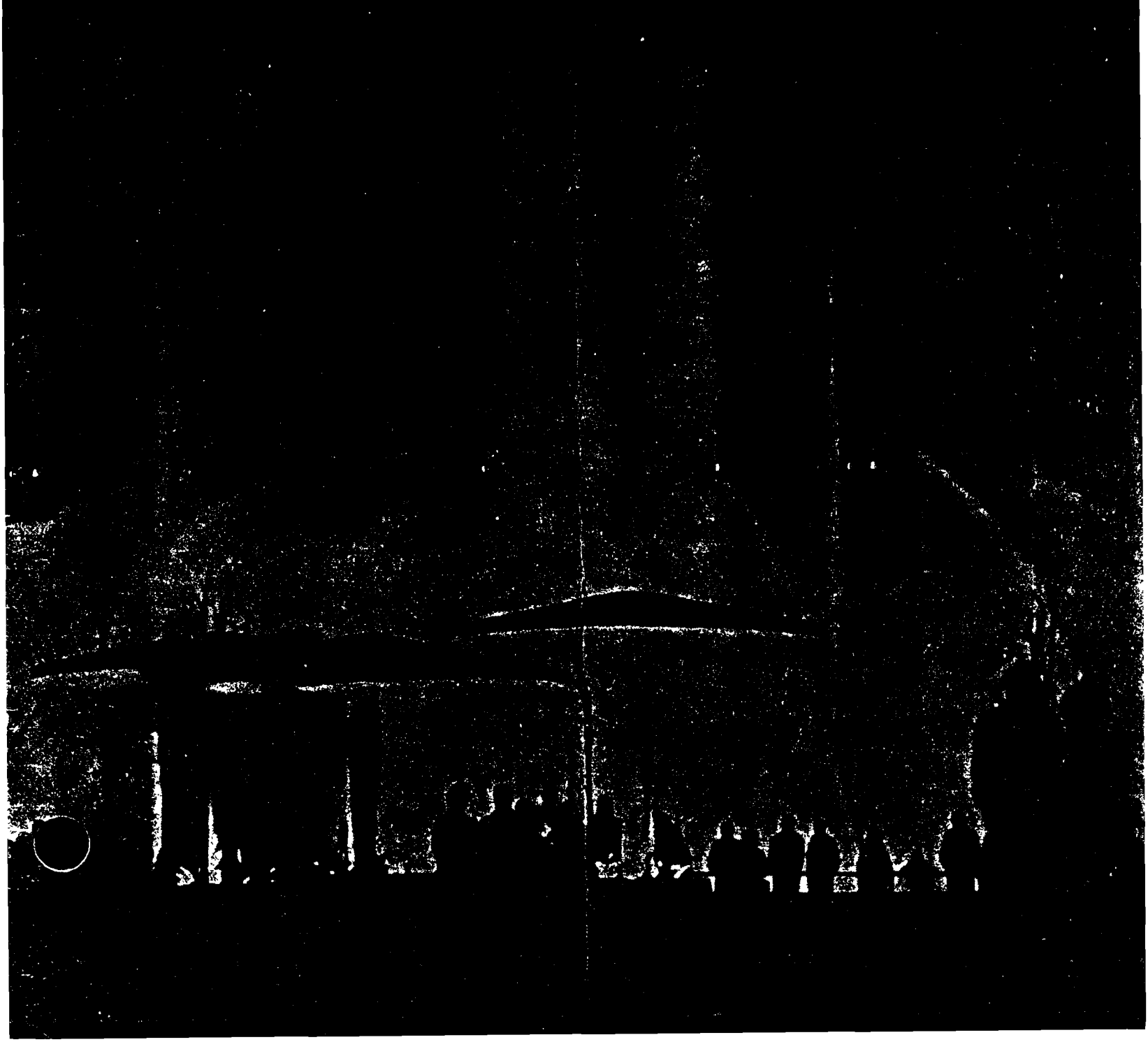
NEWS/PIC

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

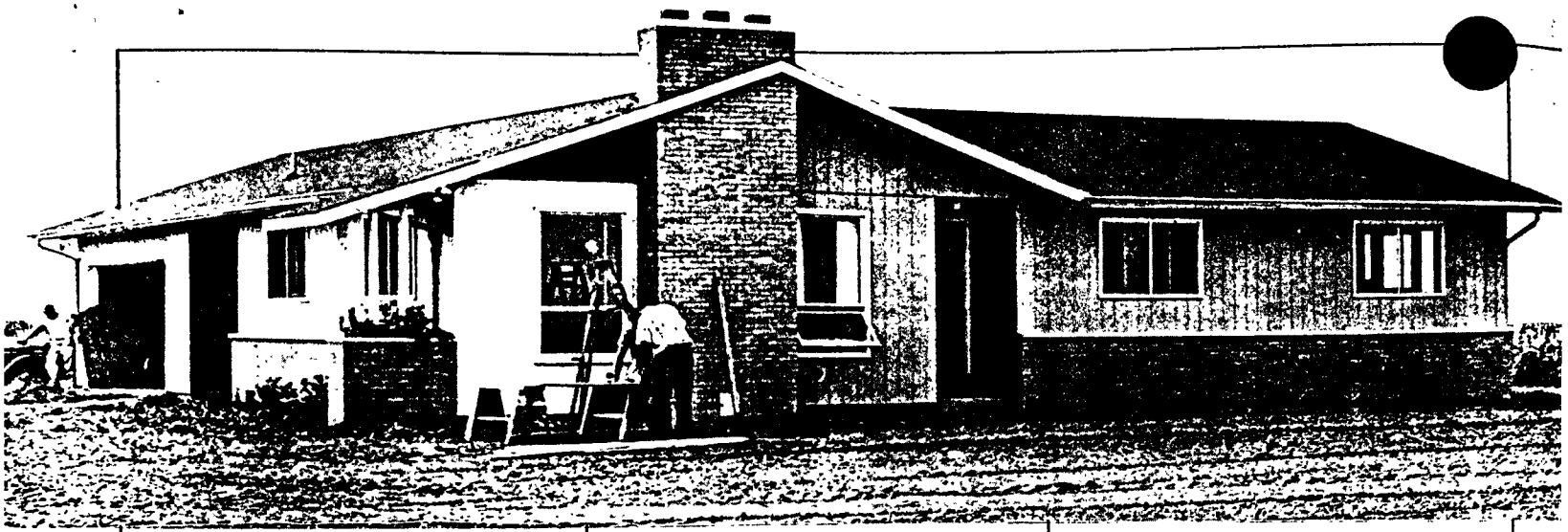
JM NOVEMBER 1966

WORLD'S LARGEST FOUNTAIN

(See back cover)



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This is the house that Levon and Ruby Cline built using Johns-Manville Home Insulation and siding.

Putting their hearts in their homes

THREE DEFIANCE MEN FIND IT ECONOMICAL TO BUILD OWN HOMES USING J-M PRODUCTS

IT TOOK Dan Pierce and his wife, Anna, many Sunday afternoons of driving through the countryside of Tiffin Township in Defiance County, Ohio, before they found just the right spot on which to build their new home.

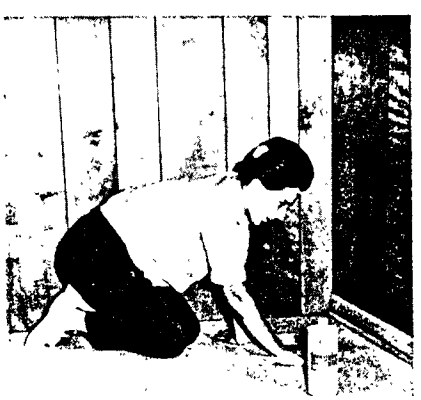
The plot they finally selected covered 3½ acres with a good water supply and plenty of ravines and woods in which their two young children could play. There was space enough, in addition to a house, to plant a garden for Anna and provide running room for a pony for the boys.

The house is now under construction, and Dan, who is a Shift Foreman in the Defiance G-30 Plant, is building it himself, using a number of Johns-Manville products, which he bought through the J-M Employee Purchase Plan.

Dan began by building a utility room and garage, in which he used J-M SEAL-O-MATIC® shingles, insulated sheathing, and SUPER-THIK® and FUL-THIK® foil faced home insulation. He purchased the shingles and sheathing at the Defiance Lumber Co., and at "84" Lumber Co. in Maumee, Ohio. The Super-Thik and Ful-Thik were bought under the purchase plan directly from the plant.

"Since we live in a trailer now," Dan said, "we are looking for comfort and space in the new home. The products our company manufactures provide satisfaction of durability, ease of installation, and attractiveness; and the employee purchase plan will help make my new home a realization."

Under the Employee Purchase Plan, all Dan, or any other J-M employee, has to do to participate is stop by a local Johns-Manville dealer, specify the Company materials needed, obtain a receipt, and send it, with a statement of the intended use of the materials purchased, to the plant or sales office where he works. If the pur-



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Deanna Wichman waxes the J-M floor tile in the recreation room.

J-M News Pictorial, 1966, November 1966
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chase comes to $20 or more, the employee is eligible for a specified reimbursement from J-M.

When Dan begins constructing the main section of his house in the spring, he will continue using J-M products bought through the purchase plan.

"I expect to use J-M sheathing, shingles, insulation, floor tile, and ceiling tile," he said, "I've never built a house before, but when it is finished, I am sure that with J-M's fine products Anna and I will have a home to be proud of."

* * *

Dan Pierce is only one of three Defiance employees presently constructing his own home with J-M products. Allan Wichman, an Operator in the Defiance G-26 Plant; and Levon Cline, a Utility Man in the Defiance G-28 Plant; are also working on their own homes.

