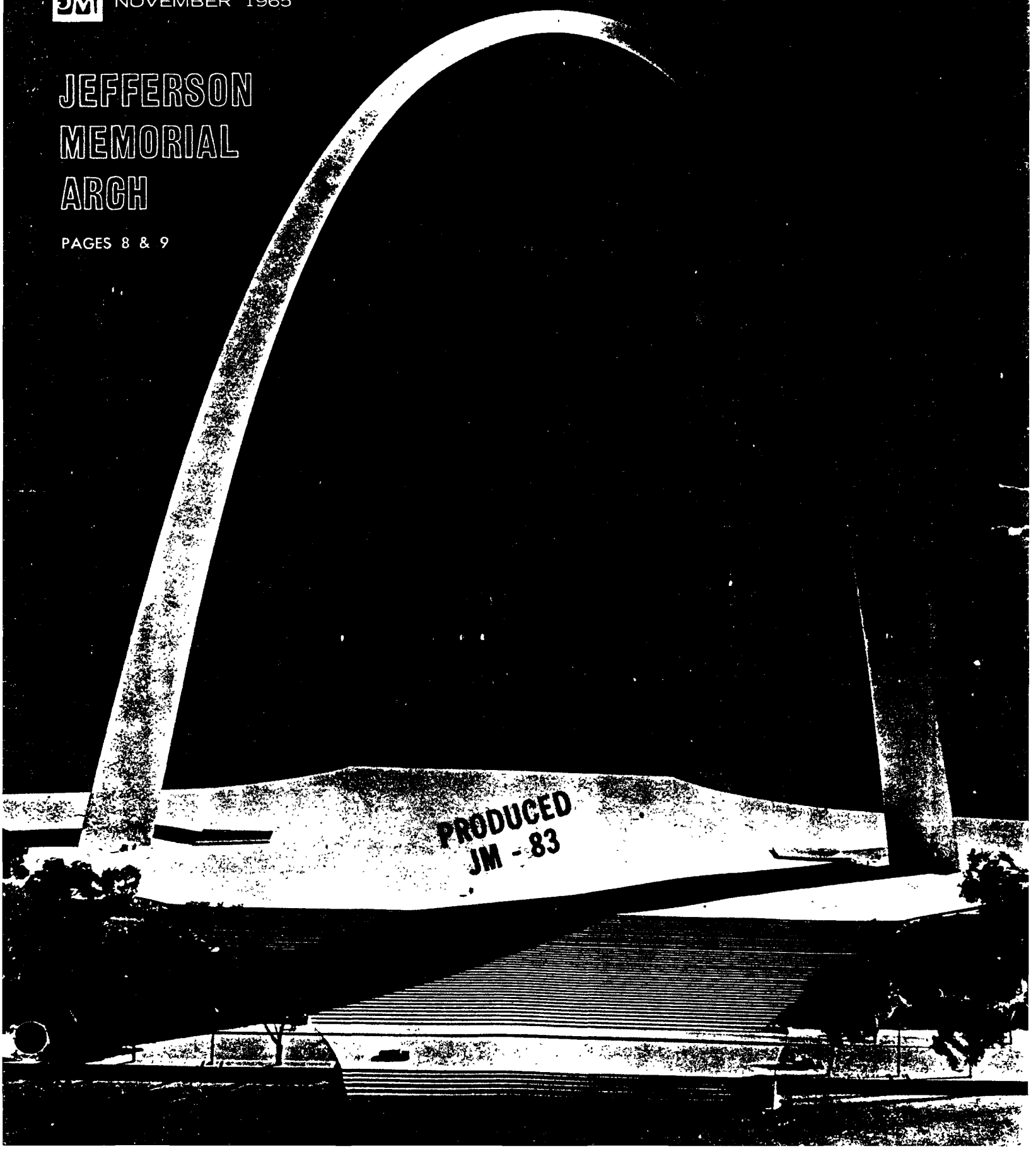
NEWS / PIC

For the nearly 23,500 Johns-Manville employees, retirees and their families

JM NOVEMBER 1965

JEFFERSON MEMORIAL ARCH

PAGES 8 & 9



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HURRICANE

LOUISIANA J-MERS RISE TO THE OCCASION AS BETSY BATTERS GULF COAST PLANTS

On the day Hurricane Betsy whirled into the Gulf of Mexico after battering the Bahamas and the southern tip of Florida, personnel at Johns-Manville's southern Louisiana locations began preparing for the onslaught of the fierce tropical storm.

At both the Marrero Plant complex and at the New Orleans Felt Plant, the storm was tracked by radio bulletin and its course was charted on a map. Until 2 p.m. on Thursday, Sept. 9, Betsy was heading due west and did not appear to pose a threat to the New Orleans area. At that time, however, the erratic hurricane veered to the north-west and headed toward southern Louisiana.

During the afternoon, preparations were made at all locations to receive the storm. Loose objects were secured or weighted down, and material was piled in areas that had experienced only minor flooding during past storms. At the Felt Plant, the silo was filled to capacity with wood chips to provide added weight, and all low lying motors were raised to a height of four feet. All but two of the felt rolls were moved from the warehouse to a safer location.

Shortly after the storm changed course, a meeting was held in the Industrial Relations office at Marrero. It was decided that, since Junius Boudreaux, Pipe Production Superintendent, lived extremely close to the threatened plant, the decision—if and when—to close down the Marrero complex would be left in his hands.

Accordingly, Boudreaux went home at around 4:30 p.m. to watch weather reports on television, after having agreed to notify the night foremen of the three Marrero plants of any action to be taken.

At 5 p.m. Boudreaux talked with J. W. Miles, Marrero Pipe Plant General Manager, over the telephone and they agreed to shut down the plants at 8 p.m. because it appeared obvious that New Orleans would be struck by the approaching storm. After watching the 6 p.m. weather report, however, Boudreaux decided that 8 p.m. would be too late. He subsequently gave the order for the plants to go down at 7 p.m.—an hour earlier than planned. His decision was confirmed shortly afterward by Miles.

At the Felt Mill, the decision to close the plant had been made at 4 p.m., and the entire mill was shut down an hour later. Although the majority of the employees left before 6 p.m., an emergency squad of three men remained in the deserted plant to provide a fire watch, operate the boilers, and perform any other necessary duties.

