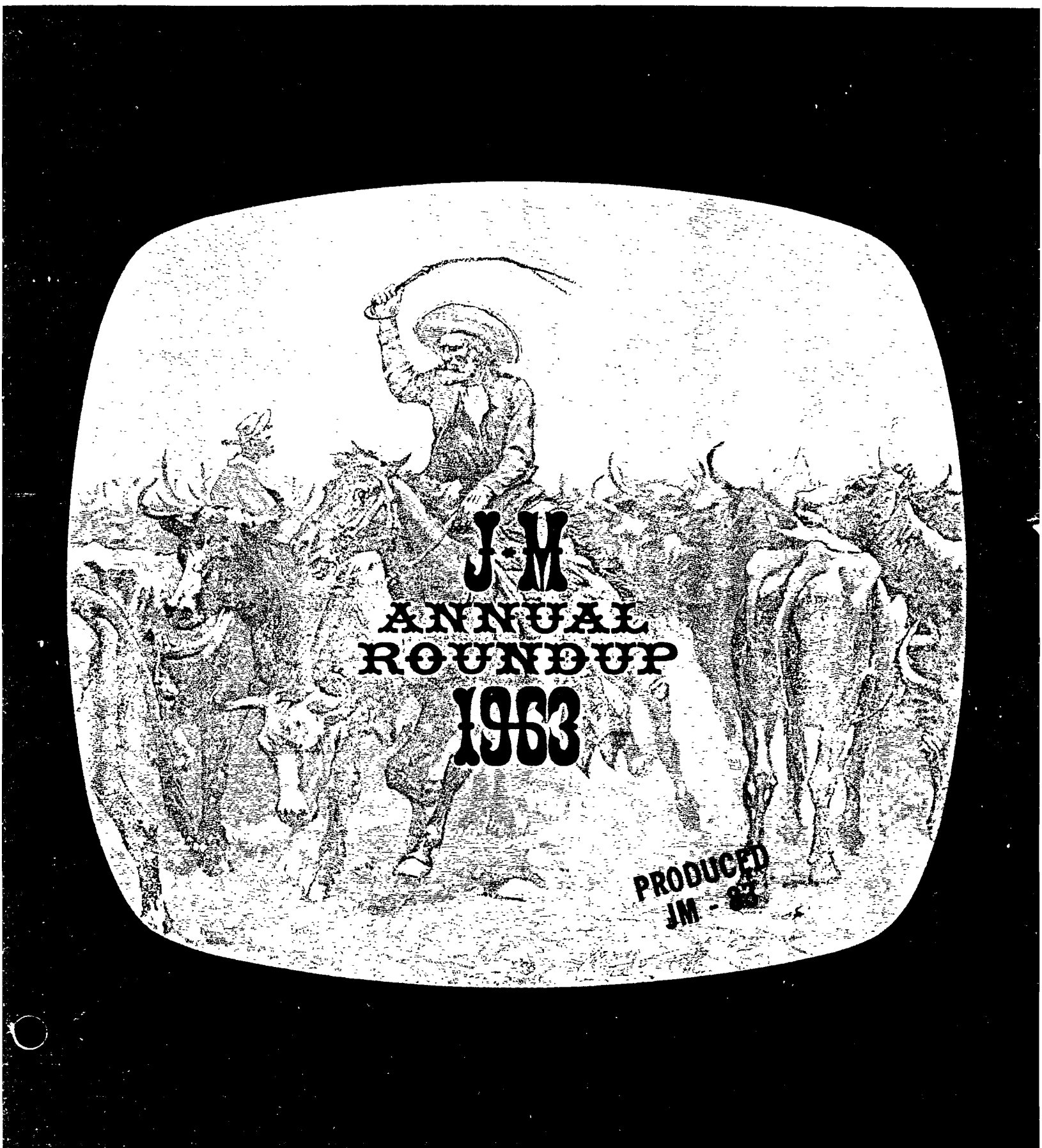
NEWS / PIC

MARCH 1964

For the 22,117 Johns-Manville employees, retirees and their families



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NEWS/PIC

Published for all 22,117 J-M employees, retirees and their families by Johns-Manville Corporation, 22 East 40th Street, New York 16, N. Y.



News/Pic presents—a TV western "roundup" of J-M's 1963 financial report. For all J-M "wranglers" (employees), a tally of our corraled income runs on pages 8-9.

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Last year was one of progress and improvement in Johns-Manville operations. Sales volume reached a new high, $414.9 million. The good business climate in the construction industry, new and improved J-M products, deeper penetration of both domestic and overseas markets and better customer service offset the trend in recent years to lower selling price levels.

Earnings were $27.7 million (the second highest in the company's history); 15.7 per cent ahead of 1962. Cash flow, the sum of net earnings and provision for depreciation and depletion, was $46.8 million, second only to 1959.

Major developments in the company's growth program included completion of a new fiber glass insulations plant at Penbryn, N. J., completion of the new asbestos mine and mill in Newfoundland and purchase of an asbestos textile plant in Marshville, North Carolina.

Substantial equipment additions were made at existing locations to meet growing demands for fiber glass, perlite roof insulation and pipe products. Projects are under way for construction of a floor tile plant in California, a fiber glass insulations plant in Texas and an asbestos-cement pipe plant in northern Florida.

Johns-Manville products are now sold through 71 sales offices in the United States, Canada and overseas. During 1963, the company broadened its position as a leading exporter and overseas producer.

On behalf of your Board of Directors, I extend thanks for the support and cooperation you, our employees, customers and suppliers have provided during the past year.

C. B. Burnett

President

The annual report is available to employees. Write Johns-Manville, 22 E. 40th St., New York, N. Y. 10016. An analysis follows on pages 8-9.

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A New Breed of Foremen

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Back in the "good old days," a shop foreman generally came into his job up through the ranks by his superior skills in a particular operation. He felt quite apart from company management, and rarely had the chance to compare his job with those of other foremen.

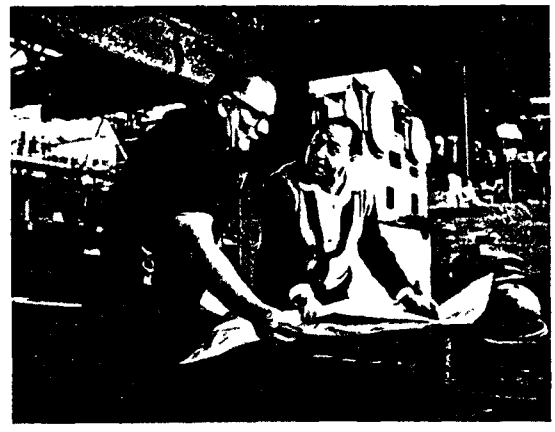
Today's foreman is participating and planning more for his broadening job. He may be the man who's going to night school, or taking special courses. And he's not just doing it to get a better job, but also to do a better job.

Manville Packings and Friction Materials Plant has been conducting a program to help its foremen become better managers of their departments.

