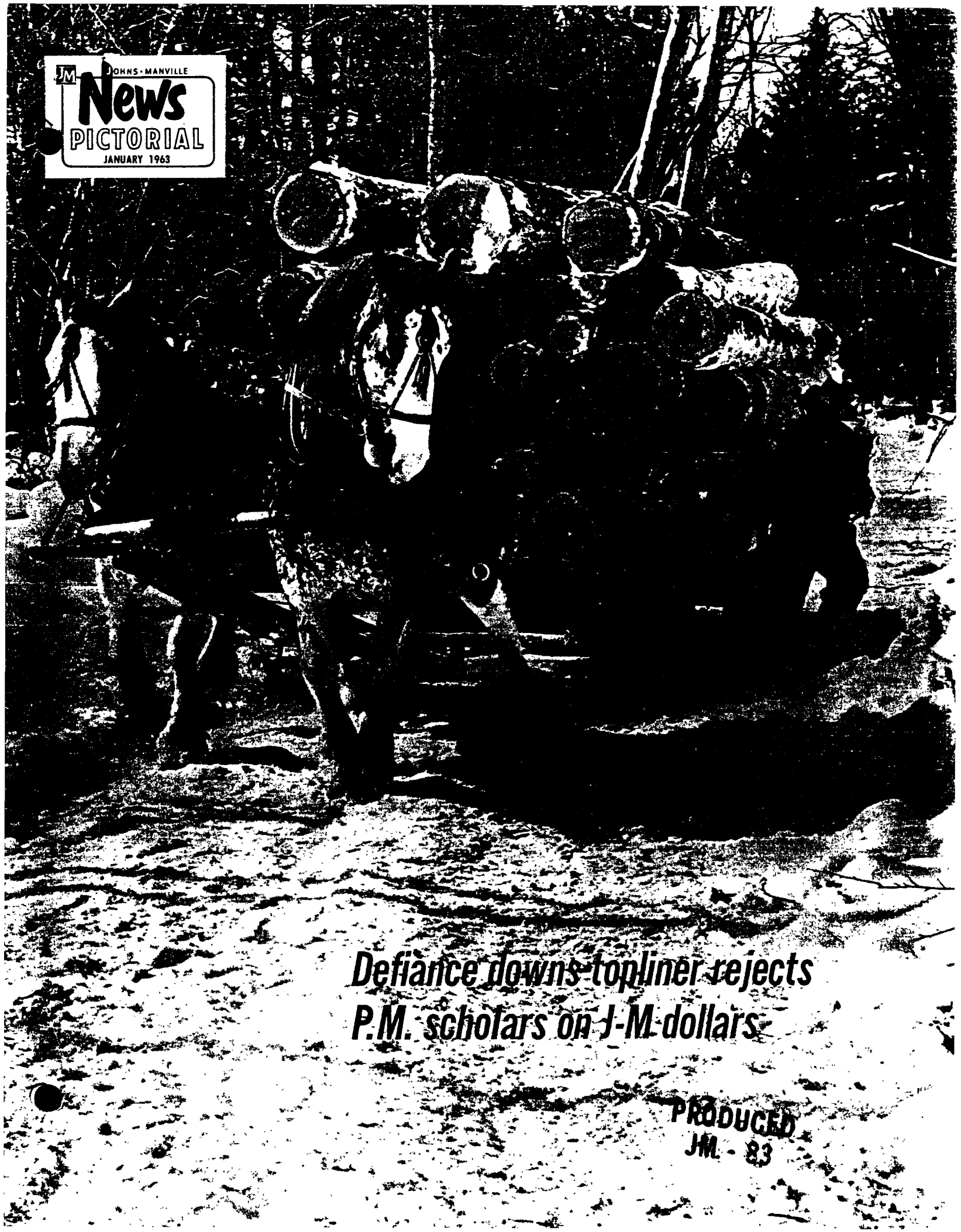
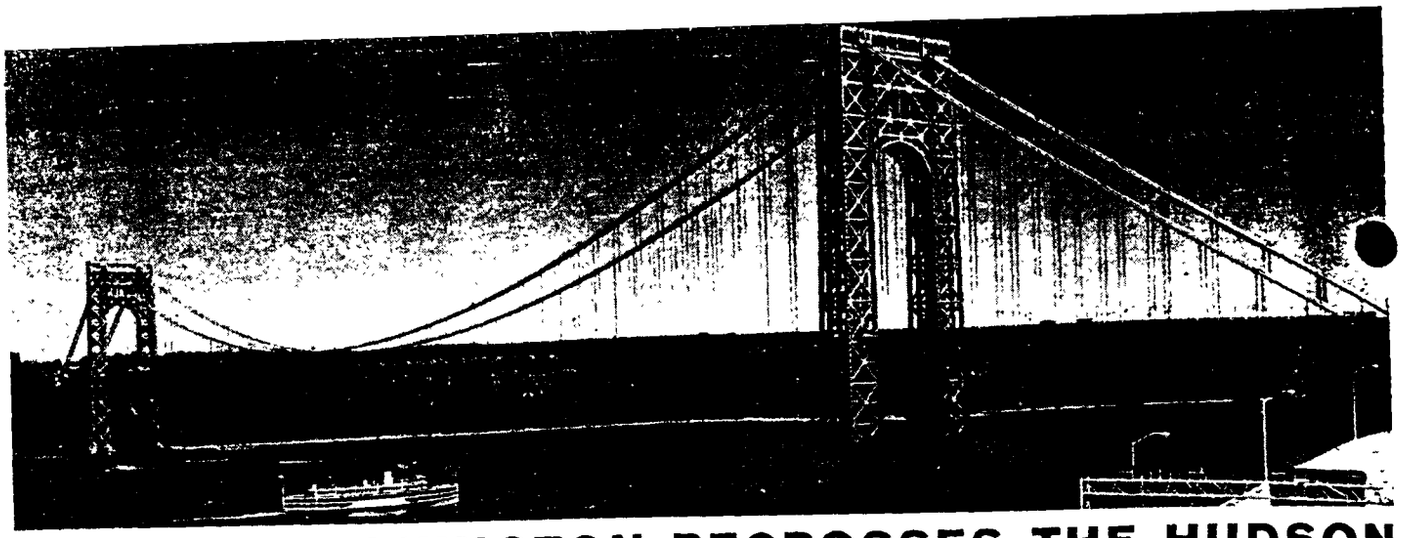
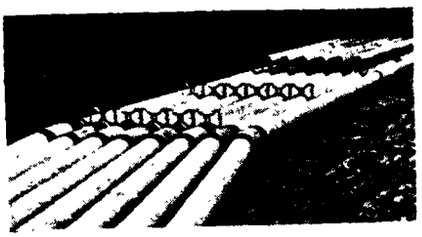


