NEWS/PIC

JM

SEPTEMBER 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.



The glowing corona of an eclipsed sun symbolizes Project Fire, a step toward America's conquest of outer space. During its plunge to earth the Project Fire re-entry capsule engendered temperatures twice that of the sun's surface.

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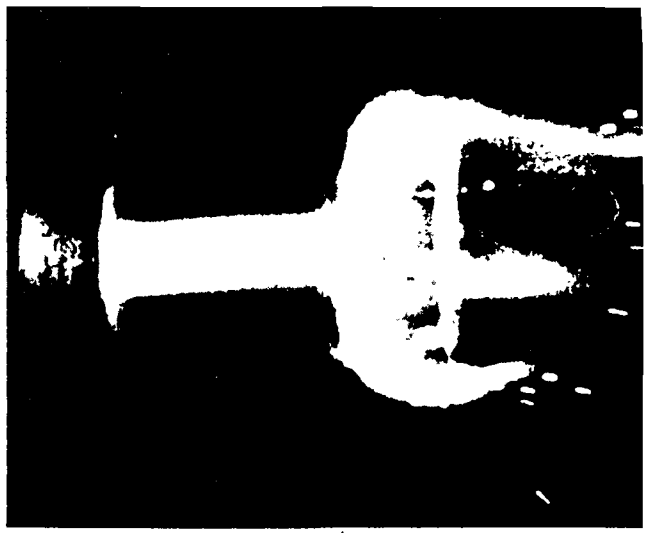
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Correspondents

Pg. 2-5, John F. Budd, Republic Aviation; Paul Paetzold, GHQ; W. H. Story, DHQ; S. A. Tompkins, GHQ; Douglas Cooke, GHQ; Pg. 6-7, Ivan Sloane, Toronto Plant; Pg. 8-9, Mrs. Consuelo Bean, GHQ; Pg. 10-12, Elaine Rybak, Cleveland; Bill Lohuis, Lompoc; A. A. Poisson, Jeffrey Mine; E. T. Legge, Manville; Homer Frame, Parkersburg; V. J. Kreienbaum Jr., Jarratt; E. K. Smith, Marrero; Pg. 14-15, Homer Frame, Parkersburg; Bill Lohuis, Lompoc; Paul D. Burnum Jr., Defiance; Kenn Horn, Waterville; A. A. Poisson, Jeffrey Mine; R. A. Anderson, Chillicothe; Grant Guthrie, Montreal; Helen Bayer, GHQ.

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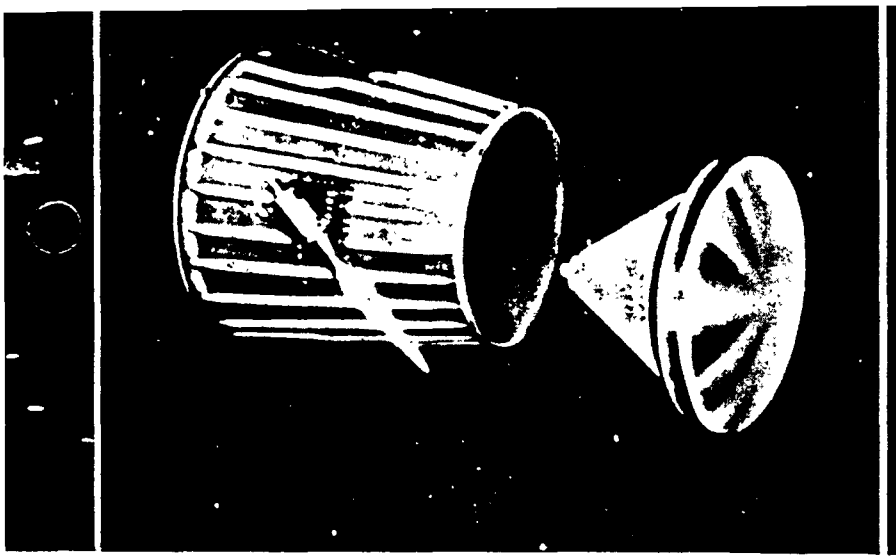
project FIRE

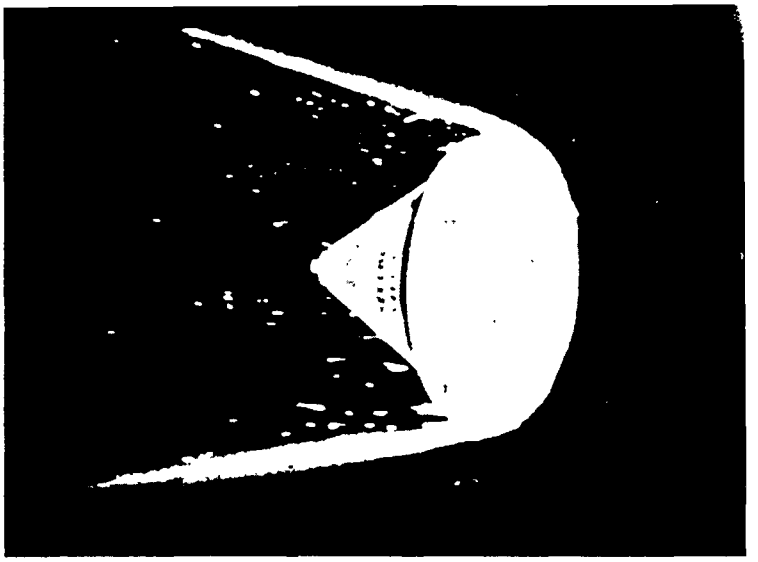
J-M in space

Three phases of man's step-by-step conquest of space are illustrated above. At top left hot gases strike a space capsule model at Republic Aviation's test laboratory. Artist's sketch (center) shows re-entry package separating from the rocket ship which hurtled it into the atmosphere at more than 25,000 mph. Sketch at right visualizes Project Fire's nose cone as it buffets shock waves of gases with temperatures of 20,000 degrees.

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Americans on the moon within this decade—that is the goal of the National Aeronautics and Space Administration.

A giant step towards that goal was taken April 14 as NASA's Project Fire, a program for measuring the heat flux encountered as space vehicles re-enter the earth's atmosphere, was successfully launched from Cape Kennedy.

The project provided vital information necessary to design and construction of future space craft. Basic is the overcoming of intense heat generated in the atmosphere during return to the earth.

As an object from the moon falls towards the earth it attains speeds of more than 25,000 mph and creates tremendous heat by friction with the atmosphere. For a space craft to survive this requires materials able to withstand temperatures of 20,000 degrees—space age materials which are, as one designer said, almost "impossible hardware."

Such "impossible hardware" was necessary in an early step of the moon project, that of designing an exploratory space craft that could withstand searing temperatures long enough to send back heat and radio signal data. Thus was born Project Fire.

And so at 4:32 p.m. on April 14 a powerful Atlas 263-D booster rocket, made by General Dynamics/Astronautics, carried the Project Fire spacecraft more than 500 miles into space on the Atlantic Missile Range.

The late afternoon launching was timed to bring the nose capsule back to earth near Ascension Island at night, when its fiery re-entry would be most visible.

The Atlas rocket burned for five minutes and six seconds after blast-off, flaming out 200 miles above the Atlantic and more than 500 miles downrange. The rocket and its Fire spacecraft then coasted farther into space.