Allan contracted with the Defiance Lumber Co. to construct the shell of his home, while he and his wife, Deanna, finished it. On the inside, Allan did his own plumbing in the two bathrooms and installed the electrical baseboard heat insulation. The house is a three bedroom unit, with a recreation room attached. The three Wichman girls, Sherri, Amy, and Kim, helped Allan and Deanna by picking up building scraps around the yard.

Allan said that what he wanted most in his new home was convenience, economy in heat, and a building he could afford and still be proud of. The J-M employee purchase plan helped him achieve these goals. He had his materials estimated by two different lumber companies, and the one that specified J-M products gave him the best price. Allan estimated that using the purchase plan saved him $360, and he still hasn't turned in all his bills to the Company yet.

Allan also wanted electric heat in his new home because he said it is cleaner, simple to install, and the best heating method to get the most economy from the use of J-M Fiber Glass Home Insulation.

Among the J-M products that Allan used in constructing his home were TERRAFLEX® floor tile, CLEARSTICK® Cement, SEAL-O-MATIC® roofing shingles, J-M Felt, Black Plastic Cement, CONCORD® Ceiling Tile, and Primed DURA-BOARD® Siding.

* * *

The new home of Levon Cline and his wife, Ruby, was—right

(continued)



Allan Wichman installs J-M Fiber Glass Insulation in his new house.



Dan Pierce and Floyd Stoner, owner of the Defiance Lumber Co., load packages of J-M Fiber Glass Spinsulation on Dan's truck.

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Allan and Deanna Wichman sit on the front steps of their new home with their three daughters.

from the beginning—a family affair. Ruby selected the plan for the house, which includes three bedrooms, living room, bath, kitchen with dining area, and a two-car garage.

"We first of all wanted something of our own," Levon said. "Economy in upkeep and heat was another factor. We have an all electric home with ceiling cable type heating. I have SUPER-THIK® fiber glass home insulation all over the attic, and the sides and floor are boxed in with FUL-THIK® insulation.

"By using the employee purchase plan at the plant I saved $348. The use of brick reduced the siding requirements, but on the $594 for siding, I hope to realize around a 10 per cent saving."

Levon's brother-in-law, who is a carpenter, assisted in the construction; Ruby did the painting, inside and out; and the three Cline children assisted whenever possible.

By building their own houses, and taking advantage of the J-M Employee Purchase Plan, these three J-M men have erected homes for themselves and their families —protected and beautified by J-M products—that are far more efficient and luxurious than they could otherwise afford.



Levon Cline (right) and his brother-in-law install the J-M siding

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BILLBOARDS FOR BLONDIE

FALL HOME REMODELING CAMPAIGN FEATURES "WIN A J-M DREAM ROOM" CONTEST



J. E. Kindregan, General Sales Manager, Building Products Division, makes a conference call to District Managers across the country announcing the campaign.

IN COOPERATION WITH J-M dealers, Johns-Manville has launched into its Fall Building Products Home Remodeling Campaign with over 2,000 outdoor Blondie and Dagwood billboards across the country. The billboards invite home-owners to stop into their local J-M dealer to enter the "Win a J-M Dream Room" contest.

The contest offers three grand prizes of $2,000 in cash to pay for materials and labor for a complete new room in the winner's homes. Other prizes include 10 portable color television sets, 100 mixer-blenders, and 1001 Better Homes & Gardens "Decorating Ideas" books. All a person has to do to become eligible is fill out a simple entry form found only in J-M dealers' stores. As is usual procedure in campaigns of this sort, J-Mers and our advertising agency employees are not eligible for the contest.

In addition to the billboards announcing the contest, full-color advertisements appeared in the November issues of American Home and the Saturday Evening Post. The drawing for the prizes will be held in late December.

The contest's aim is to help build dealer traffic, and, of course, to point out the many J-M products that help establish our dealers' showrooms as Home Remodeling Headquarters in their areas.



Robert M. Finn (left), J-M Advertising Manager for Consumer Building Products; and Fred F. Guyott, New York District Manager, add the finishing touches to the first of over 2,000 billboards to go up in J-M's Fall dealer program.

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PRIDE HELPS

A Nashua Process Dept. tank painted for the Target campaign.

MANVILLE AND NASHUA J-MER'S WAGE WAR ON PRODUCT DEFECTS TO INSURE QUALITY

AT THE NASHUA, N. H., Industrial Insulations Plant, J-Mers are trying harder than ever to keep the quality of their work on TARGET. At the Manville, N. J., Industrial Insulations Plant, J-Mers are taking more PRIDE in the type of work they put out.

The employees of both plants have united in campaigns under these names to reduce defects in the products they produce, to reduce errors in their work, and to eliminate as much re-working time as possible.

Nashua began its program over a year ago. First, a contest was held among employees to find a name for the campaign. The suggestion of Florence Baybutt, Secretary to Plant Manager E. C. Truax, to call the program "Target" was the winner.

The kick-off for the Target Improvement Program was held April 6, 1965. Plant operations were discontinued in the morning and all employees assembled in the TRANSITE® building.

After coffee and donuts, Mr. Truax told the group, "We're here today to encourage everyone to develop better ways to satisfy the 'Boss.' There's only one Boss, and whether you're the janitor, a clerk, a press operator, or the president of Johns-Manville, the Boss remains the same. It's the customer. He's





Over 500 first and second shift J-Mers attended the September 30 PRIDE kick-off meeting in the Manville Industrial Insulations Plant. (Above right) Principals at the meeting, taking a look at an insulation blanket, are from left, Union President Marshall A. Smith, PRIDE Coordinator Barry A. Molnar, Division Production Manager Thomas H. Eaton, and Plant Manager Keith H. Slater.

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REACH THE TARGET

the person who pays everyone's salary and who decides whether the Nashua Plant is going to succeed or fail. He doesn't care that we've been around a hundred years. The minute we start treating him badly he'll put us out of business."

Following Mr. Truax at the podium was R. C. Swift, President of Local 13012 of the United Mine Workers of America, who added the union's endorsement to the program.

At the close of the meeting, employees who wished to do so were invited to sign pledge cards. Signed cards were returned by 96 per cent of the some 200 day shift and salaried personnel attending the meeting. The pledge card reads: "I freely pledge myself to constantly strive for improvement in my daily work and will be ever conscious that I am an important part in the success of Johns-Manville."

The success of the Target program at Nashua was an influencing factor on the initiation of a similar program at Manville at the close of September this year. The Manville Industrial Insulations J-Mers are waging their war on defects with a program they call PRIDE (*P*ersonal *R*esponsibility *I*n *D*aily *E*ffort.)

Over 500 first and second shift J-Mers attended the kick-off meeting on September 20. Fifty third shifters attended a second meeting at night. K. H. Slater, Plant Manager, opened the meeting with an explanation of the need to constantly strive for new and better ways to produce better products. "PRIDE" Coordinator B. A. Molnar, outlined the program. T. H. Eaton, Division Production Manager, endorsed the program on behalf of Division Headquarters, and M. A. Smith, President of Local 800 of the United Papermakers and Paperworkers, pledged union support.

Each employee who has signed a pledge card in the Nashua program is eligible to submit as many as three different entries each month on special entry blanks. An entry is a suggestion on a positive action or idea for improving efficiency. At the end of each month a drawing is held from the names of employees who have submitted entries, and a prize is awarded to the J-Mer whose name is drawn.

(continued)





Process and Service (I & II) won one of the monthly Target contests at Nashua. Some of the winners digging into the coffee and doughnuts they were treated to each day for a week, are from left, Barry Ross, Bruce Frederick, Joe Spear, Stanley Slosek, Arthur Perrault, Adolph Wollent, Stanley Drabinowicz, Arthur Brunt, and (pouring coffee) Gerry Dusseault. (Above right) Ken LaFleur, Nashua Training Engineer, congratulates Wilson G. Mason of the Finishing Department, one month's Target drawing winner. He won a tape recorder.

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Besides these suggestions, error reduction competition is held among the departments. Departments keep a record of errors and chart them. Outstanding departments receive recognition based on their error reduction record.

Here are some representative examples of "Target Actions Taken" by Nashua J-Mers have come up with in their 1½ year old program:

A screeching noise was noticed by Roger Delude near the first dual Sanding Machine, which he reported to his supervisor. The source of the noise was traced by Willie Dean, second shift, Erection & Repair, to be a vacuum pump operating without any oil which he promptly lubricated. The quick reporting and action of these two men prevented a costly breakdown and possible work interruption on customer orders.

Tom Kilkelly and Bruce Frederick, both of the Process Dept., noticed perforated acoustical sheets cracking at the Shear Operation. A close check revealed a weak spot in the sheets. Adjustments were made by Joe Lefebvre, Erection & Repair, at the shear, and methods were changed thereby eliminating the cracking.

Bill Goy, Finishing Dept., noticed a skid of 1¼ Gray Colorlith which had not been steam cured. This load had been erroneously brought into the Finishing Dept. for processing. The load was returned for the correct processing, thereby saving unnecessary expense and wasted effort.

Both the "PRIDE" and the "Target" Improvement Programs stem from a campaign called Zero Defects which has been spreading among the industries which support the defense and space programs.

To develop such complex and powerful instruments as the Titan and Saturn rockets, supersonic bombers and fighter planes, nuclear powered aircraft carriers and submarines—to name only a few defense and space age products—costs the United States millions of dollars. Failure of one of the thousands of important parts in any one of these vehicles may mean its loss—not only a loss of many of the taxpayers' dollars but possibly loss of life as well.