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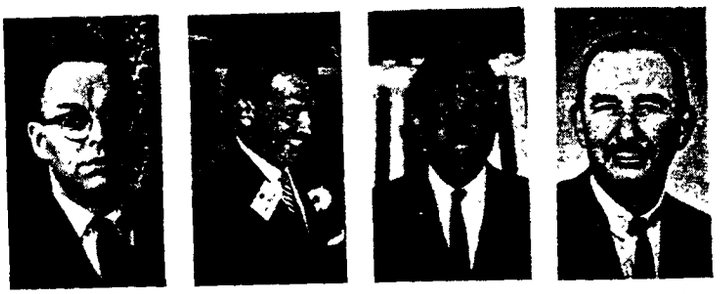
GEORGE WASHINGTON RECROSSES THE HUDSON

Added Level on Famous Span Facilitated by J-M Transite Ducts, Asphalt Bridge Plank and Roofing





Banks of J-M Transite Duct, top, were laid in roadway approaches, directly above, by Lightning Electric, Fischbach & Moore; Jandous Electric, and Hoffman & Elias, subcontractors.



Salesmen for J-M products used in the approaches to the huge span were l. to r., J. R. (Dick) Sutton, Transite Duct, N. Y. side; Charles Balantic, Asphalt Bridge Plank; Joe Hogarty, Aquadam Roofing, and Bill Geoghan, Transite Duct, N. J. side.



Above. The bridge Bus Station built on the approaches by Port Authority has Aquadam roof.

Below. Mechanics of the New York Roofing Co. install J-M Asphalt Bridge Plank on bus deck.



Once again a river-crossing operation has been successfully completed for George Washington — and J-M was there!

George, who was in the habit of crossing and re-crossing rivers in all kinds of weather to elude and surprise the British, would be pleased with the convenience his namesake, the George Washington Bridge, now provides with its new second level. The span, third longest of the suspension type, crosses the Hudson just about where George, himself, used to — from upper Manhattan in New York to Fort Lee in New Jersey. The six lanes of the new level, combined with eight lanes on the old level, make the George Washington the world's largest vehicle carrier.

J-M had the honor of supporting this maneuver by supplying the approaches to the bridge with J-M Transite asbestos-cement Duct, and a new bus station with J-M Asphalt Bridge Plank and J-M Smooth Surface Roofing. The J-M Transite Duct is used to provide permanent, corrosion-resistant, fire proof protection of electric and telephone cables in the approaches to the bridge. Transite is unaffected by cable arcing or burnouts. Its relatively light weight speeds installation.

The New York approaches also include a new bus station with direct ramp connections to the upper level of the bridge. The station's water proofing course or membrane on the bus deck uses approximately 30,000 sq. ft. of J-M Asphalt Bridge Plank. Durable and light-weight, it is made of asphalt, asbestos fibre and mineral filler. The roof of the passenger terminal is covered by 50,000 sq. ft. of J-M Aquadam Smooth Surface Roofing, chosen for its ability to endure water immersion and withstand exposure to the sun's rays, heat, cold and other climatic conditions.

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*Contributors to this issue.

Contributing Photographers

COVER—Don Buckley, Nugget Photo, North Bay, Ontario. Page 2—Bill Higgins; Port of New York Authority. Page 4-5—Ed Morrison and Bill Higgins. Page 6-7—Wide World Photo; Ted Czarda, Manville Research; Tom Patterson, Toronto. Page 8-9—William L. Rowe, Sarasota, Fla.; Benjamin Beecher. Page 10-11—Richard A. Barry, Nashua Plant; Fette Photographers, St. Louis; Bill Gebhardt, New Brunswick, N. J.; Bill Higgins, NYC; John Magee, Joliet; A. A. Poisson, Asbestos; Neal Ranauro, Manville Plant; Nopl Tremblay, North Bay. Page 12-13—Meyers Studio, Defiance, O.; Will Gainfort, North Brunswick, N. J. Page 14-15—J. L. Cutroni, N. Y.; Neal Ranauro, Manville Plant; L. A. Bungart, Houston Plant; Peter Whitney, Bellaire, Texas.

Our Opportunity in '63

This coming year, we can surpass our 1962 record sales — if we work smartly, smoothly and efficiently.

There are several factors in our favor. Construction is expected to stay close to its high plateau of 1962 and much of our output goes to this industry. The new faster depreciation write-off permitted can aid sales. So, too, can the 7% incentive credit allowed on corporate income taxes for investments in new equipment. These should result in more industrial construction, plant renovation and equipment purchases — expenditures that could benefit every division if we maintain and improve our competitive position.

True, we still feel the cost-price pinch that hurts. For three years, we have had a $20 million rise in salary and wage rates and employee benefits. During the same period, lower selling prices cost us another $20 million. Nevertheless, we have been able to offset most of this $40 million by increasing sales volume, by introducing new products and by improving our methods of doing business. We have done this without impairing our stepped-up research, development and engineering programs.

Other favorable factors are our control of important raw materials, our diversified array of good products, our excellent financial position and all our fine people of whom we are so proud.

We need, however, to improve our profits and thus assure continued job security for all of us. With good profits, we can replace obsolete equipment, develop new products, go into more profitable markets and attract capital when needed. We can improve our profits through better selling, merchandising and production, plus more prompt, courteous customer service. This means greater individual efforts on the part of all of us, every working day.

C. B. Burnett
President

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1) One of the first steps in assuring that nothing gets by is to inspect the raw materials. Here, Kenneth Rothenburger, a Quality Control Technician checks the cloth for any visible defects.



2) No weak cloths for J-M. Representative samples are regularly tested for Mullen strength to insure that American Motors gets only the best. Sylvester "Jack" Lenhart is making test.



3) Density often indicates the proper binder content of the felt. Here, William J. "Bill" Finn, the Chief Laboratory Technician takes measured samples for careful weighing.

