NEWS/PIC

JM

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

APRIL 1966



BLONDIE AND DAGWOOD JOIN J-M

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BLONDIE AND DAGWOOD JOIN J-M



BUMSTEADS AND NEW PRODUCTS INTRODUCED AT BUILDING PRODUCTS REGIONAL MEETINGS

The climax of each of four Building Products Division regional meetings held earlier this year was the introduction of Blondie and Dagwood as the new promoters of J-M building materials for the spring Home Improvement Campaign.

The three-day meetings were held in Atlantic City, Chicago, New Orleans, and San Francisco with over 400 Salesmen and District Office people attending. Division Headquarters men were in charge of the meetings and made product presentations and disseminated divisional information. Advertising and Public Relations and Government Relations men also were included on the program.

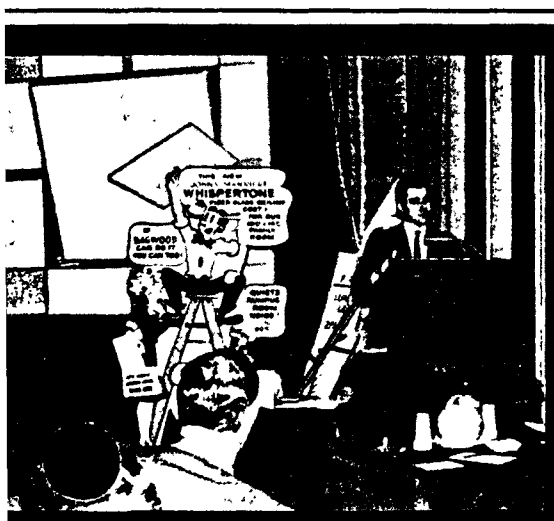
The general theme of each of the meetings was "Upgrade Sales, Increase Earnings." General Manager M. F. MacDonald told the assembly that J-M compares favorably in its share of sales with competitors but that there is "room for plenty of [illegible] provement."

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(Left) Robert L. Snow, Product Manager for Dealer Insulating Board, introduced both the new Whispertone ceiling tile and one of the Blondie and Dagwood displays. Whispertone joins other J-M ceiling tile and insulation board offered to the public.

(Right) Jerry Attridge, Product Manager for Roofing and Siding, points to a display of new Togany siding shingles during one of the regional meetings. Togany, along with new Bel-Air roofing shingles, are important products in the J-M spring campaign.

