The JOHNS-MANVILLE JM PRODUCTS Circle

APRIL, 1930



FOR AND ABOUT JOHNS-MANVILLE EMPLOYEES

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"Loyalty"

E HAVE a certain pride and satisfaction in being connected with an organization that recognizes and respects loyalty and long service. Out of our great army of workers only a few have reached the Quarter-of-a-Century goal. This group, called the Quarter Century Club, is regarded with honor and confidence by the entire organization.

Loyalty has been the animating principle of these pioneers. The loyalty of the workers of today will determine the future progress of the company. Business has become more than ever a question of cooperation. The employer looks upon his employee as a partner in business, and consequently an asset. The relations between employer and men are becoming closer, friendlier, more democratic every year. Fewer disgruntled workers do harm by misinterpreting the orders of a foreman or higher official. There is a trend towards establishing a period of training during which the employee is taught not only the details of his own job but the fundamentals of loyalty to his company. The employees are taken into the confidence of the management of a corporation; hence a better understanding of motives prevails. All of this creates a spirit of loyalty. The workers are brought to see that their company is like a huge cable made up of thousands of strands of fine wire interwoven together to give it tremendous weight and power. No single strand has the needed tenacity, but in the unity of many lies strength.



C. L. BATES

Loyalty then is the keynote of all progress. "No man lives to himself alone." Society advances only as we become socially-minded. This is the Law of Life. The application of this law for us, employees of Johns-Manville, means putting the best of ourselves into our work, desiring and laboring for the success of the whole. Only so shall we gain personal success.

Edgar Guest has given us a philosophy to work by and live by, in his poem "Teamwork"; and I heartily commend it to all members of our industrial family:

"For there's no lone hand in the game we play,
We must work to a bigger scheme;
And the thing that counts in the world today
Is, how do you pull with the team?"

C. L. BATES
Superintendent, Pittsburg Factory

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THE JM CIRCLE

APRIL 1930

Spring days bring urge to build

J-M's building materials line grows to meet home builder needs; distributors given added cooperation

SPRING days foster desires to build—to pore over house plans, to study the building materials to be used, and to visualize completed homes. These desires remain "castles in air" for some, but for many the dreams are materialized.

The prospective home builder finds in Johns-Manville a line of products designed to carry out the highest hopes of the home builder.

In remodeling as well as in new construction, J-M products play an important part. Colorful asbestos shingles may be applied over an old roof quite as easily as they are put on a new building. Asbestos wall tile—the latest addition to the building material line—is adapted in making kitchens, bathrooms and nurseries modern and colorful. Insulating board is a product that fills a need in the modernizing of a home.

With a broader coverage of products, expansion has also been made in the distribution program. Where the J-M products were formerly distributed through a great variety of types of outlets, the products are now carried extensively by retail lumber dealers—logical distributors for an organization of this kind.

A few years ago trade came to the merchant who "waited" as well as to the one who exerted sales effort. At the close of the World War there was urgent need for buildings of all kinds, and for those who handled building materials selling was easy.

However, with growing competition for the consumer's dollar the idea of home ownership and greater comfort must be sold—and sold aggressively. Modern merchandising methods have become essential to meet this competition.

Recognizing problems of the local dealers, Johns-Manville has worked out a merchandising plan, the keynote of which is "cooperation."

This complete merchandising plan is crystallized in one of the most constructive accomplishments in dealer cooperation that J-M has ever done. "The 1930 Plan Book" presents a complete merchandising plan designed to help increase building material business.

Not only is this plan a service to J-M distributors but it is as well a contribution to the industry as a whole.

The fundamental basis of the plan is furnishing the dealer with a wide line of the finest quality building materials—a line in which confidence has been built up for the past 70 years. The next step is a well-directed national advertising campaign, which paves the way for specialized sales promotion in local communities.

The third part of the plan is supplying the dealer with the necessary tools to help sell the products—booklets, direct mail literature, specimen newspaper advertisements, and ideas for attractive window displays.

And as a completing step, cooperation in putting sales helps to proper use is extended through field sales promotion men, salesmen, and through the architectural service department.

The increasing number of distributors find a connection with Johns-Manville valuable because of the growing line of profitable allied products of proved quality, the economically sound distribution plan, dealer assistance through specialized man power, a sound sales promotion plan, and a name that is known to millions.

"Greater profits come through greater co-operation. It is not sufficient for a manufacturer to make a line of products which in quality, service and price range are leaders in the field. Nor can the distributor of these products merely stock his warehouse with them and sit down to wait for business to come in.

"The product must flow from the factory to the consumer by means of a sound economical method of distribution backed by aggressive selling and co-operation all along the line.

"It is our desire, as a manufacturer, to assist our distributors to greater sales and profits."

LEWIS H. BROWN, *President.*

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Conference held for New Brunswick dealers

Dealers and agents for the Canadian Johns-Manville Co., Ltd., in New Brunswick were in attendance at a conference recently when matters pertaining to the business were discussed. The conference was in charge of L. J. Papineau of Montreal, district sales manager.

In the evening the dealers were guests of the company at dinner in the Admiral Beatty Hotel.

At the conference in the afternoon, pictures of the mines and factories were displayed and the processes of manufacture were shown in detail. In connection with the meeting there were samples of various products on display in the hotel.

Waukegan's safety record

Foremen at Waukegan Factory who were winners of the monthly prize award for going through January with neither lost time nor minor accident of any kind include: shingle plant, A. Slobe, punch department, T. McNichol, shipping department; roofing plant, A. Henninghausen, mastic department, A. Willie, shipping department, E. Onsrud, tile department; paper mill, J. Angelos, paper machine, S. Duckmanas, paper machine, A Spickerman, beaters; pipe covering, A. H. Wesch, fire felt; magnesia, H. Warnecke, finishing, G. Alderin, moulding; power house, Joe Zavasky; erection and repair department, W. Smith, yard; packing plant, F. Grey, A. and M. lining, L. Kientz, Jewett rings.

Nashua factory activities

Work at Nashua Factory in connection with changing over the shingle mill for the increased production of ebony Transite asbestos wood is progressing rapidly.

A long-lived coupon

Some coupons are surprisingly long-lived. One has been received at General Headquarters from Stoughton, Wisconsin, that appeared four and a half years ago in the *Dairy Farmer*. The request is for a booklet on re-roofing and details of the time-payment plan.

Harrisburg office wins cup in *Early Bird* sales contest

A HANDSOME sterling silver loving cup decorates Harrisburg's new office. Presentation of this permanent trophy given by the General Headquarters staff was made in recognition of Harrisburg's standing in the "Early Bird Sales Contest" which they won with a 205 per cent increase of sales in January-February, 1930, over the same period in 1929.

L. R. Hoff, president of Johns-Manville Sales Corporation, presented the trophy at a dinner in Harrisburg on March 19. Individual awards were given each member of the team, including F. R. Ebersole, captain, W. D. Dohoney, I. Benner, and W. A. Riple as winners in Eastern Division.

A suitably engraved sterling silver fountain pen and pencil set was awarded to each member of the winning teams in the five sales divisions.

The Charleston office team stood high in the Central Division with a 132 per cent increase. On this team were J. W. Batman, captain, G. R. Sutton, R. H. Alvey, P. I. Dudley and V. W. McCoy.

An 87 per cent increase gave Winnipeg top place in the Canadian Division. The team included T. Carlyle, captain, G. W. Crozier, J. D. Vickers, A. M. Taylor, and P. Burke-Gaffney.

A three-man team, H. H. Hammill, captain, J. C. Lane and T. W. Edwards of the Salt Lake City office stood high in Pacific Division with a 78 per cent increase in sales.

Western Division winners were the men of the New Orleans office, their increase being 38 per cent. The team included C. J. Flannagan, captain, E. R. Cornish, F. M. Taylor, A. J. Fitzsimons, H. H. Houston, Sr., R. J. Wille, G. F. Bell, A. P. Frith, J. H. McMillan, E. A. Cresap, E. C. Conery, J. F. Geis, and W. J. Blancq. W. X. Keller, whose death occurred suddenly on February 26, was also a member of this team.

Sanacoustic tile subjected to "fire test" in Illinois

A Sanacoustic tile installation in the Streator National Bank at Streator, Illinois, was subjected to the "fire test" during the night of February 9. A fire started in the basement and worked its way through the floor of a coupon booth with a wood ceiling. When the fire burned through the ceiling the booth formed a virtual chimney for the concentration of the blaze upon the Sanacoustic treatment above it.

Due to the difficulty in removing an iron grating in the sidewalk outside of the building, the firemen were unable to get to the blaze quickly and the fire spread rapidly.

When the flames struck the tile they spread out over the ceiling, but did not extend beyond the face of the tile. H. W. Lukins, president of the bank, states:

"We believe that if it had not been for the acoustical treatment which we had on the ceiling that it might have been communicated to the upper room and the building would have been endangered. As it was there were only two sections of the ceiling that had to be replaced, the felt padding was somewhat scorched but no permanent damage was done to the building."

The only injury to the tile was the scorching of the paint on the surface and the water soaking of some of the pads.

Repairs were easily and promptly made with replacement of the pads where necessary and repainting of the tiles.

Company plans roof tests

Just how much cooler is one roof than another in the summer time, when old Sol is making the mercury sizzle?

This will be tested at a new $10,000 plant being constructed in El Paso, Texas, by the Southwestern Sash and Door Company, J-M roofing distributors.

Six different types of Johns-Manville roofing will be placed on the new plant and during the summer, thermometers will be placed beneath each type to determine if one kind has a greater resistance to heat than the others.

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In the far North

The well-dressed airplane

wears a J-M hood

SOME three years ago the Canadian government decided to find out year-round ice conditions in James Bay and the Hudson Straits. To accomplish this purpose, an aerial expedition was sent into the wilderness for two years to make daily flights, winter and summer, and note the movement of the ice floes.

Five posts were established, with five huts at each post. These huts were roofed with J-M Flexstone roofing and the walls, ceilings and floors of each hut were lined with 15-pound asphalt felt. More than two carloads of J-M products were taken in by boat and dog teams.

There are certain climatic conditions that are not favorable to airplane motors that had to be overcome in making daily flights to chart this territory. Since an airplane motor cools off very rapidly, when a plane lands in temperatures averaging around 40 degrees below zero, trouble is sure to develop. The engine cools off so rapidly that the oil and grease set solid and all the King's horses and all the King's men simply can't get the motors started again. That was the big problem that had to be solved before the flights could be undertaken.

A. G. Ghent, a J-M salesman in Ottawa territory, knows his north country and its tricks, so he devised a means of protecting the motors by hoods. First a layer of heavy asbestos felt was placed next to the motor, and then successive layers of animal, vegetable, or mineral felts, the whole thing securely covered with the heaviest quality duck. A hood is laced on the engine immediately on landing, keeping the heat in the engine so that it cools off at normal speed. Any condensation which might crack the cylinders is also prevented. The bag-like part of the hood hanging down is designed for a small oil heater to be shoved under the hood to heat the engine after it has been standing all night. In many cases it was not necessary to use the heater, so thoroughly did the hood do its work.

Mr. Ghent's hood assisted in saving the lives of three members of the expedition when they were forced down on the ice floes in mid-ocean. Two flying officers and their Eskimo companion were maroneed on a drifting ice pack, their machine helpless. They decided to head for home across the ice, so they took the hood from the engine and fashioned knee-high boots from it, and in them tramped 190 miles to reach their base. The boots made from the engine hood prevented frozen feet and legs and materially assisted in saving the lives of these intrepid adventurers.

So successful did these hoods prove themselves for winter flying, that the government and many of the aerial exploration companies are equipping their planes with them to help in making winter flying in the north a less hazardous undertaking. Mr. Ghent has taken out patents on his idea.



Airplanes in Canadian service in the land of "55 below" equipped with hoods designed by J-M salesman. (Insert) Close-up showing hood

Fifty Lompoc employees complete first aid course

A five-day course in first aid training conducted by the United States Bureau of Mines has been completed at the Lompoc Plant.

Fifty employees completed the course and each will receive a certificate of proficiency in first aid work.

This work will be carried on from time to time under local instructors, in order to reach the entire working force.

H. M. Aring plans series of letters for salesmen

A sample of Transite and a letter "Let's Transite the table and not table the Transite" has been sent out to Baltimore District representatives, supervisors and salesmen by H. M. Aring, district sales manager. This is the first of a series planned by Mr. Aring on specific products.

In his letter on Transite Mr. Aring told of visits to the Crystal Laundry in Cumberland, Maryland, where Transite was installed on table tops 12 years ago, and to the Footers Dye Works where commodities furnished 15 years ago are still in use. Both establishments pointed out the elimination of splinter hazards by the use of Transite for table tops.

Mr. Aring states, "From the department store to the manufacturing plant, you can find use for flat Transite. Wrapping, processing, assorting, cutting tables—tables of every description."

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New unit built at Manville

Rigid shingles and Transite corrugated to be produced in additional plant

For the last few months there has been rapidly arising at the eastern extremity of the line of buildings at Manville the latest addition to the Johns-Manville group in the form of the new rigid shingle and corrugated Transite unit.

Construction was started November 4, and approximately four months later the building was ready for production. All the details of design and construction have been handled by the general engineering department under D. C. Renton. All underground lines for general water and steam service have been handled by the Manville erection and repair department under A. Gramness.

This new unit is known at Manville as the "baby" plant. This name, however, if applied to the physical characteristics of the building is something of a misnomer, considering that it is 600 feet long by 250 feet wide, with a total floor space of 180,000 square feet, or more than four acres, which makes it the largest in the Manville group.

The monitor type of roof construction, with five monitors each 50 feet wide transversely and graduated in height from 45 feet at the highest point in the center to 21 feet at the outside edge, gives the maximum of well lighted and well ventilated manufacturing area. The building has a steel frame, with steel factory type sash, and brick walls, with five 50-foot transverse bays and fifteen 40-foot longitudinal bays, similar to the corresponding J-M buildings at Waukegan. In the center is an open type fog room constructed of heavy steel beams with a concrete roof giving an additional 30,000 square feet of floor space on this roof mezzanine.

Some interesting statistics will convey some idea of the magnitude of the building. The windows contain 58,000 square feet of glass. Nine hundred and forty-seven tons of steel were used in the construction.

The corrugated roof which is insulated to prevent heat loss is 157,000 square feet in area. This roof is the very last word in industrial roofing and is made entirely of J-M materials.

The building is served by over one-half mile of railroad siding with ten shipping doors on each side.

Provision has been made for an input of 12,000 pounds of steam per hour for heating and processing purposes.

Heating is provided by ten unit heaters of the suspended type, mounted at the proper height for the best distribution of heated air to the desired working areas.

Several synchronous motors have been installed to boost the power factor and a total of over 850 horsepower in electrical motors is available.

In this building the two processes of manufacture, rigid shingles on one side and corrugated Transite on the other, will be carried on side by side with practically straight line production. On the rigid shingle side a battery of four 60-foot steel machines and two hydraulic presses will operate, giving a combined daily maximum production of more than 750 squares of shingles.

