The J-M Circle

JANUARY
1930

JOHNS-MANVILLE PRODUCTS

FOR AND ABOUT JOHNS-MANVILLE EMPLOYEES



AS AN AIRMAN SEES THE MANVILLE PLANT

Spacious, light and airy, and in the open Jersey meadows—four factors that go a long way toward providing comfort for the employees and quality in J-M products.

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A New Year's Message

E HERE at Johns-Manville have just completed one of the most successful years in the history of this fine old company. Ahead of us lies 1930. What should be our guiding thought as an organization and as individuals during this new year?

First let us look at the basic conditions that confront us. We must realize that in the past year or so business has been somewhat easier to get. Part of it at least has come to us because of prosperous economic conditions and the reputation that has been built and the work that has been done in years gone by.



LEWIS H. BROWN

But we can well expect that business will be a little harder to get in 1930. On the other hand, we are better equipped to get it. We are better organized. We have improved our products and the efficiency of our mines and factories. We have added many new lines with which we can serve our customers. In addition, we are determined to *work* harder than ever before to accomplish our goal.

With these fundamentals before us, there are two things that each one of us must keep in mind during the coming year.

1. *Do everything so well that we will be called upon to do it again.* Whether applied to the service we render to our customers or to our own individual jobs this principle is one that assures continued growth.
2. *Change is the essence of progress.* The conditions we meet in the coming year will not be the same as those we have met in the past.

We must adapt ourselves and our methods to these changing conditions. If we, as individuals, have profited by past experience we will not be the same individuals that had to contend with the problems of last year. We should be stronger and bigger and better. And for that reason we should have more confidence, as individuals and as an organization, in our ability to successfully accomplish the job that lies ahead of us in 1930.

If each one of us will attempt to do every task that comes to us in the coming year so well that we will be given other bigger things to do, we cannot but continue onward towards our goal.

May I take this opportunity to extend to each of you and your families my earnest wish for the greatest of health, happiness, prosperity and progress in the new year.

LEWIS H. BROWN
President.

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THE J-M CIRCLE

JANUARY 1930

Through the 1930 Looking Glass

Forecast of increased construction activity means real sales opportunity for Johns-Manville

NINETEEN-THIRTY will usher in a year of increased construction activity, according to the F. W. Dodge Corporation, publishers of magazines and services in the building field. Just what this increase will be depends, of course, upon general business conditions, and just what part of the total will come to Johns-Manville depends largely upon the activity within the organization. The business will be there; the problem confronting Johns-Manville is how to get more than last year in order to reach the 1930 sales goal.

The preliminary estimates of construction expenditures for 1930, totaling $8,435,000,000 for the entire country as compared to $7,810,000,000 for 1929, are considered conservative. Thomas S. Holden, Vice President of the F. W. Dodge Corporation, in a statement issued November 25, said of 1930 prospects: "We have estimated conservatively, because such indications of building demand as we have at this writing, point to moderate increases in most classes of buildings, rather than big increases. It would not surprise us greatly, however, for 1930 to show a better measure of improvement than is indicated in these present estimates.

"The statement is based on one big fundamental business fact: that money and credit control the stock market, construction and general business activity. If you look to the money and credit conditions, and get the essential facts about them, you will get the best line on the likely trend of construction and business.

"The money situation has been increasingly unfavorable to construction activity during the past seven-

"THE stock-market collapse removed the last important obstacle to increased construction activity," says an F. W. Dodge Corporation report. Just how this "break" was related to the prolonged period of building decline, and just what necessary financial adjustments have since been brought about, are explained in this article, which touches also upon the general effect of these conditions on Johns-Manville.

teen months, has reversed itself completely in the past six weeks and is now entirely favorable to increased building and engineering work. These are the reasons why we feel confident that next year is likely to be a better year for the construction industry as a whole than this year has been."

The recent collapse of the stock market was the final big financial adjustment required for improving building conditions, says the report. "The building decline of the past 17 months has been unduly prolonged, has effected a considerable measure of adjustment between building supply and building demand, and should end within a relatively short period."

The connection between the stock market break and the decline in building volume is interesting, especially when it is compared with the only other period of construction decline in the past 11 years that lasted as long as the present one—the decline of 1919-1920. This 17-month period also is associated with a big stock market break.

"Some timid folks shiver when the ghost of that earlier decline reappears for inspection," continues the report, "but comparison of the decline ten years ago and the current one, in relation to the important stock-market breaks of the two periods, shows the long duration of the two periods to be the only important point of similarity.

"The lowest point of the recent decline, in actual dollar totals, was reached in February of this year, just at the time when the Federal Reserve Board declared war on stock speculation. The speculative element took the bit in its teeth, defied the Federal Reserve Board, and prolonged the bull market until October. Building could not stand the strain of high interest rates and diversion of investment funds into stock speculation; it sagged again in September and October, after a substantial rise."

The differences between the two are shown in a table of detailed comparisons, which points out that the recent break occurred 17 months after the

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peak of construction contracts, rather than three months after, which was the case in 1919. It points out the financial and business adjustments essential to increase in construction activity as follows:

1. The bond market had to turn upward, which it did just *before* the break, as compared to seven months *after* in 1920.

2. Interest rates on time money had to reach their peak and turn down, which happened *shortly before* the break instead of 11 *months after*.

3. The New York Federal Reserve rediscount rate had to reach a peak and turn down. It was increased to 6% *three months before* the break, reduced to 5% on October 31, and to 4½% on November 14. In 1920 it rose to 7% *seven months after* the break and dropped to 6½% 18 *months after*.

Needless to say, in these three points the necessary adjustments have been made.

4. General commodity prices, which were inflated in 1919, had to reach a peak and turn down, which happened *eight months after* the break. In 1929, these prices were not inflated, but *had been declining* 12 *months* when the market collapsed. Hence no adjustment was called for.

5. Building costs have remained practically stable since 1923, while in 1919 building costs had sky-rocketed, and had to reach a peak and turn down. This happened *seven months after* the break.

6. The most important decisions to build now rest with corporations and lending institutions whose financial stability, credit resources and confidence in the economic progress of the country are greater than ever before. In 1920 their resources, credit, and confidence were considerably impaired.

This resumé of economic conditions shows there is justification for the feeling that 1930 construction expenditures will reach a higher figure than they did in the year just closed. But they also indicate that the business must be gone after, and the share that reaches Johns-Manville's order books will depend largely upon the effectiveness of the efforts of the J-M salesmen.

Asbestos Factory Foremen Attend First Session of Conferences and Exhibits

THE first session of the Foremen's conferences at Asbestos Factory was held in the Canadian J-M club house, November 16, and was attended by the foremen, supervisors and superintendents.

The meeting, which started at 8:00 p. m., was opened with the singing of popular songs in English and French, Mr. Atwood leading in songs and Fred Scott at the piano.

C. H. Shoemaker, vice president, outlined the procedure of these meetings and the results and benefits to be obtained. Bruce MacMillian, secretary, gave details as to arrangements, and acted as master of ceremonies.

The motion picture, "The Story of Asbestos," was shown and was well received by all. Then A. D. Tector gave an outline of the various phases of work done in the local factory, after which the foremen of the various departments answered any questions relating to their particular sphere of work. Display boards, on which were samples of the main items, were exhibited.

Mr. McGinnis spoke on asbestos paper; H. C. Marek on roofing; Messrs. Morrison on pipe covering and insulations; Mr. McKenzie on rigid shingles; and Messrs. Tector, Ingrey and Monahan on packings.

Much interest was shown in the exhibits by the 104 supervisors present and many questions were discussed.

About 10 o'clock, the conference adjourned to the basement, where an oyster supper was served.

Farewell Dinner Given

AN informal farewell dinner in honor of H. P. Rankin, former Eastern Division Sales Manager, and G. V. Dutney, former Sales Manager of the Power Products Distribution Department of the Eastern Division, was given by the Eastern Division men at the New York Athletic Club on November 13.

Mr. Rankin and Mr. Dutney had announced their resignation from the company to enter business together as J-M approved insulation contractors.

L. C. Hart, Sales Manager of the Building Materials Distribution Department, Eastern Division, was toastmaster and expressed the sincere regret of the entire Division at the resignation of both Mr. Rankin and Mr. Dutney. Mr. Hart also acted as spokesman for the men of the Division in presenting a black seal skin brief case to Mr. Rankin and a pen and pencil desk set to Mr. Dutney.

About 30 men from all parts of the Division were present.

Shingle Orders Growing; Another "Largest" Order Filled at J-M Factory

ONE "largest" shingle order brings to light another, or else shingle orders are growing so fast it's hard to keep up with them.

The "largest order" mentioned on page 12 of the December Circle, filled by the Pittsburg Factory, has been exceeded by an order secured by the Transportation and Government Department for 259,200 No. 10 mottled red asbestos shingles, eight by 16 inches in size.

These are to be shipped to Cristobal, Panama Canal Zone, for application on quarters. The order is being executed by the Gretna Factory, and the first carload was scheduled for shipment in the middle of December.

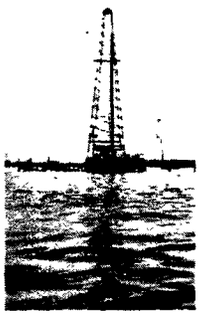
Record Carload Shipped

A record carload of brake lining, weighing 53,612 pounds, was shipped from Waukegan to the Pittsburg Factory on November 23. This car was composed of 46,612 pounds of moulded and woven brake lining and 7,000 pounds of empty cartons and labels to be used on the lining. This is the largest shipment of brake lining ever made from the Waukegan Plant.

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Penetrating the Oil Fields of Venezuela

J-M products widely used in a land where both European and American competition is keen, says P. Porta, South American Sales Engineer, in this story of the vast oil properties developed under unique Lake Maracaibo.



Hundreds of wells dot the surface of Lake Maracaibo.

"Maracaibo Basin, Venezuela, S. A., is now the world's second largest oil producer. Within a comparatively few years, it arose from a prospector's camping ground in an almost obscure tropical spot to its present position.

"Twelve million barrels per month now flow from wells drilled through the lake bottom and in various fields near the lake. Fifteen million barrels per month are exported to refineries located in Curacao and Aruba, D.W.I., and in the United States. The balance is run through 'topping' plants, located on the shores of Maracaibo Lake, for fuel oil and gasoline for local consumption. Thirty especially built oil tank steamers are cleared daily from the port of Maracaibo carrying crude oil to many foreign lands.



"Excessive oil seepage gave indication of the existence of oil, and as far back as 1884 the American Consul at Maracaibo sent an extensive report to the United States State Department on his oil findings. However, it was not until 30 years afterward that prospecting on any scale was started.

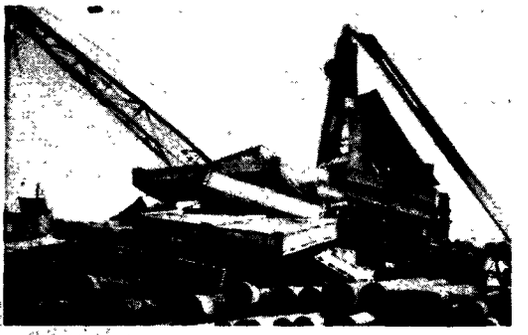


Wild Indians nearby mean constant guarding of well camps.

"The people of the country and outsiders were so ignorant of the tremendous potentialities of this district as a producer of oil, that toward the end of the first decade of the present century, a Britisher named Alves secured the oil rights for the entire district by making a present of a pair of thoroughbred bulls and some prize sheep. Later, Mr. Alves sold rights on part of the district for a ridiculous sum compared to the original

(*Continued on page* 23)





Above: a familiar view in the Indian section. At left: the queer open air gas train that took Mr. Porta to one of the outlying camps. At right: J-M Transite withstood this rough unloading from a barge to a pile of casing.





This new type of bunk house (left) is roofed with corrugated Transite, and the employee cottages above and at right are covered with green tapered Transite shingles and red Slatekote strip shingles.



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From *Buck Private* to *Major*

The Unusual World War Record of "Larry" Renwick, a J-M Salesman

"FROM Buck Private to Major" sounds like the title of an inspirational book for boys. In real life, that summarizes the World War army career of L. R. Renwick, merchandising salesman in the Metropolitan District, who has been in the Fifth Avenue Hospital, New York City, since the middle of November receiving treatment for a recurrent attack of trench fever, for which the doctors hope to effect a permanent cure very soon.

Mr. Renwick, known among his friends as "Larry," is one of four living Canadians who were honored with the Victoria Cross. In short, he saw service on every front, was gassed three times, wounded twice, and escaped once after he had been taken prisoner by the Germans.

In 1914 Larry enlisted as a buck private in the rear rank of the Canadian Mounted Rifles and when he reached England he was transferred to the Princess Pats.

On May 5, 1915, he was engaged with the Second Battalion of the Pats at the second battle of Ypres. It will be remembered that this was the first great gas attack of the war. Being taken so completely unaware of warfare of this sort, no precautions for such an emergency had been taken and gas masks were unheard of in a soldier's equipment. The Canadians were practically wiped out in this engagement and Larry was one of the few survivors.

At Paschaendaele in 1916 he was wounded by a machine gun bullet and in 1917 he received a shrapnel wound in the leg. It was at this time he was taken prisoner, after he had remained with the detail which in the face of heavy fire blew up the bridge at Tincourt during the great drive on Cambrai by the German army. Larry was engaged throughout the entire retreat in the rear guard action. When he and his little detail were captured, the Germans were unable to move them back to the prison camps because of activities at the front. It was during the confusion caused by a French cavalry attack that Larry escaped. His Victoria Cross was bestowed for extreme bravery over and beyond the requirements of his duties during the Cambrai battle.

He was discharged in March, 1919, as a Major of the Seventh Battalion,



L. R. RENWICK

Winnipeg Infantry. In 1923 he came to the United States as sales manager for the Marmon Automobile Company of New York. Later he was employed by the Thomas A. Edison Company.

Since June, 1928, he has been with Johns-Manville where he has earned the reputation of being an alert and aggressive salesman.

German Company Acts as Special Representative

"The Deutsche Asbest Und Celite Gesellschaft mit beschrankter Haftung," is the name of the company now acting as special representatives for Johns-Manville in Germany and other central European countries. This company has an organization whose members for many years have been associated with the sale of asbestos and diatomaceous earth products, or with German industries using such products.

The main office of this company is in Berlin, from where the sales for the territory are directed and technical and other service rendered to customers direct or to the various agents and representatives who have been appointed in other centers.

It is a little early to predict the extent to which Johns-Manville's foreign business will be increased through this agency, but when the growth of American business in Europe generally and the gradual improvement of European business are considered, it seems certain that attractive business will be developed for many of Johns-Manville's wide range of products, despite keen competition in high tariff barriers.

Cincinnati Operates Three Months Without Accident

The Cincinnati Factory by having its record unmarred for the month of November, completed its third consecutive month without a lost-time accident. One accident in the Punch Department in August marred the record which had run since April 16.

In the following table, compiled at the end of November, the first column shows the number of consecutive working days since the last "lost-time accident," and the second column the number of days since the last accident of any sort:

Wet-End	225	134
Punch Department	83	70
Engineering	198	35
Shipping	199	199

The Wet-End is establishing a new mark for itself, its best previous run having been 197 days. The Shipping Department has the all-time departmental record of 389 consecutive working days without an accident of any sort.

