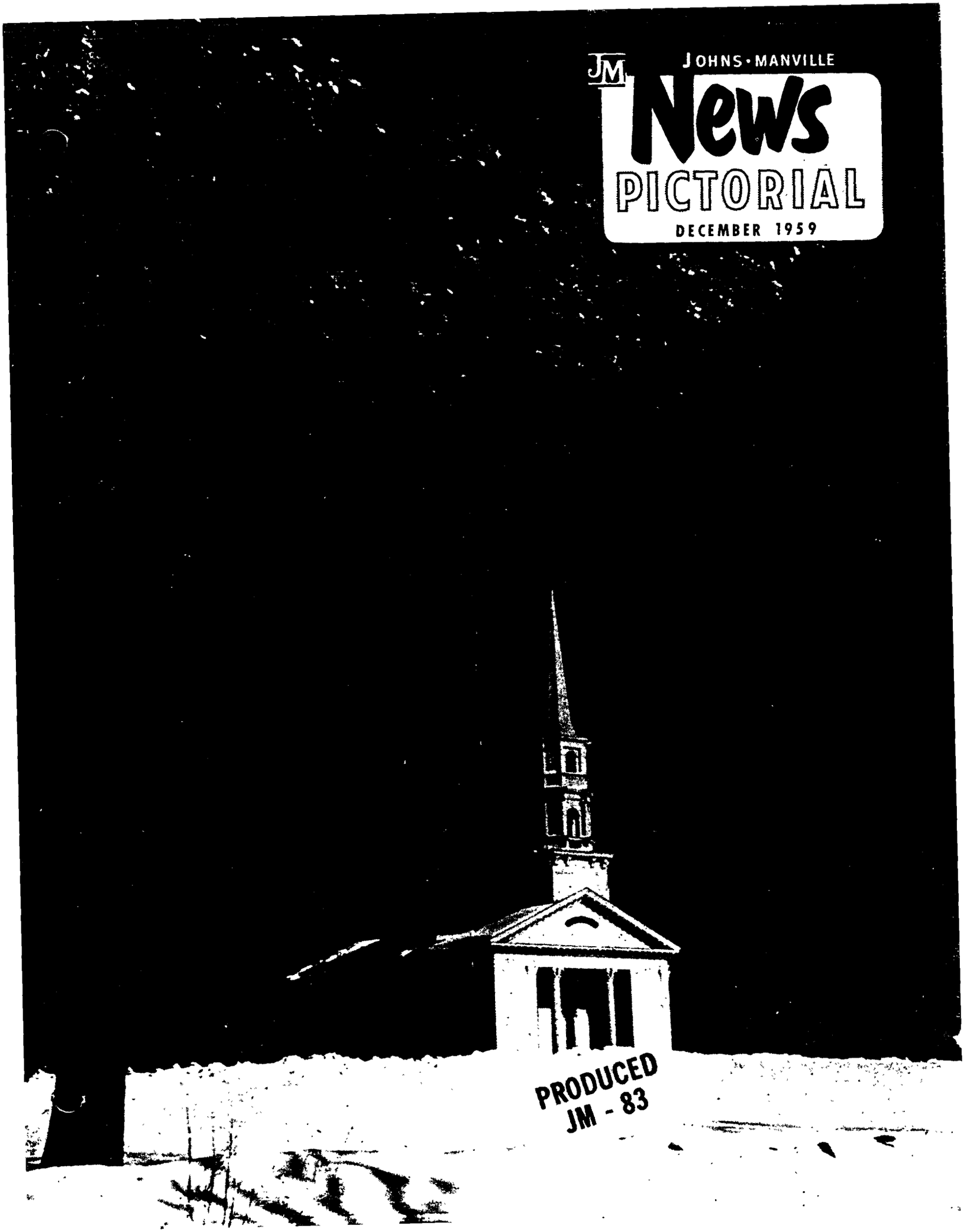


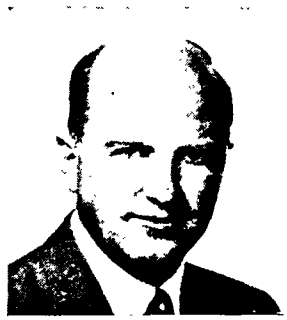
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Chairman Fisher; President Burnett

Johns-Manville's Board of Directors has approved major changes in the organization and delegation of responsibilities of the office of the company's Chief Executive Officer, the Chairman. Beginning January 1 the changes separate the posts of Chairman and President, both held by Mr. A. R. Fisher since November 1957. Mr. Fisher remains Chairman and Chief Executive Officer but will delegate operations to Clinton B. Burnett, President and Chief Operating Officer. Currently, Mr. Burnett is Executive Vice President.



A. R. Fisher



C. B. Burnett

President Burnett, Vice President for Finance Roger Hackney, Secretary and General Attorney Herbert M. Ball, and Vice President-Assistant to the Chairman John P. Syme will report to Mr. Fisher.

Vice Presidents for Research and Development, Production, Sales, Industrial Relations and Industrial Divisions, eight Division General Managers and the Assistant to the President will report to Mr. Burnett. The Director of Administrative Services will be responsible to Vice President for Finance Roger Hackney.



G. H. Martens E. K. Clark F. E. Dutcher



M. E. Sweeney W. J. Benning

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JM - 83

Building Products Sales Organization Undergoes Major Shifts January 1st

With the promotion of R. S. Hammond to the General Managership of the Building Products Division (see top story, Page 3), three other promotions and two organizational changes become effective with the turn of the year. The changes were announced by Chairman of the Board and President A. R. Fisher.

George H. Martens, Jr. was promoted to General Sales Manager of the Industrial Building Products Sales Department. He succeeds Mr. Hammond. Mr. Martens is currently Assistant General Sales Manager of the department, a title that will be abolished January 1st. Mr. Martens' successor will be M. E. Sweeney, who will be Sales Manager of the department. Mr. Sweeney is now District Sales Manager, Dealer Building Products, San Francisco.

Mr. Sweeney's replacement was announced by E. K. Clark, General Sales Manager of the Dealer Building Products Sales Department. Mr. Clark named Denver District Salesman Walter J. Benning for the San Francisco District Sales Managership. As is the case in most personnel changes covered on these pages, Mr. Benning moves into his new responsibilities with the start of the New Year. A salesman since joining J-M in 1943, Mr. Benning is a graduate of Denver University and a native of Pueblo, Colorado.

F. E. Dutcher's present title, Assistant General Sales Manager, DBPSD, will change to Sales Manager. He, Martens, Clark and Sweeney are Vice Presidents of Johns-Manville Sales Corp.



