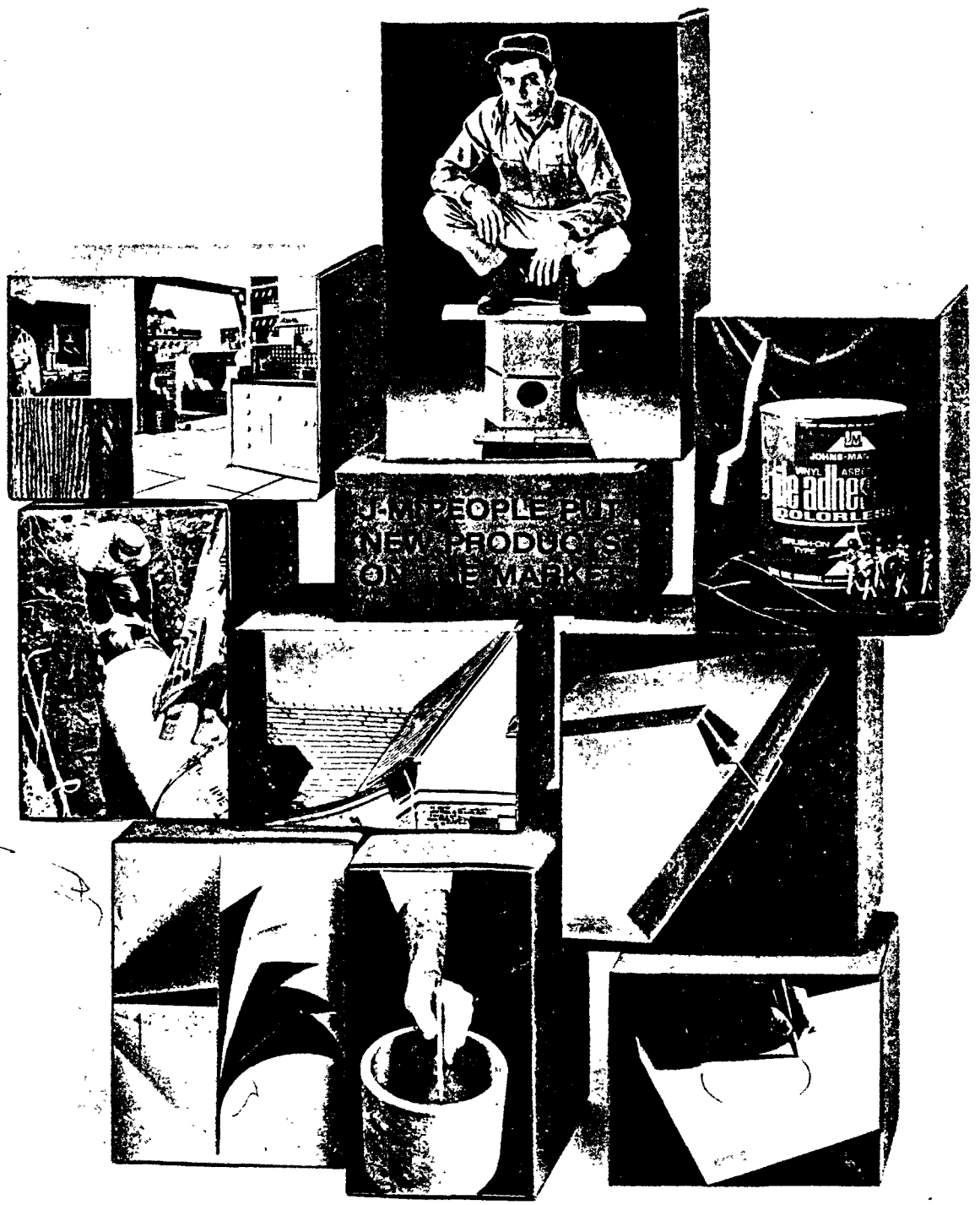
NEWS/PIC

JAN./FEB. 1964

for the 21,852 Johns-Manville employees, retirees and their families



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NEWS/PIC

Published for all 21,852 J-M employees, retirees and their families by Johns-Manville Corporation, 22 East 40th Street, New York 16, N. Y.



In the past year, Johns-Manville's activities combined adventurous promise with solid performance. For a survey of products and progress-a-plenty, turn to pages 8-9.

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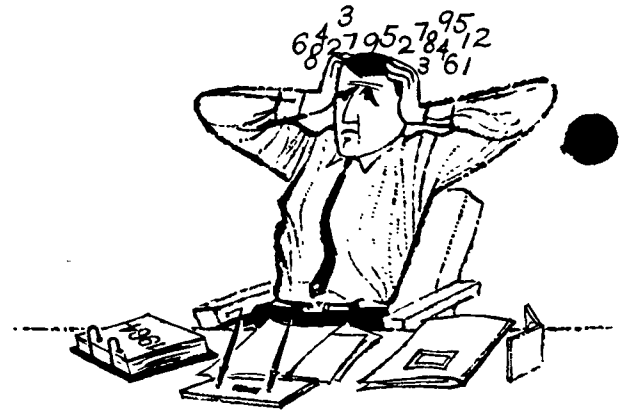
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Watch Out! Be Careful!

If you're the kind of person who every year forgets to write down the new year on letters, personal checks and other papers, watch out! There's another important number change happening in J-M this year. We're shifting to new account numbers—those all-important numbers filled in on requisitions, travel expenses and numerous financial documents that are so necessary to reliable company accounting.

The new code of account numbers is an improvement designed to make more information available and better to enable J-M to keep up with business expansion and the changing times. A complete revision of account numbers hasn't happened in many years, and when it does it affects the work of hundreds, perhaps thousands, of J-Mers across the country.

We write numbers a dozen times every day of our lives—phone numbers, street numbers, zip codes, social security and employee numbers, etc. Numbers have in fact become the one reliable international language. Computers literally "talk across borders."

But the language of numbers is more critical than the language of words, and less forgiving of mistakes. A wrong word may not greatly alter the meaning of a sentence, but a wrong digit will almost always destroy the meaning of a number. Numbers recognize no "little errors."

Machines that process these numbers don't have the ability to think, but people do. The hope for reliable results rests heavily on the people who write the numbers.

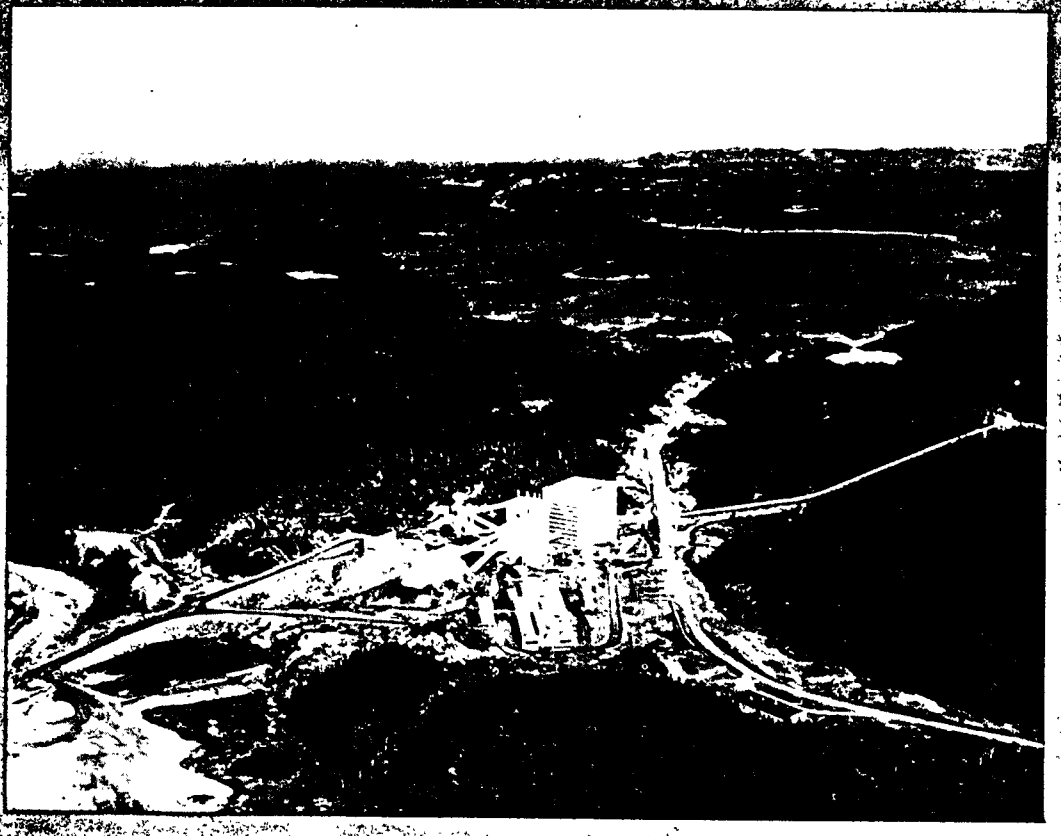
So use the new account numbers. For your own local requirements, contact your Finance Manager or Accounting Office for further details.