The Fire spacecraft consisted of an adaptor joining it to the Atlas rocket, an Antares-2 rocket, and the instrument-laden re-entry package.

At peak altitude the Atlas booster was jettisoned and the space craft, powered by the 24,000-pound-thrust Antares-2 solid-propellant motor, rocketed back to earth. The Antares-2 rocket burned for 30 seconds, hurtling the re-entry package into the atmosphere at the pre-planned speed of 25,730 mph.

In attaining the 530-mile height the Atlas rocket had traveled 5200 miles in 32 minutes—but the re-entry capsule spent only 42 seconds in returning to earth.

As the capsule plummeted into the atmosphere at more than 37,000 feet-per-second, the temperature of the gases in the shock wave at the front of the cone reached 20,000 degrees Fahrenheit—twice as hot as the surface of the sun.

Yet the cone transmitted necessary information to ground stations, thanks to "impossible hardware" including heat shields made by Johns-Manville.

It was not the first time J-M products had been in space—Project Mercury capsules were protected with layers of Min-K and Thermoflex insulations. And it was not the first time J-M insulations were used by the Project Fire prime contractor, Republic Aviation Corp. Republic's F-105 Thunderchief jet fighters use J-M Thermoflex shrouds and blankets.

So when Republic was asked to design and build the Project Fire capsule, their engineers got together with

What is Johns-Manville's future in space? To find out NEWS/PIC asked Edward F. Briggs, Jr., General Manager of Aerospace Products Dept., Industrial Insulations.

"Johns-Manville is the leader for thermal-insulation in spacecraft," he said. "Our part in Project Fire, Project Mercury, and the Dyna-Soar Program are examples of this leadership. We are keeping pace with the industry by developing products, including those of raw materials heretofore unused by us, in anticipation of demand.

"Johns-Manville will aid in America's conquest of space."

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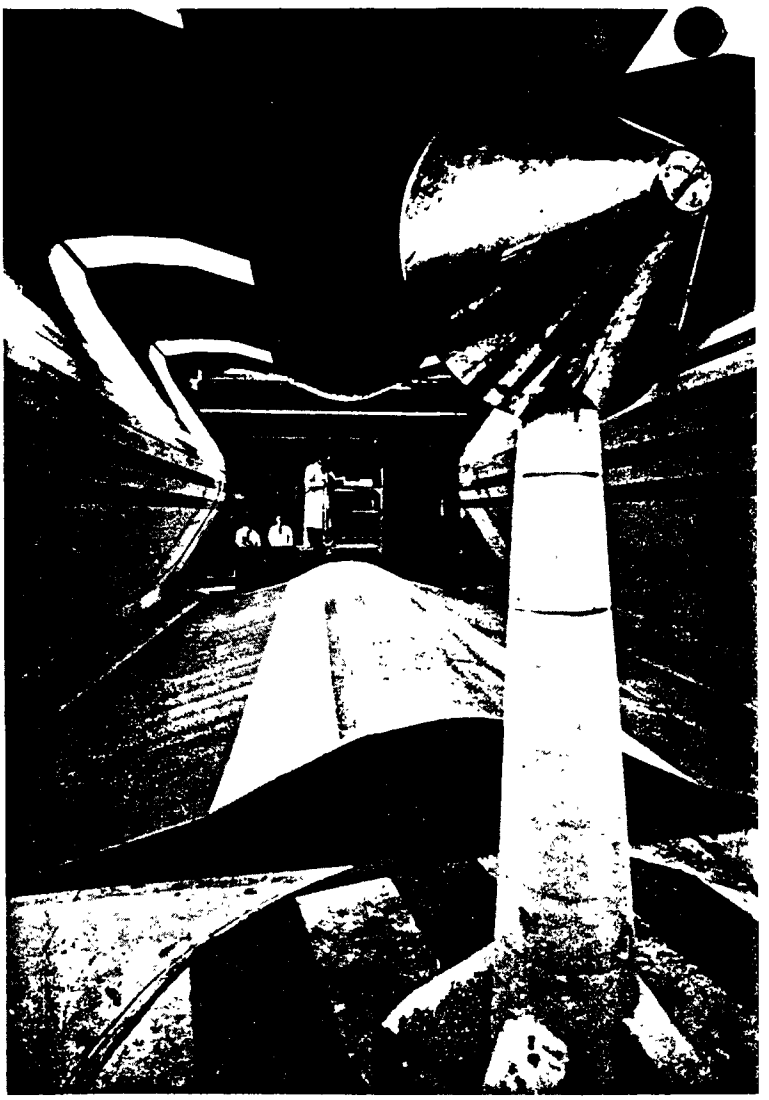
J-M salesman Bill Story—and made history.

During the two years leading up to the launching, Bill, Project Engr. Paul Paetzold of J-M's New Business Dept., and Research Engr. Jack Collins worked steadily with Republic designers. "The first phase of the project," says Paul, "was concerned with design—meeting NASA's requirements and Republic's specifications with our materials."

Needed was a nose cone face design able to record heat conditions as the capsule progressed into the atmosphere.

The test mock-up of the Project Fire re-entry package is examined by two Johns-Manville men closely connected with J-M's part in the project—Paul Paetzold (left), project engineer, and Bill Story, salesman.





A Project Fire nose cone model is tested for transmission of telemeter signals at Republic's Long Island (N. Y.) research center. During the capsule's historic flight, heat data were radioed to stations on earth.

Engineers came up with three alternating layers of heat gauges and heat shields which totaled about 1.2 inches thick. Each heat shield, made of asbestos-phenolic (reinforced plastic), was backing for a heat gauge—called a calorimeter—made of beryllium.

As the nose cone entered the atmosphere the first calorimeter, .1 inch thick, disintegrated in the heat within seconds. As it ablated, the first heat shield, .2 inch thick and behind it, was jettisoned to expose the second calorimeter.

Likewise as the second calorimeter eroded in the heat its heat shield backing was jettisoned to expose the last calorimeter, which survived the heat as the capsule plunged into the ocean.

As no known material could have withstood the entire re-entry phase, this three-part design was used. The heat data which the calorimeters fed to the capsule's instruments provided progressive reports of temperatures as the nose cone sped through the air.

The peak temperatures in the shock wave ahead of the capsule—some 20,000 degrees—occurred as expected during readings made by the second heat gauge. Both this calorimeter and its heat shield were each .2 inch thick.

The last calorimeter was .1 inch thick and its heat shield backing was .4 inch thick—extra heavy to protect the capsule's instrumentation.

"Our other phase in Project Fire was aiding in the manufacture of the final product—a 200 pound capsule similar in shape to the proposed Apollo lunar capsule," Paul continues. "This involved a continuous, step-by-step monitoring of materials to extremely close tolerances. The

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designing, tooling, laminating, molding, and curing of the plastic shields were all done by J-M for Republic."

Equally vital was the development of a new formulation of Flexible Min-K—designated number 1301—to protect the capsule's instrumentation during re-entry. Jack Collins spent several months "souping up" the new formulation, a blanket version of molded Min-K which transfers heat at a lower rate than still air.