The squad consisted of Ray Stage and James Anthony, Boiler House Firemen, and Henry Connors, a Mechanic.

Meanwhile, Betsy had crossed the Louisiana frontier and smashed her way into New Orleans. By 10 p.m. hurricane force winds were battering at both plant locations and rising waters were lapping at the Felt Mill buildings.

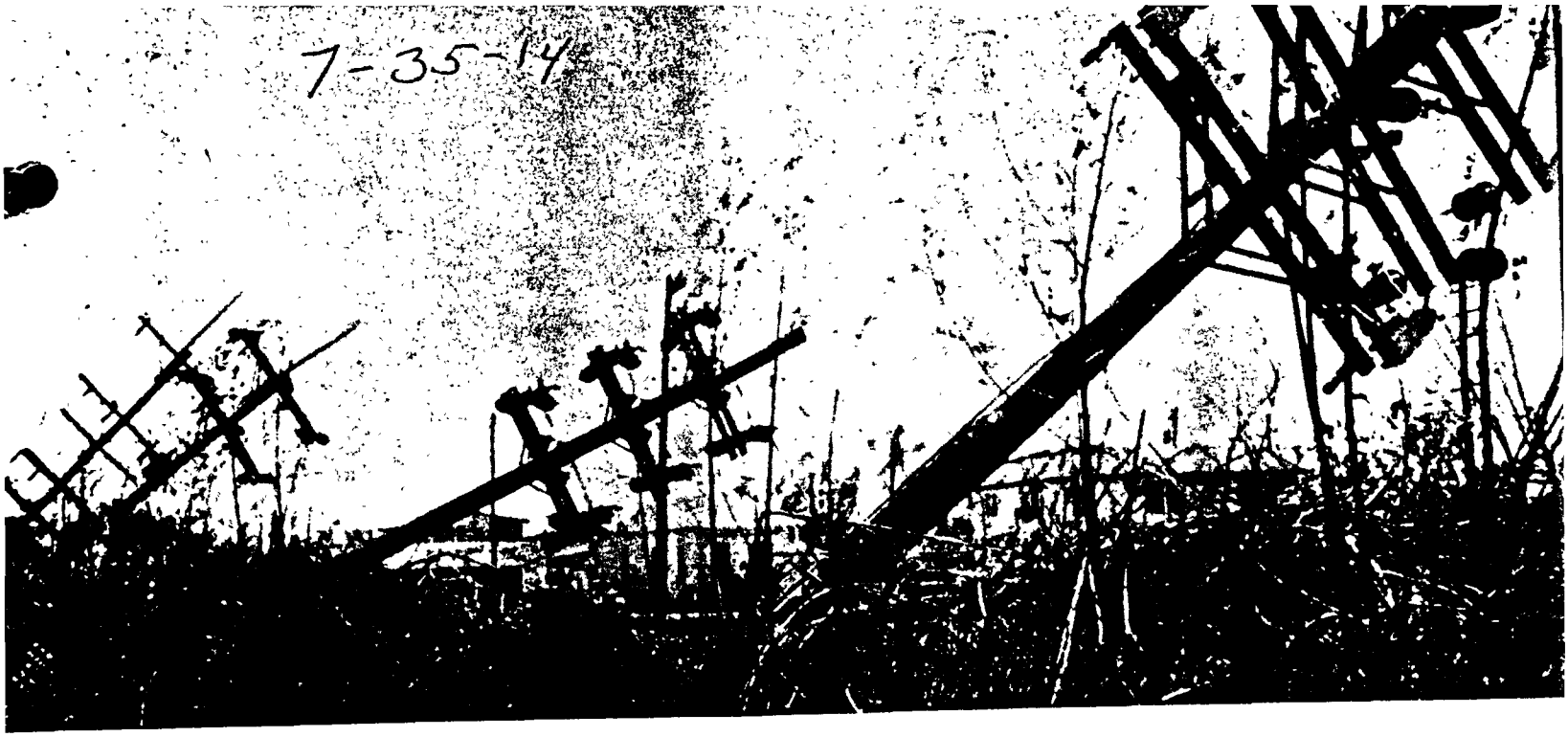
Things had been progressing normally at the mill until 9:45 p.m. when the power failed and the air compressor motor went out. Ten minutes later a 144 sq. ft. window pane blew out in the boiler room.

Flood waters began to enter the boiler room, and Stage called Jim Weil, the plant manager, to report the situation. Weil advised the three men to clear out as soon as possible because he had just received a report that the levee on the Industrial Canal, which borders the plant, had been broken by the hurricane.

The three men immediately extinguished and vented the boilers. The water level had already risen over two feet in the past 10 minutes. They struggled through the surging waters

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to an adjacent building, dodging objects hurled along by the 125-mile-per-hour winds. Here they found a 2,300 volt electrical panel ablaze, but managed to put out the fire.

The rising waters soon forced them to seek shelter in the higher level locker room. However, by 10:30 p.m. the water began to enter the locker room and they made their way to an office on the second floor. This location also became flooded when a portion of the roof gave way and water poured down from the third floor. They finally found refuge in the wet-felt storage room where they rode out the storm.

At 5 a.m. the storm abated and Stage and Connors waded out of the mill area to seek food and shelter. The trio remained in the flooded plant throughout Friday, and when Weil finally was able to make his way through the flood to the mill on Saturday, he found the three men still in the plant. Stage's truck, and Connor's and Anthony's cars, were completely submerged in the water that still covered the mill parking lot.

At the Building Products Plant at Marrero, George Williams, an asphalt roofing stillman, was the only employee to remain on the grounds during the hurricane. He said that the terrible 1947 hurricane could not compare with Betsy in its fury and strength.

John Lawrence, Building and Property Foreman, had remained at the plant with Williams until the power failed at 10 p.m. Williams stayed by the stills until they had cooled sufficiently. By that time, the wind had started to tear pieces of corrugated roofing off the building and the exhaust stacks over the saturator room began to collapse. Williams then retreated into the plant and remained inside until the morning.