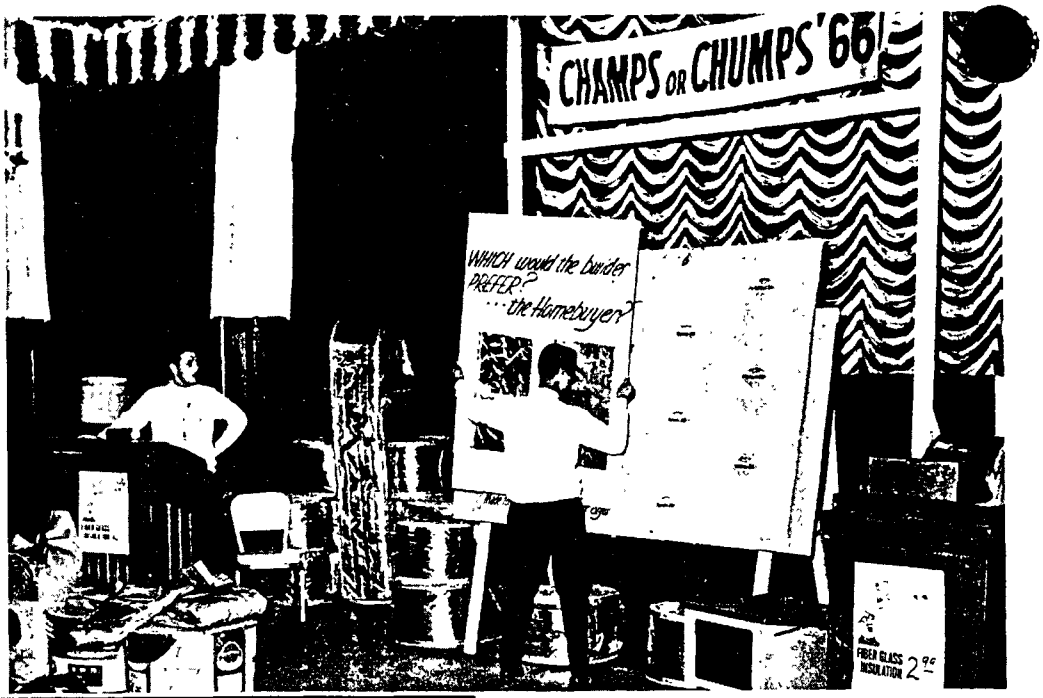


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IF DAGWOOD CAN DO IT, YOU CAN TOO!

IF YOU HAVE spring fixing up to do around your house, 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 Manager for the details.



John Ball (left) watches Dudley T. Colton, Jr., both Product Managers for Home Insulation, place another visual display on the easel during a presentation which asked salesmen if they were going to be "Champs or Chumps in '66." Along with Group Manager Chet Shepperly, they told the salesmen that sales of Foil-Faced and the new Flame Resistant Fiber Glass Home Insulation would assure that everyone will be "Champs."



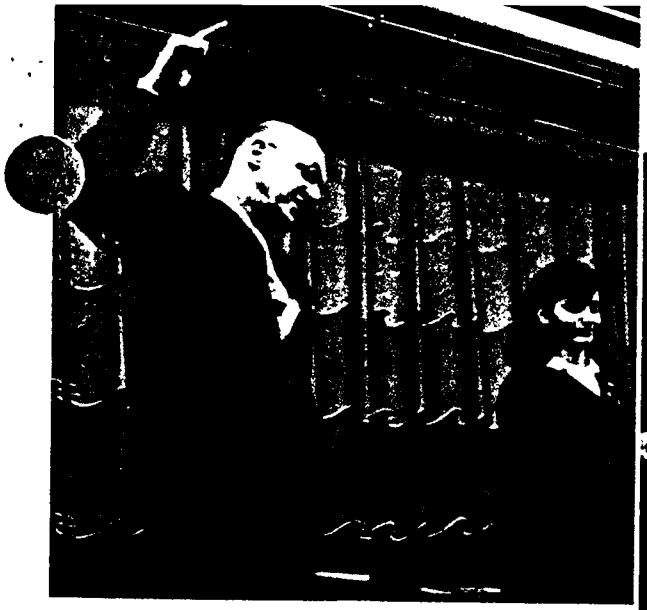


General Manager M. F. MacDonald, shown here at the Chicago Regional Meeting, reviewed 1965 sales and forecast improvement for this year.

Springing into Spring's Home Improvement Campaign is David Kloepfer, Corrulux Business Manager. His message, presented at each of the four regional meetings, was that he got a lot of Corrulux on his back t J-M Salesmen can move by each se ing $3,000 worth more than in 1965.

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Mr. Ford demonstrates speaking techniques to a few of his students.



GUIDING junior sales EXECUTIVES

PROBABLY THE MOST rousing session of this year's Junior Sales Executives Club's educational program was conducted by James Ford, J-M's Manager for Training at the Research and Engineering Center at Finderne.

Mr. Ford dramatically led the students in the presentation of a number of printed speeches, until he had impressed upon them the importance of holding an audience by dramatizing the talk rather than simply reading it from the prepared text.

The class was one of the monthly Friday afternoon sessions of the Junior Sales Executives Club. Some 125 outstanding students from 50 public and parochial high schools in New York City attend the course because they are "sincerely interested in marketing and selling as a career."



(From left) J-Mers Roy Billings, James Ford, and John MacKay confer prior to "The Art of Good Speaking" session of the Junior SE Club.