Defiance Downs Topliner Rejects

Defiance G-26 Plant supplies snap-in, one piece Acoustical Topliners to American Motors for the Rambler Classics and Ambassadors. These J-M Molded Fiber Glass ceilings absorb air-borne noise and vibration and summer heat. They are contoured to hold in place snugly under the car's metal top, providing extra headroom. They are designed to be installed by two workmen in seconds instead of the old fabric ceilings which required complicated sewing and hooking.

When supplying a motor car manufacturer, it is imperative to maintain uniformly high quality and keep deliveries on time. Anything else will disrupt an automotive assembly line.

Starting from scratch, Defiance had problems to lick. After a study by production, engineering and quality control, changes were instituted that virtually wiped out rejects and kept production rolling fast.

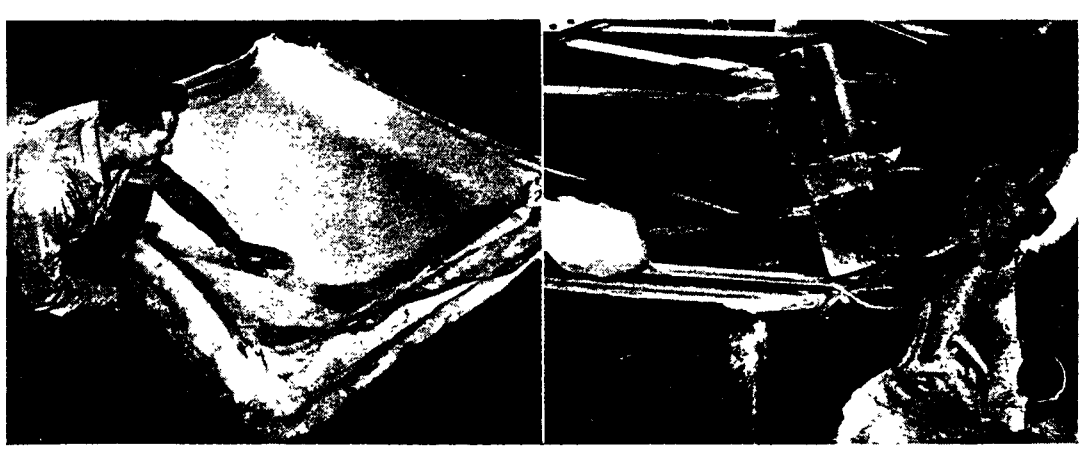
These changes included work simplification, better pre-inspection of materials including constant laboratory testing, more vigilant visual inspection during production, improved metering and automatic temperature and cyclic controls of the press during the molding process, dimensional checking of every unit as well as fitting in the try mold and a re-designed packaging system.

This was and still is a teamwork job of the highest order. Instituted under the direction of Bill Vanderbeek, J-M Fiber Glass Operations Manager and R. W. Dobson, Defiance Plant Manager, the project enlisted the aid of several Headquarters personnel such as J. W. Roberts, P. C. Giddings, W. T. Donahue, Headquarters Engineering, W. M. Rogers, Headquarters Quality Control and C. P. Weber, Division Sales Engineer and D. Blackburn of Quality Control, Toledo. Others who helped the project were George Hannes of Waterville Technical Center, Allen Bartlett of Industrial Engineering and David Storm, Production Superintendent, both of Plant G-26.

Its success is phenomenal in view of the initial difficulties, the high quality maintained and the rigid schedule followed.

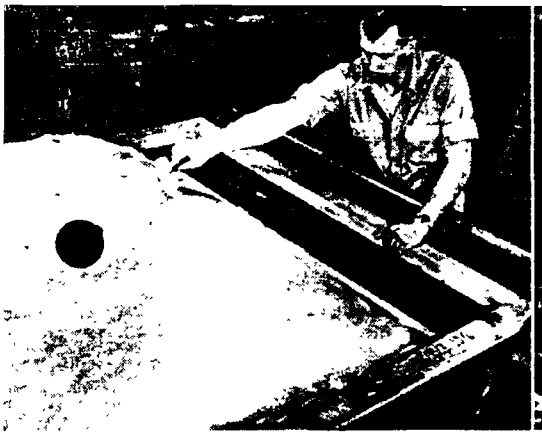
7) *Right* "Bubbles" and "Binder Spots" are taboo so David Head, Trimmer and Packer, carefully feels the surface of the Topliner before removing any of the excess cloth or felt left after pressing. Care here saves grief later.

8) *Far right* Next to the actual molding, this is one of the most crucial operations. Trimming the excess material must be done carefully and accurately so that the Topliner snaps right into the roof of the car without trouble. Trim variations can mean rejection.



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4) The "felt" must be carefully inspected to see that there are no adhesions or occlusions that will form lumps and mar the smooth surfaces of the laminate. Bill Behrman removes scrap clump.



5) After removal from the press, the Topliner is stenciled J-M on topside by Robert Lantz. This operation also codes the Topliner so that it can be traced should a defect appear anywhere.



6) The correct temperature is maintained throughout the press. The multi-point recorder, taking readings at 10 different places, tells its story to Donald Schaeffer and Laverne Lero.