Many of the J-M employees living in the New Orleans area endured extreme hardships during the storm. At the felt mill, from 50 to 60 per cent of all the employees had their homes, cars, and other valuables completely destroyed or severely damaged by the flood waters.

For example, at the home of Joyce Beintez, Jim Weil's secretary, the water began to rise rapidly at around 3:30 Friday morning. It soon became imperative to evacuate the house. An Army amphibious "Duck" approached, and Joyce led her four children onto the porch. With her baby in her arms, she started down the steps into the swirling water to meet the Army rescue personnel who were swimming from the "Duck" to assist her. Suddenly she slipped and went under. She immediately thrust her baby above her head until she regained her balance. Even then, the water was about nose deep.

Army personnel took Joyce and the children to an emergency disaster shelter set up in an elementary school. She had not heard from her husband during the entire course of the storm, and it was not until Sunday afternoon that she learned he was alive and well.

By Friday morning the hurricane had shot its bolt in the New Orleans area and passed on to the north. The damage to the Marrero complex was primarily due to the wind while the felt mill's main loss was from water.

A heavy layer of oil from a ruptured storage tank covered the mill area, keeping a fire watch constantly on the alert. The receding waters left dead fish strewn in the parking lot and impaled on the fence surrounding the plant, so that a heavy odor permeated the entire area.

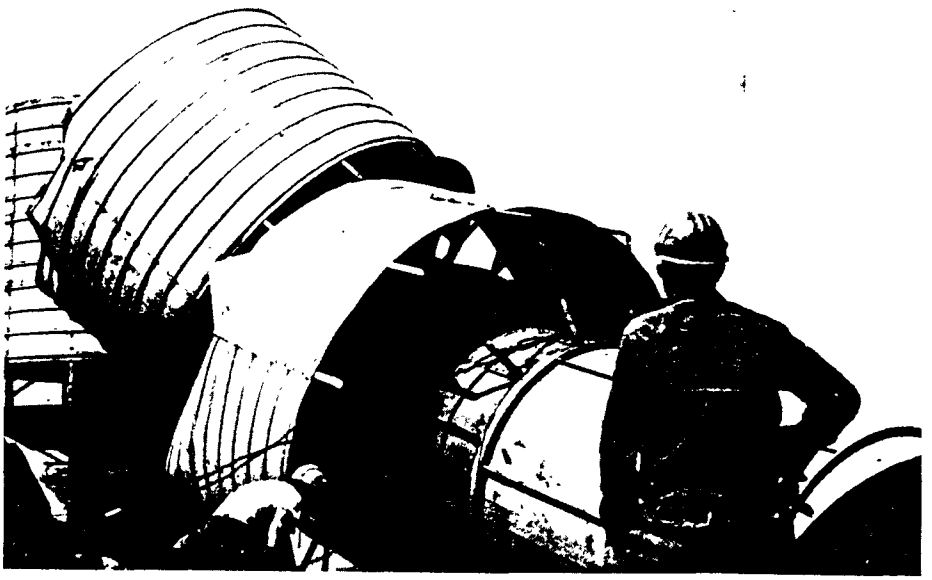
Mill workers began returning to work as soon as they could arrange for the proper care of their families. Nearly 100 motors were flooded, many plant records were ruined, extensive internal damage was incured, and a portion of the roof had fallen in. By Monday morning, however, repairs were already in progress.

According to Jim Weil, "By Tuesday we were well organized and going along well. The cooperation of the employees in spite of their hardships was excellent. Many had only the clothes they were wearing."

Among those who did exceptional

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Three of these huge ventilator fans atop the Building Products Plant at Marrero collapsed in a heap under the pounding fury of the hurricane.

work getting the Felt Mill back in operation were Harold W. O'Brien, Maintenance Supervisor, and Henrik Eike, temporary Hourly Supervisor. The pair supervised the removal of the flooded motors, arranged for three electric repair houses to give immediate service to J-M machines, and planned and directed work crews cleaning up the debris.

"Their extra efforts and expeditious manner of handling a chaotic situation contributed much toward a return to operations in the least possible time," Weil said.

O'Brien lost his home and two automobiles in the flood, and was left without clothing so that he had to work the entire period with donated apparel.

At Marrero, the most crippling damage was the lack of power and phone service. In addition, the south end of the new tile warehouse had partially collapsed, a great deal of finished goods were damaged or destroyed, the ventilator fans in the Building Products Plant had blown over, and the new office addition was completely wrecked.

Repair work progressed rapidly, however, and the plants were able to resume partial production by Thursday, Sept. 17—one week after the hurricane had struck. The felt mill was not ready for operation until Sept. 27, however, due to the heavy water damage.

On Sept. 29 a delegation from GHQ, including J-M President C. B. Burnett; Building Materials Vice President F. E. Dutcher; Industrial Relations Vice President C. W. Hite; and Advertising and Public Relations Vice President F. J. Solon, traveled to Louisiana to survey the damage and

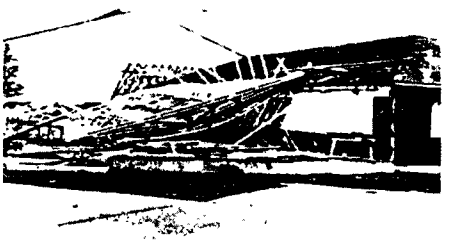


President C. B. Burnett (second, right), Jim Weil (right), and F. E. Dutcher (far left), talk with (left to right) Jim Anthony, Ray Stage, and Henry Connors, who remained in the Felt Mill during the storm.

the repairs, and to congratulate Marrero Pipe Plant General Manager J. W. Miles, Flooring Plant General Manager L. E. Inguagiato, Building Products Plant General Manager S. E. Stumpf; New Orleans Felt Plant General Manager Jim Weil, and the other J-M employees who had done exceptional service during and after the hurricane. Among those cited were Harold O'Brien, Henrik Eike, and the three men who had remained in the felt mill at the height of the hurricane.

