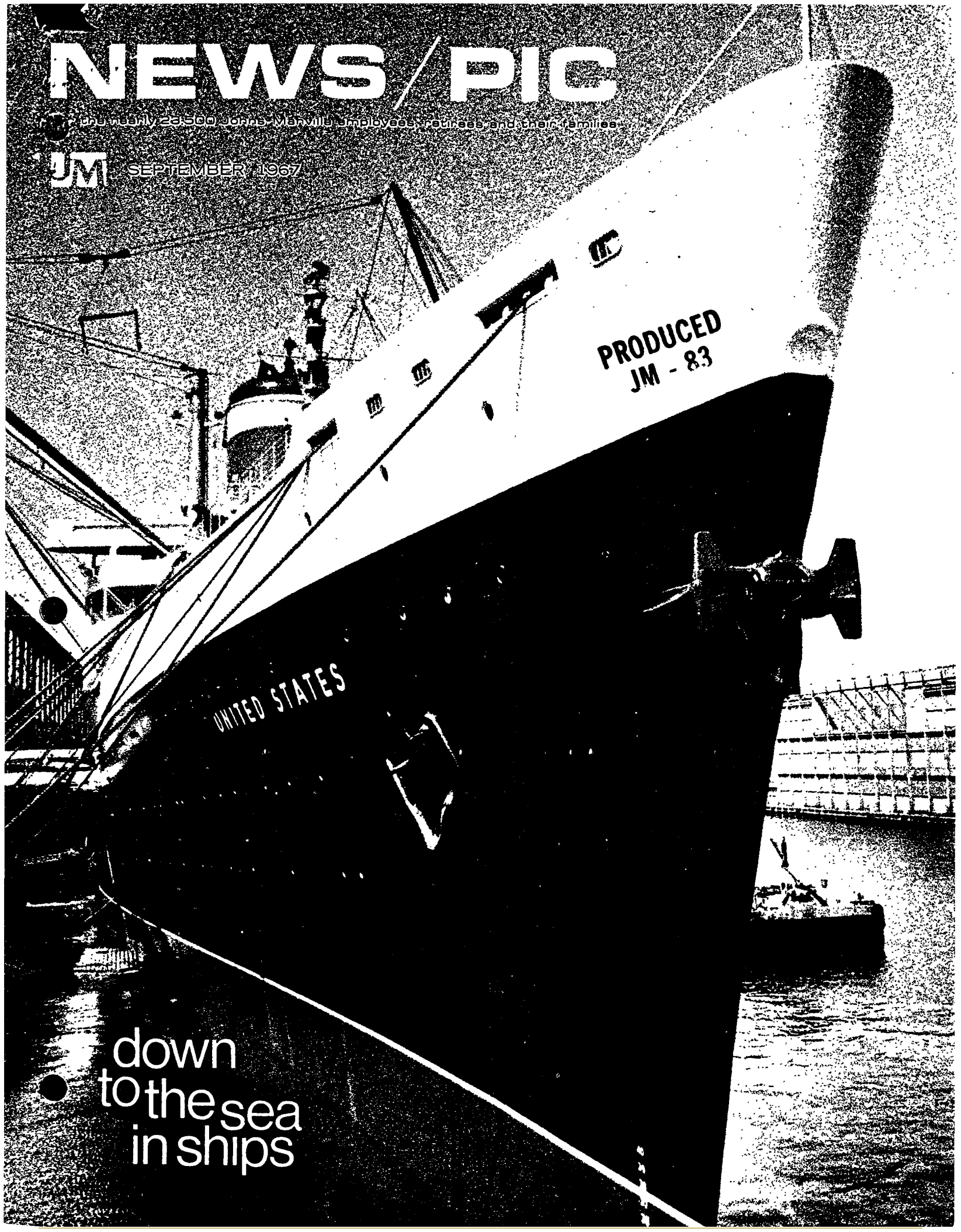
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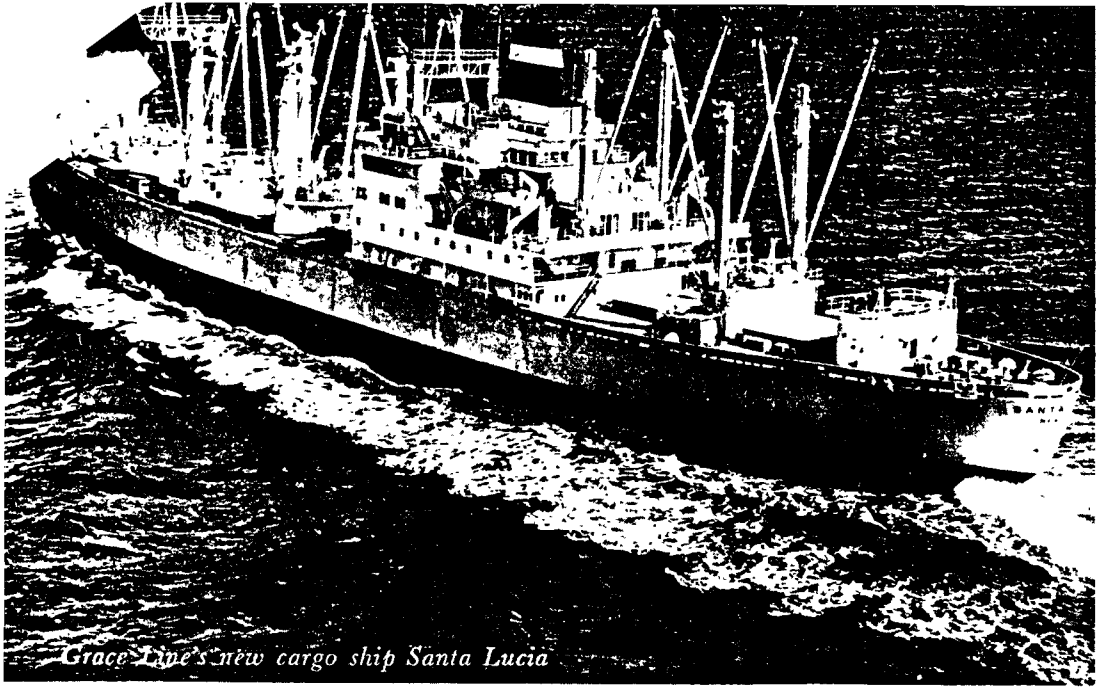
for the nearly 23,500 Johns-Manville employees, retirees and their families