The Zero Defects program was begun to impress upon the employees of the many industries involved in such projects, the importance of quality workmanship. Manville Industrial Insulations plant makes a variety of thermal insulations used in rockets and aircraft, particularly MIN-K® and THERMOFLEX®. Nashua produces many board products—particularly flat Transite sheets—which are supplied to customers who make defense and space products.

Nashua and Manville have carried their pride of workmanship farther, however, so that it encompasses all facets of their work. Improvements are sought in the areas of safety, housekeeping, cost and waste reduction, communications, delivery, and customer service as well, regardless of the end use of their products.

When it comes right down to it, everyone is proud of a job he has done well. All of us might take note of the example these J-Mers have set, looking individually at our own errors, trying to reduce them, and trying to avoid the frustration of re-working our projects.

We might all take more "PRIDE" in our work, and concentrate on keeping on "Target."



Florence Baybutt, who suggested Target as the name of Nashua's campaign against rejects, speaks to the assembly at the Target Kick-Off Day. From left are J. F. Norton, Production Superintendent; R. C. McKay, Industrial Relations Manager; Miss Baybutt; R. C. Swift, Union President, and E. C. Truax, Plant Manager of Nashua.

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Visitors to the Waukegan Plant Open House leave the entrance tent and decide what they want to see first. The charter bus was made available because of the large amount of area covered by the plants. Each plant was identified by large signs at the entrance, with letter designations which correspond to the letters on a diagram in the "Welcome" packet. Once inside a plant, visitors were met by guides at various stations along arrow-marked routes.

J-M INVITES THE NEIGHBORS IN

PLANT OPEN HOUSES AND TOURS HELP THE COMPANY CREATE GOOD IMPRESSIONS

ON A BRIGHT and clear Friday afternoon in mid-September approximately 3,500 J-M relatives and friends in the Waukegan area visited Johns-Manville's second largest plant complex. The occasion was an open house to which the entire community had been invited through letters, advertising in the *Waukegan News-Sun,* and radio messages on station WKRS.

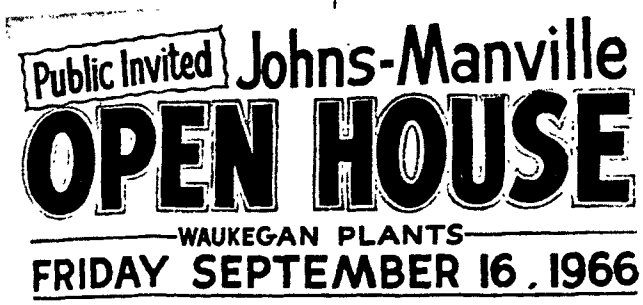
"We had expected a maximum of 3,000 people," said Ed Garolis, a member of Industrial Relations Manager John Anderson's staff, who was responsible for most of the planning. "It was tremendous to see it turn out so successfully, and to realize we've got so many neighbors who are really interested in seeing our facilities and finding out what we do here."

Why did Waukegan hold an open house? To acquaint the townspeople with what we do and how we do it. An open house is a good way to satisfy the curiosity of employees' families and friends and other members of the community by letting them see our operations for themselves. J-Mers, too, can take pride in showing where they work and what they do. The personal touch of an open house is invaluable in building goodwill with the public.

J-M has been in Waukegan since 1922 when the plant was built on farmland. The Company is one of the oldest and largest industries in the rapidly growing town of about 55,800 people.

Today, J-M employs 2,200 people who earn a total of $15,300,000 in wages per year. The plant makes products of Building Products, Industrial Insulations,

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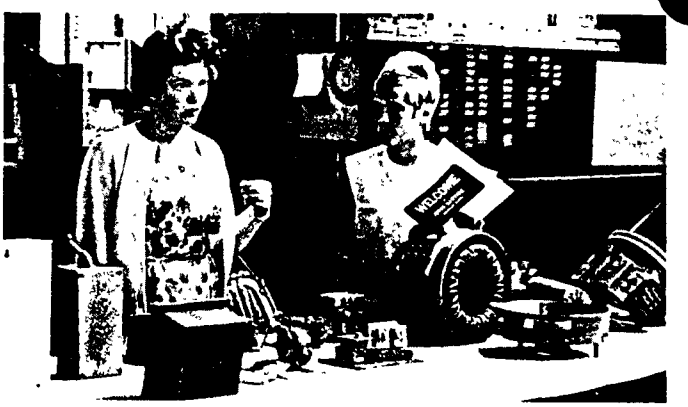


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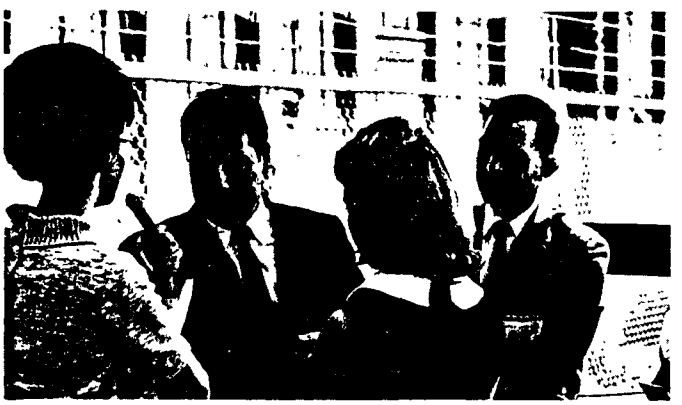
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At the entrance plant visitors were greeted by plant managers and escorted to the booth of Union Local 60 of the International Chemical Workers, where they signed up for door prizes. Then they received information kits from J-M ladies such as Katherine Daluga (above).



Helga Knauz (left) and Marlene Ruzebregt stop by the Electrical Department in General Engineering, a part of the Packings and Friction Materials Plant. Marlene is the wife of Ferdinand Ruzebregt of Repair. This display was only one of several product exhibits in each plant.



Allan Armstrong, interviewer for radio station WKRS and son of GHQ Industrial Relation's Fred Armstrong, talks to Mrs. Margie Webb (left), wife of Jack Webb, Brake Linings, and Mrs. Betty Yearber, wife of Horace Yearber, Brake Blocks, as they completed their tour. Em-



ployment Manager Jerry Christian (right) was also interviewed. Mayor Robert Sabonjian (left) and Waukegan Industrial Relations Manager John Anderson (center) greet the Mayor of North Chicago, Charles F. Hebior. Mayor Hebior once worked in the Packings Plant.

Packings and Friction Materials, and Pipe Divisions. Plant purchases of supplies, raw materials, fuel, and freight provide a multi-million dollar market for the State of Illinois. The plant spends over $2 million each year on power to operate and run its machinery, over $5 million on freight charges, and over $15 million for raw materials and supplies. In addition, plant taxes help pay for community schools, roads, and civil administration.

So, naturally, the people of Waukegan are interested and concerned with what J-M is all about.

J-M wants every plant to be a good neighbor in its community and the occasional open house is a good way of expressing the desire, both in the United States and Canada. For example, Toronto Plant in Port Union, Ontario, opened its doors to the community two years ago for two full days, and an estimated 10,000 people visited the J-M facilities. The local newspapers as well as the Toronto dailies published photographs and articles about the open house.

In general, reports Toronto Plant Training Specialist R. F. Winkworth, the comments were along the lines that "people had been aware there was a plant here, but they did not know what went on and they appreciated the opportunity to come down and go through the plant and meet many of the plant people."

Toronto Plant plans another open house for the summer of 1967 to coincide with Canada's centennial celebrations.

Sometimes, when it isn't timely or practical to invite the entire community, a J-M plant will hold a special tour day specifically for the families of employees. Most recent examples of this type of activity were held at the Manville,

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N. J., Pipe Plant and the Long Beach, Calif., Pipe Plant, where wives and children were shown product displays, Company movies, and production of pipe, as well as being offered refreshments and recreation for the children.

Plant tours are also held for special interest groups. Customers, students, stockholders, community leaders, church groups, and members of civic and social organizations appreciate the opportunity to see J-M in action.

For example, Coalinga asbestos mine in California recently invited community leaders to look at its new 4,000-ton warehouse. Among those accepting the invitation were the city manager, real estate agents, and housing developers. Savannah, Ga., Building Products Plant recently showed its operations to about 150 members of the city's Industrial Management Club.