At a commendation dinner held the evening of the plant tour, Mr. Burnett expressed the Company's gratitude to all those employees who had given more than their share during the crisis. He said:

"You have a right to take real pride in your outstanding work and effort before, during, and after the hurricane. I'll tell you that *we're* proud of the job you've done . . . It



An addition to the main office building at Marrero was destroyed by the wind, but was rebuilt in three days.

can only be summed up as an outstanding example of achievement above and beyond what anyone could possibly consider to be normal . . . You'd have to look a long, long time before you would find a team of people who could have handled this situation any better . . . I also realize that most of you had your own personal problems and hardships resulting from the storm. The fact that you got so much done on the job in spite of your own personal situation is the really significant accomplishment . . . You're all a great team of people. And I'm grateful to each of you for everything you have done."

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FUTURE SALES FOR FUTURE FARMERS

Young Californians from the ranches and farms of Tulare County, 150 miles north of Los Angeles, recently took a firsthand look at the many ways Johns-Manville TRANSITE® irrigation pipe can be used on the farm.

In late August some 120 members of 4-H and Future Farmers of America chapters in the county visited the Long Beach Pipe Plant as part of the Kiwanis-sponsored third annual exchange visit with metropolitan Los Angeles area youth.

The purpose of the trip was to give the young farmers a chance to see modern industry in operation. At Long Beach they learned that J-M pipe can be a great asset to farmers by effectively carrying precious irrigation water to their crops.

(Above) Three of the plant visitors peer through a section of specially made 39" pipe. (Below) Myron Kerbajian (in suit at right), of the Long Beach Direct Pipe Sales staff, talks about J-M to the future farmers.



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JOHNS-MANVILLE DEALERS—5,200 of them all over the country—have proclaimed this fall to be Fix-Up Time with Johns-Manville Home Remodelling Products.

Throughout the fall, display materials in the dealers' stores and local newspaper advertising tell home Fix-Up prospects that J-M ceiling tile, TERRAFLEX® floor tile, CORRULUX® fiber glass panels, Foil-faced Fiber Glass Home Insulation, and Asphalt Roofing are ideal for fall fixing up around the house.

The fall campaign was planned by Building Products Division and the Advertising Department to continue and extend its successful "Swing into Spring" dealer support program.

Time is the key note of the present sales drive. Among display materials supplied to dealers is a Colonial Electric Wall Clock (see illustration at left). The clock serves as a timely reminder that the dealers' stores are the J-M Fix-Up Time Headquarters in the area. Below the face of the clock is a section of chalkboard where extra special "deals" for customers can be posted. Special full color plastic banners help make the store more festive.

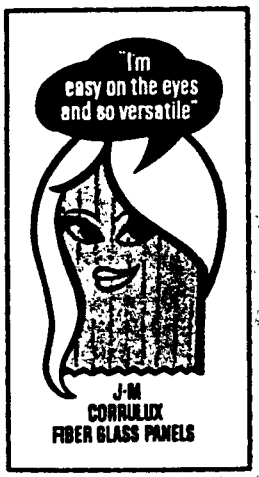
Newspaper advertising in 49 markets across the country includes ads that feature one of the Fix-Up J-M products and offer space for dealers to list items and prices of materials that might be needed for the installation of the J-M products.

Is it fall Fix-Up Time for you too? If so, stop by a local J-M dealer and specify the Company materials you need. You should identify yourself as a J-M employee. Obtain a receipt and forward, with a statement of intended use, to the plant or sales office where you work.

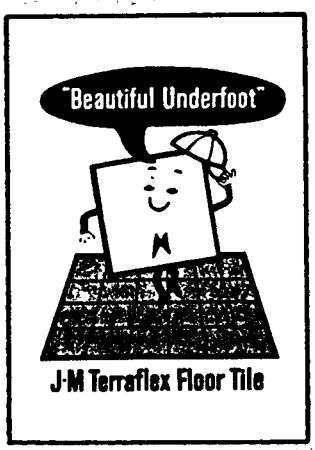
Under our Employee Purchases of Material policy (Executive Bulletin 37-27) if you buy $20 worth or more of J-M materials, you will be eligible for a specified reimbursement from the Company. Ask your Industrial Relations Manager or Sales Office Service Manager for the details.