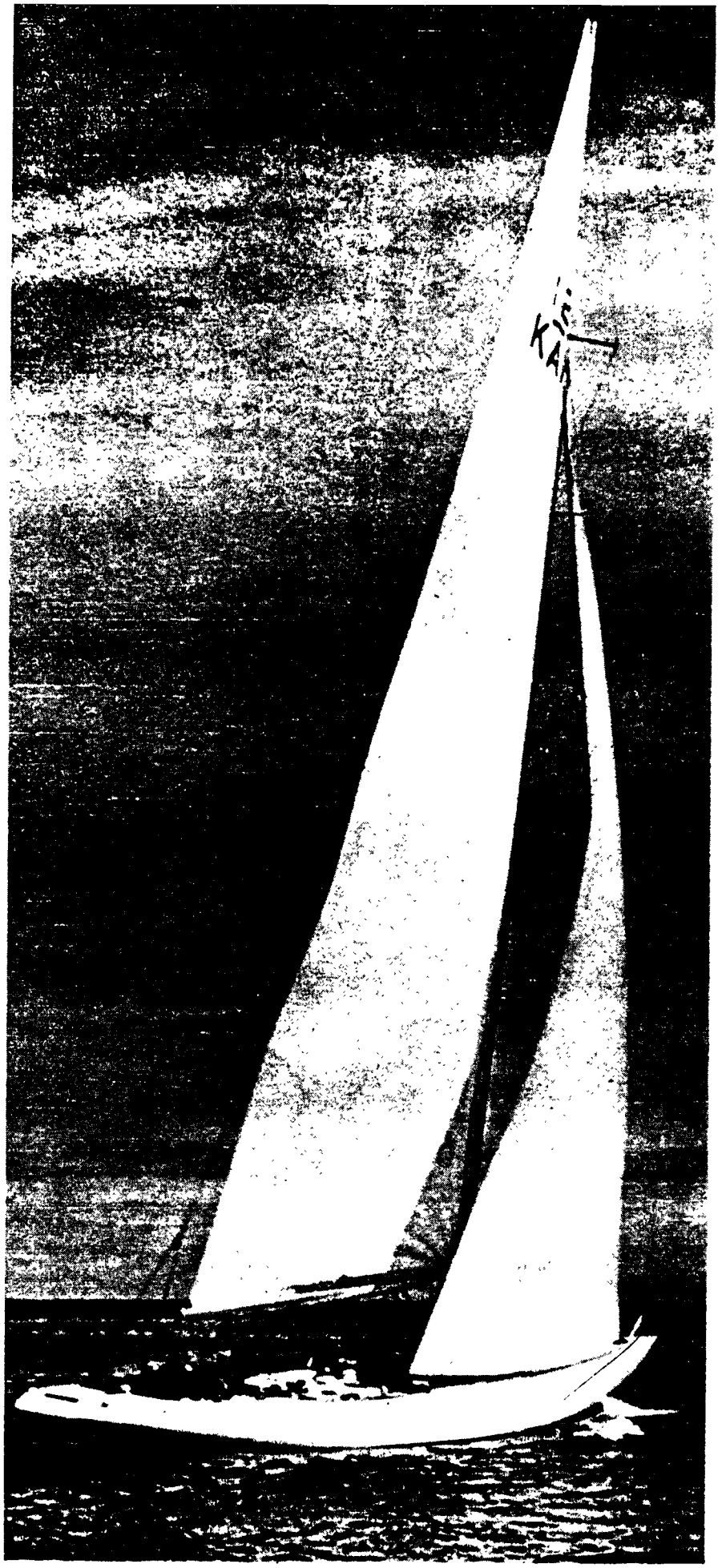
9) *Left* Will the J-M Fiber Glass Topliner snap into the Rambler ceiling when it reaches the American Motors assembly line? Here, Homer R. "Dick" Brooks and another Quality Control technician, unidentified, carefully check to see if trimming stayed within dimensional tolerances before they put Topliner into try mold. Try mold closely approximates the Rambler ceiling.



10) *Above* Change to pallet type packaging with interleaved protection cut down damage in transportation to practically zero. In addition, it reduced and speeded up handling. Not only are complaints fewer but shipping costs are lower. Here, Robert Kline is shown assembling the carton with the Topliners in place, which must then be strapped tightly before shipment.

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BRITISH



Aussie Cup Challenger at Manville Research

Terry Hammond, navigator of the Gretel, (1.) Australia's America's Cup Challenger, is shown with John Q. Trice, Director, Research and Development for Industrial Div. and Packings & Friction Materials.

The noted yachtsman is Plant Engineer for James Hardie & Son, Ltd., Australian asbestos-cement manufacturer which is a substantial buyer of asbestos fiber from Johns-Manville International Corporation.

A wide variety of asbestos-cement products are made by James Hardie & Son, Ltd. These include pipe, flat and corrugated sheets, even pillars. In fact, Australia uses more asbestos-cement products per capita than any country in the whole world.

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Canadian Sales Golfers Beat Production

Canadian J-M Sales took Asbestos Trophy Golf Tournament from Production for 11th time. A. G. Sinclair, President presented trophy to Larry Adamson, V. P. Other team members shown (l. to r.) Tom Patterson, Ad Manager, John Stevenson, Market Analyst, Ken Purtill, Staff Manager.



EMPIRE SPORTS



North Bay Goes for Curling in a Big Way

J-Mers at North Bay have formed five teams of four players each, including the team pictured here which just won the Bonspiel championship Dec. 29-30 in competition with an industrial league of 64 teams. The teams were organized three years ago and meet once weekly in competition. A colorful game, replete with gay costumery, Curling originated in Holland and was popularized by the Scots. Curling is played on an ice rink 126 feet long, with two goals or "houses" at either end. The house is the center of four concentric rings. The "stone," a circular object with a handle, usually weighs 42 lbs., and is launched in an attempt to stop at the house or knock the opponent's stone out. The "skip" or captain directs the players in an attempt to keep ice from the path of the sliding stone.

"Skip" S. K. Brigham, mine project mgr., A.F.D., directs his team as George Chaddock, Fibre Development, A.F.D., looks on, awaiting his turn at sweeping.



Curling stone positions, l. to r.: "Skip" Roger Beliveau, foreman, Rigid Shingle Dept., Asbestos Plant; Jack Kelly, internal combustion engineer, Jeffrey Mine; W. H. Soutar, ass't mine mgr.; Dr. W. R. Paul, C.J-M Clinic.



At the scoreboard are, l. to r.: Leo Lacerte; Grant Davis, foreman, black line dept., C.P.D.; George Clapp, receiving clerk, storehouse; and Paul Pomerleau, industrial engineer, C.P.D. Davis' team had the winning score.

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Quarter Century Club Meeting

Ft. Lauderdale, Florida—Everything seems open to discussion at most Quarter Century Club meetings, but one in Florida last Nov. 26 seemed even more diverse in J-M conversation. This was undoubtedly because the chapter membership is retired J-Mers from various divisions of the company all over the country.

Many of these Q.C.C. members drove some 500 miles round trip to attend the meeting, one of two held annually by the club in April and November. The morning session featured color slides and a talk by chapter vice president Walter Wendland who recently returned from a world tour. Another highlight of the one-day conclave was an afternoon talk by C. W. Hite, Vice President for Industrial Relations. Hite discussed the problems faced by J-M today and some of the solutions the company is using.

Sixty-six persons attended, including retirees and their wives, members of other Q.C.C. chapters, J-Mers retired but not Q.C.C. members, and a few active J-Mers from the area.

Sit in on one of these meetings and listen to the conversation. What's it all about? "It's all J-M," says President William Rowe. "The retired fellows are eager to find out from the active ones what new ideas and techniques are being used." And of course most of them just want to find out what their fellow retirees have been doing since their last get-together.