"This all started in the Fall of 1962," explains Plant Manager Charles DeBiase, "when under C. C. Simoni (now retired Gen. Mgr. Pkg. & Frict. Matls. Div.) this approach to management training was developed in our division. Management Seminars were held in Atlantic City with the Plant Managers, and Division personnel from Merchandising, Research, advertising, finance and sales. After that, a second series of seminars was held with production, Quality Control, Planning & Scheduling, Industrial Engineering, Maintenance and Finance plant personnel.

"Recognizing that foremen are our 'front-line managers,' the step we're now taking here at Manville is the end result, where it really pays off for us on the plant level."

Since last spring there have been two groups of sessions in which foremen and staff men held discussions. These were not lecture or classroom situations. Ideas were developed through free flow of conversation among the participants. There were two moderators whose job was only to guide discussion and keep it from straying from the general subject.



Planning for space and work allocation with new machinery being installed are Foremen Pohn Menter (left) and Otto Spino (rt.), General Foreman, Rubber Dept.

At first, foremen were asked to complete a "Job Profile." In them, each man listed, quite extensively, his thoughts on his job responsibilities and the ways in which he carries these ideas out.

In order to present a complete picture of the organization, representatives of staff departments also prepared profiles and participated in sessions held on Saturdays in April and May. Each man read his profile and answered questions from the others. By such cross-questioning, they gained an understand-

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ing of each other's job.

In charge of organizing the sessions was Lowell Mazie, Industrial Engineering Supervisor. "'We brought line and staff people together so that they could inform each other about their jobs and problems," he explains.

Some of the foremen at first didn't see the necessity of filling out the profiles. Others felt they were being put on the spot. So, the first hour with each new group was formal, a little stiff. Then they began to relax and open up.

Says Otto Spino, General Foreman, Rubber Dept., "We wondered why the company wanted to know about our jobs. After all, we reasoned, we'd been working in J-M so many years . . . didn't they know by now what we were doing?"

Many points on the profile excited their interest. "One question that I worked over a long time to answer asked how I'd pick a foreman," says John Menter, Foreman of Mixing, Compounding and Calender in the Rubber Dept. "At first you don't want to discuss these things, but then you loosen up with the other guys."

At the sessions everyone batted ideas back and forth across the table. "The hardest thing was to remember all the things you do each day," says Friction Materials Foreman Joe Buchanec. "At the sessions we found out a lot about staffers and their problems and they certainly learned about ours. I used to think they assumed a foreman could do the impossible in getting orders out. Now I see their problems."





Writing notes at the meeting (above) is Foreman Hugo Mezzanotte, center. To his left is Ken Roberts, Development Engineer, and to his right, Foreman Ed Yakely. Below, Weaver, Miss Minerva Flanagan, talks with Ed Zimmerman, scheduler, Textiles; and Larry Moody, Fiber Blending Dept. Foreman.

All of the 71 foremen and staffers involved were eagerly looking forward to the upcoming fall discussions.

"After the first session," recalls Moulded Packings General Foreman, Hugo Mezzanotte, "some of us volunteered to write our profiles over again, after hearing other profiles given. We all took a lot of notes."

The next round of sessions in October and November was mainly concerned with the management responsibilities of every foreman's job. Discussions centered around the basic five main management functions—Planning, Decision Making, Supervising, Measuring, Cooperation and Collaboration.

On the blackboard one sentence set the theme of each session: "Management is the art of getting things done through people." Under the first topic, Planning, the moderators asked the group one lead question such as, "How should a manager organize his own time to devote appropriate attention to each area of his responsibilities?" Discussions among participants on this question alone ran a half hour to an hour. Sessions were held for two consecutive days for each group at the Somerville Inn, with meals served there. The moderators were K. Q. Beyard, Quality Control Supervisor; C. G. Guerin, Superintendent Mechanical Packings; P. Kwiatanowski, Superintendent Rubber Shop; L. I. Mazie, Industrial Engineering Supervisor; J. W. Reeder,

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Supervisor Moulded Packing.

Staff people were also greatly amazed at what they learned. "My idea of my job and the idea of a foreman's job certainly changed," reports staffer S. Prokopowich, who handles Inventory Planning and Control.

Larry Moody, Foreman of Fiber Blending Department, Textiles, brings out the thoughts of the younger people among the foremen ranks.

Larry, a college graduate, says, "I think we all developed a great deal of respect for each other.

"We've had training sessions before for different groups—a review of time-study methods and a short course on finance — and many of us take night school work or are furthering our education in many ways with the help of the J-M Tuition Plan.

"These sessions have taught me to stop and listen to some of the foremen who have come up through the shop."

How much do these training sessions affect foremen in their daily jobs?

"I felt that J-M was trying to implant some new ideas, that they were really interested in me and in my job," says John Menter. "A session like that gives me more confidence in myself and in J-M, which is spending time to do this both for my benefit and for their own."

Several foremen met during lunch breaks and the topic of conversation would swing around to some point brought up in a session.

"Ever since the sessions," says Otto Spino, "I feel staff people understand us better. Before, we were only told when something had to be done. Now they tell us why they need it done a certain way. This is helping us with our men too, as they know we're now in a lot better position to answer their questions. They have confidence in me and in what I know."





Moderators at one session (above), Carl Guerin (l.) and Lowell Mazie keep up flow of ideas with lead questions. Below, staffer Sy Prokopowich, who handles inventory planning and control, at his desk. Both staffers and foremen reported that the sessions increased their understanding of job.

After the last sessions, the men wrote out a "plan of action," listing points they felt they should stress in their jobs. This was for their own use and benefit.

"In writing my plan of action afterwards, I've tried to follow through by creating better relationships," says Ed Zimmerman, Scheduler, Textiles. "I try to take time with foremen to make them feel I want to take time with them. Sometimes, just a five minute chat will greatly improve a relationship with a foreman."

In any J-M plant, a foreman is involved in many meetings, with other foremen, production supervisors, planning and scheduling people, safety supervisors and many other J-Mers who rely on him just as much as he relies on them to get the job done well. What makes these training sessions different from all other meetings?

Simply the fact that these sessions gave foremen a chance to freely discuss all aspects of their jobs and responsibilities.

Watching these men work, roll up their shirt sleeves and get down to basic ideas, was a revelation each session. They are the men who are growing with their jobs.

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Reporting in 'Our unretiring retirees'

HARRY PONISI, now of Vero Beach, Fla., has travelled three times to Europe by boat since his 1958 retirement from Manville. Arranging his own trips, he experienced no difficulties with languages, finding many Europeans who speak English.

He reports also that three months' travel in Canada recently was also exciting, and rewarding.

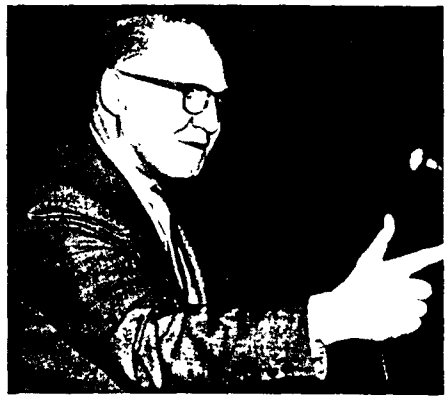
PATRICK BURKE-GAFFNEY, formerly of Winnipeg Sales retired in 1953, is recuperating from a stroke he suffered more than a year ago. He and his wife are eager to hear from retirees, at 779 Jessica Ave., Winnipeg 9, Manitoba, Canada.

