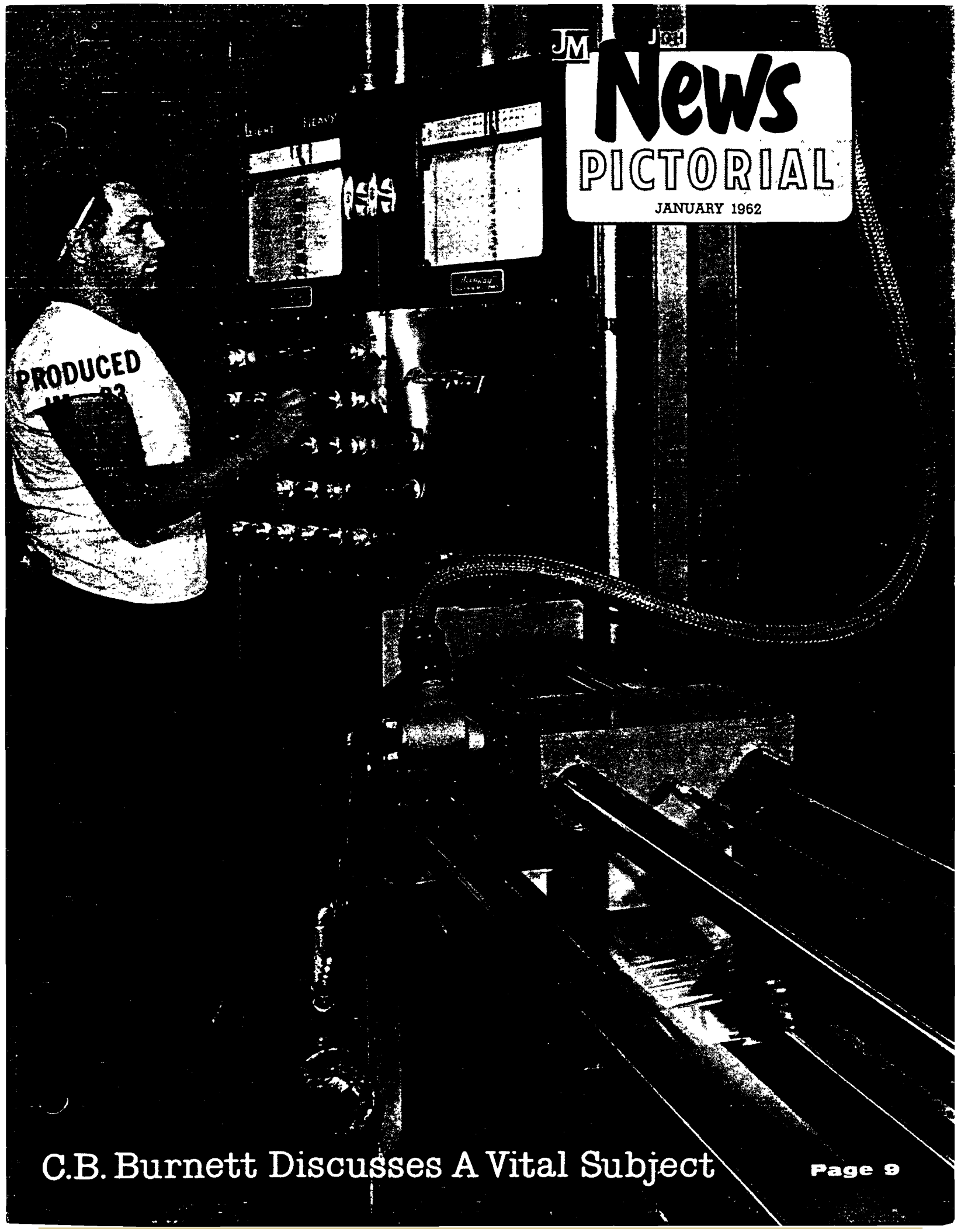


J-M News PICTORIAL

JANUARY 1962

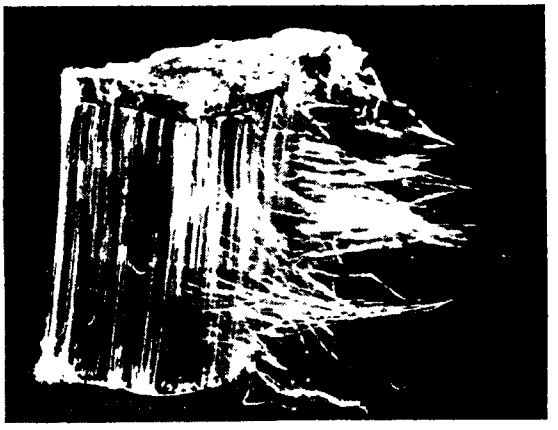
C.B. Burnett Discusses A Vital Subject

Page 9

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What's for Sale? ASBESTOS FIBRE

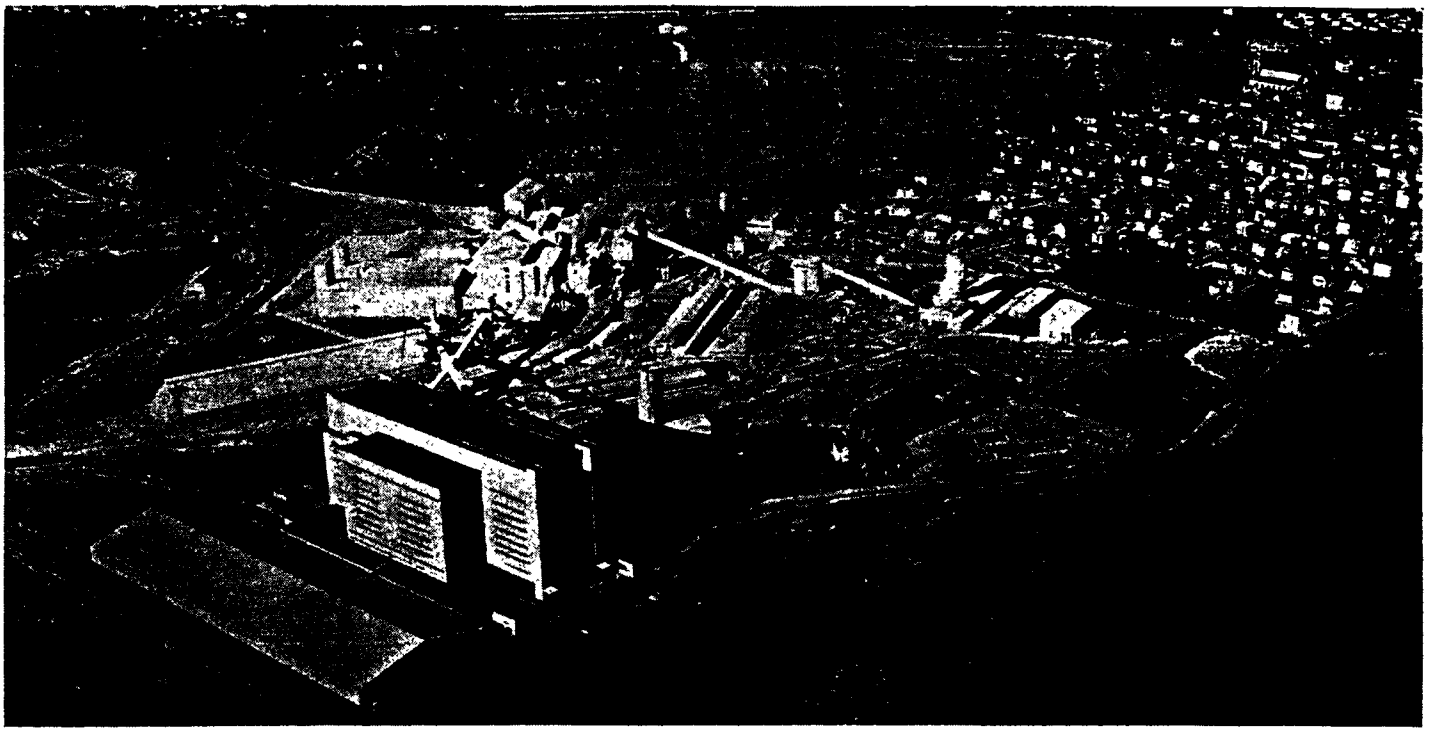
This is the fourth in a series devoted to acquainting all J-Mers with the full range of our products. The more informed we are of what we make, the better we can help ourselves and our communities to find the needed materials. Save these pages, and . . . "spread the word" about what J-M has to sell.