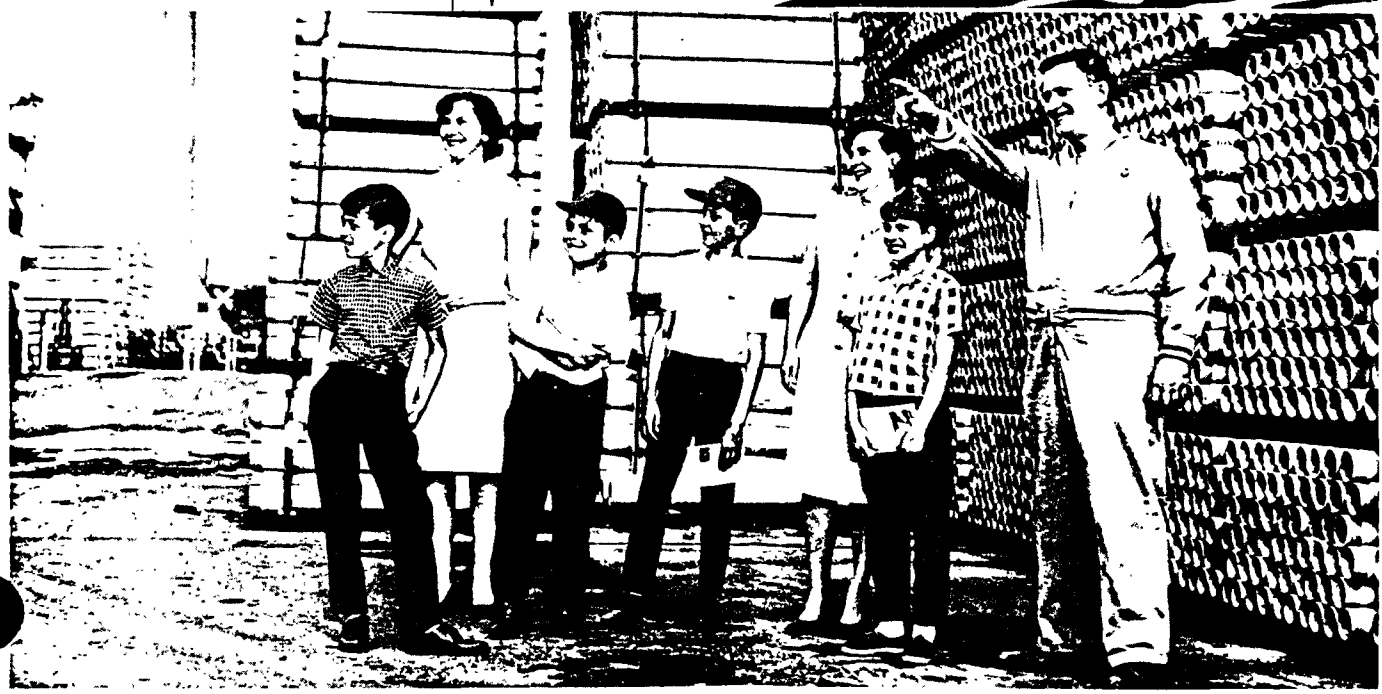
Perhaps the best example of a community's reaction to a company open house came from Waukegan's Mayor Robert Sibonjian as he was being interviewed at the J-M plant over radio station WKRS.

Mr. Sibonjian said, "You see these people working and they're working hard. You can't help thinking to yourself that if only their children can get down here and see what their parents do to provide a home and everything that goes along with family life, I'm sure the younger generation would certainly appreciate their folks an awful lot more."

When asked what J-M means to the community of Waukegan, Mayor Sibonjian said that J-M means stability and growth. When a steady company like Johns-Manville is around, he said, businesses open up because they know the people have work and are making money.



Some of the visitors at the Long Beach Pipe Plant Family Day last summer are shown outside the Plant.

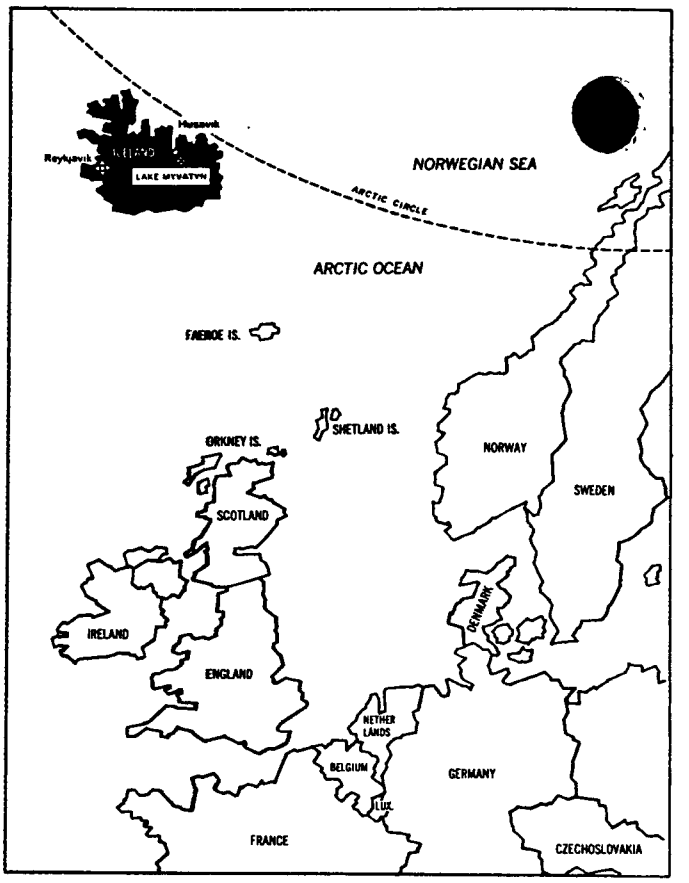


Mike Andusko (right), Swing Saw Operator at Manville Pipe Plant, points to pipe inventory during the plant's Family Day. From left are George Petruska, Jr., Mrs. George Petruska, nephew Mike Andusko, Mike, Jr., Mrs. Andusko, and Carol Andusko.

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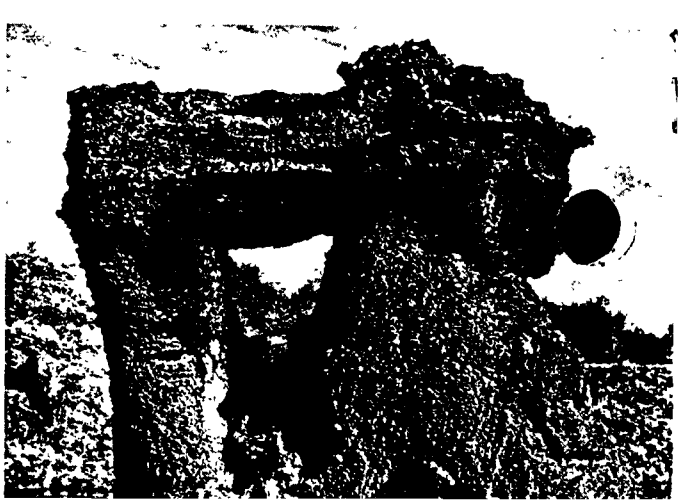




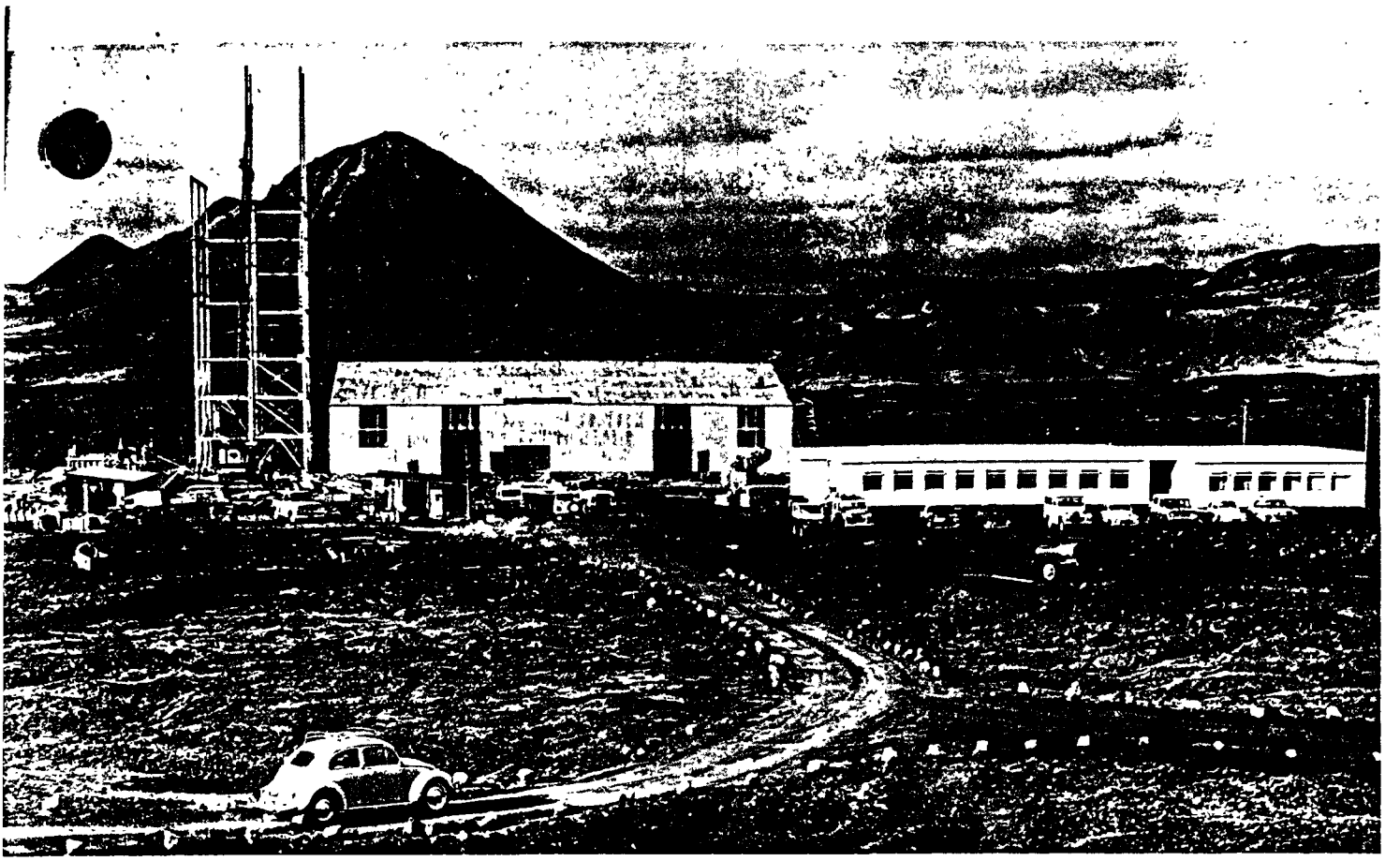
NORTH TO ICELAND

J-M OPENS NEW DIATOMITE MINE ON NORTH ATLANTIC ISLAND

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LAKE MYVATYN in northeast Iceland is the island's third largest lake and by far the richest in natural life of all kinds. A multitude of waterfowl nest on its shores, the lake is rich in trout, and the air above the water is filled with midges, tiny two-winged flying insects. Lake Myvatyn, in fact, means Lake of Midges.