If you're involved with accounting transactions, you'll soon get used to the change. Help give our busy finance and accounting personnel a big lift for the new year, and help make your own new year more trouble-free, too!

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New stars on the J-M map



FAR NORTH IN THE COLD REACHES OF NEWFOUNDLAND, the hum of machinery cracked the silence of the heavy woodland. The smoke of dust rising from new roads filtered into the air out over the glassy North Atlantic. ★ Advocate Mines, managed by Canadian Johns-Manville and financed by a group of investors headed by J-M, had gone into production. Tapping the natural resources of asbestos fibre, the open-pit operation is predicted capable of delivering more than 80 million tons of ore. ★ In 1958, Canadian J-M (the free world's largest asbestos-producing company) began detailed drilling, underground examinations and a test milling program. Mill construction began in 1961 and included the building of access roads and a dock to handle both trans-Atlantic and coastal shipping. Equipment was shipped in by sea. ★ This year started off with two other "new stars" on the J-M map. In Hayward, California, J-M's Flooring Division will begin construction in February of its fifth floor tile plant. Employing some 125 persons when in full production, the plant will ship residential and commercial tile flooring to eleven western states. ★ In January, Fiber Glass Division started construction of a new plant in Cleburne, Texas. The plant will employ about 100 persons and be built on about 100 acres of ground.

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THE BIGGEST MARBLE GAME

IF SOMEONE TOLD YOU that J-M was running a big marble game, that one location alone uses some 756,000 marbles a day, you'd probably think it was a joke. But anyone in the Fiber Glass Division will tell you it isn't a joke, it's no game. It's a very serious business.

The latest location for this "marble business" is in southern New Jersey, at the F/G Division's new Penbryn Plant, now in production some three months.

Marbles of exact weight and diameter are shipped there from Parkersburg where they are manufactured. They will become the source of fiber glass — put in the "hot end" (photo above) where they are melted in "pots" and drawn into 80 fibers, 1/17,000 of an inch in diameter or 1/4 to 1/20 diameter of a human hair.

Between this beginning stage and the final home insulation product rolling off the automated end of the 189-foot unit, there's a lot of work. Starting an operation like this from scratch, with inexperienced "green men" was no small assignment for the J-M team.

But Plant Manager R. W. Dobson and his staff have accomplished it and gotten the "bugs" out of the system in less than two months on the job. Twenty-one machine tenders and operators who work on the beginning of the process at the "hot end" and four Quality Control personnel were trained at Defiance for a week; five foremen trained there for more than a month. The rest of the hourly people received on-the-job and classroom training which is still being conducted.

Working three shifts, seven days a week, they are now producing foil-faced fiber glass home insulation and Spinsulation on two units. The second unit began operation in December, and soon a smaller unit will produce pipe covering.

Handing out well-deserved compliments to the staff and production people is Bob Dobson. He started in Industrial Engineering at Manville in 1941, worked in New York as a Methods Engineer, then became Plant Manager at Defiance in 1961. In charge of employment, reviewing more than 3,000 job applicants, was Harmon P. Eller, Industrial Relations Manager.

"I tried to get a well-balanced age group." he says. "The average age is about 38. Of course skilled maintenance people are a little older. All of the men live within a 20-mile radius of the plant. Many have bought homes."

"We have a really high intelligence level here," says Dobson. "All have a high school or trade school degree among our production force."

"Our staff people are very exceptional," he goes on. "I don't know anyone else I'd rather have working with me. They're working far beyond what's usually expected of most men in their jobs."

One of these men is Production Supervisor Dave Storm, who has been with J-M since 1954 in Long Beach, Calif., Plant, Corona, and lastly in Defiance as

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Production Supervisor for that J-M location.

About pre-work training at Defiance he says, "The knowledge of the process was put over nicely to the men, but they needed to get the feel of the machines."

Foremen still train their own shifts, on the job and in sessions in conference rooms. In charge of the training program is Sam Beck. with J-M since 1960 at Waterville, Defiance and Parkersburg.

Planning the placement of machines and maintaining them in the 200,000 sq. ft. building is only one of the jobs handled by Plant Engineer Forest Fritz, a J-Mer since 1950. Fritz works with Dave Storm and Ted Bailey, Indus. Engineer and Super. of Quality Control, on plans for unit layout.

"Right now I'm making diagrams of each part of the units," says Ted. "They'll hang on the wall near the unit for reference for repair. Often I'm out on the floor, helping the men with some phase of the operation."

And problems have to be solved fast. With a new plant, if one operation is stopped it often affects other operations. In an established plant, other channels of production can be used and work continued.

Ted finds the men remarkably adaptable. "Because they're new on the job they accept many new things and learn fast. We have to teach them a lot now, because when a man gets set in his job he is usually slower to change, and to accept newer methods."

On the morning of Thursday, October 3rd, the first burners were lit. "We were all elated," recalls Dobson. "We'd been anticipating it a long time."

That feeling of excitement still runs high. "I felt this job was the chance of a lifetime for me," says Shift Foreman Bill Washington. "I'm learning something new here every day." A former Marine Corps man, he describes walking the length of the unit 25 to 40 times a night, "like walking on board ship, you're always going up and down ladders."

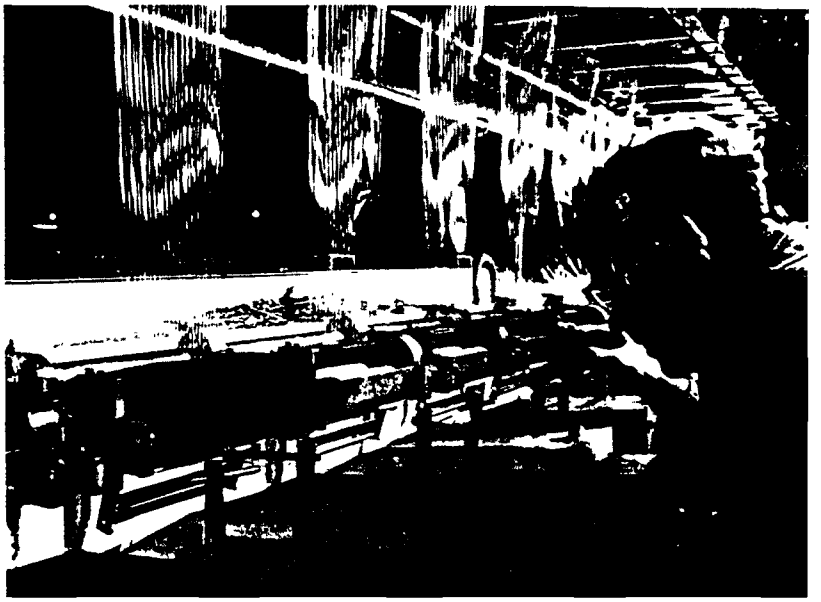
One of Bill's shift men, Machine Tender Bruce Jackson, was really impressed by his training at Defiance. "Before I went there I'd never even seen fiber glass", he says. "But with what we know now from working on the first unit, we shifted over to the new unit with little trouble."