The Junior SE Club is jointly sponsored by the Education Committee of the parent Sales Executives Club and the New York City Board of Education. J-M's Roy Billings, Acting Manager of Packing Products in Packings & Friction Materials DHQ, and John MacKay, Manager for Management Training in GHQ Industrial Relations, are co-chairmen of the course. They are assisted by Eugene Corenthal, representative from the City's Board of Education.

Classes have involved a general survey of business problems. The students will also interview sales executives in their offices as a part of the curriculum.

The work of Mr. Billings, Mr. Ford, and Mr. MacKay in this project is another example of J-M people's interest in providing a community service to the young people of America.

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During the winter a few trout have to be removed for testing purposes.

The trout eggs and alevin m watched carefully to prevent disease.

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TROUT BY THE thousands

ASBESTOS J-MER HELPS FILL FISHERMEN'S CREELS



...al growth foods must be added to the pond water each summer.

IN SPRING, when the ice has finally disappeared from the lakes and streams, and the hardy out-of-doors beckons to the restless spirit, sportsmen all over the North American continent return to their favorite fishing holes to begin again the seasonal battle with the cunning trout, the most sought after and respected fresh water game fish in the world.

Naturally, a great many of these fishermen will have successful days and return home with creels bulging. In fact, in the first few weeks of spring, tens of millions of trout will be caught by skillful American and Canadian anglers.

Where do all these fish come from? Well, some of them come from a fish hatchery near Asbestos, Quebec, owned and operated by Paul Couture, a Storekeeper at Jeffrey Mine. Each year Paul raises approximately 100,000 trout which he sells to various sportsmen's clubs throughout the province of Quebec. He specializes in brook or speckled trout, landlocked salmon (a close relative of the trouts), and brown trout.

Paul began his fish hatchery business a few years ago, after he had purchased a farm—complete with ponds—near Asbestos. Raising game fish on a commercial basis, Paul discovered, is a very interesting, useful, and rewarding occupation, but it also demands considerable patience, skill, and care.

The process of raising trout begins with the purchase of fertilized trout roe from commercial dealers. The roe is deposited in special hatching troughs where the tiny pink eggs are washed by a continuous flow of fresh water. The eggs remain in the hatching troughs until the alevin (new-born trout) emerge from the roe and develop to a suitable size for transferring to one of the numerous ponds on Paul's farm.

Paul must be especially careful during the incubation period, because the first sign of disease among the fish can lead to disaster if not attended to immediately. As soon as a sick or dead alevin is discovered, it must be removed and, in some cases, examined to discover the cause of death.

Once the trout have been moved to the ponds, Paul must pay careful attention to the freshness of the water, keep the young fish fed regularly with proper food, and make sure that no large trout remain in a pond with smaller ones, for there is nothing that a lunker-sized brook trout loves to eat like another trout.

The trout are fed with a special gruel during the summer—their prime growth period—while in the winter they are not fed at all, but exist on the plankton that grows on the bottom of their ponds.

Since trout are sold in different sizes according to stocking requirements, Paul must maintain a large number of healthy trout in sizes ranging from two to 13 inches and over. The smaller trout, or fingerlings, are sold by gross weight, since it would be too difficult to count a thousand writhing trout one-by-one, while the larger fish are sold individually.

Paul delivers the trout in plastic bags when the fish are to travel only a short distance. For longer trips of over 25 miles, or an hour's ride, oxygen must be added to the water to keep the trout bright-eyed and bushy-finned.

During the winter, when his ponds are covered with ice, Paul will occasionally chip a hole in the ice and catch a few trout to find out how they are reacting to the cold weather. This not only provides him with valuable growth data and health statistics, but it also provides his table with some tasty trout . . . a fine mid-winter delicacy if there ever was one.

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J-M HELPS STUDENTS build companies of their own

JUNIOR ACHIEVEMENT is a nationwide movement designed to educate American youth in how the free enterprise system really works; and Johns-Manville, being a firm believer in such public service projects, is again this year sponsoring numerous Junior Achievement companies at J-M locations across the country.

Although the exact procedure varies from location to location, a Junior Achievement company basically operates in this manner. First, the members of the company are selected from high school juniors and seniors who have volunteered for the project; the group is then organized and officers are selected; stock is sold to finance the business, a product or products are manufactured, publicized, and sold; and at the end of the year, the company is disbanded for the season, dividends declared, and any remaining profits split up among the students.