Left: Here's how asbestos looks once it is separated from the rock that surrounds it. The mineral is composed of the fine, silky fibres on the right; a miracle of heat, pressure and time.

* * *

Below: This aerial view shows J-M's largest mine, Jeffrey, at Asbestos, Quebec. in Canada. The huge building is the asbestos mill. The open pit mine is shown in the background.



H. W. Johns, founder of what is today Johns-Manville, began the modern asbestos industry in 1858 when he and an assistant made his first asbestos roofing out of manila paper, burlap, asphalt and asbestos fibre. Today J-M mines asbestos fibre in Canada at Asbestos, Que., and Munro Mine in Northern Ontario. J-M also is developing a deposit near Coalinga, Calif., and the Advocate Mine in northern Newfoundland. The ore is taken from our mines to the mills where the fibre is separated, sorted, cleaned and graded. The length of fibre determines how it will be used.

Here's why asbestos is called "the magic mineral": It cannot burn. It resists heat and the action of most ordinary chemicals. It is immune to the forces of rot, rust and decay. Many asbestos fibres are as strong as types of steel wire, yet they are soft and silky and so fine that a single fibre can be seen only with a powerful microscope.

During J-M's nearly 104-year history asbestos fibre has served as a backbone for a large number of our products. It is shipped to our plants and used as *reinforcement* in combination with such materials as portland cement, plastics, diatomite and magnesia to make building boards, Transite pipe, floor tile, high temperature insulations such as pipe and block insulations, the lightweight insulating panel called Marinite, and shingles and siding. It is woven into fireproof *cloth* and combined with impregnants and binders to make brake linings and industrial packings and gaskets. It is *felted* and made into *paper* for electrical insulations and, with asphalt, made into roofing felts that are used in fabrication of built-up roofs.

J-M continues to find new uses for asbestos fibres. A major new development is the use of short fibre asbestos in asphalt road construction.

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INDIAN OFFICIALS

VISIT JOHNS-MANVILLE

Zelienople (Pa.) Industrial Insulations Plant was one of the stops for this group of industrial executives, labor leaders and government officials from India. The men were visiting the U. S. under sponsorship of the International Cooperation Administration of Washington, D. C. The four in the first row are, from left, N. R. Srinivasan, Dr. G. N. Mohanty, K. P. Jhunjhunwala, and B. Bysakh. In back row are, from left, James J. Roche of International DHQ, B. K. Mukherji, S. S. Maun, D. Gopalakrishnan, H. V. Bhaskar Rao, Philadelphia District Manager Floyd Saxer, Plant Manager R. E. Robinson, and James Johnson of ICA, a former assistant to J-M's President.





QCC Activities

NEW ORLEANS INDUCTS CLARK

Left—Charles Cullen Clark, Jr., left, Chief Sales Clerk at New Orleans District Office, receives his Quarter Century Club clock from Ben West, Eastern Regional Manager, Building Products, from DHQ. A. C. Seavey, New Orleans B/P District Manager, read the QCC ritual.

EATON, BAUMAN ENTER QCC

Lower left—These four people were the guests of honor at Milwaukee Chapter's QCC induction. From left they are Inductee Russell W. Bauman and his wife, Marge, and Mrs. Margaret Eaton and Inductee Samuel M. Eaton. Russ is Sales Representative for Industrial Insulations in Appleton, Wis., area, and Sam is Packings & Friction Materials Salesman working out of Minneapolis Office.

FOUR JOIN QCC AT TORONTO

Below—Toronto QCC Chapter's inductees for this year are shown here with their wives. From left the couples are Mr. and Mrs. Harry J. Scott, Mr. and Mrs. J. George Stephenson, Mr. and Mrs. J. C. Honey, and Mr. and Mrs. Gordon D. Poole.





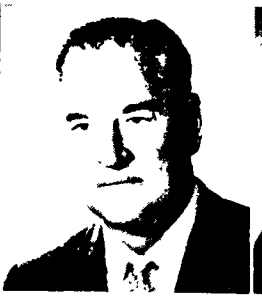
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RECENT J-M ASSIGNMENTS


Francis May


Bob Orth


Bus Smith


Henry Bates


Jack Vermeulen

Francis H. May, Jr., has been elected to the Johns-Manville Board of Directors and to the position of Vice President for Finance. He has served as Assistant Vice President for Finance since June of 1960. As Vice President for Finance he succeeds Roger Hackney, who became Senior Operating Vice President for Mining and International Divisions at the beginning of 1961.

After J-M acquired L.O.F. Glass Fibers Company at the end of 1958, Francis became Vice President of Johns-Manville Fiber Glass Inc. and General Manager of the Fiber Glass Division. He had previously served L.O.F. Glass Fibers Company as Vice President, Secretary and Treasurer.

Francis began his career in the glass industry with Owens-Illinois Glass Company as Manager of War Contracts Division. When he returned from Army service in 1946 he joined Glass Fibers Inc. of Toledo and subsequently became Vice President and Secretary. Later he assumed the added responsibility of Treasurer.

Late in 1954 the Fiber Glass and Corrulux Divisions of Libbey-Owens-Ford were joined to form L.O.F. Glass Fibers Company, and in early 1955 that firm merged with Glass Fibers Inc. Francis joined the L.O.F. Glass Fibers Company as Vice President, Secretary and Treasurer.

Robert F. Orth, Senior Operating Vice President and General Manager of the Pipe Division, has been assigned the additional responsibilities of Vice President for Sales, succeeding John A. O'Brien, who has retired.

The Director of Public Relations and the Director of Advertising will report to Bob. Sales Service Department, which formerly reported to the Vice President for Sales, has been transferred to the Director of Administative Services.