CAROLINE STONE, a Los Angeles Plant 1961 retiree, has been living for 33 years in California, now in Downey. But she calls northern New York and New England a country "next to paradise" in the fall, since she just returned from a tour of those colorful states.

MRS. ALVA GILLMOR, a 1961 retiree from Denver Sales Office, now living in Salt Lake City, reports that H. H. Hammill, a '57 retiree from Denver, has just achieved the honorary degree of 33rd degree Mason.

GEORGE F. SMITH, retired from Zelienople Plant in 1958, travelled last summer with his wife and son and sister-in-law through Pennsylvania, New York, and up around Lake Ontario. A big thrill was crossing International Bridge to Canada. They met many people, including an English couple who displayed the U. S. flag in their travels.

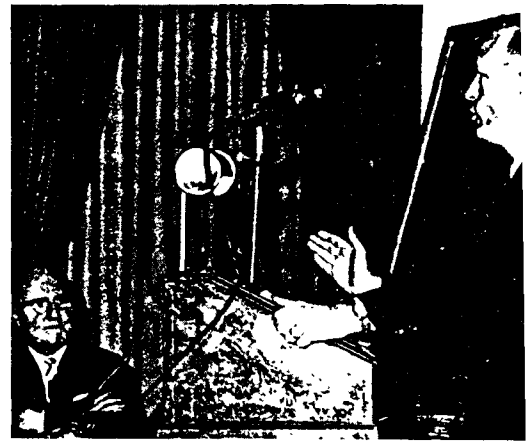
Retirees! Write us at News/Pic, 22 E. 40th St., New York, N. Y. 10016.



(Above) Jim Ford demonstrates the "hard sell" for his sales-conscious pupils. (Right) Product Manager Chuck Stillman holds forth on the advantages of Colorbestos slates. (Below) General Sales Manager George H. Martens expresses more than just polite interest in the talks. The Sales and Product Managers used their speaking skills at last month's sales meeting in Atlantic City.



Spokesmen For J-M building products



Many of us think of public speaking as the domain of politicians and after-dinner entertainers. But, for the Product and Sales Managers who handle J-M's many different building materials, getting across complicated ideas to large audiences has become accepted practice.

"The idea," explains John Mac Kay, Manager for Sales Training, "was to improve product presentations at Division sales training meetings. Product Managers are also key J-M representatives in trade associations, and are often called on to speak at a variety of business occasions."

Speech consultant Jim Ford gave the five-session course—the first offered by any Division to improve product presentations. Altogether, twenty-five men from Building Products learned such techniques as "How to 'Project'" and "How to Use Visual Aids." Each session lasted four hours, and many of the men spent extra time warming up for what they knew would be a highly receptive but knowledgeable audience.

The give-and-take between speakers and audience was, to say the least, more lively than the customary post-banquet drowsiness. Practically everyone found the chance to stand up and speak helpful in organizing and emphasizing his thoughts; and all the Managers took special pleasure in learning the easiest way, from observation and listening. Says George H. Martens, General Sales Manager of the Building Products Division: "We think it was good experience—and a wise investment."

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Chemists are supposed to be patient, precise men in white smocks, mixing colored liquids like slow-motion bartenders. Weekdays from eight to four-thirty, Fred Best pretty well fits this "image"; he's a research engineer at J-M's Research & Engineering Center. But he's also found time to become one of the most promising distance runners in the U. S.

An R.P.I. graduate, Fred holds the school's one and two mile records. One record that Fred is especially proud of is the time of 9:19 it took him to win the National Jr. Steeplechase in 1962. Taking this title put him literally in the running for a greater prize—the 1964 Olympics.



"The Steeplechase is my kind of race," says Fred. "Runners who can beat me flat-out aren't used to breaking stride when they hit the waterjumps and the hurdles."

To keep loose, Fred runs over the New Jersey countryside every morning for half an hour, and every evening for two hours. Merle Best, far from becoming a "track widow," is his most vocal rooter at weekend meets and time-trials.

Last month, in the Boston A.A. Invitational Two-Mile, Fred broke the nine-minute barrier, finishing in 8:57.8—another giant step towards Olympic qualification.

At 28, Fred Best still has a long road ahead of him, and he's running hard.

SPORTS

Last January 14th, A. B. Marchant returned to Richmond, Virginia, to receive the Achievement Award given by the National Football Foundation and Hall of Fame. Presented by Richmond athletic director Mac Pitt, the bronze plaque read ". . . to A. B. Marchant, Native Virginian—Outstanding Athlete—Distinguished Business Executive."

It's been a little over a quarter of a century since Mr. Marchant played his last football game for the University of Richmond, helping to defeat William and Mary on Thanksgiving Day, 1938. He was captain-end for a team that more than held its own against the likes of Roanoke, V.P.I. and Maryland. In action (above right), he was a fast, sure pass-receiver. (Those Maryland tacklers finally brought Mr. Marchant down, but Richmond won, 19 to 6.)





In the spring, Mr. Marchant played centerfield for the baseball team and graduated with a bachelor's degree in economics. He went to work for Johns-Manville in Jarratt, specializing in quality control and industrial engineering.

