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M. F. MacDonald A. B. Marchant W. L. Miltimore W. H. Graham Edward Luczycki Jerry Attridge

RECENT

BUILDING PRODUCTS DIVISION

MURRAY F. MACDONALD has been named to the newly created position of Principal Assistant to the General Manager. Murray will assist the Division General Manager in the performance of his general responsibility and will act for him in his absence. Murray has served J-M since 1936. His previous position was that of East Central Regional Sales Manager.

A. B. MARCHANT, formerly Plant Manager of Waukegan (Ill.) Building Products Plant, has been named to the newly created position of Assistant Production Manager, BP/D. This position has been created to take over some of the duties of Division Production Manager because of the increase in number of plant locations within the past 10 years. "A. B." started with J-M in 1939.

WILLIAM L. MILTIMORE, Jarratt (Va.) Plant Manager since 1956, is appointed Waukegan Plant Manager. Bill has 35 years of J-M service.

WILLARD H. GRAHAM, who started the new Klamath Falls (Ore.) Plant in 1957, is promoted to Jarratt Plant Manager. He has also served as Natchez Plant Manager.

EDWARD LUCZYCKI is promoted from Superintendent of Production at Klamath Falls to Manager of Klamath Falls Plant. Ed started with J-M at Jarratt in 1939.

JERRY ATTRIDGE has been promoted to Product Planning Manager for Asphalt Roofing Products and Insulating Siding Products in DHQ, New York. Jerry joined J-M in 1952 and has been Assistant Product Manager, Flooring Materials since 1959.



C. J-M'S CHAIRMAN RECEIVES DEGREE

Karl V. Lindell, right, Chairman of the Board, Canadian Johns-Manville Co., Ltd., and General Manager of Asbestos Fibre Division, receives the mantle of honorary Doctor of Science from the Rev. Father Antoine Sirois, left, Secretary General of University of Sherbrooke, Quebec, Canada. C.J-M's Chairman also holds an honorary Doctor of Science degree from Laval University, Quebec.

INTERNATIONAL DIVISION



W. E. Lehmann R. S. Olsen

WOLFGANG E. LEHMANN has been named Vice President and Director for Europe of Johns-Manville International Corporation. He has announced appointment of three Area Managers in Europe. Hugh Grehan has been named Area Manager of Northern European District with Headquarters at London Office. Hans J. Kuhn has been appointed Area Manager for Central European District with headquarters in Wiesbaden Office in Germany. A. L. Cini, of Milan Office in Italy, has been named Area Manager of Southern European District.

R. S. OLSON also has been named a Vice President of J-M International Corporation. Olie, who is Manager of Engineering for International, joined J-M in 1941 as Assistant Building Products Manager of International.



Interested in Writing To a Retiree?

You can always get his up-to-date address by sending your request to:

Clerk-Retirement Plans
Office of Industrial Relations
General Headquarters
New York

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J-M ASSIGNMENTS



P. A. Martinson R. H. Cipolla Herbert Kranich J. H. Corbett



J. C. Kingsbury Earl Rosa M. B. Mickelsen R. E. Dowse N. V. Becker

NEW BUSINESS POST



H. S. Goodspeed

HENRY S. GOODSPEED, JR., has been named Chief of the newly created Structural Components Section of New Business Department. The Section will be responsible for the design, development, and evaluation of new component systems for both residential and non-residential buildings. Henry joined J-M in 1956. Since 1959 he has been a member of Assembled Units and Structures Section at Research Center.



Sokal Is Named Jaycee of Month

Andy Sokal. right, Superintendent of Microlite and Acoustical Panel Departments at Parkersburg (W. Va.) Fiber Glass Plant, was selected June Jaycee of the Month by Parkersburg Area Jaycees. President of the Junior Chamber of Commerce group, Adrian Morrison, left, presents Andy with the certificate. A[illegible]mber for little more than a year. Andy has directed and participated in many of the group's activities.

CELITE DIVISION

New organization creates three separate operating units within Celite Division: Celite Sales Department under direction of General Sales Manager, DHQ. New York; Cement Additives Unit controlled by Unit Sales Manager, DHQ, New York; and the newly organized Perlite and Minerals Unit, conducted by Manager of Perlite and Minerals Unit, with headquarters at Joliet (Ill.) Plant. The following appointments have been announced:

Celite Unit

P. A. MARTINSON has been named to the newly created position of Assistant General Sales Manager, Celite. Perry joined the company in 1937 at Chicago. He sold Celite at Minneapolis before coming to New York in 1953 as Product Manager for Fillers. He has been Merchandise Manager since 1957.

R. H. CIPOLLA has been named Merchandise Manager. Celite. Dick came to J-M in 1949 as a Salesman-in-training. He has been Product Manager for Fillers. since July, 1957.

HERBERT KRANICH, JR., has been appointed Product Manager for Fillers. Herb joined Celite in 1952 as Salesman-in-training. Since 1958 he has been Staff Engineer, Merchandise Dept.

J. H. CORBETT has been named Product Manager for Filter Aids. John started in Celite Research in 1936. Since 1955 he has been Staff Engineer in Merchandise, specializing in filtration.

J. V. DENBOSKE, Salesman, Chicago Celite District, has been transferred to DHQ, New York, as a Staff Engineer. R. P. SOBOLEWSKI, Salesman at Indianapolis, has also been transferred to DHQ as a Staff Engineer.

Perlite & Minerals Unit

J. C. KINGSBURY has been named Manager, Perlite and Minerals Unit. Jack has been in charge of Joliet and Antonito (Colo.) operations and has had special assignments since J-M acquired these operations from F. E. Schundler & Co. in 1959. Jack was with Schundler & Co. for 17 years, serving as Executive Vice President for six years prior to acquisition.

EARL ROSA has been appointed Manager of Joliet Plant. Earl also worked for Schundler & Co., serving as Sales Manager for all insulations for several years. He assisted in acquisition transition as Office Manager.

M. B. MICKELSEN continues as Mill Manager at Antonito. He is the original discoverer of Seven Hills perlite deposit. "M. B." sold the deposit to Schundler & Co. and has served as Plant Manager since that time.

ROBERT E. DOWSE has been appointed Supervisor, Perlite Ore Sales with headquarters at Joliet. Bob was with Schundler & Co. 10 years prior to acquisition.

NORBERT V. BECKER is appointed Manager, Quality Control & Development for Perlite & Minerals Unit. Since 1955 he has been Technical Director of Joliet operation.

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"Everything Goes" at Waukegan's 13

Waukegan staged its 13th annual Spring Festival this year under the title "Everything Goes". It was a three-day affair this time, with the stage production presented on Thursday and Friday. The Coronation Ball, at which Miss Jayemmer 1961 was crowned, followed on Saturday night, May 27. For weeks many a J-Mer gave freely of his or her free time in rehearsals and production prep-





Above left: The Miss Jayemmer Court included, from left, Ivy Baranovic, Debbie Faurbo, Liz Kuhar, Mary Ellen Renick, and Agnes Wood. *Above right:* The Court also included, from left, Dolores Vutera, Barbara Perrone, Ronnie Gannon, and Sandy Benson Hampson.

Left: These backstage cut-ups indicate the variety of acts in "Everything Goes". From Men's Can-Can Line are Mike Sivetts, right, and Ed Jurgaitis, right background. The painted faces belong to Donna Ames, left, and Margie Patterson, center, from Cannibal act. Louise Cretan, a J-M Sweetheart, is at right center. The girls in top hats are from the Kick-Line. Helen Heaven is first and Barbara Perrone is behind her. Making the cherubic face in middle background is Ann Caravello. The girl at right behind her is Nikki Strader. Both were in Kindergarten Days.



Known as the J-M Sweethearts, these four pretty maids sang "Wait for Me Mary" in "Everything Goes". They are, from left, Gretchen Gissibl, Louise Cretan, Joyce Heisler and Dolores Vutera.

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h Spring Festival

arations. Among the many who made the show a success were Ed Garolis, Chairman and Director, and Glenn Steeley, Master of Ceremonies. Mae Trainor was Queen Contest Manager.





Above: Ivy Baranovic, seated, was elected Miss Jayemmer 1961 by Waukegan employees. Maid of Honor is Sandy Benson Hampson, right. Ivy, who works in Direct Order Handling Dept., Building Products Plant, was crowned by Norman J. Gray, Manager of Industrial Insulations Plant. Sandy works in Finance Office, Packings & Frictions Plant. Miss Jayemmer 1960, Mary Jo Stripe, and Maid of Honor, Arlene Halter, participated.

Announcements

QCC INDUCTEES

At LONG BEACH PLANT, Aug. 10 dinner, Reef Restaurant, Long Beach Harbor.
LEONARD M. ROBINETTE

IN MEMORIAM

HAJIME FUKUOKA
Japan, May 8
ROLAND O. NELSON
Chicago, May 12
EDWARD J. SULLIVAN
Philadelphia, May 13
BURT SWAN
Lompoc, May 26
JOHN TRUMAN
Lompoc, June 1
JOHN SIDOR
Manville, June 4

RETIRING — AUGUST 1

JEAN-BAPTISTE CHARTRAND, Jeffrey Mine
HERBERT N. HABERSTROH, Chicago
ALLAN J. HALEY, New York
R. S. HAMMOND, New York
JOHN A. HOLZBACH, Cincinnati
RAYMOND M. LANGLEY, Pittsburgh Office
VINEZ POPE, Waukegan
VAHAN SIMONIAN, Waukegan
CHARLES R. WEBB, Jeffrey Mine

RETIRING — SEPTEMBER 1

MILFORD Q. ALSHOUSE, Waukegan
HAROLD B. FREEMAN, New York
CHARLES O. GARCELON, Boston
OTTO J. GRABER, Research Center
MIKE JUBAK, Manville
JOHN LUPINE, Manville
MORRIS MELLISH, Manville
OTTO F. RYBERG, Cleveland
JOSEPH SMITH, Manville
ESTHER M. STALDER, Toledo
VAN M. STEVENS, Boston
EDMOND VINCENT, Jeffrey Mine
ARTHUR D. WHITE, Long Beach
CARL J. WILLOBY, Lompoc
CHARLES R. YOUNG, Jeffrey Mine



NEW YORK BOWLERS HOLD ANNUAL AWARDS DINNER

New York's Mixed Bowling League honored its top bowlers at an awards dinner recently. Above are members of the Thermos team, league winners. From left are Ferdy Scharen, Marty Hirshfield, Gene Mulhearn and Lonnie Lina (both alternates), Mary Ann Collora, and Barbara Passaretti.



