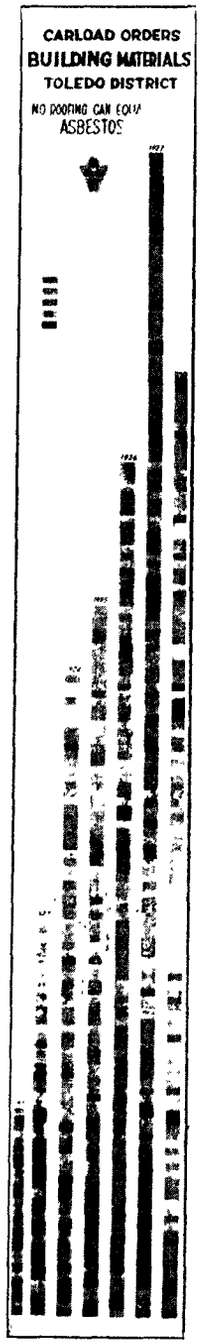


The people who, through teamwork, keep the Toledo Office's sales record consistently near the top. Bottom row, left to right: G. O. Hartzell, Miss Virginia Long, G. P. Decker; top row, G. J. Nutten, L. E. Jones, C. V. Holmes, and T. H. Russell.

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improved Asbestocel had been created by an organized campaign.

The chart at the right, showing carload orders of building materials sold during the past six years, indicates the progress that has been made. On the original chart the character of the carload is shown in colors, as for instance, solid cars of asbestos shingles in red block, and asphalt in black. Further study of this chart shows there is a high percentage of asbestos material. In fact, the entire volume of roofing materials sold to dealers, distributors and approved roofers, totaled $115,000 for the first seven months of 1928, and 61 percent of this amount was for asbestos shingles and built-up asbestos roofing.



National advertising has been a most important factor in creating interest among the consumers and has furnished many leads and prospects. This consumer-selling in territories not covered by a distributor or dealer, was a powerful aid in bringing foreign dealers into the fold. This year seven contractor meetings, which were well organized and attended, have acquainted the carpenter-contractor with J-M materials and their application. Even with these sales helps, the salesmen had to spend considerable time educating the dealer and distributor on asbestos shingles. It is essential that connections be enthusiastic, so whenever possible the dealers' salesmen accompany J-M salesmen on consumer calls.

Note the distribution in this small territory: roofing distributors, 22; auxiliary dealers, 76; authorized roofing contractors, 10; improved Asbestocel distributors, 7; approved insulation contractors, 1; packing distributors, 5; waterproofing contractors, 1.

A sales meeting preceded by a dinner is held the first Friday night of every month. Sales objectives for the ensuing month are discussed. This is followed by 15-minute talks by each salesman on one of the J-M products, usually one foreign to his particular line. A manager of a department from the Central Division is usually present at these get-togethers.

These Toledo salesmen to whom teamwork is of paramount importance, are: Thomas H. Russell, Sales Supervisor, who entered the Company February, 1919, at the Pittsburgh Branch, and was transferred to Toledo in April, 1925; Lendall E. Jones, industrial building materials salesman, employed March, 1924, and transferred to the Toledo territory, February, 1926; Guy P. Decker, insulation, power specialties and electrical salesman, employed October, 1924; Carl V. Holman, building materials salesman, Merchandising Department, employed February, 1926; G. O. Hartzell, building materials salesman, Merchandising Department, employed April, 1927; Garfield J. Nutten, junior salesman, employed June 1928; and Miss Virginia Long, stenographer, employed in October of last year.

Carload orders of building materials for the past six years, and for the first seven months of 1928, are compared in the chart at the left On the original chart the kinds of materials are indicated by squares of different colors.

Even though the individual salesman has some distinct line to sell, each one has time, by keeping wide awake, to pick up prospects for the other fellow, and these tips very often mean orders. The men are familiar with all the products, and as occasion demands, present a logical sales talk, perhaps pending the arrival, or due to the absence of, a particular salesman

This spirit of harmony, of unselfishness, of team-work—coupled with careful study, planning and the execution of this sales plan—are just the reasons why Toledo consistently hovers at the top of the list.

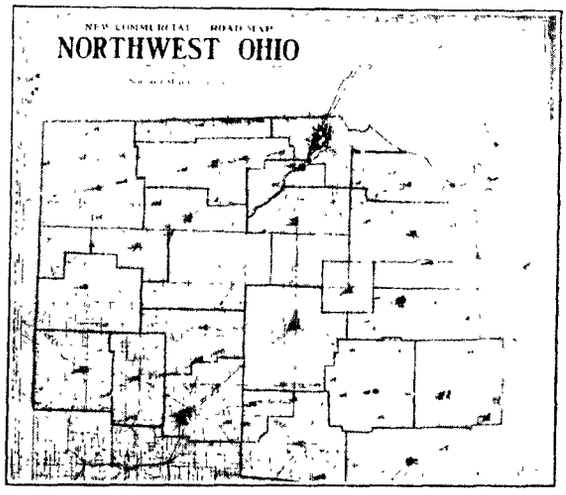
Carload of Roofing Donated to Red Cross for Hurricane Relief

When the American Red Cross called for assistance after the recent West Indies and Florida hurricane, Johns-Manville responded with a carload of roofing. The following letter of appreciation was received from W. Wesselius, Area Director:

"We acknowledge receipt of a carload of rolls of asphalt roofing paper, donated by your company, and wish to express our sincere thanks for your prompt response. Your donation has already done a great deal towards taking care of the emergency needs following the hurricane.

"Thank you again for your thoughtfulness and aid."

The roofing was sent from Manville Factory, where the car was speedily loaded and dispatched.



The 125 pins dotting this map of Toledo territory indicate the J-M representation there. Kind of representation is shown by color of pin.

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Promotions *and* Transfers

Alfred R. Evans, former automotive salesman in Philadelphia District, was transferred to the New York Office, September 1, and is doing sales promotion work under the supervision of J. O. Boylan.

K. E. Moore, formerly in the procedure section at the General Office, has been transferred to the Sales Promotion Department as Field Supervisor.

H. E. Nixon, industrial representative, who formerly operated the Buffalo territory, is now located in the Albany territory in the section formerly handled by T. J. Hallahan, who is now in the Worcester territory.

Edward D. Pakenham, Jr., former junior salesman in the Camden territory, Eastern Division, was transferred to the New York sales force September 1.

Joe McManus has been transferred from the Mail Department to the furnace section of the Eastern Division.

Dorothy Best has been transferred from her position as third floor reception clerk to seventh floor reception clerk.

William E. Heenan, former building materials sales correspondent, Eastern Division, has taken over the construction clerical work in the Philadelphia District, replacing E. W. Scott, who now handles estimating and engineering only.

H. B. Harden, former Sales Supervisor, Minneapolis Sales Office, has been promoted to the Western Division Merchandising Department staff as Sales Supervisor of the automotive section.

George C. Sacket, Chicago District sales representative at Helena, Montana, has been appointed to succeed H. B. Harden.

A new sales territory has been created in the State of Georgia, known as the Dublin, Georgia, territory, in charge of J. M. Keating, formerly junior representative in the Savannah territory. Mr. Keating's territory is made up of counties that were formerly parts of Macon and Savannah territory.

Miss Helen Michael took over the typing of orders in the Philadelphia District Office on October 1, replacing Miss Ethel Skirving, who resigned September 30 to be married.

Jerry N. Haselbauer, former construction timekeeper, Pittsburg Factory, was promoted on August 15 to shipping clerk.

Effective October 1, E. H. Berger, formerly Chief Chemist at Manville Factory, was promoted to Consulting Chemist of the General Industrial Department. Mr. Berger will have direction of specification of manufacture and use of all asphaltic products, roofing and flooring, and will act as consultant to the factory and sales divisions.

John C. Mason, for many years in the Sales Promotion Department of the Eastern Division at New York, has been appointed Sales Promotion field man for the Philadelphia District with headquarters at the District Office.

Sid Bartlett, formerly a foreman at Pittsburg Factory during construction, has been transferred to San Francisco District as foreman of construction under Fred C. Cunningham.

David Clark has been transferred from the Stock Department, Asbestos Factory, to the Cost Accounting Department.

Thomas C. Young, formerly District Supervisor of the Western Division Industrial Department, has been appointed representative, industrial section, for the Portland, Oregon, District.

B. S. MacMillian has recently been appointed head of the Planning Department, Asbestos Factory.

Fred C. Cunningham, who was employed at Pittsburg Factory during the last construction period as one of the assistant construction engineers, has been transferred to the San Francisco Branch as Superintendent of Construction for the San Francisco District.

H. S. Deeley, after taking up planning work at Manville Factory, has been transferred to the Planning Department at Asbestos Factory, under B. S. McMillian.

Hala Peebles of the Pipe Covering Department, Asbestos Factory, has been definitely transferred to Waukegan Factory to be employed in the Shipping Department.

Arvord Sherwood, foreman of the Waterproofing Department at Waukegan Factory, who has been at Pittsburg Factory for the past three months assisting in installing and starting the Merrill Process system, stills, and paint plant machinery, has returned to Waukegan. Paul Fleetwood, formerly an employee at Waukegan, is now paint plant foreman at Pittsburg Factory.

D. C. Renton has been transferred from Waukegan Factory to New York as Chief Engineer for the Factories.

Clyde J. Burns of the Chicago Accounting Department has been transferred to the Chicago District office force,

J. P. Syme has been made assistant to A. V. Farr, Sales Promotion Manager, New York.

J. O. Little has been appointed Supervisor of the Market Analysis section of the Sales Promotion Department.

R. E. Hall has been appointed Supervisor of the catalog and technical data section of the Sales Promotion Department.

Clellie Lawhorn has been promoted to the position of Supervisor in the Punch Department, Cincinnati Factory.

Alex Stack, of the Billing Department, has been transferred to the Statistical Section, Chicago District.

T. G. Foster, Chief Engineer of the Waukegan Power House, has been promoted to Power Engineer and along with the generation of electric power and steam, he now supervises its transmission and consumption.

Miss Georgia Vander Wey succeeds Miss Frances Sheridan as stenographer in the automotive section of the Chicago District.

Simon Collier, formerly Chief Chemist of Waukegan Laboratory, has been promoted to Superintendent of Packing and Textiles. Mr. Nies has been put in charge of the chemical laboratory, succeeding Mr. Collier.

A. A. Purvis, of the Western Division Industrial Department, has been transferred to the sales force as associate of J. H. Roe in the Chicago city territory.

A. F. Miller, former assistant to D. C. Renton, has advanced to the position of Chief Engineer of Waukegan Factory.

Miss Sylvia Pachek, stenographer, Industrial Roofing Section, Chicago, has been transferred to the Office Service Department. Miss Betty Everist, a new employee, succeeds Miss Pachek in her former position.