Throughout the life of the company, volunteer advisors from business and manufacturing concerns in the area give valuable assistance on all aspects of its activities.

The accompanying photographs show Junior Achievement companies in operation. They are a composite of Johns-Manville sponsored J-A companies at Nashua, Marrero, Defiance, Lompoc, and Toledo.



(Above) Good organization is the backbone of any J-A company. Here, Gil Seeburger (left), president of the Toledo sponsored W.M.T.O. (We Make To Order) J-A company, makes a progress report to the Board of Directors. All the students participating in the business project are members of the Board.

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N E W S B U L L E T I N

(From time to time news developments of interest to J-M people occur just as an issue of NEWS/PIC *has gone to press. When this happens, the editorial staff will insert a News Bulletin like this one rather than postpone the news to the next issue.)*

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PRESIDENT BURNETT FORECASTS RECORD 1966 SALES

AT FIRST ANNUAL MEETING EVER HELD IN BOSTON

C. B. Burnett, J-M President and Chief Executive Officer, announced at the March 17 Annual Meeting for Stockholders in Boston, that sales and earnings of the Corporation for 1966 are expected to exceed record levels reached in 1965. He forecast sales of over half a billion dollars with continued improvement in earnings.

Evidence of the Company's growth was outlined by Mr. Burnett in a rundown of plant expansion and capital investment programs underway this year. Among these are increased production facilities at Stockton Plant in California, where asbestos-cement pipe is produced; expansion of the plant at Zelienople, Pa., for production of fire brick insulations; and the addition of new equipment at the Company's Laurinburg, N. C., plant for production of brake linings for the automotive industry.

Overseas, Mr. Burnett announced construction of facilities at Wissembourg, France, for the manufacture of FESCO Board, J-M's perlite-base roofing material, and a new plant at Casalpusterlengo, Italy, which will produce fire brick insulations.

In summarizing the 1966 outlook, Mr. Burnett cited the high level of the general economy as well as continued success in finding ways and means to reduce the cost of doing business, the introduction of new, profitable product lines and expanded manufacturing, mining and milling capacity.

Some 250 Company officers, stockholders, and guests attended the meeting, held in Boston in keeping with J-M's policy to rotate the Annual Meeting to metropolitan centers where there is a concentration of stockholders.

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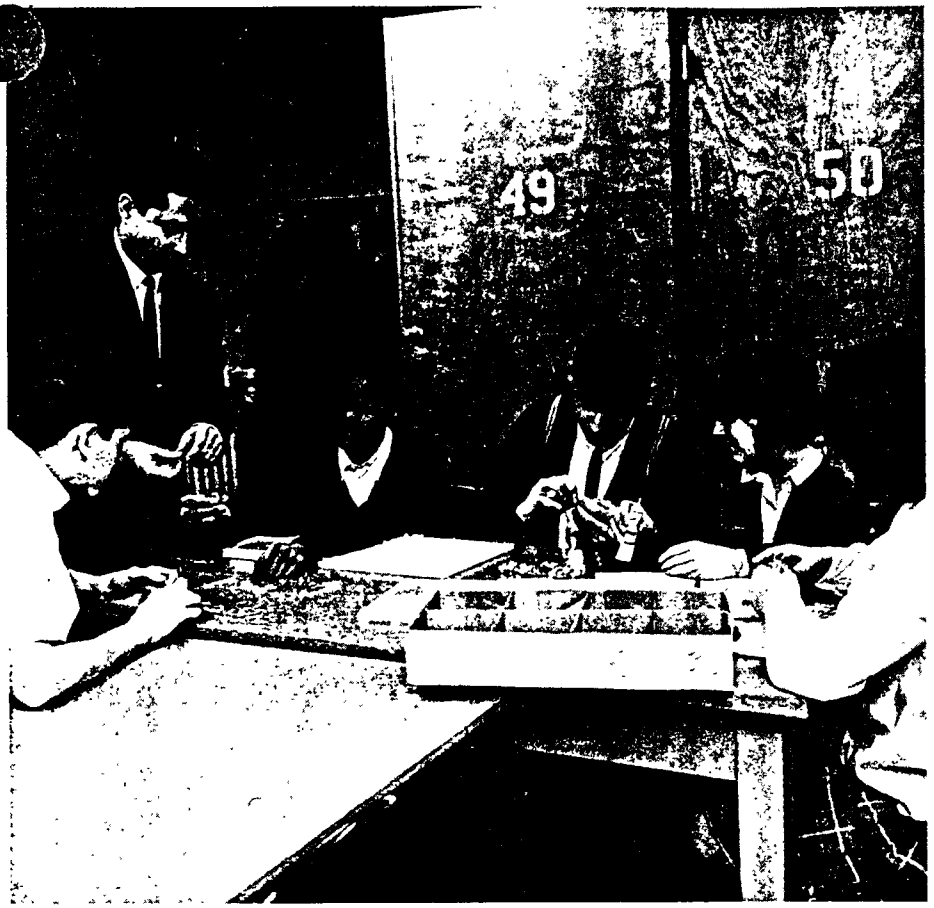
Among guests at the meeting were a number of business executives currently enrolled in the Advanced Management Program at the Harvard Business School; several business students from overseas who presently are studying at Harvard, Massachusetts Institute of Technology, Boston University, and Clark University; and 20 high school students from Nashua, N. H., who are members of the Junior Achievement Company sponsored by the Nashua and Billerica Plants.