The safety record for the Dayton factory added October and November as months during which no lost-time accidents occurred.

"Three friends—a job, health, optimism—he who has all three has the pass-key to the door of opportunity."

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The long bridge at Minocqua that has been re-surfaced with Johns-Manville asphalt planks. Below, the island city of Minocqua as it looks to birds—and airmen.



MINOCQUA
"The Island City"

It is possible to reach Minocqua from the mainland with a good brisk swim, but most people prefer to drive over the picturesque Minocqua Bridge which has recently been re-surfaced with J-M asphalt planking, laid in herringbone fashion. This long bridge represents the main approach to the beautiful little Wisconsin town.

When the stress of heavy traffic had caused the wooden planking to splinter and become worn the Wisconsin State Highway Commission made a careful survey of materials available for the job and, with the guidance of G. H. Fohey, Milwaukee salesman, assisted by T. H. M. Crampton, Sales Supervisor, Asphalt Planking, Western Division, they selected J-M asphalt planking as the most suitable wearing surface for the work.

The re-surfacing required 22,437 square feet of one-inch thick asphalt plank, the installation being done by the Asphalt Construction Company of Milwaukee, Wisconsin. The bridge is 27 feet wide and 831 feet long. Since the planking runs in three panels it was possible to do the entire construction without closing the bridge to traffic for more than a few moments at a time.

Among the many qualities that recommended J-M asphalt plank for the Minocqua bridge work are the durability, the uniformity that gives a pleasing appearance, the waterproof and non-slip surface provided, the economy of maintenance. The planks do not crumble under traffic, deteriorate from frost action, absorb moisture, wear slippery or become brittle in cold weather.

The planking can be installed under any climatic conditions and traffic can be supported immediately after application. Besides these features J-M asphalt planks are permanently fire retardant.

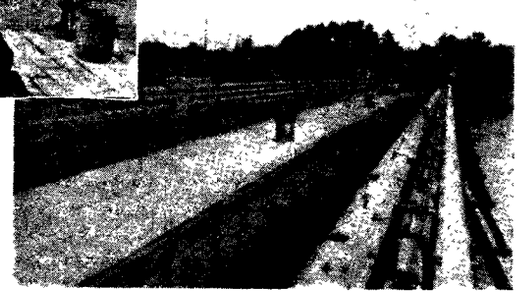
Below, applying the final mop coating of hot asphalt. This fills all joints and gives a smooth surface.





Above, laying asphalt planks in center panel during the re-surfacing of bridge at Minocqua.

Below, right panel completed, middle panel with plank ready for mopping. The left panel is open to traffic.



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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

XV. Miscellaneous Uses for Various Products

Sil-O-Cel C-3 Concrete Used as Lining for Smoke Breeching

R. H. Mistele of the Milwaukee Office, with the cooperation of H. N. Haberstroh, Chicago District, was successful in securing the specification for J-M Sil-O-Cel C-3 concrete as a lining for a smoke breeching for The Milwaukee Electric Railway and Light Company, Milwaukee.

Three inches of Sil-O-Cel C-3 concrete were applied by means of a cement gun directly against the inside of the concrete breeching. The wire mesh which served as reinforcement for the C-3 was spaced approximately one-half inch from the inside surface of the concrete. This breeching was 32 feet high, 9 feet wide and 65 feet long.

The Milwaukee Company's construction force started the construction but encountered difficulty, due to the rebound of the C-3 which was estimated at approximately 80 per cent. Messrs. Mistele and Haberstroh were able to correct the method of application by the proper adjustment of the cement-gun nozzle and the mix which they were using.

This breeching is now in service and is proving very satisfactory. While this same construction has been used successfully for the lining of steel stacks, this is the first installation of the kind on a breeching and has opened a new market for the sale of Sil-O-Cel C-3 in the power plant industry.

A New Use for Sea Rings

C. M. PATTEN of the St. Louis Transportation and Government Department has developed a new use for sea rings. The Peoples Motor Bus Company of St. Louis have experienced trouble in packing their drive shafts and wheels against leakage of grease from the differential.

Two sets have been installed as a test and have been in operation for about 60 days. The test has been completely satisfactory from all angles and an order is expected for installation of sea rings in probably 100 busses.

Metallic packing has been used in the past and some difficulty has been experienced with it. If the test continues to prove satisfactory, it should open quite a new market for sea rings.

Wall Tile for Lubridomes

W. S. HAMILTON, Chicago District salesman, has developed a new use for J-M asbestos wall tile which will lead to a large volume in all petroleum refineries.

The Pure Oil Company, Chicago, has recently adopted the tile in blue and white colors for wainscoting in their new lubridomes to be erected in 1930. This material will be used instead of the ceramic wall tile used in the past.

This one Company alone will use from four to five carloads of asbestos wall tile in 1930 and this initial specification should lead to a large volume throughout the industry.

Hair Felt Pads for Meters

C. E. MITCHELL of the Baltimore District sold the Consolidated Gas, Electric Light and Power Company of Baltimore pads made from J-M hair felt for protecting gas meters against freezing in cold cellars.

These pads consists of one-inch thick hair felt with a piece cut out in the upper right and left hand corners so that the dial on the meter can be read. Stitched longitudinally to the pads are three tapes which can be tied around the meters.

This will no doubt be of interest to salesmen calling on public utilities in the northern part of the country.

Corrosion of Smelter Flues Eliminated with Insulation

An interesting phase of "Service to Industry" is offered by the elimination of corrosion of smelter flues in the non-ferrous metal industry by the application of insulation. F. C. Ryan, Staff Manager for the non-ferrous metal industry, has been interesting large smelting companies in this feature, and the idea was recently turned into an order by E. A. Kerr of the Eastern Division, collaborating with R. K. Patterson of the Architects Service Department and the Eastern Division Sales Engineering Department. The order was from the Nichols Copper Company for insulation of about 20,000 square feet of steel flue at the customer's El Paso, Texas, plant.

The insulation consists of rock wool blankets with cement finish and asbestos white top roofing as a waterproofing agent, hot mopped to the cement.

The underlying principle in treating the flue with weather-proof insulation is to maintain the temperature of the sulphur-bearing flue gases above the condensation or dewpoint and thus minimize the formation of dilute sulphuric acid, which is so destructive to steel.

Manifestly, the same idea can be applied to breechings in boiler plants or to any industrial flues where high sulphur fuel is used. *"Where flue gases condense, corrosion starts."*

Ability will enable a man to get to the top, but character is the only thing that will keep him from falling off.—*The Co-operative News.*

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Widow Receives Insurance of $1,000 on Which Only One Premium Was Paid

On October 5 Horace G. Smith, a colored employee at Pittsburg Factory, was shot and instantly killed. Mr. Smith had been employed for about a year in the roofing plant as scrap man and incinerator tender.

He carried group life insurance in the amount of $1,000, and this sum was paid to Mrs. Smith on October 12—only a week later—which is quick service in view of the fact that there was a slight discrepancy in the wife's name which had to be straightened out before the insurance could be paid.

Another interesting feature is the fact that Mr. Smith had paid only 50 cents premium and his wife was unaware that he had any insurance at all.

Elected Association Secretary

W. H. Lawrence was elected secretary of the Bridge and Building Supply Men's Association at the meeting held in Chicago in November. This is a national association affiliated with the Bridge and Building Railway Association.

Wins Safety Pennant

The Machine Shop at Asbestos was successful in winning the Safety pennant for the month of October.

First Expansion Joints Shipped

The first shipment of the new J-M expansion joints being manufactured at the Dayton plant was made November 14. The material went to Philadelphia, Pa., on an order secured by the Philadelphia Office.

Quicker Telegraph Service

During the week of November 11 the Western Union Telegraph Company installed in the office of Pittsburg Factory a Western Union Printed Telegraph Simplex System for direct exchange of telegrams between the local office of the telegraph company and Johns-Manville.

The machine is operated by the telephone operator, who was sent to the Western Union school in San Francisco for the entire week of November 11, where she became thoroughly familiar with the operation of the system.

This system was installed and will be maintained entirely at the expense of Western Union and is merely for the convenience of their customers. The machine has already demonstrated that it is a great time saver and is another step toward rendering J-M customers and sales offices improved service.

Home Insulation an Immediate Success in Sioux City, Iowa

THE story of the formation of the Home Insulation Company of Sioux City, Iowa, and its success as a J-M home insulation contractor, in a way is typical of similar happenings throughout the country. Yet it stresses the fact that Johns-Manville has supplied a great need, and evidences the good work and persistent follow-up displayed by C. F. Sperry of the Omaha Office.

As was the case with many utility companies furnishing gas for home heating purposes, the Sioux City Gas and Electric Company recognized the need of a practical and efficient house insulation to make gas heating something besides a luxury to be enjoyed only by the wealthy. Good insulation is practically a necessity in connection with a gas-heated home, due to the high cost of gas heating.

Before Johns-Manville's plans for home insulation were made public, an inquiry was received from the Gas Company in regard to this insulation. Mr. Sperry kept in touch with them and by the time information was available, had interested parties in Sioux City to such an extent that the Home Insulation Company was formed to take a franchise as a J-M home insulation contractor. They had enough faith in Johns-Manville and its product to take options on towns in Omaha, Lincoln, Sioux Falls, Ft. Dodge and Waterton, also.

When the contract was signed for Sioux City, an order was given Mr. Sperry for a blowing machine and two carloads of insulating material.

Between the time of placing the order and arrival of machine materials, three jobs were sold, and during the first three weeks after the machine and materials arrived, 15 contracts were sold, six jobs were completed and an order for a third car followed.

This led to preparations to start the same proceedings in the other cities on which they had franchise options.

Advertising has made every architect, builder and contractor in Sioux City acquainted with J-M home insulation. A deluge of inquiries and price requests is pouring in, which bespeaks well for future business and profits in this product.

New Production Record Set

The brake block Department at Waukegan Factory set a new monthly production record in October when a total of 45,616 pounds of blocks were produced. This betters the old record of 41,943 pounds made in August, 1928.

Stork Busy at Manville

The Stork has been exceptionally busy in the Roofing Department at Manville Factory. Following is the list of proud fathers:

J. Longowowski, Foreman, a daughter on November 20.

E. T. Shannahan, Superintendent of Production, a son on November 24.

J. Dudash, a son on November 25.

W. Lauler, Inspection Department, a daughter on November 27.

Peter Blasse, Shipping Department, a daughter on December 12.

Dinner Held for E. F. Boyle

Members of the Cleveland City Sales Department gave a farewell dinner on November 26 to E. F. Boyle, who has been transferred to Detroit as Sales Manager of Detroit District.

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THE J-M CIRCLE

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Published for and about the employees of

JOHNS-MANVILLE

Editorial Office:
292 Madison Avenue, New York City

—*and a* Happy New Year

There is no time like New Years to have a good heart-to-heart talk with yourself about 1929. It was a successful year if you can, with perfect honesty, say, "I have made progress during this year. My experience has been enriched and my interests have broadened."

Then you are ready to look ahead into 1930—to make plans for another year that can be entered in your ledger of achievement.

Just as a business plans for the future on the basis of past accomplishment, an individual can work towards a goal, remembering and profiting by mistakes made in the past.

Resolutions? They are traditionally made and broken. However, they justify their existence by bringing forth certain imperfections and deficiencies that need attention—and it has been said that the recognition of a fault is half the correction. So make your quota of resolutions—even though you break them one by one. Those resolutions you do keep add to your materialized hopes.

And that these hopes will be realized and bring you happiness and prosperity in 1930 is the sincere wish of the J-M Circle.

Check Yourself!

This continues the series of personal checking points for salesmen, the first ten having appeared in the J-M Circle for December.

11. Do you like to sell? It is easy to say, "yes," but do you? If you don't, you will eventually starve trying to sell.

12. How does the story you tell sound to you? Take a friend aside some day and give it to him. Whether he winces, laughs or commends is important information for you to have.

13. Is your story simple? Analyze and analyze until you have at your easy command three or four strong factors in your proposition. Stress them always. The less complicated these factors appear and the more simple they are, the more convincing they can be made.

14. Have you perfected that telephone solicitation? Then *don't*. Have you one already? *Don't use it.*

15. How good a planner are you? Do you just muddle through your day's work or do you have it carefully laid out so that you are always pressing forward to a definite objective?

16. As you talk, are you careful to look your man in the face? Unless you are cross-eyed, there is no excuse for your not doing so.

17. Your mind needs to be widened —stretched, so to speak. If it is not regular practice—resolve that from now on each year in your personal life you will do at least one new major thing or go through one new major experience.

18. Are you a thorough *thinker?* Have you the ability of thinking "around" a problem? By that I mean, can you think from many angles and carry your thinking to a definite conclusion?

19. Are you an independent thinker or do you like to get all your thi ing from others? There is a cert exhilaration which comes from thi ing for yourself which makes t day's work worth while.

20. Have you trained yourself think sufficiently hard so that if t opportunity presents itself you c make a constructive suggestion whi is not obvious?

—*Adapted from Printers' I*

The Land of White Hills

Standing out as one of the m unusual of the Johns-Manville pla is the Lompoc Factory, where raw m terials are turned into finished pro ucts with amazingly little effort. A interesting account of the activities the country of "White Hills" appea in the article on page 12.

What Do You know About This Business?

(*For the answers turn to page* 26)

31. What factories manufa ture only rigid shingles?

32. Where is Asbestos Ebon made?

33. What products are mani factured at the Belgium plant?

34. Where is the new Transit pipe to be manufactured?

35. Which factory make Sanacoustic tile?

36. What J-M products ar adapted to the home?

37. What factory building wa recently constructed entirely o Transite?

38. Which Division embrace the largest territory?

39. What change was recentl made in the J-M trade mark?

40. In addition to J-M sale men, through what channels ar J-M products sold?

Deaths

Walter Moulton

Walter Moulton passed away last montl after a short illness. Mr. Moulton ha worked at the Nashua Factory for a lon period as a specialty man, doing all kin of special machining on Transite an Ebony. He is survived by a wife and tw sons.

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Cleveland Employees Find Night Classes Interesting

Among those furthering themselves in life by taking night school work are the following Cleveland Office employees:

Wilbur H. Jones, who is attending Cleveland College, taking courses in strength of materials.

S. V. Saginor, attending Cleveland College, studying classical and engineering subjects. Mr. Saginor, by the way, has had many syndicated newspaper stories published.

Mrs. E. H. Malham, attending Y.W.C.A. School, studying current events.

D. E. Owen, attending Y.M.C.A. Tech School, studying mechanical engineering.

W. H. Crow, attending Y.M.C.A. Tech School, studying public speaking.

W. C. Whitney, attending Y.M.C.A. Tech School, studying engineering, mathematics and drawing, economics and English.

Ann Harmon, attending Spencerian School, taking a secretarial course.

Pittsburg Proud of New Lawn

Pittsburg Factory is very proud of its new lawn. Before the erection of Nos. 3 and 4 buildings there was a very beautiful lawn in front of Buildings 1 and 2, but during construction it was ruined. However, the factory gardener has now produced another lawn even more beautiful than the first, extending the full length of the driveway in front of all four buildings. It is being jealously guarded against automobiles and trucks.