New Employees

Eastern Division:

New employees in the Philadelphia District are: Frederick F. Bartlett, automotive salesman; Paul O. Dickinson, junior salesman, Trenton territory; E. R. DeBrava, merchandising salesman, Philadelphia territory; F. J. Brennan, building materials sales correspondent; Edward B. Miller, stenographer and customers' service; and William Kraft, clerk in the Wilkes-Barre Office.

Michael Crowley and Frank Gadevaia are two new mail boys in the Eastern Division Service Department.

C. A. McGinnis has been appointed industrial salesman for the Baltimore west section, Eastern Division.

John M. Reilly, formerly with the Southgate Press, Boston, Massachusetts, has joined the Eastern Division Sales Promotion Department, to do field work.

J. D. Hopkins joined the Boston District on October 1 as a junior automotive salesman, replacing Allan T. Whiting, who resigned to become a salesman for the Farrar Brown Company, automotive distributor in Portland, Maine.

Sterling Morrison has joined the Boston District as a clerk in the industrial building materials section of the Boston Office.

Mederic J. Lanctot entered the Company in the Boston District, October 8, as a merchandising building material salesman for the Metropolitan Boston sales territory.

Western Division:

Miss Ethel Penrose is a new stenographer in the Chicago Office Service Department.

Miss Marie Wilson is a new employee of

(*Continued on page* 22)

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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

Building Company Good-Will

As Johns-Manville employees we are "Johns-Manville" to the public, whether we are out selling J-M products or whether we are coming in contact with people in a purely social way. In either instance, the manner in which we as individuals conduct ourselves reflects on the Company name.

We may consciously be trying to sell Johns-Manville—which in this sense means J-M products—to our friends, as Mr. Dyke, in his message on the inside front cover, urges us to do. And we may be as successful in our attempts as was Anton Cerny of the Chicago Office Mailing Department while on a holiday trip home. His experience, related on page 6, shows how entirely possible it is for an order to result from a friendly and somewhat casual conversation. In talking with friends or even mere acquaintances there are many opportunities to put in just a word about Asbestile or shingles or putty for the new home, or of stressing the quality of any of the other products. We might go a step farther than Mr. Dyke and find another moral in the legend of Wai Chutsai. Instead of pronouncing the Chinese potter's name in his Pekinese way, say it in true American fashion as a slurring together of "what-you-say." For it's what you say—and the total of what we all say—to outsiders that counts.

Of course we may not all have the encouragement of seeing our casual "sales talks" turn into orders, but we can all see this wholehearted boosting add materially to Company "good-will"—a big asset in any business organization. Our attitude of loyalty to the Company, and of faith in everything it undertakes, will unconsciously be adopted by the people with whom we associate.

With seven thousand of us following this policy, the "good-will" of Johns-Manville is bound to grow. Its growth is certain to be marked by countless orders—orders that, in a final analysis, are a measure of the effectiveness of our friendly sales counsel and a tribute to our loyalty.

Reorganization of Sales Promotion Department Discussed at Conference

The new reorganization plan for the Sales Promotion Department outside the General Office was discussed at a three-day conference held in New York on October 15, 16 and 17. The conference was attended by the members of the Sales Promotion Department in the General Office, and by the Division Sales Promotion Managers, A. R. Gibbons, H. W. Kiel, E. Nelson, R. B. Adams and G. H. Meredith of Eastern, Central, Western, Pacific, and Canadian Divisions, respectively.

The first day of the conference was devoted to a presentation of the plan by K. R. Dyke, Advertising Manager, and J. S. Adams, Assistant Advertising Manager, and an open discussion by the out-of-town members.

In the course of the three-days' program, the four sections of the Sales Promotion Department were extensively discussed.

These sections are the Market Analysis; Advertising Department; Shows, Displays and Motion Pictures; and Catalog and Technical Data.

The Market Analysis Section will conduct all surveys, investigations, and research pertaining to the sale of Johns-Manville products; the Advertising Department is responsible for the creation and production of all national, technical and trade publication advertising; the Shows, Displays and Motion Picture Section is responsible for the creation and production of all dealer displays, sample boards, signs, and window cards, and the Catalog and Technical Data Section has as its function the creation and production of the Sectional General Catalog pages, technical data sheets, and confidential data sheets for salesmen.

A. V. Farr, Sales Promotion Manager, Mr. Dyke and Mr. Adams were chairmen of the conference on the three successive days.

The new plan will be put into effect immediately. Personal visits will be made to all Division Offices from time to time during November and December to complete the reorganization.

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New Uses News

A monthly feature on suggestions and general information pertaining to new uses for J-M products and the markets they open up

II. Selling Asbestos Caulking Putty

THE average window frame requires only a few pounds of putty to fill up the cracks that let in wind and rain, but the large number of windows in every building, and the increasingly large number of buildings in every city, make this a tremendously big market for Johns-Manville Asbestos Caulking Putty.

Its Many Uses

This putty has untold possibilities for setting window frames in masonry, brick, stone and concrete walls, for pointing up cracks in masonry or plaster walls, for setting sidewalk lights, for setting sky lights, for setting joints on masonry walls—in short, for any purpose requiring an enduring, elastic, and easily applied plastic cement.

Salesmen on the Pacific Coast, and particularly in Los Angeles and San Francisco, were quick to go into this new field, and their success is well worth noting. They virtually startled the Merchandising Department with the quantity of material sold. For 34 buildings in Los Angeles and San Diego alone more than 56,000 pounds, or 28 tons, of caulking putty were sold for setting window frames. This average of more than 1,600 pounds per building shows how easily the orders may pile up into quantities measured in thousands of pounds.

An Outstanding Example

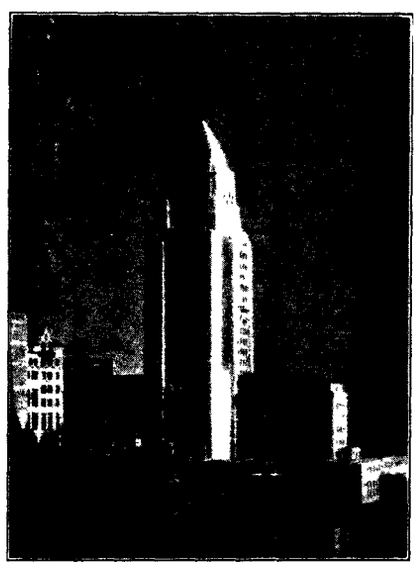
The outstanding example is the new Los Angeles City Hall, pictured here, for which 12,000 pounds of putty were used. A large percentage of the material went into half-inch expansion joints all around the tower portion of the building at each story. These joints, which extend entirely through the stone wall, were placed there by the designers so the stone would not shatter or chip in case of a severe earthquake.

Johns-Manville Caulking Putty was chosen by the architects and engineers after an exhaustive study of materials for this particular use. It was selected as the only material that was sure to answer all requirements 100 percent.

Pliable, Yet Firm

The putty did not stain the adjoining stone, and it showed it would remain pliable, yet firmly in place.

The new Spreckels Building, one



The new Los Angeles City Hall, for which six tons of Johns-Manville Asbestos Caulking Putty were used.

of San Diego's tallest, is another example of the successful application of caulking putty. The building was pointed up on the exterior both in the brick work and around the window cases, and is now thoroughly waterproof.

The idea of developing a Johns-Manville asbestos caulking putty for this type of work grew out of a suggestion made by a J-M distributor in San Diego, who advised the Pacific Division that his organization had been successful in selling gray asbestos roof putty not only for the actual repairing of roofs, but extensively in the general waterproofing of every portion of the building that required a plastic material to take care of expansion and contraction, thereby eliminating leaks.

A New Putty Developed

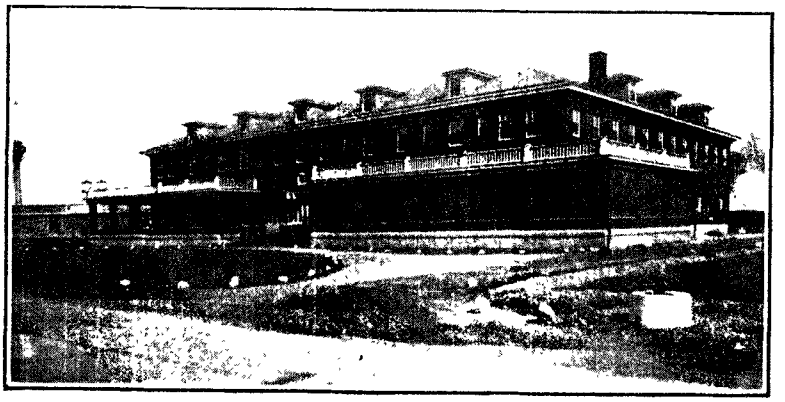
The matter was immediately brought to the attention of G. G. Ashwell, Sales Supervisor of the roofing and building materials section, Pacific Division, and through him to E. D. Pakenham, Staff Manager of the roofing and building materials section at New York. The Roofing Department at Manville Factory was then consulted. Realizing the real function of such a product and appreciating that ordinary roof putty would not positively answer all requirements, the Research Laboratories developed Johns-Manville Asbestos Caulking Putty. In 5, 10, 25, 50, and 100-pound containers, it soon made its appearance.

In the Residential Field

Its uses are almost unlimited. Outside the field of office and public buildings, factories, schools, hospitals and churches, is the residential field. Private houses and apartment houses all over the country need pointing up with a product of this kind, to say nothing of the need for caulking windows.

Salesmen in all Divisions are now pushing this new product, and by so doing are adding to their own sales sheets. Other employees, too, might profitably consider it, for it is just one more example of the possibilities of finding new uses for Johns-Manville products, and of going one step farther and developing from them entirely new products.

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Through the H

Glimpses into the building which serves not only the fa town visitors to the plant. n

The Exterior

The service map above the entrance immediately stamps the hotel as Johns-Manville property. It was built in 1919 — the only hotel in the vicinity. To the left of its spacious verandas may be seen one of the factory buildings.

The Lobby

This comfortable lounging room and meeting place, twice as large as the photograph shows, is indeed inviting. Another staircase to the second floor, and the stairs to the basement, were outside the range of the camera.

The Bowling Alleys

These alleys and pool tables, in a large recreation room in the basement, are very popular with both the factory employees and the public, and tournaments are often in progress. In the basement there is also an up-to-date barber shop

The Ballroom

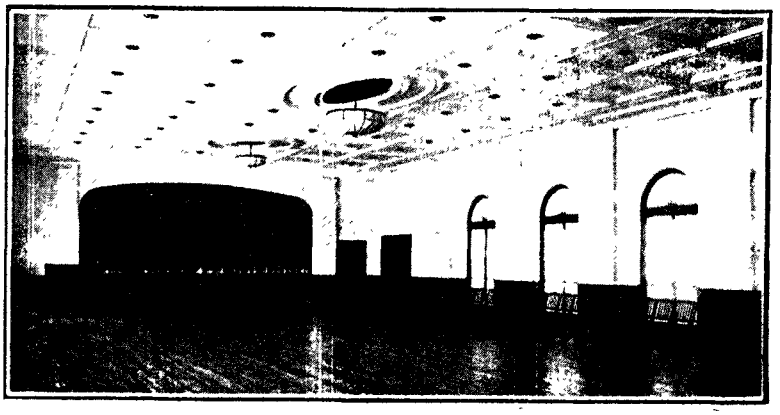
An ideal setting for dances and entertainments, this ballroom is also frequently utilized as a banquet hall. It adjoins the lobby, which becomes a convenient reception room.