The Min-K was bonded to the front and back of the last heat shield and to the interior of the capsule itself. In spite of searing temperatures Min-K prevented excessive heat from entering the capsule.

Johns-Manville engineers also fabricated the heat shields themselves. Each finished layer—less than half an inch thick—consisted of 120 plies of asbestos fiber-phenolic. For equal strength in all directions, the plies criss-crossed each other at a 60-degree angle, much as the plies of auto tires are criss-crossed.

Paul and Jack, together with technicians Don Fischer and Frank Gill, worked overtime at Republic's Farmingdale, Long Island, Facility. It was here that J-M insulation was assembled and bonded over the "data acquisition package" of the capsule.

NASA monitored each step on film and cut test specimens from the nose capsule moldings. "It was our job to see that things went right and on time," says Jack. "It was NASA's job to find out, if things went wrong, why they went wrong."

Altogether five Project Fire capsules were completed. One was an instrument mock-up, designed to check the stability of the telemetry (radio signal) equipment; two were "test-birds;" and the other two were "flight birds."

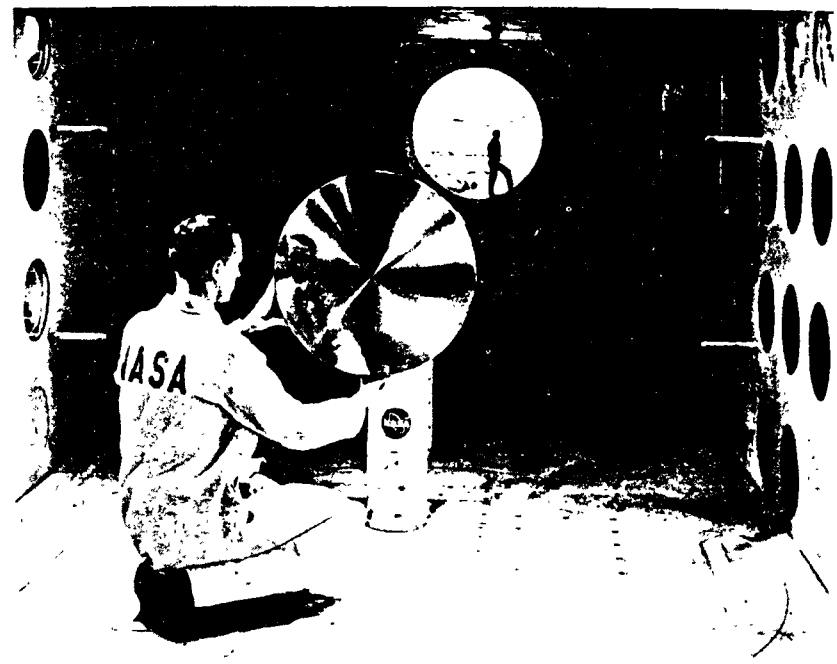
The mission of the first "flight bird" was so successful that NASA may revise the mission of the second flight bird—originally intended to discover much of the information sent back by the first flight—and launch a second Project Fire capsule sometime in 1965.

Information obtained during the April 14 flight is still being processed, but NASA and Republic have labeled the launch a success. NASA's Project Fire manager, Herbert A. Wilson, said, "We have learned, so far, that the spacecraft's hardware performed well."

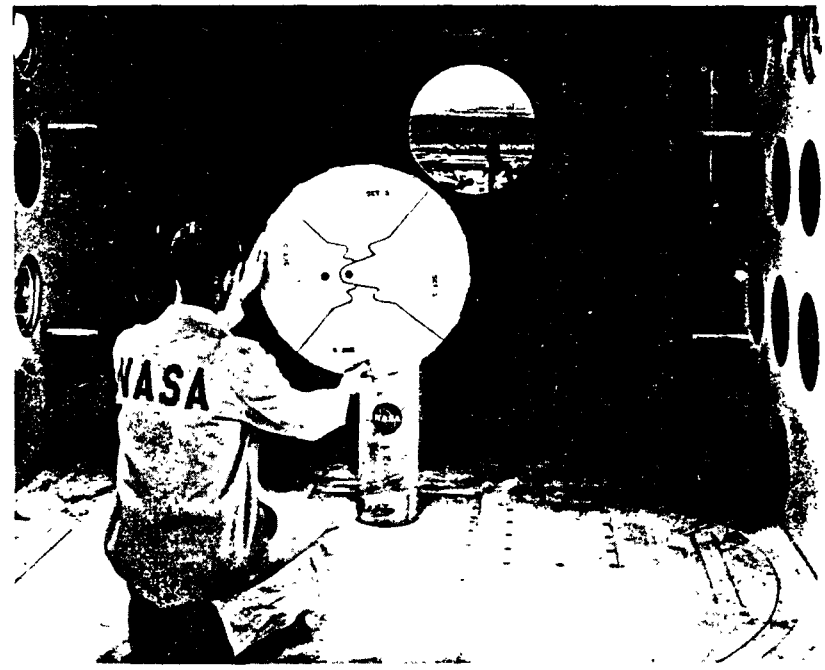
Republic's manager on the job, Coleman Raphael, stated, "We believe that we have gathered significant information for the design of future space vehicles that will be used for interplanetary or lunar flights."

Likewise, the success of Project Fire reaffirms J-M's advanced position in the aerospace industry. But J-M has a long history in the field of flight—in the Smithsonian Institution in Washington is displayed a World War I "Jenny" made by Curtiss and equipped with a tachometer carrying a Johns-Manville label.

Yet, however great the contrast between the "Jenny" and Project Fire, it seems that the next fifty years will provide even greater advancement.



One of three temperature-sensitive beryllium calorimeters, which gauged heat of the Project Fire nose cone during re-entry, is examined by a NASA scientist. Each calorimeter, which relayed data to nose cone instruments, was backed by a heat shield (see below).



A four-part spring-loaded asbestos-phenolic Project Fire heat shield backed the first two calorimeters (see above) during re-entry. As each calorimeter "burned" away, its heat shield backing was jettisoned to expose another heat gauge. The third calorimeter and its heat shield survived re-entry, plunging into the Atlantic.

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"Getting to know you



Getting to know all about you
Getting to like you"*

The truth of this famous song was amply demonstrated by the overwhelming success of the Toronto Plant two-day Open House this past June. Thanks to careful planning and adroit showmanship, it gave the people of Toronto and vicinity an opportunity to learn what a fine and friendly group of fellow human beings they have in Canadian Johns-Manville Company, Limited. 10,000 guests were expected, 13,000 came.

Beginning months ahead, the committee proceeded with the precision of an army's general staff. Leaders throughout every fabric of life— in unions, government, community affairs, religion, medicine and commerce —were formally invited. Each acceptance was graciously acknowledged by a letter of welcome giving seating instructions. Display advertisements and publicity in local newspapers informed the public.

Recognizing the parental problems of keeping the youngsters happy and safe, the management provided amusements and refreshments. The younger guests consumed 15,000 hot dogs and 25,000 soft drinks, while their parents enjoyed tea and cakes in the shade of sun umbrellas.

The big feature was a draw for a summer cottage, assembled by Toronto Plant J-Mers and made largely of Johns-Manville products.