What makes this chapter different from other Q.C.C. chapters around the country? Simply put, it's the people and their drive to keep the club active in an area where J-M does not have a plant and has only recently established a small B/M office in Jacksonville. The membership includes J-Mers from plants and offices all over the country and from 19 J-M chapters —from Manville, Waukegan, Atlanta, to Seattle.

Now four years old, the chapter in September, 1958, was little more than an idea in the minds of a few J-Mers. George Fleck, who had been a J-M salesman in the Cleveland area, obtained a list of the J-M retirees living in Florida and sent a letter to each suggesting a Q.C.C. organization. After a good response, a committee was formed with Fleck, George Frankland, George Mather, and William L. Rowe.

"We met several times," says Rowe, "and considering we lived up to 80 miles apart, it was a labor of love." After getting permission to establish a chapter, they held their first meeting, April 30, 1959, in St. Petersburg on the West Coast. By-Laws and Constitution were adopted at the first official meeting, in November, 1959, and Frankland elected the first president. The membership then was 30. From then to now a lot has happened. The chapter has grown in spite of the miles between the members' homes.

The current membership of 48 is growing rapidly, with the influx of persons moving into the state soon after retirement.

"The newcomers who move here seem to welcome the fact that J-M has a going organization in Florida they can join," says Rowe. Some members, like E. D. Flavin of New York, even arrange before they retire to join the chapter. Others, like Mandus DeBates, who just moved from Waukegan, join the club when they arrive.

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Floyd W. Clise, right, oldest chapter retiree, chats with retiree Adrain R. Fisher and Rowland E. Gregory, left, who is in sales at the Jacksonville B/M office. Clise, formerly in sales in Detroit, lives with his wife in Indianlantic Melbourne. Fisher, former Pres. and Ch. of Board, now a Director, lives in Clearwater.



Chapter President William L. "Bill" Rowe talks with J-M Florida sales representatives during the social hour. Rowe, formerly in N. Y., lives in sunny Sarasota, enjoying golf and raising lemon and grapefruit trees. One of the founders of the club, he makes his summer home in the mountains of western North Carolina.



C. W. Hite, center, Vice President for Industrial Relations and afternoon speaker, converses with Clara and Gilbert Fessenden. Mrs. Fessenden, formerly chief of telephone service at GHQ, lives with her husband in Hollywood, Fla. Their recent travels have included a Carribean cruise.They attend all chapter meetingstogether.



Three J-Mers formerly of Waukegan are T. R. "Reed" Turnbull, left, now living in Sarasota, who was production manager of the Pipe Division. James B. "By" Storms, formerly traffic manager, lives in Bradenton. Mandus DeBates, retired from the Waukegan Roofing Plant, enjoys good fishing at Bokeelia where he lives now.



William L. Rowe, center, and Adrain Fisher, right, study the afternoon program of events. Both men joined in the club's unanimous invitation to Walter Wendland, left, to show more slides of his world tour at the next chapter meeting in April, Formely district mgr. of Milwaukee District, Walter Wendland is now a resident of Pompano Beach, Florida.

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For the last time, Reginald L. Johnson (l.) has called his cheery "Good Night" to the department whose activities bear his distinctive imprint. He retired as Vice President and Director of Advertising and Public Relations, January 1, 1963, closing out 27 years of distinguished service to J-M.

Succeeding him is Faustin J. (Jack) Solon, Jr. (r.) who has been Assistant Director of Advertising and Public Relations since May of last year. For many J-Mers, Jack Solon is a long time working acquaintance. He was Vice President and Director of Advertising and Public Relations of Glass Fibers, Inc., predecessor to the firm acquired by J-M. In 1954, he established his own public relations firm, Solon Associates, and continued as consultant to Glass Fibers, then to L.O.F. Glass Fibers, and finally, J-M Fiber Glass became one of his satisfied clients.

Previously, he was in the Whitehall Pharmacal Division of American Home Products, becoming Western General Manager after World War II and has also been a radio newscaster and commentator in Philadelphia and Toledo. A Notre Dame graduate, class of '38, he also did advanced work at Wharton Graduate School of Finance and Commerce, University of Pennsylvania.

Mr. Solon's attainments indicate that he is singularly well qualified to administer the advertising and public relations activities of Johns-Manville during the challenging times ahead.



Three who recently won promotions in the Industrial Insulations Div. at Manville are, l. to r., Frank Janoski, promoted to Finishing Foreman, Thermobestos Dept.; Curt Hare, also to Finishing Foreman, Thermobestos, and Edward Pastula, promoted to Foreman of I. I.'s Thermoflex Dept.

Announcements

IN MEMORIAM

THERON A. FINCH
Cleveland, Dec. 2

BENJAMIN F. STANTON
Manville, Nov. 29

GEORGE A. FRITZ
San Francisco, Nov. 29

WILBROD VINCENT
Jeffrey, Nov. 25

ROBERT RYAN
Lompoc, Nov. 25

CLARENCE C. MELANCON
Marrero, Nov. 28

JOSEPH MIKESHOK
Manville, Nov. 28

FRANK ROZYCKI, SR.
Manville, Nov. 22

ERNEST EHNERT
Waukegan, Nov. 20

WILLIAM A. DORLEY
St. Louis, Nov. 7

JAMES THOMPSON
Manville, Oct. 7

RETIRING — FEB. 1

ALFRED D. CARLSON, Manville
FRANK GRIMARD, Jeffrey
WILLIAM J. HALL, Toronto Plant
M. LOUIS KOVISTO, Pittsburg Plant
RICHARD NASH, Alexandria
BURNETT A. REEVES, Manville
SIDNEY ROBINSON, Jarratt
BELLA SIMON, Manville
JOSEPH SKOCHIN, SR., Research



DONALD H. LYONS, Director of Purchasing, a newly elected Vice President for J-M. Start as a clerk at J-M Don has built an outstanding record. He is a graduate of NYU. See Pg. 12.

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Recent J-M Assignments

PACKINGS & FRICTION MATERIALS DIVISION



CELITE DIVISION
Joliet Plant
NORBERT V. BECKER to Plant Manager and Acting Manager, Perlite and Minerals.



Manville Plant
C. L. STAKE to Division Production Engineer from Acting Plant Manager.