In addition, the lake abounds in diatoms—tiny one-celled microorganisms—that have been depositing their skeletons of pure silica in the mud at the bottom of the lake for millions of years.

Fortunately, the waters of the lake average less than 20 ft. in depth, so that the diatomite-rich inorganic sediment on the lake floor can be mined. Johns-Manville recently examined the site and has formed a new corporation, Kisilidjan, h.f., in partnership with the Icelandic government to develop the deposits.

The Icelandic government owns a majority interest of 51 per cent in the new corporation. Roger Hackney, J-M Vice President for Mining and International Divisions, said that production from the Icelandic plant will meet increasing demand for diatomite in European markets, where J-M will be responsible for sales and distribution. Diatomite is marketed and sold by J-M under the trade name CELITE®.

Development of the Lake Myvatyn deposit gives Iceland its first industry based on mineral resources. It is among the largest diatomite deposits in Europe, with identified reserves estimated at more than 50 years.

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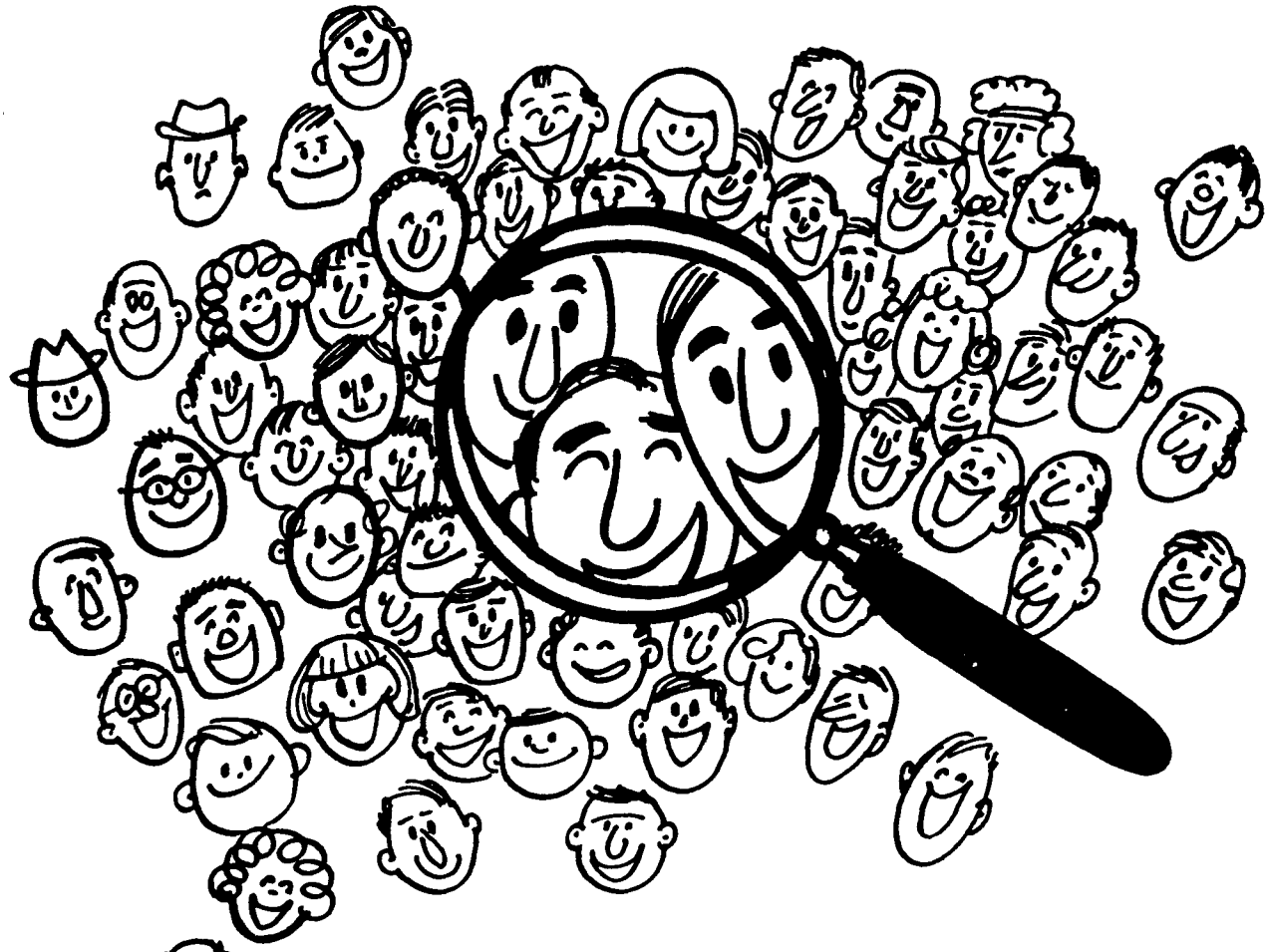
The pictures on these pages show the lake with its many islands and strange-looking lava formations, which were created by volcanic action in centuries past. The plant is shown at upper right.

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WHAT DO YOU THINK ABOUT NEWS/PIC ?

604 J-MER'S REPLY TO MAGAZINE SURVEY; FAVOR PRESENT MAGAZINE FORMAT, CONTENT

"I want more information on J-M as a whole, what it is doing, and where it is going." This topic came in first on a list of 20 subjects that NEWS/PIC readers were asked to rate in a recent survey.

A two-page questionnaire was sent to the home of every tenth employee and retiree on the NEWS/PIC mailing list. The 2,232 names thus chosen at random represented a cross section of J-M from all parts of the United States. There were 604 replies; nearly a one-third return. Professional pollsters consider this return to be average for a large company with many divisions and plants.

One question listed 20 topics about which employees were asked to indicate whether they want to read more on the subject, believe they are well enough informed, or are not especially interested. As mentioned above, "J-M as a whole" was the most popular of the 20 topics with 75 per cent of the respondents saying that they wanted more information about it. Following closely behind were:

What is going on in my division, 71.6 per cent.

Future business prospects and job security, 71.2 per cent.

Our competition and how it affects our jobs, 69 per cent.

Who buys our products and how they use them, 65.9 per cent.

How our products are made, 63.9 per cent.

How national events and laws affect J-M, 63.2 per cent.

(For the complete listing see the charts at upper right.)

J-Mers Rely on News/Pic

"Do you feel NEWS/PIC gives you information that you wouldn't get otherwise?" To this question 523, or 86.6 per cent, of the J-Mers who replied said, "*Yes.*"

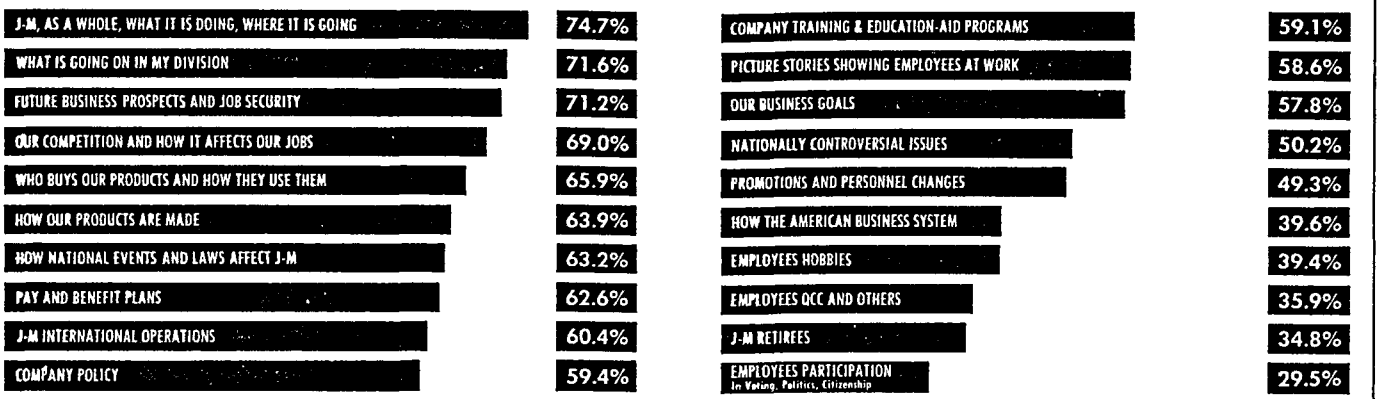
Almost 80 per cent said they read all or most of each issue of the magazine.

When asked where employees feel they *get* most of their information and where they *prefer to get* most of their information about the Company, NEWS/PIC was the leading answer in both instances.

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TWENTY TOPICS OF INFORMATION IN WHICH EMPLOYEES ARE MOST INTERESTED



News/Pic readers also say they *believe* what they read in the magazine. Those who said they can *always* believe what they read in News/Pic totalled 41.2 per cent, and 57.3 per cent said they could *usually* believe. Combining these two positive answers gives News/Pic nearly a 100 per cent vote of trust. This is remarkably high for a company publication. A leading research organization has found in its surveys that the median for this type of question is 73 per cent.

Some Offer Suggestions

The questionnaire also asked for written suggestions. Twelve people asked for more information about plants and activities, 11 asked for more about J-M products and their uses, 10 asked for more about retirement plans, and nine asked for more about new products. In general—and logically—the replies indicated that plant people want more news about plants, office people want more news about offices, and salesmen want more news about salesmen. Then, there was the one who wanted to know, "How to get rich."