Production Foreman Earl Stafford, with Parkersburg Plant since 1951, likes the challenge of working with a young group of men. "It's a walking job, checking gauges and rollers, listening for the times when something doesn't sound right . . . it's really a challenge."

The seventh plant for Fiber Glass, Penbryn is strategically located in New Jersey to meet increasing East Coast market demands. It will distribute products from Maine to South Carolina.





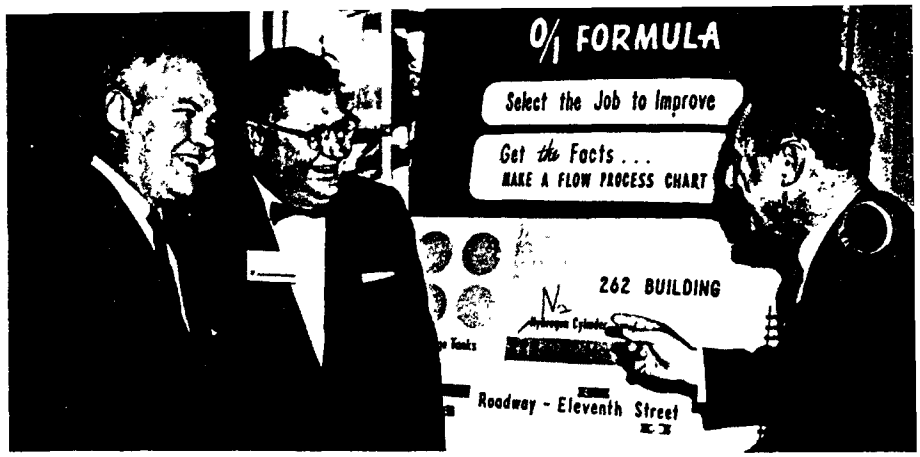


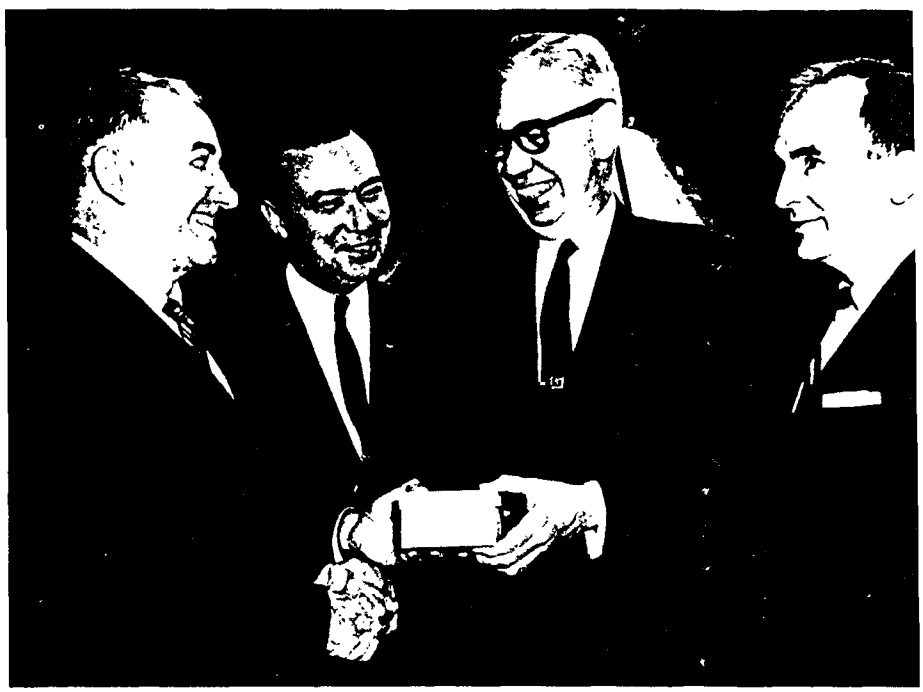
A lot of assistance and advice has come from the Fiber Glass Division personnel. Bilateral conferences often occur between such persons as (l. to r.) Industrial Engr. & Supv. Quality Control Ted Bailey, Plant Mgr. R. W. (Bob) Dobson, Vice Pres. Industrial Divisions D. L. Hinmon, and Sam Beck, in charge of the training program. In photo at lower left, a daily problem is discussed by Shift Foreman Earl Stafford and Plant Engineer Forest Fritz, standing on top of the unit high above the plant floor. In the lower right photo, the dramatic work of the "hot end" outlines a machine tender using his pick to guide the 80 minute glass fibers down from the "pots" where the marbles are melted. The finished product that will come out of the "cold end" will be foil-faced fiber glass home insulation.

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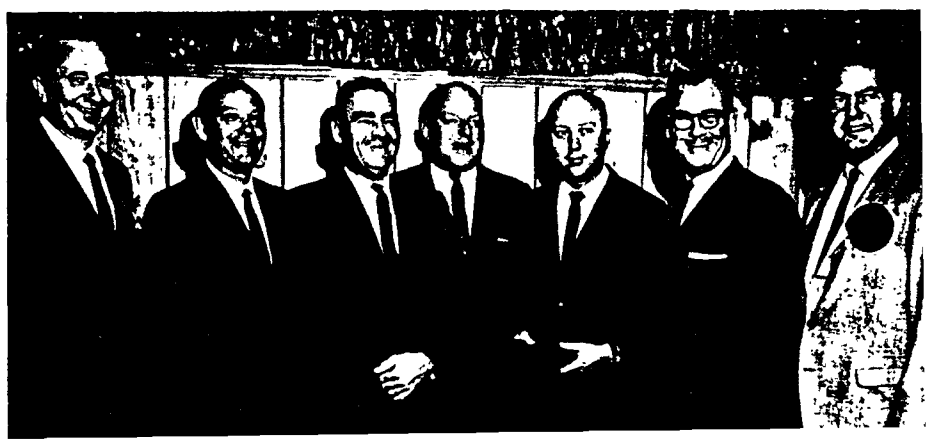
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J-M news-makers









Right (1): Among the ten executives to attend Waterloo Lutheran University's recent "operations improvement" seminar in Waterloo, Ontario, was Toronto Plant Manager J. D. Lowry of Canadian Johns-Manville Ltd. Dr. Herman Overgaard (left), head of the Department of Economics and Business Administration, watches with Mr. Lowry as Joseph Metevia of the Dow Chemical Company explains a fine administrative point.