On the corrugated Transite side is one 6090-ton Birdsboro hydraulic three ram press of the inverted or down action type. The overall height of this press is 27 feet and it has a total weight of 750,000 pounds. Some idea of its immensity may be obtained from the fact that one of its platens weighs more than 50 tons and a single nut 2800 pounds.

This press will manufacture a sheet of corrugated Transite 126 inches long by 42 inches wide with a maximum operating pressure of 4500 pounc More than 60 tons of raw materi can be processed daily on this sing piece of equipment.

In the southeast corner of the buil ing will be located a battery of thr impregnating tanks and three dryi ovens for the manufacture of water r sisting corrugated.

The supervisory and starting pe sonnel for this plant has been draw entirely from the Nashua Factory, an W. R. Kelty will be the building su perintendent.

When operating at a maximum c pacity the building will employ ap proximately 150 men.

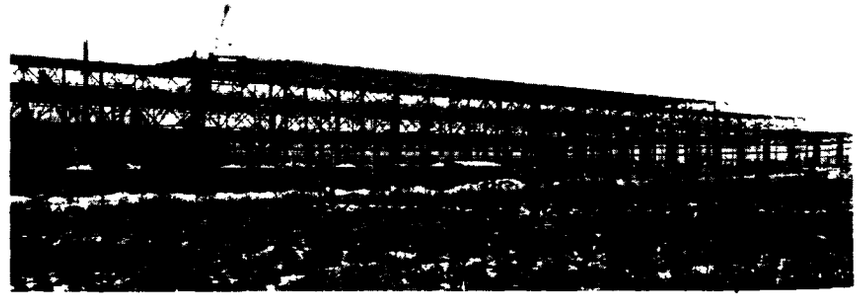
Suggestion plan now in effect at Weaver-Henr

During February the suggestion pla was put into effect at Weaver-Henr Corporation. The suggestion committe includes William Fletcher, chairman C. E. Mangrum, and R. C. Florey, sec retary.

E. L. Adams, secretary of the safet and suggestion committees at Pittsbur Factory, spent three days at the plan helping to establish the similar com mittees in the Weaver-Henry organ ization.

31 tons of brake lining

The largest shipment of brake lining ever sent out from Waukegan was made February 20, when more than 31 tons of lining were shipped to Pitts burg Factory. The car consisted entirely of woven and moulded lining, weighing 62,708 pounds. The largest previous shipment made from Waukegan was on November 25, 1929, with a weight of 53,612 pounds.



View of new unit at Manville during construction

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"1500 Mile Coastline Classic" featured in Eastern Division

AN INTERESTING sales contest was held in the Eastern Division covering January, February and the first two weeks of March, which was titled the "1500 Mile Coastline Classic." The contestants were the automotive salesmen of the division, each of whom was given an appropriate racing nickname, and the car which he piloted was named in accordance with the territory served by the salesman.

The starting point of the race was Portland, Maine, taking a course down the eastern seaboard to the finish line at Miami, Florida—a distance of 1500 miles. Mileage was credited, three miles per hundred feet of brake lining sold, additional credit being given for securement of a distributor's quota, for securement of a salesman's territorial quota, and a bonus of 150 miles for reaching all distributors' quotas in a salesman's territory. Mileage was also credited for the securement of service stations, semi-jobbers and new distributors. Penalties were inflicted for failure of 25 per cent of distributors to reach quota per territory.

The race was warmly contested throughout the classic, the lead changing constantly during the period. Weekly bulletins were written in racing parlance of both humorous and serious vein, and a great deal of interest was manifested, not only by the contestants but by the various district managers, who acted as pit mechanics.

In the "home stretch" H. A. (Lightning) Monteith, piloting the "Carolina Hot Shot," broke the tape at Miami to win the first prize of fifty dollars, being closely followed by J. Lawton (Speed) Stott, piloting the "Virginia Streak," in second position. Honorable mention goes to E. Lee (Kid) McNaughton, piloting the "Georgia Peach," who finished third in the race.

Name of "Transite" originated during 1900 at Brooklyn plant

There is often a story in how products are named. In the case of "Transite" the story goes back to 1900. At that time the old Nassau Electric Railroad, which ran a line from 39th Street in Brooklyn to Coney Island, changed from horse-drawn vehicles to electrically driven cars. The cars were made of wood, and in order to eliminate fire hazards from the electric wiring and switches, the railroad officials came to the H. W. Johns Manufacturing Company (later Johns-Manville) for assistance.

It was F. J. Jewett, then superintendent of the Brooklyn Plant, who worked out a solution to the problem. He took millboard, dipped it in a silicate of soda solution, and then baked the combination. There were several dippings and bakings in order to get a board with the required properties. Finally, a coat of asbestos varnish (then sometimes call "factory insulation") was applied to prevent any moisture from being absorbed by the silicate of soda. This product was applied to the under side of the cars to prevent fires from electric arcs and short circuits.

About the time this millboard product was developed the old Nassau line became part of the Brooklyn Rapid Transit Company, and the impregnated millboard was christened "Transite" from the word "transit."

Because of the vibration of the cars, the varnish on this "Millboard Transite" cracked and the product had to be coated occasionally with the asphalt varnish in order to keep the moisture from getting to the silicate of soda.

Another product consisting of asbestos fibre, portland cement and water was being developed during the same period. It proved to be better than the millboard product for fireproofing underneath the electric railroad cars and therefore was adopted. At the same time the name of the old product was shifted to the product which is today our much talked of Transite.

Manville has safety meeting

The general safety committee at Manville Factory held a meeting on February 21, for representatives from each of the departmental safety committees.

A discussion was held on the accidents and means of carrying on safety work throughout the plant. It was felt that January's record was improved and those present showed enthusiasm to make a still better record during February.



A view at Chrysotile Mine taken from one of the Eldorado tunnels, showing the power house in foreground, the fibre warehouse and part of the camp.

V. Landreth conducts school

V. Landreth of the St. Louis District is conducting a school on J-M products and their uses, and on policies of the company, every Tuesday and Thursday evening for employees who wish to learn more about Johns-Manville.

"Choicy Chatter" is the name of the weekly letter sent out to Richmond territory salesmen by Miss I. K. Armour of the Richmond office.

Be a live wire and you won't get stepped on. It is the dead ones that are used for door mats.—*Clipped.*

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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.

XVIII. Miscellaneous uses for various products

Transite used to construct motion picture film vault

A motion picture film vault constructed of flat Transite sheets is now being completed by the Blue Seal Products Company of Brooklyn for the Brooklyn Museum of Natural History. The vault, eight feet square, is designed to be placed on a concrete base out of doors near the museum. A two-inch thick blanket of rock wool will maintain safe temperatures in the vault even under a strong sun.

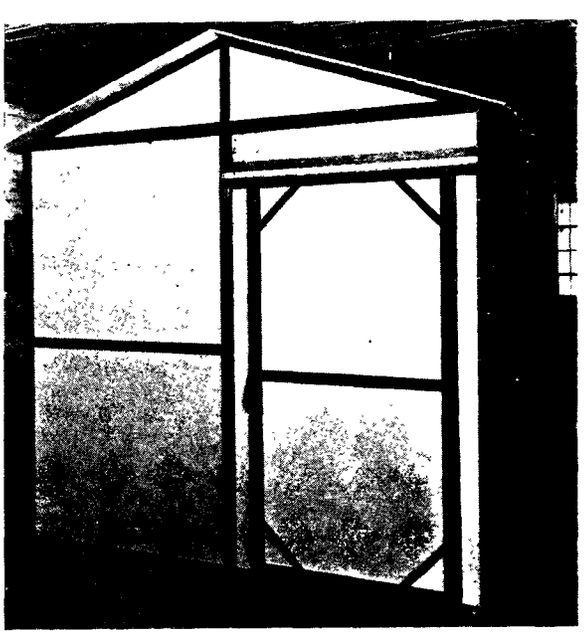
The vault has a capacity of 500 rolls or half a million feet of film. The reels will be stored on Transite shelves lining the vault. All angle iron used in the vault is black enameled.

Reaction chambers insulated

H. N. Haberstroh, special representative, Chicago District, and W. S. Hamilton, Chicago city sales territory, have developed, for the Universal Oil Products of Chicago, a method of insulating reaction chambers of gasoline stills, by using a 24-inch thickness of Sil-O-Cel C-3 Concrete.

The initial installation will include insulation for 10 reaction chambers at Riverside, Illinois, each chamber measuring 10 feet in diameter by 35 feet in height.

The great thickness of insulation is necessary because outside atmospheric temperature changes affecting the gasoline cannot be tolerated. The Sil-o-Cel will allow only a negative change in temperature.



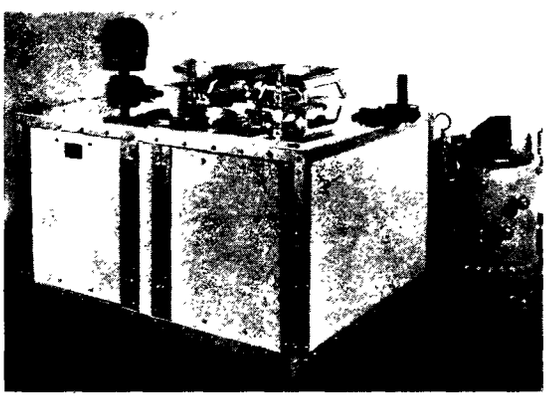
Motion picture film vault made of Transite.

Hat blocking cabinet

In further demonstration of the wide range of uses for Transite, is the utilization of this versatile product in a hat blocking and drying equipment made by Jarolmen and Anderson.

To satisfy a demand for a compact unit, this firm designed a single unit to combine both a blocking table and drying cabinet, which they made of metal.

Recently the company installed Transite in connection with dry kilns and recognized its possibilities for use in their store equipment. The new combination units, entirely of Transite except for the steel frame, present a more pleasing appearance and are free from maintenance.



Compact hat blocking cabinet constructed of Transite.

With this compact plant it is possible to complete a hat from the rough body in a very short time. The fastidious shopper may select a style and color, have the hat shaped to her head, and 20 minutes later walk forth wearing her made to measure hat.

C. P. Glosque, Eastern Division, worked directly with Mr. Anderson in developing this new use of Transite.

New field for rock cork

A new field for the use of Johns-Manville rock cork has been opened by the Harding Cream Company at Omaha, Nebraska. They are using two layers of 1½-inch rock cork to insulate their ice cream wagons. J-M is getting good publicity on this since their test wagon bears the placard "Johns-Manville Rock Cork Insulation."

Making ping-pong tables

The revival of interest in the game of ping-pong has brought forth a novel use for insulating board. Many devotees of this indoor sport do not have room in a compact apartment or small home for a bulky table such as those sold commercially.

A standard five-by-nine feet table, hinged at the center, can be inexpen-

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sively constructed of insulating board. Legs are unnecessary since the board can be placed on two bridge tables or a dining table when in use.

Two standard sheets of insulating board, six-by-four feet, are used, cutting each down to five-by-four feet. To make the standard size one of the foot-wide strips is used to splice the table on each side of the hinged part, over which the net is stretched.

The surface may be given a prime coat and painted green with white markings.

"Personnel" subject for third meeting in course for foremen at Lompoc

The third meeting of the foremen's training course at Lompoc Factory was held in the dining room of the plant cafeteria on February 26.

The meeting was conducted by J. H. Merriam, personnel manager, whose subject was "Personnel and Employment." Mr. Merriam discussed personnel procedure and purposes, employment, safety, workmen's compensation, and life insurance.

Weaver-Henry holds first general conference

The first General Conference of Weaver-Henry Corporation was held under the direction of W. B. Koehler, sales manager, during the latter part of December in the Gold Room of Commercial Club of Southern California.

The sales quota allotted to Weaver-Henry by the General Conference at New York was presented and definite plans were laid for making 1930 the banner year in the history of the organization, and the attainment of the goal set. Each salesman enthusiastically assumed responsibility for his full share of the quota as assigned to his territory.

Response from the Ukraine

A response from the city of Dnepropetrowsk, the Ukraine, shows the wide coverage of "The Power Specialist," monthly publication of Johns-Manville that is sent to manufacturers all over the United States and in various parts of the world. A comment on the magazine's helpfulness was made.

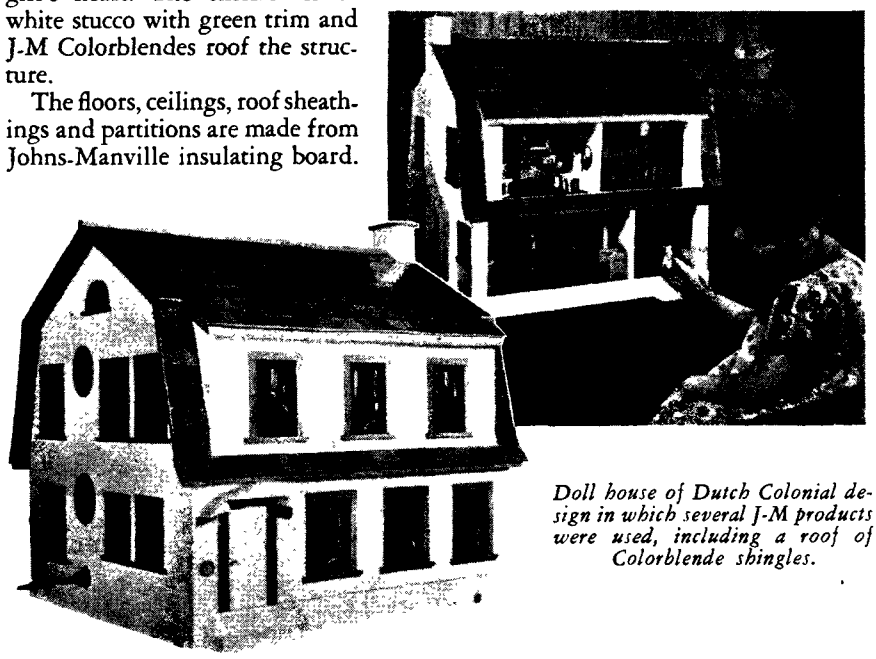
St. Nick makes good with home for dolls; J-M products play part

WHEN a seven-year-old daughter has set her heart on a home for her family of dolls as a gift from Santa, something has to be done about it.

P. I. Neitz of the Western Division industrial department met this problem in a way to keep his young daughter's faith in St. Nicholas and, incidentally, proved himself an artist in miniature home construction.

The doll house of Dutch Colonial design would bring joy to any little girl's heart. The exterior is of white stucco with green trim and J-M Colorblendes roof the structure.

The floors, ceilings, roof sheathings and partitions are made from Johns-Manville insulating board. Other J-M products entering into the construction include Akoustikos felt to deaden the sound from the combination bell-buzzer in the attic, Alpha splicing compound and J-M friction tape. These last named materials were used to insulate all connections in the network of concealed electric wiring extending from the push buttons at both doors and from the red light in the fireplace through the various lighting fixtures to the transformers in the attic.