J. M. Shackelford A. V. Mitchell

Elect Shackelford And Mitchell As Treasurer And Assistant Treasurer

Roger Hackney, Vice President for Finance, announced two Board of Director appointments to officerships in Johns-Manville Corp. Each appointment became effective December 1st and resulted from the retirement of Joseph L. Wood, who had been Treasurer.

James M. Shackelford was appointed Treasurer. He joined Johns-Manville in 1934 in Research where he later became Office Manager. After his Army service and an assignment to capital expenditure planning, he came to the GHQ Analysis Department late in 1946. He served five years as Budget Manager, was the Acting Controller of the Pipe Division for one and a half years and was Assistant to the Treasurer July 1957 until January 1959. He was appointed Assistant Treasurer January 1959.

Alvin V. Mitchell, who was appointed General Credit Manager last July, has been appointed Assistant Treasurer. As both General Credit Manager and Assistant Treasurer, he will also perform the duties of Fiscal Assistant to the Treasurer. Mr. Mitchell began his J-M career in the Chicago Credit Unit in June 1937. He was Credit Manager there for six years until he moved to New York to understudy Mr. Wood's General Credit Managership last July.



H. E. Schall

FINANCE IS REALIGNED IN FIBER GLASS PLANTS

Fiber Glass Division's finance will conform to all finance organizations Jan. 1 when Controller H. E. Schall starts to report to H. E. Richards, Controller for Industrial Divisions. Houston Finance Manager George Sadorf will report to Building Products Controller O. F. Moore as of Jan. 1.

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Directors Elect New Vice Presidents

Chairman of the Board and President A. R. Fisher announced the Board of Directors' election of three Vice Presidents of Johns-Manville Corporation. The effective date of these promotions is January 1, 1960. Elected were: R. S. Hammond, who will become General Manager of the Building Products Division, as successor to W. R. Wilkinson, who has requested retirement; Don L. Hinmon who will be in the newly-created position of Vice President—Industrial Divisions; and Robert F. Orth, who will continue as General Manager of the Pipe Division.



R. S. Hammond D. L. Hinmon R. F. Orth

Mr. Hammond is presently General Sales Manager of the Industrial Building Products Sales Department.

Mr. Hinmon is General Manager of the Industrial Insulations Division and will continue in this capacity with the additional responsibility for the Fiber Glass Division. F. H. May, Jr., who continues as General Manager of Fiber Glass, will be responsible to Mr. Hinmon beginning January 1st (see right below).



W. E. Vogel P. L. Earle A. R. Girardi Stoddard Lane E. A. Paddock

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Vogel Shift Starts Chain-Reaction in Industrial Insulations Division; Sets Off Promotions at DHQ and Waukegan and Watson Plants

From Vogel - to - Earle - to - Girardi - to - Lane - to - Paddock - to - Stuchell - to - Joy certainly beats Tinkers-to-Evers-to-Chance. It began when Marine and Board Sales Manager E. R. Wilkinson transferred W. E. Vogel from Staff Manager to direct sales.

Bill's new sales territory is eastern New York and Long Island. But, as you already know, Bill's move was only the "initial move" that set the spark for six other moves around the country.

Until November 1st Paul L. Earle had been Acting Production Engineer for the Industrial Insulations Division. At that time Paul was able to drop the "Acting" title and also the "Production Engineer" part of the title to succeed Bill Vogel as Staff Manager in Mr. Wilkinson's section. Just as Bill moved into sales with eight years experience in merchandising our Nashua and Billerica products, Paul lugged an exceptionally diversified background to Bill's former job. He started in Research in November 1948 with a series of shifts moving him into a variety of production, engineering and industrial engineering posts before he had two quick exposures to "acting" spots—Acting Plant Manager at Nashua and Acting Production Engineer at DHQ. He'll assure anyone there's plenty of action in these so-called "acting" responsibilities.

The division reached coast-to-coast to fill Paul's shoes at DHQ and came up with Alex R. Girardi, who had been Plant Manager at our Watson Industrial Insulations plant. Alex first worked as a Statistical Clerk in New York but was transferred to Industrial Engineering and a succession of production engineering positions at GHQ and in our Pipe and Industrial Insulations Divisions.

That brings us to Stoddard Lane, who left Waukegan's Industrial Insulations plant where he was Production Superintendent for the plant. His first J-M experience at Waukegan was as a Scheduler in 1948 and he had been Production Superintendent since 1956.

Everett A. Paddock moved into Lane's superintendency. He's been a J-Mer 22 years and had been Scheduling and Finance Manager in Waukegan's Industrial Insulations plant.

NEWS PIC was not able to get photos of the next two who are part of the chain reaction. Glenn Stuchell went from Watson where he was Finance Manager to replace Paddock at Waukegan. He's had 13 years in J-M finance. Freeman R. Joy, another 13-year man, has returned to Watson from Los Angeles plant to assume Stuchell's finance post at our West Coast Industrial Insulations plant.



M. W. Burleson

BURLESON GETS NEW POST IN INSULATIONS DIVISION

M. W. Burleson becomes General Product Manager for the Distributor Insulation Products Sales Department beginning the first of the year. The new position is created to embrace all merchandising in the department, including construction, distributor relations, market analyses, and product engineering.



F. H. May, Jr.

TRANSFER FIBER GLASS TO HINMON'S RESPONSIBILITY

F. H. May, Jr., General Manager of our Fiber Glass Division, reports to D. L. Hinmon, Vice President—Industrial Divisions, effective Jan. 1st. Our Houston Corrulux plant transfers to the Building Products Division to be a responsibility of A. K. Higbee, the division's Production Manager.

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QCC CHAPTER IS ORGANIZED BY FLORIDA J-MERS

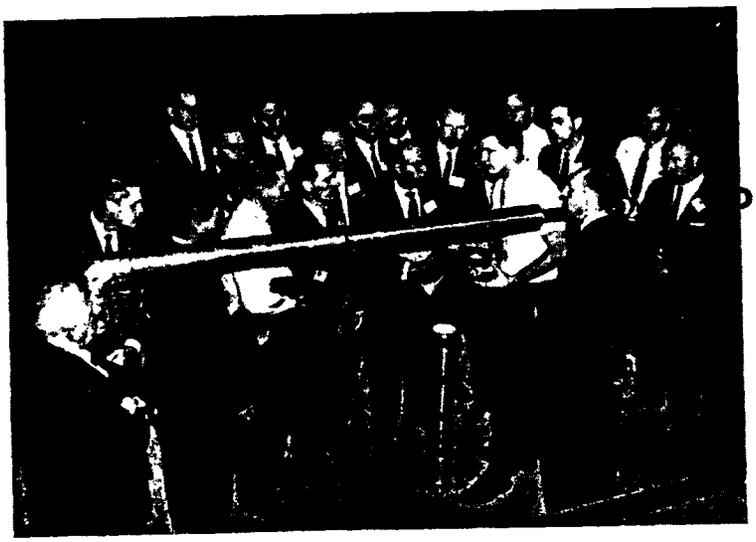
We now have a Quarter Century Club chapter in Florida. The new unit is different from other QCC chapters in that it's made up of 25-year veterans who were inducted by other chapters—retired J-Mers and salesmen working in the Florida area. Organization luncheons were held at Fort Lauderdale and at St. Petersburg. Thirty one retirees, salesmen and their guests attended the Lauderdale meeting while 49 gathered at St. Pete. The unit elected as its first slate of officers: President George R. Frankland, Vice President Seth J. Polcar, Secretary-Treasurer George W. Mather. Executive Committee members are George V. Fleck, Walter G. Wendland and William L. Rowe. The state-wide chapter will hold a meeting and election of officers every year. (Just before NEWS PIC went to press, we learned that Vice President Seth J. Polcar died on Nov. 24.)