Bob joined the company in 1924 in the sales organization at St. Louis, Mo., as an acoustical engineer and architectural representative. He later became Staff Manager, Manager of Public Utility and Electrical Sales, and a Merchandising Manager in the Transite Pipe Department in New York.

In 1956 he was elected Vice President of the Johns-Manville Sales Corporation and became General Manager of the Pipe Division. He was elected a Vice President of Johns-Manville Corporation at the beginning of 1960 and a Senior Operating Vice President later in the year.

A. C. "Bus" Smith has been appointed to the newly created position of Assistant Vice President for Research and Development. He will carry out such activities as the Vice President for Research and Development may assign to him. He will act for the Vice President on matters concerning the relationship between the various departments at the Manville (N.J.) Research Center.

Bus joined J-M in 1940 as Assistant to the Plant Manager at Waukegan. He became Project Engineer in the General Engineering Department in 1945, and in 1947 he was made Production Engineer of Building Products Division. He was appointed Chief Plant Engineer in 1954. Since 1960 he has been Director of Plant Engineering and he has been a Vice President of Johns-Manville Products Corporation.

H. N. Bates, Director of Administrative Services in General Headquarters, has been assigned additional responsibilities. Sales Service Department, formerly reporting to the Vice President for Sales, will now report to him.

The Manager—Growth and Organization Planning will also report to the Director of Administrative Services. Henry will also be responsible for Acquisition Studies. Management Compensation Plans. and related special assignments from the President.

Announcements

IN MEMORIAM

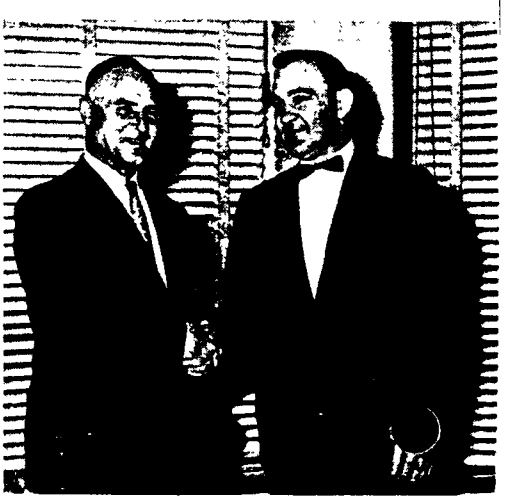
KONSTANIN KROPEWNICKI
Manville, Oct. 24
CHARLES REMILLET
Atlanta, Oct. 27
JOHN D. JOHNSON
Philadelphia, Oct. 28
AMEDEE BOUTIN
Asbestos, Nov. 1
ROSS J. ARRIGO
Chicago, Nov. 4
HORACE L. GARDNER
New York, Nov. 8
RAYMOND BROKAW
Manville, Nov. 9
THOMAS SIMMONS
Jarratt, Nov. 9
ALBERT ROSS
Asbestos, Nov. 12
CLYDE H. MONTGOMERY
Alexandria, Nov. 13
WILLIAM A. O'HARA
New York, Nov. 14
TONY POLAK
Manville, Nov. 16
LUTHER A. REED
New York, Nov. 16
PEARL BROBST
Alexandria, Nov. 17
CLIFTON E. CANNEY
Nashua, Nov. 19
ALBERT D. TECTOR
Asbestos, Nov. 22
VINEZ POPE
Waukegan, Nov. 24
ELPHEGE FORCIER
Nashua, Nov. 28

RETIRING—FEBRUARY 1

KENNETH A. ALLEN, Waukegan
WILLIAM R. KELTY, New York
JESSE KING, Long Beach
PHILIBERT G. MAILHOT, Jeffrey Mine
RUDOLPH A. MESSNER, Milwaukee
EVERETT RITTER, Alexandria
ROBERT WILLIAMS, Jarratt

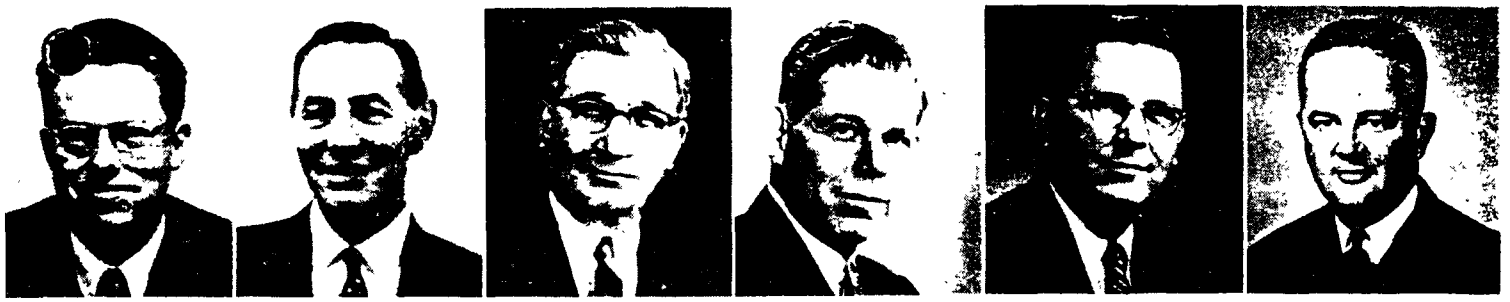
QCC INDUCTIONS

At Jacksonville Sales Office, Jan. 4, dinner, Ponte Vedra Inn, Ponte Vedra Beach, Fla.
JOSEPH B. CHESHIRE
MACK A. CLARK
HORACE H. LAURAMORE
NELL T. PFANSTIEL



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Harry Kuesel | Eric Wiefelstede | George Petters | Dudley Hayes | Bill Smith | Dave Wilson

These duties, and others, were formerly the responsibility of John P. Syme, Vice President for Executive Department, who has retired. The position of Vice President for Executive Department is discontinued. Executive Development is assigned to the Vice President for Industrial Relations.

Henry joined J-M in 1936 as a Specifications Engineer at Manville and soon became Specifications Manager at Nashua. In 1938 he was appointed Assistant Manager of the Forecasting and Scheduling Department at General Headquarters. He was promoted to Director of Forecasting and Scheduling in 1944.

Beginning in 1949 he spent nine years on various important assignments in the Chairman's Office. He became Director of Administrative Services and Vice President of Johns-Manville Products Corporation in 1957.

J. A. Vermeulen has been appointed Director of Plant Engineering at the Engineering Center and a Vice President of Johns-Manville Products Corporation. In his new job he succeeds A. C. Smith, who has been appointed to the newly created position of Assistant Vice President for Research and Development.

Jack joined the company in 1947 as an Assistant Project Engineer, and was advanced to Project Engineer in 1949. In 1952 he became Project Manager, a position he held until this assignment.

Harry B. Kuesel has been appointed to the newly created position of Manager—Growth and Organization Planning, in General Headquarters Administrative Services Department. In this position Harry will assist the Department Director in handling assignments dealing with company growth and forward planning, organization and other related assignments.

Harry joined J-M in 1947, and he has held several important positions in finance and division headquarters staff work. His most recent position was as Assistant to the General Manager in Packings & Friction Materials Division.