Doll house of Dutch Colonial design in which several J-M products were used, including a roof of Colorblende shingles.

L. E. Cushman gives talk

An illustrated talk on asbestos was given recently at the Lee school in Boston by L. E. Cushman, sales promotion manager of the Boston office.

Asbestos was the subject for papers written by the students after Mr. Cushman's presentation.

Specializing on "J. R."

Cleveland District is specializing on the initials "J. R." There are J. R. Donaldson, J. R. East and J. R. West. Mr. Donaldson, however, claims to be of no importance geographically.

It is understood that an attempt is being made to persuade Messrs. East and West to change their initials to J. M., as being more appropriate.

Study group is addressed by J-M credit supervisor

H. B. Freeman, credit supervisor, Central Division, addressed the advance study group of the Cleveland Association of Credit Men at the Statler Hotel on February 17 on the subject of "The Credit Decision."

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VELMA R. FARNHAM.....*Editor*

ASSOCIATE EDITORS

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Published for and about the employees of

JOHNS-MANVILLE

Editorial Office:
292 Madison Avenue, New York City

Two years of *Accomplishment*

With this issue the Circle reaches its second birthday — an anniversary that marks two years of achievement in making a real place for itself in the Johns-Manville organization.

The Circle has endeavored to embody the hopes expressed in the first issue—that of April, 1928—in a message written by the late Theodore F. Merseles in which he stated:

"Every magazine that is successful—just like every man and woman who is successful — has both Character and Purpose.

"I want our magazine to be a success. And so I am going to outline to you in this first issue the Purpose of this publication and tell you what is to be its Character.

"The 'J-M Circle,' aside from the interest it will hold and the entertainment it provides, is to bring home to you and to every member of this organization the Spirit of Johns-Manville —the Spirit of *Growth* and of *Accomplishment.*"

With this goal set the Circle has grown in size, broadened in scope and widened in interests.

At this time it is particularly appropriate to extend appreciation for the splendid cooperation of the associate editors and reporters. It is only through their fine work that has made possible the Circle's attainments.

Check Yourself!

This is the fifth of the series of personal checking points for salesmen.

41. Everybody acknowledges that that there is great waste in present-day soliciting methods. Do you appreciate this? Or do you take things for granted? What are you doing to cut down the unavoidable waste as far as you are concerned?

42. You have four hours a day for effective solicitation. What are you doing in those other hours of the day to get farther ahead?

43. When an order is cancelled, be a good sport, take your medicine with a smile and work on the live ones.

44. Do you keep after the man who tells you frankly he has nothing to do with placing orders and so tell him in effect, "I think you are untruthful?" Once in a while you may meet a man who deliberately misleads you, but more often you will hurt your chances by not accepting a man's statement at its full value.

45. Everybody likes a good loser as they detest a bad one. Often by showing yourself a good loser in one situation you form a fine basis for winning out the next time.

46. You have no more time in which to make $50,000 than you have in which to earn $5,000. If you are to increase you must get bigger and bigger orders. Are you giving more and more time to worth-while prospects?

47. Have you ever figured out the cost of a call? Take out your pencil, figure out your time at the rate you are getting and then add about 100 per cent for overhead. The result ought to impress you.

48. Have you ever thought of it this way? Have you any right to take a man's time unless you can at the same time increase his profit? Simply telling him about your products won't do it.

49. Your clothier has no more right to take your money and not deliver the overcoat it pays for than you have to take a man's time and give nothing in return.

50. Do you make enough worth-while calls? It is an axiom that the getting of orders is in direct ratio to the number of worth-while calls you make. Have you found that effective middle path, a great many calls with a minimum of waste?

—Adapted from Printer's Ink.

What do you know about this business?

(*For the answers turn to page* 24)

61. What are Standard Super-Cel and Hyflo Super-Cel, and for what are they used?

62. To what does the term "invisible home" refer?

63. How did Johns-Manville reduce the weight of flooring for railroad cars?

64. What J-M products are utilized in the manufacture of airplanes?

65. What are insulation fillers?

66. What are the principal foreign markets for Johns-Manville filter-aids?

67. How many chapters has the J-M Quarter Century Club?

68. What is Electrobestos?

69. What is Improved Asbestocel?

70. What are dry kiln housings?

Deaths

W. X. Keller

In the passing away of W. X. Keller, on February 26, the Southern District of the Western Division lost one of its most capable city salesmen. Mr. Keller, who has been with the New Orleans Office for a number of years, literally died in harness. He had been slightly ill for several days; however, his condition did not seem serious. Shortly after reporting for work on the morning of his death he became very ill and was taken home. He died soon afterwards from heart failure.

E. P. Hammell

E. P. Hammell, senior sales representative of Trenton territory, passed away at his home on March 7 after a severe illness of several months. Mr. Hammell began his connection with Johns-Manville at New York in 1918. He was transferred to Philadelphia in 1921 where he served until the time of his death.

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F. H. Emerson honor guest at luncheon in New York

F. H. Emerson, who has been transferred to the staff of the J-M London office, was honor guest at a luncheon shortly before he sailed for England. The luncheon was held at the Chemists' Club by his former associates of the Celite Products Company.

Among those present were A. S. Elsenbast, P. R. Deschere, R. K. Patterson, D. C. Morris, W. D. Van Arnam, A. L. Gossman, C. J. O'Neil, E. J. Weaver, E. S. Crosby, W. R. Kiely, G. F. Haberkotte, W. J. Bucklee, F. L. Horine, George Conahey, E. A. Phoenix, and C. A. Woodruff.

New business established

Clarke Elmer Wayland, who has been with J-M for about 12 years, has established his own business. He is the first Johns-Manville approved acoustical contractor on the Pacific Coast.

Series of folders issued

During February there was issued a new series of folders on J-M automotive products designed to be used by the distributor in developing business with his service station customers. There are three of these folders: one on Moulded Brake Lining, BL-33A, one on Woven Brake Lining, BL-34A, and the third one on Clutch Facings, BL-35A.

During February there also appeared the first issue of the General Automotive Technical Bulletin, BL-40A, No. 1, 8½ by 11 inches. This does not supersede the technical automotive bulletins of last year as the latter will be issued from time to time. This new bulletin, which will be issued monthly, covers such subjects as, "Some Common Causes of Drum Scoring or Cutting," "Car Washing—a Possible Cause of Slipping Brakes," "J-M Trouble Shooting Chart," and so on.

In addition, each one will carry on the back page a promotional story pointing out to the service station owner how he can increase his business by the use of J-M sales helps.

The Tile Flooring Brochure, FL-1A-2-30, 8½ by 11 inches, is a revised reprint of the brochure issued last fall, bringing this commodity up-to-date with a center-spread showing all of the new colors and a few of the variety of patterns in which this flooring may be laid.

"The Invisible Home" —HI-4A, 8½ by 11 inches, is a new brochure on home insulation. It is a little different from the regular brochures in that it has a special cover and is printed in special brown ink. It is designed to tell a complete story of J-M Home Insulation both for new and for already built homes. It is profusely illustrated, and also contains data on the fuel savings which will be found where home insulation is used.

Dinner given in Detroit

A dinner attended by 43 members of Detroit District was given January 17 in honor of T. M. O'Connell, who has left J-M to become manager of the Rankin-Dutney Corporation in Detroit.

L. J. Gordon, Saginaw territory supervisor, acted as toastmaster, and talks were given by E. F. Boyle, W. B. Walter, M. C. Malham, C. E. Treganza, R. S. Hemmingsen, E. O. Brady, N. B. Sherrill, T. A. Finch, A. B. Curtis, and F. W. Clise of J-M, and G. L. Maw, and R. F. Marson of the Rankin-Dutney Corporation.

J-M advertisements for April

The following general magazines will carry J-M advertisements in April issues:

Saturday Evening Post, April 5, Transite corrugated; April 19, insulating board; April 26, asbestos shingles, (double page spread in color).

Collier's Weekly, April 12, asphalt shingles (color); April 19, built-up roofing; April 26, insulation.

American Magazine, built-up roofing and home insulation.

National Geographic, acoustical.

American Home, insulating board.

House Beautiful, Improved Asbestocel.

Small Home, home insulation.

Country Gentleman, asbestos shingles.

Asbestos shingle displays in color will appear in *Better Homes and Gardens,* and *Your Home.*



Eastern Division field sales promotion men.

Sales promotion men of Eastern Division have three-day session

Plans and policies governing field sales promotion work in the Eastern Division were discussed at a three-day session held in New York February 6, 7 and 8.

The sales promotion field men who attended are shown in the picture above. The group includes, left to right, P. J. Hanf, Jr., Baltimore District; W. J. McMorrow, New York State District; R. E. Barnes, Atlanta District; K. E. Moore, Division Sales Promotion Manager; J. C. Mason, Philadelphia District; L. E. Cushman, Boston District; and J. M. Holt, Jr., Metropolitan District.

Surprise dinner dance held

A dinner dance was arranged March 14 at the Adelphia Hotel by members of the Philadelphia office as a surprise for D. C. Oberholtzer, who is leaving Johns-Manville after more than 22 years of service, to join Nicely and Company, Inc., approved insulation contractors.

J. O. Boylan, sales manager, was toastmaster. Among those who made short talks were Miss E. F. M. James, Miss Mary Fullam, Miss A. M. Doyle, D. K. Dickson, J. S. Charles, T. B. Stein, F. J. Horne, R. H. Worrall, Perry Faust, and H. E. Nixon.

R. H. Worrall is successor to Mr. Oberholtzer's position.

Master of ceremonies for the evening was C. L. Hitchner.

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ACL Doc 12772 · Page 11 of 26
asbestosclaims.law/library/12772/11



Exhibit prepared for architects

Thirty-eight members of the Western New York chapter of the American Institute of Architects were guests of Johns-Manville at a dinner held in the Fillmore room, Statler hotel, in Buffalo, on March 11. An exhibit of products, pictured above, was held in an adjoining room.

Karl Schmill, president of the Buffalo chapter, A. I. A., was toastmaster, introducing F. P. Byington, manager of the J-M architectural service department, who gave a talk on J-M service to architects and a discussion of various products. After this presentation, R. V. Parsons, staff manager, acoustical section, gave a talk on acoustics, which was followed by a general discussion of acoustical problems.

A home insulation film was shown by N. B. Sherrill, staff manager, home insulation department.

In addition to the local architects the guests included Sullivan W. Jones, ex-state architect, A. L. Brockway and Melvin L. King, architects of Syracuse, New York, and George F. Fisk, commissioner of public works, Buffalo.

The products were presented in one of the most effective exhibits ever prepared by Johns-Manville. The architectural service department designed the display and supervised the erection, which was done through the cooperation of the display section, sales promotion department.

Insulating board was used throughout for the construction and a treatment of two coats of shellac produced a warm effect that created an attractive background for the display of products.

An interesting effect was produced in the interior of each booth by indirect lighting.

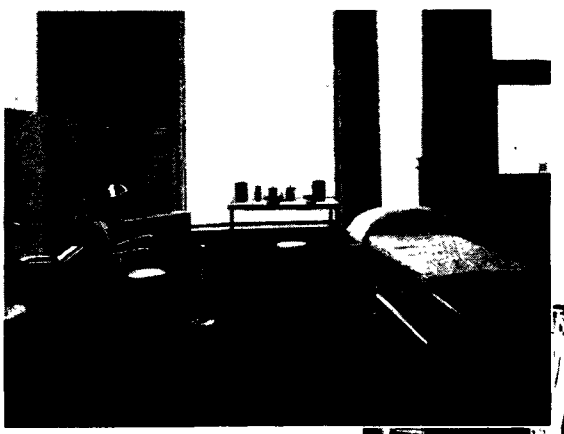
On March 12 the exhibit was viewed by a number of contractors and an invitation was extended to lumber dealers and purchasing agent associations that were having a luncheon and dinner at the hotel.

The diary of a *hard luck* salesman*

9:11—Looked over baseball results.
9:46—Stopped to see show window circus put on by lady advocating hair tonic.
10:05—Held curbstone conference with old acquaintance.
10:37—Helped one thousand other people watch messenger boy feeding pigeons.
11:00—Called on prospect. No luck.
11:02—Had measure taken for new pipe.
11:30—Phoned favorite boyish bob. Closed big deal for Saturday night.
12:18—Went to see about radio batteries.
12:45—Time out for lunch.
2:10—Joined excited posse watching man put on new tire.
2:31—Called on prospect. This fish is dead and buried from the eyebrows back.
2:33—Watched derrick lifting steel beams. Very educational.
3:12—Had argument with guy for stepping on my foot.
3:35—Called up prospect I forgot I had a date with. No luck.
3:49—Joined class studying modern methods of moving a safe.
4:15—Called on prospect. No luck.
4:17—Decided to cross street.
4:32—Bulletin: Landed Safely.
4:41—Quit for the day. Lotta hard work. No luck.

Spent the evening in misery. Probably have high blood pressure.

*Contributed by Miss Ethel Graham of the Dallas Office.





Two views of infirmary at Manville. Floor covered with six-inch squares of red and black J-M asphalt tile. (Right) Miss Carlson, nurse. Dr. James L. Young, plant physician, and a patient.

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The J-M Factory Circle

No. 8 | Pittsburg, California, April, 1930 | Pittsburg Edition

PLANT INCLUDES FOUR BUILDINGS

Pittsburg Factory is composed of four manufacturing buildings and a power house. The buildings are of brick, glass, and steel construction and contain 215,000 square feet of floor space. Construction of the first two units was begun in September, 1925, and production started early in March, 1926.

No. 1 building houses the pipe covering and insulation departments, and No. 2 the rigid shingle department. Construction of No. 3 and No. 4 units was begun April 9, 1928, and the first materials were produced July 2, 1928. No. 3 building houses the erection and repair and paint departments, sample room and roofing warehouse, while No. 4 contains beater room, fibre storage, paper mill, felt storage, and roofing department.