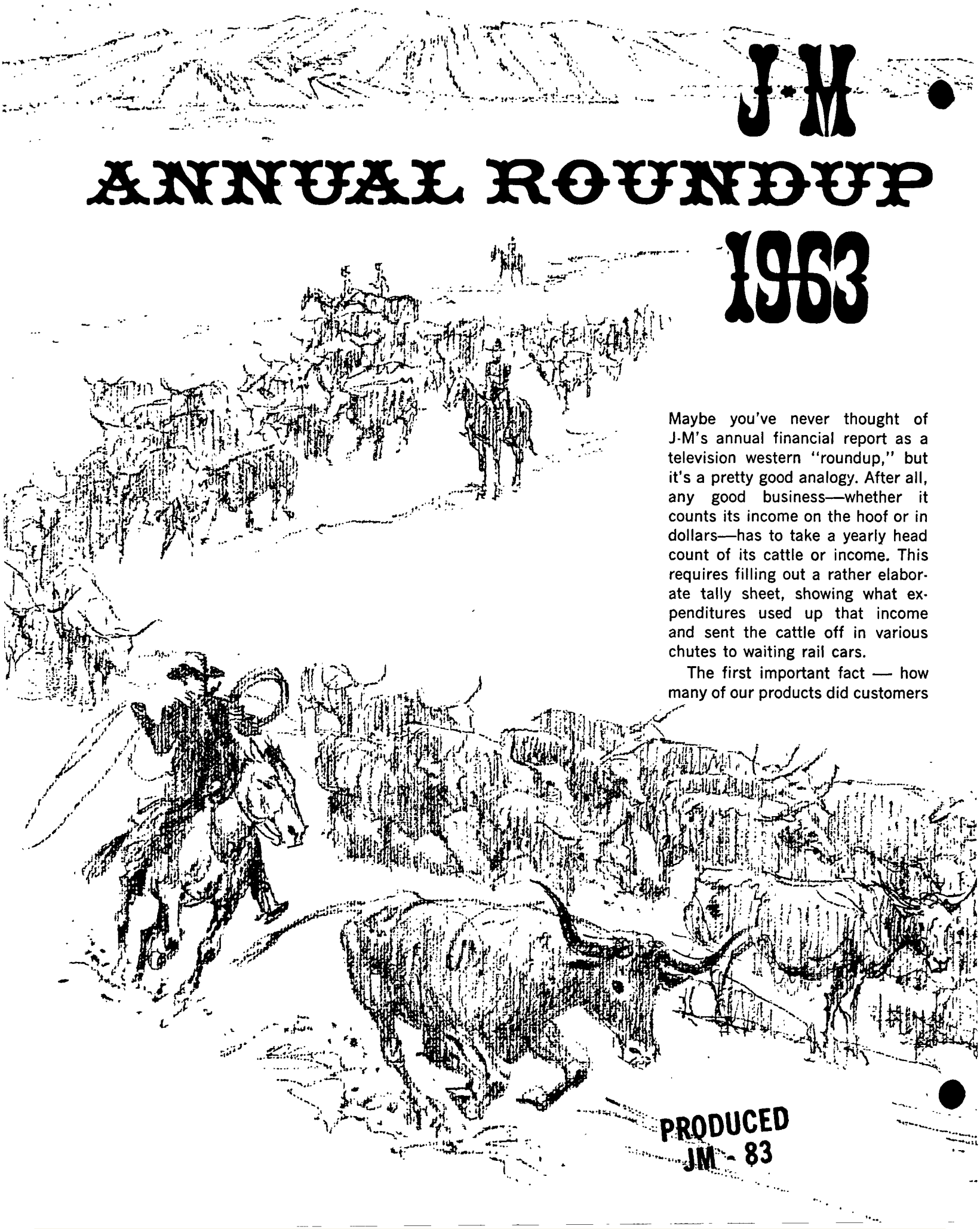
Ten years later, he was promoted to Plant Manager at Natchez—one of the youngest plant managers in company history. Since then, Mr. Marchant has assumed responsibility for administering manufacturing operations at all 15 Building Products Division plants.

It was in recognition of these combined achievements that the Sportsmen's Club gathered at the Hotel Richmond this past January. Bill Ingram, former chapter president (left), and current president James C. Farley (right) were on hand to congratulate a truly distinguished J-Mer.

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J-M ANNUAL ROUNDUP 1963



Maybe you've never thought of J-M's annual financial report as a television western "roundup," but it's a pretty good analogy. After all, any good business—whether it counts its income on the hoof or in dollars—has to take a yearly head count of its cattle or income. This requires filling out a rather elaborate tally sheet, showing what expenditures used up that income and sent the cattle off in various chutes to waiting rail cars.

The first important fact — how many of our products did customers

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buy in 1963? The tally sheet shows this was a record year for sales. Some $414.9 million was returned on our prize products, the result of careful research, sales and marketing programs. Another five million dollars came largely from investments, and from our "know-how" that people around the world buy to use as J-M processes.

Sales were boosted by many new products, such as those featured in the January/February issue of News/Pic. Products introduced or improved within the past five years accounted for about $105 million or about 25% of total sales in 1963.

The largest expense was that paid to the "wranglers" or employees, a record-splitting figure of $159.2 million in wages, salaries, and benefits—40% of total expenses. Benefits alone (payments for vacations, retirement, social security taxes, and other benefits) were $20.6 million.

Another $150.3 million went for materials and purchased products we use yearly.

Your company's taxes in 1963 amounted to $29.5 million, some $5.3 million more than in 1962. In both years, this figure tallied higher than the yearly profit.

Costs for research, travel, advertising, all come under the category of "other expenses," which in 1963 totaled $36.1 million. Because we increased our inventories by $2.1 million, this reduced the total expenses by this same amount.

Total expenses on the tally sheet: $392.2 million.

Net profit: $27.7 million, or a net of 6.7% profit on total sales.

J-M stockholders received a total of $17 million, with a dividend of $2.00 per share.

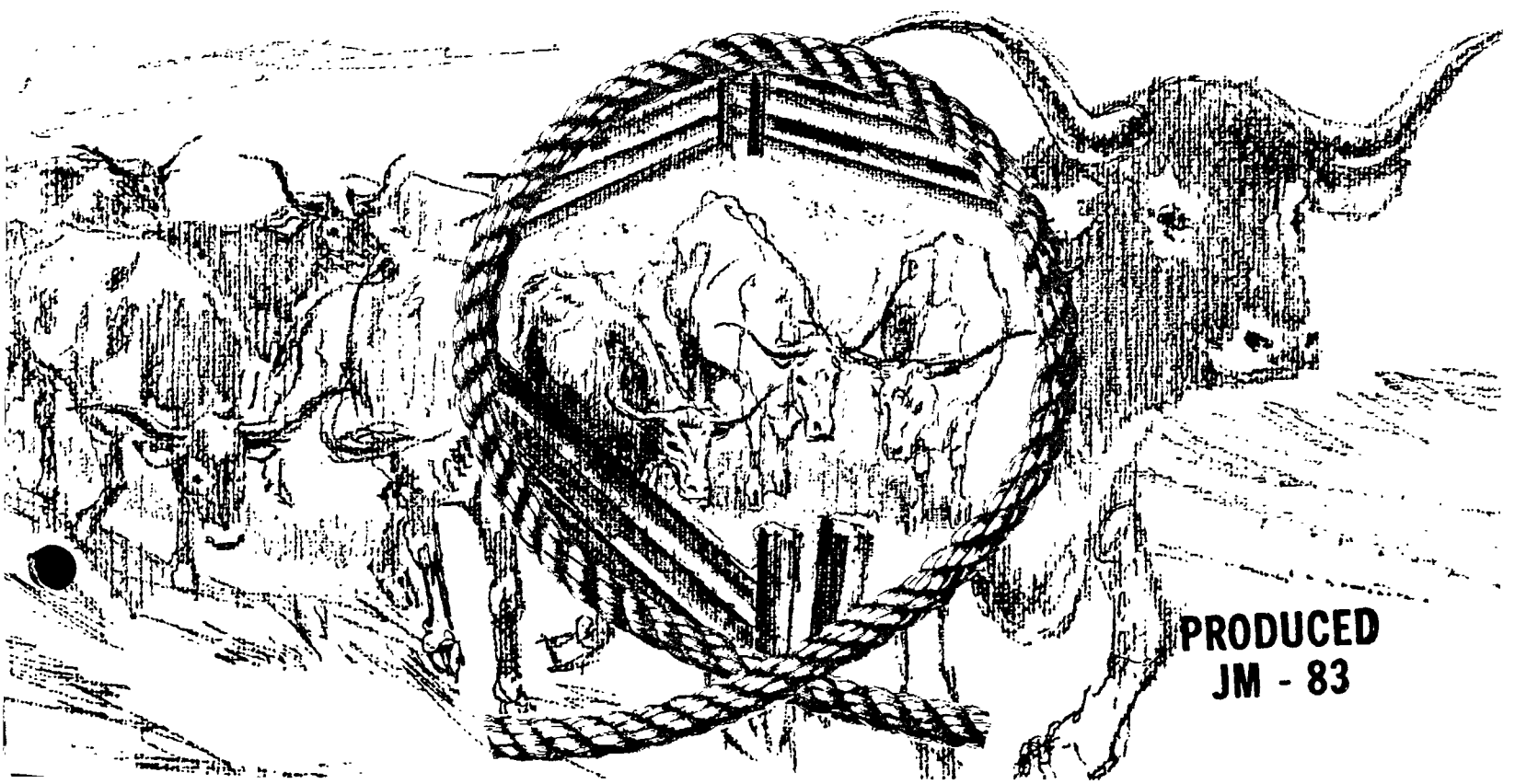
With all these expenses and dividend payments, there are now only three cattle left in the corral. They represent the "brood stock," some $10.7 million that J-M reinvests in the best savings account possible—in new company property, expansion, and marketing research to be competitive. On this sum your company grows and your jobs become more secure.