Eric Wiefelstede has been named Controller of the Flooring Division. Eric joined J-M in 1945 as a member of the Analysis Department. He later moved into the Building Products Division Controller's Office where he progressed through several positions, the latest being Senior Analyst.

Building Products Division has added a Southern Regional Sales Office to its Sales Department organization. The new region encompasses B/P District Sales Offices in Atlanta, Ga.; Charlotte, N. C.; Jacksonville, Fla.; Houston, Texas; and New Orleans, La. B/P now maintains four Regional Sales Offices—Eastern, Southern, Midwestern, and Western.

George A. Petters has been named Regional Manager of the new Southern Region with offices in Atlanta. George joined the Division Commodity Group as a Staff Commodity Manager in 1939. He became Assistant District Sales Manager at Atlanta in 1947 and Manager since 1951.

R. Dudley Hayes has been named District Sales Manager of Atlanta District. Dudley joined the company in 1935 as a Junior Salesman and operated as a Senior Salesman in Florida for many years. In 1958 he was appointed Atlanta District Sales Manager for Industrial B/P Products Sales Dept. A year ago he was transferred to Jacksonville, Fla., as District Sales Manager.

William T. Smith has been named Charlotte District Sales Manager. Bill joined J-M in 1949 as a Salesman-in-Training at Atlanta, later becoming Junior and then Senior Salesman. In March of 1960 he was promoted to Assistant District Sales Manager at Atlanta.

David L. Wilson has been named Jacksonville (Fla.) District Sales Manager. Dave joined the company in 1935 as a Sales Clerk. Since 1937 he has been a Salesman in the Florida area.

TWO J-MERS ELECTED MAYORS IN NEW JERSEY

Left—Since last fall's elections, Manville (N.J.) Plants can boast of two men who are mayors in New Jersey communities. Re-elected mayor of Manville is Louis Welaj. right. of Plant Accounting Dept. Louis welcomes Claude W. Walck into the order of mayors. Claude, Industrial Relations Dept. Employment Supervisor, is now mayor of Sommerville.

DISPLAY SHOWS WHAT HAPPENS TO ORDER

Right—Industrial Insulations personnel at Manville (N.J.) made up bulletin board display showing what happens to an order from time it is received until it is shipped out. Display was moved around throughout the plant so that J-Mers would have chance to see it. Thermobestos Dept. men looking at the display are, from left, Paul Dougherty, Block Packer; and Charles Gaglia, Scrapper.



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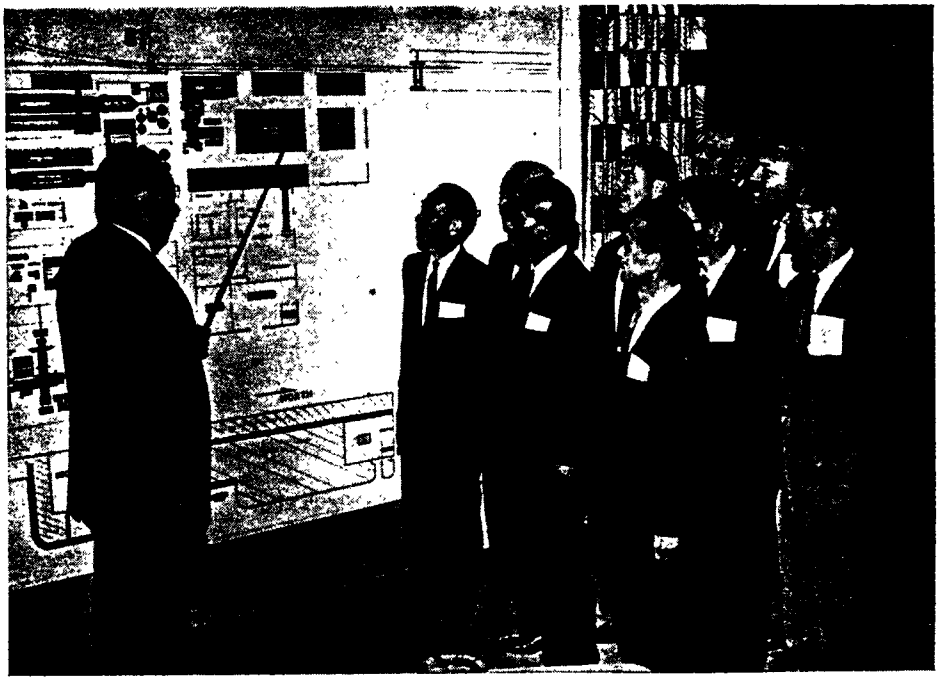




CHICAGO, SAN FRANCISCO HOLD QCC INDUCTIONS

Chicago: Inducted into Chicago QCC Chapter this year were (above left) T. Clare Davis, left, and William W. Yule; (above center) Edward M. Schultz, left, and Fletcher H. Bingham, center. At right is R. W. Paul, Secretary of Chicago Chapter. A highlight of the evening was the singing of a special induction song by the quartet of inductees. Art Bergman, Building Products Regional Manager, led the quartet.

San Francisco: Inductee H. R. "Ed" Nelson, right, receives his watch from Bob Orth, Senior Operating Vice President and General Manager of Pipe Division, at the San Francisco QCC induction. Ed is Chief Installation Instructor at San Francisco District.



JAPANESE INDUSTRIALISTS TOUR DENISON

Jack Hesse, left, Denison (Tex.) Pipe Plant Manager, shows this group a diagram of the plant during plant tour. In the front row are, from left, Yoshihiro Fujita, Dr. Kenzo Yoneda, Hideto Kawai, Shigeru Nishiyama and Yujiro Shimomura. At back are, from left, George Aiba and J-Mers Dudley Colton, International Division General Manager; A. J. Steneri, International's Foreign Project Engineer; and Bob Orth. Senior Operating Vice President and General Manager of Pipe Division. The Japanese industrialists are from Kubota Iron and Machinery Works. Their two-week visit with J-M was a part of J-M's technical assistance program.

NATCHEZ FINDS TWO UNSAFE VISITORS

Natchez (Miss.) Building Products Plant found it had a new "job hazard" recently. J. W. Barlow, Labor Foreman, holds two deadly cottonmouth moccasins he killed. The snakes were on the plant sewer line. Though prevalent in the area. it's unusual to find cottonmouths around the plant.

ACHIEVES HIGHEST MARKS ON TEST



Jack Lunan, of Factory Finance Dept., Asbestos (Que.) Plant, received a silver watch donated by Wallace Silversmiths Canada, Ltd., for obtaining the highest mark in Advanced Cost Accounting examination. The exam was given by Eastern Townships Section of Society of Industrial & Cost Accountants of Quebec. Jack is working toward the Society's Registered Industrial Accountant degree.



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Women Behind The J-M Men



Marilyn Patricia Sereres claims her one distinction is that her last name spells the same forward or backward. Marilyn is Secretary-Cashier to North Bay (Ont.) Canadian Products Plant Finance Manager, Ron Coates. She is just as adept with her typewriter as she is with an adding machine. Marilyn also writes the column "Gals Gossip" in North Bay Plant Newsletter. She has toured Europe and hopes to make the trip again.