At right are John Gillen, left, and Barbara Faber, right, who achieved men's and women's high averages, respectively, during the 1960-61 season. In competition among the league's 12 teams, the Spintex team placed second and the Insulkotes were third.

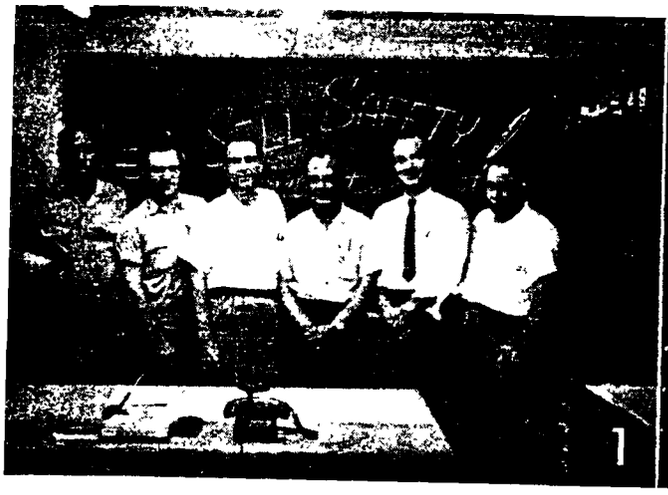
OUR COVER

First Presbyterian Church and School of Midland, Texas, is notable not only for outstanding architecture in a city that is studded with fine structures. The building, designed by Henry Steinbonner of San Antonio, is also one of the earliest users in Texas of large diameter Transite pipe air duct.

This J-M asbestos-cement duct was specified by Major Martin E. Staley, the Consulting Engineer of San Antonio, because he knew it would save both construction and maintenance costs. Major Staley knew about the advantages of Transite pipe through his experience in designing and constructing venting systems for industrial plants and university laboratories.

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Safety Committee Starts Selling

1. New Plant Safety Committee starts with a bang on a program to sell safety at the Houston (Texas) Building Products Plant. From left are Noah Burleson, Production Dept; Howard Houston Maintenance Man "B"; Fenton Hutchinson, Planning, Scheduling and Traffic Supervisor; Bill Meath, Plant Engineer and Safety Chairman; Johnny Adams, Jr., Laboratory Technician; Ben Hernandez, Lay-up Machine Operator.

She Copies in Spite of Broken Arm

2. Despite the handicap of a broken arm from a recent auto accident, Mrs. Jeanne Nofziger at the Toledo District Office handily operates a copying machine which has recently been rented for the office. With the new machine, copies are obtained on bond paper, card stock and offset masters. No wet chemicals are required, and there is very little waste involved. It's faster and easier to operate than other similar machines, and Jeanne's immobilized arm helps prove ease of operation.

J-M Children Score in Science Fair

3. Children of Lompoc (Calif.) Celite Mine & Mill J-Mers copped five out of 12 awards in a recent Lompoc Science Fair. Betty Withrow poses with her display of Lompoc Plant's product, Diatomite. J-M winners were Betty, daughter of Jim Withrow,



Women Behind the J-M Men

Parkersburg Secretaries Serve As Officers In Association

Mrs. Sue Daesch enjoys gardening with her husband, bird watching from their picture window overlooking a wooded area, and collecting stereo tapes and records. She was recently elected President of the Parkersburg Chapter of the National Secretaries Association (International), having served as Vice President during the previous year. She is shown here with Homer Frame, Industrial Relations Manager for the Parkersburg (W. Va.) Fiber Glass Plant, whom she serves as Secretary. Sue also performs many other duties in the department. This photo was displayed in a bank window in downtown Parkersburg in connection with the Bosses' Dinner held by the Chapter during National Secretaries Week. Photo was also printed in the local newspaper.

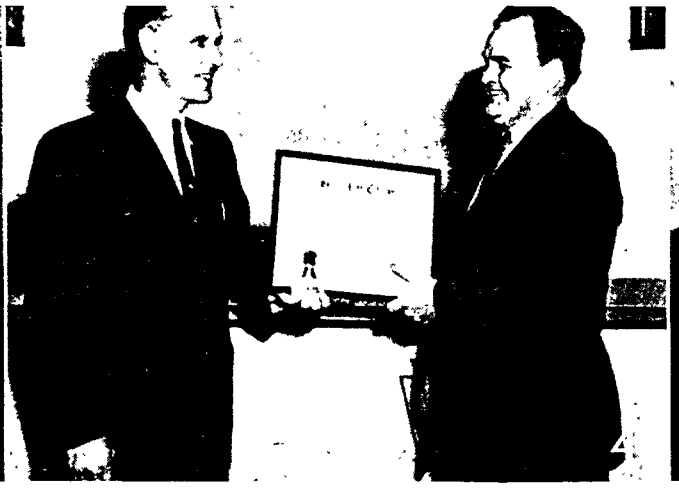
* * *

Mrs. Maxine Argabrite, Secretary to R. E. Warrick (left), Plant Manager of the Parkersburg (W. Va.) Fiber Glass Plant, also assists Charles M. Stewart, Jr., Plant Finance Manager, at right. Maxine's favorite sport is bowling. Last year she served as Recording Secretary of the Parkersburg Chapter of the National Secretaries Association (International). She is now kept busy as the Chapter's Corresponding Secretary.

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Powder Mill; Glenn, son of Bob Newcomb, Industrial Relations Manager; Sally, daughter of Curt Sphar, Quarries and Mines Superintendent; David, son of Les Johnson, Quality Control Manager; and Joan, daughter of Harold Cutting, Machine Shop.

J-M Gives Award to Kiefaber Co.

4. W. H. Kiefaber, Jr., (left) General Manager of the W. H. Kiefaber Co., Dayton, Ohio, receives an award from Johns-Manville Sales Corporation in recognition of more than 25 years of "individual integrity in dealing with the public and contributing to better plumbing, heating and air conditioning" in its community. The award, presented by Porter Dix, Manager, House Pipes and Conduits, Distributor Sales Dept., Pipe Division, is the first of its kind to be given by the Pipe Division, to a Transite house pipes wholesaler. Kiefaber Co. is one of the largest distributors of J-M products in this Midwestern area comprising parts of nine states.

Sam Webster Joins Tilton QCC

5. Sumner S. "Sam" Webster was recently inducted into the Tilton (N.H.) Dutch Brand Plant's Chapter of the Quarter Century Club. From left are W. O. Wilkinson, Plant Manager; Sam, the new inductee; and E. H. Wells, Dutch Brand Division General Manager, who served as Inducting Officer at the Dinner Ceremonies. Sam is Supervisor of Office Services at Tilton.

Seattle J-Mer Is Queen Candidate



Dolores Irene Koutecky, Dictaphone Operator in the Seattle District Office, who has green eyes, brunette hair, and 125 well distributed pounds among 5 ft., 6 ins., has been entered as a contestant for the crown of Miss Wallingford. If she wins, she will compete for the title of Queen of the Seas, where she could rule with King Neptune over Seattle Seafair activities in August. Seafair Week is Seattle's big fair, all in Navy motif with parades and pirates, official visits from Navy ships and much festivity. There is street dancing, fiestas, carnivals, and Western Days with each locality choosing a separate [illegible] for a gala atmosphere. Dolores says she enjoys sewing and creative writing as well as hiking, swing dancing and cooking all kinds of good food.

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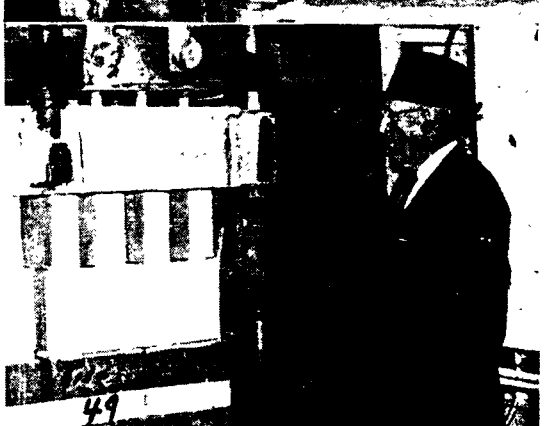
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JUST HATCHED! 2 New J-M

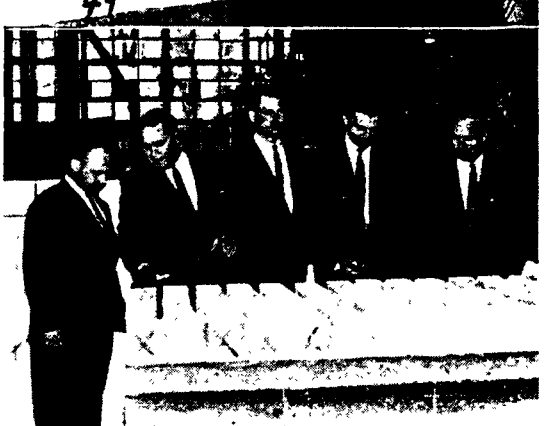
In Zelienople Plant, where JM-20 and JM-23 are produced, one of the first operations is filling the mold to form insulating fire brick slabs. That's what Robert Witzel is doing at right. Each slab is cut into five nine-inch straight brick or their equivalent in special shapes.