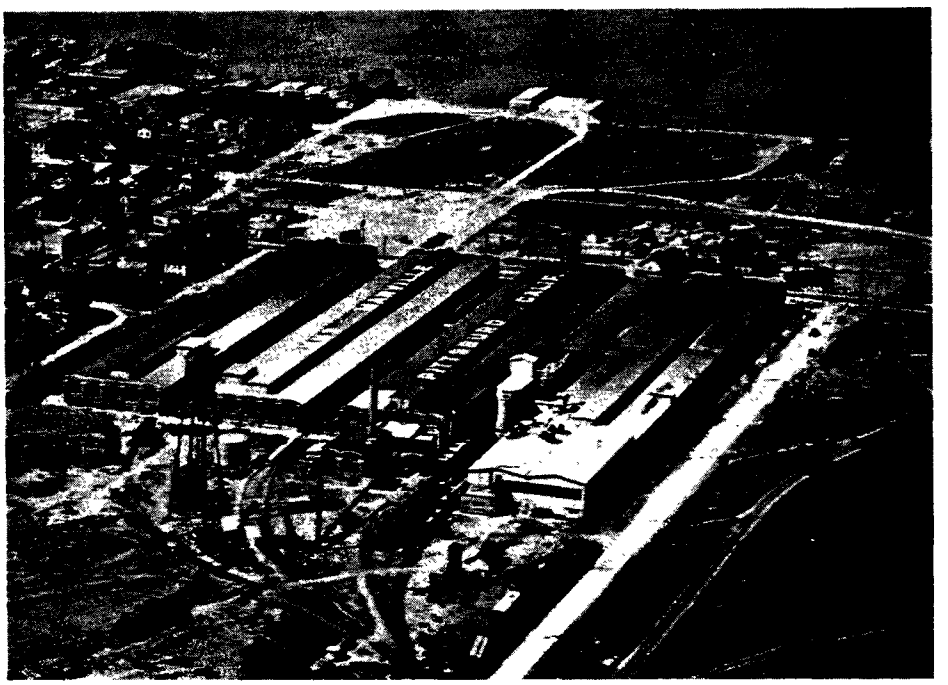
Aerial view shows buildings and dock

The aerial view of Pittsburg Factory, below, was taken from the rear of the plant looking north toward the San Joaquin river, and shows the entire factory with the Johns-Manville dock in the background.

The large sign painted on the monitors of No. 2 and No. 3 buildings serves to advertise J-M to air travelers and is a guide to airplane pilots. The Boeing transcontinental mail and passenger planes pass directly over the plant several times each day.

The large sprinkler system tank at the rear of the plant is the tallest structure in Pittsburg and the city has installed a very bright and penetrating light on the top which serves as a police signal.

This light also serves as a very effective aerial beacon, since it is visible for quite a great distance.



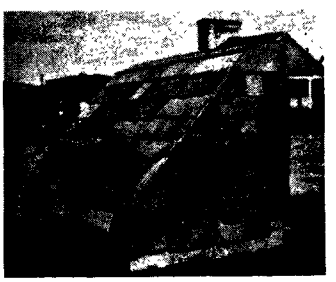
New shingle styles developed

During the past two years several new styles and types of rigid asbestos shingles have been designed and put into manufacture by Pittsburg Factory.

The first of these was the copper colored shingle produced on April 18, 1928, designed to meet the demands of Pacific Coast architects. They were produced by a special impregnation of coloring material. Shortly after perfecting the copper shingle, work was begun on a green veneer shingle. The entire production operation is accomplished on the regular shingle machines by applying the green coloring material to the surface of the shingles just before they reach the take-off table. Thereafter, the operations are the same as when producing regular mottled gray shingles.

However, production of these two types was just well under way when the designers of ultra-modern homes demanded a shingle giving an appearance similar to the old thatched roof. After considerable experimental work and exhaustive laboratory studies, the custom-built shingles were produced.

They are tapered and thicknesses of butts vary from ¼-inch to ¾-inch and are available in widths from four inches to 18 inches. Colors now in production are mottled gray, copper mottled, green, and purple. Copper mottled is made by impregnating mottled gray, but the green and purple shingles are colored with pigments



Sample deck roofed with random width curved custom-built shingles.

which are part of the original shingle mix. After leaving the press they are hand cut to random widths and the edges are hand brushed to give a very rough effect. All custom-built shingles are punched to

(*Continued on page* 14)

FACTORY IS NEAR SAN FRANCISCO

Fine shipping facilities afforded both by water and rail

The Pittsburg factory of Johns-Manville is located in Contra Costa County, California, about 40 miles from San Francisco.

Pittsburg has a population of approximately 12,000, of whom 4,000 are industrial employees. The town is located at the junction of the Sacramento and San Joaquin rivers at the head of San Francisco Bay, in Diablo Valley, which is a part of the San Joaquin Valley. It is surrounded by a vast agricultural district, being in the heart of the largest asparagus raising and canning center in the world.

The finest possible shipping facilities are afforded, since the town is situated almost on San Francisco Bay, and the deep water channel allows ocean going steamers to dock at Pittsburg. The various industries are served by three transcontinental railroads, Southern Pacific, the Atchison, Topeka and Santa Fe, and Western Pacific.

Johns-Manville has a dock on the water-front about a thousand feet from the factory. It contains over 10,000 square feet of floor space and a small warehouse for overnight storage of materials. Incoming and outgoing freight, either by rail or water, is handled after regular working hours by the transportation companies, which eliminates delays or inconveniences.

The climate is very agreeable. There is considerable rainfall during the months of December, January, and February, and the temperature very rarely reaches the freezing point. The climate during the remainder of the year is very mild, which affords those in Johns-Manville employ and their families a desirable place in which to live.

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Gravity conveyor and tying machines for bundling shingles at take-off end of shingle cutter.

New shingle styles

(*Continued from page 13*)

allow for staggering on the roof.

Volume production of the custom-built shingles was considered a remarkable accomplishment, but to top off all these efforts a demand was made for *curved* custom-built shingles. Pittsburg Factory was successful in providing curved shingles to meet this demand. The sample deck pictured on the preceding page shows the effect obtainable.

Plant has first-aid teams

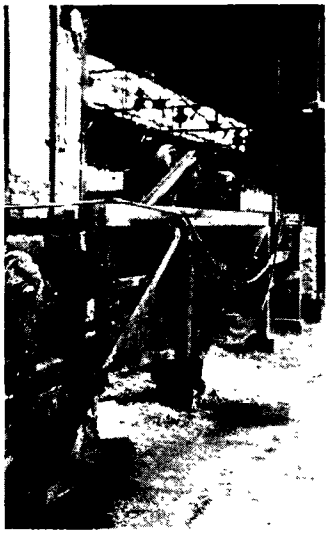
There are four first-aid teams at Pittsburg, representing the four buildings. Two teams meet each Tuesday evening for training under the direction of an experienced first-aid man. Each team contains seven men and twenty of the twenty-eight members have received the ten-hour course of instruction offered by the United States Bureau of Mines.

Principal products listed

The chief products manufactured at Pittsburg are asbestos pipe coverings and insulations, rigid asbestos shingles, asbestos and rag felt roofings and shingles, and asbestos and rag felt paper. Nearly all of the major items of raw materials, with the exception of asbestos fibre, are secured in California. The average number of employees is 225, the majority of whom are Americans.

Convention delegates of nation-wide group are visitors at factory

On February 11 about 200 members of the National Association of Builders Exchanges were guests of the Pacific Division and Pittsburg Factory. During the week of February 10 the association held a convention at San Francisco and arrangements were made to have



Copper shingle dipping machine looking toward the feed end and showing pile ready for dipping.

the delegates visit and tour Pittsburg Factory.

This is considered a signal honor as the association visits only one manufacturing plant during its annual convention and there is considerable competition among manufacturers each year in endeavoring to entertain this nation-wide organization.

Suggestions handled by development committee; 51 have been accepted

The suggestion plan is handled by the development committee which meets once each month. To date 220 suggestions have been received, 51 accepted, and awards total $175. Many valuable ideas have been put into effect and it is felt real benefit has been and is being derived from suggestions submitted by the employees.

The plan has created a very fine spirit of cooperation among the employees.

Bronze plaque is trophy in departmental safety contest

Pittsburg Factory has a complete safety organization composed of a workmen's safety committee made up of a workman from each major department, and a general safety committee composed of department heads. Both meet once each month and under the intensive program now in effect, the number and severity of accidents is being gradually reduced.

Beginning with January, 1930, a continuous departmental safety contest has been conducted, the winner being determined by frequency and severity rates. The trophy is a bronze plaque which is prominently displayed in the winning department during the month. Competition for the plaque is keen.

Long service records are held by nine men

Nine men at the Pittsburg Factory have records of long service.

C. L. Bates, superintendent, holds the longest service record—that of 41 years.

R. Gillespie, night foreman, paper mill, stands next, with a 17-year record. A 13-year record is



Electric crane and tramrail system showing method of handling rolls of finished asbestos paper.

held by Juan Fernandez, sub-foreman, shingle machines, while N. C. Alvord, receiving clerk, has a 12-year record. G. M. Deam, assistant superintendent, has been with the company 10 and one-half years.

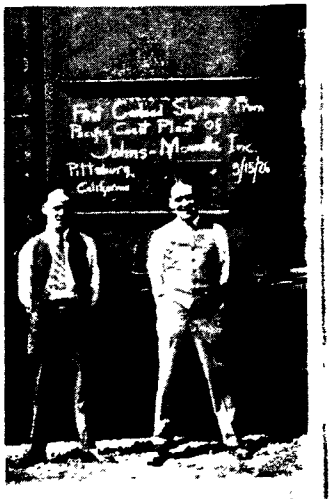
Other records include: C. H. Ward, foreman Nos. 1 and 2 buildings, nine and one-half years; H. E. Miller, plant engineer, eight and one-half years; J. P. Woodard, production superintendent, eight years; and H. E. Piquette, foreman roofing department, seven and one-half years.

The executive committee has meeting every week

Pittsburg's executive committee, composed of the plant superintendent, assistant superintendent, production superintendent, and all department heads, meets once each week to discuss plant conditions and individual problems and to determine the week-end schedule.

Car of asbestos cement first shipment in 1926

The first carload to be shipped from Pittsburgh was asbestos cement and shipment was made on March 15, 1926. The picture below shows J. A. Csupak (left) and P. A. Andrews standing beside the car. At that time Mr. Csupak was foreman of No. 1 building and is now a salesman in San Francisco District. Mr. Andrews was plant manager and is now Vice President of the Johns-Manville Sales Corporation.



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ACL Doc 12772 · Page 14 of 26
asbestosclaims.law/library/12772/14

Here and *There* in the Field

Mexican plant has J-M roof—

An incandescent lamp plant being erected at Monterrey, Neuvo Leon, Mexico, will be covered with a J-M type "A" roof. Approximately 31,000 square feet of roof area will be covered, the plant being 307 by 80 feet, with two wings 80 by 30 feet.

This two-story plant is being built for the Mexican Electric Lamp Company, Inc., by H. K Ferguson Company, S. A., a recently formed Mexican subsidiary of the H. K. Ferguson Company.

W. G. Esson, J-M salesman, cooperated with the Derby Lumber Company, J-M distributors in Monterrey, in securing the contract for roofing the plant. Materials will be supplied and application made by the distributors.

Chicago's merchandising trio—

The Chicago city merchandising trio, composed of McKillip, Moore and Gascoyne, have topped the month of February with the sale of 330 squares of shingles to cover eight churches in Chicago and its immediate vicinity. They have orders pending for six more churches, totalling 370 squares, which they intend to close in the very near future.

This sale of roofing to churches is the result of an active campaign which has been put on by this trio during the last month. It may be interesting to note that a large majority of the church business in Chicago has been given to Johns-Manville—the result of this campaign.

Flooring for freight house—

Dayton territory has been succesful in closing a contract with the H. R. Blagg Company, Dayton, Ohio, for industrial flooring in the new Pennsylvania Freight House at Dayton, the job amounting to approximately $7,000. It is also hoped to sell Transite corrugated and built-up roofing for use on this freight house to make it 100 per cent J-M.

Pursuing prospects on ice—

The following excerpt from the Peninsular News published in Marblehead, Ohio, shows the difficulties encountered in transportation from Lakeside, Ohio, across Lake Erie to Kelleys Island. The only means of transportation between the two places during the winter months is across the ice and it is a dangerous journey at its best.

"Lyle Mackenzie, having a prospective purchaser for a quantity of shingles in view at Kelleys Island, decided to land the order. Accompanied by F. G. Lucas, manager of the Gordon Lumber Company's local yard, and C. V. Holman, Johns-Manville salesman, he started for the island in his roadster one day the past week. It was a mild day and the ice was a bit soft. About half way to the island he missed one companion and about ten seconds later the other was gone. He stopped to investigate and sighted Mr. Lucas skidding towards Starve Island on his ear, and the roofing specialist gliding towards Gem Beach on a seat cover. As he wondered why they had forsaken him so suddenly he discovered that he and the machine were alone on a cake of ice nearly as big as the floor of his dad's ice cream parlor, and it dipped water when he approached the edge.

"Tiptoeing until he got back into the car, he carefully backed it around until headed homeward, and to the north side of the cake until water came through the floor of the car. With a roar of engine accompanied by the roaring and cracking of ice, he drove the machine to a more solid footing and stopped to survey his previous surroundings. The nearest dry land was two miles away, and solid ground was 40 feet down. In a few minutes he cruised around to pick up his shivering companions, and the trio returned to the peninsula. It was a real thrill, all agree, but the sad part is that the roofing order is still on yon island."

Ohio bank uses tile flooring—

The first large job of Johns-Manville tile flooring type "A" was sold recently for installation in the new Ohio Bank building at Toledo, Ohio. There is a total of 30,500 square feet of 3/16-inch tile involved.

Linoleum was originally specified by the architect, but through the teamwork of George D. Kellogg, manager of the architectural service department, E. A. Bardsley, special tile flooring representative Cleveland District, and Toledo territory working with both architect and owner, J-M tile flooring was approved, the color selected, and the job awarded.

First acoustical job in France—

Johns-Manville's first acoustical installation in France has been made at the J. P. Morgan Bank in Paris. The results have been very satisfactory.

One very large room, the "portefeuille," had been extremely noisy and the treatment successfully overcame this condition.

News of the acoustical treatment spread quickly throughout the bank and the employees were all interested to see the installation.



Acoustically treated secrétariat of J. P. Morgan Bank in Paris.

Two carloads of rock cork—

The Denver Sales Office recently had the pleasure of sending in two orders within one week, each order calling for a full carload of rock cork sheets.

Standard Oil Company of Indiana placed one order, using the sheets for insulation of tanks at Casper, Wyoming, while the other was placed by Joy and Cox, approved insulation contractors of Denver, who sold the sheets to the Robbins Insulation Company of that city.

They later sent in a large carload order for rock cork sheets, Banroc blankets and pipe covering for the Standard Oil Company and the Midwest Refining Company at Casper, Wyoming.

An applied contract was also secured from Standard Oil amounting to approximately $9,000 for built-up brine and ammonia insulation, the work to be applied by Joy and Cox.

El Paso has new distributor—

The combined sales efforts of H. W. Kircher, El Paso territory salesman, and Herbert Mattice, automotive salesman, Los Angeles District, resulted in the securement of the largest automotive house in El Paso as distributors for Johns-Manville. They will handle J-M automotive materials exclusively and have placed an initial stock order amounting to approximately $2,500. This company also maintains a branch at Douglas, Arizona.

The Car Parts Depot has been operating as a distributor for the Thermoid line for the past six years.

A large pipe covering order—

M. E. Duncan, with the assistance of F. W. Hodson, sales supervisor of the Tulsa Sales Office, was successful in securing an order from the Empire Refining Company for pipe covering amounting to approximately $32,000 for use at their East Chicago Refinery.

Refractory cement in furnaces—

W. W. Jones, Indianapolis office representative, Chicago District, has noted a particularly interesting advantage of Johns-Manville No. 33 refractory cement.