SAFE FOR 2 YEARS PLUS

← Every year the National Mineral Wool Association asks member companies if any of their departments have gone two years without a disabling accident. "Safe Supervisors" of these departments are then awarded certificates. J-M's Alexandria plant topped the list with 9 supervisors. Red Compton (left front), Process Foreman; Charlie Sloan (right front), Tile Foreman; Jack Campbell (left rear), Inspection Supervisor and Jim Humphries, Assistant E & R Foreman, picked up their certificates at NMWA's midwest meeting.





Salesman Otto Knopf Joins QCC

Packings & Textiles Sales Manager A. B. Curtis (left) inducted St. Louis Salesman Otto Knopf into the Quarter Century Club while Mrs. J. L. McCullough, wife of our Dealer Building Products District Manager, watched the Park Plaza Hotel ceremony. Otto sells in the Tulsa, Oklahoma territory.

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JM1-83n Visit Manville Plant

Ed Cary (dark suit, right), International Special Representative—U. S. Export Accounts, was planning to have representatives of overseas oil companies visit Manville plant to see Thermobestos and Metal-On production operations when these men asked if their U. S. counterparts could come along, too. Ed called Tom Nicely, New York Area Sales Manager, Dealer Industrial Products, and the trip was arranged. Gus Pocius (in short sleeves), Molded Insulations Staff Manager, DHQ, demonstrates proper application of J-M's Metal-On insulation.

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MRS. AMERICA AWARDS DOOR PRIZE AT EXPOSITION

Mrs. America (Mrs. Margaret Priebe) ventured into the home town of last year's title holder. Mrs. Helen Giesse, in mid-November to take part in Johns-Manville's exhibit at the National Retail Lumber Dealers' Association exposition. Cleveland was the scene of the sixth annual show of our country's best building products. Mrs. Giesse met Mrs. America's plane and officially welcomed her to Cleveland. J-M's "No. 1 Salesman" was interviewed by newsmen, appeared on radio and TV and greeted builders visiting our booth.

At a breakfast for over 600 NRLDA officials and members, Dealer Building Products General Sales Manager E. K. Clark (left) and Mrs. America awarded the door prize—a truck load of Johns-Manville's Fiber Glass Home Insulation. The winner was Ed Wilson, Vice President of Lindsley Lumber Company of Miami, Florida.





Celite Pioneer Karl L. Dern Retires

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← Karl Ludwig Dern (left) cuts a cake honoring his December 31 retirement. Karl was a pioneer developer of Celite Division's Hyflo and then helped introduce it to industry by selling in Chicago, Cleveland and San Francisco. Helping celebrate the close of Karl's 38-year career are Celite's General Manager C. J. O'Neil (center) and General Sales Manager W. J. Bucklee.



NEW YORKERS DONATE 8 GALLONS OF BLOOD

Eight GHQ-DHQ-New York District J-Mers joined the Red Cross' gallon club this year as each deposited an eighth pint in our blood bank. *Seated from left* Rad Collins, Dick Sutton, Ruth Cervini, Bill Schoenfeld and Bob Goldthwaite. *Standing* Rod Horton and Carroll Lockwood. Tom Jackson missed the picture.



Houston District Quarter Century Club Chapter Elects Officers From Three J-M Divisions

Houston District's Quarter Century Club chapter has a head start on 1960. New officers, representing three J-M divisions, have been elected. Dealer Building Products Salesman Ralph Burk (right) is President, Packings & Textiles Salesman Larry Youhn is now Vice President and Industrial Insulations Sr. Sales Clerk Hazel Mangum serves as combination Secretary-Treasurer.

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Barnard Will Be Consultant and Advisor on Fiber Glass



R. H. Barnard

R. H. Barnard, President of Johns-Manville Fiber Glass Inc., will be Advisor and Consultant on our fiber glass business beginning January 1. He will assist D. L. Hinmon, Vice President for Industrial Divisions. Mr. Barnard will resign from the office of President of the subsidiary at the same time. When J-M Chairman-President A. R. Fisher announced Mr. Barnard's move he said, "We are fortunate to have the continuing advice and counsel of this experienced pioneer and leader in the fiber glass industry."

Randolph H. Barnard is a native of Washington, Indiana and holds a B. S. degree in Industrial Administration from the University of Illinois. During the early 30's he was one of the men responsible for a series of experiments in glass fibers, financed jointly by Owens-Illinois Glass Co. and Corning Glass Works. When it became apparent that the unique material could be commercialized, the companies formed Owens-Illinois Fiberglas Corp. Mr. Barnard became Executive Vice President of Owens-Illinois Glass Company. In 1944 Mr. Barnard formed Fiber Glass Inc., using his patented process for drawing fine glass filaments from glass marbles. This company merged with Libbey-Owens-Ford Glass Fibers Division in '55 to become L•O•F Glass Fibers Co. with Mr. Barnard President. J-M acquired L•O•F Glass Fibers Co. last year.





Manville QCC Chapter Chooses Its Officers And Trustees for '60

Manville's Quarter Century Club Chapter, which includes our four plants at Manville, Research Center and General Plant Engineering, has elected officers and trustees for 1960. *Above left* Superintendent of Rock Wool B. Stuart Jewell (left) is President of the Chapter, Industrial Relations Sr. Records Clerk Sonia Karwatt is Vice President, Research Center Sr. Section Chief Robert E. Parry (2nd from right) is Secretary and Building Products Plant Manager W. F. Fischer is Treasurer. *Below left* Building Products Scheduler Jack Cardillo, Pipe Finance Sr. Clerk Frank Dudash and Packings & Friction Materials Finance Principal Order Clerk Henry Hinsenkamp are now Trustees of Manville's chapter.