A major purpose for the Annual Meeting is to elect or re-elect the Company's Board of Directors. Directors re-elected in Boston were:

Henry C. Alexander, Chairman of the Executive Committee, Morgan Guaranty Trust Company of New York
Clinton B. Burnett, President, Johns-Manville Corporation
Edgar B. Burton, Chairman, Simpsons Limited (Toronto)
Leslie M. Cassidy, Director, Various Corporations (and former J-M Chairman of the Board)
Adrain R. Fisher, Director, American Radiator & Standard Sanitary Corporation (and former J-M President and Chairman of the Board)
Joseph A. Grazier, Chairman and President, American Radiator & Standard Sanitary Corporation
Roger Hackney, Vice President, Johns-Manville Corporation
George P. MacNichol, Jr., Director, Member of the Executive Committee, Libbey-Owens-Ford Glass Company
Francis H. May, Jr., Vice President, Johns-Manville Corporation
William C. Stolk, Director, American Can Company
Thomas E. Sunderland, Chairman, United Fruit Company

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(Above)A good product, skillfully made, makes for a good business. Here, Bob Beranek (standing), production advisor, supervises the assembly line at Toledo. The students (left to right) Don Hendren, Arnold Jackson, Bob Hoobler, Rosie Hoot, and Tina Sodd, are making different types of costume jewelry from small pieces of cracked marble.



(Right) To many of the students, book-keeping is one of the most difficult aspects of their company's operations. Here, Lorane Miller, Secretary of the J-M Juniors at Lompoc, reviews stock sales with J-Mer Chuck Johnson, J-A sales advisor.



(Above) In some cases, J-M materials are donated to the Junior Achievement company for use in their manufacturing operation. Here, Maurice Ogier, Marrero J-Mer, shows Philip Cardaro (center), and David Mancuso, how to make a lawn-marker from a piece of Transite Pipe.



(Above) All is not hard work in Junior Achievement. Marcia Rowland, shown here punching her time card at the Marrero J-A company, was the group's candidate for queen of an annual dance sponsored by Junior Achievement of New Orleans.

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(Right) As in any company, it's when all the debts are paid and the money counted that the financial success of a Junior Achievement project can be computed. Here, Garry Breese, an advisor to the J-A Jem-Lite company at Defiance, goes over the books with the J-A officers. They are (left to right) Roxanne Warncke, Julie Mason, Barb Smith, Sue Bowman, and Ella Miller, and from the looks of the smiles on their faces, Jem-Lite must have made a profit during the year. The company produces an emergency blinking light that can be plugged into the cigarette lighter of an automobile.