The McGill Metal Company, located at Valparaiso, Indiana, has two Detroit electrical furnaces, each having a capacity of 350 to 400 pounds. They heat to a temperature ranging from 2800 degrees F. to 3300 degrees F. The

ACL Doc 12772 · Page 15 of 26

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furnaces are the type that can be rotated, or rocked about a horizontal axis. This action is carried out continuously during the period of heating. Under ordinary conditions, they run from 12 to 15 heats a day, with an average of about 28 to 30 heats in the 24-hour period.

The composition of the metal which they pour is such that it is very destructive to the lining of the furnaces, according to a statement made by John McBride, foundry superintendent. He further states that Johns-Manville No. 33 refractory cement is the only cement that will, in any way, meet their requirements.

It was about five and one-half years ago that Mr. McBride lined the furnaces with J-M cement and received 9,336 heats from the lining. Three years ago, however, he relined the furnaces and has poured more than 12,000 heats. Mr. Jones states that the lining of the furnace has the appearance of the plastered wall of a residence, without a single blemish.

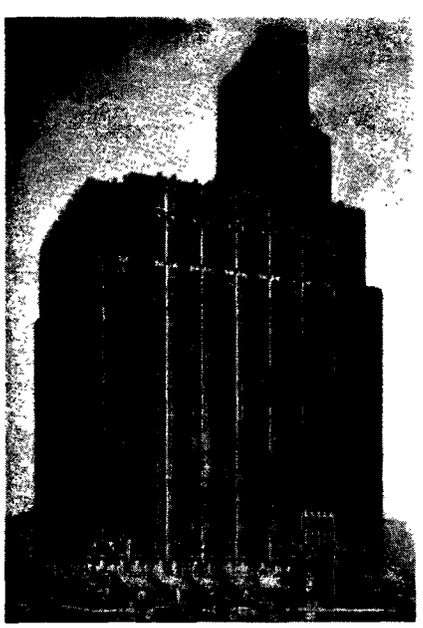
Occasionally there is need for plaster patching, but, in the words of Mr. McBride, this is due to faulty operation of the furnace, allowing "hot spots," rather than the failure of the No. 33.

An effective Floridene installation—

Floridene stone plays a large part in creating a beautiful effect in the new Burdine store on Biscayne Boulevard, Miami, Florida.

Buff Floridene in 18-inch square tiles was installed over the entire floor area, with a border of Sienna affording a pleasing contrast. The two stairways to the mezzanine are of buff Floridene. The installation included 10,000 square feet of stone.

The Floridene is an effective complement to the modernistic treatment, and the installation has attracted a large number of architects from all over Florida.



Recently completed Richfield Oil Company building in Los Angeles in which J-M acoustical treatment is installed.



Floridene installation at Burdine's in Miami.

Quite a departure in store construction is the omission of show windows. Displays are arranged before each window across the front of the store and from the street one can see not only the individual displays but the full expanse of floor as well.

The specification of Floridene resulted from the efforts of B. F. Remington, Atlanta District, with the cooperation of H. C. Drummond, architectural service, Atlanta District, and L. Ogden, staff manager, General Headquarters.

The Biscayne Boulevard Company, owners of the building, have specified Floridene for another building to be constructed in the spring.

Building acoustically treated—

Johns-Manville is well represented in acoustical treatment in the new Richfield Oil Company building in Los Angeles.

The building is devoted entirely to the oil company and is one of the most imposing structures on the Coast. The exterior of the building is finished in gold leaf and black terra cotta.

F. C. Kitson, acoustical section, Los Angeles District, was successful in securing this business which amounted to $6,000.

Dayton's first Sanacoustic order—

Dayton territory is enthusiastic over the first Sanacoustic Tile sale. This installation was sold to the Rike-Kumler Company, Dayton, Ohio, and totalled approximately $4,000. The Rike-Kumler Company, one of the leading department stores in Dayton, had the installation made in the accounting department.

E. F. Adelberger, sales supervisor of the Dayton territory, advises that since this job was installed, Walter Henne, superintendent of the store, has noted such a decided advantage by the installation of this material, that he is becoming one of the biggest boosters Johns-Manville has in Dayton. Mr. Adelberger reports that he has received four or five inquiries which have been turned over to him by Mr. Henne.

Contracts result from meeting—

The Home Insulation Company of Maryland has already experienced an unusually favorable reaction from the architects' meeting in Washington on February 7. Results of this meeting have asserted themselves in the closing of five contracts in the District of Columbia and several prominent prospects for the immediate future.

In order to meet the rapidly increasing volume of inquiries being received from the territory covered by this new company, it has been necessary to increase the sales staff by two additional members, B. L. Keyes, Jr., and A. C. Kamtman, both of Baltimore.

Approved contractors secured—

A. C. Woodbury, assisted by Mr. Clark, signed up the R. G. Curry Roofing Company, of Pine Bluff, Arkansas, as approved flooring contractors. Several jobs have been sold. Mr. Potter was successful in securing the Grobmyer Lumber Company as approved flooring contractors and substantial orders have been received. Approved contractors have been secured in Missouri at St. Joseph, Kansas City, Springfield, and two in St. Louis; and in Kansas at Salina, Wichita, and Hutchinson. Much is expected of this set-up for sales on asphalt tile in the immediate future.

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Chevrolet strips sold—

P. T. Bergheimer, purchasing agent for the Benjamin T. Crump Company, automotive account in the Baltimore District, recently told J. Lawton Stott, automotive representative at Richmond, that his company was contemplating the purchase of a carload of Chevrolet strips.

Mr. Bergheimer impressed upon Mr. Stott that the order would be absolutely on a price basis, but Mr. Stott was able to convince Mr. Bergheimer that J-M quality was to be considered.

As a result of several days of hard work, Mr. Stott received the order for 25,000 Chevrolet strips for immediate shipment.

Asbestocel for distributor tanks—

In the March, 1929, issue of the Circle was told the story of the use by E. D. Etnyre and Company of Oregon, Illinois, of 2-inch thick 12 ply fine corrugated Improved Asbestocel sheets for the insulation of asphalt distributor tanks manufactured by the Etnyre Company.

R. O. Fischer, Peoria Sales Office representative, recently secured another carload order for these insulating sheets. Mr. Fischer has worked with his customer to insure material being manufactured exactly as needed and packed to provide ease in handling. The Improved Asbestocel sheets are furnished curved to the radii of the various sized tanks, cut to proper length and arc, and appropriately packed in special cases.

Besides regular round tanks, E. D. Etnyre and Company now manufacture an elliptical tank for which special sheets to fit have also been designed.

Four J-M exhibits—

Four attractive exhibits of J-M products have been made recently at conventions and shows.

Asbestos and asphalt shingles were displayed at the Western Pennsylvania Retail Lumber Dealers' convention which was held in Pittsburgh the early part of February at the William Penn Hotel. The moving picture "Roofs of Permanent Beauty" was continuously shown during the afternoon and evening.

Honorable mention was given the J-M exhibit at the Detroit Builders show, the largest in the country, which was held in the Convention hall this year from February 19 to March 2. Some 600 exhibitors participated and attendance was estimated at three hundred thousand.

Three J-M distributors in Detroit also had exhibits, including the F. L. Lowrie Lumber Company, Braun Lumber Company, and The Restrick Lumber Company. First prize for the best roofing materials display in the show was awarded the Braun Lumber Company.

In conjunction with this Builders Show a $20,000 Ideal Home was built with nationally advertised materials. It was roofed with J-M Colorblende asbestos shingles.

Improved Asbestocel was prominent in a display at the convention of the Hajoca Corporation held at their main office in Philadelphia in February for branch managers. During the month meetings were held for plumbers and steam fitters.



Underground conduit installation for Detroit Airport

Johns-Manville Improved ASBESTOCEL Pipe Insulation

HAJOCA-1930
They Insist On Quality - That's Why We're Here
Johns-Manville

New! ROCK WOOL

(Above) J-M display at the convention at the main office of the Hajoca Corporation, Philadelphia. (Insert) Home insulation and asbestos shingle display which received honorable mention at the Detroit Builders show. (Right) Display of J-M asbestos and asphalt shingles and roll roofing at the Retail Lumber Dealers convention in Pittsburgh.

Johns-Manville had a display at the Michigan Retail Lumber Dealer's convention which was held early in February at Grand Rapids, Michigan. The convention was attended by a large number of Michigan lumber dealers.

Airport has conduit installation—

Detroit District has just completed one of the largest underground conduit installations secured in 1929. The conduit was installed between the new Detroit Municipal Airport and the boiler house connected with their asphalt plant. Twenty-two hundred feet each of 15-inch con-

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duit and 10-inch conduit were used. The 15-inch conduit contained an 8-inch high pressure steam line and the 10-inch conduit contained a 4-inch return. The contract amounted to more than $11,000.

It is interesting to note that the property on which the airport is built contains 270 acres of land valued at $6,000,000. The building proper involves an expenditure of approximately $1,000,000. The landing field is thoroughly drained and a complete lighting system installed. Johns-Manville fibre conduit was used for the electrical work.

There are two and one-half miles of concrete and asphalt runways, one hundred feet wide, which alone cost $280,000.

The hangar which contains 200,000 square feet of floor space has a capacity of 150 to 200 planes and is given an A-1-A rating, the highest attainable. It is located within the city limits on Gratiot Avenue which is one of Detroit's busiest streets and is only five miles from the heart of the city.

Red shingles sold—

The first job of No. 190 red asbestos shingles in the Minneapolis Sales Office territory was sold by C. E. Stoddard, Minneapolis Office representative. The job consisted of 55 squares and was applied by the Fish and Hunter Company of Lead, South Dakota, J-M asbestos shingle distributors.

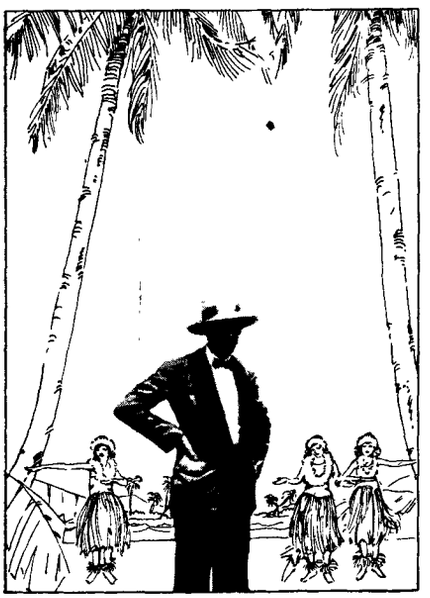
Sanacoustic for Memphis school—

J. E. Plackmeyer, sales supervisor of Memphis Sales Office, and J. E. Keith, acoustical engineer of St. Louis, have just closed a $3,600 contract with the Board of Education of Memphis for Sanacoustic Tile in the auditorium of the Central high school.

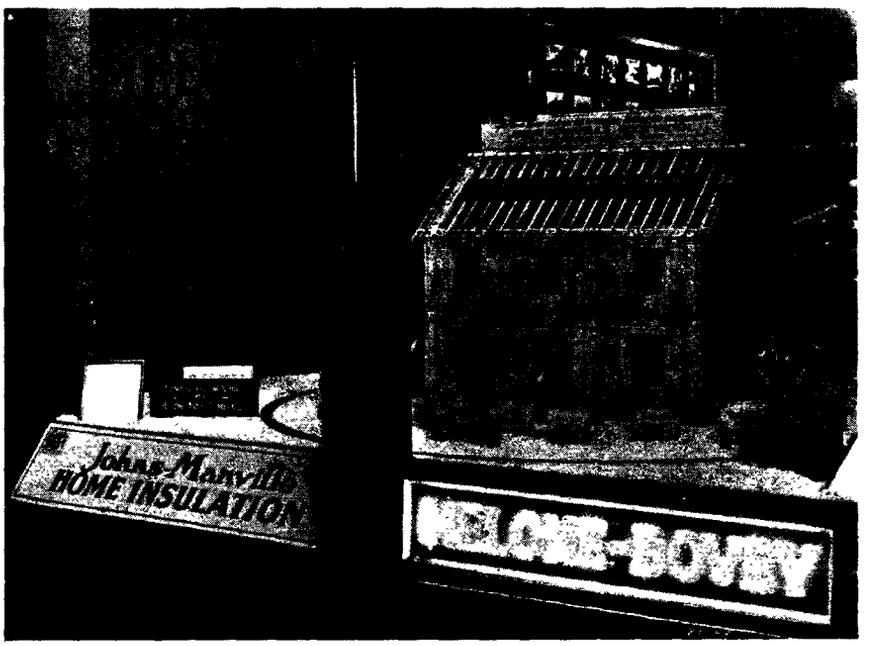
J-M's last order in 1929—

Dwight Williams (Deacon) Jones, Honolulu, T. H. salesman, aside from selling more refractory cement than any salesman in all the districts of the Pacific Division during 1929, has another accomplishment.

On December 31, 1929, at 4:30 P. M. (Honolulu standard time) he sold 18 squares of rigid asbestos shingles. This constituted the last sale in all J-M Divisions for 1929 of any product, and was formulated under unusual circumstances—"Deacon" was wearing a *straw hat.*



D. W. Jones, Honolulu salesman, who claims the last order sold by J-M in 1929.



Rock wool installation visible through glass house in Melone-Bovey display.

A home insulation display—

A miniature two-story residence, with glass covering the frame, tells the story of J-M home insulation in graphic fasion.

This house formed the central unit of an effective window display installed recently by the Melone-Bovey Lumber Company at Minneapolis. Each of the four sides showed one of the various methods of framing a house. Wall board was applied on the inside and home insulation installed, which was visible through the glass. Small signs emphasized various parts of home insulation, with colored ribbons running from each sign to the respective parts of the house.

Two similar houses have been constructed for the use of gas companies in Minneapolis and St. Paul.

Russian representative visits—

John F. Baykoff, general director of the Leningrad Chemical Trust, accompanied by an interpreter and Edward A. McLaughlin of J-M International, visited Manville factory on January 23. The group was received by A. R. Fisher, assistant manager at Manville, who personally conducted a trip through the plant.

The Chemical Trust in Russia, which Mr. Baykoff represents, is planning an extensive building program and Mr. Baykoff signified his intention of reporting very favorably on Johns-Manville products.

The Amtorg Trading Corporation, which handles all the buying for industries in the Union of Socialistic Soviet Russia, recently placed business in excess of $60,000 with J-M International.

Fireproofing transformer rooms—

W. C. Lee, representative handling steel accounts in the Chicago City Sales area, has sold to the American Steel Wire Company at Waukegan, Illinois, enough flat Transite to fireproof the inside walls and ceilings of two transformer rooms and also enough to use around the base of the transformers to fireproof the timbers on which they rest.

In addition, he has sold approximately 900 square feet of type "A" tile flooring to be used in the same rooms.

Showing them "how"—

R. L. Kent, supervisor of the Richmond sales district, recently "showed the boys how" by securing an industrial flooring order amounting to $5,400 from the American Tobacco Company at Richmond and an asphalt tile order amounting to $3,700 for the Broad-Grace Arcade building at Richmond.