Who Spoke For All J-Mers?

Of the 604 J-Mers who returned filled-in questionnaires, 233 were hourly employees and 294 were supervisory and office J-Mers. About 54 of the replies came from J-M retirees.

Replies from residents of New Jersey far outnumbered all the other states. There were 165 of these. New Jersey includes Manville, the largest plant complex of the Company; the Penbryn and North Brunswick plants; the Research and Engineering Center; and one of the Data Processing Centers. In addition, many General and Division Headquarters people live in New Jersey. Californians replying numbered 63, followed closely by 57 returns from Illinois. All in all, returns were received from 34 states and Canada.

The returns generally were serious in nature. Most everyone supplied all of the information that was requested, and many offered suggestions for making News/Pic a better magazine. The people responsible for the magazine feel reassured that News/Pic is performing its function well, but can do better through the guidelines supplied by the survey results.

But . . .

What do *you* think of News/Pic?

Though a survey such as this one is considered to be a valid cross section of all employees, it doesn't give *everyone* a chance to voice his opinions. News/Pic wants to hear the comments and suggestions of all J-Mers and retirees who are interested in writing to us. Or, if you prefer, send a note requesting a questionnaire to: The Editor, News/Pic; Johns-Manville Corporation; 22 East 40th St., New York, N. Y. 10023.

Let us hear from you!

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J-M NEWS in a minute

How often have you been asked by a friend or relative about J-M — what is it doing? where is it going? —and were not able to tell them very much about the Company you work for? "J-M News In A Minute" is a monthly news feature designed to help you answer this kind of question with a capsule summary of some of the most important new developments involving Johns-Manville.

★ ★ ★

Sales and earnings for the first nine months of 1966 set new J-M records. Sales were $385,632,000 — 11 per cent higher than last year's sales for the same period — and earnings were $28,377,000 — 26 per cent higher than last year. Sales for the third quarter were $140,569,000 compared with $132,946,000 in 1965, and earnings for the quarter were $10,507,000 compared with $9,837,000 in 1965. "Even though sales and earnings in the third quarter set new records," J-M President C. B. Burnett said, "they showed somewhat smaller gains over 1965 than previously reported periods this year — reflecting the effects of tight money in several segments of the economy."

★ ★ ★

Johns-Manville has received a substantial order of Marine Hull Board, a glass fiber marine insulation, for use in the new nuclear-powered aircraft carrier John F. Kennedy, presently under construction at Newport News, Va. When completed, the Kennedy will be the world's largest warship.

★ ★ ★

The J-M Celite Division has joined hands with the United States Bureau of Mines to operate a new experimental filtration plant near Coalton, W. Va., to assist in removing acid mine drainage from streams and waterways.

ASSIGNMENTS



MATTHEW B. JAMIN

Matthew B. Jamin has been appointed Director, Plant Engineering, located at the Research and Engineering Center, Finderne. He has also been elected a Vice President of the Johns-Manville Products Corporation. Mr. Jamin joined the General Plant Engineering Department in 1946. A professional engineer licensed in five states, he has held the positions of Superintendent of Construction, Project Engineer, Project Manager, and Acting Director, Plant Engineering, before being appointed to his new post.



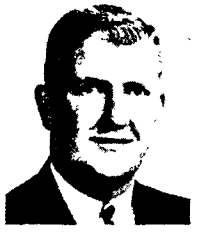
CANADIAN PRODUCTS DIVISION
North Bay Plant
R. D. O'HALLORAN to Finance Supervisor from Cost Accountant.



R. A. COATES to Manager of Services from Finance Manager.



ASBESTOS FIBRE DIVISION
Reeves Mine
L. LAITINEN to Manager of Services from Finance Manager, Advocate Mine.



DUTCH BRAND DIVISION
Division Headquarters
W. C. ROTH to Product Manager, Electrical Insulations, from Product Manager.



BUILDING PRODUCTS DIVISION
New Orleans District
A. H. LOCK to District Manager from Assistant District Manager.



FIBER GLASS DIVISION
Waterville Plant
JACK CHRISTOPHER to Technical Development Group from Superintendent, Textiles and Rovings Department.



Rockdale Plant
A. H. MORTON to Plant Engineer from Plant Engineer, Jarratt Plant.



Cleburne Plant
PAUL M. BEECHLY to Shift Foreman, Production Department, from Machine Tender.



Manville Plant
MELVIN R. BUYER to Plant Superintendent, Asphalt Roofing, from Plant Engineer, Cleveland & Avery Plant.



INDUSTRIAL INSULATIONS
Division Headquarters
C. P. WEBER to Product Manager, Industrial Marinite and Special Refractory Fiber Products, from Product Manager, Marine and Marinite Products.

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ANNOUNCEMENTS



Chicago District
E. W. KORTY to District Sales Manager from Assistant District Sales Manager.



Finderne
CHARLES L. VARNEY to Sales Manager, Polystyrene Bead and Board Products, from Product Manager, Foam Products.



PIPE DIVISION
Denison Plant
CHARLES G. STELCHEK to Production Superintendent from Quality Control & Plastics Supervisor.



A. V. DUHAMEL, JR., to Finishing Foreman from Lining Shift Foreman.



Marrero Plant
W. E. VOLWILER to Assistant Plant Manager from Superintendent, Transite Pipe, Denison Plant.



RESEARCH AND ENGINEERING
Finderne
JAMES G. FORD to Manager of Professional Personnel from Manager of Training.

QCC INDUCTIONS

TORONTO OFFICE, November 18
Oliver N. Brown
Helena M. Searle
Vesta May Sprung

JARRATT PLANT, November 25
Robert L. Babb
Thurston H. Faris
Charlie C. Ford
Gordon A. Harrison
William A. Huskey
Collin Mason
Ivory Mason
Fred Mitchell
Fred A. Morgan
Raymond D. Rae
Mary H. Ryals
Willard T. Stainback
Willie R. Sykes

ROCKDALE PLANT, November (date not announced)
William J. Kerr
Floyd J. Marchetti

MARRERO PLANT (Additional)
Noray Reshall
Herman C. Richard

RETIREMENTS—November 1, 1966

WILLIS E. BLACK, Natchez Plant
LOUIS CODINI, Rockdale Plant
FRANK S. FEKETE, Long Beach Plant
WILLIAM I. HARMAN, Joliet Plant
ALVIN E. KEPNER, Alexandria Plant
WALLACE MESSINA, New Orleans Plant
WALTER F. OHLER, Waukegan Plant
GLADSTONE RIEHL, Waukegan Plant
JOHN W. ROBERTS, Finderne
ANGELO R. SORIANO, Manville Plant
ADOLPH STRAUSS, Richmond Plant
EDMOND D. WISE, Waukegan Plant

RETIREMENTS—December 1, 1966

RALPH W. ARNOLD, Parkersburg Plant
GLEN BATES, Joliet Plant
ARTHUR BEAUCHESNE, Jeffrey Mine
MAURICE DE LOOF, Waukegan Plant
FREDERIC FRAZER, Jeffrey Mine
N. JOHNSON KENT, DHQ
LUCIEN LEBEL, Jeffrey Mine
GUIDO MEZZANOTTE, Manville Plant
ROOSEVELT NIXON, Waukegan Plant
CHRISTANZA ORTOLANO, Marrero Plant

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

IN MEMORIAM (QCC and Retired)

HAZEL HENNESSY, St. Louis Office, June 30
STEVE WOYTOW, Manville Plant, August 2
ALBERT MAYNARD, Nashua Plant, August 7
EARLE A. DREWRY, GHQ, August 12
EARNIE W. JACKSON, Natchez Plant, August 14
REASON O. REED, Alexandria Plant, August 15
NAPOLEON POIRIER, Asbestos Plant, August 22
JOHN DANCAK, Manville Plant, August 24
THOMAS D. O'BRIEN, Waukegan Plant, September 2
FLORIDA RUBITO, Manville Plant, September 5
ADAM VANCHESKY, Manville Plant, September 12
LESTER A. CLAUSEN, GHQ, September 16
WALTER W. ROBINSON, Montreal Office, September 16
ELTON Y. WEBB, Jeffrey Mine, September 16
WALTER JAKUBOWSKI, Manville Plant, September 17
WILLIAM McKNIGHT, Toronto Plant September 17
NICHOLAS GAETANO, GHQ, September 18
JAMES BASON, Manville Plant, September 20
PAULINE BRUMBALOW, Atlanta Office, September 21
WILLIAM H. SHIELDS, New York, September 28
JAMES S. DOYLE, DHQ, September 30
FRED MORTON, Alexandria Plant, October 1
ALEX KELYMAN, Manville Plant, October 3
GEORGE H. PAYNE, Pittsburg Plant, October 3
R. M. WHITE, Lompoc Plant, October 6
LOUIS O. DEAN, Nashua Plant, October 11
A. GLEN ROHLFSEN, Lompoc Plant, October 13
RAYMOND J. SIMMERER, Cleveland Office, October 14
JOSEPH TINDALL, Syracuse District, October 15

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HELP WANTED: J-M NEEDS PEOPLE

Men like Bill Christman (above), Pipe Division Sales Manager, Green Cove Springs, Fla., need help—in the shape of people!

The labor shortage felt throughout the country, caused by our expanded economy, all time highs in employment, and increasing need for specially trained people, has decreased the number of job applicants from the east to the west coast.

J-M makes a plea to its own people, active and retired, to recommend qualified relatives, friends, and neighbors, to help ease this situation.