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C. P. O'Donnell

Chuck O'Donnell Assistant Ad Manager for 3 Divisions

C. P. (Chuck) O'Donnell is now Assistant Advertising Manager for products of three J-M divisions, Asbestos Fibre, Celite and International. He has over two years J-M experience as a Copywriter in Bill Woods' Packings & Friction Materials ad section. Previously he had been in the advertising department of Monsanto Chemical Co. He is successor to W. D. Dowling, who entered an advertising agency's publicity department.

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J-M PIPE, COLORLITH AND NEW COLORCHIP ARE FEATURED IN A REVOLUTIONARY HOUSE DESIGNED FOR NEW IDEAS AND MORE VALUE



Edith Brazwell Evans

To give home buyers more for their investment, Edith Brazwell Evans, editor-in-chief of *LIVING For Young Homemakers* magazine started digging into fundamental aspects of residential design and construction. The Asbestos-Cement Products Association cooperated by supplying new products and helping devise new uses for existing materials manufactured by member companies. Johns-Manville is active in this association. From this study and innovation ACPA's Research House in Oklahoma City came into being. The revolutionary home was designed by architect R. Duane Conner and constructed by Joel Coley, an Oklahoma City builder.



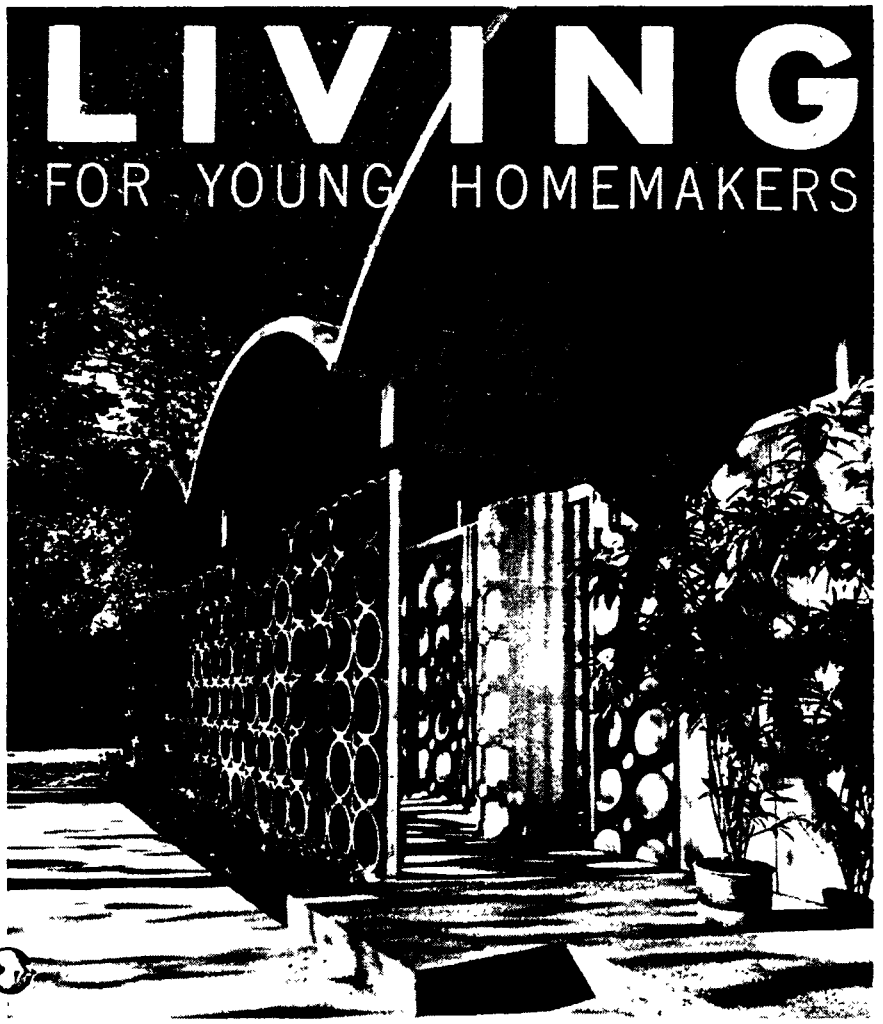
E. A. Dennison

Johns-Manville is well represented in this house dedicated to asbestos-cement products. In fact, three divisions took part in the venture. Building Products Manager for Sales Engineering E. A. Dennison represented J-M on the project and his staff prepared working drawings. Our Pipe Division's products were employed in both usual and novel ways, including striking entrance-way grillwork (below). Industrial Insulations fabricated Colorlith and new Colorchip for unusual applications. Plants engaged in the three-division endeavor were Denison, Manville, Nashua and Waukegan.

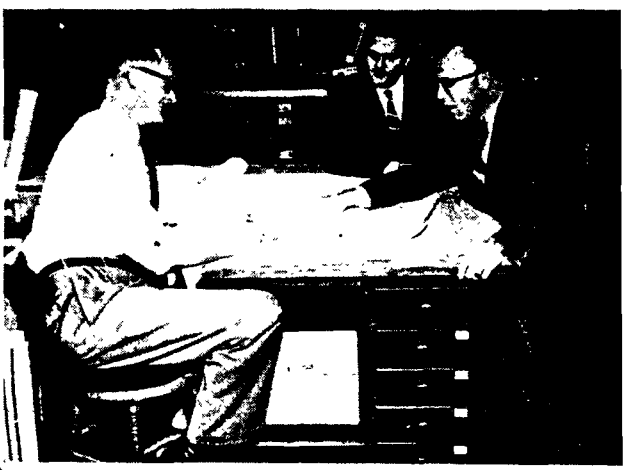
Filled with new ideas, new products and new uses for established products, the research house is already being studied by scores of architects, home builders and do-it-yourselfers.

Joel Coley (left) built the research house that internationally known architect R. Duane Conner (right) designed along with the members of the Asbestos-Cement Products Association, including Johns-Manville.





Here is the cover of next February's *LIVING For Young Homemakers*. The house will be the subject of that issue's feature article. Many of these photos will appear in full color.



From left Ray Cassidy, Sales Engineering; Tad Gillen, Pipe; Bob Lohse, Industrial Insulations; review Ray's drawings for the house.

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J-M'S TRANSITE, COLORLITH, COLORCHIP ARE ON DISPLAY IN ASBESTOS-CEMENT HOUSE



Center of interest in the main living area is an ultramodern fireplace. Living, dining and kitchen areas form one large room, separated only by a curved partition. The roof-supporting columns are Johns-Manville's Transite pipe.



Floors throughout most of the Asbestos-Cement Products Association research house are alternating two-square-foot blocks of our Colorlith in Charcoal Grey and Cameo Brown. Colorlith also forms patio floor (in background).