The Insulation Insulated

Under the heading "Here's a Hot One," the Cleveland Press on November 28 ran a short item about J. V. Castle, Central Division Accounting Department, which told of his assisting his downstairs neighbor, H. L. Mowry, to insulate the ceiling of the basement and the furnace.

"He then built a fire, but the heat remained in the basement and would not go upstairs," the item continued. "Finally, after two weeks of much fire and no heat, reports Mr. Mowry, Castle discovered he had not opened the hot air pipes."

Mr. Mowry may not have had heat above his basement, but he had the assurance that J-M insulation insulates.

J-M Circle Will Have a New Editor

The next issue of the J-M Circle will have as its editor Miss Velma Farnham, who has been working as assistant on the current number.

Miss Farnham will take the place of Mrs. Margaret Goble, who is resigning. Miss Farnham is a graduate of the University of Oregon School of Journalism and has had wide experience on Oregon newspapers. She was for some time on a monthly industrial publication in New York City and more recently was associate editor of Fashionable Dress Magazine, which position she resigned to come to Johns-Manville.

Miss Farnham intends to give the J-M employees the same type of magazine they have been receiving. We know that in doing this she will receive the same earnest cooperation from the entire organization that the present editor has enjoyed.

S. E. Josi Returns to Europe After Visit in New York

S. E. Josi, European Sales Director, left on the Berengaria the middle of December for his headquarters in London after attending the General Conference in New York. Mr. Josi's visit resulted in a better understanding of conditions in Europe, and in turn Mr. Josi obtained a wider knowledge of J-M plans and policies.

Honored with Appointment

P. D. Mallay, Chief Engineer of the Transportation and Government Department, has just been appointed Secretary of the Railroad Division of the American Society of Mechanical Engineers. Mr. Mallay acted in this capacity at the annual meeting held at the Engineers' Society Building in New York City early in December.

T. K. Mial Is Honor Guest At Dinner in Philadelphia

T. K. Mial, the new "chief" of the Eastern Division, was the guest of honor at an informal dinner given by the Philadelphia District at the Penn Athletic Club on Tuesday evening, December 17.

Mr. Mial was presented to the employees by J. O. Boylan, who assured him that the Philadelphia District was out to assist the Eastern Division in every way possible to win the coveted "Merseles" Trophy in 1930. Mr. Mial, in a short address, outlined the policies he would pursue, dwelling particularly on the fact that fairness and loyalty to the Company, to the customer, and to the employee would, without doubt, bring about a happy and prosperous New Year for all concerned. He would at all times, he said, base his administration upon this thought.

A farewell dinner was given in honor of Mr. Mial on November 30, at the University Club, Cleveland, before he left his position there to come to the Eastern Division. A complete set of golf clubs and bag was presented to Mr. Mial along with a parchment scroll, expressing the sentiment of Central Division employees in Mr. Mial's leaving. Fifty employees, comprising the various district and department managers, staff men and chief clerks, were present at the dinner. Speeches were made by Messrs. Lewis, Jones, Donaldson and Dowling, with H. L. Steiner as toastmaster.

Foremen's Class Started

A Foremen's Training Class was started at Cincinnati Factory on October 18 with a very interesting talk by L. J. Spangler, Factory Manager. The meetings are held on alternate Friday evenings at the Factory Office. So far the attendance has been 100 per cent.

The women of the Cleveland Office also presented Mr. Mial with a beautiful portfolio.

The broader a man's pattern, the more will he have it in his power to gain success.—*N. C. R. News.*

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The J-M Factory Circle

No. 5 Lompoc, Calif., January, 1930 Lompoc Ec

CELITE FACTORY AT LOMPOC IS UNIQUE

Deposit of Diatomaceous Silica Largest Yet Discovered

Lompoc Factory, 15 miles from Point Conception on the coastline of California, is by far the world's leading producer of diatomaceous earth products. The factory buildings have been built in the very heart of the deposit of crude material, excavations into banks of diatomaceous silica being necessary for much of the construction. The Celite quarries and mines are the largest and purest deposit of diatomaceous silica thus far discovered, there being 150,000,000 tons of potentially valuable earth in the deposit.

The development of this unique industry has been characteristically American. At the beginning there was no precedent for building up a business from the "White Hills," and all of the methods of quarrying and "winning" had to be worked out. Uses for the material had to be first sought, then products developed, and finally markets established. A high degree of technical skill and effort, combined with faith and foresightedness, were necessary for the building up of the Celite business.

The town of Lompoc, three miles north of the factory on a paved highway through Miguelito Canyon, is located in the Santa Ynez River Valley in Santa Barbara County, 10 miles inland from the ocean. It has a population of approximately 3.000 and is served by the Southern Pacific Railway on a branch line, 10 miles from the main line of the coast route.

It is 165 miles northwest of

(*Continued on page* 16)

A Message to All Employees

It gives the writer great pleasure, through the medium of THE CIRCLE, to express to all the employees of the Celite Corporation his hearty appreciation for their loyalty, enthusiasm and splendid work of the past and to wish them all the joys and blessings of the New Year Season for themselves and families.

We are proud of the space allotted to us for this January edition and hope to give our fellow-employees of Johns-Manville scattered throughout the world an idea of White Hills and our deposits in general.

A. CROMWELL,
Manager.

Es con gran placer que el abajo firmado, por medio de este periodico, "El Circulo" desea expresar a todos los empleados de la corporacion Celite su sincera estimacion por su lealtad, entusiasmo y esplendido trabajo en lo pasado y les desea todo el regocijo y bendiciones de la estacion del Ano Nuevo, para ellos y para sus familias.

Nos sentimos congratulados por el espacio que se nos ha concedido en la edicion de Enero, y esperamos dar a nuestro coempleados de Johns-Manville, por todo el Mundo, un idea Lomas Blancas y nuestros depositos en general.

A. CROMWELL,
Gerente.

ORIGIN OF CELITE TRACED TO DIATOMS

"Celite" is the trade name for the particularly light weight, highly purified and porous kind of diatomaceous silica which composes the Lompoc deposit. The general term diatomaceous silica refers to the mineral of which these deposits are made up.

This material is a hydrous or opalescent form of silica, the amount of water composition varying from three to 10 per cent. It is usually white, soft, highly porous, light weight and well stratified. It is composed of the siliceous shells of microscopic unicellular plants known at diatoms. The deposit at Lompoc is of salt-water origin, consisting of the fossil remains of plankton diatoms, and contains only a very small per cent of impurities, consisting of grains of clay and volcanic ash.

The deposit was laid down under sea water by the accumulation of the siliceous remains of the diatoms and the siliceous remains of microscopic fauna like radiolaris, silicoflagellata, and sponges



Photo micrograph of Celite (diatomaceous silica) magnified four hundred times.

of the Monactinellid type. These plants and animals lived near the surface of clear salt water much as they do at the present time.

(*Continued on page* 16)

CELITE SHOWN FAIR DURING 18

Commercial Value Fc in 1898; Developm Gradual

The present quarries, and plant were originally a of the old Spanish grant k as the Ranchos Lompoc and sion Vieja de la Purissima, sisting of about 2,200 acr rugged hill country.

In the early days these were considered worthless, only the level land in the ca was used for farm purposes. ever, in 1894 a large bloc diatomaceous earth (Celite) exhibited at the fair in San cisco. This exhibit caused siderable comment and spe tion, but it was not until that the first shipment was from the deposit. This cons of one ton of crude rock shi to the California Anti-Ca Company at San Francisco.

Very little material was shi until 1902, when Hannaman Hanmore started operations quarrying and shipping crude terial to Los Angeles, whe was milled and sacked by California Silica Company. 1904 Hannaman and Hanmor corporated a company under name of Magna Silica Com which carried on operations Lompoc for four years, but barely able to make both meet.

Quarrying operations were ried on mostly by the pick shovel method at points w the crude material out-crop It was necessary to haul all material to town by team wagon, and in the rainy sea the roads were impassable. 1906 the first mill building constructed in the town of L poc, which is three miles from



Lompoc deposit and quarries. The industrial area is hidden in the canyon between the quarries.

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present plant. It was used for milling crude material.

Two years later operations were taken over by Robert Graham, who carried on business for about a year, during which time the method of cutting brick or Celite blocks direct from the quarries was inaugurated.

In 1909 it was necessary for the Magna Silica Company to take back the operation of the business, which they did until 1912. Then the property was sold to Fitger and Anneke of Duluth, Minn., who carried on operations under the name of the Kieselguhr Company of America. In 1916 the name of the Company was changed to Celite Products Company, and later to The Celite Company.

After the pick and shovel method came the cutting of the deposit by means of "Ben" saws, or endless chain saws, mounted on a frame and powered by electric motors. These saws cut across the face of the quarry into the soft deposit to a depth of about three feet. The material was then loosened and broken up with bars and picks. These lumps of crude Celite were piled for air drying, after which they were hauled to the mill, ground up, and sacked.

Later on gas shovels were employed. Then industrial railways, motor trucks and the present modern means of quarrying and transportation were adopted.

In 1928 Johns-Manville took over the entire industry.

Cafeteria Operated

A modern cafeteria accommodating about 80 people is operated in connection with the plant. All the table tops and counters are made of J-M Transite, painted white and varnished to give a hard finish. The Company also controls a general store leased to outsiders, who carry on a general merchandise, grocery and meat business for the convenience of employees living at the plant.



The industrial area looking east, with powder mills at the right, machine shop in the center, brick plant at the left, and the general office in the center background.

Quarries Are Operated from Surface; Methods Original

Operations of quarries are at present over a wide area and follow the anticline of the deposit, extending over a mile and a half back into the hills from the industrial area. These quarries are operated from the surface; that is, the crude rock is loosened by blasting, and is loaded and transported to the mills by various methods. The greater part is moved by dragline operations into "glory holes" which discharge into an underground transportation tunnel. The material is then drawn off from these "glory holes" or underground storage bins into industrial railway cars and hauled from the tunnel to the mills by electric locomotives.

At the quarries that do not connect with this tunnel, the material is loaded by gas shovel to industrial cars operating on the surface, and then hauled to underground storage bins on the hill above the mills, or else it is transported to this point by aerial tram cars. The crude is later drawn out into tunnel tram cars and reaches the mills through short underground passages.

All natural brick products are quarried or sawed from the deposit, and are loaded into boxes, which in turn are picked up and carried by overhead Ruggles Hoist and then lowered through a shaft into a transportation tunnel, where they are placed on cars and transported directly to the brick plant. Here the bricks are removed from the boxes, piled on cars and run through tunnel driers. After being put through sizing machines, they are packed into cartons ready for shipment.

This natural brick cutting operation is positively unique for Lompoc Factory. It is a manufacturing process developed at Lompoc, and all machinery for carrying on the operations was invented and perfected right on the grounds.

The present set-up at Lompoc also permits underground mining, but just now this is confined to stope operations off the main transportation tunnel. Ultimately it may become necessary to go deep into the deposit, but there are, however, many decades ahead for surface quarrying.

CELITE PRODUCTS HAVE MANY USES

Hundreds of Ways Found for Utilization of Materials

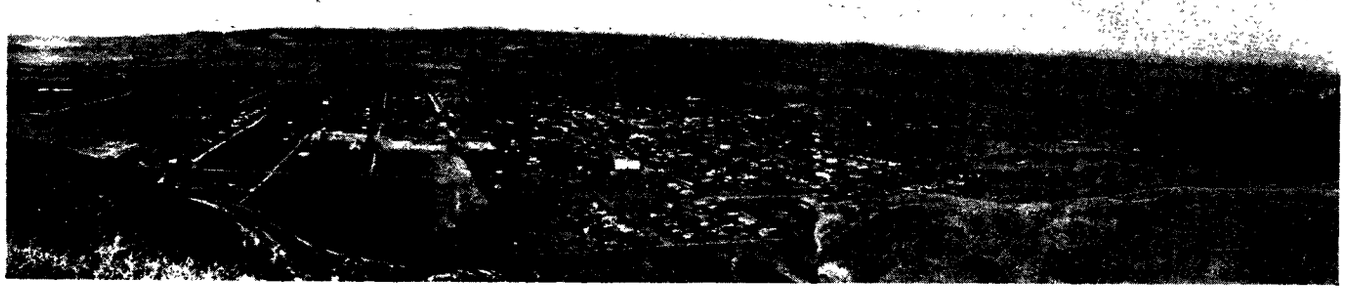
The uses for Celite products are highly diversified, numbering into the hundreds. Despite this fact, the number of manufactured commodities is not great, since each product is used in many ways. The products may be roughly classified as powders, natural sawed and fabricated bricks, and aggregates. In physical properties the powders are characterized by extreme fineness, extraordinary light weight and high absorptive capacity. The bricks and aggregates are likewise of high porosity, are light in weight and have extreme heat resistance.

The more important Celite products are filter-aids; insulation bricks, powders, mortar and cement; fillers for cleaners, paints, polishes; and Celite-for-concrete, a workability agent for concrete and mortars.

OUTPUT INCREASED GREATLY EACH YEAR

Annual shipments grew from 795 tons in 1908 to 1,623 tons in 1911, and from 1912 on, the output increased by leaps and bounds, until the plant today is operating to its full capacity. For the 10 months ending October 21, the factory shipped 34 per cent more cars than for the corresponding period in 1928.

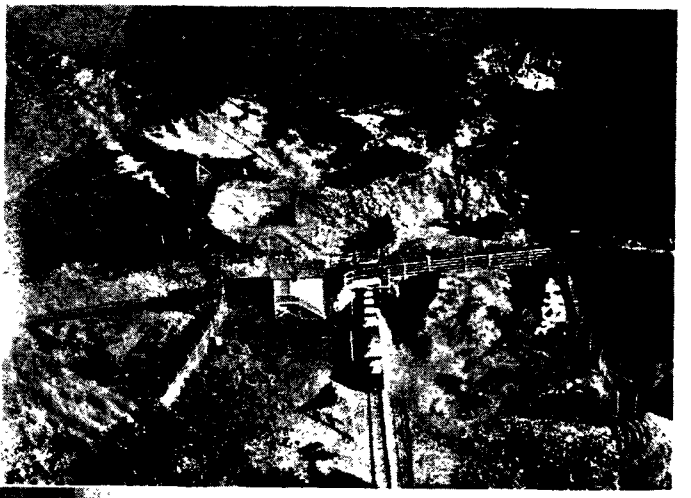
Celite products are now being shipped to every important country in the world. The first export shipment of Celite, made in 1908, consisted of two carloads of crude material in sacks. During the four months ending October 31, 138 shipments, totaling 6,900 tons, went to 29 foreign countries. The



A view of the town of Lompoc, looking north. The town is three miles north of the J-M plant.

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Right, portal of main transportation tunnel showing trainload of crude earth going to mills. Below, continuous tunnel kiln for calcining brick.





great volume of the export shipments moves from Los Angeles harbor, but a considerable quantity is handled also through San Francisco, New Orleans, and Key West.

All freight shipments to and from White Hills move over a branch line of the Southern Pacific Railroad, which connects at the town of Lompoc. Loading tracks and switches are provided for all warehouses at the plant.

A bus line is operated between Lompoc and the plant by the Celite Corporation under the name of the Pacific Southwest Transportation Company. This is for the convenience of employees, and is the only means of transportation except by private conveyance.



General Office, Laboratory and Factory Headquarters.