Doris E. Robinson started work at J-M's Stockton (Calif.) Pipe Plant four years ago as a Factory Order Clerk in Planning & Scheduling. In this position she is one of the key women behind Frank J. Walczak, Planning & Scheduling Supervisor and a member of Quarter Century Club. Doris attended College of Commerce in Stockton and Stockton College. She is a member of a church group called Covenant Women's Association, and enjoys knitting, bowling and stamp collecting. She has two sons, David, who is 18, and Allen, who is 14.





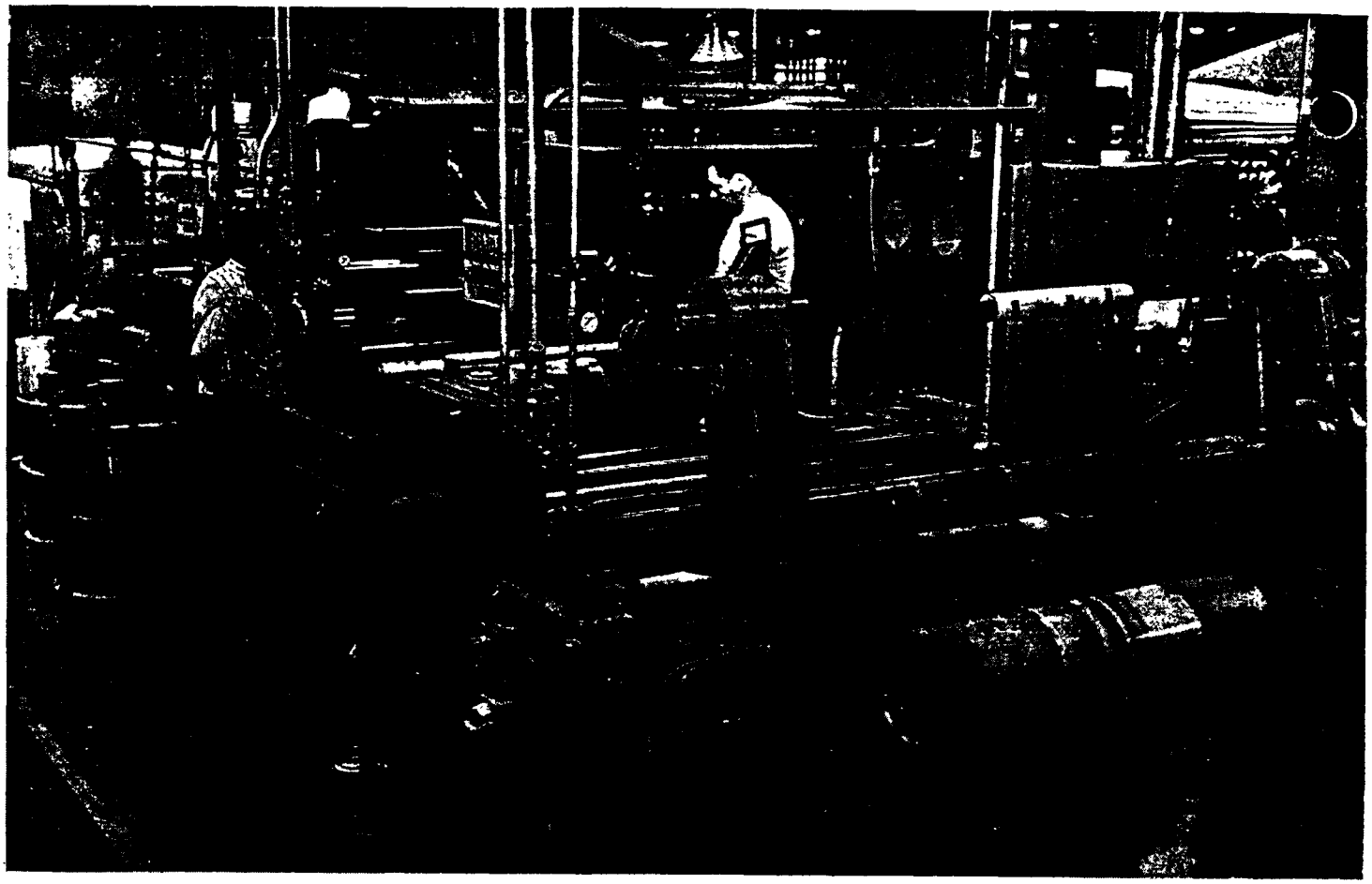
Florence Baybutt recently moved from a job as Secretary in Finance Office at Nashua (N.H.) Industrial Insulations Plant to Secretary to Plant Manager Everett C. Truax. She has also taken on the duties of Supervisor of the Clerical-Stenographic Pool. Florence has been with J-M since May 14. 1924 when she started as a stenographer. She is currently serving as Treasurer of Nashua QCC Chapter. Her outside interests include rug braiding and knitting.





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New Equipment Improves Quality and Reduces Costs at Dutch Brand

Coating equipment controlled by Chicago Dutch Brand Plant's new AccuRay is operated by Joseph Curatolo, right, Coating Operator. At left is Frank Zito, Coating Dept. Foreman. AccuRay measuring and controlling instrument consists of two measuring heads. Tape backing is measured just before the adhesive is deposited and also after the adhesive has been applied to the backing. Difference between the two measurements is calculated, and the unit automatically adjusts the coating head.

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Herbert Morton Ball, *Secretary*
James M. Shackelford, *Treasurer*

Published for employees and members of their families by the Office of the Director of Public Relations.

OUR COVER

Better quality and more uniform quality in a wide variety of industrial and electrical tapes is now being achieved at Chicago (Ill.) Dutch Brand Plant. Improved quality is possible because of a recently installed "Accuracy" measuring and controlling instrument.

It uses radioactive material to automatically measure, record and control the amount of adhesive deposited on the tape backing.

In addition to improving quality, the new equipment also substantially reduces our costs by reducing rejections.

Joseph Curatolo, Coating Operator, is setting the AccuRay for the proper amount of adhesive to be deposited on the film. The device in the foreground is measuring the thickness of the tape backing before the adhesive is applied.

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JM - 83

SOCIAL SECURITY REMINDER

Beginning Jan. 1, 1962, (as reported in News Pic December issue) both the company and employees will pay 3⅛ per cent Social Security taxes on the first $4,800 of the employee's annual pay. Increased payments are necessary because of improved benefits.

This is an increase of ⅛% from the previous 3%. It means that any employee who earns $4,800 a year will now pay $6 more, for a total of $150 a year instead of $144. The company, of course, matches the funds paid by employees for Social Security.

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C.B. Burnett Discusses A Vital Subject



C. B. Burnett, President (right), discusses the problem of losses from rejections with Ken Huffine, Vice President for Production. In lower photos, Mr. Burnett makes two points.

QUESTION—Mr. Burnett, we understand you want J-M employees to take a greater interest in a continuing manufacturing problem. What is this problem?