The Women's Lounge

Women are given a special corner at the Hotel Asbestos. This attractive and well appointed writing room adjoins the main lobby.

The Hotel Staff

To this group goes the credit for the hotel service; front row, left to right, Louis M[illegible] janitor; Joseph Decicco, barber, Joseph M[illegible]







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EL ASBESTOS

ıville, New Jersey,
ıployees and out-of-
eneral public, also.

bell boy; William Wallace, assistant
losie Piter, pastry chef; William J. Mc-
ıef; Mary Rockicki, desk clerk; Jennie
/ski, linen girl; and Gene Potente, bar-
cond row, left to right: Sophie Nestor,
s; Vera Alekson, waitress; R. J. Phalm,
r; Mrs. R. J. Phalm, governess; Pearl
, linen girl; Angelina Zuccota, kitchen
Mary Lutzko, kitchen helper; and Mar-
lekson, laundress.

The Kitchen

otlessly clean and well equipped work-
here delicious meals are prepared.

The Cafeteria

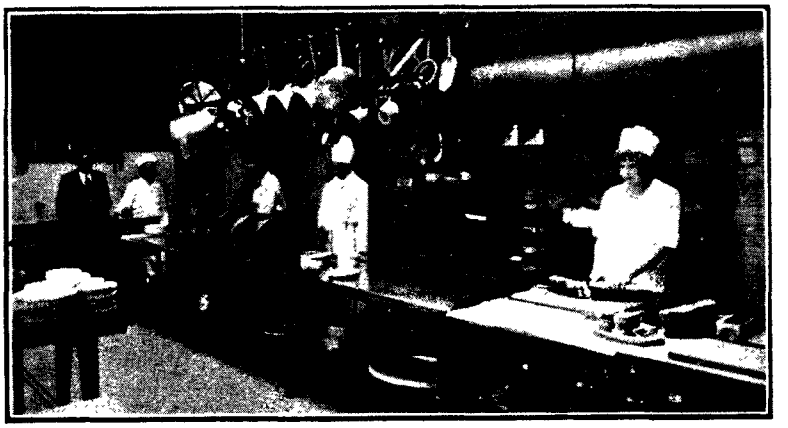
beginning of the noon-hour stream of
workers. A great many of the employees
more convenient to eat in the cafeteria
carry their own lunches. The food is
tely priced.

The Diningroom

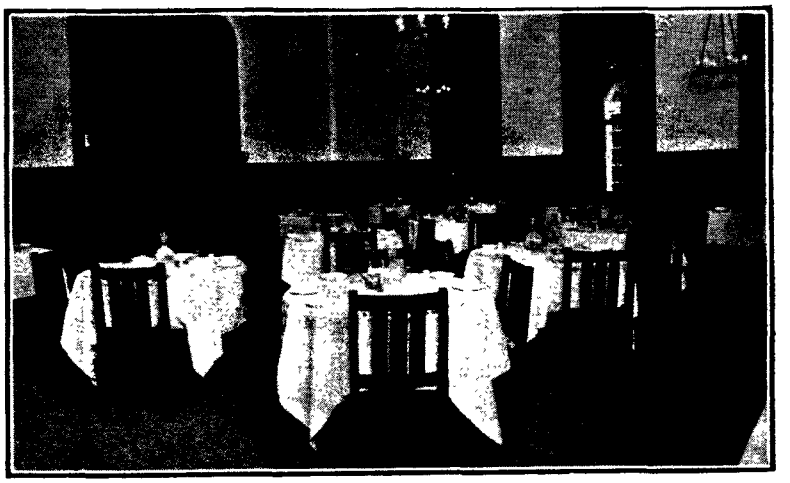
: of the employees, as well as visitors and
ıts, prefer the diningroom for lunch or
It is a good place to visit Sundays, for
etizing chicken dinner.

An Upstairs Corridor

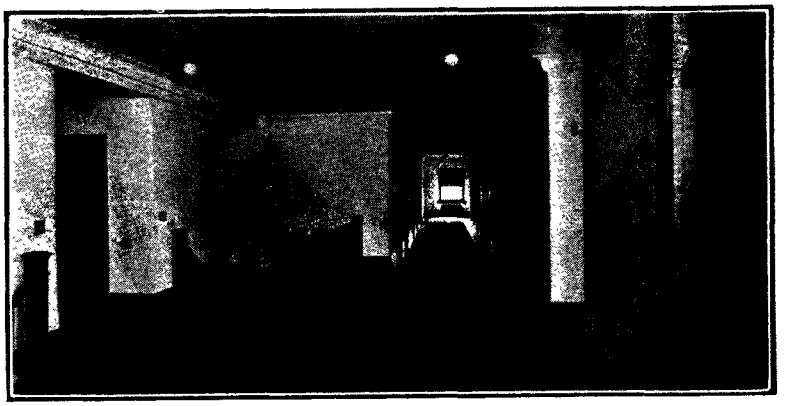
hotel can accommodate approximately 80
in its 70 rooms. Each room has hot and
nning water, and some have private baths.
ber of the employees make the hotel their
Johns-Manville employees on motor trips
ı New Jersey will find the hotel a good
or an overnight stop, or for an entire
ıd.











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Here and There in the Field

One Hundred Per Cent J-M

W. S. Hamilton, Engineer, Oil Industry Department, Western Division, has just secured an order from the Graver Corporation for 85,000 pounds of No. 20 retort cement for laying up the firebrick work on four Jenkins' Process Refining units that the Graver people are going to install at Vernon, Wilmington, and Vinvale, California.

This is the largest single order for retort cement secured in the Western Division this year. In addition to the high temperature cement involved, he has also sold Furnace wall insulation for the same equipment encased in flat Transite, and expects to get the rest of the insulation for these units, which will make this a 100 percent Johns-Manville installation.

Johns-Manville in Brazil

In one of the busiest parts of the beautiful Avenida Rio Branco, Rio de Janeiro, Brazil, the great increase in the number of omnibuses has made traffic in general very slow and difficult.

Of the 500 buses owned and operated by different companies in this city, all but 10 are equipped with J-M folded and compressed brake band lining.

Such a record as this has been made possible by the excellent work of Armando Ramos, automotive salesman, and Ramiro L'Correa, Manager, of the Rio de Janeiro Office.

Plane Passes Through Tank Farm

R. N. Stroup, Sales Supervisor, Dallas Office, reports that while on a trip to Midland, Texas, with Salesman H. H. Conger, during the week of September 10 the Transcontinental Aeroplane flight planes passed over Dallas. The planes were flying so low that one plane passed through the Magnolia Tank Farm, which has 64 Johns-Manville vapor tight tank tops. The pilot apparently had not taken into consideration the electrical protection wires on the tops of the tanks, and was flying at an altitude just even with the wires. Some J-M mechanics were installing a roof at this time and they stated that the plane barely missed the first roof and dropped below the eave line, and continued for half a mile right between two lines of tanks, and then gained a little additional altitude and continued on its journey.

Eight Miles of J-M Insulation

The Asbestos Covering and Supply Company, J-M distributors, are furnishing and applying the pipe covering and insulation work throughout the Northern Life Tower building, being erected by the Northern Life Insurance Company in Seattle. The specifications call for a very high grade job throughout and this company will apply more than eight miles of Johns-Manville efficient insulation to the piping as well as insulating the boilers and portions of the smoke duct. This is the largest pipe covering contract which has been let in Seattle this year.

Training Shingle Salesmen

R. S. Milligan, recently employed by the Pacific Division, came to Los Angeles, September 1, to help stimulate sales of asbestos shingles. To that end he first called on all dealers and appliers in the City of Los Angeles and vicinity, and in discussing the problem, it was decided that Johns-Manville could render most help by employing and training men to sell rigid shingles, these men later to go into the dealer organizations.

Mr. Milligan advertised for salesmen, selected the best men, and started his school. These men are put on the Johns-Manville payroll for two weeks while at school, and at the end of that time, are to be placed with Johns-Manville dealers and appliers, selling for them on a commission basis, the dealer or applier to pay the commission.

In the school, the men are not only drilled on the merits of asbestos shingles, but are shown how to apply them, how flashings and valleys are put in, how to measure roofs, and make estimates. The dealers and appliers have shown their enthusiasm for this plan, and good results are expected.

J-M Roofing in the Argentine

A Johns-Manville built-up asbestos roof covers the new building of the Banco Germanico of South America, the contract having been obtained by Max W. Boley, J-M special representative in the Argentine.

The entire structure, including the roof, is described in detail in an issue of *Revista Bancaria*, the official publication of the Argentine Bankers Association.

Chrysler Cars Have Moulded Lining

The requirements of the Chrysler Corporation for the first week in October called for the entire car of Johns-Manville moulded lining which was shipped to Detroit October 1. Production has reached a point where the monthly needs are about two and one half to three carloads of this material.

The Chrysler engineers were quick to appreciate the smooth operation of brakes lined with this J-M material when they introduced their new internal Lockheed Hydraulic Brakes.

The development of this brake lining has progressed to the point where it is the only material recommended by the Lockheed Hydraulic Brake Company for use on its internal brakes. The material also has the endorsement of the following automobile companies and axle manufacturers who are now using it in production: Checker Cab Com-



Traffic on the Avenida Rio Branco, in Rio de Janeiro, Brazil, one of the most picturesque boulevards in the world. The buses are only two of the 500 single and double-deckers there that are equipped with J-M folded and compressed brake band lining.

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pany, Dodge Brothers, Graham-Paige, Peerless Motor Company, Reo Motor Company, Clark Equipment Company, Columbia Axle Company and Salisbury Axle Company.

The demand for A. M. lining increased so rapidly that it may now be procured for practically every passenger car and for most of the lighter trucks equipped with internal brakes.

A Change in Policy

The Johns-Manville Corporation will no longer act as sales agents for Orangeburg Underfloor Duct, an arrangement having been made between the Company and the Fibre Conduit Company for the latter to sell this product direct.

This change applies to the Underfloor Duct System only, and does not in any way affect the agreement with the Fibre Conduit Company regarding the sale of fibre conduit, third rail covering or any other of its products.

A Big Roof Job

A. A. Gaible, Cincinnati City Sales Manager, recently secured a 775-square roof job consisting of a combination of one ply of 30-pound saturated rag felt and two plies of 15-pound asbestos felt, for the Asbestos and Asphalt Roofing Company, Hamilton, Ohio, Johns-Manville approved roofer. This order was secured from the Gardner-Harvery Container Company, Middletown, Ohio.