Personnel at Lompoc

The present personnel organization of Lompoc Factory is:

A. Cromwell, Manager; A. B. Cummins, Manager of Celite Research; D. E. Clark, Superintendent of Mills; R. A. Casson, Superintendent of Brick Plant; H. U. Gaggs, Superintendent of Excavation; J. W. Seghers, Office Manager; R. B. McClellan, Assistant Office Manager; E. R. Kelso, Plant Engineer; O. B. Westmont, Product Inspection and Control; H. A. Betaque, Civil Engineer; G. P. Titcomb, Planning Manager; F. C. Brundage, Purchasing Agent; J. H. Merriam, Personnel Manager; H. C. Glidden, Natural Brick Sawing; and C. E. French, Warehousing and Carloading.

320 Suggestions Made

The J-M Suggestion Plan is now in operation at Lompoc, although the suggestion plan has been carried on here for the past three years. Up to the end of November 320 suggestions had been submitted, out of which 81 were accepted.

SPORTS ARE VARIED

Noontime recreation for employees is limited. However, numerous games of horse shoes are carried on, and at certain seasons of the year baseball is quite popular. Up-to-date tennis courts have been built by the Company, both at the plant and in Lompoc and are for the use of employees. The town courts are very popular during the tennis season.

During the deer and quail hunting seasons, many of the employees find time to roam the hills and bag their quota for the season. Fishing in the rivers is quite popular during the open season. Surf fishing in the ocean is also indulged in by many the year around.

A number of Celite employees have taken up aviation. A first-class aviation school is operated at Santa Maria. A few of them now have pilots' licenses and are enjoying the sport.

19 EMPLOYEES HAVE RECORDS OF SERVICE

Nineteen men at the Lompoc Plant have been in the service of the Company 10 years or longer. They are:

E. B. Starr, Homer C. Glidden, D. D. McArthur, John C. Sells, Erick Anderson, Robert J. West, Fred Watson, J. R. Lair, Ed. Lair, E. Espinosa, J. C. Scroggy, Lloyd Shutts, Frank Higgins, E. Zilliotto, John Zilliotto, F. Orso, Julia Manriquez, T. Vargas, and Luis Hamilton.

Industi Twent

Most of the mill bu warehouses are located known as the "industri the plant. A total of 25 most of which are firepr approximately 260,000 of floor space.

In addition to these buildings, approximatel to four-room dwellings nearby, and are occup by Mexican employees. plant is served by the water system, the supply is obtained from wells, being pumped electricall age tanks and piped camp. Also the entire served by sewer system ing into an Imhoff Tank

Electrical power is high transmission lines f



Natural br



Panorama of industrial area looking southeast with brick pla ground; and gene

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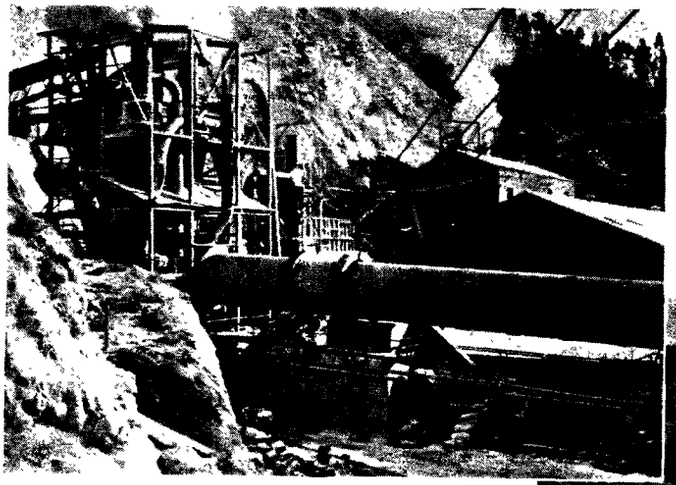
:a Includes Structures

:ctric plants in the Sierra Nevada)untains 300 miles away. Natural s is used for fuel, the source be- ; the oil fields in the Santa Maria illey 25 miles distant and Ven- ra Fields 100 miles southeast. ıe ' total connected horse-power r the plant is 2,900 H.P.; the erage peak demand is over 1,000 W. Gas consumption averages out 33,000,000 cubic feet a month. Powder mill operations consist nerally of the blending, drying, illing, classifying, calcining, re- ıing, conveying and packing of e various grades of crude rock. ıese operations are unique for e industry and both process and uipment have been largely de- loped at Lompoc.

Natural brick operations have :en described under quarries.



:hines in operation.





Left, general view of powder mills showing calcination units in foreground. Below, crude Celite, cut from quarry number nine, piled for air drying.

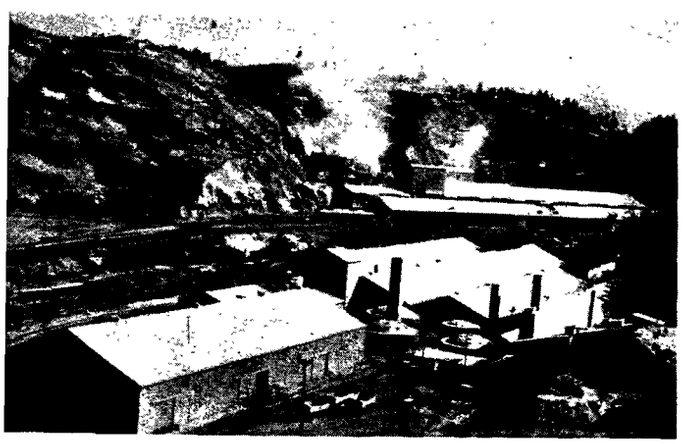
Sil-O-Cel brick are cut from the banks in the quarries and sized to give standard size brick, larger and smaller sizes, arch brick, split brick and various odd sizes. Cutting of the bricks in the quarry is carried out on a 24-hour basis, large electric flood-lights illuminating the working area. The spectacle of brick saws, face cutters, and hoists, all working on the inclined face of a quarry 900 feet in length, is a most impressive sight, and one that can be duplicated nowhere else. This operation never fails to surprise the visitor and arouse his interest.

The operation of the brick-cutting machine on the various banks is synchronized with the disposal of cut brick to the boxes, removal of filled boxes, clearing away of saw trimmings, and changes in track position.

Pressed brick operations possess numerous features characteristic only of diatomaceous insulating brick. The aggregates of which the brick are made must be just the proper blend of crudes, the size of the aggregate must be right, the addition of water and the correct degree of pugging are carefully regulated. The brick are pressed from molds in the conventional type of brick press. Drying of the green brick is accomplished in continuous gas-fired tunnel driers. Calcination of the dried bricks may be effected either in beehive kilns or in the tunnel kiln. This latter unit was recently operated for 600 consecutive days with a total production of about 12,500,000 bricks.

The B. I. Mill and the C-3 mill are typical mills for crushing, screening, and packing of uncalcined and calcined aggregates respectively. No. 9 Calciner produces calcined crude for the C-3 Mill. This unit has a fine record of service for more than 10 years. Its most unique feature is a vertical calciner set in solid diatomaceous silica, which provides perfect insulation.

The Mortar plant is a modern mixing unit for the manufacture of mortars and insulating plastics.



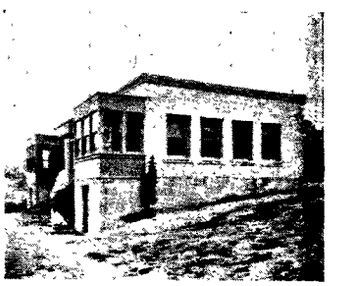
ıse in right foreground; powder mills and warehouse in right back- lexican houses at left center.

PRODUCTS TESTED IN LABORATORIES

Lompoc Factory maintains a well organized and efficient technical control of all products. The control laboratories function on a 24-hour basis, testing and approving of all production according to thorough and carefully developed test methods. Fourteen chemists and assistants working in well equipped laboratories are engaged in this control work. All shipments are subject to the inspection and approval of the Inspection Division.

Research has played an unusually large part in the development of the present plant, processes and products at Lompoc, as well as in the uses and sales of these products, but this work is now being carried on by the Centralized Research and Development Department recently organized at Manville Factory.

This department working in close co-operation with Lompoc Factory will carry on investigations to maintain J-M's leadership in the field of diatomaceous earth products. Plant development work will continue at Lompoc Factory to improve processes and products.



Celite Hospital constructed of Sil-O-Cel C-22 Brick.

Hospital Maintained

An up-to-date hospital is maintained for the benefit of employees. It is operated on a cooperative plan, and is maintained by employees who subscribe monthly, which entitles them to free hospital service in case of sickness or accident, exclusive of surgical operations.

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Group from the general office.

Celite Factory Unique

(*Continued from page* 12)

Los Angeles and 300 miles south of San Francisco, with paved highways to both cities. Santa Barbara is about 65 miles south and east of Lompoc, and Santa Maria about 25 miles north. The Santa Ynez River Valley in this vicinity is known as the valley of sweet peas, getting its name from the extensive flower seed



A 17-year service record is held by Homer C. Glidden, natural brick foreman.

farms in and around Lompoc. In the spring and early summer, thousands of acres of sweet peas and other flowers in full bloom are a sight to be remembered. Large quantities of lima beans, mustard and other vegetables are also grown commercially.

The Celite Factory is the largest industrial plant in Santa Barbara County.

The climate is moderate with temperatures ranging from 25 to 90 degrees. The nights are almost always cool, and the days quite warm, but either excessive heat or cold is very unusual.

There are about 650 employees at the plant, two-thirds of whom are Mexicans. There are a few Italians, and the rest are Americans.

Most of the Mexican employees live in camp at the plant, and have their own club, known as the Celite Mexican Club, which has charge of celebrations on the various Mexican holidays. Those celebrations are held in their club building and on the Company plaza nearby, and consist of dances, boxing matches, speeches, and other diversions.

The American employees have organized a club known as the Celite Technical Club, with something like 80 members who meet regularly each month, usually for dinner, with a speaker for the evening. It is the intention of this club to hold meetings on various subjects of interest to employees. The wives and families of American employees have formed the Celite Ladies' Club, which meets regularly at the homes of different members.

LOMPOC CARRIES ON SAFETY ACTIVITIES

Safety organizations have operated in the Lompoc Plant for years. However, safety procedure has been inaugurated recently whereby each department or division carries on its own safety activities. That is, they have their own committees and inspectors who make inspections and report to their respective department heads.

As a rule the inspections are made weekly and cover all operations of each department. In this way unsafe practices are reported to the respective department heads each week, who in turn are held responsible for the correction of every unsafe condition.

The Origin of Celite

(*Continued from page* 12)

They died in countless numbers, dropping to the ocean floor where they gradually built up a great thickness of a gelatinous ooze. The evidence points to definite periods of prolific deposition causing minute planes of stratification.

The absence of pebbles and sand, and the presence of fossil fish of distinctly shallow water and shore forms, indicate that the diatoms lived in quite shallow water not far from a land area of practically no relief.

Dynamic movement during the Upper Miocene (Monterey) period 5,000,000 years ago elevated this mass of sediment above sea level and formed a land mass of alternating synclines and anticlines. These folds are comparable to the troughs and crests of waves. During Pliocene time the land was submerged, but it reappeared at the close of the Pliocene period with a covering of sands and sandstones. The present topography consisting of rounded hills, ridges, and steep canyons, has resulted from the erosion of the Pliocene sediments and some of the Monterey diatomaceous silica.

The commercially valuable properties of diatomaceous silica, and particularly Celite, are chemical inertness, resistanc high temperatures, light we porous and cellular nature. high absorptive capacity proper degree of abrasiveness of these properties are determ by the microscopic structure general appearance Celite chalky, buff-colored materia surprisingly light weight and water absorption.



E. B. Starr, who has seen ser with Celite for 27 years.

In the deposit the earth highly stratified and advantag taken of this in all mining quarrying operations. The t depth of the deposit is over thousand feet, and despite many folds and changes in face topography the various str are readily traced and loca about the property. Great formity is always found in a gi stratum.



In service with the Celite Company 10 years or longer. Front r left to right, J. Zilliotto, J. R. Lair, E. Espinoza, F. Orso, E. Zillio Back row, left to right, E. T. Anderson, J. Scroggy, D. D. McArth L. Shutts, E. Lair.

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Here and *There* in the Field

100 Percent Salvage Value

The advantages of installing a wall tile with practically 100 per cent salvage value were impressed upon L. E. Cushman, Sales Promotion man at Boston, when he saw wreckers at work on a Boston building recently.

On the first floor of the building had been a lunch room with walls highly decorated with fine tiling, and all this tile was being destroyed in the demolition process. If J-M wall tile had been used, Mr. Cushman reflected, it could have been removed and re-applied in the new building.

Helping a Contractor

Almost every large contractor comes up against some difficulties in concrete operations at different times, and if the salesman is on the job to help out, he usually goes away with a nice order. Such was the opportunity given to J. L. McCullough of the Columbus Office, and it goes without saying that "Mc" went away smiling.

The Math Rauen Construction Company of St. Louis, Missouri, is building the Pontifical College Josephinum, at Worthington, Ohio. A serious difficulty confronted them in their concrete work, since the under sides of the large floor slabs were to appear as beams, without additional finishing or decoration. Naturally this called for a mighty smooth job of concrete pouring.

Mr. McCullough, with Mr. Stitz, special Celite man, and C. D. Harris, Sales Supervisor of Columbus Office, called on the contractor and induced him to try a ton or two of Celite, telling him of the merits of the material, and showing him how it would be the remedy for his particular trouble.

To make a long story short, the Celite was used, and the results were so satisfactory that it was decided to order a car to take care of the entire job. This car was the opening wedge in Celite sales in this territory, and has earned many enthusiastic boosters.

Two Birds With One Stone

J-M salesmen are called upon to meet all sorts and types of competition in the field. But to Fay Jarvis, Kansas City salesman, goes the distinction of having not only discovered new worlds to conquer, but killed two birds with one stone.

Large, busy offices generally mean noisy offices. And noisy offices are excellent prospects for J-M acoustical treatment. Therefore, in his regular call upon Gustin-Bacon of Kansas City, Mr. Jarvis didn't pass up an opportunity to talk acoustics.

Finding a salesman for a silent typewriter company in his stronghold one day, Mr. Jarvis decided there was no time like the present. A discussion of acoustics followed in which he stressed the greater benefits of permanent correction of all office noises compared with the limited relief obtainable from silent typewriters.

Of course the result was a nice contract for J-M Sanacoustic tile. That was the first bird.

But it happens that Gustin-Bacon are J-M packing and refractory cement distributors in Kansas City. And that's the second bird.

Flooring Orders From Los Angeles

Among the large manufacturing plants being built in Los Angeles is the Willard Storage Battery Company. As a result of their extended experience in a manufacturing process which requires acid resisting flooring, they selected J-M acid resisting industrial flooring. Through the efforts of E. A. Johnson of the Architect's Service Department, both the specification and the contract were secured from the architect.

Not to be outdone, Lloyd Haney brought in an order for a 4,400-square-foot job from the Thompson Butter Company.

To add to their reputation the department has now secured specifications for two additional jobs which will total over 20,000 square feet.