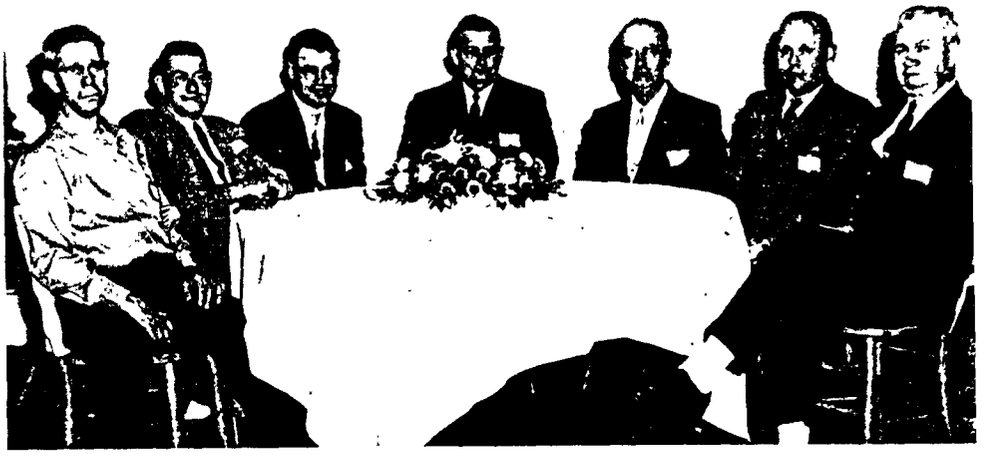
Right (2): Donald W. Lyon (middle), Manager of Textile Glass Products, Fiber Glass Division, is on the receiving end of a gold watch and pin during his Quarter Century Club induction November 4th at the Plantation Inn, Waterville, Ohio. Don L. Hinmon, Senior Operating Vice-President of J-M's Industrial Divisions, presents the award while William P. Hahn, local QCC chapter president, and W. L. VanDerbeek, (right) Vice-President and Operations Manager of J-M Fiber Glass, Inc., look on.

Right (3): The San Francisco Chapter added two members to the Quarter Century Club last October. A. C. Abel, local QCC chapter president, congratulates inductee A. J. Haun (left), San Francisco Direct Pipe Salesman. In the middle (l. to r.) are John H. Goodwin, Vice-President and General Sales Manager, Pipe Division, and Svend Pedersen, San Francisco Direct Pipe Salesman and QCC inductee.

Right (4): The Corrulux team got together for a Texas-style sales meeting at Houston on October 28th. On the left, riding herd, is Corrulux and PVC Product Manager Art Jenssen. Down the line stand Corrulux Specialists George Burton (Atlanta), Gordon Walls (Chicago), Jack Rueppel (Cleveland), Matt Love (San Fran.), Pete Fisher (New Orleans) and Jack Weber (New York).

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Right (1): November 12th was the combined anniversary day for several Parkersburg plant veterans. All recipients of Service Award Pins, presented by William L. VanDerbeek, the 20-year employees are (l. to r.): Albert L. Riggs, Ralph W. Sheppard, Robert R. Ritton, Clyde W. Hibbitts, Howard R. Carney, Albert D. Crouser and Daniel M. Flint. Twenty-year Service Award recipient Alfred T. Wharton (not pictured) was also among those present.



Right (2): Mr. VanDerbeek is at the left of the four J-Mers who have just rounded off 15 years of service at the Parkersburg plant (l. to r.): Kenneth E. Wright, Clyde Williamson, Glen J. Coe and Cecil W. Elder. George F. Cowan (not pictured) was also among the 15-year veterans honored at the Parkersburg plant's Ninth Annual Service Award Dinner.

Right (3): J-M's Rockdale and Joliet plants teamed up in a pilot program for the United Crusade's fund-raising drive with spectacular results. Total contributions from the two plants came to almost $7,000. The success of this program spells even greater community effort in future drives. Here at the October 22nd Kick-Off Dinner are (l. to r.): O. L. Binder, Rockdale Industrial Relations Manager; Clarence Hall of Public Service Company, Pilot Campaign Chairman; J. E. Pickering, Rockdale Plant Manager; and E. J. Warrick, Supervisor of Planning and Scheduling, Rockdale.



Far right (3): The time is November 15th and the place is the campus of Emory University in Atlanta, Georgia. Clyde T. Norman (left), J-M's Atlanta District Sales Manager for Pipe, is talking with Sanford S. Atwood just before Doctor Atwood's inauguration as president of Emory. Texas A & M chose Mr. Norman, an alumnus, as its official delegate to the inaugural ceremonies.



Right (4): Service Awards are in season. On October 28th, the Houston plant presented Service Award Pins to these J-M employees. Seated (l. to r.): Raul Mendoza, trim saw lead man; Betty Chaney, departmental clerk; James Bustamento, forming section operator. Standing: Henry Alcala, trim saw lead man; George Sadorf, plant finance manager; Nickie Flores, trim saw operator; and Bob Lampard, development engineer. All are ten-year employees, except Bob, who received a five-year pin.



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new products

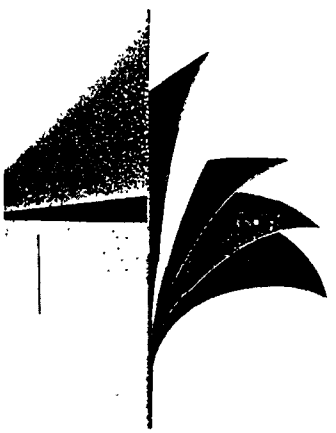
From A (aerospace) to Z (Zero-Foam), Johns-Manville spells . . .

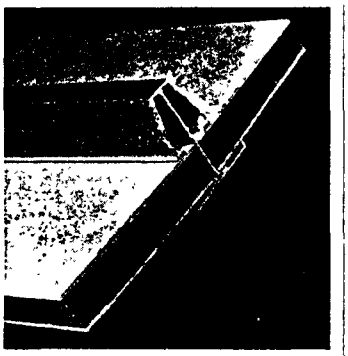
Even the most advanced products won't guarantee a sale, for markets change just as products do. But if progress is the next best thing to perfection, then J-M has made progress to spare with a yearful of new and improved products for both familiar and future customers. Fiber glass, plastics, asbestos-cement products and construction components stand out. What stands out still more is J-M's continued diversity-in-depth.



J-M Colorbestos® Slates. Slate roofs have been around for centuries, because they look wonderful and wear even better. Colorbestos Slates have all the desirable features of natural slate, and then some: a rugged, quarried appearance, with maximum fire-safety and durability.

Like Colorbestos Slates, the new **Fiber Glass 325 Seal-O-Matic® Shingles** (below) are fire and weather resistant. Constructed of five rugged layers, they have a factory-applied adhesive that seals one shingle to another simply from the sun's heat.





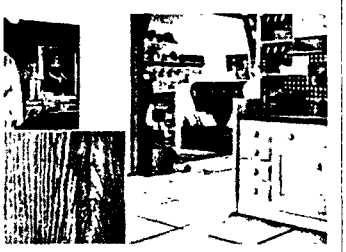
J-M Transitop® Snap-in Systems. Transitop panels, used for curtain and window wall construction, have been a J-M standby for over a generation. Now J-M has introduced ingenious steel and aluminum accessories that let contractors "bend" and lock the panels in place without extra girders and fasteners. The Snap-in-System gives a cleaner, less expensive wall. And a quicker one: the System is in fast and easy use in several buildings at the soon-to-be-open N. Y. World's Fair.

Easier methods and fresh applications are as important as brand new products. Corrugated asbestos - cement sheets, long used for commercial and industrial applications, are now specifically designed as bulkheads to protect lakefronts and inland waterways against erosion. The unique "lap-joint" of these **Corrugated Bulkheads** makes them easier to assemble and virtually impervious to years of weather and tide variations.

Improvement of familiar product lines also typifies the J-M approach to quality along with diversity. **Placewel® 30** is a new formulation of the blue-black liquid that mixes with concrete to make it more workable and stronger at the same time. Concrete goes on smoother when the tiny air bubbles inside act like ball-bearings; when water content is reduced, concrete lasts longer. These are the jobs of two-in-one Placewel 30.

Other new products from the Celite Division are providing more uses for diatomite. Petroleum and medical research labs now examine chemical samples by a fast new technique called chromotography. Because Celite aggregates do not readily interact with other compounds, they have proved extremely useful as a tool for this analytical procedure. Acid-washed **Chromosorb® DMCS,** a special treatment of regular Chromosorb grades, yields better performance in separating organic chemicals. Oyster-white **Chromosorb G** is the first new diatomite product expressly designed for use as a chromotographic support.