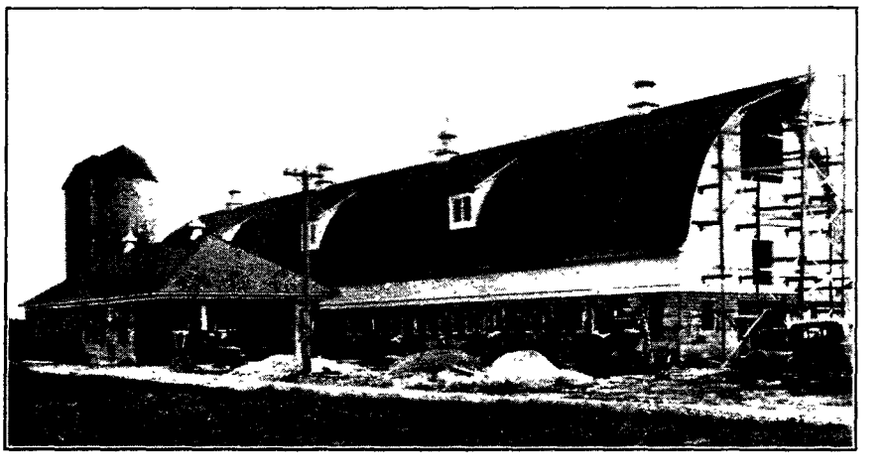
About September 6, Mr. Gaible also assisted C. E. Tanner, power specialty representative, in landing an equipment order from the Hooven-Owens-Rentschler Company, Hamilton, Ohio, for a large quantity of friction disc facings, amounting to more than $4,000.

Specifying J-M Roofs

The following is a circular letter sent out by the Stewart Lumber Company, Oklahoma City, Oklahoma, to all of their yard managers, requesting them to try to get J-M specifications on all new work:

"In the future, please try and specify on all new house bill roofs, Johns-Manville roof of some type as this will enable us to at least sell the roofing on the job.

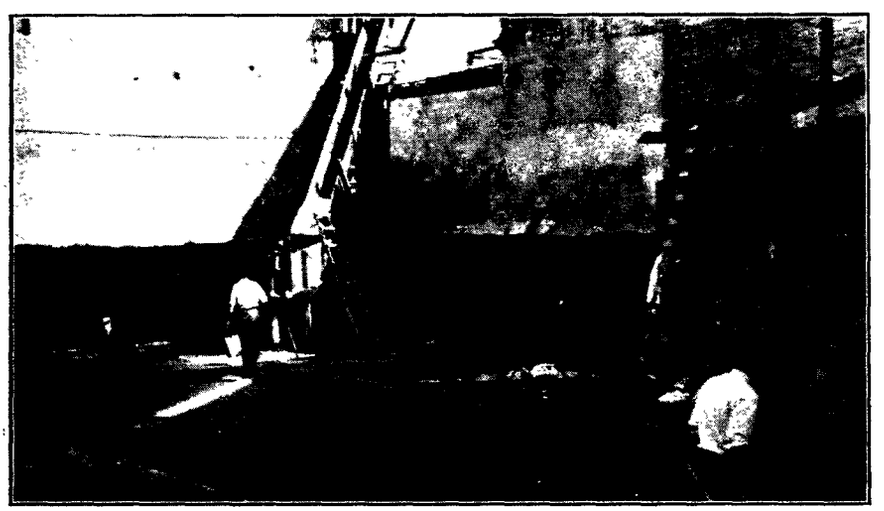
"We know that this can be done because one of our yards has had considerable experience along this line and has achieved great success."



The barn for which R. S. Downing, Richmond salesman, sold 180 squares of No. 70 rigid shingles. The story of how Mr. Downing secured the order appeared in the October Circle.

Applying J-M Waterproofing

The engineers of the Brazilian Telephone Company, Sao Paulo, Brazil, after considerable deliberation and study, decided to place the execution of a very difficult piece of work in the hands of the Johns-Manville Brazilian organization. The basement floor and retaining walls of the new telephone central had to be applied with J-M standard waterproofing. Reinforced concrete three feet deep was placed on top of the floor. In this building, containing millions of dollars worth of costly and delicate electrical apparatus, it was deemed wise to entrust the waterproofing to only an experienced organization. The Brazilian Office has built up an enviable reputation in this line.



Johns-Manville men in Brazil applying J-M standard waterproofing to the basement floor and retaining walls of the new building of the Brazilian Telephone Company, Sao Paulo.

A Successful Five Year Trial

The General Asbestos and Supply Company, South Bend, Indiana, has just sold the Studebaker Corporation 17,000 square feet of industrial Mastic flooring to be used on three small spray decks and a large rubbing deck.

This order was placed after the Studebaker Corporation had several thousand feet of J-M industrial Mastic flooring on rubbing decks for approximately five years.

Cooperation Results in Orders

Close cooperation between J. R. Andrews and P. G. McHenry of the Chicago Office and R. A. Messner, Minneapolis salesman, resulted in an order amounting to about $5,500 for built-up roofing materials and corrugated Transite from the Metal Roofing and Cornice Company, St. Cloud, Minnesota, for the International Harvester warehouse there.

J-M Display at Oklahoma Fair

The Oklahoma State Fair at Oklahoma City, Oklahoma, closed September 30 with a record attendance of 342,000. The McGraw Bearly Lumber Company, J-M distributor at Oklahoma City, had Johns-Manville rigid shingles on display at their booth. C. M. Higgins, St. Louis salesman, spent most of his time during the eight days of the fair in the booth, along with the McGraw Bearly salesman, and secured 42 live prospects for rigid shingles, of which two have been closed and turned into orders. They expect to close at least 15 or 20 jobs as a result of their efforts during the Fair.

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National Advertising Convincing

H. M. Dipert, automotive salesman, Western Division, has been trying for a long time to get the George C. Wright Lumber Company of Altus, Oklahoma, interested in rigid shingles. This seemed impossible as Mr. Wright maintained there was no market for rigid shingles in that section. However, Mr. Dipert continued to call on Mr. Wright whenever he went to Altus.

Just recently the Tulsa Office mailed an inquiry to Mr. Dipert from Olustee, with a statement that they had no record of a dealer in that vicinity. Mr. Dipert, finding that Olustee was 18 miles southwest of Altus, mailed a copy to Mr. Wright, who sent word to him to come to Altus and go out to Olustee with him. Upon arriving at Olustee, it was discovered that C. B. McCaleb, the inquirer there, would have nothing but J-M No. 70 shingles to re-roof his home. The worth of J-M shingles had been proved to him during a hail storm when his roof was hammered in and the roof of a school nearby, which was of No. 70, stood the hail storm without damage. Then Mr. Dipert and Mr. Wright took a 10-mile drive to Blair, Oklahoma, where a prospect of Mr. Wright's was building a brick farm house. Mr. Dipert sold him on No. 70 Duplex shingles, making a total sale of 43 squares for the day.

Needless to say, these examples of the effectiveness of J-M's national advertising convinced Mr. Wright the market for rigid shingles was there.

Prison Power House J-M Insulated

The new power house of the Indiana State Prison at Michigan City, will be Johns-Manville insulated. The Crane Company of East Chicago, Indiana, J-M distributor, secured an order for a carload of Johns-Manville insulating materials for the new power house, including nearly 10,000 lineal feet of 85 percent magnesia pipe covering, 2,400 square feet of 85 percent magnesia blocks and 60 bags of asbestos cement.

Fire Brings Shingle Sales

On September 5, nine homes were destroyed by fire in Harvey, Louisiana, and work has already been started to rebuild them. The Mayronne Lumber and Supply Company, of Marrero, Louisiana, J-M distributors in that section, have secured contracts for roofing five of the buildings with rigid asbestos shingles.

Minneapolis Office Meeting

A sales meeting was held at the Minneapolis Office on Saturday, September 15, with acoustics and built-up roofing the topics for discussion. W. G. Wendland of the Chicago Office gave a talk on pipe line felts.

Shingle Demonstration Effective

M. R. Perry, salesman, and H. W. Allison, Supervisor, of Birmingham District, recently held a carpenter-contractor meeting in Greensboro, Alabama. This town did not have a distributor and there was not a rigid shingle roof in the town. A shingle demonstration was given at night on the side walk; illuminated by some temporary lights. Three prospects were closed the day after this meeting which was followed by a carload order from H. A. Taylor, the new distributor, and with another carload order of rigid shingles, most of which had already been sold. This town in the past was 100 percent metal shingles, but with the entrance of the beautiful No. 70 Duplex, the metal shingles were ruled out.

A New Power Plant

More than $43,000 worth of Johns-Manville materials will be used in the new Municipal Service Power Plant, St. Louis. The contract, which was secured by L. A. Foster, sales supervisor of the St. Louis City Sales Office, consists of: Asbesto Sponge felted pipe covering on underground lines; 15-pound asbestos felts for waterproofing, and waterproofing cements; cut gaskets; 85 percent magnesia boiler insulation; 360 squares class A built-up roofing; corrugated Transite; miscellaneous pipe coverings; cable fireproofing; Ebony panels for switchboards; fibre conduit for lighting cables leading from plant.

The new power plant furnishes current for the new Court House, the City Hall, the Municipal Courts Building, the Auditorium, and several other new civic buildings. The boiler equipment is capable of producing 137,000 pounds of steam per hour or 5,000 H. P. per hour.

C. A. Girvin Returns from Cuba

C. A. Girvin, Sales Manager of the Foreign Division, has just returned from a trip to Havana, Cuba.

The steamships plying between Havana and Key West were so crowded with the delegates attending the Spanish-American War Veterans Convention in Havana that Mr. Girvin decided to fly in one of the Pan-American Airways' aeroplanes from Havana to Key West rather than be delayed in Havana for several more days.

Besides Mr. Girvin, several other Foreign Division representatives, including Peter Porta and E. V. Anderson, use this means of transportation in order to make speedy trips from one country to another.