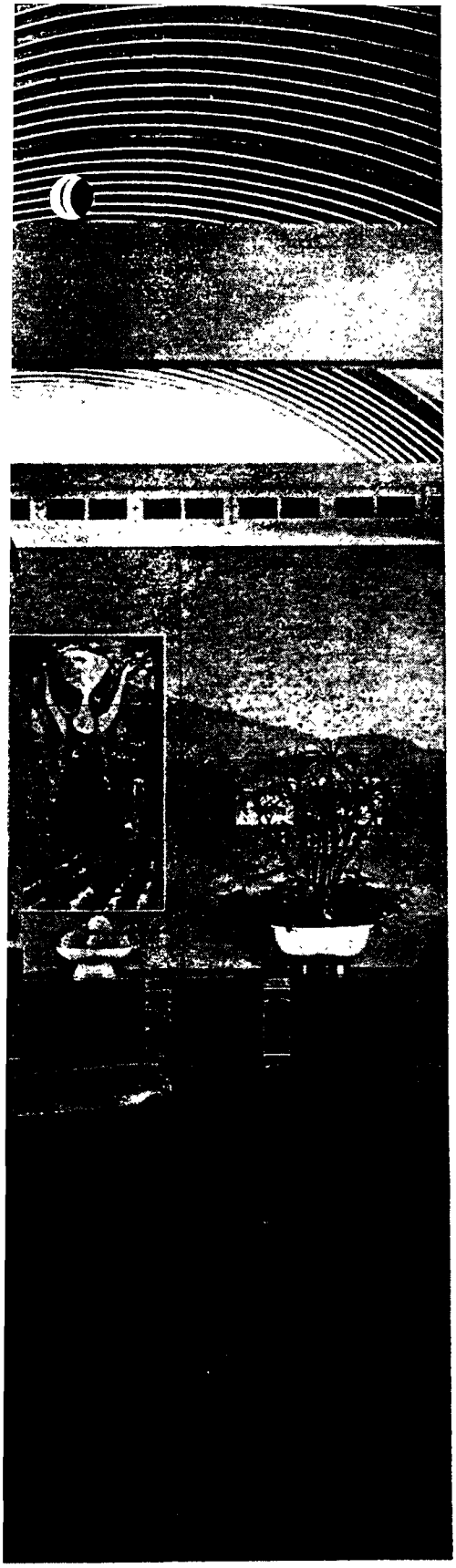


When you first enter the house you walk on a Colorli see a Colorchip wall. Colorchip, a marble-like Color and Charcoal Grey imbedded in its surface, is also f

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Our Colorchip forms a wall of the den Transite is used for water and sewer pip cal and phone cable ducts, entrance gri

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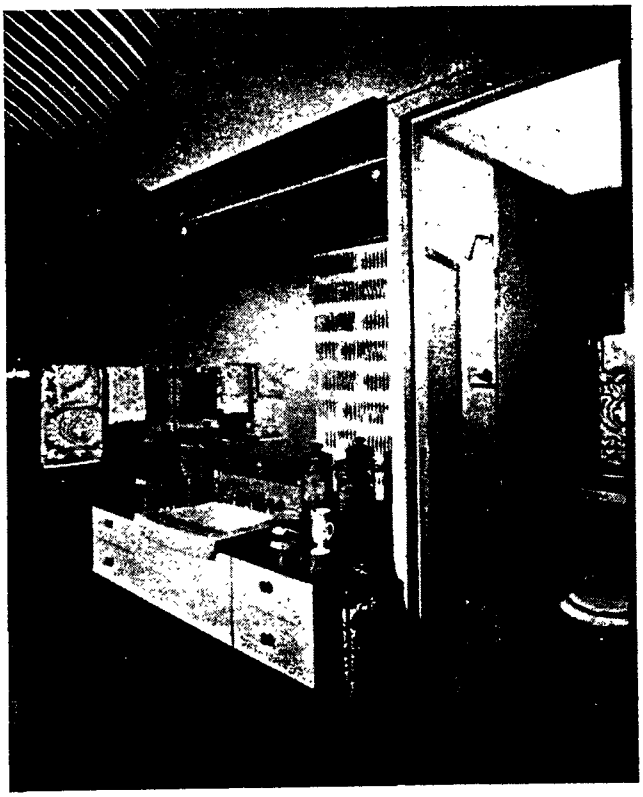
floor and directly ahead you
with chips of Cameo Brown
tured as a table top material.

ght) and appears in bathrooms and kitchen.
, heating-cooling ducts, underfloor electri-
ge (page 7) and flower pots on the patio.

(Photos courtesy of LIVING For Young Homemakers)

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* * *



This large mirror and modern sink are actually in a bedroom, separated from the rest of the room by a curtain of woven asbestos. The counter areas on each side of the sink are J-M Colorlith. Floors in the bathroom and stall shower are Colorchip. This bathroom is a part of the master bedroom. The unusual asbestos-cement house has two more bedrooms, one of which also has a bathroom.



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OFFICE TEAM WINS SOFTBALL TITLE, INDIVIDUAL PLAYERS WIN TROPHIES

Manville's office team won 1959's J-M Club softball title and Frank LaMonica won a trophy for hitting .469, Chester Machala for no losses on the mound, Jim McCormick as manager and Anthony Petrone for two wins in the state playoffs. *From left, front row* Frank LaMonica, Anthony Petrone, Richard Obszarski, Jim McCormick and Chester Machala. *Middle row* Leonard Wastack, Richard Deto, Lou Hemerda, Gerald Haver, Thomas Jubak and Raymond Tylecki. *Rear row* Thomas Russo, Frank Kemp, Peter Ferloga, John Smith and John Angelovic. Richard Obszarski (seated, center) is the team's bat boy.



SANTA AND REINDEER LAND ON ROOF OF JARRATT PLANT'S J-M CLUBHOUSE

Snow or no, Santa's reindeer-powered sleigh can always land on a J-M roof at Christmas. He doesn't care if the area has pine or palm. Whether snowbound or warm, east or west, last-minute shoppers are rushing, trees are being trimmed, stories of the Christ Child and Santa Claus are told, churches are full and everyone is waiting for the magic morning. J-Mers at our Jarratt plant proclaim the season with Santa Claus, his eight tiny reindeer and his sliegh crammed full of toys coming in for a landing on the J-M Clubhouse's rooftop. As Santa says while he flies through the skies, "Merry Christmas to all".