20 J-M Service Stations

When D. A. Noville, building materials salesman in Cleveland city sales territory, learned that the Standard Oil Company of Ohio were planning on building a number of super-service stations throughout the state of Ohio, he immediately approached them on asbestos shingles. There was plenty of competition for this business, but J-M No. 190 and No. 200 mottled blue-black asbestos shingles so appealed to the officials of the Standard Oil Company that on November 30 Mr. Noville secured an order for approximately 900 squares. These will be applied on 20 stations in various parts of the state.

J-M Shingles Withstand Hail

Often prospects ask whether or not J-M asbestos shingles will withstand hail. The following actual case serves as positive evidence of this:

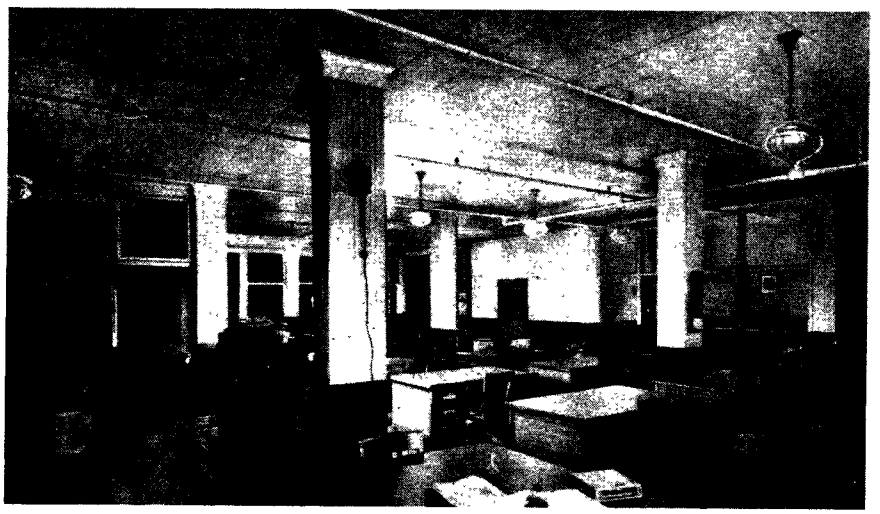
One of the leading physicians in a small town in Texas had mottled gray hexagonal shingles applied over old wooden shingles. In the spring of the next year an extremely severe hail storm hit the town, resulting in the payment of $30,000 in insurance for roof damages. When the insurance adjusters approached the owner of the J-M roof, asking him the extent of the damages to his roof, he advised them to examine it themselves. Instead they offered him a small sum in settlement of his claim, and paid it without inspecting the roof.

The owner soon discovered that this roof, the only J-M roof in town at the time, suffered no damages whatsoever from the hail, except for a few minute chips around the valleys and gable ends of the roof. Needless to say, this demonstration was of considerable value to the Rusk County Lumber Company of Henderson, Texas, in securing other jobs in the town.

To Celebrate His Birthday

Joe Csupak not only celebrated his birthday on October 25, but to top off the day sold the first No. 40 Dutch lap shingle roof in the San Francisco District.

Mr. Csupak, in conjunction with W. F. Neider of the San Joaquin Lumber Company, Stockton, California, J-M distributors, sold 35 squares of the shingles to W. A. Warren of Planada, California, for his new



When Fay Jarvis, Kansas City salesman, secured a contract for Sanacoustic tile from the Gustin-Bacon Company, he killed two birds with one stone, for Gustin-Bacon are J-M packing and refractory cement distributors in Kansas City.

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English type home. Mr. Warren was formerly an architect and readily appreciates the value of having a beautiful, permanent, and fireproof roof over his head.

Apparently no town is too small for J-M rigid asbestos shingles, for Planada has less than 100 population.

Rock Cork For a Fox Farm

Few salesmen would look to a fox farm as a likely prospect for rock cork insulation, but not so with Brewster Stickney, salesman in the Cincinnati city sales territory. In calling on the Fort Recovery Fox Farm at Fort Recovery, Ohio, he found that their horse meat refrigerator (they feed the horse meat to the fox) was not properly insulated, and he immediately sold them 700 square feet of two-inch thick rock cork.

Mr. Stickney also turned in an order for 4,332 square feet of two-inch thick rock cork and several tons of granulated rock cork from the Ritters Brothers Company of Bellefontaine, Ohio, for pre-coolers for fruits and vegetables.

Attractive Booth Gets Orders

Several orders and requests for estimates on home insulation, not to mention a list of live prospects, were obtained by the Home Insulation Company of York, Pa., at their attractive booth at the York Fair.

The exhibit demonstrated the method of application to different types of houses. Of further interest to visitors was the continuous showing of the motion picture film on this subject.

An intensive newspaper and direct mail campaign was conducted a week prior to the opening of the Fair, and invitations to visit the booth were sent to architects, contractors and home owners.

Persistent Agitation

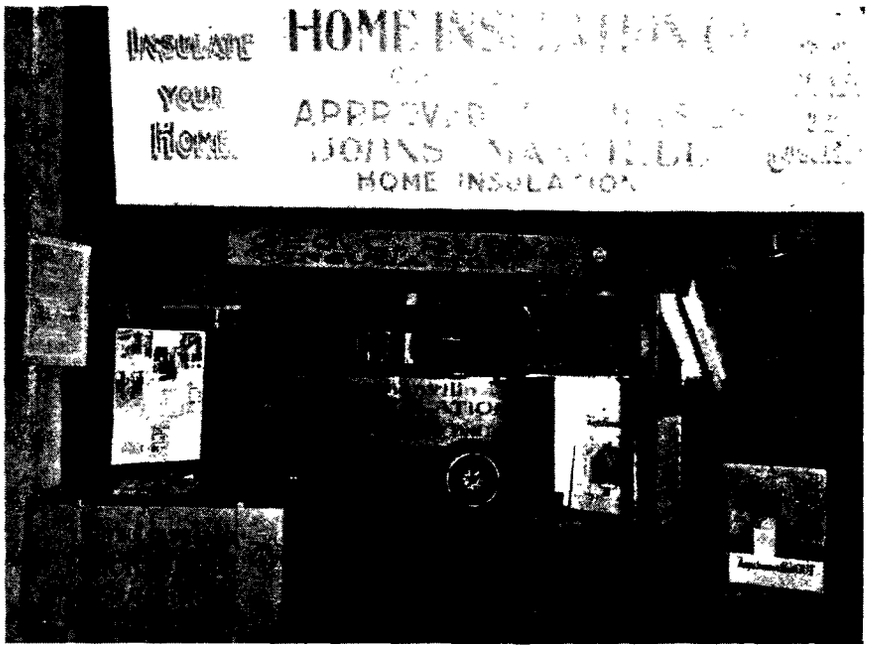
Persistent agitation by H. E. Moore, salesman in the Chicago District, finally persuaded Messrs. Block and Larsen of the King-Lar Asbestos and Roofing Company, approved contractors and distributors at Decatur, Illinois, to come into Chicago and personally make inquiries on home insulation.

Facts, figures and moving pictures taken from the established home insulation contractors proved to these men that their profits from this business would be satisfactory.

Before the close of the day, they were so convinced of its possibilities that they ordered a blowing machine and two carloads of material. They intend to establish distribution points in Champaign, Decatur, and Bloomington, Illinois.

He Never Admits Defeat

Gilbert L. Stitz, Special Celite Representative, Cleveland District, never admits defeat. He recently received an inquiry from the Empire Steel Company of Mansfield, Ohio, regarding 27,000 Sil-O-Cel brick for insulation of regenerator chambers for two open hearth furnaces. In talking to their Purchasing Department he found that a competitor had played a strong hand, but he was advised that the Engineering Department would make the final recommendation. To what extent Mr. Stitz succeeded with the Engineering Department is reflected in the fact that he secured an order for 47,000 natural brick and 56,000 lbs. of C-3, providing for an additional 2-inch thickness of insulation over what was originally specified and a 4-inch pad of C-3 concrete for the bottoms.



The application of home insulation from the blowing machine was demonstrated by the Home Insulation Company of York, Pa., at their booth at the York Fair. Photographs of different types of homes, and of jobs under way, added interest to the exhibit.

A 1300-Square Order

The Richmond sales territory of the Baltimore District secured an order for approximately 1300 squares of combination roofing through O. J. Brittingham, J-M distributors.

This is for the first unit of the Horace A. Dodge boat and plane manufacturing plant at Newport News, Virginia.

A Wide Use of Floridene

Ray Wille, New Orleans Office salesman, was exceptionally prompt in taking advantage of the sales possibilities of J-M Floridene stone.

Realizing the potential business in this field, he immediately set to work and was successful in making satisfactory arrangements with the B. and B. Cut Stone Company of Shreveport, Louisiana, for the use of this J-M material.

Working with the president and vice president of the company he was successful in having the stone used as the central feature for four highly ornamental interior entrances in the remodeling of the First National Bank of Shreveport. Three-quarters of the initial car of stone shipped into Shreveport were used in this job.

Speaking of the job, Mr. Braucht said: "The jambs, lintels and pediments were machine finished, part of the job was honed, and this combination brought out the natural beauty of the stone, showing the various colorings to their best natural effect.

"We predict a wide use of J-M Floridene stone, particularly for interior work as it is full of life and color not obtainable in many other domestic stones or marble. We carry a large stock of this material in order to supply prompt service for mantels, entrances and other features of like nature, for which this stone is very adaptable."

$10,000 Worth of Nashkote

J. L. McCullough, salesman in Columbus territory, assisted by C. D. Harris, Sales Supervisor, Columbus Office, and J. G. Neal, Cleveland District Special Acoustical Representative, has just secured a contract from the Ohio Bell Telephone Company for over $10,000 worth of Nashkote acoustical treatment for their Adams Exchange at Columbus.

Messrs. McCullough, Harris and Neal have been working very closely with the Telephone engineers in connection with acoustical treatment for their exchanges, and in addition to this order, J-M acoustical treatment has been specified for nearly $40,000 worth of additional acoustical work to be undertaken shortly after the first of the year.

An Attractive Display

G. E. Lamb and Son, J-M roofing distributor in Marshall, Michigan, believes in

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the value of county fairs as a means of showing home owners and prospective home owners the complete line of J-M asphalt and asbestos shingles.

At the Calhoun County Fair held in October, this distributor, with the assistance of W. A. Oettinger, Detroit District Sales Promotion field man, built a very attractive display of J-M materials which resulted in securing many prospects, a number of which have already been sold.

Another Home Insulated

The Home Insulation Company of Maryland closed a contract to insulate the home of Herbert A. Wagner, President of the Consolidated Gas, Electric Light and Power Company of Baltimore.

It is especially interesting to note that Mr. Wagner made the selection of Johns-Manville home insulation after a thorough investigation conducted by himself and the Engineering Department of the Consolidated Gas Company.

Nashkote Sells Itself

The Middletown branch of the American Rolling Mills Company has used a great deal of J-M acoustical treatment in various offices. When A. A. Gaible, Sales Supervisor of the Cincinnati city sales territory, called there recently, he noticed that one room in their building had not been acoustically treated. He had no trouble interesting the proper officials in immediately installing 1,300 square feet of Nashkote in this room.

Some Statistics!

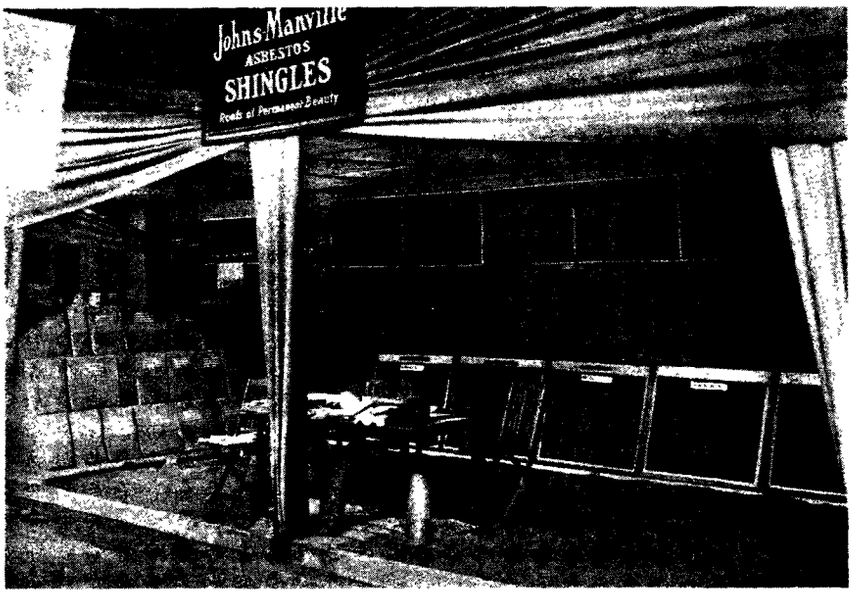
Nearly three acres of Sanacoustic tile were recently installed in the new Montgomery Ward & Co. Retail Store and Offices in Chicago. If the tiles were laid end to end in a straight line, they could form a path 16 inches wide across the English Channel.

L. R. MacAdam, Chicago city salesman, is responsible for the installation, through his work with W. H. McCaully, Construction Engineer for Montgomery Ward & Co. Although Mr. McCaully became an advocate of acoustical treatment, there remained some doubt as to whether Sanacoustic tile would act upon external as well as internal noises.

To prove that Sanacoustic tile is highly efficient in both respects, it was decided to conduct an experiment in the Company's old building, which is situated directly across the street from the new one and is, consequently, subject to the same conditions. Both buildings are bordered by noisy Chicago Avenue, a switch track, and the Chicago River, with tug boats steaming up and down. The tile proved so efficient in the old building that an order was given for even more of the material than had been authorized.

Dutch Lap Saves the Day

The sales possibilities of the Dutch lap shingle, where price and roof appearance are big factors, were demonstrated by J. N. Meeks of the Columbus Office recently. Mr. Meeks, who was working on a job in conjunction with C. E. Fortney of the R. B. White Lumber Company of Newark, Ohio, saw that the business was about to go to a competitor because of price. The roof in question was figured in the American method shingles, and after going into a huddle with Mr. Fortney, the plan on Dutch lap was decided upon, and the advantage of the straight line appearance with the reduced price was explained to the owner. Needless to say, the J-M men secured the order.



The display arranged by G. E. Lamb and Son, J-M distributors in Marshall, Michigan, which showed home owners the complete line of J-M asphalt and asbestos shingles.

One Leads to Another

Does the sale of one Johns-Manville material ever lead to the sale of another? W. A. Hughes of the Chicago District has vividly answered and illustrated this question with the following story:

Mr. Young, a prominent Cedar Rapids, Iowa, insurance man, was in a quandary as to the best means of permanently caring for the paint which defiantly peeled off his home as fast as he had it put on. By comparing the cost and maintenance of J-M shingles for siding with that of painting, Mr. Hughes proved that although it would cost 50 per cent more to shingle, there would, on the other hand, be practically no cost in upkeep. Consequently, the order was secured accompanied by an order for Transite asbestos wood for undereaves.

But Mr. Hughes was still unsatisfied. He immediately showed his customer that home insulation was not only a comfort stabilizer but it also had economic value, and this resulted in an order for rock wool.

By thus following his customer's probable needs and relating J-M materials, Mr. Hughes secured some very nice orders on this one home.