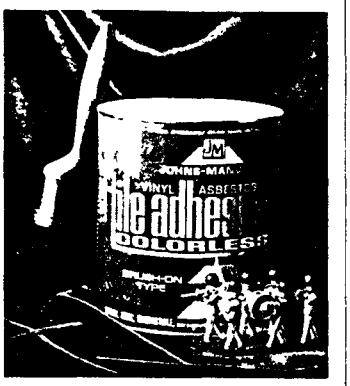
One new product from the Dutch Brand Division is a visual and inventive standout. **#321 Printable Flatback Paper Tape** comes in five bright colors. And inks adhere so well to this extra-thin tape that packagers and advertisers can unwind it without fear that their words will "pickoff."



J-M Embossed Natural Wood Terraflex®, one of 40 recent floor tiles, affords the luxurious look and feel of wood with the long-lasting economy of vinyl-asbestos design. The colors range from dark teak to light ash, and may be combined to create a parquet effect; the textured tiles are greaseproof, easy and economical to install.

Another new release, **Seastone,** adds the unusual and distinctive motif of sea-washed pebbles to J-M's expanding line of embossed Terraflex floor tiles.

J-M flooring stylists have sought inspiration from faraway times and places to come up with an elegance new to resilient tiles. The **Granada** series is reminiscent of romantic Spain; the **Carrara** design recalls a fine Italian marble used by renowned Renaissance sculptors.



J-M Vinyl-Asbestos Tile Adhesive. For do-it-yourselfers, J-M has introduced an improved colorless adhesive that retains its tackiness indefinitely, making weekend installation almost downright leisurely. Newly designed **Adhesive, Cleaner** and **Terragloss Floor Finish** containers complete a revamped package of flooring products for livelier and more livable homes.

Ceiling tiles are making product news, too. **Sno-Sheen** and **Gold-Brite** add a tasteful shimmering touch to both contemporary and traditional interior decor. And **Royaltone** acoustical tiles introduce the advantages of "institutional-style" ceilings into modern homes. The fissures in each tile further increase the natural sound-absorption of Royaltone's mineral fibers. Moreover, the handsome stone-like appearance of this new product dramatizes its non-combustibility.

There are some J-M customers, though, who want better-than-ever combustion. For the answer to their problem, take a look up to the right.

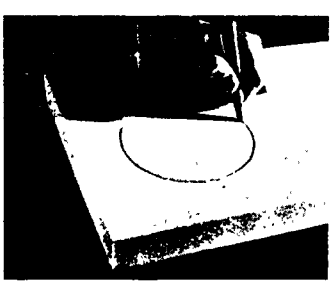
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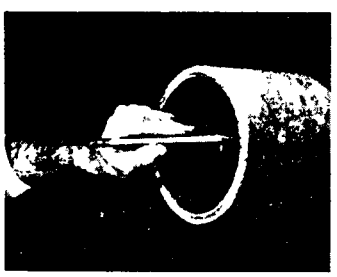


J-M Cera Form. Combustion chambers used to be a necessary evil, hard to install, producing soot, smoke and odor in equal quantities. The new Cera Form Combustion Chamber kit solves all that. Factory-shaped and cut, it fits inside the old chamber in less than 30 minutes; it glows instantly, eliminating soot and odor, cutting heating bills. Literally the hottest thing on the combustion chamber market (maximum temperature: 2300F), Cera Form comes as a one-piece chamber and in multi-purpose molded shapes, too.



J-M Zero-Foam. A new "closed cell" polyurethane plastic, J-M Zero-Foam features high water and water vapor resistance along with low heat conductivity. Usable at temperatures ranging from —275 to +250F for such diverse items as foods, furs and even rocket fuels, Zero-Foam provides an ideal "low temperature" insulation for the commercial refrigeration and process industries.

Another bright new Johns-Manville product that's helping out the process industry is **Metal-Lok,** a metal-covered fiber glass pipe insulation. This lightweight product can be used not only in canning factories but in a number of industrial locations where pipe gets hot—Metal-Lok gives dependable performance at temperatures as high as 500F. It comes as a convenient one-piece unit complete with an exterior jacket of polished aluminum. The result is an adaptable and durable pipe insulation with an appearance to match its modernity.



J-M Micro-Aire FS. Here is J-M's latest fiber glass entry into the air-conditioning duct market. An embedded aluminum foil barrier serves as an air seal within the preformed six foot lengths. Micro-Aire FS works well in either commercial or residential warm air systems, controlling noise and providing low-cost insulation.

For the new "high velocity" air-conditioning systems used in today's more modern buildings, Johns-Manville has developed **Vel-Guard,** a ductliner with superb sound-absorption qualities. When something—even thin air—travels at 10,000 feet a minute, it's bound to make noise. Vel-Guard helps absorb this high-speed "swoosh."

Micro-Mist doesn't take the noise out of air. Instead, these fiber glass humidifier plates evaporate moisture into the air of warm but often dry houses, actually making it easier to breathe.

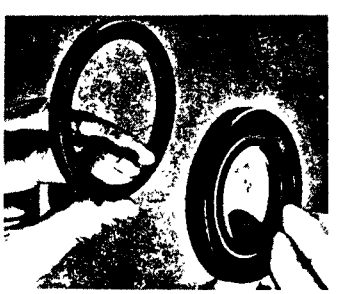
Using manufacturing techniques similar to those developed for Micro-Lok pipe insulation, Johns-Manville has come up with a new line of glass fiber filter cartridges. One dramatic application of this versatile product is in the removal of dirt and water that tend to clog and freeze jet fuel lines at high altitudes.

Long experience as a primary developer of thermal insulations has made the leap from air-conditioning to aviation and aerospace common practice for Johns-Manville. TX Fiber, available in tape and sheet form as **Thermomat,** provides reinforcement for plastic heat shields and rocket thrust chambers operating at 6000F and above.

The field of aerospace insulation may seem "far-out", but it can lead to everyday advances. Those Cera Form combustion chambers that work so well in earthbound homes are based on a J-M insulation used in orbital flights.

Modern machinery generates tremendous power but must withstand comparable strain. J-M's revolutionary **High Pressure Oil Seal** retains fluids under pressure in shafts that often reach 4,000 rpm. This lower-cost seal is in fact up to 100 times stronger than previous lip-tight designs!

J-M Resistan® Clipper® Oil Seals and Molded Packings (below) offer optimum resist-



ance to high temperatures and severe fluids for missile, aircraft and various industrial applications.

Two new products of the Pipe Division increase the line of materials available for drains and electrical cableways. Lightweight **PVC Rigid Plastic Conduits,** for cableways above or below ground, can be cut and formed on the job. Water and gas-tight, they resist corrosion and won't support combustion.

Transite® Drains (below) for removing storm and flash-flood waters offer excellent corrosion resistance and easy assembly. Long lengths and a unique plastic coupling method keep the pipe aligned, help handle water more efficiently and economically.