Announcements

RETIRING—JANUARY 1

RAYMOND A. CHYNOWETH, Chicago
OVILDA DECOTEAU, Nashua
KARL L. DERN, San Francisco
FRED W. FLEMING, Manville
GEORGE J. HARRIS, Pittsburg Plant
WILLIAM HOWSE, Jeffrey
WILLIAM A. RILEY, Asbestos
CAUSIE STOCKWELL, Waukegan
ALBERT WAINES, Toronto District

CONDOLENCES

MARY LUKACS, Manville, Oct. 27.
CHARLES E. TOTTEN, Manville, Oct. 28.
MICHAEL BARNA, Manville, Oct. 31.
FRED D. DOUGHERTY, Cleveland, Nov. 1.
ANDY JANOVICH, Zelienople, Nov. 4.
FREAS L. HESS, Manville, Nov. 7.
WILLIAM A. WALLACE, St. Louis, Nov. 15.
PAUL T. PHILLIPS, Cincinnati, Nov. 17.
GERALD W. WILSON, General Headquarters, Nov. 23.
EPHREM BEAURIVAGE, Asbestos, Nov. 28.
KATE HARAPAS, Manville, Nov. 28
ALBERT RONDEAU, Asbestos, Nov. 28.
ALFRED C. VIEBRANZ, New York, Dec. 1.

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J. O. Eby

JEFFREY MINE'S SAFETY RECORD CLIMBS TO 2,383,000 HOURS

Jeffrey Mine's all-time J-M safety record is still going up. In 39 days since NEWS PIC reported the October 28th total, 426,000 manhours have been added to the total. Our Canadian J-Mers have worked 2,383,000 manhours without having a lost time accident. This is some 229,223 manhours less than the record in the underground, non-metallic mining industry. U. S. Steel's Michigan Limestone Division holds the best previous record of 2,612,223 hours according to the National Safety Council. Jeffrey Mine's Manager is J. O. Eby. January's NEWS PIC will bring you the latest news of Jeffrey's record.

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JM JOHNS-MANVILLE
News PICTORIAL
Printed in U. S. A.

22 East 40th Street
New York 16, N. Y.

A. R. Fisher, *Chairman of the Board and President*
Clinton B. Burnett, *Executive Vice President*
Herbert Morton Ball, *Secretary* James M. Shackelford, *Treasurer*
Published by the Office of the Vice President for Industrial Relations

30,000 VOTES FOR US

In round figures 30,000 represents the number of stockholders in our cheering section—rooting for all 22,000 of us.

They are quite a group.

Some 1,800 are J-Mer's who pitch in as both employees and stockholders. The rest are farmers, mechanics, colleges, banks, rich people, insurance companies, clerks, mailmen, housewives—you name it—we probably have one among our many supporters.

They all have one thing in common—confidence in us and our ability to make good.

And you can bet it's real confidence or they wouldn't plunk down hard earned cash to buy a piece of J-M. They do this in the belief that we will make a profit and pay a reasonable dividend.

Their original investment makes it possible for us to buy tools, supply jobs and make products. Their profits which are plowed back into the business make it possible to grow and expand and supply more products and more jobs.

In total, they represent 30,000 votes betting on our future.

MORE AND MORE HOMES

Home ownership in the U. S. is on the upswing.

Ten years ago 51 out of each hundred non-farm families were settled in their own homes. By the end of this year 58 out of every hundred families will have a home to call their own.

Couple this with the zooming increase in the total number of families. The result is a steady demand for more and more new homes and for the enlargement and improvement of existing homes.

From our standpoint—good news.

A healthy, long-term home building activity will stimulate all our markets and provide us with some great opportunities.

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WORD WISE



Learn from the mistakes of others.
You can't live long enough to make them all yourself.



'Twas the night before Christmas

$65,000 LUNCHES?

Sounds crazy doesn't it. But it happened in Germany after World War I.

In 1919 it took approximately 4 German marks to equal the purchasing power of one American buck. Inflation ran wild in 1922-23 and by November, 1923, it took 4,200,000,000 marks to equal $1. Newspapers sold for 200,000,000 marks per copy.

What happened to the people? In 1920 an 18-year-old German boy inherited 650,000 marks. It was worth $65,000 at the time. He was to receive the money when he was age 21, and he became 21 in the middle of 1923. With his entire inheritance he was able to buy only one meal.

If that's what inflation causes . . . it's certainly something we should all fight against.

CHRISTMAS, 1959

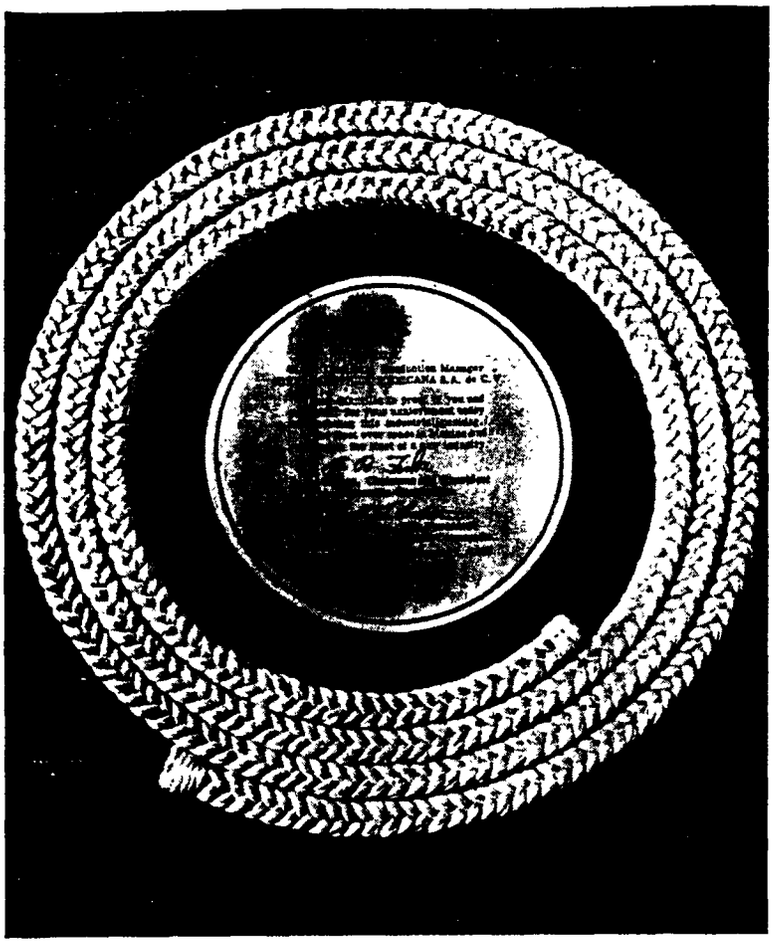
Every year about this time there spreads across the nation an intangible something.