An automotive display—

An automotive equipment show was held by the Tenk Hardware Company of Quincy, Illinois, on February 27 at which 32 manufacturers were represented with exhibits. More than 650 dealers, garage men and repair men visited the show.

J-M automotive materials were attractively displayed in a booth arranged by T. L. Bonroe, St. Louis salesman.

Exhibitors and customers were guests of the Tenk Company at a banquet at the Elks Club the evening of the show, with nearly 600 in attendance.

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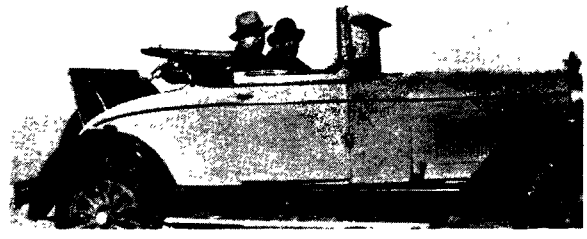
Injecting variety in selling—

C. E. Mitchell, covering a special list of accounts in the Baltimore Metropolitan territory, has developed one of his accounts, The Western Electric Company, to a point where he has sold them a total of 54 different commodities over a period of six months.

Cooperation brings order—

W. S. Radforth, salesman in the Windsor territory, Toronto District, has vividly illustrated how office cooperation and salesmanship play an important part in every organization. Mr. Radforth had a prospect in the Canadian Steel Corporation, at Ojibway, for steam pipe insulation. He was asked to quote an applied price on asbesto-sponge felted and 85% magnesia pipe coverings. A set of photos showing piping detail was secured by Mr. Radforth and promptly mailed to the Toronto construction department, arriving Saturday morning, February 22.

The price was prepared over the week-end and telephoned to Mr. Radforth at his Windsor office at 12.15 on the following Monday morning. Mr. Radforth made a quick trip to the steel company's plant, 10 miles down the Detroit river, and, after a good sales argument, closed the contract for asbesto-sponge felt insulation at a price of $2,225. He then telephoned the order to the Toronto office at 2:15 p. m. and the first shipment left the Toronto warehouse the same afternoon.



Lyle Mackenzie, Gordon Lumber Company salesman, at the wheel, and Carl V. Holman, J-M building materials salesman, who encountered difficulties in crossing on ice at Lakeside, Ohio, to see prospect for a shingle order.

Within the Circle

General Headquarters

E. C. RACK, staff engineer, general industrial department, has been appointed by the president of his alma mater, Texas A. and M. College, as a delegate to the fiftieth anniversary celebration of the American Society of Mechanical Engineers to be held April 5 to 9, with successive meetings in New York, Hoboken and Washington.

A daughter, Marilyn, was born to MR. and MRS. WALTER PACKENHAM on March 2. Mr. Packenham is a salesman in the New York Metropolitan territory.

General Headquarters extends sympathy to J. O. LITTLE in the loss of his wife, who died March 6 after a short illness.

E. M. VOORHEES, secretary and treasurer, returned to New York the latter part of March from a business trip in Europe.

GEORGE KOHLHOF of the automotive department has returned to work following a month's illness.

Eastern Division

K. E. MOORE, *Associate Editor*

D. V. GAINER, supervisor of the Eastern Division stockroom, is the father of a baby girl, Gladys Lenor, born February 25.

N. P. COWLES, formerly an acoustical representative in Philadelphia District, has joined the Acoustical Construction Company, of New York.

On January 24 a belated New Year's party was held in the assembly hall of the Boston Office, attended by employees and their wives, husbands, and friends. The hall was appropriately decorated for the occasion and an interesting program was arranged. The music was furnished by the famous Eskimo Orchestra through the courtesy of RALPH RANKIN, draftsman of the construction department. Mr. Rankin also played several xylophone solos.

D. C. OBERHOLTZER has resigned as office manager at Philadelphia to become affiliated with Nicely and Company, Inc., approved insulation contractors. Mr. Oberholtzer has been associated with Johns-Manville in various capacities for 22½ years.

On February 15 JOHN W. OBERHOLTZER, metropolitan salesman at Philadelphia, returned to his home and found Mrs. Oberholtzer had passed away very suddenly with heart trouble. Sincere sympathy is extended to him.

The condolence of his district associates is extended to R. B. WELLS upon the recent death of his father.

Mr. and Mrs. Arthur Winding of Milwaukee, Wisconsin, have announced the engagement of their daughter, Miss Helen Winding, to EDWARD TOWNS BUNCH of Greenville, South Carolina. Mr. Bunch is a salesman in the Charlotte territory.

Central Division

M. C. MALHAM, *Associate Editor*

C. E. TREGANZA, office manager, Detroit District, is attending Northern High School, Detroit, studying public speaking.

The names of G. L. STITZ and D. A. NOVILLE, of the Cleveland city sales department, have been proposed to the Cleveland Engineering Society for membership.

Cleveland District has recently swelled its personnel by the addition of a new bookkeeping and credit department.

W. B. WALTER, manager building materials distribution department, has just returned to the office having been confined to his home for two weeks after a tonsil operation.

R. T. MAUS, building materials salesman in Dayton territory, proudly announces the arrival of a baby boy, John Richard. Mr. Maus advises that he will be glad to hear from any territory interested in a 100% J-M salesman.

W. A. OETTINGER, field sales promotion representative, Detroit District, is back on the job again after having had an operation for appendicitis.

MISS ANN HARMON, stenographer in the transportation and government department, recently received honorable mention in a contest conducted by the Hairdressers' Association at the Crystal Slipper ballroom.

W. H. CROW, chief clerk in the automotive distribution department, is back on the job again after having been confined to his home for a few weeks for a sinus operation.

Complimentary to L. B. PAGE, supervisor of the Erie District, who recently resigned to take the position as District Manager of the Pittsburgh branch of the Rankin-Dutney Corporation, the Erie office employees and salesmen gave a dinner, dance and bridge at Sunset Country Club on February 8. R. N. Dytche, industrial salesman, acted as toastmaster and informal speeches were made by Mr. Page; F. E. DREGER, who succeeds Mr. Page as supervisor in the Erie District; several of the salesmen; and by MISS TERRY, who has been secretary to Mr. Page for the past ten years.

After having been located in 717 Second National Bank Building, for twenty years, the Akron office has been recently moved to Room 702. The new office is much roomier than the old one.

G. L. Lamborne, William Pfeiffer, R. H. Wilson, R. H. Fischer, formerly of the Pittsburgh District, are now with the Rankin-Dutney Organization at Pittsburgh.

Former Detroit District employees who are now affiliated with the Rankin-Dutney Corporation in Detroit are Mrs. E. V. Green, T. M. O'Connell, R. F. Marson, George L. Maw, F. Breyfogle, G. Strong, C. F. Powell, H. J. Hayden, W. F. Strangway, and W. J. C. Good.

Western Division

E. NELSON, *Associate Editor*

E. NELSON, manager of the sales promotion department, Chicago, visited the St. Louis office February 14 for the purpose of familiarizing W. A. DORLEY, new sales promotion man, with his various duties. Mr. Nelson held a meeting of the St. Louis sales promotion department including V. LANDRETH, C. H. PLACKMEYER and W. A. DORLEY and discussed the value of sales promotion to all distributors and dealers.

J. T. SPICER, manager of automotive distribution department, General Headquarters, visited the Memphis Sales Office on February 3 and 4.

C. O. ROOME, St. Louis District sales manager, visited Chicago on February 18 and 19, attending the district sales managers' meeting held there.

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Pacific Division

HAL HALLSTROM, *Associate Editor*

MISS MARY ELIZABETH JONES, clerk, Los Angeles District, was married on January 18 to A. W. Stearns also of Los Angeles.

Canadian Division

G. H. MEREDITH, *Associate Editor*

The annual dance of the Montreal Office was held at the Venetian Gardens on February 27. Forty-five couples attended. MR. and MRS. J. V. BELL of Toronto Office were present.

Toronto District held its first annual dance on the night of February 28 with some fifty-six couples in attendance. The ballroom of the Toronto Canoe Club was the scene of the festivities. Cards were played by those who did not dance and the battle for the prizes was hard fought. HARRY GRAHAM and MISS MITCHELL of the Toronto office defeated all comers.

MISS EDYTHE MORRISH and MISS DAISY WATSON were joint hostesses at a court whist party held at the home of MISS MORRISH on February 13, for the Johns-Manville "Co-eds" at the Toronto office. During lunch the prizes were presented, MISS MITCHELL winning the first prize for court whist and MRS. LONG the consolation. A bean contest, which caused a great deal of merriment, was won by MISS HALL, and MISS GREEN was unanimously given the "Booby."

J-M International

E. A. MCLAUGHLIN, *Associate Editor*

J. J. WOOD is the father of a son, John, Jr., born February 9. Mrs. Wood was Marie Lally of the sales promotion department, Eastern Division.

Research and Development Department, Manville

MISS CAROLINE E. MILLER, research stenographer, spent three days last month in the Somerset hospital. While driving her car to work on February 28 she collided with a truck.

GEORGE CARVER of Bound Brook, New Jersey, formerly with the Calco Chemical Company, has been assigned to the filtration department.

MISS LUCELLA LUNT of Plainfield, New Jersey, has joined the research department as technical clerk in DR. CUMMIN'S office. Miss Lunt is a graduate of Smith College and was formerly associated with General Electric at Nela Park Laboratories, Cleveland, Ohio, and with the Rice Leaders of the World Association, New York City.

OTTO GRABER of Philadelphia has recently joined the force of the concrete department. Mr. Graber was formerly engaged in inspecting and supervising road construction in Ohio. He attended Ohio State University.

Alexandria Factory

A. L. JONES, *Associate Editor*

Visitors at Alexandria Factory during the month of February included J. S. ADAMS, Assistant to the President, and D. L. GREAVES, M. H. STAUB, J. F. STONE, C. H. HALL, G. M. GRAEF, all of General Headquarters.

The sympathy of the Alexandria employees is extended to the family of CHARLES PRICE, former rock cork molder, who died of a heart attack on February 24.

G. U. HOUK attended the Purchasing Agents' conference in New York on February 10, 11 and 12.

MR. and MRS. HERSCHELL SWINDELL announce the arrival of a baby girl on March 4. Mr. Swindell is in charge of the machine shop.

Asbestos Factory

GEORGE L. FULLER, *Associate Editor*

A daughter was born recently to MR. and MRS. WILLIAM MCGRUER. Mr. McGruer is a machine shop employee.

The machine shop has now started to use the milling machine and grinder recently installed.

Five Holophane lights have been installed in the machine shop.

L. LAMBERT is back at work in the machine shop after a four months' absence due to illness.

A number of women of the Asbestos Mines and Factory Office organized a shorthand and typing class in the early winter. There are two divisions to this class: the beginners, who are just starting to learn either or both of these subjects; and the advanced, who are devoting their time to the attainment of greater speed. These classes are being held two nights a week at the main office.

The February issue of "Asbestos" carries a story of a souvenir number issued by the first Asbestos troop of Boy Scouts concerning information about their organization and its activities. The scoutmaster, W. N. REAKES, is supervisor of fibre research.

Lompoc Factory

J. H. MERRIAM, *Associate Editor*

H. A. BETAQUE, civil engineer, has assumed the duties of plant engineer in addition to the civil engineering work.

A son was born to MR. and MRS. R. B. MCCLELLAN. Mr. McClellan is office manager.

MR. and MRS. G. HITZ are the parents of a son. Mr. Hitz is traffic clerk.

JAMES S. ADAMS, Assistant to the President, was a recent visitor at the Lompoc Plant, where he was guest of honor at a luncheon in the dining room of the plant cafeteria. Mr. Adams' talk at this luncheon was of much interest to all present.

G. E. HALLADAY, manager of Manville Factory, was recently the guest of honor at a luncheon given in the dining room of the plant cafeteria at Lompoc. Mr. Halladay spent considerable time going over the various quarries and mines at this time.

ARTHUR W. KNIGHT, sales supervisor concrete products, Pacific Division, and H. T. RAUP, traffic manager, Pacific Division, were recent visitors at Lompoc Plant from the San Francisco Office.

Nashua Factory

J. J. FARRELL, *Associate Editor*

HOWARD MOORE, assistant foreman, JOSEPH ST. LAURIENT, machine tender, EDGAR FLUET, stock clerk, and THOMAS GILHOOLEY, in charge of pumps, left for Manville, New Jersey by auto, February 28. These men are to be employed at Manville in the manufacture of rigid asbestos shingles.

JOSEPH PLOUDE, employed in the repair crew for the past twelve years, died February 18 after a brief illness. Mr. Ploude is survived by his widow and ten children, several of whom are married and reside in Nashua.

MRS. MILDRED ROCK, stenographer in the accounting department, has resigned and will accompany her husband, RALPH ROCK, to Manville, New Jersey, where Mr. Rock will be employed in the manufacture of corrugated asbestos wood.

ALFRED H. MCAFEE, inspector in the compressing company, died February 28 from pneumonia after an illness of only two days. Mr. McAfee has been employed by the company for the past five years. His widow survives him.

FRANK ZUEKA, valve man in the press department, died February 28, having been ill but nine days. Mr. Zueka was employed by the company about fifteen years. He is survived by his widow.

ARTHUR LUCIER, employed in the tile department, was married on March 1 to Miss Nellie Irvin. After an extended honeymoon in Canada, Mr. and Mrs. Lucier will reside in Nashua.

Waukegan Factory

H. W. DEIBLER, *Associate Editor*

EDWARD FEEN, foreman of the textile department at Waukegan, is the father of a baby girl, Patricia, born on February 8.

MIKE SCHMIDT, brake block operator at Waukegan, is the father of a baby boy, Mike Schmidt, Jr., born on February 12.

JOHN JACOBSON, employed in the moulded lining department at Waukegan, is the father of a baby boy, John William, born on February 22.

Weaver-Henry Corporation

C. E. MANGRUM, *Associate Editor*

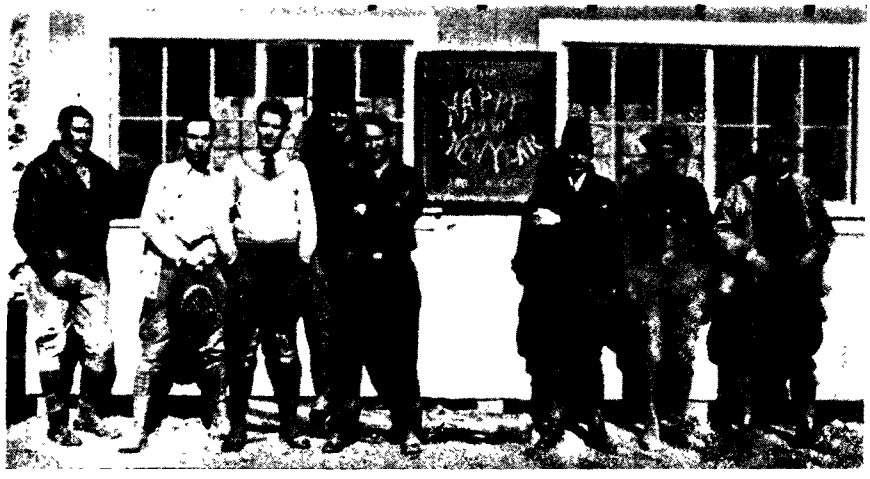
J. S. ADAMS, Assistant to the President, was a visitor on February 24.