In 1963, J-M opened several new operations with the help of this "savings account." Among them, we built a new fiber glass plant in Penbryn, N. J.; purchased an asbestos textile plant at Marshville, N. C.; and opened an asbestos mine and mill in Newfoundland.

New equipment expenses were equally important, with new facilities installed in ranch "outposts" across the country from Long Beach, Calif.; Denison, Texas; to Chillicothe, Ohio.

Now that we've tallied all the sheets, the corral should be empty. But it never really is. We're into the new year, and income is already being herded into the corral. The ranch hands are busy with chores, in sales, research, product development, and other areas that enrich our product offering on the market.

That's the way any good business is run, East or West. That's the way Johns-Manville is.



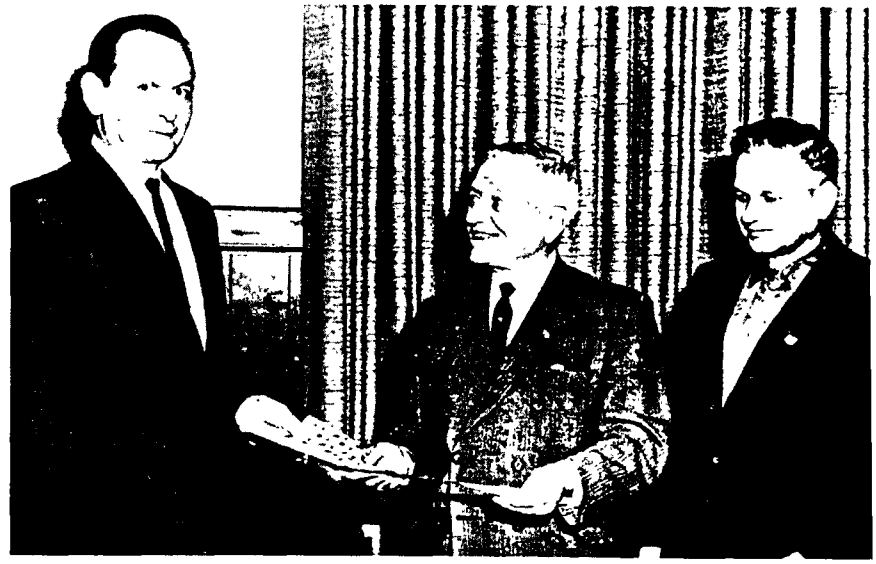
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J-M news-makers



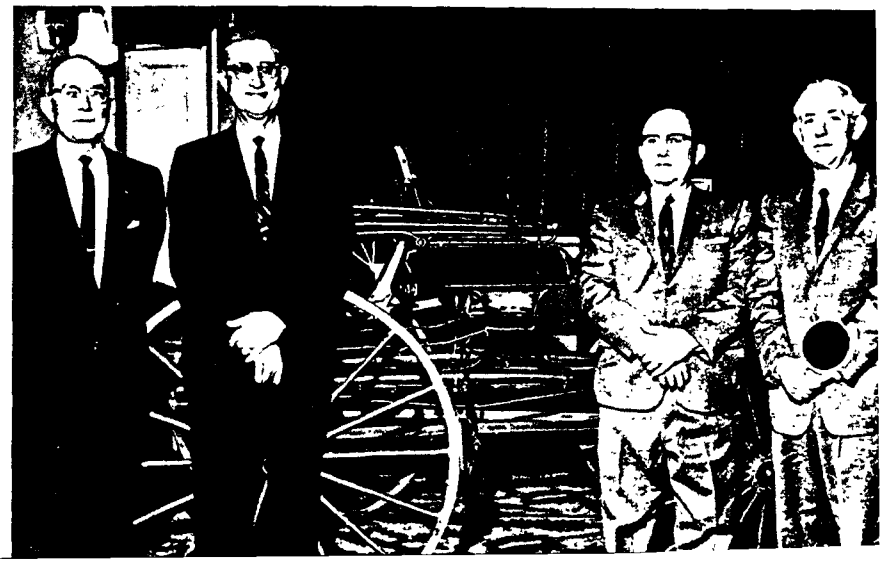


Right (1): Past Presidents of the Quarter Century Club's New York Chapter got together recently for a luncheon meeting with newly elected President Donald H. Lyons. Bottom row (l. to r.): William J. Reynolds, George L. Williams, Mabel G. Williams, William J. McBurnie. Top row: John H. MacKay, Henry O. McElyea, Arthur J. Kroll, President Lyons, William P. Gibbons, and Nicholas J. Gaetano.



Right (2): Robert F. Orth, V. P. for Sales and General Manager, Pipe Division, presents Jack E. Hesse, Denison Plant Manager (center), with Quarter Century Club watch at his December induction. Ken J. Whalen (left), Pipe Division Production Engineer, and John McCarty, Vice-President, Johns-Manville Products Corp. and Production Manager of the Pipe Division, offer their congratulations.

Right (3): Steve Skroback (left), Finishing Department Superintendent at J-M's Natchez Plant, sells Mayor John Nosser his Christmas seals, as Max Voss, Natchez-Adams County Christmas Seal General Chairman, looks on. Steve is Sales Chairman for the annual drive.



Right (4): At the annual dinner meeting of the Parkersburg Quarter Century Club Chapter, 1963 President Homer L. Wolfe and Plant Manager Robert E. Warrick welcomed this quartet of new officers: (l. to r.) Gerald Lantz, Treasurer; Ernie Riggs, Vice-President; Orville McDonald, President; and Joe Cunningham, Secretary. The Parkersburg Quarter Century Club Chapter has a current membership of 38, with a total accumulated service of 1328 years.