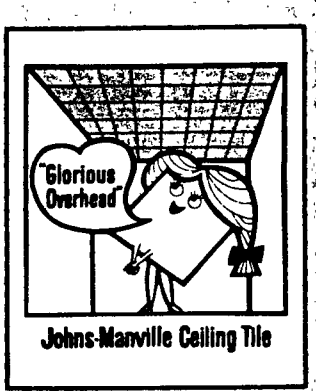
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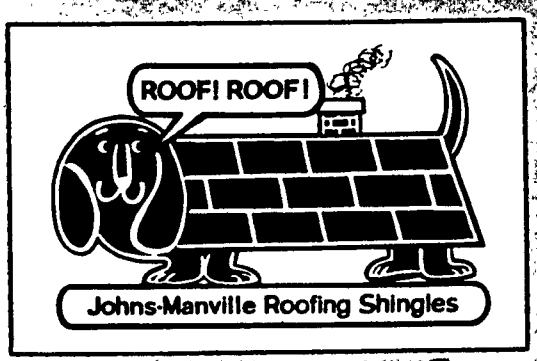
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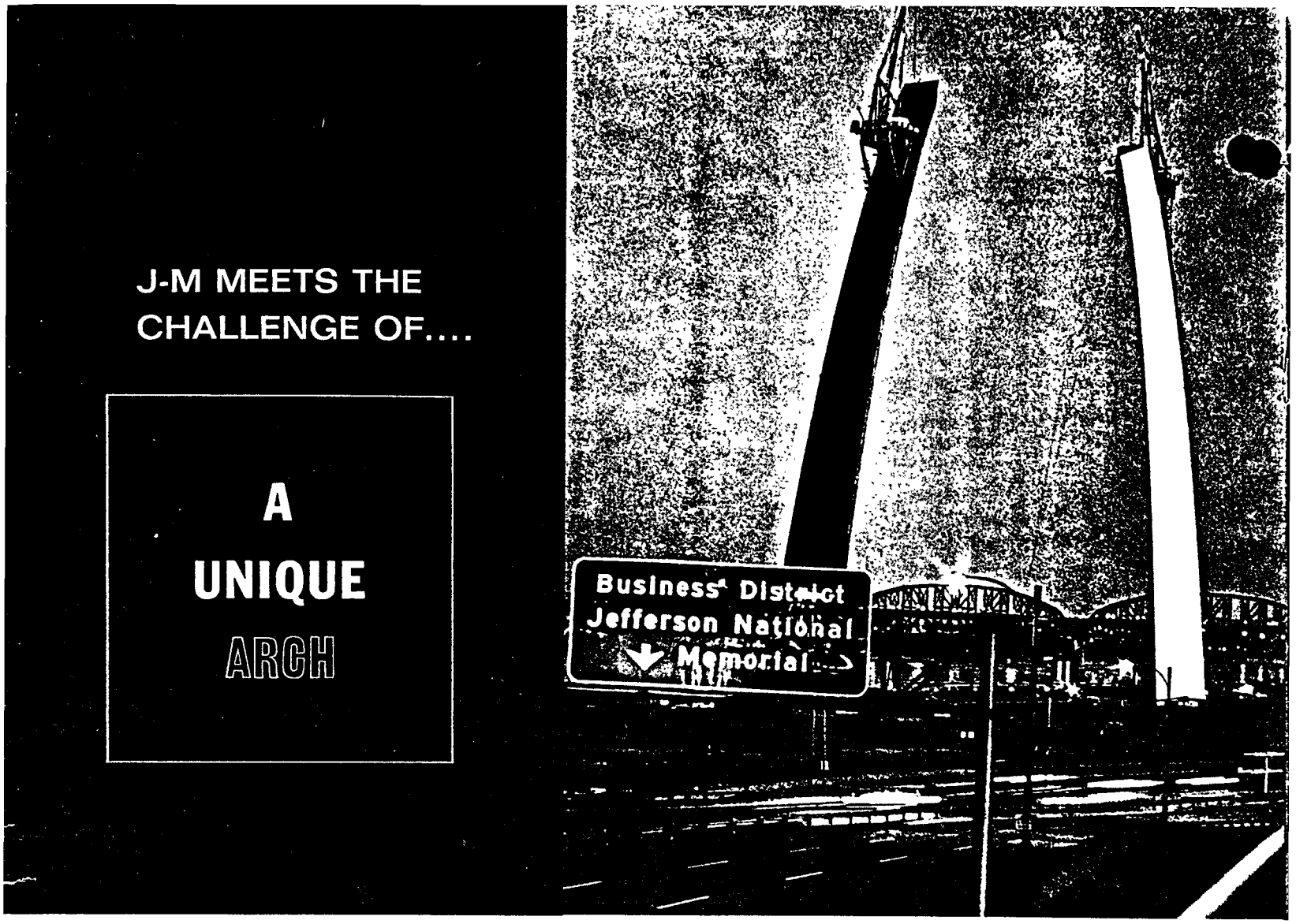
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J-M MEETS THE CHALLENGE OF....

A UNIQUE ARCH



AS PART OF A CONTINUING program to tell the story of Johns-Manville as a progressive Company that is associated with progressive projects, J-M's most recent advertisements in the Corporate campaign have featured two of the most magnificent structures nearing completion in the United States today.

In St. Louis is one of the great engineering projects of all time, the Jefferson National Expansion Memorial Arch. Soon millions of visitors will marvel at this majestic monument (also see cover). The Washington Monument could be placed within the 630-foot high arch with 80 feet of headroom to spare. Instrumental in controlling the setting time of the concrete was J-M's RETARDWEL®, a Celite Division product.

In Florida, the world's largest building is being completed. It's the new Vehicle Assembly Building at NASA's John F. Kennedy Space Center which boasts more interior space than the Pentagon and Chicago's Merchandise Mart combined; 129 million cubic feet in a structure as unique as the moon-exploration program it was built to support. Pipe Division's TRANSITE® Pipe, Building Products Division's FESCORE TRANSITOP® and Gypsum Wallboard, as well as Retardwel, play important roles in this space age structure.

The Jefferson Memorial Arch, named in honor of U. S. President Thomas Jefferson who spearheaded the Louisiana Purchase from France in 1803, is a part of the $30,000,000 beautification program of the downtown section beside the Mississippi River. Its completion in 1965 marks the 200th anniversary of the founding of this great city that was long the Gateway to the West. Beneath the airy simplicity of the stainless steel arch, hidden beneath the ground, are concrete piers of enormous mass and strength. Visitors will enter these foundations where a special train will carry them through a curving shaft to the top of the structure.

Each of these great foundations is a flat-topped pyramid of nine tiers or "stages." The largest stage contains 1,750 cubic yards of concrete. Each tier was placed in the conventional way, built up by successive pourings. But the engineers demanded that each tier be a single integral mass, with no flaw or weakness caused by a lack of fusion between pourings.