(Left) The programs of most J-A companies include visits to local business concerns to observe the American free enterprise system in operation. Last month, a group of 20 Nashua J-A students attended the Johns-Manville annual meeting in Boston. Here, some of them are shown in the lobby outside the meeting hall. They are (from left) Michael Zapens, William McLaughlin, John Perez, and Mark Thornton.

(Right) As in the real business world, sales of a product are what put money in the bank of any J-A company. In this photo, Steve Bodner (center), president of the Nashua J-A company, sells a cribbage board to J-M Production Superintendent John F. Norton (left) while Paul Tardif, a J-Mer advisor, smiles approvingly. The company also makes a chalkboard and a saw horse.



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PUTTING A NATIONAL PASTIME TO WORK

CANADIANS BEING the renowned skiiers that they are, Asbestos Fibre Division J-Mers decided they needed a club of their own in 1960. Today the Asbestos Ski Club has 120 members, one ski tow, three trails, and a clubhouse. But these Canadian J-Mers did not organize simply for their own recreation. They formed a non-profit organization devoted to initiating the youngsters of the community to the sport. In addition, anyone who wants instruction in skiing may come to the Club for free lessons. Above, Ed Day (right), Chief Inspector of Quality Control, supervises Michel Gauthier's use of the tow rope. Looking on are Fred Hegenbarth and Aleta McEwen. Club president is J. R. Hutcheson.

50 YEARS WITH J-M

GUIDO MEZZANOTTE, Senior Industrial Engineer at Manville Packings and Friction Materials Plant, recently became the fifth J-Mer to complete a half-century of service with Johns-Manville. Guido will be inducted into the J-M 50-Year Club at a special ceremony in September.

Guido joined J-M on January 25, 1916, as a factory worker in "C" Building at Manville. He was promoted to the salaried payroll as a Filling and Traffic Clerk in 1918, and served in various positions in the Finance Department at Manville from 1926 until 1938, when he was transferred to General Headquarters.

His duties in the Planning and Scheduling Department at GHQ kept him in New York for 14 years until 1952, when he returned to the Manville Plant in his present position. Guido lives with his wife, Rose, in Bound Brook, N. J.

Guido has a brother, Hugo, who has worked for J-M for 44 years; a niece, Jane Keller, who is a receptionist at Finderne; and a brother-in-law, Emil Poltarak, also at Finderne. Guido became a member of the Quarter Century Club in 1941.



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2



3

NEWSMAKERS • NEWSMAKERS • JM

1

Nurse Elizabeth VanSteenbergh pins a two-gallon medal on Bill Falion following the recent blood bank drive at GHQ. Five other donors earned one-gallon pins during the drive. They were (seated) Robert Goldthwaite and Marguerite Doran; and (standing from left) George Crooks and former J-Mer Bill Higgins. The fifth donor, Leo Ward, is not pictured.

2

Nearly 70 retired J-Mers and their families gathered in Miami Beach for a meeting of the Florida Chapter of the QCC. The festivities included a luncheon, putting contest, and get-together in the evening. Seated (from left) are Mel Hesse and Jack Davis. Standing (from left) are Bill LaBadie, Jack Hesse, and Agnes LaBadie.

3

Eight members of the J-M organization in Mexico met recently in Cuernevaca with Paul Nikitovich, Director for Latin America, and Dom Lator-

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raca, Sales Engineer in International DHQ. The occasion was the first Mexican Sales and Production Conference. Seated (from left) are Mr. Nikitovich, Ernesto Manns, and Lester Johnson. Standing (from left) are Mr. Latorraca, Ralph Kaiser, Oscar Jimenez, Rudy Escobedo, Peter Goebel, Gonzalo Salazar, and Jose Rubio.