JM SEPTEMBER, 1967

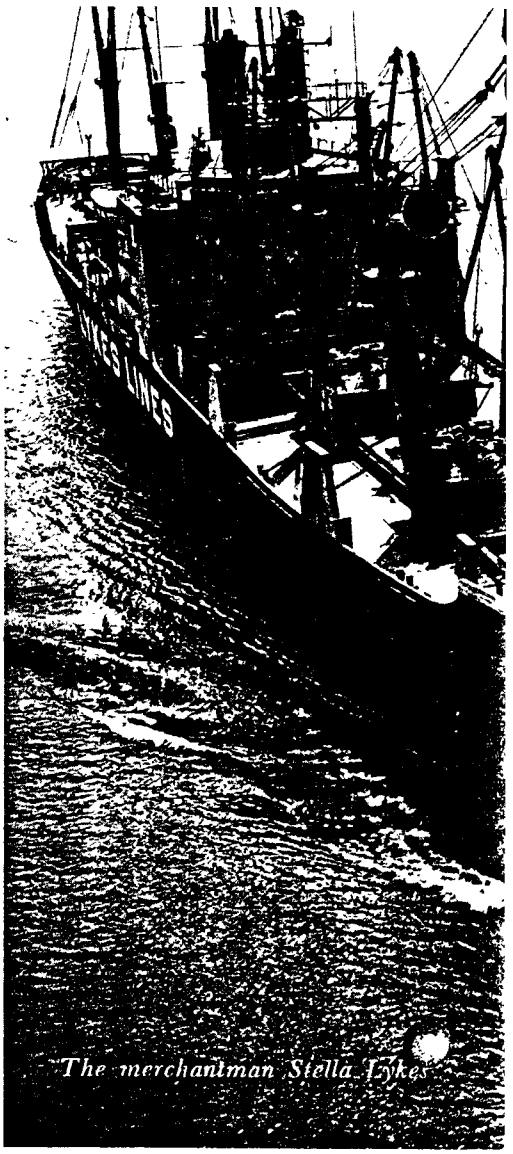


down to the sea in ships

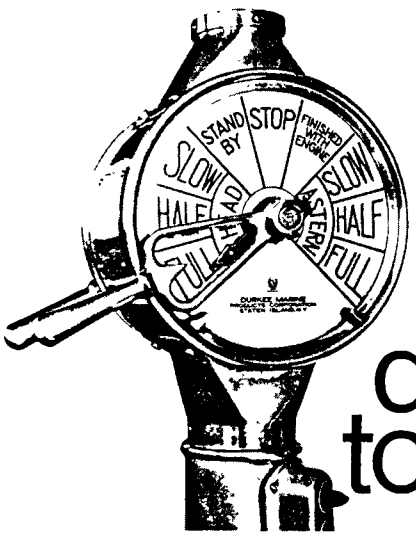
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Grace Line's new cargo ship Santa Lucia