Weaver-Henry is particularly fortunate in being given assistance in the way of suggestions from GEORGE E. HALLADAY, factory manager, Manville, New Jersey, who is spending several months in Southern California. Through his interesting talks to the executive committee, some excellent ideas have been given.

G. G. ASHWELL, sales manager, building materials distribution department, Pacific Division, was a visitor during February.

GEORGE M. GRAEF, of General Headquarters, left on February 11 for the East after having spent several weeks enjoying California sunshine (and rain), as well as working hard to get all coast locations accounting records in line with standard procedure.

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ACL Doc 12772 · Page 20 of 26
asbestosclaims.law/library/12772/20



A "Happy New Year" picture at Chrysotile, Arizona. (Left to right) Lincoln A. Stewart, engineer; Victor Stevens, engineer; G. Frank Dean, warehouseman; H. E. Claude, stenographer; H. M. Blanchard, mechanic; R. A. Grange, accountant; Jose Castaneda, mine foreman; Frank Knuckey, superintendent.

Pittsburgh men entertained

An impromptu get-together party was arranged on February 1 by Wheeler and Voegele, Inc., J-M approved roofers, of Pittsburgh, for all of the men employees of the Pittsburgh office.

Both Mr. Wheeler and Mr. Voegele were at one time employees of Johns-Manville.

The men attending included I. E. Willison, W. T. Kennedy, S. H. Boyer, W. L. Garrett, C. H. Bensman, T. B. Weisend, J. B. Bodley, R. M. Cherryholmes, H. B. Bainbridge, J. A. Luchin, J. Miller, R. M. Langley, R. Winterhalter, W. P. Pfeiffer, J. D. Davis, C. A. Dingfelt, O. H. Steedle, E. F. Obert, Regis De Phillipis, J. H. Murhammer, J. A. Freiland, J. H. Warner, and C. Schneider.

Former J-M men luncheon guests

On February 1 the men of the Cincinnati office gave a luncheon at the Hotel Metropole for former J-M men who are now affiliated with the Rankin-Dutney Corporation.

The guests were A. A. Gaible, J. P. Chenderlin, C. T. Peterson, and Mr. Gates. J-M men included H. L. Steiner, E. B. Kincaid, H. H. Strietmann, F. C. Kenyon, E. L. Hoffmann, J. E. Schmarr, G. H. Leder, W. B. Grupenhoff, O. W. Andrew, E. B. Gerwin, W. L. Jones, B. Stickney, L. E. Denman, W. J. Walsh, P. L. Drews, H. C. Hotopp, W. C. Peeling, E. M. Newbold, S. Durham, and J. L. Schildmeyer.

Manville's paper mill unit

The paper mill unit at Manville Factory plays an important part in the smooth running of several other departments throughout the plant. The four paper machines supply paper to packing, pipe covering, specialty and roofing departments, besides keeping up outside customers' requirements for various grades of paper, fire felt, and so on.

The millboard department, including three machines, furnishes material to the clutch facing and packing departments as well as to many outside customers.

In the year just closed the paper mill has had a 15 per cent greater tonnage in 2.5 per cent less working hours than for any previous year.

Club gives "Minstrel Smiles"

The Football Club, a branch of the Asbestos Amateur Athletic Association, presented "Minstrel Smiles" before very large audiences at Asbestos on February 7 and 10, at Danville on February 8, and at Richmond, Quebec, on February 21. The cast consisted of nearly fifty people.

The program consisted of a "Minstrel à la Spanish," "A Night in June," "The Old Mill," and "Black and White."

J-M employees included in the production were: director, R. M. Bell; interlocutor, William McCullough; soubrette. Evelyn Basterash; Miss Sunshine, Elsie Macfarlane; end men, F. Atwood, W. Bryne, H. Janson, R. J. Morrison, C. Borror, J. Mason; toreadors, Bud Fisher, J. McKenzie, K. Hall, A. Skidmore, A. Howie, E. Connolly, N. de Valois, J. Andrews, P. Landry; specialties, W. N. Rook. H. K. Sherry and G. G. Clark; girl choruses, Nan Brown, Phyllis Clark, Adele Atkinson, Nettie Dow, Chris Morrison, Ruth Cross, Odell Mastine, Eva McNeill; property men, A. Mills and B. Mills; electrician, F. Molson, Jr.; advertising, J. E. Meredith; tickets, W. Ball.

SPORTS

The Montreal branch of the Canadian Johns-Manville Company, Ltd., played a friendly game of hockey March 1 at the Mount Royal Arena with the factory and mines team of Asbestos, Quebec, winning 2-1. The team from Asbestos travelled to Montreal by a special train, accompanied by over 200 hockey supporters.

The game consisted of three periods of 15 minutes each. The first ended with the Asbestos team leading by a score of 1-0. During the second period the Montreal team scored two goals and the visitors none. No goals were scored in the third period.

It is the intention to play a return game at Asbestos.

Horse-shoe pitching is getting underway at Dayton and Cincinnati Factories with all the favorite pitchers warming up for a tournament that will be held in the near future.

The Manville Factory basketball team staged a 38 to 22 victory over the New York office quintet at Somerville, New Jersey, February 21.

The New York basketeers, leaders in the Grand Central Zone Athletic Association tournament, were top heavy favorites for the game with Manville. However, the factory team displayed a brand of game that New York could not effectively stop. At the end of the first half, Manville led 17 to 15, both teams playing great ball. In the second half, Manville showed excellent form. Their team work and shooting were without a flaw,

(*Continued on page 26*)



Manville Factory basketball team: (first row) Henry Palumbo, Steve Palumbo, William Stafford, Stanley Emmons; (second row) Al Soriano, Fred Paulison, Jack Torpey, Henry Hinsenkamp; (third row) A. D. Carlson (coach) James Drake, manager.

ACL Doc 12772 · Page 21 of 26

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Accepted Suggestions

"Champion suggestor" of Central Division is title conferred on J. A. Vetter

THE title of "Champion Suggestor" of the Central Division is held by J. A. Vetter, packing representative of the steel industry department, Pittsburgh District.

Immediately after the suggestion plan was installed, Mr. Vetter began submitting his ideas. So far he has submitted 65 suggestions of which ten were accepted. His awards total $140.



J. A. VETTER

His first award was a $10 one on June 16, 1928, for a suggestion that a code be used instead of putting the actual date of shipment on packing labels. A second, on August 6, 1928, amounted to $25 and was awarded for a suggestion to modify and simplify packing symbols. A third, on January 2, 1929, amounted to $20 and was awarded for a suggestion relative to packing labels. Another award of $25 was received as the result of a suggestion for adoption of new forms for packing labels.

He received an award of $5 for a suggestion to file original steel department orders by plant instead of by company name. The seventh and eighth awards of $10 each were received for suggestions relative to the grade of sheet packing and to printing on Seigelite sheeting packing samples.

The ninth award amounted to $10 and was received for a suggestion relative to tags for Sea Ring packing. The tenth award amounted to $25 and was received for a suggestion relative to a new style complete packing sample box.

26 suggestions accepted

The following suggestions were accepted in the past month:

Weaver-Henry Corporation

CLARENCE A. SWANSON
Night watchman as office janitor.
CLARENCE DELAVERGN
Shingle machine improvement.
ERNEST SANSOME
Fire prevention in saturator kettles.

Lompoc Factory

GEORGE ROBISON, *Production Department.*
Light on brick saws.
LLOYD R. LAMB . . . *Production Department.*
Method of reducing reject material.
A. C. BATKIN . . . . . *Production Department.*
Stairway to tunnel and quarry floor.
SAM H. SECHREST . . *Production Department.*
Automatic stop block, tunnel kiln track.

Waukegan Factory

F. VAN DUZER, *Braiders Packing Department.*
Leather belt instead of rope belt on braiders.
LOUIS ANSLYN, *Fixer in Textile Department.*
Scrapers on truck wheels.
F. BUTENUTH, *Gasket maker, Packing Department.*
Rearrangement of cloth winder and inspection table.
F. BUTENUTH, *Gasket maker, Packing Department.*
Square cornered folded gaskets.
HARVEY BURKETT, *Sub-Foreman, A-M Lining, Packing Department.*
Grinding scrap A-M Lining for resale.
HARVEY BURKETT, *Sub-Foreman, A. M Lining, Packing Department.*
Rack for A-M Lining crates.

Manville Factory

K. STRZEMIECZNY, *Gang Leader, B Building.*
Improvement in method of graphiting packing.
ABEL HÉRVE . . . . . *Carpenter, C Building.*
Replace the sand paper on saw with scrap tin.

Pittsburg Factory

W. D. WHITE, *Machinist, Erection and Repair Department.*



Suggestion award winners at Manville Factory. (Front row) David Houston, B. H. Speer, Louis J. Manara (back row) John Hautner, P. Menzak, John Dobish.

Pipe through saturating room walls to carry extinguishing liquid in case of fire.
HARRY WALQUIST, *Laborer, Roofing Department.*
Install gauges on coating tanks of roofing machines.
J. E. WHITE, *Machinist, Erection and Repair Department.*
Slotting two bottom knives on shingle dies to eliminate excessive grinding on knives.
H. A. LARSON, *Laborer, Roofing Department.*
Rearrangement of clutch levers on roofing machine coating rolls.
HARRY WALQUIST, *Laborer, Roofing Department.*
Chute from end of conveyor belt leading to ribbon hopper on combination roofing machine.
J. H. CAMERON, *Electrician, Erection and Repair Department.*
Four-wheel trucks for use of electrical and pipe fitting crews.
L. BARDSLEY . . . . . *Millwright, Paper Mill.*
Device for holding ½-inch water pipes which cut deckle edges on cylinder moulds in paper machine.
J. D. ALEXANDER, *Machinist, Erection and Repair Department.*
Jack-clamp for chain take-up to be used by mechanics and millwrights.
G. ABEL . . . . . *Night Merrill Operator.*
Light in line with top of ladder leading to expansion tank atop the new Merrill Process building.
H. W. RAMSAY, *Laborer, Pipe Covering Department.*
A steel leg or support for circular saw rests in pipe covering department.
J. FERNANDEZ, *Sub-foreman, Shingle Machine.*
Improvement to shingle machine take-off tables.

AT J-M MEETINGS

Forty-four members of the Celite Technical Club attended the monthly meeting and dinner at the La Purisima Inn in Lompoc on February 19.

G. E. Halladay, factory manager of Manville Plant, was speaker of the evening and gave an interesting talk on the early history of J-M and the policies of the present organization.

A successful meeting was recently arranged with the Trimble and Lutz Supply Company of Wheeling, West Virginia, in the latter's office, at which time packing and Improved Asbestocel were discussed. At the close of the meeting the company, which has represented J-M for some time as insulation distributor, agreed to handle the complete line of J-M packings.

In the evening the Trimble and Lutz organization entertained some 200 people made up of plant executives, master mechanics, maintenance engineers, plumbers and steamfitters in Wheeling. At this meeting R. M. Langley, special power products representative, Pittsburgh District, gave a talk on asbestos and its uses, and E. W. Rosenberger, sales manager, Pittsburgh Dis-

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ACL Doc 12772 · Page 22 of 26
asbestosclaims.law/library/12772/22

trict, also gave a talk on Johns-Manville and the various insulation and packing materials.

At the close of the meeting the film "Asbestos, The Magic Fibre" was shown by W. S. Gordon, Jr., field sales promotion representative, Pittsburgh District.

On the evening of February 20 a carpenter-contractor meeting was held at the office of a building materials distributor in Germantown, Ohio, the Germantown Lumber Company, with an attendance of about twenty carpenters and contractors and employees of the Germantown Lumber Company. L. R. Bachelder, building materials salesmen, Dayton territory, gave a talk on asbestos shingles, Celite-for-concrete, and insulating board, which was followed by the showing of the films "New Roofs for Old," "Dutch Lap Shingles," and "Celite for Concrete."

As a result of this meeting, two asbestos shingle jobs were sold the following morning, one to a prospect who attended the meeting and who brought his wife over to the Germantown Lumber Company the following morning to select the color she desired. The other job was sold to a home owner in Germantown who later intends to re-roof four more of his properties with Johns-Manville asbestos shingles.

The Baltimore District held its monthly progress meeting on February 24, with H. M. Aring, district sales manager, presiding.

The accomplishments of the district since the beginning of the year were discussed, and reports were received on the progress of the special industrial projects, which were outlined at the beginning of the year.

The Baltimore District has endeavored to avail itself of the information compiled by the United States government at the end of 1929, indicating the outlook of the country for the new year. Those projects which come within the scope of the activities of the Baltimore District have been assigned to the various representatives, and a detailed record is being kept of the status of each of these propositions and the amount of Johns-Manville commodities entering into these projects.

The annual banquet of the United Lumber and Supply Company, J-M distributors at Jamestown, New York, was held February 26. The principal speaker was Alexandra Karr, who talked on "Cooperation and Salesmanship."

S. G. Lund, J-M salesman, was a guest.

Three hundred and fifty building material men and contractors attended a dinner given jointly by the Paterson office of Johns-Manville and the Kelley Plasterboard Company of Delawanna, New Jersey. The dinner was served in the ball room of the Alexander Hamilton hotel at Paterson, New Jersey.

The principal speakers were E. W. Heurung, district sales manager of J-M, and John McGrath, vice-president of the Kelley organization. J-M men who talked on policies and specific products included W. A. O'Hara, A. L. Gossman, T. J. Quinlan, W. A. Johnston, J. M. Evans and K. E. Moore, all of General Headquarters.

A very successful meeting was held in the Royal York Hotel, Toronto, February 21 and 22 for salesmen in the Ontario division. Complete presentations of the J-M lines were outlined by the various department heads. W. M. Hiller entertained the members at luncheon on both days.

A staff meeting was held recently at the Syracuse Hotel by G. R. Frankland, sales manager of the New York state district. Talks were given by Gordon Smith of Smith-Murray, Inc., G. W. Jewett, special architectural representative, and Charles Murphy, supervisor of the Albany territory.

Through the courtesy of the Siegrist Brake Equipment Company of Seattle, a joint meeting was held between their sales force, the Foremen's Club of Everett, Washington, and Johns-Manville. This was the monthly meeting of the Foremen's Club, members of which represent lumber mills, paper mills, garages and miscellaneous concerns.

"The Story of Asbestos" was run and it created very favorable comment and much discussion. After the meeting the Siegrist and Johns-Manville men were guests of Mr. Maydole of the Pacific Northwest Traction Company at their shops, where a practical talk on brake lining was given by Mr. Maydole.