A 23,000-Foot Installation

The largest order to be recorded in Central Division for J-M insulation board for a home was "landed" recently by Irvin B. Spencer of the Columbus Office. Working in conjunction with H. A. Slyh of the Doddington Company, with the owner, S. P. Bush, and the builder, N. J. Mulligan, a contract for approximately 23,000 feet was secured. Naturally on an installation of this size, the competition was extremely keen, and a sigh of relief was heard when the announcement was made that J-M board had been decided upon.

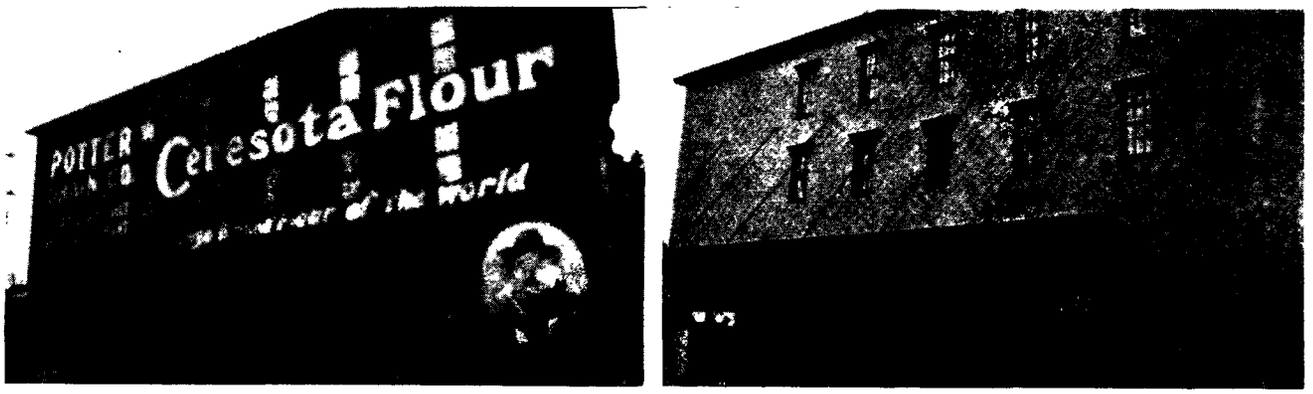
The beautiful residence in which this will be used is situated about 10 miles east of Columbus, and will be one of the show places of this vicinity.

The Prestige of "J-M"

A concrete example of the direct sales value of the prestige synonomous with the name "Johns-Manville" was given in the sale of 32 squares of twin hexagonal Brittany blend asphalt shingles by a salesman of the Trinity Lumber Company, J-M roofing distributor in the Dallas, Texas, test area under the supervision of C. H. Casey of General Headquarters.

A Western Union operator of 15 years' standing had four competitive bids on reroofing his home when B. C. Kridler of the Trinity Lumber Company submitted a bid on reroofing with J-M asphalt shingles. While Mr. Kridler was telling him the merits of J-M roofing, he interrupted and said, "Mr. Kridler, I'm going to buy your roof. I've been a Western Union operator for 15 years and during that time I've handled a great many messages for Johns-Manville. I know, from these messages, that Johns-Manville is a responsible concern and that their roofings are the best that money

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If Aladdin had rubbed his lamp for the Potter Grain Company of Charlemont, Mass., he couldn't have produced a more desirable change in the appearance of their building than did the application of J-M rigid shingles. The carload used for the job was sold to this rigid shingle dealer by H. S. Thomas, Boston salesman.

can buy. Write up the order so I can sign it!"

This sale just goes to prove that every action of a J-M employee may either add or detract from the good-will between J-M and its present or potential customers.

The J-M Plan of Selling

With his sale of J-M rigid shingles less than half a carload in 1928, F. P. Allen, distributor in Titusville, Pa., wasn't at all enthusiastic about starting the year 1929.

Titusville is a town of approximately 8000 population and roof coverings were equally divided between wood shingles and slate. Realizing Mr. Allen was discouraged, K. S. Rice of the Erie Office went over with him J-M's plan for 1929, explaining what his potential market might be. Mr. Rice finally convinced him that an active campaign along the lines set forth would be well worth while.

Accordingly, Mr. Allen arranged for a carpenter-contractor meeting which was held early in May with an attendance of about 20 local carpenters and two or three roofing prospects. Shortly after this Mr. Allen signed up for cooperative advertising, and a little later he rented a centrally located vacant store room where, with the aid of W. H. K. Herron, Sales Promoton man at Cleveland, he arranged a very attractive display of both rigid asbestos and asphalt shingles, as well as a reroofing board showing the application of No. 70 mottled gray over old wood shingles.

During this 10-day display two or three rigid shingle reroofing jobs and some asphalt shingles were sold, and the names of several good roofing prospects were secured. It looked as though the efforts had been worth while, but it was not until some time later that the real results began to show up. In checking over figures in the fall it was found that Mr. Allen's purchases had amounted to nearly five cars of roofing, over 50 per cent of which were rigid shingles.

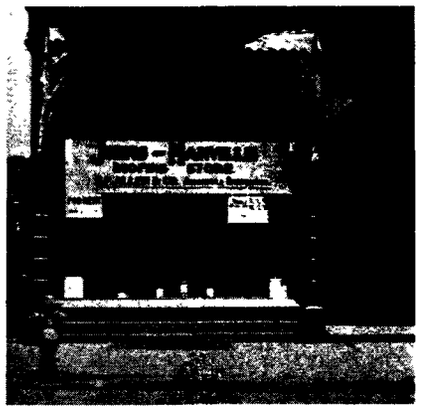
It is needless to say that Mr. Allen is well satisfied that Johns-Manville's plan of selling was well worth the effort put forth by himself and his organization.

Four-Color Wall Tile Used

Credit for the first large order of asbestos wall tile secured in the Central Division goes to M. J. Ryan of the Wheeling, W. Va., sales territory.

With the assistance of R. H. Fischer, special representative, Pittsburgh District, Mr. Ryan interested the Wells Hotel in Sistersville, W. Va., in using J-M wall tile for redecorating 37 bath rooms and the hotel coffee shop. All four colors of tile are being used with a contrasting color of base and cap moulding.

Of particular interest in connection with this job is the fact that it demonstrates the field for the sale of asbestos wall tile for old buildings.



The shingle display in the window of F. P. Allen's temporary roofing store, which boosted his 1929 sales of rigid shingles.

J-M For Furnace Insulation

W. S. Hamilton, Chicago District salesman, has been successful in having the Universal Oil Products Company adopt for their standard specification J-M Transite Superex furnace wall construction for the insulation of the furnaces used in the Dubbe process for petroleum refining.

The furnaces will be insulated with three inches of Superex broken joint construction, and encased with standard Transite.

The first unit will be installed at the Alleghany Arrow Oil Company, Canton, Ohio, and the Universal Oil Products Company will release seven additional furnaces shortly, using this same construction.

This represents a standard specification for the Universal Oil Products Company.

14 Contracts Closed

The officials of the Baltimore District are very enthusiastic over the splendid progress being made by the new Home Insulation Company of Maryland, under the direction of Andrew R. Trotter.

This company started out in a very modest way, approximately two months ago, and, in spite of the serious effect of the recent stock market break on the pocketbooks of most of the home owners, Mr. Trotter and B. H. Hearn, his assistant, succeeded in closing 14 contracts during November.

The progress of this new company is especially interesting because they have directed their activities toward obtaining contracts from individuals who, as satisfied customers, would be in a position to assist the company through their personal contacts in Baltimore. This line of procedure has been uniformly successful.

A Unique Home

Samuel Insull, Jr., is using J-M No. 55 Salem gray shingles on a new home he is having built near Mundelein, Illinois.

The uniqueness of the whole structure is climaxed in its location. It is built on an island and when completed will be accessible only by boat. The boathouse, like many of our modern garages, is located under the house. The building is to be of a rustic type of architecture, built of stones, boulders and rough timbers. This is the first of a colony of summer homes to be built in this exclusive vicinity by officials of the Insull companies.

J. R. Roberts, salesman in the Chicago District, is solely responsible for the sale of these shingles.

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A New Celite Distributor

Celite-for-concrete sales in Braddock, Pa., should show a very substantial increase in 1930 through the signing up of McGrady Brothers of Braddock as a Celite-for-concrete distributor. The Pittsburgh city sales territory has already signed up several auxiliary dealers under McGrady Brothers and these connections will insure proper distribution of Celite-for-concrete throughout the Pittsburgh territory.

A 21-Year-Old Roof

Twenty-one years ago J-M asbestos shingles were applied to a home in Columbia,

(*Continued on page* 26)

At J-M Meetings

On November 11 at the Penn Athletic Club, Philadelphia, the Scotty Royals, as guests of the Eastern Division Building Materials Distribution Department, celebrated their victory in the Hard Shingle League. An atmosphere of good fellowship lent itself to the well-balanced program of events arranged by J. O. Boylan, District Manager.

At an informal business meeting in the afternoon, short informative talks by L. C. Hart, J. O. Boylan, W. A. Johnston and T. J. Quinlan, on prospects and plans for increased business in 1930 on rigid shingles, rag felt roofings, and insulating board, formed the keynote of the talks and the general discussion which followed. The business meeting adjourned at 4:30, when all participated in an impromptu bowling tournament, followed by a social hour. Then came the event of the evening, the victory dinner.

Mr. Boylan was master of ceremonies and a number of the men were called upon for speeches.

During the two years the Inter-District Hard Shingle League has been in operation, it has more than justified its existence, for rigid shingle business, from old and new accounts, has increased greatly. During the playing season, from April 15 to October 15, securements of the six districts included 116 carload orders from new accounts.

During the winter months the well-known "Hot Stove" League will be busy laying plans, and no doubt the astute managers and hard-boiled captains of the district teams will be figuring out new plays and strategies so that their respective teams will win the coveted 1930 pennant.

On November 7 and 8 the Pacific Coast Asbestos Association held its semi-annual conference at the Biltmore Hotel in Los Angeles. The meeting was attended by all those engaged in both the manufacturing and application phases of the industry on the Pacific Coast.

A great deal was accomplished in the line of adopting standard specifications and a general exchange of ideas which will tend to improve the standard of applied work and practices in the field.

Those from the J-M San Francisco Office who attended the meeting were: Franklin Shuey, Guy Barker, Clark Wayland, E. H. Clausen, and Arthur W. Knight.

S. J. Piercy, Sales Supervisor, Roofing and Building Materials Distribution Department, San Francisco District, was successful in signing the Humboldt Paper Company, Eureka, California, as distributors of J-M roofing, shingles and insulating board. The territory covered by this company is known as the "Redwood Empire" and includes all of the Northern California coast counties.

A very successful dinner meeting was recently held at the Eureka Inn, Eureka, California, for the purpose of educating the members of this organization in J-M products and policies.

The meeting was opened by Ervin H. Clausen, Sales Manager, San Francisco District, who gave a general talk about Johns-Manville, the lines of J-M products, and the J-M factories and mines. This talk was followed by a showing of the asbestos film.

Andy Hoffman of the Pacific Division Sales Promotion Department told of Johns-Manville's sales promotional aids to distributors, and S. J. Piercy, Sales Supervisor, Roofing and Building Materials Department, gave a very interesting talk on roofing and building materials. The meeting ended with a general discussion.

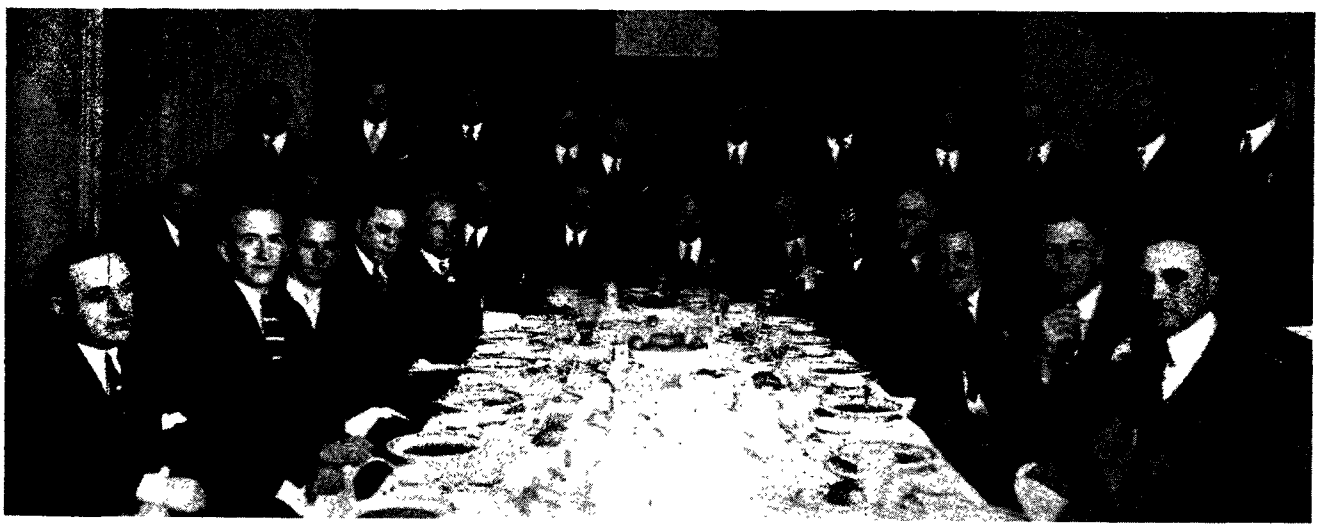
A meeting was held for the General Builders Supply Corporation of New York City, featuring J-M insulating board and Celite-for-concrete. This corporation is a combination of 13 large lumber yards in New York, and every yard was represented by salesmen and yard foremen.

A dinner was given at the Hotel Pennsylvania, after which H. M. Slauson, toastmaster, introduced T. J. Quinlan, Special Representative on insulating board, and A. L. Gossman, who spoke on Celite-for-concrete. The film "Story of Celite" was shown, and a general discussion on J-M products followed.

The meeting was one of the largest of its kind ever held, being attended by 52 employees of the Builders' Supply Corporation.

A very interesting meeting of low pressure insulation distributors and their sales-

(*Continued on page* 23)



When the "Scotty Royals" celebrated their victory in the Hard Shingle League. Left to right, standing: I. Benner, J. W. Bohnel, I. L. Marvel, D. Goucher, W. A. Johnston, D. K. Dickson, C. L. Hitchner, C. W. Schultz, R. H. Royer, T. J. Quinlan, D. C. Oberholtzer. Seated: F. R. Ebersole, L. J. Brennan (rear), R. R. Franey, E. D. DeBrava, P. O. Dickinson (rear), T. C. Warner, J. T. Mackenrow, M. R. MacConnell, L. C. Hart, J. O. Boylan, A. S. Royal, G. W. Ellis, T. B. Stein, J. C. Mason, G. F. Brown, R. H. Worrall.

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Accepted Suggestions

A Mechanical Perforator for Nashkote Types of Acoustical Treatment

By R. V. PARSONS,
Consulting Engineer, Acoustical Section

PROBABLY many a good idea has been strangled at birth because it lacked means for its practical application to specific work.

For many years we have been applying what has become known as "Nashkote Type B acoustical treatment," in which the surface of acoustical felt is finished with a perforated membrane, usually Sanitas, and in recent years a great variety of patterns and perforations have been worked out to provide improvements continually in the light-reflecting qualities of the treatment, and maintain the excellent sound-absorbing qualities.