And if you wanted to tour through the plant and you were a besieged parent with three children, you merely "checked your child" with Plant Nurse Mrs. Florence Lapp, in charge of the toddlers for the occasion. Then you went on a guided tour, given every half-hour both days from 2 to 11 p.m., covering the 6½ acres of production in the plant with guides and many large product displays.

It was certainly an occasion for good will between plant and community, as A. G. Sinclair, President of Canadian J-M observed, addressing the evening ceremonies. Plant Manager J. D. Lowry commented, "A manufacturing plant is not an inanimate thing in the community nor is it self-sufficient. To live and provide work in the community it requires, in addition to the efforts of our employees, the cooperation of all phases of community life."



Dressed as "Mounties and Indians," Open House receptionists at the fair were (l. to r.) Janet Norman, Finance; Lynn Adams, Traffic; Eleanor Wiles, Finance; Hazel Forbes, Pipe; and Susan Foster, Order and Billing.

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But something else very special in this "two-way street" happened at that open house. The employees—watching and working on the building of the summer cottage—began to realize how the wide variety of J-M products they handle and help manufacture fit together. Listening to comments from visitors, they got a "looksee" at J-M through the eyes of other people, our potential customers. And they gained in self-respect, in the feeling they have for the plant and the company. The committee of 15 that planned the festivities became a "committee of 656," in spirit. And the work became more intense as the time drew nearer to the all-important day.

Recognition was apparent among the visitors who sat on the platform the first night and voiced their respect: Louis M. Hodgson, Member of Provincial Parliament (Scarborough East); F. D. Cummings, Councillor for Scarborough Township; H. Wank, Councillor for Pickering Township; Doug Barefoot, President Local 346, International Chemical Workers Union; Jack Spink, Steward, Local 796, International Union of Operating Engineers; T. Sloan, Canadian Vice President, International Chemical Workers Union; J. D. Tweedy, Vice President, St. Lawrence Cement, on behalf of J-M's suppliers; R. E. Wilkes, Vice President of Smith Transport Ltd., on behalf of transportation facilities; and J. Hickey, Kingsway Lumber Co., on behalf of all of J-M's customers in the area.

Although the committee referred to themselves as "a group of amateurs," they managed the two days well. But there were last-minute problems, such as parking hundreds of cars.

Reports Lowry, "To make room for visitor parking, we had to arrange for our employees to park on a nearby baseball field. To do this, we had to ask a local baseball league to reschedule a Wednesday game!"

Nobody appeared too upset about that, since most of the "fans" went to the J-M fair instead. As a footnote to that story, the baseball diamond, used by community senior amateur baseball league and local little leaguers, has been fixed up with lights for night games by the Toronto Plant J-Mers.

This "community of feeling" existing stoutly in the Toronto Plant community, was described well by A. G. Sinclair in his evening remarks.

"Before a company decides to move into any locality, certain impersonal factors must be considered. These include such items as a good source of raw materials, the availability of electric power, gas, water, and transportation and nearness to markets.

"While these things are indeed important, they are valueless without people to plan, manage, produce and sell.

"People all over Canada are industry's greatest resource. And these people include not only those on the company's payroll, but all others living in the area of the company's plant."

Of course the inevitable question arises, why go to so much trouble for an open house? Why invest money as well as employee time and effort?

Because community friendship is a growing thing. What starts out at first as a simple open house grows with the mounting curiosity and respect of the citizens of the community. And as the work and influence of the plant spreads, it attracts a "family of interest" from an even wider area.

As Plant Industrial Relations Manager Sloane explains, "Without such an identification with J-M, the plant becomes little more than the factory where their husband or father works. And people are often suspicious.

"We think the open house helps remove their misgivings. They see what we produce. They come to regard J-M as people, not just as buildings, cold and impersonal."



Pipe makes a good seat for a popcorn break, fair visitors Roger Kindrick (left) and Michael Aldridge of Port Union silently agreed.



Some planning was pretty informal, here with Plant Mgr. J. D. Lowry (rt.) and G. P. Loubert (left), District Manager, Pipe; Tom Patterson, Advertising-Public Relations Manager, Toronto, for Canadian Products Div.

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THE THREE R's and a hundred other subjects



George Cunningham (l.) and David Taweel, of International GHQ, review blueprint lesson before class.

As college students across the country return to classes this fall they will again be joined by hundreds of Johns-Manville employees taking advantage of the company's tuition aid program.

The program, begun in 1947, is designed to enable employees to increase their job effectiveness or prepare themselves for promotion. It provides for reimbursement of 65 per cent of tuition fees up to set maximums.

This fall an estimated 600 J-Mers are attending classes or taking correspondence courses under the plan. In the 1962-63 school year 414 employees successfully completed courses receiving $35,476 in company assistance.

In the last ten years an estimated 4000 employees have benefited with J-M paying out more than a quarter million dollars.

The keen employee interest in self-development evidenced by these figures is praised by C. W. Hite, Vice-President for Industrial Relations.

"It is of real benefit to the individual and to the company" he said. "Increasing educational achievements have made more people ready and available for promotion."

Under the system employees apply within three weeks of the beginning of class and receive reimbursement upon successful completion. Approvals of applications must be made on both the local level and by Director of Training A. J. McSwain.

Requests are judged on two factors: that the intended schooling would either increase the employee's job effectiveness or prepare him for promotion; and that the employee merits company investment in himself.

Supervisors forward tuition aid requests on Form 377-1G.

Maximum semester and calendar year limits have risen from $110 and $220 in 1954 to $165 per semester and $500 per calendar year today. The increase reflects continually rising tuition costs and increased summer enrollments.

Now a J-Mer can each year complete approved courses totaling $770



(Below) Wayne Smith (l.), who studied industrial automation electronics 1½ years, discusses components with John Balmes at Waukegan Plant.

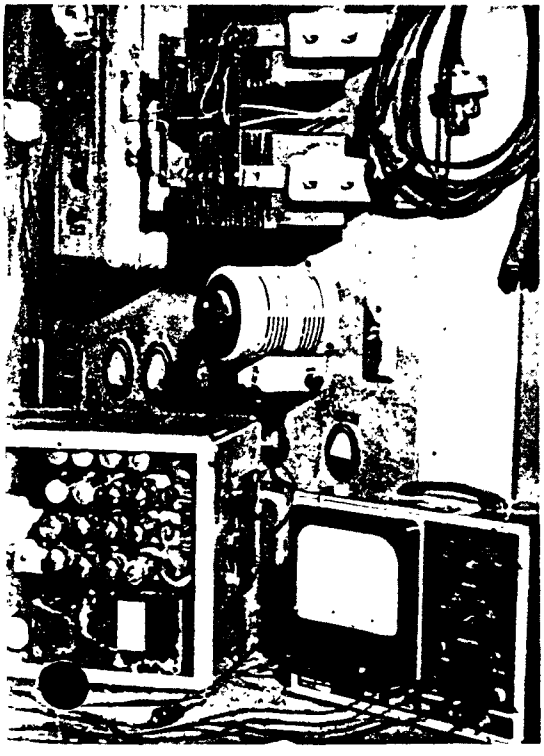


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(Above) Waukegan Training Supervisor James Carter (l.) counsels Safety Engineer James Marx, completing his senior year for a BSME degree.



in tuition and pay only $270 with the company reimbursing the remainder.