Johns-Manville was represented by H. W. Farrington, Seattle sales office supervisor, H. R. Haines, general salesman, Clark Rogers, junior automotive salesman, and J. W. Fairbanks, sales promotion field man.

The various insulation contractors, operating in the vicinity of Los Angeles are cooperating with the local Asbestos Worker's Union on an educational campaign for mechanics. Cooperating with the Los Angeles Rubber Company, J-M insulation contractors, Johns-Manville put on the first meeting, which was attended by 65 men.

J. V. Welsh, oil industry section, gave an interesting talk on pipe covering and its proper application. B. P. Carpenter, sales promotion field man, showed the film "The Story of Asbestos," explaining the different products during the course of the picture.

An interesting meeting was held by the Seattle office on the evening of January 15 with the sales personnel of the F. G. Foster Company of Hoquiam, Washington. This concern distributes Johns-Manville packings and power specialties in Grays Harbor area.

The meeting was attended by J. A. May, department manager, McKinley Johnson, outside salesman, and C. J. Maris, William Rainey, and N. A. Barton, all of F. G. Foster and Company; and from Johns-Manville, H. W. Farrington, Seattle sales office supervisor, Bert Hatton, special representative paper and lumber industry, D. B. Wiard, industrial salesman, and C. J. Holmes, building materials salesman.

Paul T. Phillips, salesman of St. Louis, held two sales meetings with the Holekamp Lumber Company and with the Mill Supply and Steam Fitting salesmen, discussing the J-M line. Eighteen were present. Mr. Phillips intends to hold these meetings at frequent intervals.

The National Association of Power Engineers of Flint, Michigan, recently held a joint meeting with the Saginaw chapter. After a short business session, the entire meeting was turned over to Johns-Manville. A. B. Curtis, Lansing supervisor, spoke about the structure and origin of Celite; and A. D. Hopkins, power products salesman, discussed commodities made of Celite. After the talk a two-reel movie was shown depicting the story of Celite.

Two very interesting sales meetings were recently held in the Dayton Office. J. J. Scales, special representative, refractory cements, gave a talk on refractory cements, and R. O. Stanley, special representative, Floridene Stone, gave a very interesting talk on Floridene.

Answers to Questions on page 10

61. Porous, cellular mineral powders of light weight and high purity for use in aiding filtration of various liquids.

62. Insulation in the outer walls of a house that creates an "invisible home" of comfort by retarding leakage of heat.

63. By the use of truss plate (a sub-flooring of two sheets of steel with staggered rows of oval cones, riveted or welded together through the tops of the cones) covered with Masticoke, an asphalt composition wearing surface.

64. Cabin insulation (heat and sound), brake lining, packings and gaskets, asbestos paper and tubes, exhaust pipe insulation, Kapoc for pillows and cushions, and millboard fire shields.

65. Insulating material in powdered, granulated or fibre form used to insulate spaces in walls where structural strength and rigidity are not required of the insulation.

66. Argentina, Australia, Cuba, Dutch East Indies, England, Formosa, Hawaiian Islands, Japan, Mexico, Philippine Islands.

67. Five—representing the Eastern, Central, Western, Pacific, and Canadian Divisions.

68. Asbestos fibre and high temperature clay impregnated with a liquid binder for use in the electrical and other industries for parts of equipment exposed to heat.

69. A pipe insulation made of alternate layers of flat and corrugated asbestos sheets, the corrugated sheets having cross corrugation at regular intervals.

70. Kiln walls made of two sheets of corrugated Transite filled with insulation, and roof of "suspended" construction, held in place from a rafter by steel saddles.

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Promotions *and* Transfers

CLEVE ANGEL: transferred from Cincinnati Factory to Dayton Factory.

STANLEY AULT: transferred from mill 3 to clerk in the fibre research department, Asbestos.

FRANK B. BACON: promoted to billing clerk, Detroit District.

C. W. BEAL: transferred from laboratory assistant to assistant control chemist, control department, Lompoc Factory.

A. F. BLANKMEYER: transferred from chief clerk, credit department, to credit representative, Cleveland District.

D. A. BROWNLIE: transferred from Portland to Architects' Service Department, Seattle.

C. G. BRUNN: transferred from architectural service representative to special representative acoustics and type "A" tile flooring, Cincinnati District.

ROBERT CABBELL: transferred from Cincinnati Factory to Dayton Factory.

E. E. CLAPSADEL: promoted from architectural service representative to architectural service department supervisor, Detroit District.

C. F. CLARK: transferred from power products salesman to industrial building materials salesman, Detroit city sales.

W. A. DORLEY: transferred from office service department to sales promotion department, St. Louis District.

J. R. EAST: promoted from sales supervisor, Akron territory, to special building materials representative, Cleveland District.

MISS MARGARET EGYHAZI: transferred from accounts payable section to typist, office service section, Cleveland.

ANTHONY EHRET: transferred from credit department to clerk, sales engineering department, Cleveland.

FRED EWALD: promoted from chief clerk to office manager, Seattle District Office.

R. R. FLICKINGER: transferred from building materials merchandising section to industrial building materials department, Detroit city sales.

W. L. GARRETT: transferred from salesman, Pittsburgh city sales territory to special building materials representative, Pittsburgh District.

D. C. GOFF: transferred from St. Louis District headquarters to general line salesman in Memphis Sales Office.

MISS LILLIAN HAMILTON: transferred from the Los Angeles Office to stenographer to L. J. Papineau in Montreal.

ARTHUR HANNAUER: promoted from order and billing department to sales department, St. Louis District Office.

A. HARTMAN: promoted from file clerk to the order and billing department, St. Louis District Office.

F. E. HENDERSON: transferred from inventories clerk to storekeeper, purchasing and stores, Lompoc Factory.

G. C. HUBBARD: transferred from Seattle to Portland to handle the Building Materials sales work.

LOUIS KARNOK: transferred from Cleveland city sales to Akron territory as power products salesman.

J. C. KELLEHER: promoted to Assistant to the Vice President in Charge of Mines and Factories, General Headquarters.

H. C. LOCKWOOD: promoted to acoustical representative in the Philadelphia District.

ROBERT S. MACPHAIL: promoted from clerk, sales engineering department, to junior architectural service representative, Cleveland city sales department.

I. L. MARKER: promoted from Saginaw territory building materials distribution salesman to senior building materials salesman, Detroit city sales territory.

J. MARSHALL: transferred from mill 3 to quality control department as sampler, Asbestos.

H. C. MINSTER: promoted from the railroad and transportation department to chief sales clerk, Philadelphia office.

ERNEST M. NAYLOR: promoted to sales supervisor of Dallas, Texas, territory.

CHARLES NECHMAN: transferred to architectural service department, Detroit District.

ED NUNN: transferred from Cincinnati Factory to Dayton Factory.

MISS J. O'BRIEN: promoted from stenographer, collection department, to cashier of the Philadelphia District.

T. J. PETERSON: promoted from chief accountant in the Pacific Division Office to office manager in the Los Angeles District.

MISS ANNA M. PEYTON: transferred from order and billing department to typist, office service unit, Cleveland.

R. W. REYNOLDS: transferred from laboratory assistant to assistant chemical engineer, control department, Lompoc Factory.

MISS VIOLA ROZHON: transferred from bookkeeper to accounts payable clerk, Cleveland.

MISS JOSEPHINE STAFFELD: bookkeeper, transferred from Central Division to Cleveland District.

R. N. STROUP: sales supervisor, transferred from Dallas territory to Omaha territory.

A. C. THOMPSON: transferred from Worcester to Providence sales territory as merchandising building materials salesman.

E. H. THORPE: transferred from Southern Missouri sales territory to St. Louis to handle special industrial accounts.

R. H. WORRALL: promoted from chief sales clerk to office manager, Philadelphia office.

MISS MARY ZIMMERMAN: transferred from bookkeeper to cashier, Cleveland District.



T. J. Peterson, who has left San Francisco to assume office managership of the Los Angeles District.

New Employees

Eastern Division

A. W. BARLOW, junior merchandising building materials salesman, Boston territory.

MISS CECILIA MURPHY, switchboard operator, Boston office.

MISS MAE SMITH, clerk in the filing department, Boston office.

MRS. MARY H. PEASE, Dictaphone operator, Boston office.

MISS C. M. HILL, stenographer in the transportation and government department, Baltimore District.

J. HOWARD MACKAY, assistant sales promotion manager of the Eastern Division.

JAMES H. JENKINSON, building materials salesman, Rochester office.

MISS MARY GRISDALE, stenographer, collection department, Philadelphia office.

Central Division

MISS THOMINE JENSEN, credit and cashier's department, Detroit office.

EDWARD B. KNAPP, credit representative, Pittsburgh.

MISS HAZEL F. HOFFMANN, cashier, accounting department, Cincinnati.

JOSEPH A. ROBINS, office boy, Detroit.

MISS MARIE BRIDEWELL, bookkeeper, Detroit.

CARL D. HANN, clerk, building materials department, Central Division.

GORDON L. KNAPP, sales clerk, Cleveland District.

EARL C. GRAPENTINE, stock room clerk, Cleveland.

MISS MAXINE S. BAXTER, bookkeeper, Cincinnati.

MISS VIOLA F. WIBLE, bookkeeper, Pittsburgh.

J. M. CAMPBELL, salesman, building materials distribution department, Akron.

J. R. WEST, power products salesman, Cleveland city sales.

Pacific Division

E. C. MCKNIGHT, clerk in the billing department, Los Angeles.

GEORGE FRANKLIN, junior clerk, Los Angeles.

PAUL SHUEY, rejoined company as industrial salesman in the Portland Sales Office.

Lompoc Factory

MISS HAZEL F. MITCHELL, stenographic division.

MISS ANA OURADA, accounting office.

Weaver-Henry Corporation

EDWARD B. WALDRON, assistant cashier.

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Meet the Banner Rock Chief Line and Staff Executives



J. E. BEGERT,
Factory Manager.



K. W. HUFFINE,
General Manager.



G. E. STAHLHUTH,
Office Manager.



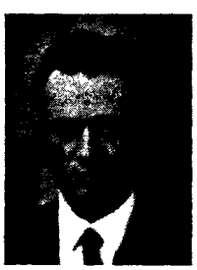
A. L. JONES,
Planning Manager.



G. S. SMITH,
Plant Engineer.



G. U. HOUK,
Purchasing Agent.



E. R. POWELL,
Development and Control.



E. R. STEVENS,
Superintendent, Plant No. 1



C. NOBLE,
Superintendent, Plant No. 2



C. H. KIRKMAN,
Night Supt.



W. P. MACCOY,
Personnel Manager.



A. J. KROLL,
Traffic Manager.



J. E. COLEMAN,
Supt. of Quarries.

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Sports

(*Continued from page 22*)

their passing completely baffling New York.

Torpey, Manville's center, led the scoring with 23 points, and played a great game. He was ably supported by Hinsenkamp, whose floor work and generalship were a great factor in winning the game. The New York team put up a game fight throughout, but the loss of Pope in the second quarter was a great handicap. Ferrantino and Douglas played a fast and snappy game, scoring most of the points for New York.

The line-up follows:

Manville		*New York*
Hinsenkamp, 11	F	Douglas, 6
Powelson, 2	F	Spence, 3
A. Soriano	F	Ferrantino, 9
Torpey, 23	C	Phillips
	C	Pope, 3
S. Palumbo, 2	G	Ratigan
H. Palumbo	G	Earle, 1
Strafford	G	
Emmons	G	

After the game, dancing and refreshments were enjoyed. Three bus loads of rooters accompanied the New York team.



Fair basketeers of the office at Waukegan Factory.

Waukegan is proud of its basketball team of office girls that has been organized this season for the first time.

Second place is held by the girls in the Waukegan Industrial Basketball League, with a record of five wins against four losses. This is a particularly good accomplishment since most of the teams in the league are made up of girls who have played together for several years. P. Mayer has coached the team.

The line-up includes: (forwards) Gladys Hangebrauck, captain, Ann Kuzmickus, Alice Butkus, and Hanna Hanford; (guards) Bernyce Jasukaitus, Rena Bryant, and Ione Williams; (center) Caroline Wightman, manager.

With a record of nine wins and one loss the J-M General Headquarters quintet is leading the Grand Central Zone Athletic Association tournament. Seven straight victories were won in the first half of the tournament.

A four-man team met the Fifth Avenue Bank quintet February 25 and the bankers scored a 22 to 19 victory. A 27 to 13 game was won March 7 by the J-M quintet when they played the Board of Education team. R. Williams of the J-M team was high point man for the evening, scoring 14 points.

A score of 29 to 15 in Johns-Manville's favor resulted from the game played with the MacFadden Publications team March 12. Carmine Ferrantino of the J-M team was high point man, scoring 11 points.

Four games remain in the tournament with the following schedule: March 18, Cushman Wakefield; March 26, General Foods; April 2, Warner Quinlan; April 8, Air Reduction Sales.



For the first bowling match of a series, two teams from Dayton Factory journeyed to Cincinnati and met two teams from Cincinnati Factory on February 21. Two four-man teams represented each location. All games were hotly contested, with the scores being quite close.

Cincinnati's first team won two out of three from Dayton, with a total pin margin of 127 pins. Cincinnati's second team, while winning two out of three games, was outpointed by 27 pins. The final results showed that the superiority of Cincinnati's teams was exactly 100 pins.

In a return match March 7, Cincinnati again won out. Their first team won two out of three from Dayton with a margin of only 65 pins. The second team reversed their stand of the first match, for while Dayton took two games from them, their margin was 130. The total margin of pins for Cincinnati was 195.

In the first match, R. R. Fey of Cincinnati was high man with Abe Kraak of Dayton next. In the second match William Ammann of Cincinnati was high, while L. J. Spangler, Cincinnati Factory manager, bowling on Dayton's team, was second. R. R. Fey had high three game total of the series.

A delegation of 22 men from the Nashua Factory went to Boston on February 25 for a bowling match with members of the Boston Office, this being a return match.

Arriving at Boston they went to the Elks Hotel, where they were guests at a dinner held by the Boston force.

Short talks were made by several executives present, and during the dinner a humorous sketch was given by Louis Cushman, who impersonated a woman, depicting the tearful departure of Miss Shingle from Nashua to Manville.

After the dinner the entire delegation retired to the bowling alleys of the Elks Hotel, and bowled until nearly midnight. Three teams were in progress off and on, and the first team of the Nashua Factory defeated the first team of the Boston Office, according to the following scores:

Boston		*Nashua*	
L. E. Cushman	287	J. C. MacIldowie	273
G. W. Esler	276	R. Woodward	253
W. G. Casey	242	J. Leinery	330
C. O. Garcelon	252	R. Farrell	255
A. H. Maccabe	288	E. Lenaire	262

This victory ties the teams as the Boston Office defeated the Nashua Office when they made the trip to Nashua.

Arrangements are now being made for a future date when members from Nashua and Boston Office will get together at some neutral place for a roll-off.

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ACL Doc 12772 · Page 26 of 26

asbestosclaims.law/library/12772/26