W. F. Breidenbach, who received an award of $200 for a mechanical perforator for acoustical treatment.

Many years ago J. A. Nash proposed the perforation of our standard Type "A" Nashkote after the material had been erected and decorated. The original idea was looked upon with apathy by the officials then in charge of the acoustical work, and means were not readily available for doing it economically. However, when a specific problem was put up to W. F. Breidenbach, Construction Superintendent of the Eastern Division, he devised a practical means of accomplishing the desired results, and his mechanical perforator has won one of the highest awards* made by the Suggestion Committee.

This act of perforating the acoustical fabric after decorations or murals have been applied, tremendously widens the scope of Nashkote treatment. It makes possible the reproduction of any kind of a painted plaster surface, even surfaces with sand finish textures, and the maintenance of the orginal sound-absorbing efficiency of the acoustical felt. Furthermore innumerable coats of paint may be applied in the course of time, the surface re-perforated, and the original efficiency of the treatment maintained in its entirety.

Mr. Breidenbach deserves a great deal of credit for his perserverance and ingenuity. He has made a real contribution to the work of the Acoustical Section.

*Mr. Breidenbach received $200 for his suggestion, which was listed among the accepted suggestions on page 26 of the December Circle.

15 Suggestions Accepted

The following suggestions were accepted in the past month:

Eastern Division

L. G. FOXWELL, *Engineer, Sales Engineering Department.*
Samples.

CLARA SWEENEY, *Reception Clerk, Fifth Floor.*
Accommodation of visitors.

F. G. FUCILLO, *Clerk, Statistical Department.*
Adjustments, turned orders, green transfers.



Bruce Bavis and J. H. Pendleton of Manville Factory, who recently received awards for accepted suggestions.

Lompoc Factory

P. C. JONES.....*Control Departmen*
Phone extension at Super-Cel.

Manville Factory

JOHN DOBISH, *Fixer, Department No.* 208
Guide on the sides of sheet iron platform.

VINCENT KOZTOWSKI, *Checker Department No.* 206.
Gang planks.

Nashua Factory

LOUIS BOUFFARD....*Laborer, Ebony Dept.*
Wooden gangways, instead of steel, for loading cars in winter months, as safety precaution.

M. H. JEAN....*Laborer, Ebony Department*
Better handling method in piling Ebony.

J. CURRIE, *Pressman, Wood Press Department.*
Better location for stairway in Wood Department.

MISS C. MAYNARD, *Telephone Operator, Office.*
Installation of telephone in office basement.

J. D. QUIGLEY, *Sawyer, Ebony Department*
Improved method for oiling coping saws.

J. A. NORTON, *Plumber, Mechanical Dept.*
Improved insulating method for impregnating tanks.

D. NADEAU, *Electrician, Mechanical Dept.*
Improved safety by installation of ladder to reach motor over shingle machines.

A. GAUTHIER, *Sawyer, Ebony Department*
Improved gauge for cross cutting on coping saws.

Pittsburg Factory

R. T. GAPEN.....*Cement Laborer*
A wooden jib to be used in cutting fire-felt pipe covering on band saw.

New Employees

Eastern Division

EDWARD SMITH, office boy, Boston.

Central Division

BRUCE M. WILLIS, Merchandising Department, Detroit city sales force.

ODETTA M. BRENNAN, Dictaphone operator, Detroit Sales Department.

SARA E. DOSCH, typist, Sales Department, Cincinnati.

MARGARET M. EGYHAZI, typist, Accounts Payable Department, Cleveland.

C. F. BAKER, sales engineer, Automotive Equipment Department, Detroit District.

WM. H. HARRIS, salesman, Youngstown territory.

Pacific Division

MRS. STELLA FLEMING, billing clerk, Los Angeles.

P. N. PATTISON, JR., junior clerk, Architect's Service and Sales Promotion Departments, Los Angeles.

MISS H. HARRISON, Ediphone Department.

L. KIDDER, Voucher Department.

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MISS FLORENCE DARLING, order typist, San Francisco.

MRS. DOROTHY ENGLEMAN, Dictaphone operator, San Francisco.

Lompoc Factory

WILBUR E. HOLDRIDGE, Accounting Department.

M. E. ROTCHY, Engineer, Planning Department.

Dayton Factory

PAUL GRAHAM, Mechanical Department.

Chrysotile Mine

LINCOLN A. STEWART, engineer, Chrysotile.

Waukegan Factory

MISS ALICE HANKS and MISS BERNIECE JASUKAITIS, stenographers.

Promotions *and* Transfers

F. ALDINGTON: transferred from fibre inspector, Mill 4-B, Asbestos, Que., to experimental and research work under Mr. Nelson in Mill 3.

D. BELIVEAU: transferred to the Machine Shop from the Construction Department, Asbestos, Que.

CHARLES A. CANTY: promoted from building materials salesman in the former Lawrence territory, to senior building materials salesman of the Metropolitan Boston territory.

M. CRAIGHEAD: promoted from Sales Supervisor to Sales Manager, Power Products Distribution Department, Eastern Division.

JOHN COWDREY: promoted from locomotive engineer to transportation foreman, Railway Department, Asbestos, Que.

H. C. CRONSHAW: transferred from stenographer, Engineering Office, to chief clerk, Mill Office, Asbestos, Que.

J. R. DONALDSON: promoted from chief sales clerk to chief clerk, Cleveland District.

P. L. DREWS: transferred from Construction Superintendent to Merchandising Department, Cincinnati City Sales.

MISS CLAIR ELLENBECKER: transferred from the Pacific Division Accounting Department to billing clerk, San Francisco District.

J. F. FERRICK: promoted to Traffic Supervisor, Eastern Division.

GEORGE C. GERATY: promoted from special roofing salesman, San Francisco District, to roofing inspector.

WALTER GIESECKE, JR.: promoted from Chief Clerk, San Francisco District, to Assistant to Ervin H. Clausen, Sales Manager, San Francisco District.

A. H. GOOD: promoted from warehouse clerk to Superintendent of the warehouse, Los Angeles.

A. J. HALEY: transferred from Supervisor, Eastern Division Traffic Department, to General Traffic Department.

M. HALVERSON: promoted from Superintendent of the warehouse to order clerk, Los Angeles District.

MISS GLADYS HANGEBRAUCH: transferred from stenographer in the Manager's Office, Waukegan Factory, to the Order Department, in charge of roofing and shingle orders.

WADE KILLMAN: promoted from office boy, Boston, to clerk in the Sales Department.

ROY LIVINGSTONE: promoted from transportation foreman, Railway Department, to production foreman, Mine Department, Asbestos, Que.

R. T. MAUS: transferred from salesman, Cincinnati City Sales, to Dayton merchandising salesman.

ROBERT S. McPHAIL: transferred from clerk in Cleveland District, to Sales Engineering Department.

HARRIS J. MOYE: promoted from clerk in the Sales Department to junior building materials salesman, Metropolitan Boston territory.

JOE QUAGLINO: transferred to warehouse as junior clerk, Los Angeles.

F. D. SANBORN: appointed order clerk, Cleveland District.

A. J. SAVAGE: transferred from Sales Supervisor of the former Lawrence territory to senior salesman, New Hampshire territory.

G. I. SCHAEFER: promoted from order clerk to Chief Sales Clerk, Cleveland District.

P. B. SCHARDT: transferred from Merchandising Department to Industrial Department, Dayton territory.

A. D. SCHMUKI: promoted from the Pacific Division Accounting Department to Chief Clerk, San Francisco District.

G. SMITH: transferred from the Mail Service to assistant clerk, Mill Office, Asbestos, Que.

BREWSTER STICKNEY: salesman, transferred from Dayton territory, to Cincinnati city sales territory.

MISS LAURA WILLIS: transferred from Los Angeles District, to secretary to W. R. Jones, San Francisco District.

Penetrating the Oil Fields

(*Continued from page* 5)

purchase price. Even the lake concession, which is perhaps the largest of all and which covers the whole of Lake Maracaibo surface, except a strip one kilometer wide all along the shore line, less than 10 years ago was going begging in New York and London, and no one seemed interested. The lake of oil under the lake of water has only been tapped, and nothing has yet been done to prove the limit of its production.

"It was not until December, 1922, when well 'La Rosa' No. 4 blew up with an estimated production of about one million barrels for the 10 days it ran wild, that the eyes of the oil world began to look on Venezuela as a possible large producer. However, it was not until 1926 that the real boom started.

"For the past four years, Johns-Manville products of every description have been used in large quantities in the production of Maracaibo oil, in camp buildings, terminal construction, and private homes, as well as office buildings. Today, there is not a single camp in this district where Johns-Manville packings, insulation, roofings and other building materials are not in daily use. And not only are Johns-Manville products used by the oil interests of the locality, but also by other local industries, as well as the native population. This has been accomplished against keen competition from other American manufacturers, as well as against competition from manufacturers in the old world."

At J-M Meetings

(*Continued from page* 21)

men was held in the New Orleans Office on November 22. The meeting was conducted by W. I. Davidge, Sales Supervisor, Insulation Distributors, Chicago, who gave a very fine talk on Improved Asbestocel, insulation and various other commodities handled by insulation distributors. About 45 men were present.

A novel idea in the way of interesting meetings of contractors and salesmen, has been instituted by the Doddington Company, J-M roofing distributors of Columbus, Ohio. Taking advantage of the Thanksgiving season, four turkey suppers were held, one for each of their branch yards, and the contractors from these districts invited to attend. At the time of the meeting, representatives of four sales organizations were given the opportunity to talk on their products, and display their materials in exhibits around the room.

The results of the first of this series were reported November 25, the first meeting held at the Clintonville Lumber Company. Johns-Manville was represented by T. H. Russell of Cleveland, who gave a talk on the new J-M insulating board, its possibilities and advantages, C. D. Harris, Sales Supervisor of Columbus Office, and J. N. Meeks and Irvin B. Spencer, salesmen. W. H. K. Herron of the Sales Promotion Department was also there with a nice array of sample boards and literature, placed around the room for the inspection of visitors.

This first meeting was attended by approximately 100 contractors of the Clintonville district.

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Within the Circle

Eastern Division

K. E. MOORE, *Associate Editor*

The address of the Portland, Maine, Sales Office has been changed to 636 Congress Building.

JOHN TAZEWELL JONES, Office Manager of the J-M office at Sao Paulo, Brazil, was a visitor at the Boston Office recently.

Tiny DONALD RODERICK COWLES arrived at the home of Mr. and Mrs. Noble P. Cowles just in time for Thanksgiving dinner.

CHARLES POPE of the Metropolitan District, who has been connected with the Company for 10 years, was married to Miss Edna MacBrair of Jamaica, L. I., on November 27. Mr. and Mrs. Pope spent their honeymoon at Sag Harbor, L. I.

Central Division

M. C. MALHAM, *Associate Editor*

The sympathy of the Detroit District employees is extended to O. A. RILEY, who lost his father, James Riley, recently, and to HARRY HAYDEN, whose mother, Mrs. Caroline Hayden, was buried November 4.

W. B. WALTER, Sales Manager, Building Materials Distribution Department, has been elected a director of the Cleveland Builders' Exchange.

H. G. FOX, Staff Manager of the acoustical section, was married October 12 to MISS KATHRYN MCLEAN, Washington Court House, Ohio. Mr. and Mrs. Fox motored to Washington, D. C.

The sympathy of the Central Division employees is extended to I. J. MILZ in the loss of his sister and aunt who passed away November 23.

H. B. BAINBRIDGE, salesman in Pittsburgh city sales territory, has secured an order for 1,500 squares of asbestos roofing felt for roofing the building which houses the Cold Rolled Department of the Babcock and Wulcox Tube Company, Beaver Falls, Pa. The roofing will be applied over insulating board.

Word has just reached the Circle Office that MISS JULIA MORAN, switchboard operator, Detroit District, and EDWARD F. DAWSON were married August 31, and left shortly thereafter for a two weeks' trip to Cleveland, Buffalo and Niagara Falls. Upon Mrs. Dawson's return to the office, she was presented with an electric coffee service by employees of the Detroit District.

NORBERT G. TOBBE, Chief Sales Clerk, Detroit District, and MISS HELEN M. KAVANAUGH were married at St. James Church, Bay City, Michigan, on October 5. A wedding breakfast was served at the home of the bride's parents, who were celebrating their silver wedding anniversary. The young couple enjoyed a trip to Cleveland and Northern Michigan and during the winter will reside in Detroit. A beautiful floor lamp was given the couple by the Detroit Office employees.

The Detroit Office reports that W. P. FRIED, Detroit District automotive trade salesman, and MISS ELLA HARTNER were married August 17 at Saginaw, Michigan. The young couple enjoyed a trip to Niagara Falls and New York and on their return took an apartment in Detroit. Mr. and Mrs. Fried were presented with a beautiful floor lamp by the Detroit Office employees.

Western Division

E. NELSON, *Associate Editor*

GUS LONGINOTTI, Memphis territory automotive salesman, spent several days the latter part of November in the St. Louis and Chicago Offices.

Sales Supervisors R. W. HOFFMAN of Kansas City, F. W. HODSON of Tulsa, P. T. PHILLIPS of Memphis, and E. J. LIGGETT of St. Louis, attended a sales meeting in St. Louis on November 16.

The United States Tobacco Company at Nashville, Tennessee, recently erected a new power house and warehouse at Nashville, and a group of five buildings at Spring Field, Tennessee. All seven of these buildings, due to the effort of H. C. GREEN, Chicago District salesman, were roofed with 20-year bonded built-up roofing.

F. W. BRAINARD, Assistant Office Manager of Western Division, spent several days in the St. Louis District the early part of November.

J. H. BEDSER, St. Louis city salesman, by consistent effort, landed a $30,000 insulation job from Anheuser-Busch, Incorporated, of St. Louis.

In one day J. W. GEORGE, salesman in the Chicago District, established two asphalt tile flooring contractors: A. K. Lahne of Peoria, and H. M. Larsen of Galesburg, Illinois.

L. A. FOSTER of St. Louis secured a $29,000 order for Sil-O-Cel brick, Superex blocks and Superex cement from the Shell Petroleum Company for several new type stills erected at Wood River, Illinois. Mr. Foster, by his close contact and supervision of this account, secured the bulk of their insulation business. During November he received a $6,000 order for sponge felted pipe covering for the new Houston power house.

A. C. PICKETT of the Railroad and G ernment Department, St. Louis, attenc the Railway Business Association dinner the Hotel Stevens in Chicago, November

GEORGE A. SMITH, Celite Departme General Headquarters, spent a few days New Orleans in connection with a prospe for nearly 500 tons of Celite-for-concrete.

G. H. DAVIS, salesman in the San A tonio territory, is recovering from a rece major operation.

T. H. M. CRAMPTON spent several da in the Southern District calling on Sta Highway Department in regard to aspha planking.

Pacific Division

HAL HALLSTROM, *Associate Editor*

WALTER GIESECKE, JR., of the San Fra cisco District Office is the proud parent c a baby girl, born November 7.

F. W. MCDERMOTT, Sales Manage Seattle District, attended a meeting of th Pacific Coast Asbestos Association at Lo Angeles, before proceeding to New Yorl for the General Conference.

On November 2, MISS LAURA WILLIS stenographer, left the Los Angeles District to join the San Francisco staff as secretary to W. R. JONES. Before leaving Miss Willis was presented with some very lovely gifts from her fellow employees.