Manville Plant
J. W. REEDER to Production Superintendent, Moulded Packings, from Acting Production Superintendent.



CELITE DIVISION
Los Angeles
LELAND P. CLEMENS to District Sales Mgr., Celite, from District Sales Mgr., Cleveland.



Manville Plant
C. J. DeBIASE to Plant Manager from Supt., Production at the New Brunswick Plant.



Manville Plant
W. M. PALMER to Staff Manager, Pipe Rings Dept. from Acting Manager, Pipe Rings.



FIBER GLASS DIVISION
Defiance G28 Plant
JOSEPH BARNETT, JR. to Plant Manager from Supt. Defiance G30.



Manville Plant
C. G. GUERIN to Production Supt., Mechanical Packings from Production Superintendent, Rubber Department.



New Brunswick Plant
J. B. PAINTER to Development Engineer from Staff Engineer, District HQ.



INDUSTRIAL INSULATIONS
Nashua Plant
ROBERT A. BUTCHER to Plant Engineer from Production Superintendent, Billerica Plant.



Manville Plant
P. KWIATANOWSKI, JR. to Production Supt., Rubber Dept. from Development Supvr., Qual. Ctrl.



New Brunswick Plant
W. C. SEEDS to Assistant Manager from Acting Div. Production Engineer, Manville.



ST. LOUIS SALES OFFICE
Office Service
RICHARD H. BARTHEL to Office Manager from Administrative Assistant, Insulations Division.



Manville Plant
KENNETH ROBERTS to Development Engineer from Industrial Engineer, Industrial Insulations Division.



North Central Sales District
RICHARD C. HALL to Assistant District Manager from salesman in Packings Department.

CANADIAN PRODUCTS



Asbestos Plant
JAMES PYE to Industrial Engineer.



Asbestos Plant
RAYMOND CHAINE to Industrial Engineer.



Asbestos Plant
ADRIEN HAMEL to Chief, Plant Protection Department from Asst. Chief.



Asbestos Plant
LEONARD GRIMARD to Estimator from Machinist, Engr. & Res.



North Bay Plant
KEN MARCOTTE to Master Mechanic from Millwright Leader.



North Bay Plant
OVIDE BOUCHER to Millwright Leader from Class "A" Millwright.

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AWARDS

D. H. Lyons, left, H. N. Bates



N. J. Kent, left, John Gilfillan



Awarding certificates, plaques and pins seems to be a part of every dinner, of every ceremony. But for two J-Mers recently an award took on special meaning.

Donald H. Lyons, newly—appointed Vice President of Purchasing, has been trying to solve the cost-price squeeze for years. Now he's done it officially, winning Purchasing Week's Professional Development Competition with a solution to this industrial problem. He was given the award by J-Mer Henry N. Bates, Director of Administrative Services. (Top left).

"This gives me confidence in the solutions we're using at J-M," he says. "The award can be considered a good indication that what the J-M Purchasing organization is doing to solve the cost-price squeeze is sound."

The case covered basic purchasing problems of any company with shrinking profits and rising costs. The best entries anticipated the problems of "stock-outs" resulting from inventory cuts, vendor relations problems, and difficulty in meeting goals with a smaller purchasing staff.

Was the problem difficult for Lyons? "The actual preparation of the paper was not very time-consuming," he attests. "The solutions that we use here at J-M happened to dovetail with this theoretical problem."

Lyons, J-M's director of purchasing, is a past president of Purchasing Agents Association of New York, a director of the Harvard Advanced Management Association, and a member of the National Association of Purchasing Agents.

N. Johnson Kent, Product Manager for Refractories in Industrial Insulations, was honored by the Ceramic Association of New Jersey as "ceramic engineer of the year." He was given the 1962 annual award by J. M. Gilfillan of the New Jersey Porcelain Co. (Bottom left)

A 37-year J-Mer, Johnson is a 40-year member of the association. The awarding of the silver engraved plaque was reported in a recent issue of Ceramic Industry.

J-Mers in Community Affairs

Bringing home $25,000



For most people, a ride on a fire engine is just a dream or a once-in-a-lifetime thrill. But Lorvale P. (Lee) Hurley, electrician of the New Brunswick, N. J. plant, had a 700 mile ride in a new John Bean combination Fire Engine. Using one week of his vacation, Lee and two other members of the North Brunswick, N. J. Fire Department which purchased the machine, flew out to Lansing, Michigan and drove the $25,000 engine back, unprotected, through rain most of the way. What was the bad weather solution?

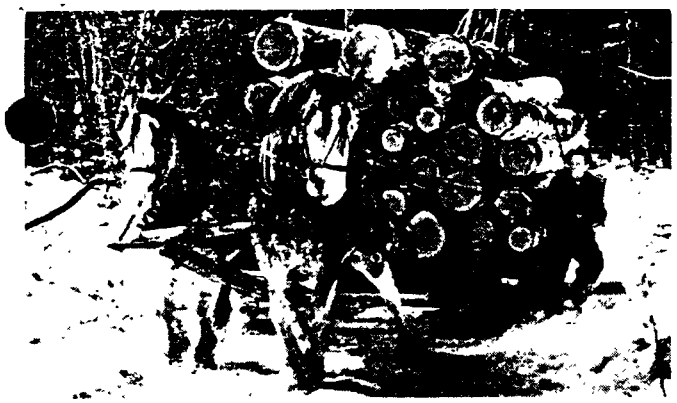
"We didn't get too wet," Lee commented, "because the windshield blew the rain right over our heads. We only got wet when we had to stop."

Lee (standing on engine) is shown here with non J-Mers George Long (left) and James Gourley, being thanked by Fire Chief Harry Kamanc.

Lee has also helped such community organizations as the YWCA Swim Ballet Team with underwater lighting effects for their shows. J-Mers know him as vice president and treasurer of the J-M Club and Vice President of the union.

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Runners to North Bay

Out of a century of logging traditions—a picturesque scene of lumberman, sleigh and team. A scene that is fast disappearing. J-Mers at North Bay don't see sleighs much any more, hauling lumber from the bush camps to the plant. Usually the logs are trucked in. Smaller operations, however, still use this time-honored method of transportation on the winter road to North Bay. At the plant, the logs will be used in the production of a variety of J-M ceiling tiles.