Here are some representative positions open right now:

SALES TRAINEE — Prefer engineering degree. Will consider non-engineer if he has high mechanical aptitude and interest. Want aggressive person to sell J-M Transite and plastic pipe. Markets: industry, institutions (schools, hospitals, etc.), irrigation systems, utilities, and distributors who supply plumbers and electricians. Train 4 to 12 mos., depending on technical background, experience, etc. Apply direct to W. J. Christman, Johns-Manville, Jacksonville District, P. O. Box 185, Green Cove Springs, Florida 32043.

* * *

INDUSTRIAL ENGINEERS (3) — Any engineering degree if some IE experience. If no experience, must have IE or ME. Opportunity to learn processes, standards, labor relations and production mgmt. Vacancies in 3 Industrial Insulations plants. Write to: W. C. Schneekloth, Johns-Manville, Manville, N. J. 08835; H. T. Cripe, Johns-Manville, 814 Richmond Ave., Richmond, Ind. 47375; or R. E. Robinson, Johns-Manville, Zelienople, Pa.

* * *

SALESMAN — Prefer ME plus related experience. Will also consider good salesman with high mechanical aptitude and interests. Sell parts for machinery and equipment in northeast U. S. A. These parts are J-M packings and gaskets for pumps, valves, earth-moving equipment, boilers, and other pressure vessels, etc. Train in N. Y. C. Apply to R. E. Hartwig, Johns-Manville, 22 E 40th St., N. Y., N. Y. 10016.

* * *

FINANCIAL ANALYST TRAINEE — Any bachelor's degree, plus high scholastic record and 2 to 3 years related industrial experience or MBA with no experience. Work in a controller's office, N. Y. C., or budget control, cost and operations studies, capital expenditures, and growth planning. Apply to R. E. Hartwig (above address).

* * *

If you know of any possible job applicants for these or other sales, production, finance, research, or engineering positions, have them write to R. E. Hartwig, Johns-Manville, 22 E. 40th St., New York, N. Y. 10016.

Hourly and clerical positions are available in many plant and office locations throughout the country. If you know of a job seeker have him or her apply to the nearest J-M plant or sales office.

NEWS/PIC

Published for the nearly 23,500 J-M employees, retirees and their families by Johns-Manville Corporation, 22 East 40th Street, New York, N. Y. 10016.

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(This is a combined issue of News/Pic covering the months of October and November.)

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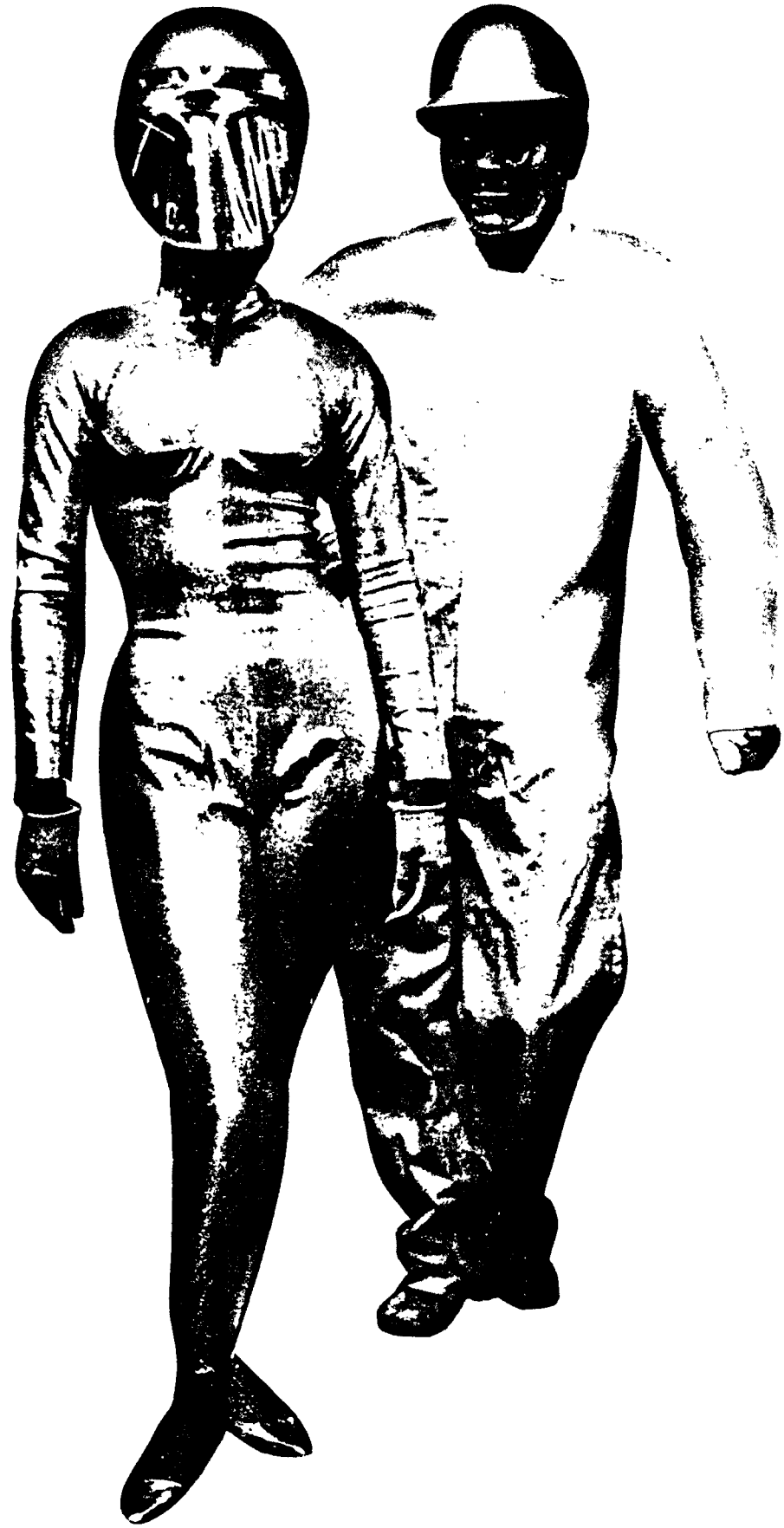
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NEWSMAKERS

The two space-age creatures shown at right signed in as "Mystery Guests" at the annual picnic of the Research and Engineering Center. The first prize for correctly identifying these and two other "guests" went to J-Mer Ronald Halvorsen of the Patent Department who guessed that underneath all that makeup and paraphernalia were Charlene Harabin of the Research Library (left) and Rico Genhart of the Central Research Department.



Robert Greenleaf (left), President of the Martinsville Community Center, presents a silver bowl to Mr. and Mrs. Heinz Engel for their work on behalf of the Center's recent building drive. Mr. Greenleaf is a J-M Building Products Salesman and Mr. Engel is Manville Pipe Plant Manager.



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NEWSMAKERS • NEWSMAKERS



A group of seven secretaries who recently joined the headquarters staff of the Industrial Insulations Division were taken on a guided tour of the Manville Plant and the Research and Engineering Center at Finderne. The tour was part of the division's communications and training programs. The DHQ secretaries were (from left) Eleanor Kirkham, Frances Fitzgerald, Patricia Pecoraro, Sharon Ettinger, Diane Hessinger, Beverly Lazare, and Viola Anderson.





(Across page above)

Over 1,300 QCC members and their wives gathered at the Manville Recreation Field in July for the annual picnic of the Manville QCC Chapter.



A float built and manned by personnel from the J-M facilities at Antonito, Col., was a featured attraction in the Mormon Pioneer Days Celebration held in nearby Manassa. Shown on the float are (from top) J-M Secretary Bernadette Velasquez; Shannon Morgan, daughter of J-M Secretary Mrs. Jay Morgan; and Susan Mickelsen, daughter of Antonito Plant Manager M. B. Mickelsen.

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Homer Nowery, an Electrician and Instrument Man in the Repairs and Maintenance Department at the Parkersburg Plant, was selected to participate in a Civil Air Patrol national training course conducted recently at Will Rogers Airport in Oklahoma City, Okla. Homer, who holds the rank of lieutenant in the CAP, joined the organization in 1941. Half of the course was spent in flying and half in classroom work. Homer is shown here with his plane.





The Marrero Plant was recently awarded a plaque by the Metropolitan New Orleans Safety Council for placing first in safety among industrial concerns in the area. Shown at the plaque presentation are (from left) Jack Giroux, J-M Employment, Training, and Safety Supervisor; Ed Riley, Superintendent, Floor Tile Department; Arthur J. Naquin, Industrial Safety Contest Chairman; Junius Boudreaux, Superintendent, Transite Pipe; and Eddie Albert, Shift Foreman, Asbestos Shingle Department.

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QUARTER CENTURY CLUB

Fall is the time for the majority of J-M locations to hold their QCC inductions. This the first of a two-part induction round-up. The second will appear in the December issue. Probably the largest induction ever held was at Manville on September 15 when 162 J-Mers joined.



North Brunswick, N. J., Packings and Friction Materials Plant inducted the above six men on September 14. From left they are William Bittay, William Koye, Bert W. Szabo, Peter Bartholomew, Stephen S. Lyon, and Norman J. Barre. (Right photo): Senior Operating Vice President Don L. Hinmon (right) was inducting officer. Here he welcomes Bert Szabo into the club while Chapter President R. M. Beebe watches.