4

Four Jeffrey Mine J-Mers were recently elected Governors of the Province of Quebec Junior Chamber of Commerce. They are (from left) Roger Gauvin, Engineering Department; Gerard Piche, Assistant Production Engineer; Roland Dugre, Mechanical Supervising Engineer; and Armand Larivee, President of the Syndicat National de l'Amiante d'Asbestos Inc., the labor union that represents employees at Jeffrey Mine.

5

Five members of the Water Supplies Division of the Ministry of Works and Housing in Ghana recently visited General Headquarters in New York City in order to gather information on J-M pipe products that would aid them in their work when they return home to Africa. Seated (from left) are Seth Assante, Isaac Larty, John Stephen, and Kwaku Apenuzonyah. Standing (from left) are Stanley Laiken and Pat Evangelist of J-M International, and Kwasi Akroku.

6

For the third year in a row, the Associated Insulation Contractors of the Western States presented their Award of Merit to J-M in recognition of the excellence of the Industrial Insulations Division advertising program. Here, G. B. Childers, Los Angeles District Sales Manager, transfers the award to D. O. Cooke (second left), Industrial Insulations Advertising Manager. Shown in the picture (from left) are N. L. Best, San Francisco District Sales Manager; Mr. Cook; M. W. Burleson, General Sales Manager, Distributor Sales Department; Mr. Childers; and R. A. Stapleton, Sales Manager, Distributor Sales Dept.





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NEWS / PIC

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Associate Editor: Matthew M. Swetonic

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Manager of Art and Production: Charles W. Zendler

Director of Public Relations: William P. Raines

Contributing Correspondents

Maureen Ambrose and Ebbie Eberhardt, GHQ; George M. Gould and Neal Ranauro, Manville Plant; Ruth Keusseff and Joyce Bradley, Research Center at Finderne; A. A. Poisson, Jeffrey Mine; Ralph McKay, Nashua Plant; Jack Giroux, Marrero Plant; Bill Lohuis, Lompoc Plant; Paul Burnum, Defiance Plant; Don Lyon, Toledo Office; R. F. Winkworth, Toronto Plant, J. M. Gadway, Pittsburg Plant; C. J. Breudigam, Cleveland Plant; Tom Reed, Natchez Plant

Contributing Illustrators

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assignments



ACCOUNTING AND ANALYSIS DEPARTMENT
Manville Accounting Center
W. W. TRIMM to Manager, Manville Accounting Center, from Supervisor, Bill and General Accounting Services.



Toledo
W. P. HAHN to Production Engineer from Technical Director, Waterville Technical Center.



GENERAL HEADQUARTERS
A. J. PATURZO to Operations Research Analyst from Senior Industrial Engineer, Inventory Planning and Control.



FINANCE DEPARTMENT
General Headquarters
D. L. CARPENTER to Controller, Building Products Division, from Manager for Finance Planning.



GOVERNMENT & TRADE RELATIONS DEPARTMENT
Washington, D. C., Office
C. P. SKELLY to Area Manager from Area Manager, Philadelphia Office.



BUILDING PRODUCTS DIVISION
Division Headquarters
D. J. KLOEPFER to Business Manager, Corrulux Products, from Product Manager, Corrulux Products.



NEW BUSINESS DEPARTMENT
New York Office
W. E. VOGEL to Senior Special Representative from salesman.



G. E. THOMPSON to Manager of Schedules from Methods Section Supervisor.



Washington, D. C., Office
R. B. MASON to Special Representative, ACE Products, from salesman.



Finderne
C. V. FRENCH to Project Manager, Bel Air and Togany Shingles, from Section Chief, Asbestos-Cement Products.



RESEARCH AND ENGINEERING
Finderne
IRVIN BARNETT to Senior Research Associate from Section Chief, Textiles Research and Development.



Cleveland Plant
LUDIE RAY to Foreman, Roofing, from Hourly Foreman, Roofing.

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announcements



Pittsburg Plant
U. UBIN to Plant Engineer from Assistant Plant Engineer.



Finderne
REYNOLD NEBEL to Process Engineer, Insulations, from Manager, Quality Control, Insulations.



CANADIAN PRODUCTS DIVISION
Toronto Office
J. E. McGILL to Product Specialist, Friction Materials, from Staff Manager, Special Products.