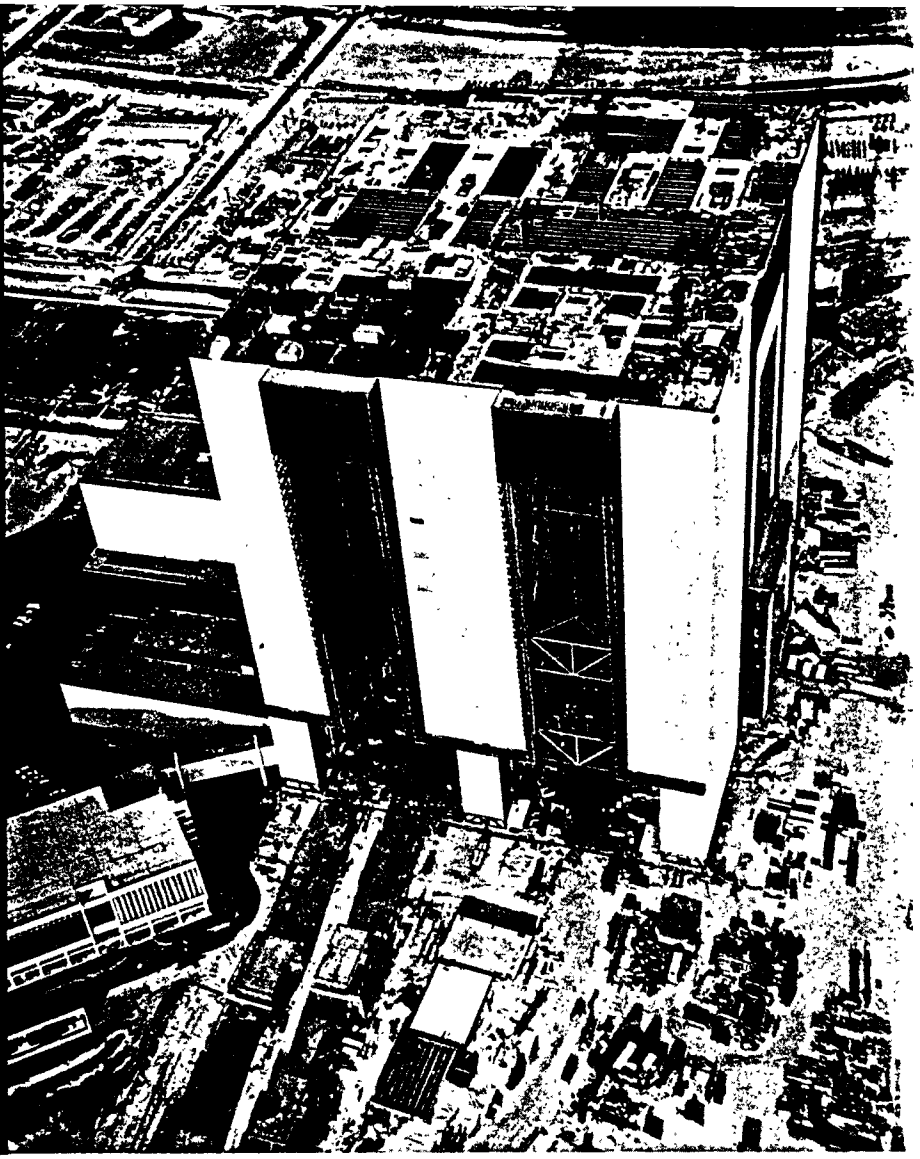
Here's where J-M's Retardwel provided the answer. It is a remarkable

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AND

WORLD'S LARGEST BUILDING



"timing" substance that controls the setting of concrete; a chemical pacemaker that synchronizes the "locking" of one pour to another, and compensates for local climate extremes.

Construction men know it as a liquid admixture for concrete. Controlling setting time is just one of the ways Retardwel contributes to sounder concrete construction. It makes possible an increase in compressive strength, and a decrease in thermal stress. It helps reduce shrinkage and cracking over the years.

For these same reasons Retardwel was used with the concrete in the huge foundations of the Vehicle Assembly Building at Cape Kennedy; to strengthen and fuse them into a monolithic concrete mass.

This huge building is divided inside into working areas ranging from conventional office spaces to assembly bays 50 stories high These are isolated from one another by walls or bulkheads of Fescore Transitop—a sandwich of asbestos cement enclosing a light, incombustible core. 130,000 square feet of it is used. Why Transitop? Because it insulates, is fireproof and fluidproof, yet light and easy to take care of. It has a self-sufficient, handsome finish on both sides without on-site preparation, and is fast and economical to install.

One million square feet of J-M Gypsum Wallboard provide space divisions that can be quickly changed to meet future needs. J-M Transite Pipe connects the building with its primary water supply and with the Apollo launch areas miles away.

So, J-M contributions to the world's largest building extend from 10 feet underground to 500 feet above, and radiate out from it for miles.

All of us can be proud of the role J-M is playing in these progressive and spectacular structures. And the Corporate advertisement on the VAB building makes a point of telling the millions of readers of *Business Week, Newsweek,* and *U. S. News & World Report* just where the credit should be placed:

In ". . . *the high competence of Johns-Manville people* in developing materials and techniques for modern construction. And in many other areas of specialization. Look to progressive J-M for fresh advances in the control of motion, temperature and sound . . . protection against fire, weather and wear. In transporting and clarifying liquids. In the building arts and sciences."

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OPERATION COVERALLS



Robert Anderegg, Mott Bros., Rockford, Ill., finds the largest size coveralls a tight fit.



(Right) Art O'Briant, Longhorn Gasket & Supply, Dallas; Lew Clapp, Madison & Howell, Perth Amboy, N. J., and Jim Holder, F. B. Wright Co., Detroit, listen to rubber compounding explanation by Ted Bogosian of Research.



(Left) Morris Luther, R. H. Clark, Mulberry, Fla.; Bucky Walters, Tri-State Mill Supply, Little Rock, Ark.; and Bill Yau, International Division, Hong Kong Office, participate in profilometer test. Instructor (foreground) is Ed McMahon of Research.

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The Packings & Friction Materials Distributor Training School is over now, but it will not soon be forgotten by the 73 representatives of J-M distributors who attended at Princeton and the Research Center.

"All the 'students' I spoke to," said Eugene C. Holtslander of Bearing Headquarters Co., East Chicago, Ind., "had nothing but praise for the manner in which it was conducted and the material which was covered. Personally, the highlights of the meeting in my estimation were the workshop in which we actually packed valves and stuffing boxes and the trouble-shooting session. Both of the sessions were extremely helpful and will enable us to handle problems in the field in a much better manner."

And that's just what J-M had in mind when it invited representatives of its distributors to the three-day school. "We not only wanted them to have a first-hand introduction to Johns-Manville," says P&F/M General Manager E. H. Wells, "but we wanted them to see the production in the plant and to let them experience applying packings, gaskets, and seals. They should now have added confidence in the quality of J-M workmanship, and the additional knowledge of our product which will help them increase their sales."

Most of the afternoon of the second day of the school was devoted to the techniques of applying the products. After a briefing where they were fitted for coveralls, they tackled the Research Center's P&F/M pilot plant equipment where they learned the application of products on various types of machinery.

The first day of school included study sessions in the Research auditorium and a tour through Gelb & Sons' used equipment yard. The second day included a tour of the P&

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F/M Manville Plant and Operation Coveralls at Research. Third day involved trouble-shooting sessions at the school headquarters, the Nassau Inn in Princeton, N. J., and an end-of-school luncheon. In trouble-shooting, each man had a chance to exhibit his selling techniques in a mock meeting with a customer.