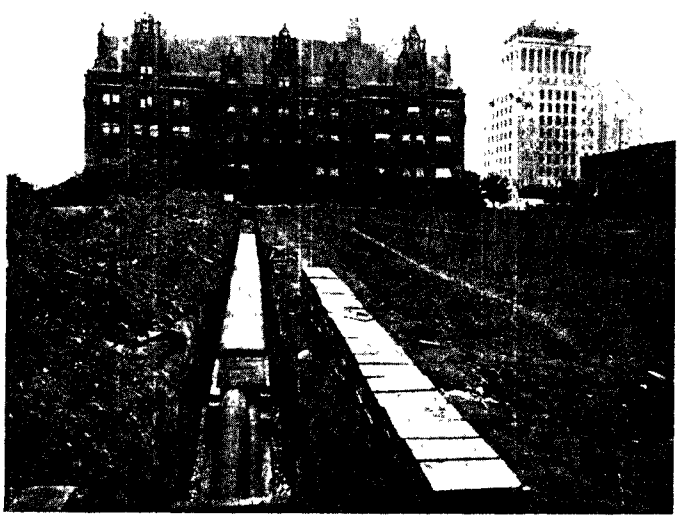
State of Texas a Customer

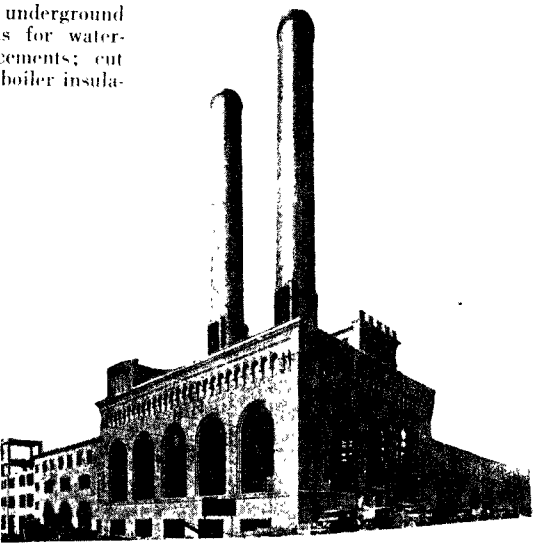
F. A. Sanders, salesman, announces that Johns-Manville has been awarded the state contract for 12 months for pipe covering and gaskets needed in all Texas institutions.

Among the institutions for which the Texas Board of Control buys material are hospitals, colleges, schools and sanatoriums.

Keeping Roofing in Condition

Joseph A. Fell, Western Division building materials salesman, secured an order





Above: The new St. Louis power plant, equipped with more than $43,000 worth of J-M materials, which furnishes the power for the city hall and new Court House (in the photograph at the left) and other civic buildings

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from the Advance-Rumely Company of La-Porte, Indiana, for 8,000 pounds of ready-mixed Asbestile, 50 gallons of concrete primer and 1,500 gallons of regal roof coating.

This order shows what can be done with these materials in large industries that have a great many squares of roofing to be kept in good condition.



A J-M display van used by Hislop, Lloyd, Limited, Sydney, Australia. This method of advertising has proved a very good sales stimulant.

A Display Van in Australia

The above photograph shows the method which Hislop, Lloyd, Limited, Sydney, Australia, leading J-M distributors in New South Wales, employs in bringing Johns-Manville products to the notice of dealers in the rural and country districts of New South Wales.

The truck is fitted out with Johns-Manville products in a very attractive manner, a method of advertising which has stimulated sales to a very great extent.

No other wording than the firm name and "J-M Display Van" appears on the truck. Because of its great success, Hislop, Lloyd, Limited, intends placing another van on the suburban run for the city of Sydney.

A Bit of Hard Luck

When in Mexico you do as the Mexicans do, so for the past four years A. A. Rasmussen, representative in Mexico City, has faithfully bought tickets in the National Lottery. Each time, of course, he had the greatest expectations of enriching himself. However, during all that time he never even received a reintegro, or reimbursement, which means getting the price of the ticket back.

On the sixteenth of September just past, because of his continued ill luck, he decided he would not invest. Then Mr. DeHay, the pipe line superintendent of the Huasteca Petroleum Company, asked Mr. Rasmussen to buy a ticket for him which Mr. Rasmussen did.

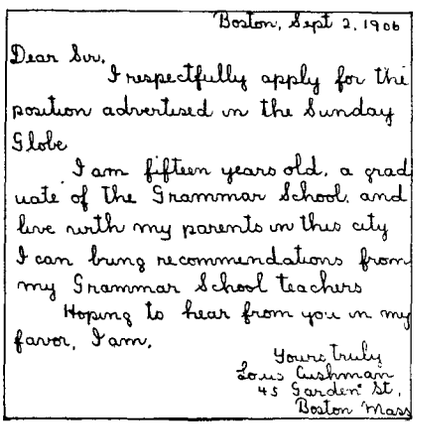
When the drawing was over Mr. Rasmussen found that the ticket bought for Mr. DeHay had won 400 pesos, which is about $200. Of course Mr. Rasmussen didn't begrudge his friend the prize, but then it *was* hard luck!

Within the Circle

Eastern Division

A. R. GIBBONS, *Associate Editor*

H. F. Beacham, salesman, Syracuse Sales Office, attended a clam bake at the Mohawk Fish and Game Club, Utica, New York, given for the master plumbers of Utica and vicinity, on Saturday, September 22. Various games including races, baseball and trap shooting were played. Mr. Beacham came out first in the baseball throwing contest and received a pair of nickel pliers, donated by Charles Miller and Son Company, insulation and packing distributor at Utica.



Boston, Sept 2. 1906

Dear Sir,

I respectfully apply for the position advertised in the Sunday Globe

I am fifteen years old, a graduate of the Grammar School and live with my parents in this city I can bring recommendations from my Grammar School teachers

Hoping to hear from you in my favor, I am,

Yours truly
Louis Cushman
45 Garden St.
Boston Mass

On September 2, Louis E. Cushman, Sales Promotion Manager of the Boston District, celebrated his twenty-second anniversary with the Company. This is the original letter of application he wrote to the Boston Office back in 1906.

Herbert Chadwick, power specialties sales correspondent, and Miss Ann Eleanore Beatty, were married October 6 at the Wissahickon Presbyterian Church in Philadelphia. Miss Beatty is the sister of Elwood Beatty, junior salesman, Allentown territory.

Miss Ethel Breuel in the Eastern Division Sales Promotion Department has announced her engagement to Byron J. Frost of the American Telephone and Telegraph Company.

The sympathy of the Boston District is extended to Frederick H. Klein, building materials merchandising salesman for Metropolitan Boston, whose father died on October 7.

A son, Donald Edward, arrived on October 11 at the home of Arnold L. Rose, industrial salesman in the Maine territory of the Boston District.

Central Division

H. W. KIEL, *Associate Editor*

C. B. Penick, special representative, Cincinnati District, is now back at work again after an operation for appendicitis.

J. W. Batman has been appointed reporter for the newly reorganized Charleston Sales territory in the Cincinnati District, and C. B. Penick has replaced E. L. Hoffmann as reporter at Cincinnati.

S. A. Peterson, Estimator, Cincinnati District, recently underwent an operation for appendicitis, at Madison, Wisconsin.

Effective October 1, the address of the Charleston, West Virginia, office of the Central Division was changed to 521 Peoples Exchange Bank Building.

W. B. Kincaid, building materials representative, Cincinnati District, was presented with a baby girl on September 14. The evening before the arrival, Mr. Kincaid was arrested for speeding, and he promptly used this as an "alibi" to escape a $10 fine. He handled this just as he would a rigid shingle prospect, and succeeded in selling the Judge, who suspended the $10 fine on condition that it be used immediately in starting a bank account for the little lady.

Western Division

E. NELSON, *Associate Editor*

Arthur Smith, roofing inspector for the New Orleans District, who was injured on September 15, has returned to work.

P. D. Whittemore of the Peoria Sales Office closed a nice order with the Central Illinois Light Company of Peoria, Illinois, for Superex blocks for lining a gas producer flue. Competitive material had been specified.

The Peoria Office welcomed E. H. Clausen, Sales Manager of the San Francisco Office, as a business visitor recently.

Hugh M. Bailey has been placed in charge of the Office Service Department, Western Division.

J. F. Lawrence, Tank Top Construction Superintendent, has moved his family from Houston to Dallas, so that he will be more centrally located to handle Tank Top work in Texas and Oklahoma.

Roger C. Gleason, special acoustical representative, Chicago District, was married September 6 to Miss Gertrude Wallace at Mount Carmel, Illinois.

T. M. Butler, south Alabama salesman with headquarters in Montgomery, Alabama, was recently married to Julie Whit-

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stone. They went to Little Rock and Hot Springs, Arkansas, on their wedding trip.

Miss Pauline Roos, of the tabulating unit, Chicago Accounting Department, was married on August 31 to Elmer Smith.

R. C. Badger of the Chicago Office is installing Johns-Manville industrial flooring in the Sulphate room of the Tennessee Coal, Iron and Railroad Company's By-Product Plant in Birmingham.

J. J. Toohey of the Chicago District is the father of a baby girl born September 17.

The Birmingham District is holding weekly sales meetings at which rigid shingles are always discussed. The salesmen are becoming shingle conscientious and in the face of foreign competition are getting a large share of rigid shingle business.

J. W. Kelley, building materials salesman in the Omaha Sales Office, during the latter part of August secured two new distributors for asbestos shingles: the Green Bay Lumber Company at Oakland, Iowa, and the Midland Lumber Company at College Springs, Iowa.

A. A. Purvis, Chicago city salesman, was married in August.

E. M. Naylor, Oil Industry salesman, Dallas Office, has probably sold more Johns-Manville vapor tight tank tops than any other salesman in the organization. During 1928 alone he has sold the Magnolia Petroleum Company 132 tank tops, and the Humble at least 25, making a total of about 150 tops this year. His volume of business on tank tops alone has run well over $450,000.



E. M. NAYLOR

As an added inducement for the men of the Milwaukee Sales Territory to make a favorable record in securements for the month of August and thus lend help to the inter-division race, F. F. Mohr, Sales Supervisor, offered a $20 gold piece to the man with the largest increase in sales in August 1928, over August of last year.

Walter Finch, salesman, earned the prize.

The sympathy of the Chicago Office is extended to R. H. Lang, Chief Accountant, whose mother passed away, and to E. E. Thompson, Mailing Department, whose father died recently.

Although he specializes on large industrial equipment accounts, Herbert Luedtke of the Milwaukee Sales Office, secured an order for approximately 4,000 squares of 4-ply asphalt built-up roofing at the plant of the A. O. Smith Corporation. He also received an order for an ebony switchboard 70 feet long, 90 inches high and one and one-half inches thick.

Miss Rose Pinz of the Chicago Order Department, was married September 1, and left soon after to begin housekeeping.

Charles A. Johnson, Houston salesman, has been with the Company three months, covering the Valley territory. In this period of time, he has secured four new distributors for building materials. In addition to the original carload of material, he has secured anywhere from one to three additional cars.

Pacific Division

E. N. CHRYSLER, *Associate Editor*

On the day of his departure for New York to attend the General Conference, Franklin Shuey, Sales Manager of the Los Angeles District, was presented with a beautiful white gold wrist watch by his employees as a token of their affection and esteem.

Effective October 1, the city and county of El Paso, Texas, were transferred from the Western to the Pacific Division.

Herbert Mattice, automotive salesman, Los Angeles District, won the automotive prize of $40 for turning in more support business from July 15 to August 15, than any automotive salesman on the Pacific Coast.