Courses taken by J-M employees range from millwrighting to public speaking to statistical analysis. Popular choices for many are technical courses directly related to their jobs: chemistry, blueprint reading, salesmanship, and plant administration. Others prefer courses leading to high school diplomas, technical certificates, or college or advanced degrees. Still others supplement their previous education as they advance to positions calling for a broader background.

To supplement regular on-the-job training, Johns-Manville will, in certain instances, send employees to school on a full time basis. This is usually for short-term specialized training.

Called company offers, these courses are considered training expenses rather than employee benefits.

Last year 33 J-Mers attended such courses at a company cost of $4900; the ten-year total is 220 employees and more than $68,000.

And so the process of employee education continues, from junior workers to high ranking executives. And the net result is better educated employees and a stronger, more competitive company.

George Bobro, Lompoc Plant Electrician, has taken correspondence lessons in electrical work since 1962.



Lompoc Design Engineer Don Brt, taking correspondence courses, is preparing for professional classification.





Camille Tremblay of the Jeffrey Mine solves a business mathematics problem in a correspondence course lesson.



A correspondence course lesson in machine shop practice is begun by Gilles Bosse of the Jeffrey Mine.

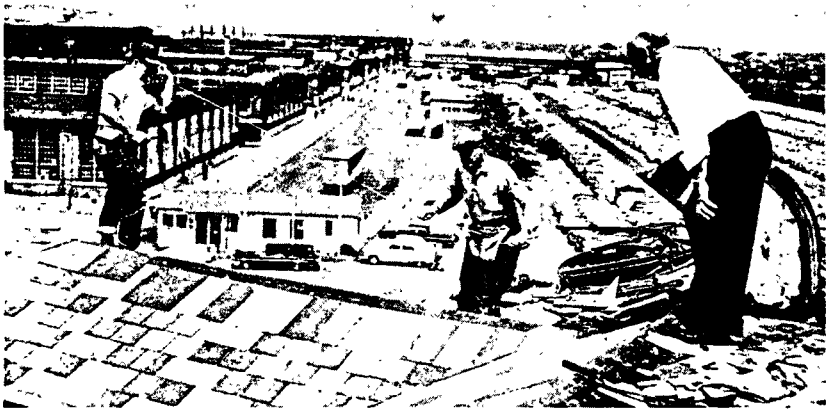
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J-M news-makers



J. B. Jobe (rt.) Genrl. Mgr. Ind. Insul. Div., accepts "Ford Safe Driving Award" from J-M Fleet Superv. R. B. Parietti. Division's drivers won award for the month of May.



Manville gets a new roof—B/P Plant Manager W. F. Fischer observes installation of new Colorbestos® slates, done by J-M approved roofer, New Brunswick Roofing and Metal Co.

Marrero Plant Mgr. Stanley Stumpf (rt.) scored a hole-in-one (175-yd. drive) at Timberlane Country Club, noted by Golf Pro Mike Barbato.

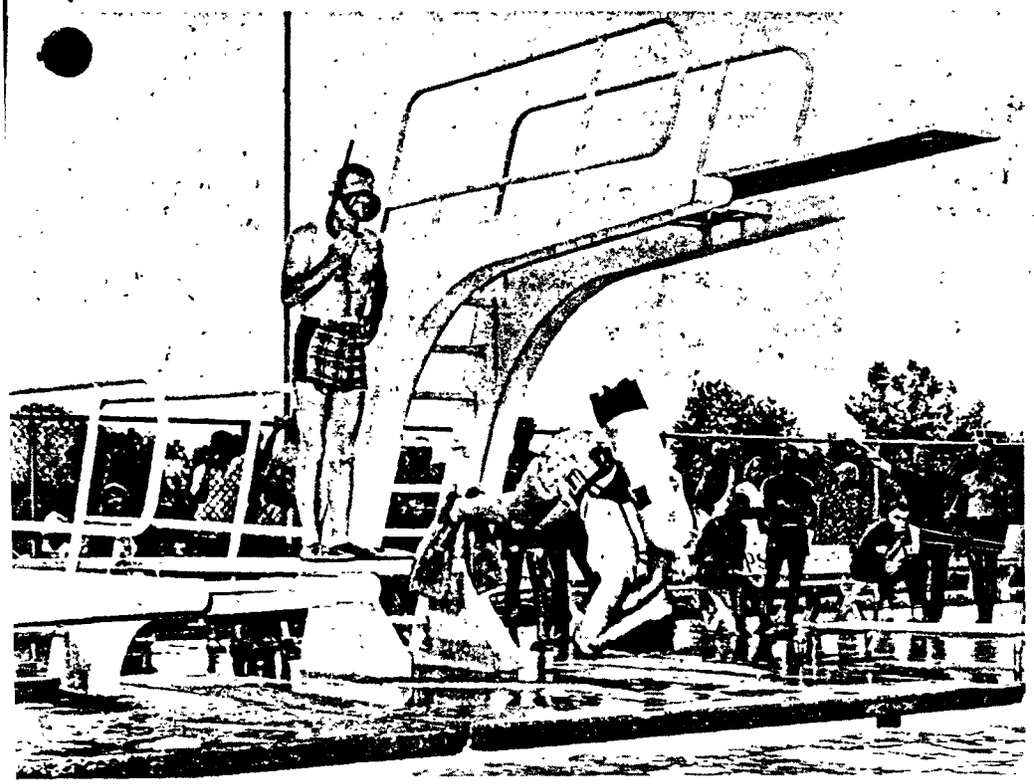




At Jarratt a recent Red Cross Bloodmobile visit attracted a "star visitor," R. T. Bradley, Senior Dept. Clerk, E&R, who was donating his 62nd pint of blood. Other J-M star donors are J. E. Phelps, Draftsman, and Rufus Greem, Paint Mixer, Quality Control. Here Nurse Mrs. Alice Shelby checks Bradley out.