INDUSTRIAL INSULATIONS DIVISION
Division Headquarters
CURTIS P. WRIGHT to Staff Engineer, Coatings and Jackets, from an outside position.



Toronto Plant
WILLIAM BRADLEY to Shift Foreman, Transite Pipe, from Curer.



INTERNATIONAL DIVISION
Division Headquarters
W. M. PERRY to Foreign Project Manager from Methods Section Supervisor.



ULRICH RUDERT to Shift Foreman, Flexboard, from Industrial Engineer.



PIPE DIVISION
Division Headquarters
BRUCE E. LIMING to Senior Methods Engineer from Temporary Assignment as Industrial Engineering Supervisor, Manville Plant.



FIBER GLASS DIVISION
Division Headquarters (Toledo)
F. Q. VAN KIRK to Chief Process Engineer from Process Engineer.



Marrero Plant
C. A. MENDER to Planning and Scheduling Supervisor from Industrial Engineering Supervisor, Marrero B/P.



JOHN KOCH to Manager of Quality Control, Insulations, from Quality Control Engineer.



Houston District
JOSEPH A. CAID to Area Sales Specialist, Chemtite Products, from salesman, Dallas Distributor Sales District.

Normal Retirements—May 1, 1966
EDITH O. BOYD, Jeffrey Mine
HERBERT H. DUNAWAY, Parkersburg Plant
FRANK FIERRO, Manville Plant
EDMOND R. GAGNON, Billerica Plant
JOHN GREGORY, Manville Plant
BILL KOVAKS, Manville Plant
THOMAS E. SEAMAN, Manville Plant
RICHARD WILLIAMS, JR., Marrero Plant

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

QCC Inductions
Toronto Plant, April 29
ROBERT E. MARTIN
Chillicothe Plant, April (date not announced)
A. R. LUTHER
Philadelphia Office, May 26
K. J. ANDRASKO
R. W. DOBSON
C. A. EBERLE, JR.
J. T. SCHAFFER
Pittsburgh Office, May (date not announced)
RUTH E. CHAPPELL

In Memoriam (QCC and Retired)
ELMER SAMUELSON, Long Beach Plant, January 17
JOSEPH A. LAUZIER, Jeffrey Mine, January 18
BRUCE HUFFORD, Dutch Brand, Chicago, January 22
ERMIN ST. CYR, Jeffrey Mine, January 25
GEORGE NAGY, Manville Plant, January 30
FRANK LEGINSKI, Waukegan Plant, February 1
HENRI LA PIERRE, Asbestos Plant, February 3
ROBERT C. HOUSTON, Winnipeg Office, February 9
ETIENNE RAYMOND, Jeffrey Mine, February 14
MONTE LIMBERT, Waukegan Plant, February 23

On February 6, Walter A. Fisel became the second man to die of injuries suffered in the explosion and flash fire in the Waukegan Plant's Paints and Putties Department. Gus N. Karkouris died on December 28.

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MONSIEUR FAHRNER MEETS J-M -U.S.A.

In the heavily industrialized Rhine River Valley of eastern France are produced a vast array of products ranging from stainless steel to fine wine. Beginning in April of 1967, when Johns-Manville is scheduled to open a new plant in Wissembourg, the area will also produce a special type of FESCO® Board that has been adapted especially for European use. In keeping with the J-M policy of hiring local people whenever possible to staff new international locations, the newly appointed manager is Guillaume Fahrner, a resident of near-by Strasbourg. Monsieur Fahrner recently spent more than a month in the United States studying all aspects of the J-M Fesco Board operation.

During his visit in the States, he toured the Research and Engineering Center at Finderne; studied marketing and production procedures at the Fesco Board plant at Rockdale; and completed his tour with two weeks at the Natchez Plant, and a few days at General Headquarters in New York City.

Tom Reed (right), Natchez Industrial Relations Manager, and Plant Manager Fred Morgan (left) point out features of the Natchez plant to Guillaume Fahrner, recently appointed manager of a J-M Fesco Board plant in France.



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