It's a spirit of good fellowship
It's a feeling of cheer
It's joyous; It's reverent
The Yule Tide is here.

In 1959, as in years gone by, the greeting for one and for all is MERRY CHRISTMAS AND A HAPPY NEW YEAR.

COVER PIX *Photo by Louis C. Williams*

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Plaque Honors 1st Packing

Johns-Manville Mexicana S. A. de C. V. produced its first industrial packing on August 7th. To commemorate this event at our Mexico City plant, the Centripac® was framed with a special plaque. The inscription, which is addressed to Production Manager Victor Landreth, reads, "Johns-Manville is proud of you and your staff for your achievement today in producing this industrial packing. It is the first ever made in Mexico and represents the start of a new industry".



MONTREAL INSTALLS TIME-SAVER

Montreal now has the latest in telegraph equipment—a Desk Fax machine which prints incoming and sends outgoing wires. It speeds service while eliminating errors, phone messages and hand deliveries. Teletype Operator Monique Martin and Office Manager Alex St. Onge check first wire received.



GIL CULLEN TALKS ON TRAINING

GHQ Manager for Plant Training J. G. (Gil) Cullen conducted a program at our Alexandria plant and, while there, spoke to the Management Club on training's importance. To Gil's left is Industrial Relations Manager O. L. Binder.



CREDIT MANAGERS MEET IN NEW YORK CITY

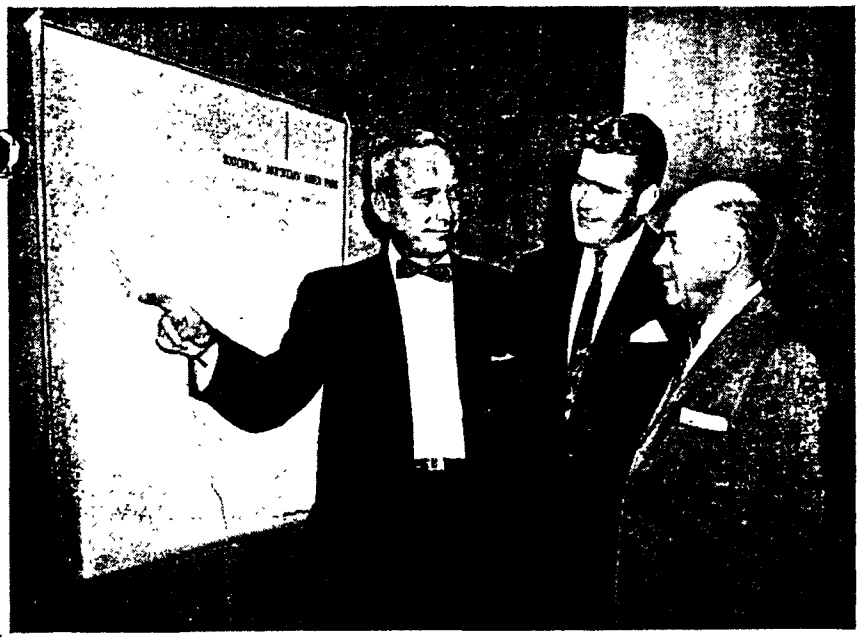
J-M's Credit Managers converged on New York City for their bi-annual credit conference October 26-30. Treasurer J. L. (Joe) Wood (seated) was chairman for the meeting. *From left* Spike Hancock, New York; Carl Otter, Cleveland; Gordon Perdue, New Orleans; Al Ahlgren, San Francisco; Dick Davis, Chicago; Al Mitchell, GHQ and Al Duff, Toronto. All are Credit Managers except Al Mitchell who is J-M's General Credit Manager.



Carl's Shoe Retires; He Doesn't

Denison plant Platform Truck Driver Carl Weger used his head—and saved his toes. When a 10-ton truck ran over Carl's foot, his safety shoe took the damage. As the sign says, "Only the shoe is retired!".

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J-M Donates Land for Park

Pete Soroka, Business Manager of our Research Center, points out a tract of land J-M has donated to Somerset County's Park Commission. The 16 acres, located in Bridgewater Township, will be a part of the proposed 1,450 acre Watchung Mountain Park. Richard B. Sellars (center) is chairman of the commission and W. F. Fischer, Manville Building Products Plant Manager is a member of the commission. Chairman Sellars said the donated land, "is a choice piece of property that will fit in so well with the plans for Watchung Park".



EMMA LEE IS ONLY INDUCTEE FOR 1959 AT SAN FRANCISCO

Emma Lee is San Francisco's "QCCer of the Year" —the sole Quarter Century Club inductee in '59. She is shown after receiving a watch from Chapter President Larry Osborn. Emma started in St. Louis as a Dictaphone Operator, moved to San Francisco in 1944 as Chief Order Clerk and is now Office Manager.

REMINDER:

Social Security Deductions Will Increase to 3% In January



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Your Social Security payments go up on January 1, 1960. Deductions increase to 3% of the first $4800 of your yearly pay. During 1959 you have been paying 2½% of your first $4800. J-M's share of your Social Security tax also goes up to 3%—the company always matches your deduction. During 1958, amendments to the Social Security Act made benefits more liberal and provided for this increase in the tax. There will be increases in the tax during the next 10 years until a maximum of 4½% is reached. Your local Social Security Field Office has free booklets explaining the amendments and the increased benefits you will receive when you retire.



JEFFREY TESTS ALUMINUM TRUCK

Jeffrey Mine Shovel Oiler Elzear Berard (left) and Ralph DeSico, a visitor, watch as six tons of ore are dropped 10 feet into an experimental truck body made of aluminum. Jeffrey tested the light-weight aluminum because it carries 4 tons more than a steel body of similar size. Can aluminum stand the stress? Yes. The truck is now in use, cutting costs by carrying 26½ tons compared to 22½ carried in our steel truck bodies.

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J-Mers Play "Santa Claus" for Orphans in New York Area

Christmas will be brighter for many orphans in the New York area thanks to J-Mers in GHQ, DHQs, and New York District. The Salvation Army collected funds to purchase gifts and hold Christmas parties for children. Displays, like the one being arranged by Industrial Relations' Delia McNulty, reminded J-Mers to help.



New England Industrial Nurses Tour J-M's Nashua Plant

Clelan Winn, Planning & Scheduling Supervisor at Nashua plant, explains the manufacturing processes and uses of our industrial insulations to members of the New Hampshire Industrial Nurses' Association who visited the plant. *From left* M. Leona Shea, Evelyn Marquis, Eleanor Mayo, Eunice Owens and Dorothy McLeod.