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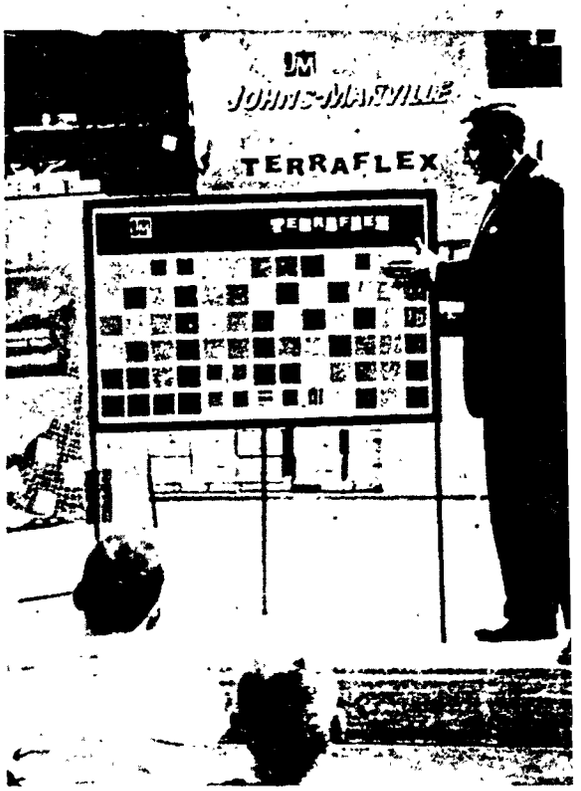
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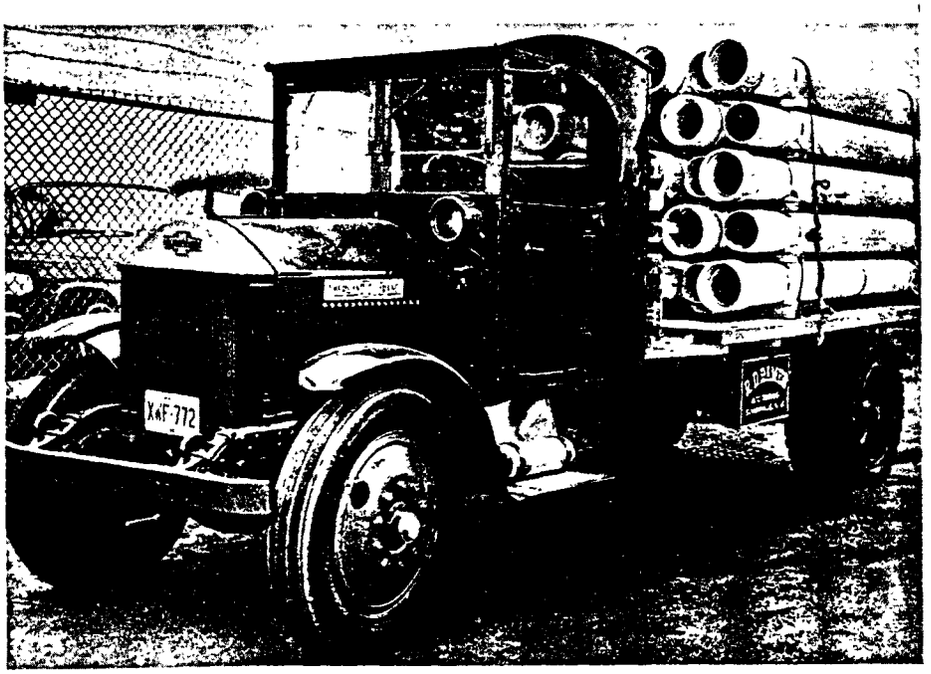
Judge Cess Trauth, Marrero's Quality Control Supervisor, raises rare flowers in his spare time. An avid assistant and fellow "green thumber" is his wife.

Parkersburg J-Mer William Eddy (on board) and his wife (diving) are active members of the Mid-Ohio Valley Scuba Diving Club Safety Class.

Chillicothe Plant J-Mers get to know Terraflex from a customer's point of view, with R. M. Finn, Advertising Mgr., Flooring and Consumer B/P.



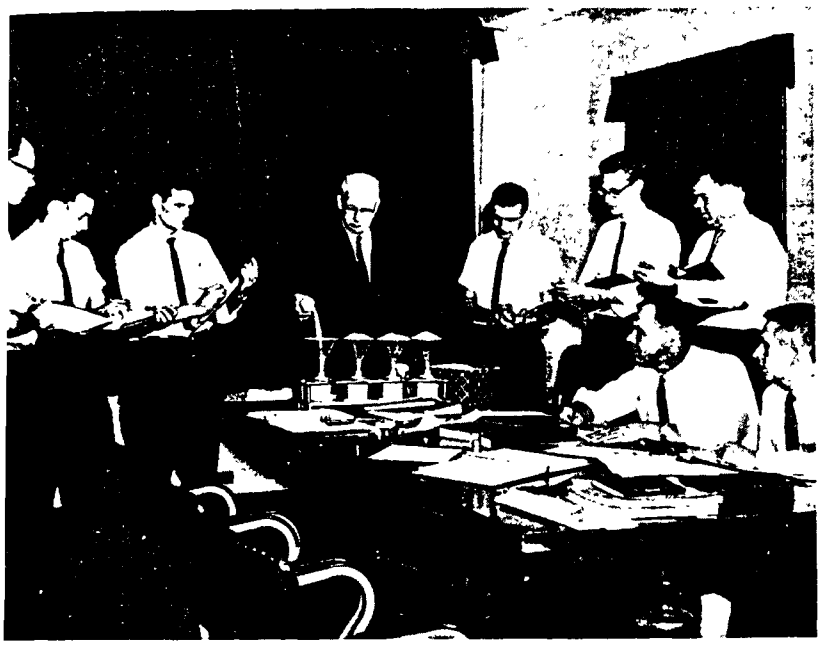




Transite takes a ride in a 1925 model American LaFrance truck, entered in the 50th Annual New Jersey M. T. A. Parade. The truck, entered by J-M's contract carrier at Manville, Dameo Truck Company, seems to carry the load well enough, although the decades since have seen great changes in carriers.

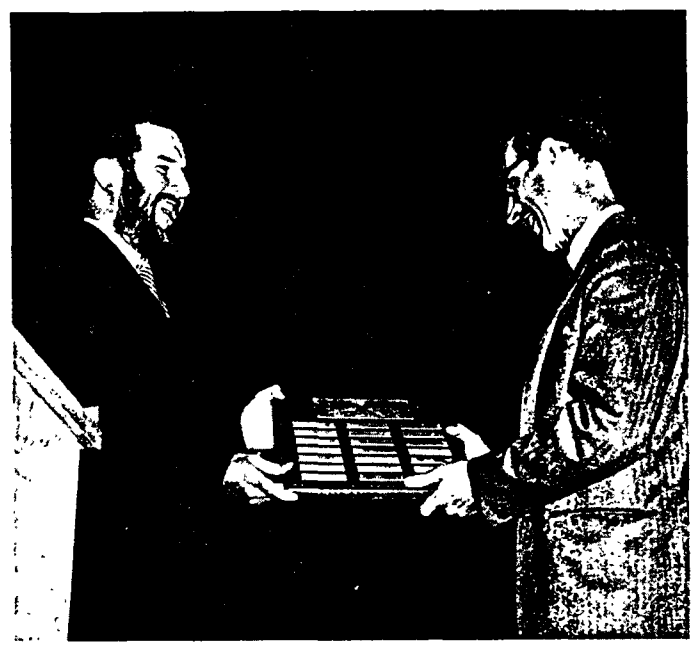
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At a recent Time Study Class at Manville are, left to right, Thomas Borland and Andres Pint, Toronto; James Crawford, Zelienople; Ernest Carlson, GHQ; Herman Millenkopf, Penbryn; Manfred Geiger, Manville Ind. Insul.; Robert Mohr, Defiance G-30; (seated) Joachim Sulfrian, Manville Pckgs. & Frict.; and James Stewart, Manville Ind-Insul. The device studies man-machine relationships.

More than 3,000 persons attended a ceremony at Jeffrey Mine in June, at which Mine Manager J. O. Eby (rt.) received the Lynn-Macleod trophy from W. K. MacLeod, Vice Pres. Lynn-Macleod, Ltd. The award is given annually to the asbestos mine with the best safety record. Also at the ceremony was Karl Lindell, Chairman of the Board, Canadian J-M, General Manager A. F. D.