General and Division Headquarters personnel gathered at New York's Hotel Commodore to induct 18 men on September 22. The inductees are in the first row of the dais. From left they are Rudolph P. Schupper, Henry A. Boisclair, Roger Hackney, Reinhold S. Olson, Richard A. Stapleton, Grant T. Edmonds, William A. Hindon, William C. Schoenfeld, Howard M. Behlert, John J. Doughty, William M. Falion, F. Warren White, Harold J. White, Richard A. Cimiotti, John J. O'Donnell, Gordon C. Gibson, and William T. Pinkerton. Inductee Samuel S. Childs was absent from the ceremony. President C. B. Burnett served as inducting officer. Sponsors in the second row are, from left, H. N. Bates, D. T. Colton, J. B. Jobe, M. F. MacDonald, G. H. Martens, Jr., Mr. Burnett, QCC President Andy Wallner, F. H. May, Jr., and R. E. Orth.

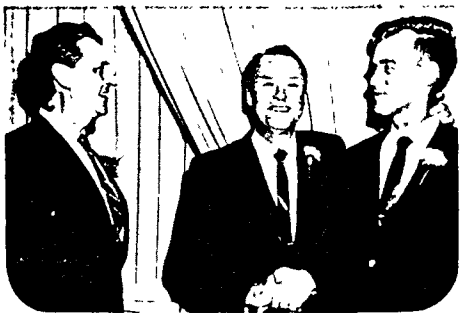
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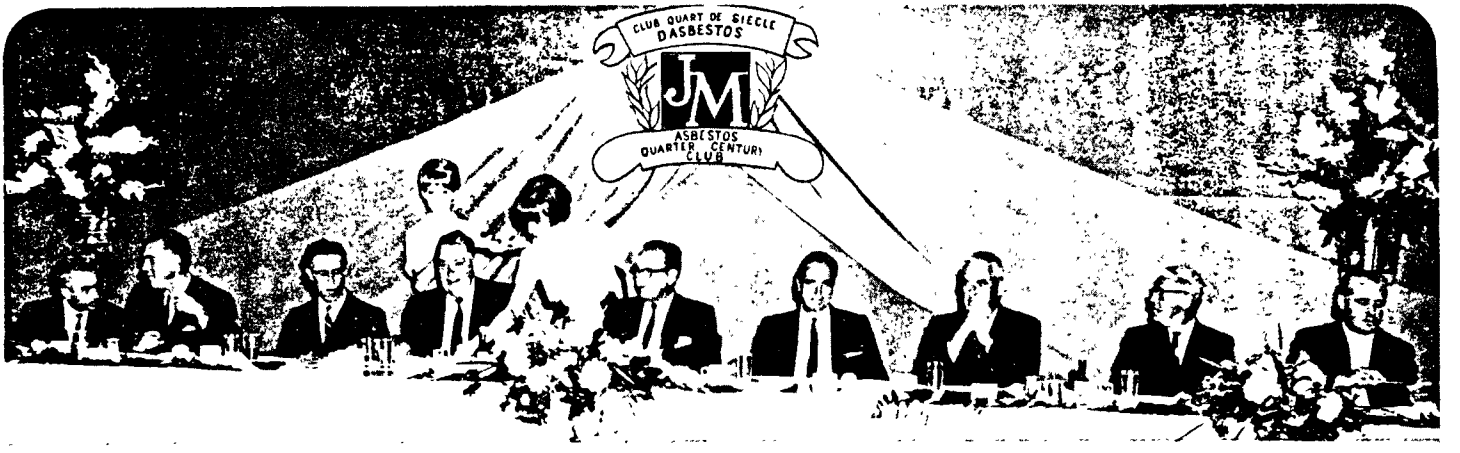
George H. Martens, Jr., Vice President for Marketing, inducted the 162 Manville candidates. Here he presents a 50-year watch to Guido Mezzanotte (right), J-M's only actively employed half-century man. He retires December 1. Mrs. Rose Mezzanotte and Wilbur L. Ruff (left), Building Products Plant Manager and Toastmaster, watch the scene.

There were three sets of brothers inducted into Manville Chapter of the QCC. Below are Alex (center) and Joseph (right) Darabant. Chapter Vice President J. B. Fanning joins in the celebration. Peter and John DeBellas and William and Daniel Maciborski are the other two sets of brothers who were inducted on September 15.





Two husband and wife teams were inducted this year at Manville. Wilbur Ruff talks here to Mary (center) and Michael (right) Koroly. Mr. and Mrs. John Ocsack were the other husband and wife team inducted. New member Stella Seminuk made the response, representing all new members of QCC.



Seated at the dais during the 37th annual banquet of the Asbestos Quarter Century Club are Roland Boutin, Chapter Vice President; R. W. Winson, Reeves Project Manager; J. O. Eby, Canadian Johns-Manville Vice President and Jeffrey Mine Manager; A. G. W. Sinclair, President of C.J-M and General Manager of Canadian Products Division; Robert Grant, QCC Chapter President; Karl V. Lindell, Chairman of the Board of C.J-M and General Manager of the Asbestos Fibre Division; J. E. Morrison, Asbestos Plant Manager; Philippe Proulx, a QCC Director; and Gerald Smith, QCC Chapter Secretary. Asbestos Chapter inducted 84 new members. (Lower right photo) Mr. Lindell and Mr. Sinclair stand by their respective candidates Lola Bishop and Thea Tellier. The others pictured are the women QCC members who attended the banquet. From left are Lola Bishop, Mr. Lindell, Christine Morrison, Rose Champagne, Maria Briere, Armande Lalancette, Mr. Sinclair, Thea Tellier, and Anna Morrison.



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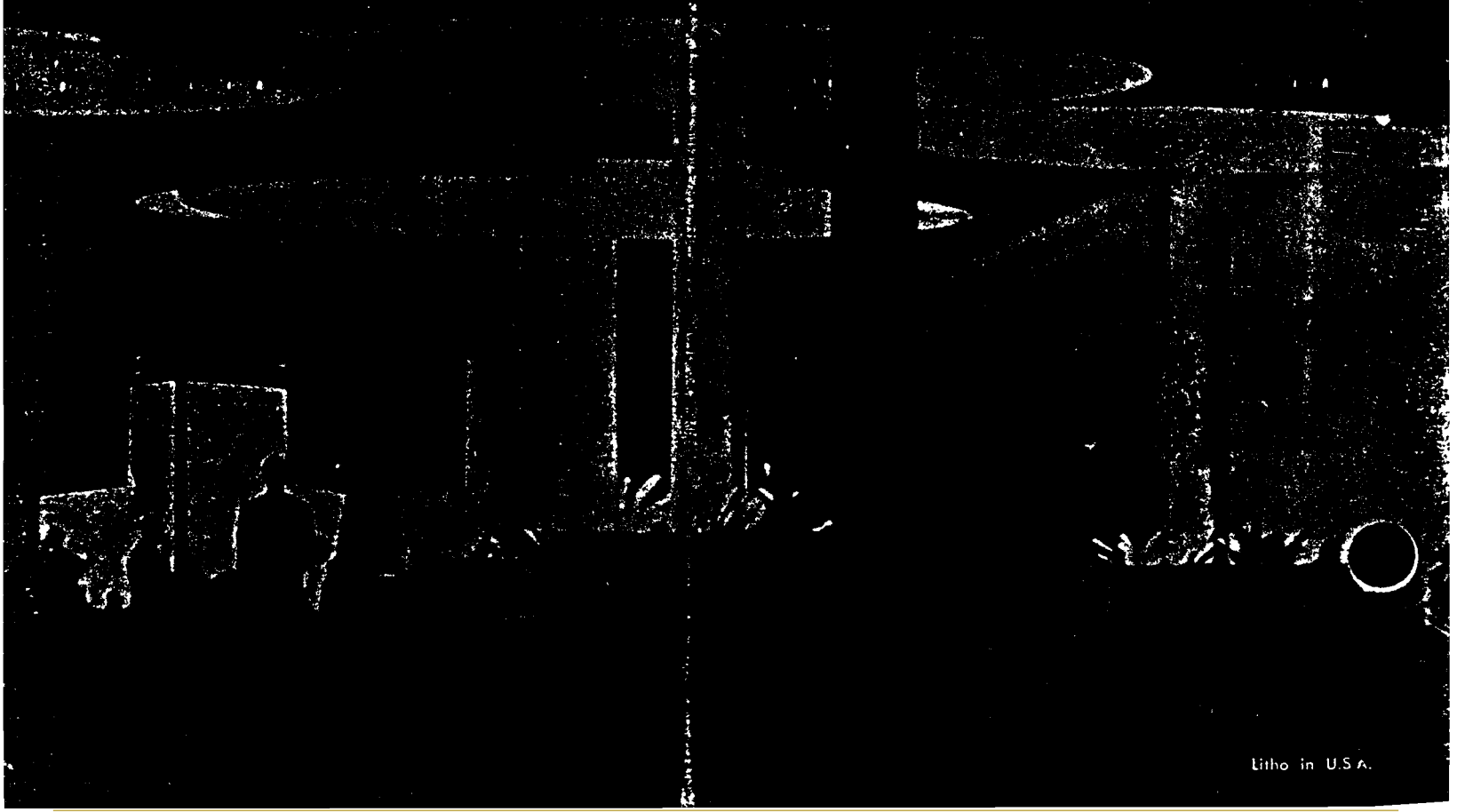
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WORLD'S LARGEST FOUNTAIN

Located in the heart of Jacksonville, Fla., on the banks of the St. Johns River, the Fountain of Friendship in the Dallas Thomas Park and Marina is the world's largest and tallest lighted fountain. Completed last year at a cost of $1.75 million, the fountain sprays 17,000 gallons of water per minute through 63 jet nozzles to heights ranging from 35 to 120 ft. To keep the water always clear and sparkling, it is constantly circulated through diatomite filters using Johns-Manville CELITE® as the filter aid material.



Litho in U.S.A.

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