ANSWER—Our problem is losses from rejects. That is, losses from products that fail to meet specifications—products that cannot be shipped if we are to maintain our quality standard and reputation. Here is an example:

If we produce 10 units at a cost of $1.00 each and sell each one for $1.10, we stand to make $1.00 in profit on the 10 units. But, if one unit is rejected and we have to make 11 units so that we can ship 10, we have spent $11 and we can collect $11. Our profit is wiped out by the one reject.

Q—Your example points out that if there is one reject for each 10 pieces shipped, profits are wiped out. Just how big is the problem of reject losses?

A—It is obvious that we couldn't stay in business very long if our rejects were as high as my example—but we have determined that reject losses total more than $10,000,000 each year.

Q—Can you explain how employees benefit when rejects are reduced?

A—The more our company succeeds and the more we build prestige and profits —the more all of us have—better job security, improved job stability, and greater opportunity.

I might also mention that there is great satisfaction in doing a job right. Pride of workmanship is important.

Q—What can be done about this problem?

A—This is something that can be solved only by individuals and groups of individuals. Each person must do everything in his power to make the product right.

Q—Won't more attention to making it right slow production?

A—High production does not necessarily lead to high rejects. Many of our products are produced at higher speeds than a few years ago and rejects are lower. When proper control and attention is given to an operation, output is increased and rejects go down.

Q—Can't some rejected products be reprocessed?

A—Yes, but reprocessing takes time and is costly. It is true that reprocessing saves materials. But to do this, machines, power and employees' time are required. This all adds to cost.

Q—But don't we have specially built equipment for reprocessing?

A—This equipment was designed to salvage unavoidable loss—such as trimmings and so forth. We do this only if the quality will not be lowered. It was never intended to reprocess products that should have been made right the first time.

Q—Who is responsible for getting it right the first time?

A—The responsibility rests with many —the supplier of the raw materials, the engineers who designed and installed the equipment, the maintenance man who keeps the equipment in repair, the supervisor who trained and instructed the employee on the job to be done—the list of those responsible is long. Good quality and fewer rejects are a responsibility of everyone who plays a part in producing a product.

Q—Aren't Inspectors largely responsible for quality?

A—Look at it this way. Even the best Inspector can't inspect quality *into* a product. *You have to build quality* into the product. It *cannot* be *inspected in.*

Q—Do losses from rejects come only from the production departments?

A—Yes, but let's not forget losses caused by mistakes of any sort—such as clerical errors, mishandled orders, or improper packaging. Avoidable losses are the responsibility of the person who causes them.

I'm counting on every J-Mer to play a full part in helping to make everything right the first time so that all of us will benefit.



"You are responsible for building quality the first time through."



"We can save $10 million a year!"

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Two J-M Couples Marry



Evelynn & Joseph Walker

Jane & Wayne Wagener

Two all-J-M weddings took place recently. In the upper right circle are Joe and Evelynn Yesso Walker. Joe, a J-Mer for seven years, is Supervisor of Cleveland Office's Customer Unit. Evelynn, who has been with J-M five years, is secretary to Frank Liller, Regional Manager of Cleveland Construction Unit. In left circle is Pittsburgh Office's Jane Savage, Sales Clerk in Transite Pipe, who became the bride of Wayne R. Wagener, Jr., Cleveland District Distributor Pipe Salesman.



Men of Manville (N.J.) Industrial Insulations Plant Thermoflex Dept. who have completed a course in Heliarc welding are, from left, Mike Drabich, Frank Esposito, Frank Petro, Chester Miller. Edward Pastula, John Brunda and Bart Talamini. The course, directed by Rocco Cincino, covered basic electrical theory of welding equipment and also set-up and operation of machines.



ALEX ESTINKA DEVISES SAFER WORKING METHODS FOR HANDLING HOT PITCH

Alex Estinka, (top photo) of Manville (N.J.) Yard Dept., demonstrates the handle extension he made for drawing hot pitch from the kettle. While working as Pitch Kettle Operator, Al became concerned with several phases of the operation. Before he made the handle operators drew the 480-degree pitch by opening the spout by hand. The handle allows the operator a safe distance to avoid pitch burns. Al also put a lid on the pitch pail. The lid automatically closes when the pail handle is raised in carrying position, and opens when the handle is pushed down. The kettle is moved around the plant on a jeep. Al also devised a method for hitching it up which eliminates lifting and guiding.

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7-STAR PLAN WINS MARKETING AWARD

Reg Johnson, left, J-M Advertising Director, accepts a plaque from Emanuel Goren, president of Marketing Executives Club of New York. Carl Nichols, President of Cunningham & Walsh, J-M's advertising agency, is at right. The plaque signifies the club's New Frontiers in Marketing Award in recognition of J-M's 7-Star Home Buildings Plan. The Plan was judged best of any promotional program to come before the club's board of directors. The board considered scores of entries from every phase of the American economy.

NSIA ELECTS SIMMONS HONORARY MEMBER

Robert C. Simmons, left, former Manager of J-M's Government Dept., now retired, receives certificate making him an Honorary Life Member of National Security Industrial Association from E. V. Huggins, of Westinghouse Corp. Bob was J-M's representative 19 years ago when the company became a charter member of the organization, founded by James Forrestal. Bob has held almost every office in the Association including President and Chairman of the Board. Elected honorary life members with him were Admiral Arleigh Burke, Generals Carter Magruder and Thomas White, Thomas C. Gates and Perkins McGuire. Former President Eisenhower is also an honorary life member.



NINE-MAN PIPE CREW BEATS OWN PRODUCTION RECORDS AT STOCKTON

This nine-man crew from Stockton (Calif.) Pipe Plant's Universal Pipe Lathe line set a production record of machining and testing 1,120 13-foot sections of 6-inch Class 150 Pressure Pipe. Deciding they could do better, they proceeded to machine and test 1.203 sections the next day. A few days later they processed 1.325 sections of 4-inch pipe to set a better record. Crew members are, from left, Al Erwin, Johnny Love, Dave Schmierer, Raymond Taylor, Jim Thorn, Carl Coon, Johnny Stugelmeyer, Jack Wells and Richard Limas. The records show outstanding teamwork among crew members as well as throughout the plant.



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QCC Inductions

At Joliet: Inducted into Quarter Century Club at Joliet (Ill.) Celite Plant were Grace McKee, left center in photo above, and Elizabeth S. Herrington, right center. Others in photo from left are F. T. Randolph, Rockdale Plant Manager; Roger Hackney, Vice President for Mining & International Divisions, who served as Inducting Officer at the ceremonies, and Earl W. Rosa, Joliet Plant Manager.

At Los Angeles: C. J. Rossio, left, Industrial Insulations Salesman in Los Angeles (Calif.) District Office, was inducted into QCC. Presiding at induction ceremonies was J. B. Jobe, right, Division General Manager.

Parkersburg Men Shoot for Fowls

More than 100 marksmen of Parkersburg (W. Va.) Fiber Glass Plant recently participated in a Turkey shoot. A dozen turkeys and 10 chickens were awarded to the top shooters, and a large live gobler was given as an attendance prize. Top marksman of the day was Ralph DeLong who had the highest single score. Shooting, from left, are Darnell Brooks, Ernest Husk, and William Poske, Jr. Turkey shoot was held on the employee parking lot.