Lompoc's Safety and Hygiene Supervisor Frank Sandell (front, wearing sweater) walks through Lompoc main gate, conducting a plant tour with members of the Vandenberg Society of Safety Engineers. About 25 took the tour during which Frank emphasized the particular hygiene-safety features of plant and mine.

Cleveland's Eddie Liebenguth, here with Mrs. Liebenguth, was honored by fellow QCCers at a dinner recently given upon his completion of 50 years of service with J-M at the Cleveland warehouse. The June dinner was also the occasion for the induction into Quarter Century Club of Cleveland Building Products Salesmen Bill Keem and F. A. Pepperney.



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PICNIC

New York



He tried but he didn't quite catch it—Headquarters Elevator Operator Roger Schwenk didn't win the egg-toss but he tried to look unperturbed holding the dripping broken egg that lost him the big game.

Mrs. Teddy Lazauskas, wife of GHQ maintenance man, makes a catch, as secretary Arlene Marra and her sister Pat look on. Even devoted baseball fans were attracted into the exciting game.

Mr. and Mrs. Barry Smith (he's in N. Y. District Office Service) won the Twist Contest that afternoon.





As young as they feel—QCC retirees (l. to r.) William Kelty, Kay Williams, Bill McBurnie, George Williams, John Macrae, Mabel Williams and Robert Waddington at the picnic, Saturday, June 21st, that attracted 555 New York J-Mers and families.



Busy mother — Mrs. Jesse Goodspeed (wife of Sr. Engineer, Irrigation Pipe) with Lori, 4, Jesse Jr., 5.



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RECENT J-M ASSIGNMENTS





W. L. VANDERBEEK
William L. VanDerbeek has been appointed General Manager of the Fiber Glass Division. He is a Vice President of J-M Fiber Glass, Inc. Born in Newark, N. J., he has a B.S. degree from Newark College of Engineering and attended Columbia and Harvard Graduate Schools. He joined J-M as an industrial engineer in 1939 at Manville, and served in ordnance plants during the war. In 1960 he was named Production Mngr., Pipe Division, and in 1962 became Operations Mngr., F/G.



L. F. FRAZZA
Louis F. Frazza has been appointed General Sales Manager, Direct Sales Dept., Pipe Division, and elected a Vice President of J-M Sales Corp. Joining J-M in 1937 as pipe installation instructor, he later became pipe sales representative. In 1947 he became N. Y. Dist. Asst. Mngr. and in 1953 Mngr., N. Y. Dist. Transite Pipe Sales. In 1957, after a year of government service, he became Product Group Mngr. for Pressure, Sewer, and Underdrain Pipe Products.



GERALD J. FLANAGAN to Construction Mngr., Montreal Dist., from Sr. Salesman, Montreal Dist.



Montreal Office
A. A. BOLES to Ind. Prod. Salesman for City of Montreal, from Sales Clerk.



ACCOUNTING AND ANALYSIS DEPT.
General Headquarters
IVAL E. MARTIN to Analyst, Planning and Analysis Sect., from Analyst, Controller's Office, Pipe Division.



A. C. MONTGOMERY to Ind. Engr. from Jr. Ind. Engr.



CELITE DIVISION
Lompoc Mine
DALE A. FRANK to Suprv., Ind. Rel., from Ind. Engr.



ADMINISTRATIVE SERVICES
General Headquarters
R. B. ORLANDO to Engr., Prod. & Inventory Methods, from Ind. Engr., Manville.



MELVIN TAYLOR to Planner from Jr. Sales Clerk, Sales Dept.



C. NEWTON MATHIS to Gnrl. Foreman, Powder Mills, from Foreman - Controlman, Powder Mills.



FINANCE DEPARTMENT
General Headquarters
P. C. LICETTI to Chief, Analytical Unit, Acct. & Analysis Dept., from Analyst, Planning & Analysis Sect.



BUILDING PRODUCTS
Division Headquarters
JOHN F. BALL to Prod. Mngr., Spintex Batts & F/G Home Insul., from Staff Mngr., Gypsum Prod.



MERCED B. MORALES to Foreman-Controlman from Mill Operator.



ASBESTOS FIBER DIVISION
Jeffrey Mine
H C. HAYDON to Finance Mngr. from Sr. Accountant.



CANADIAN DIVISION
Construction Department
WILLIAM J. CROCKER to Spec. Representative, Architects and Engineers, from Construction Dept. Salesman.



CHARLES L. WARNER to Machine Shop Foreman from Mechanic "A"-1.

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FIBER GLASS DIVISION
Defiance Plant
THOMAS E. MILLER to Ind. Engr. Suprv. & director, Quality Control Dept., Pipe Insul. Prod., from Sr. Ind. Engr., Waterville.



Parkersburg Plant
RALPH W. ENOCH, to Purch. Suprv., from Store Suprv.



CLIFFORD H. FRAKE to Plant Trng. Engr., from Plant Trng. Engr., Manville.



A. W. HALFHILL, JR., to Supt. Insul. & Spec/Prod., from Process Engr., Div. Hq.



H. R. LOCKHART to Shift Foreman, Shipping & Warehouse, from Warehouseman.



JAMES P. SINNETT, to Stores Suprv. from Receiving & Disbursement Clerk, Stores.



CHAS. N. STEPHENS to Shift Foreman, Utility-Spec/Prod, Microlite Dept., from Planner, Rep. & Maint. Dept.



Waterville Plant
ROGER G. BENGTSON to Salesman-in-Trng. from Quality Control Suprv.



J. W. CHRISTOPHER to supervision, Quality Control Dept., continuing as Ind. Engr. Suprv.



FLOORING DIVISION
Chillicothe Plant
WILLIAM R. BESIMER to Plant Mngr. from Prod. Supt.



Chillicothe Plant
C. J. (DEAN) STEMAS to Prod. Supt. from Sr. Standards Engr., Waukegan Plant.

Announcements

QCC INDUCTIONS
NORTH BRUNSWICK, September 22
JOHN L. BRAZ
PAUL W. ENGSTENBERG

CHICAGO OFFICE, September 30
JAMES DELUCA
CHARLES CLEWER
LOUIS HOLMER
HELEN KRAUSE

Waukegan, October 1
ELMER J. HILLSON

TILTON, October 2
CHARLES F. DWINAL

JARRATT, October 8
C. W. ALLEN
J. E. ALLEN
W. E. ALLEN
J. A. ANDERTON
R. E. BAILEY
L. Y. BARNES
R. L. BRILEY
WILLIAM A. BRILEY
R. M. CARPENTER
H. L. COLEMAN
L. D. DANCY
R. T. EMORY
R. K. FAISON
M. L. FARIS
W. C. GOOD
C. H. GREGORY
O. B. HARRELL
OTHO W. HARRELL
H. C. HARRISON
J. T. HARRUP
F. J. HARVILL
O. H. HITCHCOCK
JOHN H. HOBBS
T. P. HOBBS
W. R. HOLLAND
J. W. HOLLOWAY
B. T. HORNE, JR.
R. L. HUMPHREYS
MARY H. JANUSZ
A. F. JOHNSON
W. E. JOHNSON
CECIL E. LANKFORD
C. E. LAUGHORNE
W. O. LEATH
L. F. LIVESAY, SR.
ANDREW MAITLAND
J. R. MASON
MARTIN L. MATTHEWS
E. G. MITCHELL
ROMIE R. MOSS
W. H. O'BERRY
GEORGE ONERY
W. J. OWEN
P. A. PADGETT
H. B. PARKER
E. E. PHELPS
B. W. POARCH
EMERSON POARCH
GARLAND W. POARCH
W. R. POOLE
G. H. RAE
F. C. RAUHE
LARRY RIDEOUT
W. M. ROBINSON
J. P. SHIELDS
E. E. SIMMONS
STERLING J. SLEDGE
W. T. SMITH
R. B. SPAIN
HOWARD G. STAINBACK
N. E. STARKE
B. M. TURNER
WILLIE TYLER
CORBIN W. WHITE
LOIS WHITEHEAD
W. W. WILLIAMS
W. G. WOODRUFF
GEORGE ZALMON, JR.
JOHN L. ZIMMERMAN