About 26 sales personnel from Cleveland (Ohio) District of Distributor Department, Industrial Insulations, visited Zelienople Plant to look at production of the new insulating fire brick. Ray Langley, Assistant District Sales Manager, Pittsburgh Office, observes the loading of molded slabs on a kiln car. Ray's long association with this product line has made him generally known among J-M personnel as "Mr. Insulating Fire Brick".



Looking over tunnel kiln car tops at Zelienople Plant are, from left, R. G. Beals, of Cleveland; F. E. Saxer, Assistant District Sales Manager, Pittsburgh; J. A. Krueger, of Detroit; H. E. Kaufman; of Charleston, W. Va.; and G. E. Grimshaw, of Pittsburgh. These men were also in the Industrial Insulations Sales group of Cleveland District, one of the first such groups to tour the insulating fire brick production lines at Zelienople.



At the end of the insulating fire brick production line is inspection and packaging of the insulating fire brick in Finishing Department. Ruth Bosancic is Inspector and packager of the product in the picture at right.



J-M has "just hatched" two new types of lightweight insulating fire brick called JM-23 and JM-20.

Research, Engineering, and Production staffs have come up with an entirely different process of production in which large slabs of the clay mixture are molded and fired before the brick are cut out.

Outstanding Advantages

The advantages of this process are outstanding. Production processes are simplified, and special shapes can readily be produced directly from the slabs rather than molded and processed as special items.

Preparation of raw materials, forming methods, and drying have also been approved.

The new process insures uniformity and outstanding product quality. Quick shipment of *both* standard and special shapes to our customers can be made.

At the job, the insulating fire brick or shapes are easy to handle and can be readily cut if desired. Because they can be used in prepared atmospheres and a wide variety of other uses, inventory is reduced.

Produced at Zelienople

The two new insulating fire brick lines are exclusively produced at Industrial Insulations Division's Zelienople (Pa.) Plant.

JM-20 and JM-23 are used for effective heat control in prepared atmosphere furnaces that are quickly brought up to operating temperatures.

Some Typical Users

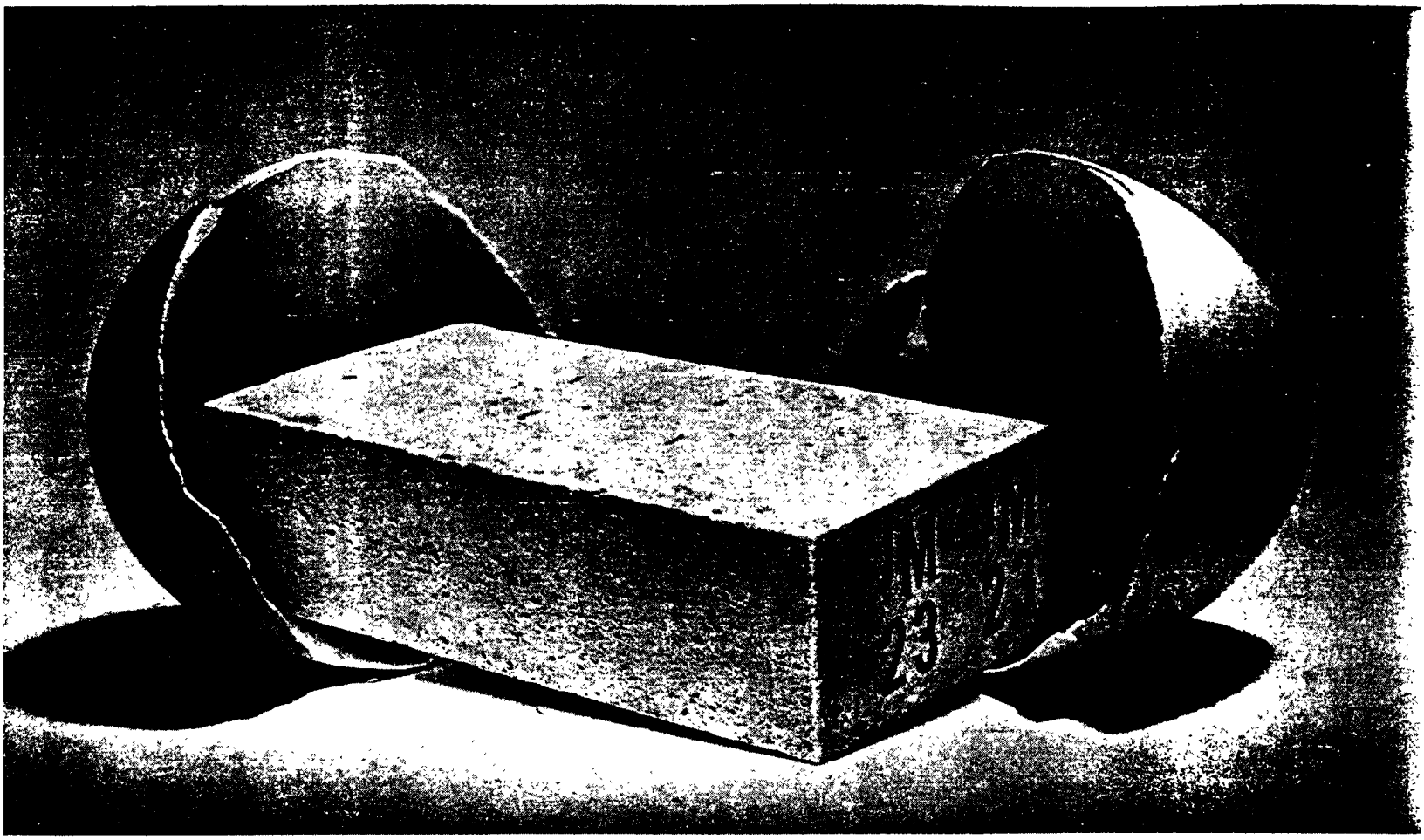
Ceramic, chemical, glass, iron and steel, and petroleum industries are typical users of J-M insulating fire brick.

J-M insulating fire brick are also used in bake ovens, domestic oil

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Insulating Fire Brick



burners, annealing furnaces, heaters, incinerators and ovens.

JM-20 and JM-23 have the right balance of properties for direct exposure and back-up insulating service in furnaces and kilns up to 2300F for JM-23 and 2000F for JM-20.

Both types of insulating fire brick are high in purity. They are made from carefully selected materials which have an extremely low iron oxide content.

They are light in weight, low in conductivity, and can be used for direct exposure to flame or as back-up insulation in furnaces and kilns.

Both JM-20 and JM-23 are the l[illegible] members of "the industry's most complete line of insulating fire brick".

Above is one of the photographs used in an advertisement which announced that J-M's two new insulating fire brick had been placed into production. Ads appeared in American Ceramic Society Bulletin, Blast Furnace & Steel Plant, Ceramic Age, and Iron & Steel Engineering magazines.



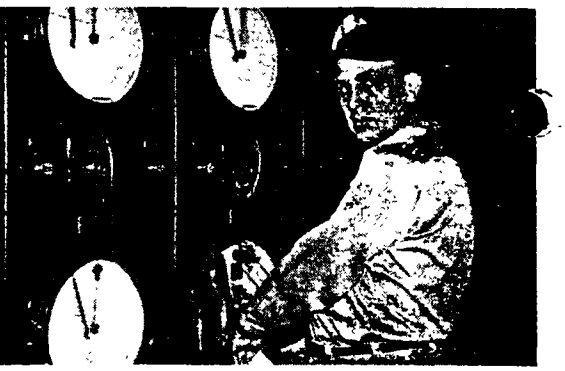
From left are R. E. Robinson, Zelienople Plant Manager; G. D. Simpson, Detroit; W. D. Gaches, Cleveland District Sales Manager; E. L. Brown, Detroit; A. G. Reinker, Cleveland Construction Manager; J. A. Campbell, Jr., Toledo; and N. J. Kent, Staff Manager, DHQ. These men from the sales group are inspecting and discussing J-M insulating fire brick and other refractory products in Zelienople's Quality Control Laboratory. N. J. Kent directed a sales meeting.

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A J-Mer You Should Know

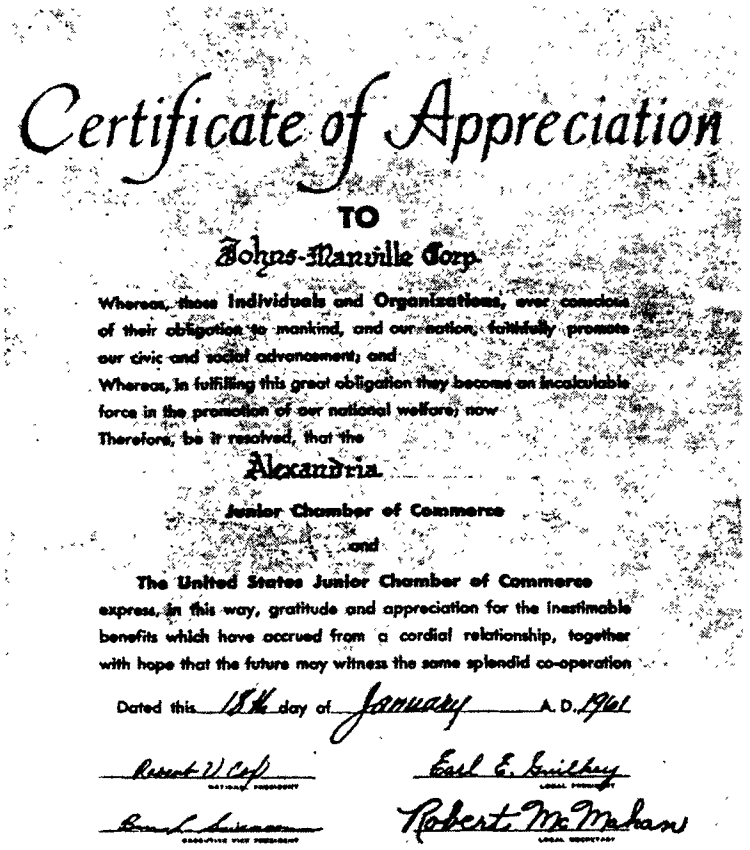
Caught at work in Jarratt (Va.) Building Products Plant is Larry D. Blankenship, better known to fellow J-Mers as Deacon. Deacon is Electrician at Jarratt. He got his nickname from Baptist Church activities where he is a Deacon and also the church Choir Leader. Deacon is also a member of Masonic Lodge and likes hunting and softball. He and his wife Dora have two teenage children. Deacon completed a course in Instrument Training at Bailey Meter Co. and has served J-M for 18 years.