J-Mers in Community Affairs

Defiance Rocket

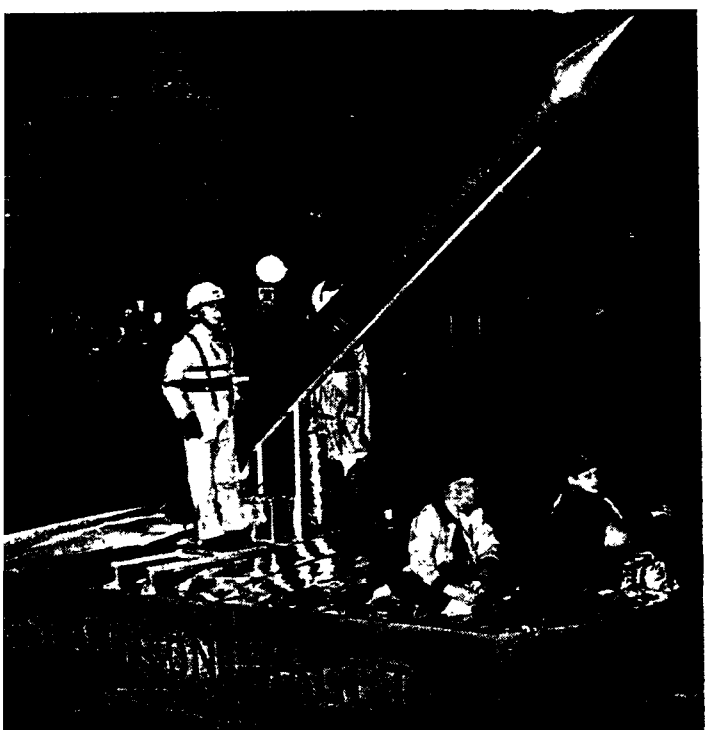
How to recreate for children the magic of Cape Canaveral with homemade materials. This was the problem faced by J-Mers from three Defiance plants when they set out to help the local cub scouts.

The assignment: build a rocket. No easy task, but Cub Scout Pack No. 122 of Brickell Elementary School had to have a Halloween float that looked like the real thing in rocketry.

J-Mers took up the challenge. Headed by Percy Childress, utility man, and Darcy Lehman, electrician at Plant 002, they worked on their own time at home. With the help of other J-Mers, they collected materials for the rocket. Some of the parts were borrowed and returned. Others were made from materials discarded at their plants which no longer had monetary value.

From workers at Plant 002 came Home Insulation foil which was fashioned into the gleaming deck of the float and the lettering. The rocket body itself was made of two sections of Micro-Aire duct from Plant 003. The duct was surmounted by a nose cone illuminated internally by a flashing red light.

Realistic to the last detail, the rocket even emitted "smoke," coming from the foil-coated fire extinguisher in the rear end. A last ingredient was Polyethylene sheeting from Plant 008, which provided the draping.



J-Mers helped the "rocketeers" out with crash helmets from last year's plant Christmas party. Stephen Frank, a Plant 002 warehouse employee, provided the trailer for a mobile "launching pad" for the big parade on Halloween day.



Percy Childress, left, and Darcy Lehman worked on the project at night at home. With the help of other J-Mers the float was completed. Motor power came from Gerald Murphy, of Plant 002's Tab Folding Department, in his jeep.

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Regional and District Sales Managers of the Building Products Division assembled recently at the Seaview Country Club, Absecon, N. J., to hear and carry back the good news for 1963.

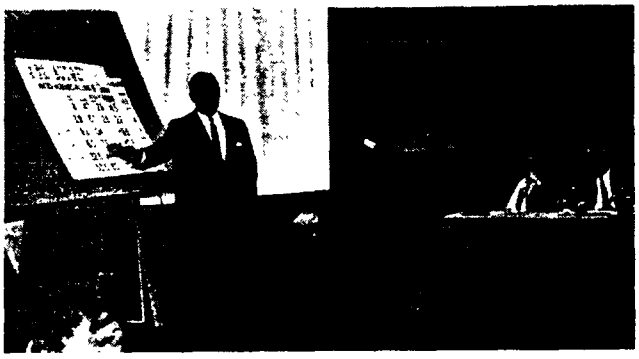
New products previewed for BP



Francis E. Dutcher, Building Products Division General Manager grins in accepting token of his "team's" esteem.



Reginald L. Johnson, former V.P. and Director, Advertising and P.R., dons beard for lighter moment in program.



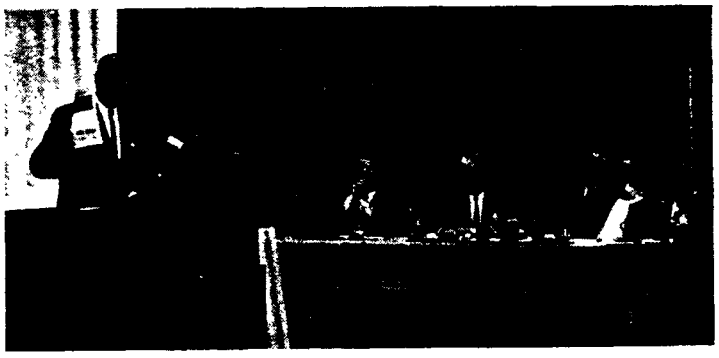
Discussing projected figures for J-M products from charts, George H. Martens, General Sales Manager, makes a point for the Managers.



Shown in conference during the sessions are, l. to r., George H. Martens, Murray F. MacDonald, Merchandise Manager, and Francis Dutcher, Gen. Mgr.



William M. Gooden, Product Manager for Industrial Asbestos Cement Products, previews new pre-finished line of Asbestos Cement Sheets.



Matt Love, Jr. Product Manager for Corrulux Products introduces the new lines for 1963 for the 22 District and 3 Regional Managers in attendance.

New office opened at Dayton, Ohio

Backing up the "team" shown here is J-M's new office building in Dayton, Ohio, serving as HQ for T-10117 sales of Insulation Div., Appliance Dept. "Linemen" are, l to r, M. P. Carr, W. H. Samberg, L. A. Bungart; quarterback — John Lane.



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P.M. scholars on J-M dollars



"The important thing is to get started. After that it gets to be a habit. Going to school after work now is just something I do — like eating dinner."

Puffing on his pipe reflectively, Doug Woolston recalls *he* got started at Rutgers in 1948 with the help of J-M's tuition reimbursement program. "I'd just been promoted from mailboy to data chaser in Industrial Engineering here at Manville. Everyone around me had a degree; I knew I'd have to get my bachelor's."