IN MEMORIAM
WILLIAM F. NAPE, Manville, June 25

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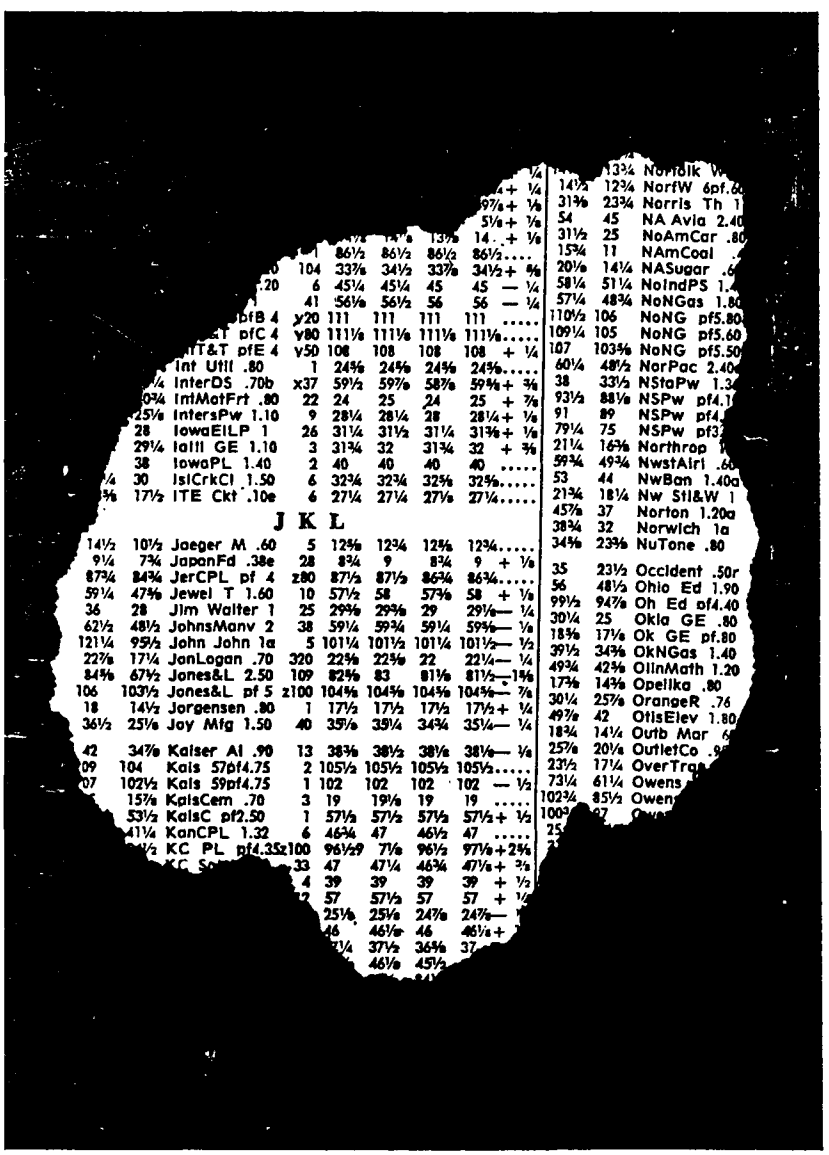
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			J K L				
14½	10½	Joeger M .60	5	12⅝	12¾	12⅝	12¾.....
9¼	7¾	JapanFd .38e	28	8¾	9	8¾	9 + ⅛
87¾	84⅜	JerCPL pf 4	z80	87½	87½	86¾	86¾.....
59¼	47⅜	Jewel T 1.60	10	57½	58	57⅜	58 + ⅛
36	28	Jim Walter 1	25	29⅝	29⅝	29	29⅛— ¼
62½	48½	JohnsManv 2	38	59¼	59¾	59¼	59⅝— ⅛
121¼	95½	John John 1a	5	101¼	101½	101¼	101½— ½
22⅞	17¼	JonLogan .70	320	22⅝	22⅝	22	22¼— ¼
84⅝	67½	Jones&L 2.50	109	82⅝	83	81⅛	81½—1⅝
106	103½	Jones&L pf 5	z100	104⅝	104⅝	104⅝	104⅝— ⅞
18	14½	Jorgensen .80	1	17½	17½	17½	17½+ ¼
36½	25⅛	Joy Mfg 1.50	40	35⅛	35¼	34¾	35¼— ¼
42	34⅞	Kaiser Al .90	13	38⅜	38½	38⅛	38⅛— ⅛
09	104	Kals 57pf4.75	2	105½	105½	105½	105½.....
07	102½	Kals 59pf4.75	1	102	102	102	102 — ½
	15⅞	KalsCem .70	3	19	19⅛	19	19 .....
	53½	KalsC pf2.50	1	57½	57½	57½	57½+ ½
	41¼	KanCPL 1.32	6	46¾	47	46½	47 .....
	½	KC PL pf4.35	z100	96½	97	96½	97⅛+2¾
		KC So	33	47	47¼	46¾	47⅛+ ⅜
			4	39	39	39	39 + ½
			2	57	57½	57	57 + ½
				25⅛	25⅛	24⅞	24⅞—
				46	46⅛	46	46⅛+
				¾	37½	36⅝	37
					46⅛	45⅛	

World's most important employee benefit

Walk down the main street of any American community, large or small. Turn left at the bank, and take special note of the business establishments you pass . . .

Flower shops and filling stations. Beauty salons and bakeries. Drug stores, dress shops, and dairy bars. Insurance agencies. Restaurants. Hardware stores and hobby shops. Shoe stores. Sports shops.

Read the sign on each place of business.

Then read the stock market reports.

Except for those retail businesses that are part of a large chain, you won't find any of the familiar Main Street businesses listed there. Yet every business on Main Street has something in common with the large companies listed on the New York Stock Exchange—fringe benefits. All kinds of fringe benefits, from group insurance to Social Security. If a business is large enough to hire even one employee, fringe benefits—in one form or another—are certain to be a significant cost factor in the firm's "hidden payroll."

And there is one "employee benefit" that is essential to every business—an adequate profit. An adequate profit to insure job security and generate the kind of business growth that creates personal opportunities.

Think about it for a moment, and see if you don't agree that an adequate profit is the world's most important employee benefit. Everything else in a business, large or small, depends on it. Without it—profit—even industrial giants soon wither and die.

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