St. Louis District Office Holds Sales Meeting

An informative and productive sales meeting was held recently by St. Louis District Office, Direct Sales Dept., Pipe Division. Seated from left are Hartley Sandt, Lou Frazza, Henry Palmer, Alan Wirsig, G. P. Harrington, E. W. Spinzig, Jr., and Hadley Mohr. Standing from left are Gene Kroger, R. D. Whitney, Nick Komo, Fritz Emken, Frank Schneider, and George MacGregor.



Certificate of Appreciation

TO

Johns-Manville Corp.

Whereas, those Individuals and Organizations, ever conscious of their obligation to mankind, and our nation, faithfully promote our civic and social advancement; and

Whereas, in fulfilling this great obligation they become an incalculable force in the promotion of our national welfare; now

Therefore, be it resolved, that the

Alexandria

Junior Chamber of Commerce

and

The United States Junior Chamber of Commerce

express, in this way, gratitude and appreciation for the inestimable benefits which have accrued from a cordial relationship, together with hope that the future may witness the same splendid co-operation

Dated this 15th day of January A. D. 1961

Robert W. Cox — Earl E. Guilkey

Robert McMahan

City Honors Alexandria

Left: Alexandria (Ind.) Building Products Plant is rightly proud of this Certificate of Appreciation presented by the City of Alexandria's Junior Chamber of Commerce. The certificate was presented early this year in appreciation of the plant's cooperation and assistance to the city.



Clevelanders Go Bowling

Cleveland Office J-Mers got together for a night of bowling. Posing here are: front row, from left, Joy Klasinski, Marcia Rothman, Elaine Rybak, and Ken Wilhelm; second row, from left, James Krupicka, James Ward, Robert Jender, and Ken Farley; third row, from left, Herbert Hoffman, Richard Powell, Peter Sadowsky, Jules Bacha, and John Rakacky.

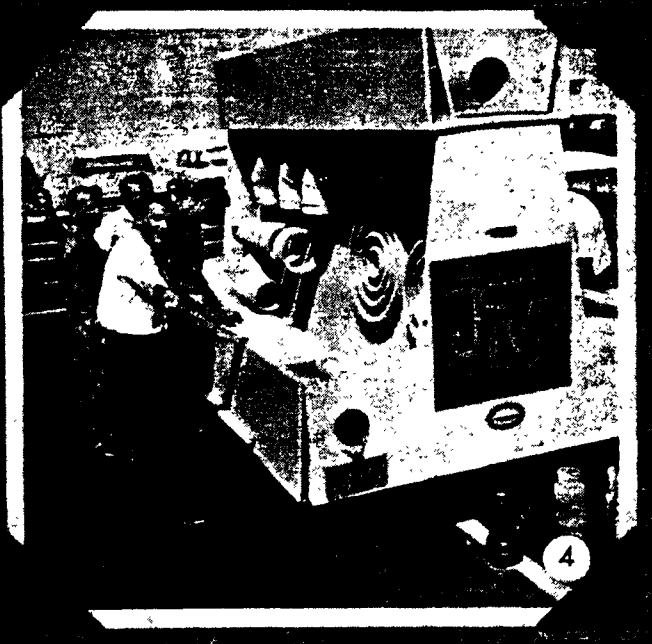
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ALL IN A DAY'S WORK?

Two Los Angeles District Pipe Division Salesmen got together to show some of the range of sales locales to be found in Los Angeles city limits. Chuck Pilchard is our model and Dyke Sandell snapped the pictures. They have pretty well proved that Pipe Salesmen leave no soil untrod.

1. Chuck [illegible] destination [illegible] ing Echo Park [illegible] rubber boat. No doubt [illegible] faster than traveling Los Angeles expressways [illegible]

2. Chuck makes friends with a couple inhabitants [illegible] small ranch in Mint Canyon. The burros seem [illegible] cleared a fine pipe sale has been transacted [illegible]

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AS A CUSTOMER, JOHNS-MA



Purchasing men try to anticipate market trends and economic conditions. A group of Purchasing men at GHQ discuss economic charts with Sam Childs (left), J-M Budget Manager. Standing from left are Don Lyons, J-M Director of Purchasing, Carl Southal, Rudy Shupper, Rod Horton, Harry Winterroth and Walter Vetter. Seated at right are Pete Geleta and Bill Hanold. Not shown are Howard Rohn and Miss Kitty Delaney.



Fred Bernath (right), Raw Materials Foreman at the New Brunswick (N. J.) Packings and Friction Materials Plant, and Dick Ruppert, Purchasing Agent, inspect recently delivered aluminum coils which are used in the production of J-M Spirotallic gaskets. The coils must meet rigid specifications which have been previously stated.

In addition to making more than 500 different lines of products with sales of more than $365 million last year, Johns-Manville also made quite a splash as a customer.

The company buys approximately $144 million worth of goods and services a year — $12 million worth a month — and that's pretty big stuff in any man's language.

What about Suppliers?

Don Lyons, J-M Director of Purchasing, says that the basic purpose of the purchasing function is to help the company earn a profit.

"J-M also prefers to do business with profit minded suppliers," Don explains, "because profit minded suppliers are the most reliable, and they are usually the best equipped to supply our needs."

What about Prices?

As a customer, and a big one at that, the company is naturally concerned with the prices of what is purchased.

This does not mean, however, that we will necessarily buy from the supplier who offers the lowest price.

The company's aim is to get the most value for its money. Because of this, Purchasing men help the company to save thousands of dollars every year.

Intelligent purchasing for profit, according to Don, considers quality, delivery schedules, economic quantities, terms of payment, adequate packaging, transportation costs, and so forth, in addition to price.

Salesmen Come Calling

How does the company feel about the salesmen who call on J-M and attempt to sell us their goods?

Don points out that the company welcomes salesmen, because we value the help they can give us.

Our purchases of $12 million a month cover so many different kinds of materials, equipment and services that we rely on well informed salesmen for guidance.

Salesmen who call on J-M learn what we need, and we learn about the latest developments in their field. Last year J-M Purchasing men around the country conducted more than 65,000 interviews with salesmen.

Many Contacts Necessary

In order to be sure that the company gets the most for its money, Purchasing men work closely with J-Mers at mines, plants and offices who will use what is purchased.

In most instances they work with various departments, including Research, Quality Control, Production, Industrial Engineering, and others involved.

Responsibility for Reducing Costs

Purchasing men consider it their responsibility to help the company reduce its costs so that J-M can be more competitive and furnish more opportunity for employees.

A technique called Value Analysis is used by Purchasing men throughout the company to reduce costs.

Don explains that Value Analysis is an intensive search for substitutes and alternatives which will give the company the greatest possible value based on the quality and performance expected.

Volume Buying Cuts Costs

Purchasing men help to develop and adopt standard materials, products, facilities and methods to solve recurring problems.

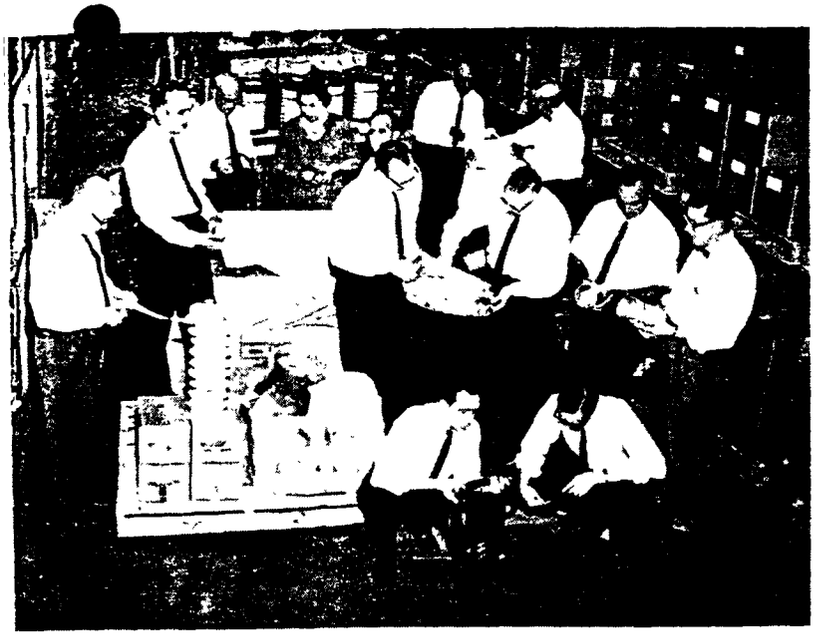
Another goal is to buy in quantities best suited to J-M's need—while keeping sound inventory policies in mind.

Like other activities, intelligent purchasing helps the company to earn a profit—so that all of us can have increasing opportunities.