Fourteen years later and now six credits shy of his Master's at Steven's Institute of Technology, Doug explains, "You just get used to it. It's hard at first, thinking about how long it will take, but you get over that. You take each course as it comes, and very quickly you've graduated.

"Yes, definitely; my present position at J-M is a direct result of those courses." Doug was recently promoted to Supervisor for the Planning and Scheduling Department in the Packing and Friction Materials Division.

Charlene Vanhorn, a J-M co-ed at St. John's University in Queens Borough, New York City, describes her courses as an evening English major as, "a wonderful experience."

Recently transferred from senior secretary to technician in the Controllers Department, Packings and Friction Materials, Charlene feels her studies are reflected in her work. Of course a major in English is especially appropriate for a secretary, but there are also less direct and obvious benefits which apply to her old [redacted] new assignments both — a perspective of broad knowledge and understanding, a sense of judgment. "I've learned so much about so many things; it's hard to be specific about just where it shows up. There is, of course, some factual information that is incidentally applicable to my job, but I can't say just where I use Chaucer, for instance, in my work, but I do — indirectly. I suppose the most tangible thing I've gained is a better understanding of people and events which is a big help to me in my job."

Doug and Charlene's programs and goals differ — his directed toward a Master's degree in Industrial Engineering, hers toward a more generalized knowledge applicable to a variety of work — but both are of benefit to them and J-M. They are just two of the many J-Mers undertaking a variety of such programs paid for in part by the company. These range from high school completions to doctorate programs, from engineers studying nuclear physics to Cuban refugees studying English. Schools range from International Correspondence Schools to McGill in Canada to the University of California. Among the course titles are: Theory of Electron Tubes; Welding; Creative Salesmanship; Interpretation of Infra Red Spectra; Speed Reading; Europe Since 1815; Functional Letter Writing; X-Ray Diffraction; English Literature — Beowulf to Browning, and Estimating Letterpress Printing.

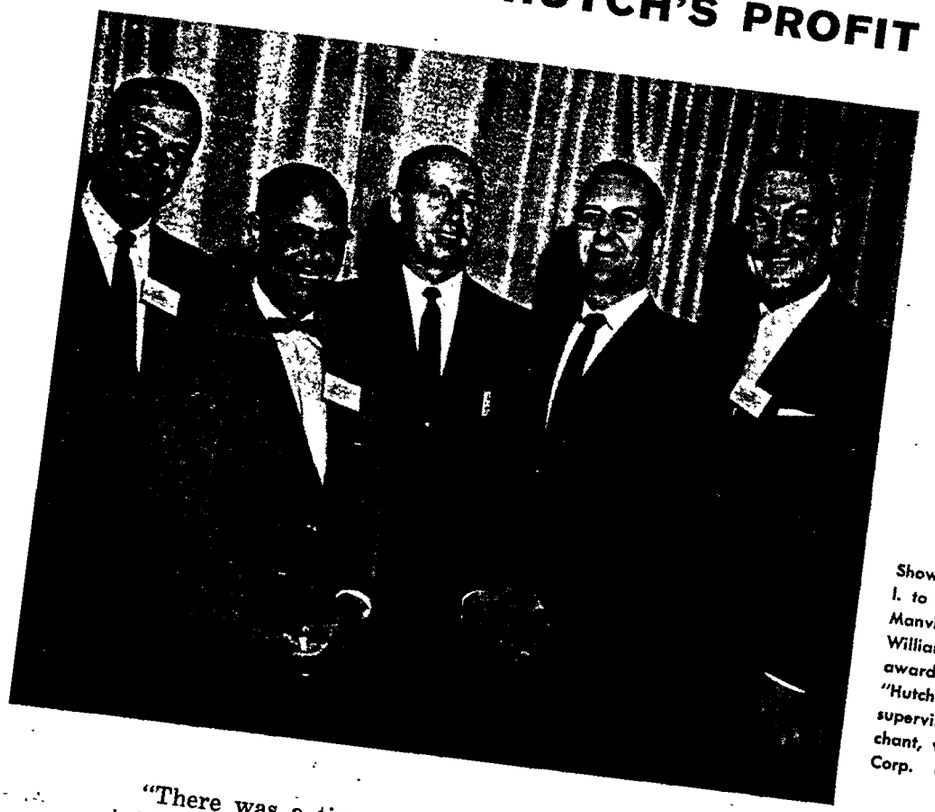
If approved, J-M reimburses the student for up to 65 per cent of the cost of such satisfactorily completed programs. In some cases, highly specialized courses of urgent value on the job are paid for in full by J-M.

If you have some courses in mind that would benefit you and J-M, your department supervisor will be glad to discuss the program with you. Requests for company aid must then be submitted no later than three weeks after beginning a course and preferably before it starts.

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HOUSTON PROFITS BY HUTCH'S PROFIT TALK





Speaker "Hutch" in action . . .

Shown after the Houston annual awards dinner are, l. to r.: F. E. Dutcher, vice president of the Johns-Manville Corp. and general mgr. Building Products; William A. "Bill" Meath, plant engineer and 15-year awardee; J. L. "Jim" Neill, plant manager; Fenton H. "Hutch" Hutchison, planning, scheduling and traffic supervisor and 15-year awardee; and A. B. Marchant, vice president of the Johns-Manville Products Corp. and production mgr. Building Products.

"There was a time when the word 'profit' was used only behind closed doors, but now that the American people know what the word means, to them individually, it is used in everyday discussions and is certainly worth working toward."

These are the words and ideas of J-Mer Fenton H. "Hutch" Hutchison, who was recently honored for 15 years' service as Planning, Scheduling and Traffic Supervisor at the Houston Plant. The occasion of his talk was the 8th annual service award dinner at Houston, at which several 10 and 15 year service pins were presented.

"Every job we do at the plant has a certain meaning in the overall picture," Hutch continued. "Every job, barring none, has its need for our plant to operate smoothly and therefore to make a profit . . . Without profits we don't grow; we don't get new improved products; we don't open up new jobs and increase our own individual job security."

"The profit motive is the driving force, the gasoline for our American way of life."

Others who received 10 year service pins were Ben Hernandez, Howard Houston, Tereso S. Jalomo, William R. Johnson, Wiley W. Owens, Samuel E. Rocha, Gladdis J. Solice and Epsa M. White.

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