Actually, there were three schools in one. P&F/M Division Headquarters personnel in cooperation with Industrial Relation's John MacKay, Manager for Sales Training, divided the distributor representatives into three groups of about 25 each. The first school began on Monday, the second on Tuesday, and the third on Wednesday. In this manner a smaller number of men received more individual attention.

A number of salesmen assisted the P&F/M Division Headquarters personnel in conducting the school. Dr. Stanley Mullin, Chairman of the Marketing Department of Pace College in New York City, also was on hand for a first-morning lecture on "The Business of Selling."

From the many affirmative comments the men made about the school, P&F/M personnel know that their mission was accomplished. Fred C. Williamson, Jr., Secretary-Treasurer of Chattanooga Saw & Supply Co. in Tennessee, said, "It was one of the best Distributor Schools I have attended. The strongest part, in my opinion, was the workshop and trouble-shooting sessions. The idea of the walkie-talkies for the plant tour was brilliant. It was by far the best plant tour I have ever been on and I have been on quite a few." Walkie-talkies were used for the first time on any J-M plant tour to overcome the production noises.

". . . the finest I ever attended," said Dick Williams of Uhrich Supply Co., North Kansas City, Mo. "I not only learned a vast amount about Johns-Manville and its products, but I thoroughly enjoyed myself. With the increased knowledge I now have of Johns-Manville products, my confidence to advise and assist my customers has increased immeasurably. This, of course, should lead to more and better sales of Johns-Manville products."



J-M's Carl Guerin (center) speaks to a group of distributors through a walkie-talkie during P&F/M Plant tour at Manville.



(Above) Lew Clapp of Perth Amboy, N. J., and Charles Henry, Industrial Supplies, Inc., Vicksburg, Miss., receive instructions in gasket applications from Research's Angelo Forte.



(Right) Oscar Hallgren, MacArthur Co., St. Paul, Minn., and Lee Towle, Johnson Asbestos, Springfield, Mass., try their hands at applying a mechanical seal.

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(Above) George Kozar, Research Center Data Processing Tabulating Operator, and his wife, Dorothy, recently won two Blue Ribbons at the Middlesex County Fair flower show with their display of "Bells of Ireland."

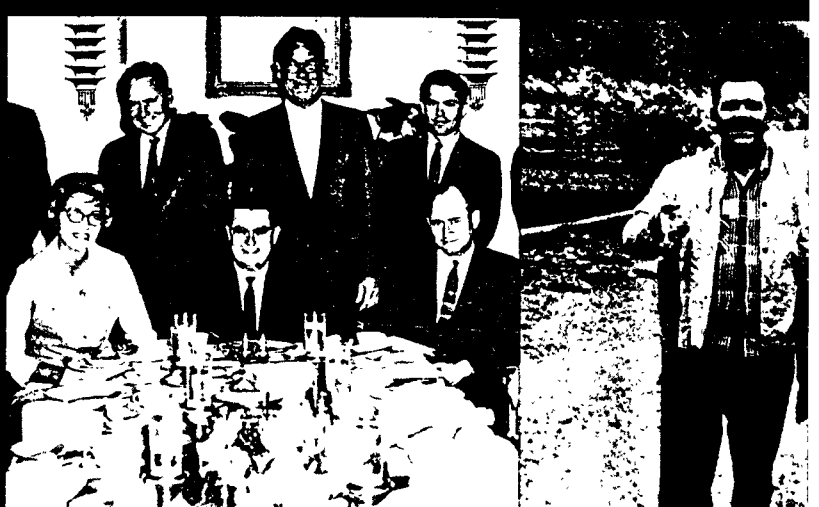
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(Below, left) U. D. Torrence (seated, right), now Director, Gen'l. Ind. Eng.; P. W. Fisher (standing, center), Corrulux Specialist; and Barbara Fritz, a former J-Mer, were the guests of Houston Mayor Louie Welch (seated, center), at a recent informal breakfast.



(Above) Mary Ann Carlino, Research Center Library Staff, was recently presented with the student award of the Raritan Valley Chapter of the National Association of Accountants. The prize was a 14K gold-filled key.



(Above, right) Steve Taylor, Eastern Washington District Direct Pipe Salesman, caught this beautiful pair of Kamloops trout using dry flies while on a recent fishing trip in British Columbia, Canada

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(Above) The employees of J-M Asbestos de Mexico take off from work a given day each year and make a five-hour pilgrimage with their families to the shrine of the Virgin of Guadalupe. The shrine is on the outskirts of Mexico City, about 12 miles from the plant. The marching families are gaily accompanied by the plant band, which also plays during the Mass that is offered in the shrine at the completion of the journey.



NEWSMAKERS • NEWSMAKERS • JM

(Above) Dave Warren (center), Jacksonville District Building Products Salesman, was a member of the Forest City Gun Club team that recently won the Class B title at the World Skeet Shoot Championship. The contest was held on the Club's home grounds in Savannah, Ga.

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NEWSMAKERS





(Left) Edmund R. Govoni, son of Edmund E. Govoni (above), Billerica Plant Production Superintendent, is Captain of the University of New Hampshire football team this season. He was elected to the position by his teammates. Edmund R. plays linebacker and offensive guard, and is also president of Theta Chi social fraternity at school.



(Above) J-M employees at General Headquarters had the opportunity on their lunch hour to go see Pope Paul VI during his historic visit to the United States on Oct. 4.

ASSIGNMENTS



ASBESTOS FIBRE DIVISION
Jeffrey Mine
JEAN PAUL GIONET to Foreman, Dryers, from hourly.



BUILDING PRODUCTS DIVISION
Houston Plant
C. FRED LUQUER to Plant Manager from Superintendent, Lining and Sheeters, Waukegan Plant (P & F/M).



Cleveland-Avery Plant
P. M. HERBST to Plant Manager from Superintendent, Roofing, Waterproofing and Paints, Waukegan Plant.



FIBER GLASS DIVISION
Waterville
Technical Center
T. R. ROHWEDER to Secondary Section Chief, Technical Department, from Research Engineer.



FLOORING DIVISION
Waukegan Plant
L. B. HERMELINK to Senior Job Evaluation Coordinator from Job Evaluation Coordinator.