Frank C. Galloway, general salesman, Los Angeles District, won a prize of $25 for turning in the most support business in brake lining.

C. A. Pattison, representative, industrial section, for the Portland, Oregon District, resigned on September 1 to take charge of the Power Specialties Department for the Asbestos Covering and Supply Company, Johns-Manville distributors.

A. L. Haney, industrial salesman, Los Angeles District, won $25 in the service sheet contest, for turning in the greatest number of service sheet orders during the months of June and July. This contest was open to all districts on the Pacific Coast.

Foreign Division

E. A. MCLAUGHLIN, *Associate Editor*

W. W. Carroll, Manager of Cia. Consolidada de Maderas, was the guest of A. A. Rasmussen, Johns-Manville representative in Mexico City, during the week of September 16. Mr. Carroll came up from Tampico on a combined business and pleasure trip.

Asbestos, (Que.,) Factory

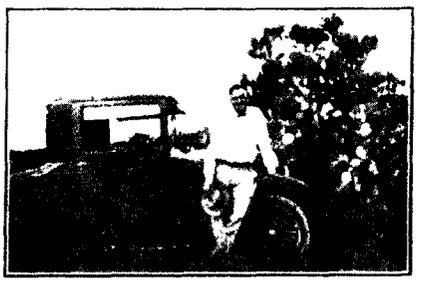
GEORGE L. FULLER, *Associate Editor*

C. D. Borror has been appointed reporter for the Mining Division in place of H. S. Deeley, who has been transferred to the Planning Department.

Miss Mildred Mills, filing clerk, went to Montreal to receive training as key punch operator in connection with the new tabulating system being installed in the office.

Miss Phyllis Clark went to Montreal for the purpose of training as comptometer operator.

The Mining Department Safety Organization, after a series of bad accidents, has the distinction of being the first to win the right to fly the new "Safety First" pennant, having gone through the month of August with no lost time accidents of any kind.



Charles A. Johnson, Houston salesman, has to ride for hours through unsettled country similar to that shown in the above picture, in covering the Valley territory.

Mrs. McCullough, wife of William McCullough, foreman of the Pipe Covering Department, is gradually recovering from an attack of pulmonary trouble.

Miss Flora Pinard of the Pipe Covering Department was married on October 8 to Mr. Lizotte of the Machine Shop.

The Packing Department wishes to extend sympathy to Henry Vincent for the loss of his wife, whose death occurred last month.

George Cheese of the Milling Department was married on August 14 to Miss Pearl Elsie Rudd of Danville, by the Rev. Mr. Smith of the Danville Advent Chuch.

Napoleon Pellerin of the Millboard Department, recently received a check for $1,000 from the Sun Life Assurance Company of Canada, under the new group policy, because of the death of his son, Andrea Pellerin, who was employed in the local factory. Mr. Pellerin's son came under the group during the month of May when the Company was carrying a policy for all its employees.

Gordon Clark, Mill Superintendent, announces that his Department workers are the winners of the "Safety First" pennant for the month of September, with no lost time accidents.

Les funérailles de M. Maximilien Chrétien, fils de M. et Mme. Pierre Chretien, décédé accidentellement à Wotton, ont eu lieu à Asbestos ces jours derniers.

Asbestos pleure la perte d'une vieille citoyenne dans la personne de Mme. Alfred Senneville, décédé, il y a quelques semaines à Wotton. Son service fut chanté à Asbestos.

M. et Mme Odilon Normand ont eu la doleu de perdre leur bébé, il y a quelques jours, à la famille éprouvée, le département des Moulins offre leurs sympathies.

Nous avons eu la doleur de perdre le plus vieux citoyen de notre ville, M. J. Morin, décédé la semaine dernière a l'âge de cent ans at quatre mois. Ses funérailles furent chanti par l'abbé L. N. Gastonguay.

The Mining Department announces that two of their number were successful in submitting acceptable suggestions during the month of August: Norman Craig, Brown

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Hoist operator, suggested a guard over gears on his own crane, and received $2.00. Evan Jones, Drill Foreman, suggested a device for blowing out drill steel while steel is being inserted or drawn from drill hole. Mr. Noel, drill repair man in the Machine Shop, won $10 on this same suggestion for method of attaching blowing device to drill steel.

The Milling Department was successful in winning awards on four suggestions during the month of August made by the following men: Joseph Lacerte, improved working conditions for boys, $2.00; Amedee Lavigne, elimination of possible fibre contamination, $5.00; George Shoults, shortening haul from mill to dump, $5.00; and Robert Cunningham, Mill Office Clerk, safety, $10.00.

Chrysotile, (Ariz.,) Mine

MILO E. RAY, *Reporter*

Los Residentes de Chrysotile, como tambien los Oficiales y empleados de la A.A.A. desean tomar esta opertunidad de expresar sus simpatias sinceras a la familia de Encarnacion Ramirez por la muetre de su hija Maria Luiz Ramirez en el dia 14 del actual.

Cincinnati Factory

T. R. TURNBULL, *Associate Editor*

H. J. O'Brien, superintendent of the Cement and Rock Wool Departments at Waukegan Factory, visited the Cincinnati Factory on August 23.

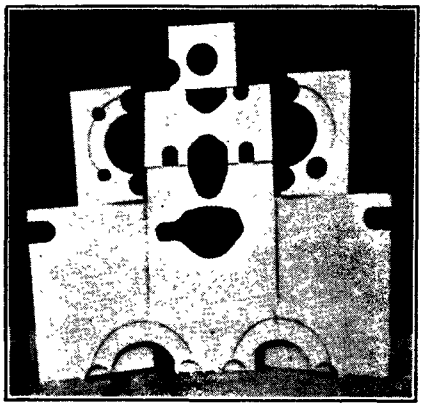
Miss Teresa Dolan, Stenographic Department, was injured in an automobile accident on September 15. Miss Margaret Schmitt took her place while she recuperated.

W. Lemke, Machine Shop Foreman at Waukegan Factory, stopped at Cincinnati Factory, August 25, on his return from Bound Brook, New Jersey.

At a meeting of foremen and supervisors on September 24, the enthusiasm of the first Annual General Conference held in New York on September 17 to 20 was passed on to the Cincinnati Factory by L. J. Spangler, superintendent, in a resumé of the addresses by President T. F. Merseles, and others, holding out for 1929 the brightest sort of a future for the Company and its employees.

Through the report of this conference, a feeling of individual interest in matters of general company policy and operations has been germinated and a new "esprit de corps" is being manifested which should be far reaching in its effect.

While Cincinnati Factory has always been proud of its loyalty and record of achievements, it is throwing itself into line with new vigor and aiming toward greater attainments during the coming year.



A group of Improved Asbestocel sheets representative of 72 cars shipped from Manville Factory during the first nine months of 1928.

Several members of the staff of foremen and supervisors at Cincinnati Factory are availing themselves of the opportunity offered by the night classes at the University of Cincinnati. The enrollment of employees has increased 100 percent this year over last with entrants in accounting, mechanical drawing, business management and public speaking.

Manville Factory

C. K. DILLINGHAM, *Associate Editor*

With an enrollment of 136 men, Foremanship Training started at Manville Factory on October 4. There will be eight meetings during the winter, conducted by the Division of University Extension of Rutgers University. A great amount of interest has been shown and among those enrolled are superintendents, inspectors, members of the office force, members of the Planning Department and student employees, as well as foremen and assistant foremen. Meetings are held in the Hotel Asbestos.

William Yurek, machinist in the Erection and Repair Department for a number of years, died September 10 from an attack of pneumonia. He was buried from his home at Manville, New Jersey, September 13, six of his former fellow machinists acting as pall bearers.

The first meeting of the Factory Managers, held at the Hotel Asbestos on September 20, was attended by the following officers and factory managers and superintendents: President T. F. Merseles; W. R. Seigle, Vice President in charge of Factories and Mines; M. H. Clark, New York; J. P. Kottcamp, Waukegan; J. C. MacIldowie, Nashua; C. H. Shoemaker, Asbestos, Quebec; L. J. Spangler, Cincinnati; C. R. Wikel, Gretna, La.; and G. E. Halladay, Manville.

Gretna (La.) Factory

E. BELSOM, *Associate Editor*

S. Collier of the Waukegan Factory, was recently a visitor at the Gretna Factory.

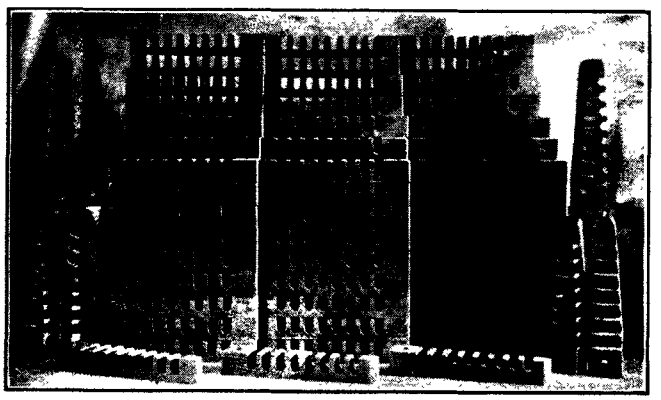
L. H. Delaune announces the birth of a son on September 30.

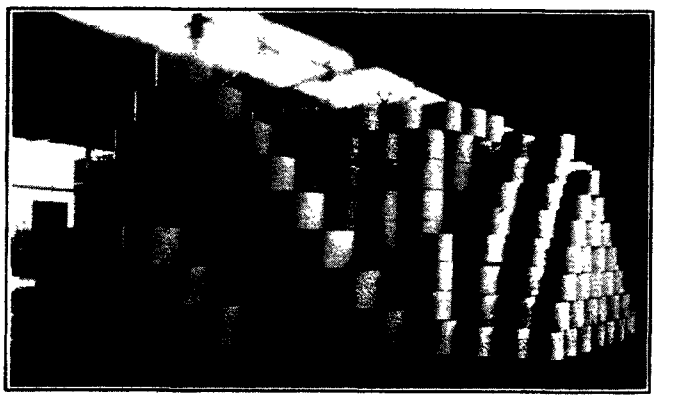
Nashua, (N. H.,) Factory

E. C. HOPKINS, *Associate Editor*

A new Suggestion Committee was appointed the first of October, consisting of Chairman Frank Barry, Fred Prunier, John A. Sullivan, John P. Sullivan, E. E. Willette, Jr., and W. R. Kelty, Secretary.

Frank Wilson, foreman of the Shingle





At left: Part of an order of moulded ebony shipped from Nashua Factory to the Metropolitan Service Corporation, Brooklyn, New York. The complete order of 2,795 *pieces weighed* 50,510 *pounds. At right: a part of two large orders for sponge felt removable flange covers recently made up by Pittsburg Factory for the Grays Harbor Pulp Company at Hoquiam, Washington, and National Paper Products Company at Port Townsend, Washington. The orders were secured by Salesmen Proseus, Hallstrom, and Smith of Seattle District.*

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Mill, was recently confined at the Hospital and his home for three weeks.