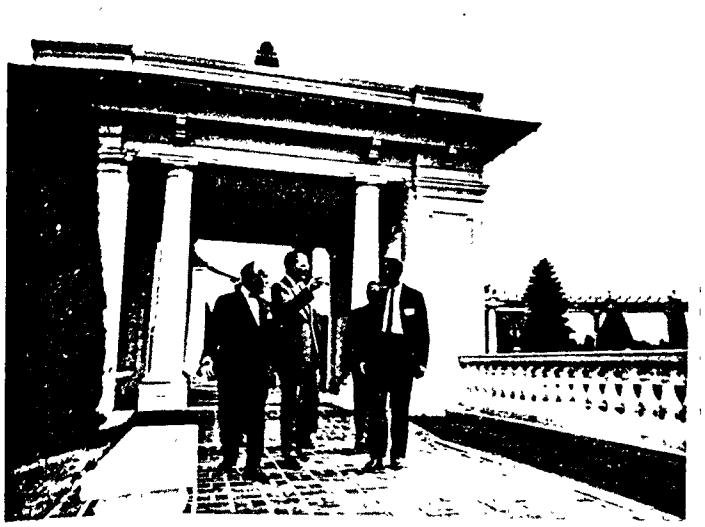


These highlights from J-M's past year of new and improved products emphasize, of course, the growing diversity and complexity of J-M's interests. But perhaps even more important is the process of simplification that underlies all this diversity. For products have to be salable and easier to use as well as up-to-date. Typical of this market-minded inventiveness are products like Cera Form and the Snap-in-Systems that work better because they work simpler. The streamlined variety of all these modern products means higher quality and better service to customers who know that at Johns-Manville progress happens today.

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PLANT MANAGERS



During a break (l. to r.) are Tilton Dutch Brand Plant Mgr. W. C. Wilkinson, C. E. Thorp, Richmond Ind. Insul; H. M. Ball, Sect'y, Genrl. Attorney; R. M. Billings, P & FM Sales Manager DHQ.



Among those listening are J. L. Miller, Waukegan Pipe; Heniz Engel, Manville Pipe; G. L. Simmons, Pack. & F/M Waukegan, A. B. Marchant (far right), Production Mgr. DHQ, New York.

PLANT MANAGERS have a tough job, and it's not easy to explain. This is only one definition among dozens, but a significant one: "On some days, like the captain of a ship, my job is an extremely lonely one."

In just such terms as these, a J-M plant manager like Heinz Engel of Manville Pipe Plant describes his job. "We don't usually get the chance to visit other plants or to compare our problems with other plant managers who have them too," he explains. "At times, decisions were made without benefit of hearing their views. But these past few days of speeches and discussions have brought me into contact with the scope of J-M."

The few days he describes were three days in October at Hershey, Pa. Gathered there were 150 J-M plant and mine managers, staff and division people and company officers from the United States and Canada. Their objective—to establish uniform minimum requirements and responsibilities for plant and mine managers.

A committee, chairmanned by H. W. (Wad) Allen (Ass't to V. P. for Sales), with F. M. Armstrong (Director, Employee Relations and Policies), C. V. Miller (Ass't to President) and G. M. Wilson (Mgr., Production Services) had worked on preparations since June, with the assistance of division and production managers. This was the first meeting of its kind since 1952; since then 22 new locations have been added to the J-M map.

"We've learned a lot here," says Bob Winson, Munro Mine Manager. "I can remember the time when we used to think only of the mine. Why, even when I call my nearest J-M neighbor, Bill Young at North Bay, it's just about a particular problem. Today, we're talking business as we never have before."

Jack Hesse, Plant Manager Denison, Texas, puts it another way: "This is the first time that the president's policies have been really specifically discussed. We've been hitting most of these points he brought up, but now we have an idea just how much to emphasize each, and how best to carry them out."

The men were given copies of speeches, reports, plans of action on a 63-point program of minimums required of their job. Speeches were presented on such diverse fields as Customer Relations, Traffic, Housekeeping and Safety, Purchasing, Inventories and Finance. After each, President C. B. Burnett summed up.

Norm Gray, Plant Mgr. at Waukegan, appraises the situation thusly: "We thought that the minimum requirements of our jobs might be a lot greater in some areas, and realized that there was a great need to formalize our practices and make them consistent in all J-M plants. We learned that more scheduled meetings would be required. This is good and not difficult to do.

"I often wondered why there were discrepancies in

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...GETTING DOWN TO BASICS





Above left: F. A. H. Gallop, B/M Genrl. Sales Mgr., Toronto; O. F. Moore, B/P Controller, GHQ; E. J. Edwards, B/P Methods Section Supv. GHQ; Above rt.: R. W. Winson, Munro Mine Mgr.; G. E. Thompson Jr. (in front) Sr. B/P Methods Engr., DHQ; Lower left: John Miles, Munro Pipe; Lower rt.: Ralph King, Labor Rel. Mgr., Ind. Rel., GHQ.

practices between plants," he goes on. "But we each tend to overemphasize our plant's problems and forget others might have more complex ones."

"A number of things really impressed me," reports M. B. Mickelson, Plant Mgr. at Antonita, Colorado, "like Mr. Ball's (Herbert Morton Ball, Secretary and Genrl. Attorney) advice on legal problems and Jack Solon's (F. J. Solon, Jr., Director, Advertising and Public Relations) talk on community relations . . ."

Then Thursday the group was conducted on a day's tour of Manville Research Center.

"It was certainly a wonderful tour," exclaimed S. J. McDuff, General Sales Manager, Dutch Brand, Chicago. "I wasn't aware of all the new products in other divisions. Research doesn't toot it's own horn enough!"

Then on Friday, each division had its own meeting, some at Manville, some in New York. The Fiber Glass Division met in the new Penbryn Plant in southern New Jersey. Rolling up their shirt sleeves, pulling out notebooks, asking questions they had noted earlier that week—this was the time for each division to get the requirements down to workable "brass tacks."

Several plant managers found they had been instinctively following the general program outlined, especially in areas like employee relations and safety. Others, like Heinz Engel, found some areas they had overemphasized. "It's very easy to emphasize areas you know directly affect the cost picture," he says.

"Community relations often seems much more removed from you than something that affects the rejects picture. But both are important to getting the job of running a plant done well. Both have to be stressed."

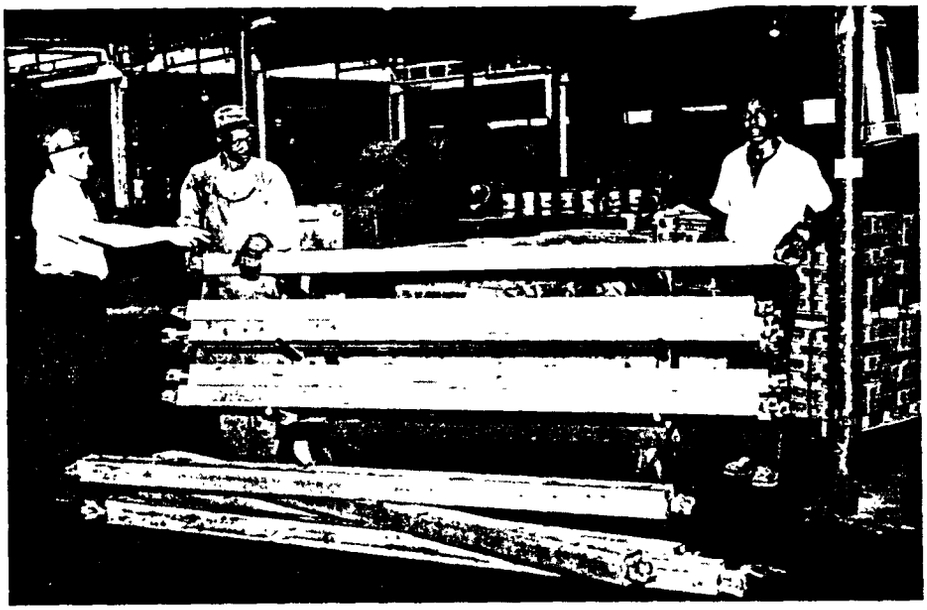
But as Heinz sums up, "The greater the challenge of the job, the greater the satisfaction you can get."

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Fort Worth

Rack to load cars safely



A "safety first" at Fort Worth Plant, this new-style portable dunnage rack for loading D.F. (damage-free) rail cars was designed by Maintenance Foreman Nate P. Rothrock.