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NVILLE BUYS FOR PROFIT



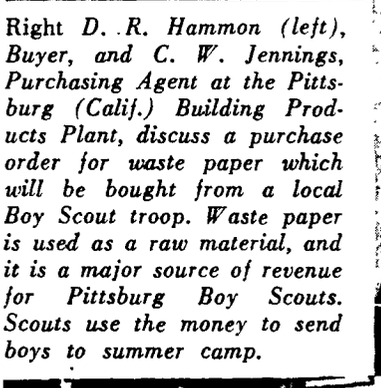
A few J-M Purchasing men met in Chicago recently to review the company's monthly purchases of about $12 million and to discuss additional savings which might be made. Standing from left during a Dutch Brand Plant tour are Al Coyle, Richmond; Gale Rozelle, Rockdale; Stan Keyes, Waukegan; Addie Axtell, Long Beach; Connie Pascale, General Plant Engineering; John Swart, Chicago; Harry Cary, Research Center; Don Lyons, J-M Purchasing Director; Whit Page, Nashua; Harry Libler, Alexandria; and Rudy Shupper, GHQ. Kneeling are Dick Ruppert (left), New Brunswick; and Jim Eyster, Chicago.



Cost Reduction of 15% was recently achieved on cartons for packaging Micro-Lok pipe insulation at the Defiance (Ohio) Fiber Glass Plant. Joe Atkinson (right), Purchasing Agent, worked with Herb Curtis (center), Sales Representative for a supplier. Herb points out to Harold Root, Manager of Scheduling, that the carton change cuts out the cost of labels and the work of applying them. Black circle, shown on the old cartons in the background, was eliminated so that less ink is needed to print the new cartons.



Left *If you want to buy a certain item, how do you find out who sells it? Robert Eiseld, Purchasing and Stores Supervisor at the Corona (Calif.) Fiber Glass Plant, shows some of the many volumes he uses to learn about Suppliers. Salesmen are also a source of information.*



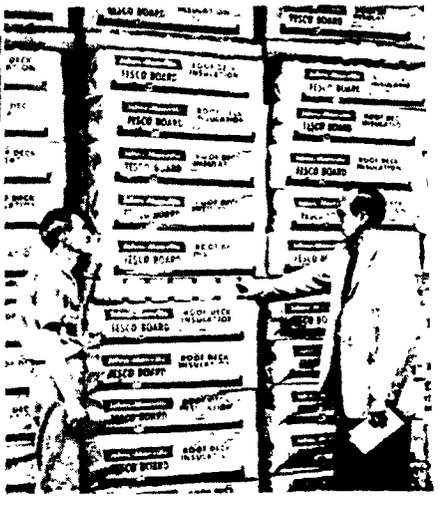
Right *D. R. Hammon (left), Buyer, and C. W. Jennings, Purchasing Agent at the Pittsburg (Calif.) Building Products Plant, discuss a purchase order for waste paper which will be bought from a local Boy Scout troop. Waste paper is used as a raw material, and it is a major source of revenue for Pittsburg Boy Scouts. Scouts use the money to send boys to summer camp.*



Left *Denison (Texas) Pipe Plant uses approximately 2½ million dollars worth of materials, parts, supplies, and services every year. Hubert Lloyd (seated) Purchasing Agent, discusses an item with Carey Anderson, a salesman who has called on him.*



Right *The duties of Purchasing men are varied. Gale Rozelle (right), Planning, Scheduling, and Purchasing Supervisor at the Rockdale (Ill.) Building Products Plant inspects packaging with Walter Altenhoff, Quality Control Supervisor.*



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J-MERS IN COMMUNITY AFFAIRS

Al Mihaly



Wallace E. Volwiler



Richard E. Robinson



Charles L. Farr



James Phelps



Al Mihaly

Al Mihaly, of Manville (N. J.) Central Erection & Repair Department. was installed as President of Somerville Area Council of Churches earlier this year. The installation took place at the Third Reformed Church in Raritan, N. J.

Wallace E. Volwiler

Wallace E. Volwiler, Franklin (Pa.) Pipe Division Plant Manager. has been elected a Director of Franklin Chamber of Commerce. He was Co-Chairman of Venango County Crippled Children's Society annual Easter Seals campaign this year.

Richard E. Robinson

Richard E. Robinson, Plant Manager of Zelienople (Pa.) Industrial Insulations Plant, has been elected President of the Zelienople-Harmony Chamber of Commerce for a second term. Dick was first elected to this post for the year 1960. He has been a Chamber director since 1952.

Charles L. Farr

Charles L. Farr, Industrial Engineering Supervisor at Manville Pipe Plant, has been elected to a three-year term as a member of the Bernards Township Board of Education.

James Phelps

James Phelps, Draftsman-Lay-Out at Jarratt (Va.) Building Products Plants, is a Scout Master and holds the Eagle Scout Order of the Arrow award. He is shown here pulling logs that will be used in construction of a building for the Boy Scouts. Jimmie is also J-M Club Secretary at Jarratt.

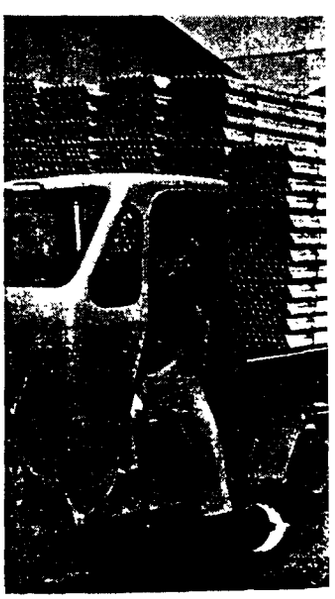
MARRERO INDUCTS 19 MEN INTO QCC CHAPTER



Marrero (La.) Chapter inducted 19 Quarter Century Club members this year. Standing in front are Noley Navarre, left, inductee, and Robert F. Orth. Vice President and Pipe Division General Manager, who was guest speaker and Inducting Officer. Other inductees are, second row, from left, Lee Lopez, Charles Scheffler, John Roth, Nemours Gubler, Harold Otis. Norbert Dewey; third row, from left, Clifton Thibodeaux. Alvin Koenig, LeRoy LaGrange, Leycester Trauth. Joseph Ramm, Wilbur Vidonne; fourth row, from left. B. J. Lemonier. Joseph Territo, Chris Ortolano, Luke Trombatore, Ignatius Chandler. and Sidney Bouvier.

MANVILLE J-MER PUZZLES OVER WHO'S WHO

Right: Mike Indrisek, left, Utility Checker in Manville Pipe Plant, knows that one of these girls works in his building—but which one? Jacquelyn Wood, center, is a dictaphone operator in Pipe Sales in Manville's Main Office, and her twin sister, Jo Anne, is Stenographer in Transite Pipe Building. Jo Anne works in Mike's area. Both girls are 1960 graduates of Somerville. N. J. high school.



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Spring

ROUND-UP TIME AT KLAMMATH FALLS



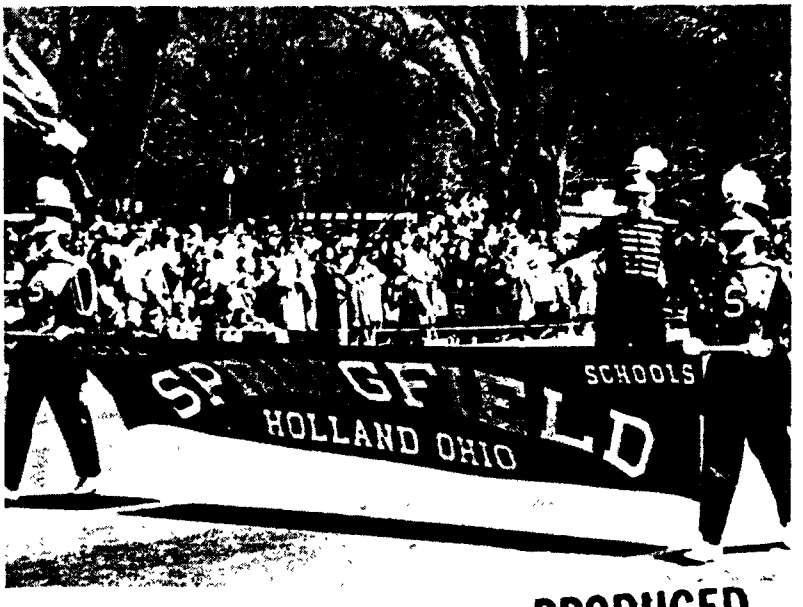


J-Mers at Klamath Falls have real western shows right in their own backyard. Lyle Haas, left photo, Junior Chemist in Quality Control Dept. of Klamath Falls (Ore.) Building Products Plant, shows off his registered prize Black Angus Bull. Lyle owns a ranch which adjoins the western side of the J-M plant area. When it came time for spring round-up, immunization and branding of calves, Lyle invited fellow workers to the ranch to help him with the chore. Some of those who came to his aid are shown in the picture above. Standing at left is Lee V. Shelton, Mechanic in Erection & Repair Dept. Seated at left is J. M. "Guy" Bruhn, Foreman in Receiving & Shipping. Lyle is doing the branding, and kneeling at right is Paul D. Burnam, Employment Manager.



J-MER'S SON LEADS BAND AT FESTIVAL IN CAPITAL

LeRoy Kolodzicjczyk, drum major behind the banner at right, is shown leading the Holland, Ohio, Springfield Local High School Band in the Parade of Princesses in Washington, D. C. LeRoy is the son of Edna Kolodzicjczyk, who works in Textile Dept. of Waterville (Ohio) Fiber Glass Plant. The parade is a highlight of National Cherry Blossom Festival.