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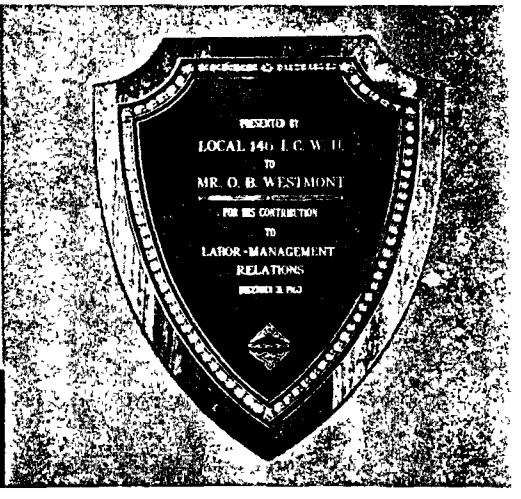


Right (1): Jim Evans (left) is presented with his Metal-On Application Qualification Certificate by Tom Nicely (center), Northeastern District Manager, Industrial Insulations Division, and Gus Pocius, Product Manager, High Temperature Insulations. Jim, who recently retired after 37 years' service, is the originator of the product name "Metal-On."

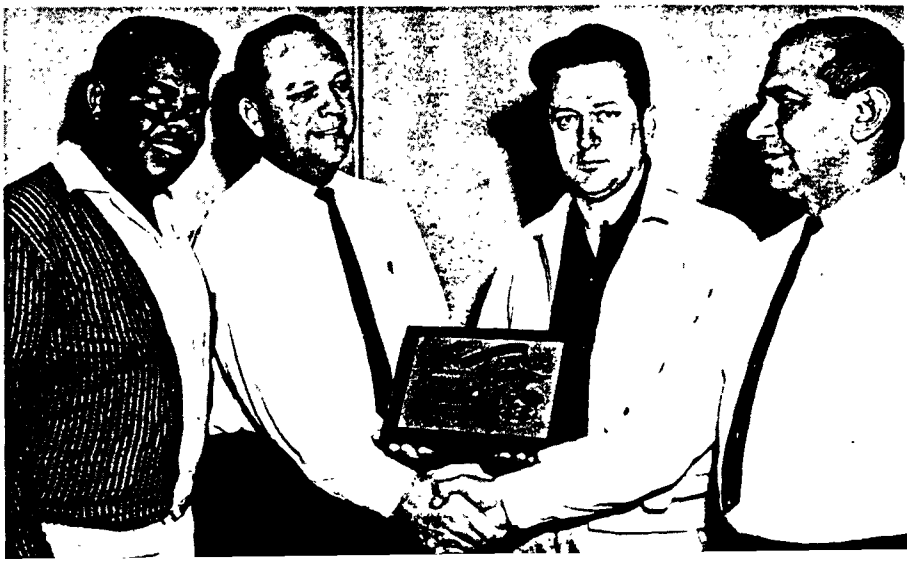


Right (2): J. F. VanDissen (center), Western Regional Manager of J-M's Flooring Division, points to the 20 acre site of the new floor tile plant to be constructed in Hayward, California. Studying the location of the planned 150,000 square foot plant are Pat Kerr (left) and Ira Lazarus, co-owners of Lake Sales, Berkely, J-M floor coverings distributors for Northern California.





Right (3): Lompoc Plant Manager since 1937, O. B. (Westy) Westmont became the recipient of this special award just a few days before his January 1st retirement. Mr. Curtis House, President, Local 146, International Chemical Workers' Union, presided over the ceremony at a standing-room-only ceremony in the union hall. Mr. John Gernak was also in attendance, representing the International. Westy helped pioneer nearly a dozen products that now contribute a substantial tonnage to Lompoc's operations. His present plans include an extensive trip abroad, and plenty of salmon-fishing off his Orcus Island home in Puget Sound, Washington. In the December 26th edition of the "Lompoc Record," Ken Adams characterized Westy this way: ". . . a hard-driving citizen who has had the fortunate faculty of combining scientific knowledge with management skill to the advantage of all Americans—especially Lompocans."



Right (4): From July 30, 1962, to October 31, 1963, the Marrero Plant totaled up 250,000 manhours without a disabling injury. Plant Manager Lawrence E. Inguagiato (right) congratulates (l. to r.) Albert Martin; Edward J. Riley, Production Superintendent and Gayle Roussell. This emphasis on safety has paid off. On February 5th, Saul Dugas, Larry Arcement and the entire "B" Production Crew produced 1776 cartons of 1/8" Terraflex tile in one shift, beating the old record of 1706 cartons.

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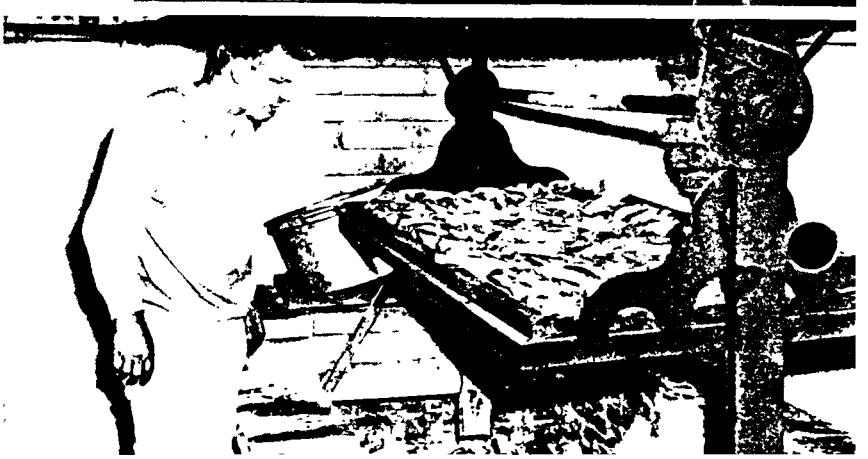
Right (1): Texas—and J-M—seem to be busting out all over. On January 9th, J-M broke ground for a new fiber glass plant in Cleburne. Arriving for the ceremonies are (l. to r.) W. L. VanDerbeek, V. P. and Operations Mgr., J-M Fiber Glass; Mrs. VanDerbeek; Mrs. John A. Vermeulen; Mr. Vermeulen, Director of Plant Engineering; Mrs. Don L. Hinmon; Mr. Hinmon, Sr. Operating V. P., Industrial Divisions; Mrs. Kenneth H. Horn; Mr. Horn, Cleburne Industrial Relations Mgr.; Mrs. Joseph Barnett, Jr.; Mr. Barnett, Cleburne Plant Mgr.



Right (2): Usually, we announce J-M promotions in our "Recent Assignments" pages. But once in a while, a promotion comes along with more than the usual fanfare. Employees of the Denison Pipe Plant gave industrial engineer Bruce Liming a spectacular send-off to his new position as Methods Engineer at DHQ. Bruce celebrated his trip to the "big city" astride a steadfast (if bewildered) mule; astride Bruce is an oversize 10 gallon hat.