EMPLOYEES AID HURRICANE VICTIMS

Mrs. Josephine Wiik, Steno in Credit Dept. of New Orleans (La.) District Office, was very concerned recently when "Hurricane Hattie" struck her former home of Belize, British Honduras, where her family still lives. None of her relatives was injured, but they were made homeless with no clothing but what they wore. Josephine displays the most welcome clothing that was donated by her fellow employees in this emergency.



J-M Helps Employees Prepare For Better Jobs

Because J-M's strength depends on its people, the company spends many thousands of dollars every year to help employees pay for the cost of outside study courses related to their work.

J-M thus reimburses employee's 65 per cent of their expenses for courses they satisfactorily complete that will help them to do better in their present jobs or prepare them for possible promotion. Opportunity for help in self-development is available to all full-time and permanent employees who obtain the prior approval of their supervisors, who check with J-M's Training Dept.

During the first eight months of 1961 the company paid almost $27,000 to about 400 employees who had satisfactorily completed courses this year directly related to their work in the company. Maximum amount that the company will pay to any one person during a calendar year has recently been increased from $220 to $350. On the basis of semesters the maximum amount has been increased from $110 a semester to $165 a semester. Courses may be taken in any accredited school or college, or from any recognized correspondence school.

Employees who are interested in self development to further their careers with J-M may contact their supervisors for details of tuition re-imbursement plan.

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DISCUSS FRENCH SALES

Plans for expanding J-M sales in France were recently discussed in Paris with J-M distributor, Ets. Guy Gouin. At the meeting were, from left, Pierre A. Devidts, Technical Manager; Bertrand P. deGorsse, Packing Dept. Manager (behind Pierre); Marcel Raffard, Celite Dept. Manager of Johns-Manville de France; Daniel Gouin, Sales Manager; C. B. Burnett, J-M President; W. E. Lehmann, J-M Director for Europe; Mrs. Guy Gouin; A. L. Cini, J-M's Southern European Area Manager; Dudley T. Colton, General Manager of J-M International; and Guy Gouin, President of Ets. Guy Gouin.

WINS STATE TITLE

Jim Schneringer, 17-year-old son of Mrs. Johnnie Schneringer, recently became Texas State champion in Flower Talk Competition (public speaking) at the 1961 Texas State Conclave. Order of DeMolay. His mother, Johnnie, is Secretary to J. L. Neill, Manager of Houston Building Products Plant. Jim is a high school senior.



COUNCIL ELECTS J-M'S BILL KELTY MEMBER EMERITUS

William R. Kelty, Manager of General Standards Engineering, has been elected Member Emeritus by Industrial Engineering Council of National Industrial Conference Board. Bill helped organize the Council in 1949. He is the first Member Emeritus ever to be elected. Bill retires February 1.

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Defiance Man Spends Weekend on Maneuvers

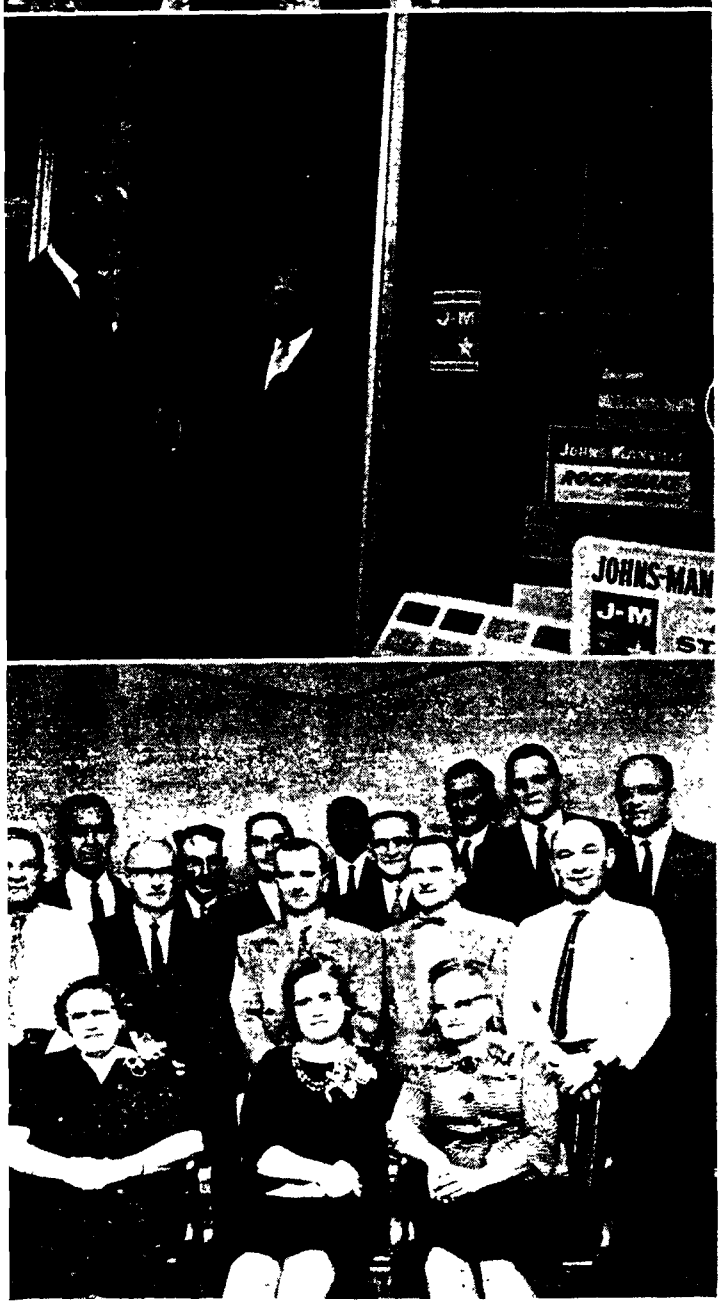
Left—Pfc. Jerry Hissong (left), Spooler in the Insulations Department of Defiance (Ohio) Carpenter Road Fiber Glass Plant, spent a recent weekend on maneuvers with Defiance's Combat Support Company of the Ohio National Guard. In this photo Jerry is helping to make deflection changes on the 4.2 mortar. The man at right is not a J-Mer. Jerry typifies a great number of J-M employees who are currently paying another installment on their military obligations.

Vancouver Dealer Moves into New Quarters

Left Center—Si Koven (right), J-M Dealer and owner of Advance Modernization, Ltd., in Vancouver, British Columbia, has been a long-time booster of J-M Products. When Si recently moved into new and improved quarters, Don Douglas (left), C. J-M Salesman, was on hand to admire the new facilities.

16 Inducted into QCC at Cleveland

Lower Left—Cleveland (Ohio) Building Products Plant which became a part of Johns-Manville this year, recently inducted sixteen employees into the Quarter Century Club in the first such ceremonies ever conducted by the plant. In the first row from left are Helen Bates, Hazel McDonald, and Jo Gompf. In second row are Herbert Brown, Joseph Oravec, Carl Vitas, Anthony Novak, and Charles Kubik. In back row are George Ptak, Alvin Redrup, Joseph Witcraft, James Benifield, Sylvester Radoss, Carl Williams, Milton and Paul Draeger.