Prior to using this rack, employees carried the bars by hand into the cars or warehouse. The rack, now in use in the Shipping Dept., is helpful in several ways. Using this rack, time and labor were also saved as well as the unsafe condition eliminated. Industrial Relations Mgr. F. C. McLaughlin appraised the saving of approximately $400 in 1962.

Shown in the above photo are, left to right, Nate Rothrock, with Booker T. Hodge and Milton Tisby, Shipping Dept. employees.

The angle at which the bars are placed on the rack prevents their tipping should some be warped or uneven. Nate has also helped devise other guards to eliminate unsafe conditions, and he has a real talent for designing such needed equipment.

Two of his recent safety "inventions" are worthy of particular note. One of these is a guard for the manhole entrance to the granule conveyor pit. This was needed because a lift truck operates in the area while employees are working in the pit.

A second device is a catwalk at the end of the Roofing Machine, which folds up against the machine when not in use, to free space for other operations. Because it is permanently attached, however, it will always be available and no employee will be tempted to "short-cut" its use.

Nate has been with J-M since 1955, first as a Machinist "A" and then since 1959 as Maintenance Foreman. Although he works a busy six-day week, he is also a Boy Scoutmaster.

Reporting in

Our 'unretiring retirees'

E. R. POWELL, retired in 1959 from Manville Research, lives in North Plainfield, N. J. A long-time inventor, he has just built a sailboat of extreme lightness (125 lbs.) with dry and stable sailing characteristics. He and Mrs. Powell cruise with friends in Barnegat Bay, or nearby Kettle Creek.

JESSE KING, 1962 Long Beach Plant retiree, lives in San Jacinto, relaxing in what he calls "an atmosphere of country living." He has travelled twice to Texas.

GEORGE SCHELL, a 1952 retiree from Toronto Plant, is recovering from two heart attacks in November 1962, and likes to take short auto drives with his wife. He plans to take along with him another J-M retiree, J. M. Hall, who lives nearby. We're sending George Happy Birthday wishes on his 77th, January 5th!

FILIPPO VILLANI, just retired this August from Waukegan, is doing metal work, having just completed an electric snow blower of welded construction. He lives in Kenosha, Wisconsin. Starting with a hand lawn mower, he replaced blades with a hood and worm-type feeder. The motor was mounted behind hood and connected to the feeder by a V belt and pulleys.

R. C. BARTON, retired 1962 from Toronto Sales, lives in Port Credit, Ont. He and his wife travelled to St. Petersburg, Fla. in June, and toured the Northern Canada wilds in October.

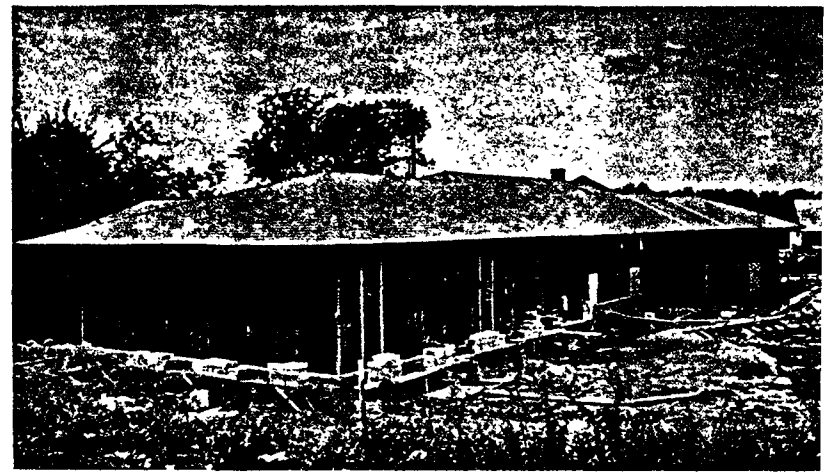
R. A. MESSNER, retired 1962, from Milwaukee Sales, lives in Madison, Wis., recently played host to the sales staff at their meeting at the motel he owns and manages.

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The J-M house of Dallas







Among those who helped Dick Harper (lt.) complete his house are (lower lt.) Bill Mays, Ind. Insul., Salsm.; Howard Douglas, Celite Salsm.; Ed Brunner, Dutch Brand Salsm.; Ed Yost, Transite Pipe; and Ray Powell, Pack. & Frict. Mtls. Lower Rt., Frank Ribelin, of Ribelin Distributors, Inc. our Fiber Glass Texas Distributors, with FG Salsm. Tom Hoffstatter inspect shower made of J-M fiber glass by Natex Fiberglass Corp. Carrollton, Texas.



Ever wonder what a "salesman's dream" of a perfect sale would be? Well, it would have to be something that sold just about every product he had to handle; and that doesn't happen very often.

But H. Richard Harper, District Sales Mgr., Fiber Glass Div., in Dallas, has built himself just such a dream — a beautiful ranch-type home using numerous J-M products. Dubbed "the J-M House," it's excited the interest of quite a few architects, distributors, contractors and builders and is introducing many J-M products to the Dallas area.

For more than five years Dick had been mentally planning the house, and in 1962 he bought a creek-site property and began to build. Each J-M salesman was asked to sell his product to Dick, as well as review the product with the architect, builder and subcontractor.

"Each product had to stand on its own merits," he says. "There were no gimmicks incorporated and no special favors asked because I work for J-M. We feel that each J-M product used is equal and in most cases superior to anything else like it on the market."

Many local builders were unfamiliar with the wide range of J-M products and they found plenty of chances to visit the house during construction. Through this house, such products as Micro-Aire Duct and Acousti-Shell were introduced to area contractors.

One of the first distinguishing features of the house was "Golden Bronze" Colorbestos roofing, as seen in the above photo. Dick reports, "By the time the shingles were applied, there were many orders coming in for Colorbestos." In comparison with wood shingles, durable Colorbestos shingles give the security of a fire safe roof.

A big attraction inside is the molded fiber glass shower stall. "Some of the key architects in town picked up this idea," Dick adds. "Old style tile baths are hard to clean, but this shower, made with J-M fiber glass, is easy to clean and also has no discoloration problems."

Word has spread like proverbial lightning. "People come from miles around to see the house," says Dick.

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RECENT J-M ASSIGNMENTS





CREDIT SERVICE
New York Credit Unit

ROBERT B. MILLS to Credit Manager from Credit Supervisor in the Chicago Unit.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

RAYMOND CHAINE to Safety Engineer from Industrial Engineer, Canadian Products Division.



BUILDING PRODUCTS DIVISION
Division Headquarters

CHARLES L. IRVIN to Senior Methods Engineer from Research Engineer, Building Products Research Department, Research and Engineering Center, Manville.



RESEARCH & ENGINEERING CENTER
Manville

FREDERICK L. PUNDSACK to Director, Basic and General Company Research from Manager, Central Chemical and Physical Research Department.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

YVON VACHON to General Foreman, Erection and Repair Department, Open Pit Mine, from Estimator.



BUILDING PRODUCTS DIVISION
Chicago District

JOHN H. FREDRICKSON to Assistant District Manager from Salesman.



RESEARCH & ENGINEERING CENTER
Manville

JOSEPH DEC to Director, Research-Development for Packings & Friction Materials & Dutch Brand from Associate Director, Gen. Research & Scientific Services.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

ERNEST P. LOCKWOOD to Estimator at the Machine Shop from Planner.



CELITE DIVISION
Division Headquarters

FRANK T. YANNETT to Sales Manager, Concrete Specialties Dept., from Product Manager.



RESEARCH & ENGINEERING CENTER
Manville

JOHN S. PARKINSON to Director, Research-Development for Industrial Divisions from Director of General Research and New Business Development.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

ANSELME ROY to Salary Foreman, Track and Dump, Railway Department, from Hourly Foreman.



CELITE DIVISION
Division Headquarters

RADLEY E. COLLINS to Product Manager, Concrete Specialties Dept., from Manager of Architects, Engineers and Contractors.