J. C. MacIldowie, Factory Superintendent, and W. R. Kelty, Planning Department, attended the meeting of Factory Managers and Superintendents at Manville recently.

The sympathy of the office and factory is extended to Carrol B. White, Billing Department, whose mother passed away September 26.

Frank Osmer, head electrician, is the proud father of a baby girl, born October 9.

Pittsburg, (Calif.) Factory

E. L. ADAMS, *Associate Editor*

A son, Herbert, was born to Mr. and Mrs. Herman E. Miller at the St. Francis Hospital in San Francisco on July 9. Mr. Miller is the plant engineer at the Pittsburg Factory.

Herman E. Miller, plant engineer, Pittsburg Factory, who became ill with influenza in September, is now back on the job.

Waukegan Factory

J. E. BEGLEY, *Associate Editor*

W. Chapman, stripper and fog room foreman, Shingle Plant, announced the birth of a son, Richard Leland, on September 28.

Quite a number of the Mexicans who have been employed at the Waukegan Shingle Plant are leaving for their old homes in Mexico this fall. Included in this number are Marcelino, Jesus and Dario Sanchez; Lena Salinas; Ralph Torres; and Narciso Garza. Others plan to return in the spring.

Frank Skorpinski, of the Shingle Plant shipping crew, has announced his marriage to Ellen Skwarkoski of Wadsworth, Illinois. The Shipping Department employees were guests at the wedding party, following the ceremony.

Arvord W. Sherwood, after an absence of four months, has returned to Waukegan from the Pittsburg, California, Factory, where he organized the Waterproofing and Paint Departments.

Daniel Mudgett, who has been ill for several weeks, is again on the job.

The Engineering Department is very busy putting up fibre dry houses and installing a service sheet machine for the Packing Plant to take care of the increase in sales of A. M. Lining.

A new saturator unit has been installed in the Roofing Plant to make tar saturated felt for underground pipe lines. The unit is equipped with slitters to cut all widths of felt up to and including 72 inches.

The Machine Shop is making new dies and moulds for the new Transite wood which will soon be on the market.

The Engineering Department of Waukegan Factory recently entertained D. C. Renton, who has just been promoted from Chief Engineer of Waukegan Factory to Chief Engineer of Johns-Manville Corporation. The evening's entertainment consisted of a dinner served in the banquet hall of the Clayton Hotel.

During dinner, the Sackman Orchestra played and sang, and at intervals, the 78 members of the Engineering Department sang under the leadership of A. F. Miller, toastmaster.

Following dinner, several department heads and their employees gave good will speeches to the departing guest. Following the speeches, the orchestra played numerous selections, and an entertainment of songs was given.

General Office

FLORENCE MUIR, *Reporter*

Miss Ruth Davidson, General Accounting Department, sailed for Bermuda, September 29, after her marriage to Arthur Schober. She received a beautiful vase from her Johns-Manville friends at a shower given her before the wedding.

The sympathy of the Company is extended to S. A. Williams, Production Manager, in the loss of his wife on September 19, at White Plains, New York. Mrs. Williams died following an extended illness.

At his request, Mr. Williams has been given an extended leave of absence, beginning November 1. During his absence, all production matters and new construction projects will be referred directly to W. R. Seigle, Vice President in charge of Factories and Mines.

Miss Rosalind M. Reid of the General Industrial Department was married on October 30 to Charles L. Day, of the engineering and development section, also of the General Industrial Department.

Miss Muriel Rahmeyer, who has been employed in the General Merchandising Department, was married on September 27 to R. H. Mehrs, Jr., at Flushing, Long Island.

Asbestos Factory Employee Is Father of 14 Children

The Asbestos, Quebec, Factory wishes to announce that Cliff Findlay of the Shipping Department can compete with Frank Barry foreman of the Wood and Ebony Department, Nashua Factory, in regard to the size of his family. Mr. Findlay is the father of 14 children, 9 girls and 5 boys. The latest arrivals were twins, a boy and a girl. The eldest of the boys is employed in the Milling Department.

Mr. Barry is the father of 8 girls and 5 boys. Two of the boys work in the Nashua Factory.

Employee Turns Salesman

(*Continued from page 6*)

Tony send him samples and prices.

On Mr. Skinner's return to Cheyenne communication was established with R. W. Sanders, Sales Office Supervisor at Peoria, and O. K. Herman, salesman. To make a long story short, Mr. Skinner ordered 15 squares.

As there was no dealer in Grundy county the order was taken to the Coal City Lumber Company, which was then appointed dealer. The lumber company gave Mr. Herman an order for a carload, out of which Mr. Skinner's squares were promptly delivered. In a letter to "Tony," received just a short time ago, Mr. Skinner said:

"It is a long time since June 1, when you wrote me. I have these shingles and they are just right. They make both a good looking and also a permanent job. You tell your 'boss' that in the future I will have some more roofs and that they will be of the same kind."

Mr. Sanders and Mr. Herman predict that "Tony" has the makings of a fine salesman.



Mr. and Mrs. C. O. Friedly and T. K. Mial watching events at the annual picnic of the Cleveland Office. At right, a battle royal among the men.



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Mexican Independence Day Celebrated by Employees at Chrysotile Mine

Employees of the mine at Chrysotile, Arizona, participated in a celebration of Mexican Independence Day on September 15 and 16, the latter date being just 118 years since Hidalgo declared independence from Spain. The celebration was marked by a parade, speeches, and other festivities, with the camp appropriately decorated for the occasion.

In appreciation of the work of the committee in charge of the celebration, Frank Knuckey, Assistant Superintendent at the Mine, issued the following statement:

"At this time the Arizona Asbestos Association takes great pleasure in extending a vote of thanks to the people who made possible and who conducted the memorable celebration of Independence Day at Chrysotile on September 15 and 16.

"Not only were the festivities enjoyable, but we would particularly like to compliment these men for the manner in which this entire celebration was arranged, for the order maintained, and for the way they cared for even the smallest detail."

The members of the committee, Miguel Aquirre G., Camilo Castaneda, and Ygnacio Pozos, expressed their appreciation of the cooperation of the Company in a vote of thanks addressed to the superintendent of the Arizona Asbestos Association.

An account of the celebration in Spanish, follows:

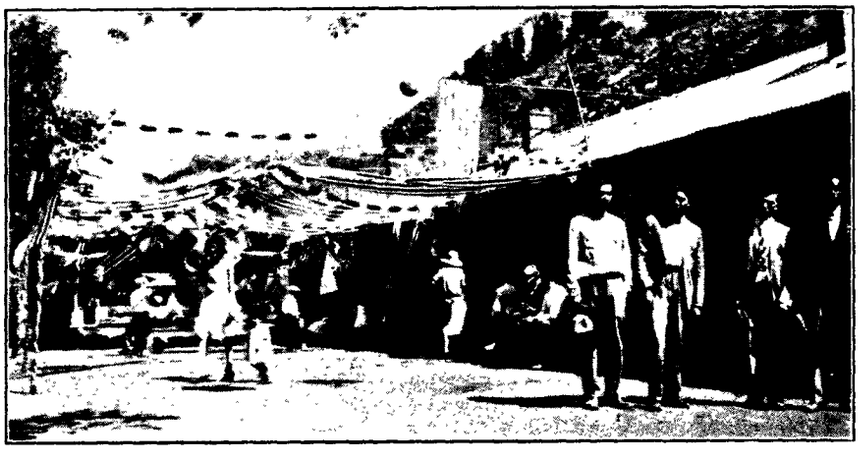


A group of Mexican girls with flags of the United States and Mexico.

Junta Patriotica

Nosotros los habitantes de Chrysotile y empleados de la Arizona Asbestos Association tuvemos el placer de ver una honorable Junta Patriotica dado por los Hispanos-Americanos que residen en este lugar, en honor de la Independencia de su querida Patria, los dias 15 y 16 de septiembre.

La programa rendida por los operarios Humildes represento dignamente el Patriotismo de la libertad, aquella qu inspiro a los heroes de la revelucion Mexicana como tambien inspiro a todos los martires de la libertad desde la era de Diocleciana hasta hoy en dia. El espirito patriotico manifestado en la luminosa celebracion vivira eternamente en los corazones de todas aquellas personas que estaban presentes y que participaron en las festividades. No podemos menos que doblar nuestras cabezas y dar nuestras gracias por la libertad que los padres de la independencia nos han remitida, en grito unanime decimos, "Vive la libertad entre ambas nacionalidades."



The scene of the celebration, with the speakers' platform in the background. At the right are the officers of the celebration committee.

A Los Oficiales de la Comite de la Celebracion:

La Arizona Asbestos Association desean ahora expresar su gratitud al pueblo mexicano y a los Oficiales por la celebracion colosal que tuvo verificativo los dias 15 y 16 dellactual, dado en honor de la Independencia de la Patria Mexicana.

Como fueron las festividades agradables asi queremos congratular particularmente a los hombres por los reglamentos de la celebracion entera, tambien por el orden extraordinario que fue mantenido y por la manera que fueron manejados los trabajos mas pequenos.

ARIZONA ASBESTOS ASSOCIATION.
por Frank Knuckey,
Assistant Superintendent.

Sr. Superintende de la Arizona Asbestos Association:

Salud

En sescion celebrada por la honorable Junta Patriotica de este lugar, ha acordado por unanimidad hacer a esta Compania, que dignamente Ud. representa, el siguiente voto de agradecimiento:

No podemos menos que otorgar un vota de confianza y de agradecimiente a todas aquellas personas que como Ud. y demas oficiales, han sabido interpretar de la mejor manera el sentimiento patriotico de que debe estar inspirado todo ciudadano. Esta vuestra actitud ha puesto de relieve ante nosotros y ante el mundo entero, el espirito de Patriotismo y de condordia que no obstante las malas interpretaciones, aun perdura en un pais como el vuestro.

Nosotros, Los Mexicanos, tambien hemos hecho un esfuerzo en representar dignamente nuestro pais a despecho del que no sepa interpretar fielmente nuestras aspiraciones, las que sintetizan nada menos que una concordia solidaria y sin paralelo para mantener in colume y afianzar aun mas las relaciones internacionales entre ambos paises: Mexico y Los Estados Unidos De America.

Por no haber sido bastante nuestra capacidad intelectual, nuestras Fiestas Patrias Carecieron de un brillante desorrollo, sustituyendo a esta falta, en muy alto grado, la cooperacion moral y material de que fueron objeto de vuestra parte, sumandose a ello el acuerdo mutuo que puede distinguirse entre ambas nacionalidades.

En conclucion manifestamos a Ud. haga patente ante la Arizona Asbestos Association las seguredades y digno respeto que caracteriza a todo Mexicano honorado y conciente.

LIBERTAD Y. CONCORDIA.

Chrysotile, Arizona, a 20 de septiembre de 1928.