INDUSTRIAL INSULATIONS DIVISION
Manville Plant
JOHN W. ELLIS to Foreman, Low Pressure Insulations, Min-K, Thermoflex, and Refractory Felt, from Industrial Engineer.

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ANNOUNCEMENTS



New York District
RAYMOND G. KINCH to Assistant District Sales Manager, District Sales, New York District, from salesman, Boston District.



R. L. HALSALL to District Sales Manager, Distributor Sales, Chicago District (located at Waukegan), from District Engineer, Distributor Sales, Chicago District.



Marrero Plant
RICHARD D. JONES to T/P Forming Foreman from T/P Forming Shift Foreman, Denison Plant.



Cleveland Office
J. H. DALE to District Sales Manager, Direct Pipe Sales, Cleveland District, from Assistant District Manager, Direct Pipe Sales, Cleveland District.



PACKINGS AND FRICTION MATERIALS DIVISION
Waukegan Plant
WILLIAM O. KLEIN to Superintendent, Lining and Sheeters, from Industrial Engineering Supervisor.



GENERAL PLANT ENGINEERING
Finderne
H. C. CLOWES to Senior Standards Engineer from Industrial Engineering Section Leader, Jeffrey Mine.



ROBERT C. SMITH to Industrial Engineering Supervisor from Senior Industrial Engineer.



GENERAL TRAFFIC DEPARTMENT
GHQ
HAROLD S. RAY to Supervisor, Rates and Claims, from Assistant Staff Traffic Manager.



PIPE DIVISION
Waukegan Plant
JAMES I. PAINTER to Industrial Engineering Supervisor from Senior Industrial Engineer.



INDUSTRIAL RELATIONS DEPARTMENT
Marrero Plant
C. L. HITE to Industrial Relations Manager from Employment, Training, and Safety Supervisor.



Chicago District
E. W. SPINZIG to District Sales Manager, Direct Sales Department, Chicago District, from Product Manager, Underdrain, Storm, and Well Casing, DHQ.



RESEARCH
Finderne
DANIEL M. OTTENSTEIN to Research Associate from Senior Research Chemist.

Retiring—January 1, 1966
THOMAS FULLER, Waukegan Plant
PATRICK C. GRENVILLE, GHQ
FOLEY KENNEDY, Waukegan Plant
ANDREW MORAVEK, Manville Plant
ROGER PHIPPS, Lompoc Plant
STACY RACE, Manville Engineering

For addresses of retirees—contact Industrial Relations Department, Johns-Manville, 22 E. 40th St., New York, N. Y. 10016.

In Memoriam
CHARLES MARSCHALL, Waukegan Plant, September 7
JOHN H. CORBETT, New York, September 9
WILLIAM H. PRIM, Manville Plant, September 22
ELARIO ZILIOTTO, Lompoc Plant, September 23
JOSEPH BALEK, Manville Plant, October 3
WILLIAM OGLESBY, Waukegan Plant, October 5

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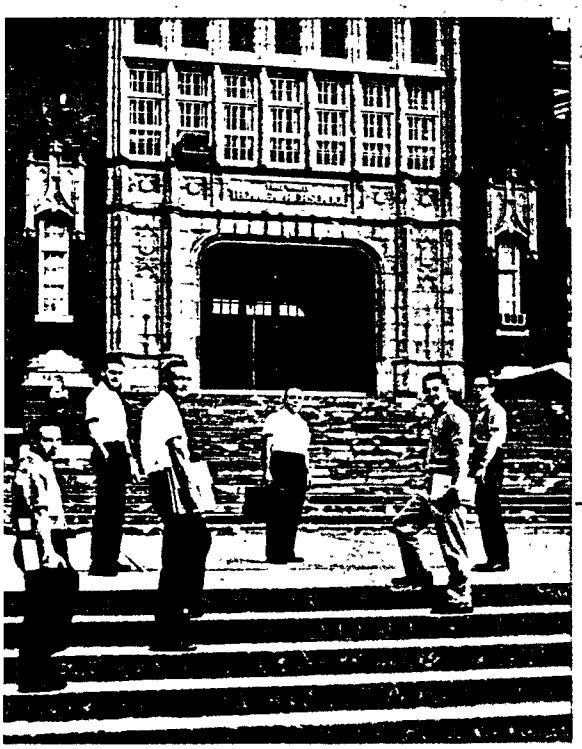
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ON THE STEPS OF LEARNING



FROM JOHNS-MANVILLE locations all over the United States and abroad, hundreds of Company employees have gone back to school.

Under J-M's Tuition Aid Program, set up in 1947, some 600 employees each year complete courses of instruction in subjects selected to increase their effectiveness at work or to help develop them for possible promotion.

At the new Cleburne Plant in Texas, for example, 11 employees — 12 per cent of all the plant personnel — are presently enrolled in a J-M sponsored course of study.

Six of the Cleburne J-Mers are taking a course in basic electricity and electronics at the Forth Worth Technical High School. These half-dozen maintenance men have been attending the school for the past 18 weeks and will complete the second phase of the program in another six weeks. They attend classes three hours each night, twice a week, for the entire length of the one-term course.

Other employees from Cleburne are attending Arlington State College and Texas Christian University. For example, David E. Atwood, an Industrial Engineer, is working toward his master's degree in business management at T.C.U. Dave has participated in the Tuition Aid Program for the past three school terms and is now within six credit hours of earning his degree.

Upon satisfactory completion of each term's courses, the employees are reimbursed 65 per cent of their tuition and fees by J-M. In addition, if the course to be taken will fill an urgent and direct Company need so highly specialized that it cannot be met by other means, J-M is willing to pay the full cost of the instruction. Any full-time, permanent employee is eligible to apply to his supervisor for Company aid for education.

According to Kenn Horn, Cleburne Industrial Relations Manager, "People within our community look upon our Tuition Aid Program as a very generous benefit. It has assisted us in helping to attract good people."

Not only, therefore, is the program helping to further the education of present employees, but it is also attracting new, qualified people into the J-M fold.

(Left) Standing on the steps of the Fort Worth Technical High School are the six Cleburne Plant electronics students. The six men are (left to right) J. C. Moxon, Garland Lively, Tilmer Fullen, Kenneth Reed, Billie McKinney, and Forrest Wallace.

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