Right (3): On Feb. 3rd, Thermco, a Junior Achievement firm sponsored by J-M Fiber Glass, won the trophy for best all-around presentation—production, sales pitch and management records—at the second annual Junior Achievement Open House and Trade Fair in the Defiance Youth Center. Mr. Denver Eckert, president of Junior Achievement, awards the trophy to Miss Linda Duerk, Thermco president and daughter of Roger E. Duerk, Maintenance Foreman at Plant G-28. (Linda has also been named Defiance High School's 1964 Betty Crocker Homemaker of Tomorrow.) Looking on (l. to r.) are advisors Wayva A. Johnson, Secretary to Plant Manager, G-26, and Shirley A. Mekus of G-26's Purchasing Dept.



Right (4): At the J-M Club Annual Barbecue in Lompoc on January 17th, more than 80 members went to work on some basted brown chicken. George Meyer, a mechanical engineer who doubled as head chef, looks over his brood; Sr. Mechanical Engineer N. V. Weeks and Quality Control Foreman Calvin Warner, who also helped with the cooking chores, were apparently sampling their product when this picture was taken.

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Cleveland's organizer

She's a very busy J-Mer, an organizer, constantly "on-the-go." That's the way the sales and clerical force at the Cleveland Office think of Elaine Rybak, a very efficient member of the office typing pool.

And efficient she has to be, with work coming in from all quarters for her to do. "You begin the day with the usual routine," she says, "and then suddenly someone comes in with a few folders of dictation he needs done in a rush. Dictaphone belts are coming in from clerks in various departments, and you begin to wonder what bug suddenly bit them all that they're dictating . . ."

Elaine has to distribute all the work among the girls in the pool and also do an equal share herself. Often she will fill in for a secretary who is ill or on vacation. At times, she helps District Manager M. J. Cowan on certain special projects.

In all her office work, she is directly responsible to R. J. Simmerer, Office Manager. She also does files for the Pittsburgh Packings and Frictional Materials Dept.

She declares her pet peeve in the office is the happy fellow who comes up to her with an armload of work, declaring, "I don't need this right away, but if you could have it by 2:30 . . ." Of course, it is then after two o'clock and there are other jobs waiting.

A former student of art education at Kent State University for two years, she now draws sketches and "doodles" for office posters and advertising bulletins. Although going back to college isn't in her future, this brown-eyed honey blonde has been taking night courses at Fenn college, to further her business skills.

And like most young girls she dreams of "settling down and raising at least four children!"

Litho in U.S.A.

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RECENT J-M ASSIGNMENTS





INDUSTRIAL RELATIONS
General Headquarters

HUGH M. JACKSON to Director of Industrial Relations in addition to duties as Director of Management Development.



INDUSTRIAL RELATIONS
General Headquarters

JOHN H. MacKAY to Manager for Management Training in addition to duties as Manager for Sales Training.



AUDITING DEPARTMENT
Waukegan

NORMAN STUART to Resident Auditor from Senior Clerk.



INDUSTRIAL RELATIONS
General Headquarters

FRED M. ARMSTRONG, Director of Employee Relations and Policies, assumes the added responsibility of Industrial Relations services at GHQ.



INDUSTRIAL RELATIONS
General Headquarters

JAMES D. McGEE to Director of Employee Benefits from Manager of Employee Benefits.



FISCAL DEPARTMENT
General Headquarters

FRANK H. DEEG to Chief of the Compensation Section from Insurance Manager.



INDUSTRIAL RELATIONS
General Headquarters

RALPH E. HARTWIG to Industrial Relations Manager for New York locations from Manager for Management Training.



INDUSTRIAL RELATIONS
General Headquarters

ROBERT W. YOUNG to Manager, Employee Benefits, from Supervisor, Salary Job Analysis & Surveys.



FISCAL DEPARTMENT
General Headquarters

FREDERICK W. INGHAM to Insurance Manager from broad experience in the insurance field.



INDUSTRIAL RELATIONS
General Headquarters

JAMES C. BRADLEY to Manager, Salary Administration, from Senior Methods Engineer, Pipe Division, Div. Headquarters.



INDUSTRIAL RELATIONS
General Headquarters

DR. KENNETH W. SMITH assumes responsibility for coordinating unemployment compensation in addition to duties as Medical Director.



RESEARCH & ENGINEERING CENTER
Manville

ERNEST G. LONG to Chief of the Roofing Section, Building Products, from Research Technologist, Roofing Section.



INDUSTRIAL RELATIONS
General Headquarters

ALFRED J. McSWAIN to Director of Training from Manager for Training.



ADMINISTRATIVE SERVICES
General Headquarters

DOUGLASS F. WOOLSTON to Manager of Production & Inventory Planning from Supervisor, Planning and Scheduling, Manville Plant.



RESEARCH & ENGINEERING CENTER
Manville

LEE M. HEDGES to Research Technologist, Aviation & Special Insulations, Aerospace Products Group, from Product Mgr., Aviation Ins., Ind. Ins. Div.



INDUSTRIAL RELATIONS
General Headquarters

JAMES G. CULLEN to Manager for Management Training in addition to duties as Manager for Plant Training.



AUDITING DEPARTMENT
General Headquarters

MICHAEL H. KENNEDY to Traveling Auditor from Resident Auditor, Waukegan Plant.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

RONALD BRUCE to Maintenance Foreman, Open Pit Mine, from Maintenance Foreman, Munro Mine.

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ASBESTOS FIBRE DIVISION
Jeffrey Mine

JOSEPH CLOUTIER to General Foreman, Open Pit Mine, from General Foreman, Munro Underground Mine.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

HERVÉ GRIMARD to Salaried Foreman, Palletizing, from Hourly Foreman.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

KENNETH HAAPANEN to Foreman, Open Pit Mine, from Industrial Engineer, Munro Mine.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

ROLAND LABRANCHE to Planner, Erection and Repair Department from Electrician, Underground Mine.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

"COKE" MANGOTICH to Assistant Purchasing Agent from Senior Industrial Engineer, Munro Mine.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

LOUIS SONNEVALD to Mining Engineer from same position at Munro Mine.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

FRANK UREKAR to Engineer Assistant from same position at Munro Mine.



ASBESTOS FIBRE DIVISION
Jeffrey Mine

IRENÉE LACHANCE to Police Sergeant, Plant Protection, from Police Constable.



BUILDING PRODUCTS DIVISION
Division Headquarters

ROBERT V. LOHSE to Product Mgr., Asbestos—Cement Extrusions, & Assistant to Mgr., A-C Products, from Sales Supervisor, Eastern District.



BUILDING PRODUCTS DIVISION
Division Headquarters

THOMAS F. ROONEY to Sen. Standards Engineer, Standards Engnrg. Sect., Gen. Ind. Engnrg. Dept., from Sen. Ind. Engineer, Manville Plant.



BUILDING PRODUCTS DIVISION
Minneapolis District

LLOYD W. VERBECK to District Engineer from Assistant District Engineer, Chicago District.