RESEARCH & ENGINEERING CENTER
Manville

JOHN Q. TRICE to Director, Research-Development for Building Products and Flooring from Director, R & D, Ind. Divisions and Packings & Friction Materials.



BUILDING PRODUCTS DIVISION
Jarratt Plant

GEORGE L. SWALLOW to Plant Manager from Methods Section Supervisor, Division Headquarters.



CELITE DIVISION
New York District

JOHN J. GILLERAN to District Sales Manager, Concrete Specialties Department, from District Sales Manager for Chicago.



RESEARCH & ENGINEERING CENTER
Manville

JOSEPH H. ZETTEL to Director, New Business Development from Director, Research-Development for Building Products and Flooring.



BUILDING PRODUCTS DIVISION
Division Headquarters

GEORGE E. THOMPSON to Methods Section Supervisor from Sen. Methods Engnr.



CELITE DIVISION
Chicago District

JAMES E. CASSIDY to District Sales Manager, Concrete Specialties Department, at Joliet, from Sales Engineer, New York District.

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DUTCH BRAND DIVISION
Division Headquarters

MARION CROSS to Administrative Assistant from Executive Secretary to Vice-President for Research, Development & Engineering.



FIBER GLASS DIVISION
Technical Center

JAMES A. DENNIS to Chief, Pilot Production Section from Research Engineer.



FIBER GLASS DIVISION
Division Headquarters

JAMES S. YONK to Chief Mechanical Engineer from Senior Project Engineer, General Plant Engineering Division, Manville.



FIBER GLASS DIVISION
Division Headquarters

DONALD L. PERKINS to Quality Control Engineer from Specification Engineer, Industrial Insulations Div., Division Headquarters.



INTERNATIONAL DIVISION
Division Headquarters

ARTHUR J. STENERI to Foreign Project Manager from Foreign Project Engr.



INTERNATIONAL DIVISION
Division Headquarters

NELSON P. OLIPHANT to Foreign Project Manager from Foreign Project Engr.



INTERNATIONAL DIVISION
Division Headquarters

CHRISTIAN O. EIK to Foreign Project Manager from Construction Engineer.



INTERNATIONAL DIVISION
African Sales

WILLIAM T. PRIM to Resident Manager for Africa from Manager of Puerto Rico Sales and Insulation Contracting Unit.



INTERNATIONAL DIVISION
Buenos Aires Office

NICHOLAS SCHREIBER to Resident Representative, headquartered at J-M Sudamericana Ltda., from broad experience in South American asbestos market.



INTERNATIONAL DIVISION
Wiesbaden Office

MAX GERSTER to Staff Manager, Building Products in Europe, following research and field training.



INTERNATIONAL DIVISION
Division Headquarters

THOMAS R. GOULD to Foreign Project Engineer from Senior Research Engineer.



INTERNATIONAL DIVISION
Beirut Office

LEO V. ZAVATONE to Sales Engineer for Building Products and Insulations, Middle East, from Sales Engineer, Div. Headquarters.



PIPE DIVISION
Denver District

JACK D. GARBER to Area Manager from Salesman, Distributor Sales.



PIPE DIVISION
San Francisco District

CLIFFORD E. HAUENSTEIN, JR. to Assistant District Sales Manager, Distributor Sales, from Salesman.

Announcements

RETIRING—FEB. 1

WILFRED BOURBEAU, Nashua
GEORGE W. CLARVOE, Research
ROLAND S. CLEVELAND, Asbestos
GEORGE MACKO, Manville
ALBERT MAYNARD, Nashua
JESSE L. TUCKER, Research

RETIRING—MARCH 1

J. D. BOISVERT, Asbestos
FRANCIS P. BORN, Manville
KENNETH E. COOK, Richmond Plant
RAFORD W. DAVENPORT, Lompoc
AGNES M. DOYLE, Philadelphia
ALFRED DUCHARME, Jeffrey
NAPOLEON FORCIER, Nashua
EDGAR A. GERVAIS, Nashua
W. B. KELLEY, Pittsburg Plant
DANIEL A. MEESTER, Long Beach Plant
HARRY R. MONTGOMERY, Waukegan
JOHN F. O'HARA, New York
JOSEPH OLISH, Manville
LORETTA V. RUSSELL, Research

QCC INDUCTIONS

ATLANTA CHAPTER, Holiday Inn, Jan. 16
MALLINE JONES
CLYDE W. McCOY
GEORGE A. PETERS
WILLIAM J. WALSH

IN MEMORIAM

GEORGE S. BUSH, GHQ, Oct. 17
ARTHUR WILLETT, Asbestos, Oct. 17
VIGGO H. FAURBO, Waukegan, Oct. 26
HUGO ANDERSON, Waukegan, Oct. 27
ERNEST F. GATELY, New York, Oct. 30
THOMAS E. GOSSETT, Houston Dist., Oct. 31
HENRY S. RICK, Asbestos, Nov. 1
HAROLD COLEMAN, Waukegan, Nov. 2
VINCENT GALLION, Manville, Nov. 4
JOE TELESKY, Manville, Nov. 5
JOHN YOWARSKY, Manville, Nov. 8
PETER CHAVA, Manville, Nov. 13
HECTOR M. ARING, GHQ, Nov. 14
JOSEPH TOMKO, Manville, Nov. 15
HARRY G. FRENCH, Manville, Nov. 19
L. L. BERGENDAHL, Los Angeles, Nov. 21
GEORGE A. DUPUY, Waukegan, Nov. 22
ROBERT F. MODERAU, Waukegan, Nov. 24
JOHN JANOVICH, Zelienople, Nov. 30
RENA LAMPLOUGH, Asbestos, Nov. 30
HENRY C. MINSTER, Philadelphia, Nov. 30
LUKE TROMBATORE, Marrero, Nov. 30
DAVID O. MOLAISON, Marrero, Dec. 1
RALPH JACOBS, Manville, Dec. 2
ULBRIC PROVENCHER, Jeffrey, Dec. 5
EUGENE VAJAI, Manville, Dec. 5
ALBERIC PINARD, Jeffrey, Dec. 8
WALTER S. SERICA, Manville, Dec. 9
MARY URBAN, Manville, Dec. 16
JOSEPH WOLENSKI, Manville, Dec. 29

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Take it to the governor!

When Agenor Belcourt says, "Let's take this problem to the governor!" he really means it. He and New Hampshire's Governor John M. King (rt. in photo) have shared a lot of state problems in past years. In fact, serving two terms together on the House Appropriations Committee, they've often disagreed on major issues.

As Agenor explains it, "I often find my best friends are the people with whom I argue the most. Gov. King and I didn't really disagree in principle, only in details."

Politics is an "old game" for Agenor. Born in Canada, he worked for J-M Asbestos from 1919-1920. He's been with the Nashua Plant since 1923, first as a sander and cutter, and now in the Service Department, working night shifts to keep his days free for work in the legislature.

For the past 19 years he's been active in the House, having just been re-elected this Fall for another two-year term. Ten years he spent on the Appropriations Committee.

"It all started when I ran for alderman and lost," he says with a grin. "So I ran for the House and won!"

The six-month session every two years keeps him busy driving the Turnpike between Nashua and Concord, but he's used to it. "I've got a good alarm clock," he says. "My wife wakes me every morning. Most people sleep about six hours a night. I just do it in two three-hour shifts."

Another friend he had in the Governor's chair was Sherman Adams, governor from 1949-1953, before he became Special Assistant to President Eisenhower.

Like other men who work on state budgets, Agenor is proud of the fact that his state has no income or sales taxes, only a $5.00 head charge. But he's lost a few political battles, too. As he says philosophically, "When you win, you have to expect to lose sometimes too!"

Litho in U.S.A.

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