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Marrero Displays New Siding

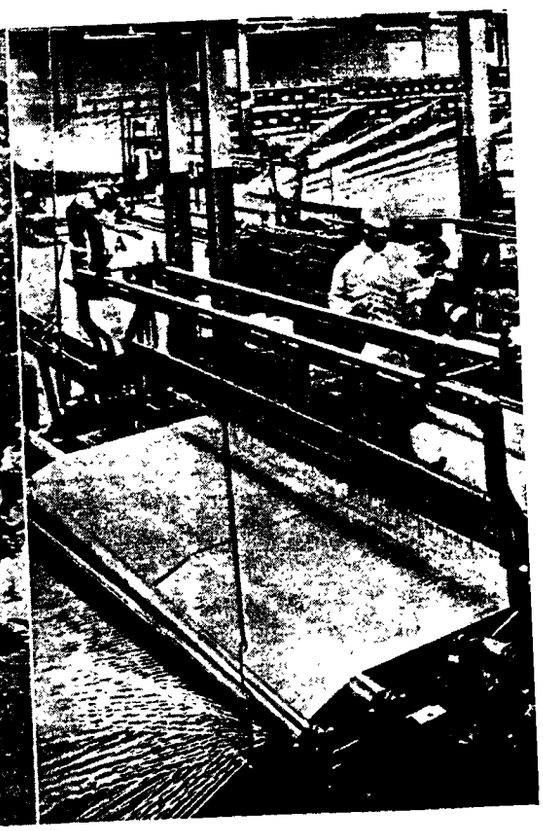
Telephone Operator Ann Meric at Marrero (La.) Pipe Division Plant admires a display of J-M's new insulating siding in Marrero's Main Office reception room. The siding comes in designs which include shingle, ashlar stone, and brick effects. It is advertised with the slogan, "beautifies while it insulates". The siding comes in silver grain design and colonial white, sea green, prairie tan, turquoise and sand striated design.



Bowlers Receive Trophies

Winning team of Chicago Dutch Brand's Bowling League received above trophies at annual banquet. E. H. Wells, Division General Manager, presented awards. Team members are, from left, Ron Ulaszek, Guy Brunacci, Marge Nall, and Lou Holmer. Individual honors went to Barb Netherton and Charles Malott, high games; Roy Paeth, men's high average; Frank Ploski, men's high series; and Sylvia Barcik, women's high average and series.





J-M SON IS EASTERN COWBOY

New Jersey native Thomas "Butch" Wojciechowski can ride a bronc with the best of the western cowboys. Butch is son of Patrick Wojciechowski, Senior Designer in Machine Design at General Plant Engineering Department near Manville. From the day his parents helped him buy a horse in 1956, Butch has joined many rodeo associations, notably the Rodeo Cowboy's Association. He has won numerous prizes and is now with a rodeo outfit in Long Branch, N. J. He went west to study at Texas Christian University and joined the school rodeo team.

COMPANY WEAVES J-M GARAN FOR BOAT BUILDERS' USE

Strands of J-M Fiber Glass Division's Garan roving are shown above being fed to a bank of

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Honor Top Bowling Team

Machine Shop 1 team is this year's winner of Interdepartmental Bowling League at New Brunswick (N. J.) Packings & Friction Materials Division Plant. Herman Hagenbeck, Plant Manager, at left, presents the team trophy to, from left, William Bittay, Dewey Grassis, Richard Jochmann, and Alfred Kish. Team member Giles Van Dyne is absent from photo. The winning team was saddened by the recent death of team captain Dominic Catanese.



Chapter Receives Communion

Officers of the J-M Industrial Catholic Men's Club, Chapter 3, of Manville Plants, are shown here at breakfast with guest speaker Edmund T. Sullivan, center. Communion was received by 375 members who also attended the breakfast. From left are Ted Raczkowski, Secretary; John R. Pacifico, President; Mr. Sullivan; Joseph Babinski, Vice President; and John Smith, Treasurer.





looms for weaving in the Slater, S. C., mill of J. P. Stevens and Company. A basic fiber glass reinforcement used in boat building, the roving is woven on the looms, wound on a roll, inspected and shipped to the boat manufacturer. J-M's Garan roving conforms well to boat molds' flowing lines and curves, permitting a wide range of design flexibility in marine design.

PHILADELPHIA INDUCTS 3 MEN

Philadelphia Chapter of Quarter Century Club inducted three members from Building Products Division this year. George H. Martens, Jr., Division General Sales Manager. inducted members and presented them with watches. In the back row, from left, are Inductee Wilbur O. Scholl, Engineer; George Martens; Philip D. Lee, Construction Manager; and Lawrence W. Churchill, Jr., District Manager. Seated are wives of the inductees. They are, from left, Mrs. Scholl, Mrs. Lee and Mrs. Churchill.

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Letter from Washington, D. C. Puzzles J-Mers

It isn't every day that Dean Keller and his wife, Judy, offer their specialized assistance to the U. S. Post Office, but this they recently did.

Judy and Dean (photo at left) received a letter correctly addressed to their home at 15 Ridge Drive, Chillicothe, Ohio. Dean is Quality Control Supervisor at the Chillicothe Building Products Plant.

No Such Person In The Neighborhood

The letter was from the Phi Beta Kappa Society in Washington, D. C., and it was for a Mrs. Fred T. Randolph. Judy and Dean determined that no Fred T. Randolph had ever lived at their house or in their neighborhood.

Both Judy and Dean had previously known a J-Mer named Fred T. Randolph who had worked with them at J-M's Waukegan (Ill.) Plant. Judy had worked in the Industrial Relations Department. Fred Randolph had since been transferred to Rockdale, Ill., as J-M's Building Products Plant Manager there.

Do You Want to Figure the Odds?

Even though they knew there are many Fred Randolphs in the country, Judy and Dean forwarded the letter to Sylvia and Fred Randolph (right photo) who lived at Redbud and Starr, Hawthorne Hills, Joliet, Illinois.

Sylvia was the right Mrs. Randolph, but no one seems able to explain how the letter ever got addressed to Judy and Dean's home in Chillicothe.

Anyone want to figure the odds?





Bertrand Ducharme

A J-Mer You Should Know

Bertrand Ducharme is a J-Mer with over 10 years at Asbestos (Que.) Canadian Products Plant. He spent one year in the Shingle Department and has been a Punch Press Operator in the Packing Department since then. When he and his wife, Rita, decided to get married, Rita had no problems with her new last name because her's also was Ducharme. Bertrand's favorite recreations are fishing and hunting.

KEN TAKES TOP HONORS IN ST. LOUIS GOLF TOURNEY

Ken Kreikemeier, left, Pipe Division Salesman-in-training in the St. Louis District, recently scored a low 70 to win the St. Louis Public Links Open Golf Tournament at the Forest Park Golf Course. Milton Frank, right, Tourney Chairman, helps to hold Ken's big trophy. Ken won the tournament in competition with a field of 197 pros and top amateurs. Ken points out he "couldn't miss" since the course is equipped with a J-M Transite Pipe irrigation system which was installed in 1958 and has given trouble free service for the 18-hole course.

NEEDED: MORE COMMUNICATION

A man was struggling in a doorway with a piano when another man offered to help. After much effort, the first man said, "At this rate it will take hours to get this thing in."

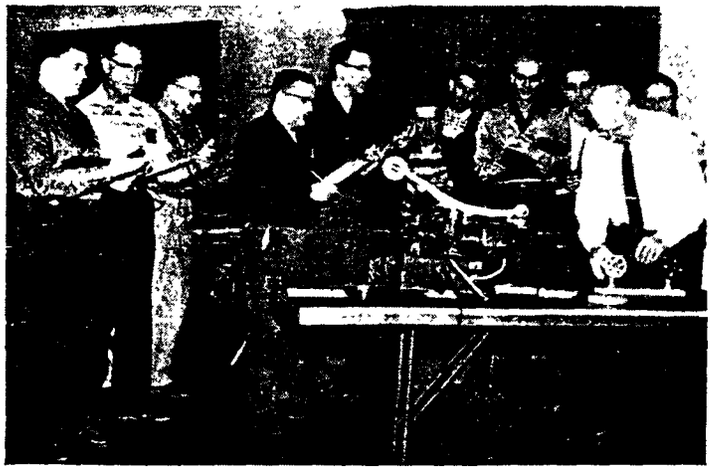
"In!" screamed the second man. "I thought we were trying to move it out."

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PARKERSBURG MEN ATTEND WAGE INCENTIVE MEETINGS

Department managers, foremen, staff personnel, and union representatives (a total of 38 people) recently attended 17½ hours of meetings about Wage Incentives. Specific items discussed were Time Study, Methods Improvements, and Job Evaluations at the Parkersburg (W. Va.) Fiber Glass Plant. Meetings were conducted by Ernie Carlson of General Headquarters Industrial Engineering, assisted by Al Smrek, Parkersburg Industrial Engineer. Bob Warrick, Plant Manager, and Dave Brown, Industrial Engineering Supervisor, observed the meetings and answered questions about plant problems. From left at one session are H. E. Swisher, Jr., R. C. Dye, W. T. Longsworth, J. E. Ritchea, B. I. Wixey, W. H. Poske, Jr., C. H. Conger, E. P. Elzey, H. E. Stafford, Ernie Carlson, and F. B. Friedlander.

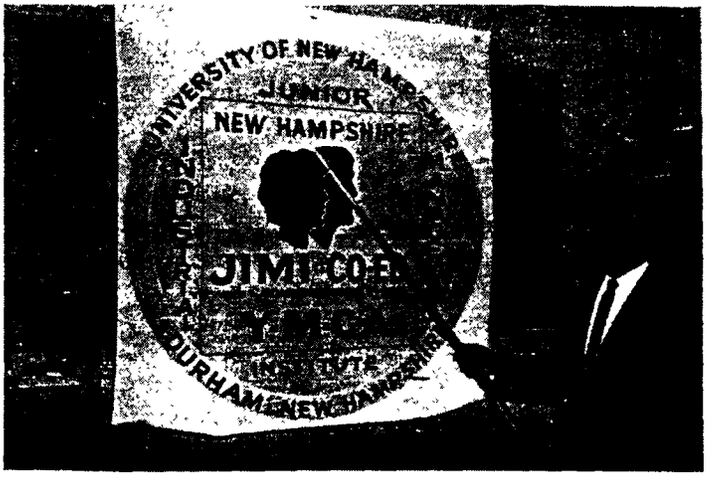


MANVILLE I. I. PLANT WINS SAFETY AWARD

Employees of the Manville (N. J.) Industrial Insulations Plant have earned the Production Manager's Safety Award for 1960. This award came in a year of outstanding safety performance by all plants of the Division and in a year when new highs in safety were established. Receiving the award are, from left, front row, Frank Gill, Felting Operator; Daniel Gallagher, Planning and Scheduling Supervisor; Thomas Lombardo, Extruder Operator; Angie Bilski, Thermoflex Assembly Operator; Harold Bird, E. Building Production Superintendent; John Payton, Receiving Unloader; and Robert Hoagland, C & RF Building Production Superintendent. In the back row from left are Robert Stack, Thermobestos Service Man; Daniel Verci, Truck Driver-Checker; John Fluks, Thermoflex Packer; Francis Blazejewski, Office Checker.