CANADIAN PRODUCTS DIVISION
Toronto Plant

CLAUDE J. MULHOLLAND to Superintendent, Thermobestos and Bonded Brake Departments, from Supervisor, Industrial Engineering Department.



CELITE DIVISION
Lompoc Plant

J. J. CHIERICHETTI to Manager, Quality Control and Development, from Chemical Engineer.



CELITE DIVISION
Lompoc Plant

A. T. STROEBEL to Assistant Plant Engineer from Process Control Engineer, Powder Mills Department.



DUTCH BRAND DIVISION
Division Headquarters

ALVIN G. TOWNSEND to Product Manager, Plastic & Friction Tapes and Automotive Replacement Products, from Product Manager, Electrical Tapes.



DUTCH BRAND DIVISION
Division Headquarters

H. O. KLADIVKO to Product Manager, Industrial & Packaging Tapes & Adhesives, from Product Mgr., Industrial Tapes, Adhesives & Rubber Products.



DUTCH BRAND DIVISION
Division Headquarters

HOWARD B. LAPE to Product Manager, Cork and Rubber Products, from Salesman, Cincinnati Area.



FIBER GLASS DIVISION
Parkersburg Plant

ALBERT R. SMREK to Industrial Engineering Supervisor from Chief Industrial Engineer.



FIBER GLASS DIVISION
Parkersburg Plant

GERALD A. HETRICK to Planning, Scheduling & Traffic Supervisor from Industrial Engineer, Industrial Engineering Dept.



FIBER GLASS DIVISION
Waterville Plant

HAROLD L. FORTNEY to Supervisor, Industrial Engineering and Production Planning from Senior Staff Industrial Engineer, DHQ.



FIBER GLASS DIVISION
Defiance Plant

DAVID C. BROWN to Plant Manager, Plant G-28, from Industrial Engineering Supervisor, Parkersburg Plant.

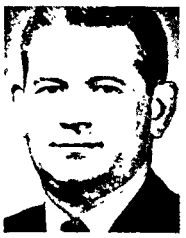
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FIBER GLASS DIVISION
Defiance Locations

JOE R. CLARK to Finance and Administrative Services Supervisor, Defiance Plants G-26, G-28 and G-30, from Finance Manager, G-26.



FIBER GLASS DIVISION
Cleburne Plant

JOSEPH BARNETT, JR. to Plant Manager from Plant Manager, Defiance G-28.



FIBER GLASS DIVISION
Cleburne Plant

E. SAMUEL BECK to Superintendent, Production, from Training Engineer, Penbryn Plant.



FIBER GLASS DIVISION
Cleburne Plant

JAMES F. RIGGS to Planning, Scheduling, Traffic & Purchasing Supervisor from Planning, Scheduling & Traffic Supervisor, Parkersburg Plant.



FIBER GLASS DIVISION
Cleburne Plant

KENNETH H. HORN to Industrial Relations Manager from Employment and Safety Supervisor, Waterville Textile Plant.



INDUSTRIAL INSULATIONS
Waukegan Plant

DANIEL H. GALLAGHER to Ind. Engineering and Maintenance Supervisor from Gen. Foreman, Thermoflex and Refractory Fibres Departments, Manville Plant.



INDUSTRIAL INSULATIONS
Manville Plant

JOHN J. ZEYEN to General Foreman, Thermoflex and Refractory Fibres Depts., from Sen. Industrial Engnr.



INTERNATIONAL DIVISION
Jalisco

L. L. JOHNSON to Technical Director, Plant and Mine Operations from Mgr., Quality Control & Development, Lompoc, Celite Div.



INTERNATIONAL DIVISION
San Juan

CARLOS E. MONTOTO to Vice-President and Manager, Johns-Manville de Puerto Rico, from Assistant to the Director for Latin America.



INTERNATIONAL DIVISION
Division Headquarters

C. T. EBERTS to Foreign Project Engineer from Construction Engineer.



INTERNATIONAL DIVISION
Division Headquarters

CHRIS R. GECKELER to Foreign Project Engineer from Sales Engineer.



PACKINGS & FRICTION MATERIALS DIVISION
Manville Plant

HENRY E. BLECHAR to Planning and Scheduling Supervisor, Planning and Scheduling Dept., from Ind. Engnrg. Sect. Leader, Industrial Engnrg. Dept.



PIPE DIVISION
San Francisco District

HAROLD R. SORENSON to Area Manager for U. S. Bureau of Reclamation Systems, headquartered at Stockton, from Salesman assigned to San Jose area.



PIPE DIVISION
Division Headquarters

GEORGE A. NIELSEN to Sen. Staff Engineer, Direct Sales, from broad estimating and sales experience.

Announcements

RETIRING—APRIL 1

DONALD W. ABRAMS, Manville
HERBERT F. BROWN, Cleveland Plant
LENA CANFIELD, Waukegan
ANTON CERK, JR., Waukegan
CALIXTE HOULE, Manville
HENRY LAVOIE, Nashua
MAX LINDE, Manville
H. FRED RINEHART, Manville
RUPERT K. ROURKE, Lompoc
RALPH SENA, Manville
LEONARD L. SMITH, Waterville Plant
PAUL NADEAU, Nashua
BERNARD VIDANO, Rockdale

QCC INDUCTIONS

ZELIENOPLE CHAPTER, April 2
RICHARD E. ROBINSON
MILLARD C. SHEELER

IN MEMORIAM

HARRY P. BARNES, St. Louis, Oct. 29
ALBERT HODAN, Waukegan, Dec. 4
ALLAN DARBY, Jeffrey, Dec. 28
ERNEST M. BRUCE, Nashua, Jan. 1
ALBERT F. WAGNER, Long Beach Plant, Jan. 2
CHARLES E. BELANGER, Nashua, Jan. 3
JOSEPH R. LANTZ, Parkersburg, Jan. 5
WILLIAM L. VRBA, Asbestos, Jan. 5
FRANK MIKULSKI, Manville, Jan. 7
CARL M. DAVIDSON, Nashua, Jan. 10
FRANK ROSTER, Manville, Jan. 12
ALMA LONG, GHQ, Jan. 13
HARRY EDWARD CORBITT, Parkersburg, Jan. 16
ARTHUR D. LIERMAN, GHQ, Jan. 17
JOHN R. DAVIS, Manville, Jan. 20
HARRY E. HOLCOMB, Research, Jan. 20
WILLIAM B. WALTER, Cleveland Dist., Jan. 21
OLOF E. POHLSON, Waukegan, Jan. 24
CHARLES FIERST, Manville, Jan. 27
NICK GERATHS, Long Beach Plant, Jan. 28

NEWS/PIC PHOTO CONTEST

Attention J-M shutterbugs!!! In order to encourage J-Mers who are really interested in taking good pictures, News/Pic is sponsoring a photo contest among all correspondents and employes. The subjects can be anything that concerns our employes, their activities, and plant work. Photos must be 8 x 10 glossy prints. Check with your correspondent and follow News/Pic for further details.

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