DENISON MAN STOCKS LARDER

Lou Richards, Planning, Scheduling and Traffic Supervisor at Denison (Texas) Pipe Plant, restocks his larder every year with fare that is rare for most of us. This year Lou, (right) bagged a 10-point buck deer and a 12-point elk. With Lou on the trip was his brother, John, who also shot a deer.

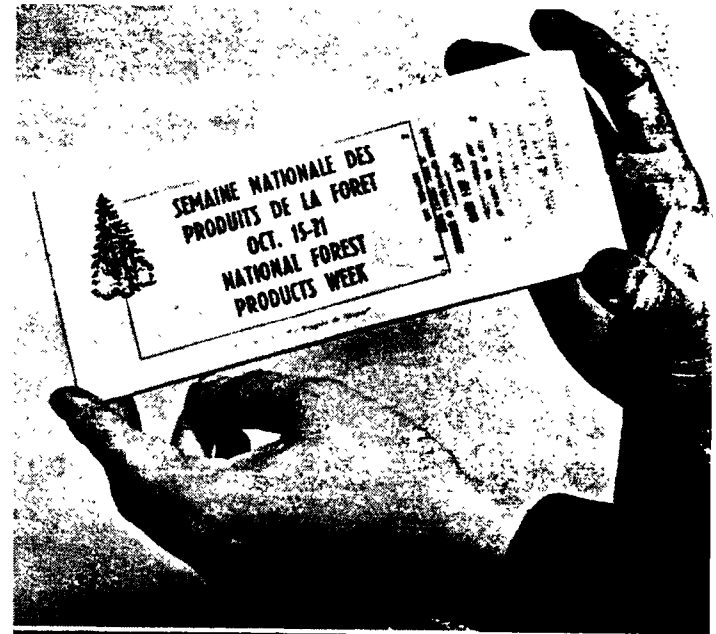
FOREMAN & SALESMAN GET HOLE-IN-ONE

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C. J-M Gets Wooden Check, Cashes It

Right—Wooden nickels may be frowned on, but Accounts Receivable Department of Canadian Johns-Manville in Port Credit, Ontario, recently received a wooden check which they proceeded to cash. Lumber Dealer Theodore Langois wrote his check on wood in support of National Forest Products week.



Brother and Sister Share the Spotlight

Right Center—Leslie Jane and Stevie Norman are the children of Clyde Norman, Atlanta (Ga.) District Sales Manager, Transite Pipe Distributor Sales Dept. Leslie Jane was elected "Queen" of the original Clairmont Little League. Her brother, Stevie, was a unanimous choice for the All-Stars.



Waukegan Retiree Settles in Scotland

Lower right—Retirement checks for Henry Russell, who retired in 1949 as a Millwright "A" in the Waukegan (Ill.) B/P plant, travel quite a distance before they reach him in Bonnie Scotland. Henry and his wife, Euphemia, spent 38 years in the United States before returning to their mother country. Henry writes that Scotland has changed a great deal in his absence, and that he would enjoy hearing from his old friends in J-M. His address is 42 Biggar Road, Cleland, Motherwell, Lanarkshire, Scotland. Henry and his wife are shown in front of the church where they regularly attend services.





Two Johns-Manville employees in different locations recently achieved the golfer's dream, a "Hole-in-one". At left is Herb Ickler, Salesman in Industrial Insulations Division, working out of the Philadelphia District Office. Herb lives in Wyncote, Pa. At right Ed Bala, Foreman, Cut Gasket Dept., Waukegan (Ill.) Packings and Friction Materials Plant, displays the ball and the club with which he achieved his unusual feat. A hole-in-one is one of the most unusual and prized feats in golfing.

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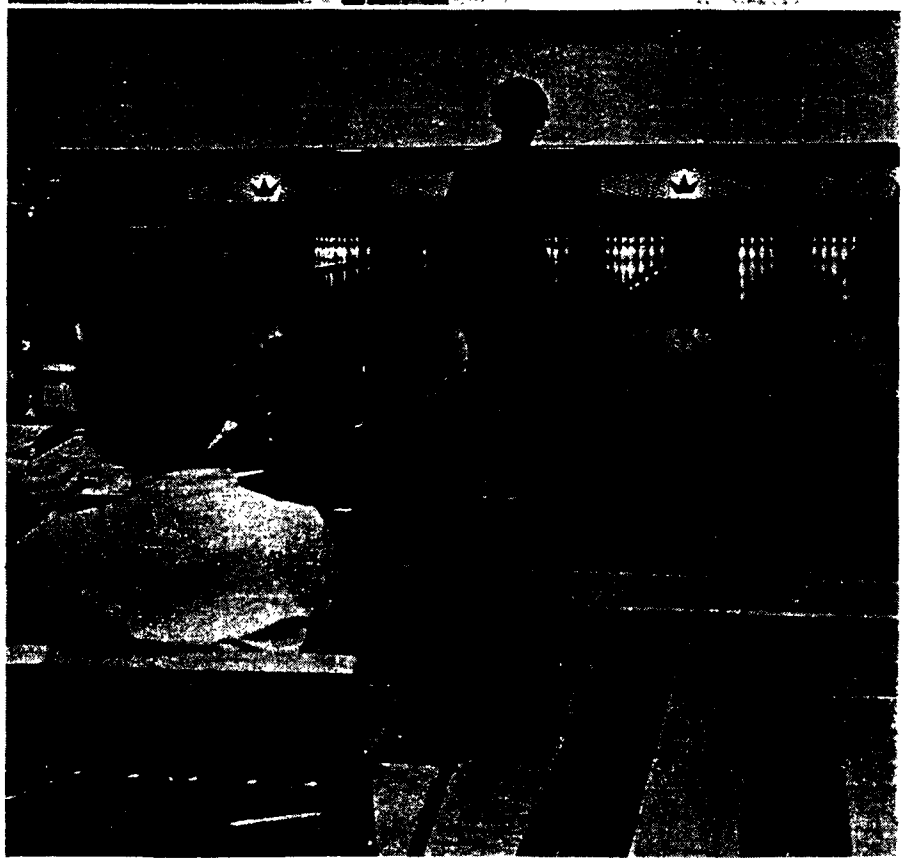
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Parkersburg Bowling Alley Finds Uses For J-M Products

Harry Barnett, Inspector-Packer in Microlite Dept. at Parkersburg (W. Va.) Fiber Glass Plant, noted that the builders of Ren-Dor Lanes, newest bowling center in the area, had made liberal use of J-M products in constructing the new 24-lane building. Harry took these pictures and submitted them to NEWS PIC as evidence of local people patronizing local industry.







Top Photos: At left is Photographer Harry Barnett shown at his job in Microlite Dept. At right is an exterior picture of the bowling alleys. J-M asphalt built-up roofing was used. The air conditioning and heating system duct-work is insulated with foil-faced fiber glass.

Above: Here are a few of the 24 lanes in the new building, being put to use by residents of the area (not J-Mers). About 24,000 square feet of fiber glass lay-in ceiling panels, manufactured at Parkersburg, was used.

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