LOMPOC EMPLOYEE IS AUTHOR OF BOOK

Tom Nielsen, right, 19-year-old employee in the Powder Mill at the Lompoc (California) Celite Plant, recently presented a copy of his first book to George Porter, Superintendent of the Powder Mill. Entitled, "From Where the Sun Now Stands", the book is a historical work about the Nez Perce War of 1877 in the Northwestern States. The young author has been collecting material for the time, and he pictures Chief Joseph as a military genius. The book is now available in book stores on the West Coast, and it may soon be purchased across the nation.

NASHUA MAN HELPED START CO-EDUCATIONAL INSTITUTE

Ray Ledoux, Scheduler "A" at the Nashua (N. H.) Industrial Insulations Plant, points to the seal of New Hampshire's Junior Industrial Management Institute which he helped to found in 1958. The Institute is co-educational for high school juniors and seniors. The program explains the meaning of free enterprise, and it acquaints youths with the opportunities offered in industry. Ray has served in Industrial Management Club work locally, statewide and nationally for 21 years. He was recently elected to the National Executive Committee for the 11th year in a row.

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INVENTORY CONTROL AIDS SERVICE TO CUSTOMERS

Ron Oldewurtel is Production Planning & Inventory Clerk for Los Angeles Building Products Plant. Ron is shown here checking over inventory records before assuring a customer on the telephone of prompt delivery. Ron is one of the Clerks trained in Inventory Planning & Control in J-M's program of improved production and customer service.

QUALITY CONTROL MONITORS PRODUCTION

Charles Dwinal, left, Quality Control Dept. at Tilton (N.H.) Dutch Brand Plant, checks tape width and other factors as Bill Robinson, Slitter Operator, sets up the machine for cutting tapes to size. Cooperation between Quality Control and Production is standard practice in setups and throughout production runs at Tilton to insure the quality of J-M products. It is part of the effort to build good customer relationships, the life blood of any enterprise.







CORONA PLANT HOLDS OPEN HOUSE

Corona (Calif.) Fiber Glass Plant held a Family-Day Open House which was enthusiastically received by employees and their families. Tours were conducted through the plant during the afternoon and plant employees entertained about 100 children. Romain Loeffler, 3rd from left, is Industrial and Plant Engineering Superintendent. Emery Shea, 5th from left, is Quality Control Inspector. Carl Northcutt, Insulations Dept. Utilityman, is 4th from right. Charles Starnes, Fabricator, is 2nd from right. Others in the photo are unidentified visitors.

MADISON MEN STUDY SHINGLE PRODUCTION

J-M Seal-O-Matic Asphalt shingles get close attention at the recently acquired J-M Building Products Plant at Madison (Ill.). Standing, from left, in the plant, are Dan Apponey; Len Zelgewicz who was recently transferred from Waukegan to Madison as Finance Manager; Bob Walker, Planning & Scheduling and Purchasing & Traffic Supervisor; Floyd Corbett; and Al Buechner, Plant Manager. In lower foreground, right, is Marion Stawar. Bob Walker recently served as Purchasing and Traffic Manager at Alexandria (Ind.) Building Products Plant.

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Lompoc Man Shapes Civil Defense Plans For 2 States

John Tonnelli, left, Electrical Foreman at Lompoc (Calif.) Celite Plant, also serves as Civil Defense Director for the City of Lompoc. John talks here with R. C. Jacobs, Finance Manager at Lompoc and a CD Chief of Annex, in charge of a sub-category of C. D. plans. After he was appointed CD Director in June, 1959, John spent six months writing directives and plans which now make a book of 121 pages. His plans were the first in California to be accepted by State and Federal officials under the concept of nuclear defense. John's plan has formed the nucleus for plans throughout California and Arizona. John is now working hard to establish headquarters, appoint chiefs, and coordinate efforts with other cities and nearby military facilities. He frequently speaks at schools and clubs.



ZELIENOPLE EMPLOYEES EARN SAFETY AWARD

Employees of Zelienople (Pa.) Industrial Insulations Plant were honored recently with a Certificate of Merit from National Safety Council for working 412,975 manhours without a disabling injury from Nov. 12, 1958 to Dec. 31, 1960. Admiring the Certificates are, from left, Robert G. Frederick, Production Superintendent; Frank Bosancic, Millwright in E&R Dept.; Robert Spithaler, Carton Assembler, Finishing Dept.; and Donald B. Henderson, Industrial Engineering Supervisor.



HONORED IN BEST DRESSED CONTEST

Frances A. Tripolino, Senior Bookkeeper in Customer Unit, New Orleans (La.) District Office, was a finalist in the Best Dressed Career Woman Contest sponsored by New Orleans States-Item newspaper. Frances was entered in the contest, despite her protestations, by fellow J-Mers. Employees in both New Orleans District Office and Marrero Pipe and Building Products Plants work diligently to raise thousands of votes for Frances. Her recognition is well deserved. Frances is always neat and appropriately dressed. She received a certificate from the newspaper honoring her as a finalist.

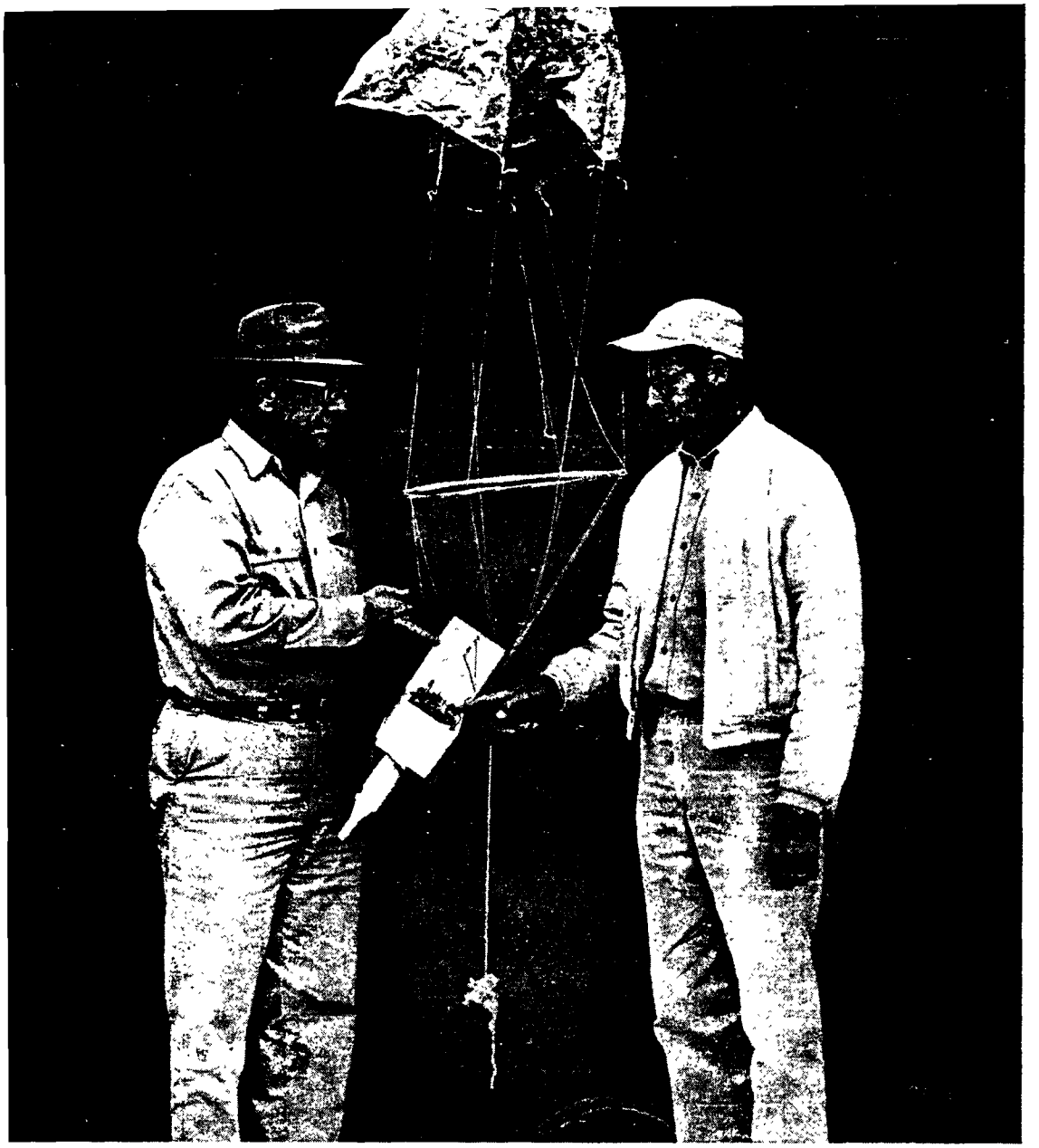


MANVILLE CREWS SET PRODUCTION RECORDS

In response to added sales demands, Furnace and Felting Crews of Refactory Felt set a new production record during March at Manville (N.J.) Industrial Insulations Plant. The Crews' outstanding efforts made 390,000 sq. ft. of high temperature felted insulation available to J-M customers. Principal uses of this product are in jet engines, furnaces, fire doors, and atomic reactor work. Seated, from left, are William Jarrett, Raymond Meddleton, Teddy Rogozinski, and Frank Gill. In 2nd row are Sebastian Bonet, Charles Green, and Gene Vaverchak. In last row are John Lare, Paul Swick, Dmytro Fedoriciw, Arthur Barney, Charles Burkoski and Andrew Matis. Not shown are the midnight shift men, Walter Mellen, Kenneth Glenn, Chester Lehman, and Leonard Skirkanish.