What is Al Shultis' Secret for Success? "Be Persistent"

Looks like Al Shultis, New York District Engineer, Industrial Building Products, is telling a fish story—and a good one. Actually he's telling a *true* deer story. Al saw the deer in mid-afternoon and tracked it for three hours before he lost it in the dark. Early the next morning Al was at it again and this time he got the six point buck he's describing with full gestures.

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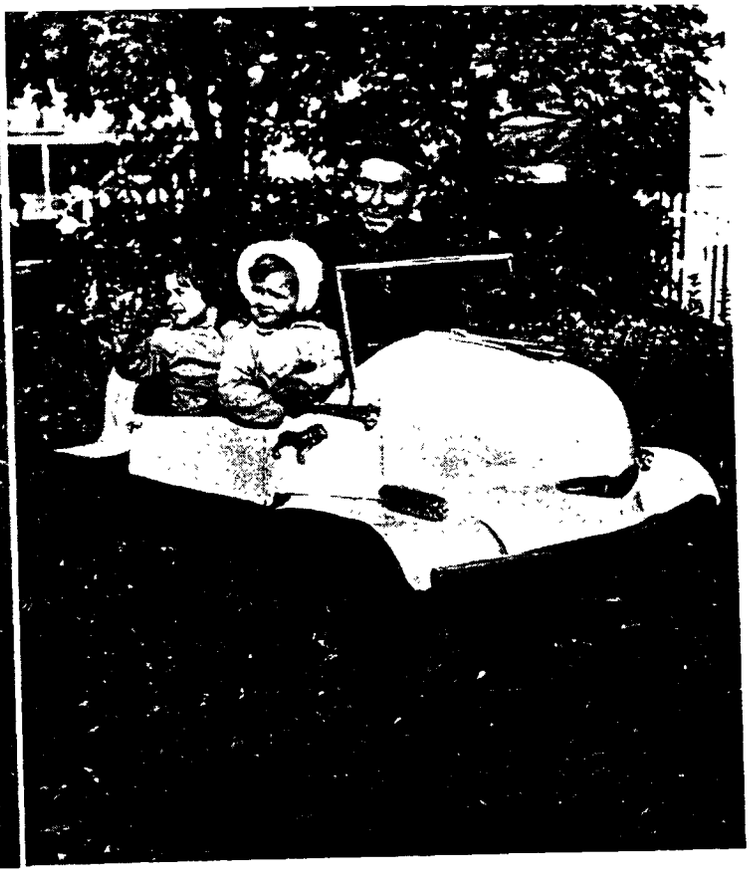
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SOUTHERN PACIFIC IS CHANGING ITS SHOES

Waukegan Packings and Friction Materials Plant Manager Gordon Simmons (at right) and Sr. Industrial Engineer Howard Howe check a Cobra® Brake Shoe just before another carload of the product is shipped to California. Once there, the Cobra Shoes will be installed on cars of the Southern Pacific. Railroad, replacing cast iron shoes. A combination of specialists developed the brake blocks. Westinghouse Air Brake, specialist in braking, and Johns-Manville, specialist in friction materials, joined forces to form the Railroad Friction Products Corporation.

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Top Speed: 16 MPH; Mileage: 60 a Gallon

Ford has its Falcon, Chevrolet has Corvair, Chrysler has Valiant but Diana and Mary Sue have their own custom made compact car—the "Quarter Century". The girls' father, Ray Panek, is in Manville's Thermobestos Department and Ray's father-in-law, Steve Balint, is a Manville Garage Mechanic. Steve built the car for his granddaughters. Constructed from parts of a washing machine, grass cutter, Chevrolet, scooter, Packard, refrigerator, bicycle and an ice cream machine, top speed is 16 mph and it averages 60 miles to a gallon of gas. Diana (wearing a hat), Mary Sue and the family pet, Cocoa, supervise grandpop.



SPOTS DISPLAY CASE SAMPLE WANTS TO TAKE IT ALONG

"What about that one?", asked Bob Silverman, indicating a package of our Fiber Glass Garan Roving held by George Smead. Bob is purchasing agent for the Plastics Division of General American Transportation Co. He stopped in Toledo DHQ to place an order for 100,000 pounds of Garan Roving *when* we can ship—the demand for our roving is so great we cannot fill orders immediately. Bob saw the display case sample and wanted to take it along. At left is Equipment Insulations Salesman Ed Turner. George Smead is Plastics Reinforcements Staff Manager.

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HOLD HOME INSULATION HUDDLE BEFORE MEETING CUSTOMER

Going east from Toledo, we find Fiber Glass the subject under discussion in Boston, too. In this case J-M's Home Insulation was the topic of a "warm-up" meeting. *From left* Dealer Building Products District Manager Grant Bishop, Home Insulations Product Manager Jim Bettridge and Salesman Walter Clark. The meeting gave Jim a chance to bring Grant and Walter up-to-date on the plus features of our insulation before the three J-Mers talked to a customer. Our Fiber Glass Home Insulation is also making news in Cleveland. See "Mrs. America" story on page 5.

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CAROL NOLL IS JET GUEST

Carol Noll was treated to a courtesy flight on a United Airlines DC-8 jet. She is Secretary to Corona Technical Department Staff Manager L. E. McDuff and one of her regular duties is arranging time-saving plane reservations. During the flight up the California coast to San Francisco and back, Carol gained first-hand impressions of the J-M Fiber Glass insulation which controls sound in the passenger cabin. Says Carol. "It couldn't be quieter".



OPEN SUBURBAN PIPE LINE

Water is now being supplied to the outskirts of Edmonton, Alberta, through 60.000 feet of J-M's Transite Pipe. Included in the 12-mile area are the Municipal Districts of Leduc and Strathcona, the town of Leduc and the new Edmonton International Airport. Shown at the opening of the pipe line are, *from left* A. E. Zeiner, Reeve of Leduc District; E. Keith, Reeve of Strathcona District; F. J. Mitchell, Mayor of Edmonton; W. A. Patrick, Associated Engineering Services Ltd.; Cliff Argue, Anthes-Imperial Ltd.; V. R. Currie, Transport Department's Resident Engineer; Alex Taylor, CJ-M Salesman; Bill Pawliuk, Pawliuk & Sons; J. M. Tweedle and D. B. Menzies, City of Edmonton Commissioners and Wes Bell, Transite Pipe Instructor.



Asbestos Construction Co. Visits Nashua and Billerica

Staff and sales members of New York City's Asbestos Construction Company visited our Nashua and Billerica plants to see products they install and sell being made. Nashua Production Superintendent Norm Grey (left) guided the visitors from our oldest Industrial Contract Unit. *From left* Chairman and General Manager R. D. Peck, President B. G. Davidson, Manager of Inside Services W. B. Silk, Sales Engineer E. P. Brandt and Sales Engineer Frank Neunzig.

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