H. W. FARRINGTON, Sales Supervisor. Building Materials Distribution Department, Seattle District, had a narrow escape on November 13. He took an early morning ferry from Bremerton, which collided with an oil barge a short distance out in the bay. His car was demolished, but fortunately Mr. Farrington had gone up on deck instead of staying in his car, and so escaped damage.

Los Angeles Office employees tried to express their sympathy to MISS LILLIAN HAMILTON, stenographer and file clerk, who left J-M employ in order to be with her father who was critically ill in Montreal, Quebec, by presenting her with a very lovely gift on her departure.

MISS MARY ROHAN of the Sales Promotion Department, Pacific Division, has been recovering from an illness which kept her at home for some weeks.

Alexandria Factory

A. L. JONES, *Associate Editor*

MR. AND MRS. GROOVER are the proud parents of a girl, born November 23. Mr. Groover is employed in the Shipping Department, Plant No. 2.

BASIL LITTLE and MISS RUTH RIGGS of Fairmont, Indiana, were married November 5. Mr. Little is employed in the Rock Cork Department, Plant No. 2.

C. L. BATES, Factory Manager at Pittsburg, California, was a visitor at Alexandria Factory on December 3.

Employees of Alexandria Factory extend their sympathy to W. A. RISINGER, Construction Superintendent, in the loss of his wife on November 25.

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MRS. MABEL AMMON and H. T. CRIPE visited the Dayton Office recently.

Asbestos Factory

GEORGE L. FULLER, *Associate Editor*

E. DEMERS, weaver in the Packing Department, was married to MISS YVONNE DESHARNAIS, former telephone operator.

MISS C. BOISVERT, helper, Packing Department, was married to H. LABRANCHE recently.

MISS ANNIE CLOUSTON, warper, Packing Department, was recently married to G. CHAPMAN, a local farmer.

W. N. REAKES, Milling Department reporter, who has been very ill with pleurisy, is now convalescing.

Construction of a new extension to Mill 4-B is progressing favorably.

Several members of the Milling Department report a successful hunting season.

WILLIE CLOUSTON, tinsmith in the Machine Shop, was married to MISS MARCOTTE on November 25.

A. MORIN of the Machine Shop is back at work after a three months' sick leave.

Chrysotile Mine

FRANK DEAN, *Associate Editor*

The Chrysotile mine has just purchased a new Ford sedan to be used for quick trips to Globe, and, when necessary, for hauling mail during the winter months.

The cornerstone has been laid for a new eight-room stone dwelling in Sonoro Camp, the Mexican colony.

Cincinnati Factory

R. L. REINHART, *Associate Editor*

WILBY FAIR of the Punch Department and MISS ETHEL CARRIER were married November 1.

The Punch Department employees are congratulating MR. AND MRS. LOUIS JASPER upon the arrival of a boy, Allen, on November 7.

PAUL GRAHAM, formerly an employee at the Cincinnati Factory, has been re-employed at the Dayton Factory in the Mechanical Department.

Gretna Factory

E. BELSOM, *Associate Editor*

The Gretna Factory employees wish to express their sympathy to A BOUDREAUX in the loss of his eleven months' old baby girl.

On November 15, the Gretna Factory employees made collections in the plant for the Community Chest, and a 100 percent donation resulted.

TED SCHLEUTER, Master Mechanic, returned to Gretna Factory December 9, having been in Europe since January in the interest of the Company.

REUBEN HOCK, plant carpenter and fire chief, returned home from the hospital after an operation, and was expected back at work after January 1.

Nashua Factory

E. C. HOPKINS, *Associate Editor*

W. R. KELTY has returned from a week's visit at Manville, relative to the new shingle building.

RICHARD ARNOLD of the Tabulating Department has returned to the Manville Factory. Mr. Arnold came to Nashua for the installation of the tabulating system a year ago and has made many friends.

JOHN P. SULLIVAN, packer in the Ebony Department, was elected Alderman-at-Large by a large majority at the city election held December 3.

DAVID SULLIVAN, Ebony inspector, has returned to work after six months' leave in the Postal Service.

JOE BERNACHEZ, Ebony inspector, has returned to work after a slight operation.

GEORGE BROOKS, assistant foreman in the Sanding Department, was married December 23 to MISS LOUISE FOISIE. The honeymoon was spent in New York City.



J. C. Peterson, Pacific Division Sales Promotion man who is familiarly known as "Celite Pete," certainly knows his concrete. He is showing one of the many bags of Plastic cement used in a $2,500,000 project which is being built by one of the large Pacific Coast power companies.

A. H. DRUMM, JR., Purchasing Agent, was appointed Chief Moderator for the city of Nashua for the recent election.

Nashua has started making corrugated for the new shingle mill at Manville Factory.

Pittsburg Factory

E. L. ADAMS, *Associate Editor*

JAMES GRAY, SR., of Waukegan Factory, with MRS. GRAY visited friends at Pittsburg Factory during the week of November 4 while motoring through the West.

DENNIS SKINNER of the Roofing Department returned to work on November 11 following his recovery from a serious operation.

Waukegan Factory

H. W. DEIBLER, *Associate Editor*

Among the recent visitors at Waukegan Factory were D. W. J. CULLUM, son of Horace W. Cullum, London distributor for J-M acoustical treatment; E. BROWNING, Vice President of Hill, Hubbell Company, and MESSRS. LABBE and STENBERG, Firestone executives.

On November 14 a group of engineering students from the University of Kansas were conducted through the factory on a tour of inspection.

MESSRS. HOLMES, QUINLAN, O'CONNOR and GEIST, Special District Representatives in the Western Division, spent December 3 at Waukegan Factory.

R. F. KOSTER of the Sales Engineering Department spent a few days in the early part of December at the factory in the interest of the new Transite pipe proposition.

MISS O'NEILL has resumed her duties as telephone operator at Waukegan Factory after an extended illness.

Waukegan Factory welcomed R. B. MURPHY, Superintendent of Gretna Factory, and H. B. HEYN and HAL HALLSTROM of the Pacific Division for short visits on their return from the General Conference in New York. TED SCHLEUTER, Master Mechanic of Gretna Factory, also stopped at the Factory on his return to Gretna after a year in Belgium. TED CSUPAK, one of Waukegan's former employees, visited the factory for a day on his return to San Francisco where he is now employed in the Sales Department.

E. H. BERGER, Consulting Chemist, spent considerable time during November at the factory going over new products.

SPORTS

The standing of the Cincinnati Factory Bowling League at the end of November was:

	Won	*Lost*	*P. A.*
Punch Department	19	11	277
Wet End	18	12	583
Office	15	15	578
Engineering	8	22	543

Abe Kraak and William Ammann were in the lead in high game totals with 222 and 220 respectively.

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D. W. Very, Steel Industry representative, Pittsburgh Office, and former All-American End at Penn State, has established a national reputation as a football official. During the 1929 football season Mr. Very officiated at the Carnegie Tech-Notre Dame game; University of Pittsburgh-Ohio State; New York University-Carnegie Tech; Pennsylvania-Columbia; and other outstanding games. He is a member of the Eastern Association of the Intercollegiate Football Officials. Mr. Very planned to spend his vacation in California the last two weeks of December, having been selected to referee the Carnegie Tech-Southern California football game at Los Angeles December 14.

Much interest is being shown at Asbestos Factory in the formation of a Bowling League which will soon function. O. Mills of the Planning Department is the secretary.

A great deal of interest has been shown at Waukegan Factory in the activities of the Bowling League. The percentage standing of the teams on December 1 was:

Magnesia, 765; Office, 666; Shingle, 632; Paper Mill, 500; Packing, 500; Roofing, 432; Pipe Covering, 400; Erection and Repair, 166.

The Packing team had high game team with a total of 1051, and Magnesia, high three game team with a total of 2861. J. Merlock and M. Durbin had high games with 258 and 253, respectively, and W. Heiting held the score of 666 for high three games.

The Research and Development Department, at Manville Factory, held a Thanksgiving Dance at the Middlebrook Country Club of Bound Brook, N. J., on November 29. Over 60 couples enjoyed the music of the Mayfair orchestra of New Brunswick. Refreshments were served and card tables were furnished for the amusement of the non-dancers. The affair was a decided success and the department is looking forward to a similar get-together to be held some time in January. The committees responsible for the success of the dance were:

Chairmen, R. Williams and A. Reeve; publicity and business, R. Page and R. Lipman; refreshments, K. Grove and D. Wood; tickets, A. H. French, H. T. Coss, C. Miller and D. Bruce; and cards, B. S. Smalley and F. Vandermark.

On November 26, 20 men from the Compressing Department, Nashua Factory, had a bowling match, with Ed Willette's team winning over Nelson Girouard's team by 25 pins. From this match the five highest bowlers in the match were chosen to represent the department in plant competition. Those chosen were John Wills, E. C. Hopkins, Arthur Williams, Wallace Gates and Anthony Narconnis. The first match game was with the Press Department on December 3, which was won by 3 points to 1.

Here and There in the Field

(*Continued from page* 21)

Tennessee. Recently the structure was moved from its old location to a new site some distance away. An examination revealed that the roof is still in perfect condition with the exception of a few shingles broken in the moving.

H. C. Green, Chicago District salesman, is calling this to the attention of contractors and lumber dealers to prove the durability of rigid shingles.

A Reason For a Smile

When R. W. Canon, salesman in the Pittsburgh city sales territory, came in the office recently he wore one of those smiles you see when the fruits of your efforts are properly rewarded. In this particular case, Mr. Canon came in with a $16,000 order for waterproofing membrane and industrial flooring from the Pittsburgh Plate Glass Company, for their new grinder and polisher building at Crystal City, Missouri.

First Dutch Lap Order

T. G. Decker of the Arizona sales territory sold the first order for 85 squares of Dutch lap shingles to the Arizona State Teachers College at Flagstaff, Arizona. This is the first of a reroofing program for this institution which will require several carloads of shingles before completion.

Activity in Acoustics

The Cincinnati city sales territory has been showing considerable activity in securing acoustical business. A. A. Gaible, Sales Supervisor, assisted by H. L. Steiner, Sales Manager of the Cincinnati District, was responsible for having Nashkote acoustical treatment specified for the new Christ Hospital in Cincinnati. A total of 30,168 square feet was used.

Turning Complaints Into Orders

H. C. Green, Chicago salesman, recently called at the plant of the Neuhoff Packing Company in answer to a complaint. The cause of the complaint was definitely traced to faulty insulation by competitors, but Mr. Green took advantage of the incident to sell the Company Asbestile treatment for the walls of a brine spray loft, asbestos cap sheet for the entire plant, asbestos cap sheet to portions of the recently acquired power packing company and a 120-square roofing job on a building owned by Henry Neuhoff, President of the Company.

Good Prospects

Columbus Office believes that state institutions offer exceptionally good prospects for asbestos shingles. J. N. Meeks, building materials salesman, just sold Mt. Vernon Hospital of Mt. Vernon, Ohio, 215 squares of No. 70 mottled red, while C. D. Harris, Sales Supervisor, Columbus territory, sold the Athens State Hospital at Athens, Ohio, 232 squares of No. 5 mottled blue-black. In both cases the shingles will be used to replace slate.

300,000 Jewett Rings

The Sloan Valve Company of Chic manufacturers of flush water valves, h a requirement of approximately 300, Jewett rings per year, and on account of delicate action of this valve, the pack must be made with a special treatment to very close dimensions.

Although all manufacturers of packi were given this problem to solve, A. Stuart, Chicago city salesman, anticipat their exact requirement, arranged to sup this correct special material, thus securi the account 100 per cent.

Team Work

Team work between General Electr Supply Company of Columbus, Ohio, J distributors for fibre conduit, and C. Harris, Sales Supervisor, Columbus ter tory, resulted in selling the Columbus Ra way Power and Light Company appro mately six carloads of fibre conduit.

Transite For Roof and Siding

Graham, Anderson, Probst and Whit prominent Chicago architects, are respo sible for J-M materials being used on tw large bulk houses for the Morton Salt Con pany. Corrugated Transite is being use for the roof and siding.

These architects also specified corrugate Transite for another industrial building f the Crane Company of Chicago, which i being installed at the present time.

Treatment For a Noisy Office

J-M acoustical correction, using the smal holed Kribble Kloth, was sold to the Ohi Fuel Gas Company at Columbus. This in stallation is to be made in the noisiest of fice in their building, and the official oc cupying this office has promised that if th results are pleasing, orders for many addi tional areas will be forthcoming. J. L. Mc Cullough of the Columbus Office handled the proposition.

Answers to Questions on Page 10

31. Gretna and Cincinnati.

32. Nashua Factory.

33. Shingles and flat sheets and corrugated Transite.

34. Waukegan Factory.

35. Waukegan Factory.

36. Shingles, home insulation, acoustical treatment, asbestos wall tile, pipe covering, tile flooring, asbestos Ebony and Transite.

37. The rock wool building at Manville Factory.

38. Western Division.

39. The words "Johns-Manville Corporation" above and below the letters "J-M" were changed to "Johns-Manville Products."

40. J-M products are sold by J-M distributors, dealers and contractors.

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Meet the Canadian Division Chief Line and Staff Executives



W. M. HILLER,
Vice-President and Division Sales Manager.



L. J. PAPINEAU,
Sales Manager of Transportation Department and of Montreal District.



L. C. HARRIS,
Sales Manager Power Products Distribution Dept.



A. C. TOWNE,
Special Representative, Transportation Department.



T. M. STAUNTON,
Sales Manager, Automotive Distribution Department.



G. F. EVANS,
Architectural Service Department.



J. A. BRADLEY,
Sales Manager, Building Materials Distribution Department.



W. F. KIRKHAM,
Sales Supervisor, Industrial Dept.



T. CARLYLE,
Sales Manager, Winnipeg District.



H. D. LAYFIELD,
Sales Manager, Vancouver District.



P. L. SHERRY,
Sales Manager, Toronto District.



J. V. BELL,
Office Manager



G. H. MEREDITH,
Manager, Sales Promotion Department.

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SANACOUSTIC~

AN IDEAL SOUND-ABSORBING FINISH



PERMANENCE, attractiveness, and economy of maintenance combine in J-M Sanacoustic tile—perforated metal containers filled with sound-absorbing pads of Banroc wool. The baked enamel finish of the tile provides a high light reflection and a surface that is easily cleaned with a damp cloth or sponge.

Ease of installation is a great advantage of Sanacoustic. Steel furring T's are fastened to any type of structural support and the tiles, which come in several sizes and shapes, are easily and quickly snapped in place. And Sanacoustic, when used in new construction, does not require a metal lath or plaster base.

Interesting decorative effects may be created with paints or other media without impairing the sound-absorbing efficiency of the tile.

Wherever steam or high humidity is encountered, aluminum tile and supporting T's are used to insure a rust-proof installation.

The Banroc wool makes Sanacoustic fireproof—just another proof that this product is completely in line with the Johns-Manville standard.



Left—a close-up of Sanacoustic tile locked to metal T's. *Above*—Modernistically decorated Sanacoustic on ceiling and side walls of broadcasting studio, Station WWAE, Chicago.

SANACOUSTIC TILE ~ A QUALITY PRODUCT

JOHNS-MANVILLE JM PRODUCTS

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