Firmado por El Presidente, *Miguel Aguirre G.*
Vis. Pres. *Camilo Castaneda*
Sect. *Ygnacio Pozos*



A part of the parade at Chrysotile Mine on Mexican Independence Day. The boarding house and the trail to the mine tunnels show in the background.

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SPORTS

The Boxing and Wrestling Club, Asbestos Factory, has been reorganized for the winter activities and much enthusiasm is evidenced by the number of attendants at the weekly practices.

The bowling season is again under way in the Cincinnati District and the Office team looks forward to a renewal of hostilities with the Cincinnati Factory team in the near future.

The girls of the Nashua Factory Office have started two bowling teams. Team No. 1 consists of Miss Wallace, Miss Loveless, Miss McCullough, Miss St. Onge and Mrs. Rock. Team No. 2, Mrs. Howe, Miss Maynard, Miss Jeannotte, Miss Ruf and Miss Baybutt. Miss Florence Baybutt is in charge and the contest will last 20 weeks. Team 1 won 4 points in the first match, 3 in the second and 3 in the third. The three high bowlers to date are Mrs. Rock, Miss St. Onge and Miss Loveless.

The Nashua Factory has entered a bowling team in the City Industrial League, and in the first game won three points and lost one. The team consists of William Wills, captain, E. E. Lemire, W. B. Hott, P. J. O'Brien, F. T. Payne and John Lemery.

The following are the individual averages of the members of the Cincinnati Factory Bowling League: L. J. Spangler, 177; Abe Kraak, 176; W. Ammann, 170; M. Juenke, 163; Eddie Collins, 160; Nelson Frost, 143; Jim Leach, 141, Paul Graham, 139; Paul Frost, 136; H. R. Congdon, 132; W. Fisher, 131; and J. R. Vaugh, 128.

The Waukegan Bowling League started activities September 24 at 7 P. M. when A. R. Fisher, General Superintendent, rolled the first ball down the alley. This year, the teams were made up by a committee of three: Mr. Hampson, Mr. Meisenheimer, and Mr. Buckles. The bowlers were lined up according to their averages; all the teams as evenly matched as possible.

The League standings finds the Engineering Department in first place with 7 won and 2 lost. Packing is second with 6 won and 3 lost. The next 5 teams are tied with 4 victories and 5 defeats. The Magnesia team holds the bottom position with 3 victories and 6 defeats. Mike Durbin has the first 600 series and also high individual game of 245.

Thursday, October 25, the League planned to hold its annual banquet. The officers this year are: R. O. Nelson, president; A. Smoot, vice-president; and W. J. Heiting, secretary-treasurer.

The Manville Social Club, Incorporated, opened its annual bowling season on Monday, October 8, at the Hotel Asbestos alleys.

Two leagues have been formed, with eight teams in the American, and eight teams in the National. The team names have been taken from different teams in the baseball leagues.

Winners of each league will play in a special world's series of seven games, for prizes, at the closing of the season on March 18.

The captains are: American League, A. Batcho, W. Evans, G. Zillinsky, and L. McBride; National, W. Repka, W. Chinnisky, W. Brygner, and E. Fegel.

J. S. Nicely, President of Nicely and Company, Johns-Manville approved insulation contractor, and former Manager of the Philadelphia Metropolitan District, was host to the Philadelphia salesmen at an informal party held at the new Aronimink Golf Club, Newtown Square, Pennsylvania, on September 29.

The guests were: Walter Benner, assistant to Mr. Nicely, D. K. Dickson, J. F. Hemberger, C. L. Hitchner, F. J. Horne, A. W. Butt, J. W. Oberholtzer, R. L. Young, J. M. Watt, J. C. Schmidt, J. J. Siddall, and D. C. Oberholtzer.

Mr Nicely had the low gross score of 86, while Bob Young and Joe Siddall tied for the kickers handicap at 83, each receiving a prize. John Schmidt, who had the high score of 174, was also presented with a suitable prize for his supreme effort. As soon as all scores had been tabulated a nine-hole match was arranged between Johns-Manville and Nicely and Company, represented by Messrs. Nicely and Benner for Nicely and Company, and Messrs. Young and Dickson for Johns-Manville. The results were: Young, 38; Dickson, 55; Nicely, 39; and Benner, 54.

A dinner completed the pleasant afternoon.

The heating plant of this club is insulated throughout with Johns-Manville materials, applied by Nicely and Company.

Quite a number of baseball fans from the Cincinnati Factory and Sales Office were present at the National Amateur Baseball Tournament held at Cincinnati on September 15 and 16 to root for the team from Waukegan Factory in their efforts at the championship.

Cooperation is the dominant principle of modern life. Cooperation means conducting yourself so that others can work with you.
– Clipped.

New Employees

(*Continued from page 9*)

the Chicago Office Service Department.

Miss Margaret Allison has been employed as stenographer at the Peoria Office.

Paul Washburn has been added to the Western Division Acoustical section as special representative.

Pacific Division:

W. B. O'Neill has been appointed Railroad and Government representative for the Seattle District, with headquarters at Seattle.

Verner Montgomery has been employed by Los Angeles District as a mail clerk and general office worker.

General Office:

New employees in the General Office Service Department are: Alice Murphy, stenographer; Beatrice Lewis, third floor reception clerk; Mildred Dahlke, sixth floor reception clerk; Marie Fox, utility stenographer; Julia Lauenstein, ninth floor reception clerk; F. Donnelly, office boy; Sedric Otis, Joseph A. Burns, Peter Schuster, and Roy Warren, mail boys; and Walter Collins, in charge of the mail section.

Donald Lyons, clerk, and Miss Sarah Power, typist, are new employees in the Purchasing Department.

Gertrude Maloney is a new typist in the Sales Promotion Department.

Hugh L. Rusch is a new employee in the Sales Promotion Department, doing engineering work under A. V. Farr, Manager.

Allan Cleaveland is a new employee in the Personnel Department, assisting John Sanders, Jr., Manager.

F. S. Swayze and W. C. Bobet are two new members of the Procedure section, assisting A. A. Beckwith, Manager.

Asbestos, Que., Factory:

Abraham Van Winsen recently joined the Company and occupies the position of Mechanical Engineer in the Milling Department under Gordon Clark, Superintendent.

B. Ball recently joined the Company as mines accountant.

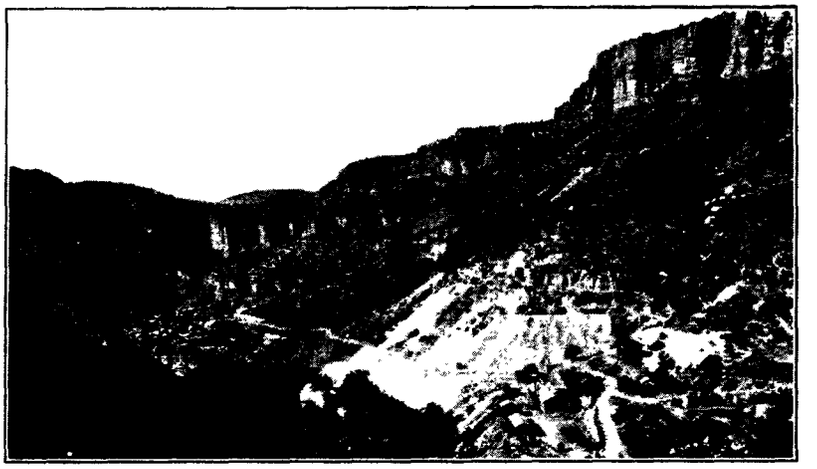
New employees at Asbestos are: Miss Maude Campbell, who came from the Canada Salt Company as comptometer operator; Miss Grace McLean, from Montreal as stenographer, and Miss Eva McNeil, from Danville, as filing clerk.

Chicago Office Employee Appointed a Flying Cadet

Don L. Heller, formerly of the Chicago Office, who took the aeroplane trip from Chicago to Minneapolis with C. J. Beck and L. B. McMillan when they "did the impossible" in keeping an appointment by making the trip of 358 miles in 205 minutes, has been appointed a "flying cadet" in the U. S. Army Air Corps.

After one year, Mr. Heller will have had thorough training in the handling of planes in every possible maneuver and perhaps a specialized course in bombardment. He will then be commissioned as a Second Lieutenant.

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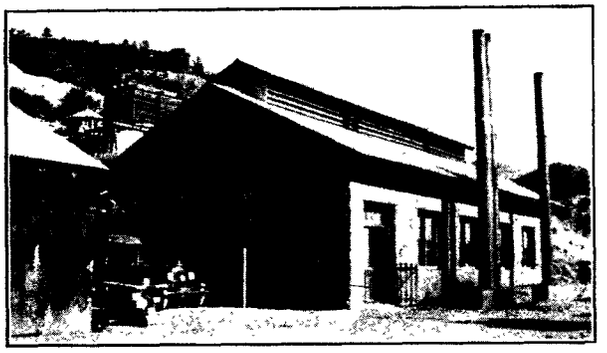


Looking down the canyon which measures, vertically, 1,200 feet from the mine to the top of the cliffs. Toward the right are the compressor plant, office, warehouse, oil tanks and mess buildings; center, the main mine and dumps; and, left background, the Mexican section.

The CANYON *at the Chrysotile, Arizona, Mine*

The impressions of J. P. Long, an employee

AFTER traversing a rough and rocky road from the railroad point at Rice, Arizona, to a lofty spot on the hill overlooking Chrysotile, where you obtain your first view of this little Arizona mining camp, the seemingly singular solitude might depress you. But if you should stop there and survey the scene in the valley below, you would no doubt be impressed with its beauty.



A close-up of the compressor house, which may be identified in the picture at the right. A corner of the carpenter shop shows at the left, while over the top of the compressor house may be seen the water cooler and tanks.

It is walled in on both sides by majestic red cliffs towering high above the white rock dumps of the mine tunnels. Winding down through the floor of this little valley are tangled masses of loveliness in the form of oak and juniper trees and shrubs, with here and there a stately walnut.

Directly below you are a garden and a small orchard, planted there not only to beautify the place, but to benefit the employees of the camp. As you let your gaze drift on toward those white rock dumps, you see here and there among the trees, the houses in which the Americans of the camp live.

In the clearing about in the center of the camp, may be seen the boarding house, store, and the school house with its flag proudly floating in the breezes far below the rock of the canyon's rim. A little farther down are the power house, warehouse and the office, as well as the entrances of the different tunnels. To the left may be seen a roadway winding back up the hill to that part of the camp known as El Dorado. Here the tunnels with their openings remind you of gopher holes.

When you have viewed all this let your gaze wander on down the canyon. There, nestling among the trees on the brow of a hill, are the terraced roads and trails, and the tents and houses of the Mexican section, Sonora.

Your gaze may then continue on, until it becomes lost in the haze in the distant depths of the canyon, a place which was, in the dim dark past, the home of a race of cliff dwellers.

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