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WEATHER GEAR LANDS AT LOMPOC QUARRY

Left—E. W. "Fat" Hodges (left), Lompoc (Calif.) Quarries and Mines Equipment Repair General Foreman, recently found Air Force Weather Observation instruments attached to a parachute in the Lompoc Quarries. Bob Hendy (right), Quarries and Mines Geologist and a Lt. Col. in the Air Reserve Squadron at nearby Vandenberg Air Force Base, explained how the instruments are carried into the air by a balloon which measures 10 ft. in diameter at takeoff. It expands to 50 ft. in diameter before it bursts and releases the instruments to the ground by parachute. Instruments send weather messages by radio. Bob obtained one of the balloons, background, to demonstrate how the Air Force charts the weather.

SAFETY AWARD EARNED AT WAUKEGAN

Below—Employees of the Waukegan (Ill.) Industrial Insulations Plant were recently presented with a safety award by K. W. Huffine, J-M Vice President for Production. Plant employees worked 255,642 man-hours without a disabling injury from March 14, 1960, through Oct. 31, 1960. Admiring the award are, from left, N. J. Gray, Plant Manager; R. C. Smith, Supervisor of Safety, Industrial Hygiene, and Plant Protection; Leo Lenzen, Division Union Chairman; L. R. Tstinic, Division Safety Coordinator; D. E. Cartwright, Plant Safety Committee Man; and E. A. Paddock, Production Superintendent of Magnesia, Cement, and Millboard.

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PIPE INVENTORY AIDS JOB STABILITY

Bert Ludlow, Transite Pipe Production Checker at the Toronto(Ont.) Canadian Products Plant, checks physical inventory of Transite pipe. Pipe inventory is built up during the slow seasons so that it will be available for customer demand during brisk selling seasons. Inventories such as this aid job stability, in addition to building sales.



AWARDED HONOR FOR HIGH AVERAGE

Charles Wilson, Credit Supervisor of the New Orleans District Office, was recently awarded the degree of Bachelor of Commercial Science from Loyola University in New Orleans. Charles also received a trophy for earning the highest scholastic average in the Evening Division of the University. This was quite a feat when you consider that he has four children—three boys and a girl, all under four years old. To earn his degree Charles attended classes for five years.

ANN ADDS CHARM TO OFFICE OPENING

The fragrance of flowers may not have been obvious to telephone callers at the new Boston District Office recently, but blossoms were very much in evidence at the official dedication. Manning the switchboard was Ann "Burnsey" Burns, Order Typist and Relief Telephone Operator. Burnsey likes bowling, dancing, and sports.

NEW YORK GALS TOUR RESEARCH

Eight secretaries of Industrial Insulations Division Headquarters in New York City recently toured the Manville Research Center. Purpose was to familiarize the girls with the facilities, processes, and products about which they type voluminous correspondence. The girls are, from left, Judy Mancini, Kitty Nickel, Marie Roeseman, Paulette Greaume, Phyllis Arcomano, Elsie Anderson, Patricia Conlon, and Patricia Belletti.

MANVILLE J-M CLUB BURNS MORTGAGE

It was a gala evening on the fifth anniversary of the Manville J-M Clubhouse. There was dancing, entertainment by a magician and a comedian, more dancing, and cutting and eating of a huge anniversary cake. And, of course, there was the mortgage burning ceremony. Slicing the cake in right center are Anthony Petrone, J-M Club President, and Joseph Godlewski, Vice President. The girls are hostesses and twin sisters, Emily and Genevieve Kruzel.

PITTSBURG AWARDS BOWLING TROPHIES

Top bowlers at the Pittsburg (Calif.) Building Products Plant were recently awarded trophies. Adeline Sechrest, Payroll Clerk, and T. E. Billingsley, Employment and Safety Supervisor, copped honors for high games with scores of 226 and 257 respectively. Not shown are Laverne Flavetta, Credit Union Secretary, and Levine Watson, Ball Mill Operator—high series with 556 and 668. High average honors went to Louis Infelise, Paper Mill Inspector, and Rose Ralston, wife of Fred Ralston, E&R Dept.—174 and 149.



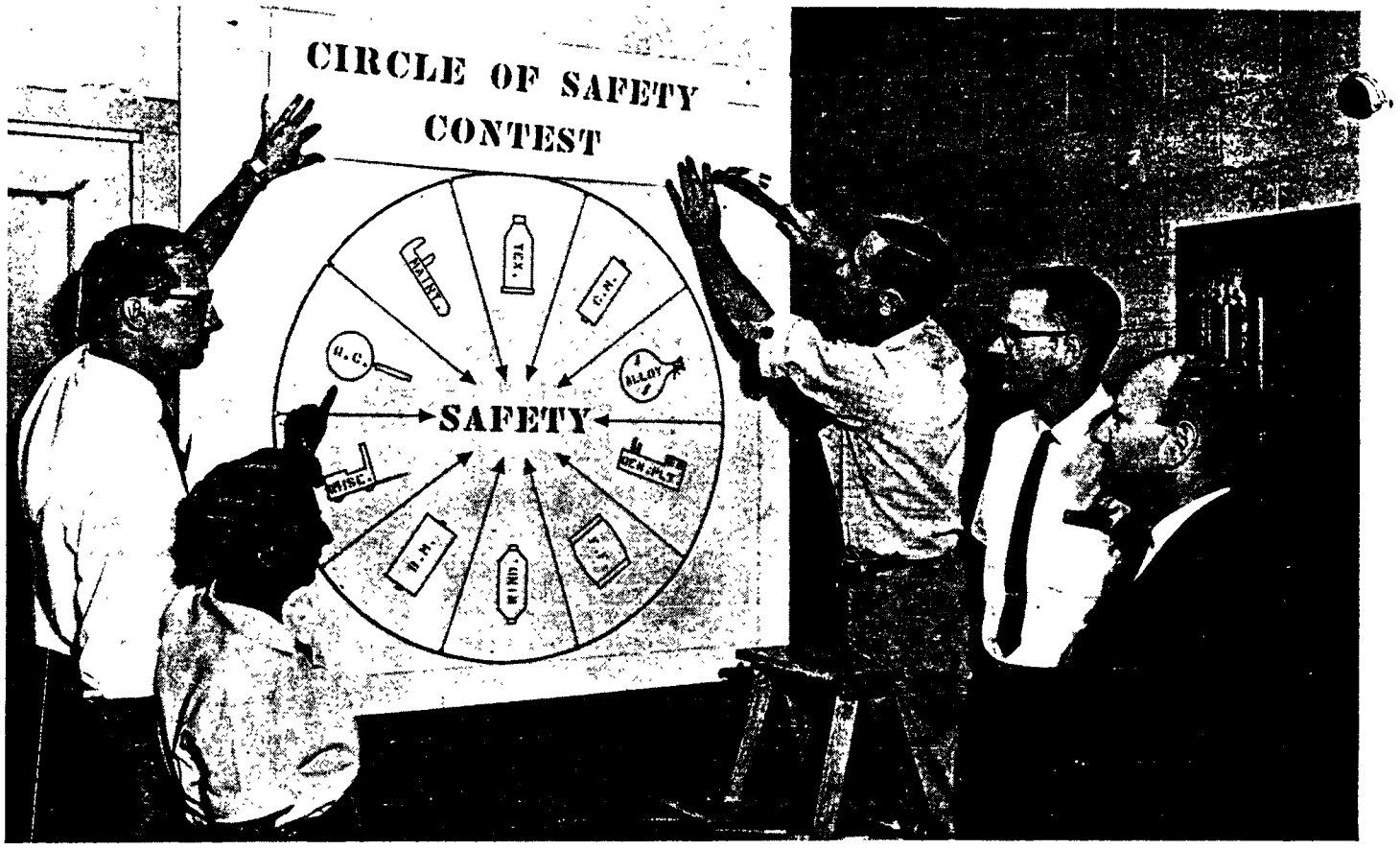






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CIRCLE OF SAFETY CONTEST

Aims to Reduce Summer Injuries

A new plant-wide safety contest started June 1 at the Waterville (Ohio) Fiber Glass Plant — continuing until August 1.

Although the plant has an extensive safety program in operation throughout the year, Ken Horn, Employment and Safety Supervisor, and the departmental safety teams developed this special "Circle of Safety Contest" in an effort to reduce the summer accident rate.

The accident rate for summer usually exceeds that of other seasons of the year. The circle theme graphically states, "Circle Your Life with Safety". It also points up the responsibility of all departments to the entire factory's safety record.

Production employees are competing for contest honors on a departmental basis, and they also compete by shift.

During each of the three summer months in which a department has no lost-time injuries, the department receives one ticket for every 1,000 safe man-hours. Hours of less than 1,000 are credited to the following month. At the end of the contest, hours under 1,000 also will receive one ticket.

Tickets are placed in a sealed container as they are earned. A drawing early in September will determine the department winners. From that department's eligible employees an individual name will be drawn for the top prize—a portable Channel Master 8-transistor radio.

If an employee has a disabling injury at any time during the contest, he becomes ineligible for the prize, and his department loses all of that month's safe hours and tickets.

Above *"My Department will nail down the grand prize," predicts Quality Control Inspector Agnes Kivell (2nd from left). Jerry Longstreet, Maintenance Man, nails up the announcement poster for the "Circle of Safety Contest" at the Waterville (Ohio) Fiber Glass Plant. On Jerry's right are Ken Horn (white shirt), Employment and Safety Supervisor, and Gerry White, Plant Manager. Holding the sign at left is Bill Miller, Quality Control Technician.*

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