The merchantman Stella Lykes



down to the sea in ships

EVER SINCE man first went down to the sea in ships, ocean commerce, travel and warfare have played a major role in the history of civilization. It was the sea that carried the Greeks to Troy, the Arabs to India, and Columbus to America. The British Empire was founded on ocean trade and control of the ocean. And in the present day, despite the challenge of air transportation, the vast majority of world trade is still carried by ships on the surface of the oceans and not by planes in the air above.

As of December 31, 1966, there were 18,423 ocean going steam and motor ships in the merchant fleets of the world. The gross tonnage (each gross ton represents 100 cubic ft. of enclosed cargo space aboard ship) for these ships amounts to over 160 million tons. Ships now building or on order total 2,269, aggregating 34 million gross tons.

The United States merchant fleet —the largest in the world—totals 2,278 ships of all types, with a gross weight of 20 million tons. This figure includes passenger vessels as well as freighters, bulk carriers and tankers.

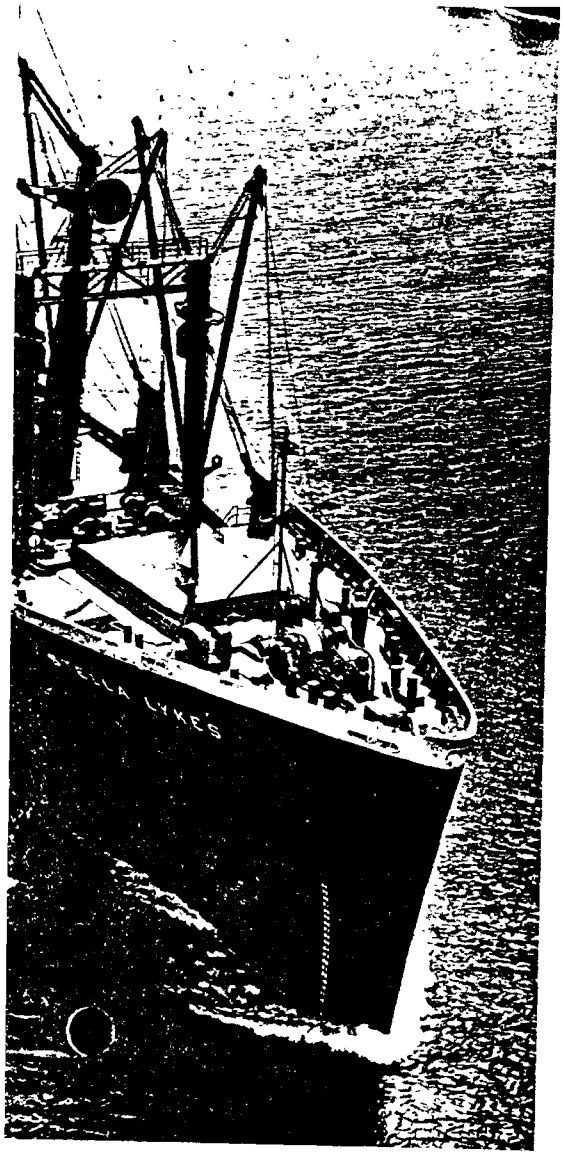
Each day of the year, from Liverpool to Los Angeles, from Copenhagen to Calcutta, from Boston to Buenos Aires, ships of a hundred nations ply the trade lanes of the world, bringing oil to Western Europe, grain to India, Volkswagens to the United States. And Johns-Manville marine products, especially designed for use in today's ultra-modern ships, help protect these and a thousand other products from the hazards of fire, cold and the weather.

One of the principal products carried almost exclusively by ship today is oil—the lifeblood of our mechanized age. Approximately 20 per cent of all ships at sea are oil tankers.

The United States has more than 4.5 million gross tons of tankers at sea. One of the newest is the 36,041 dwt (deadweight ton) Valley Forge, built for the Keystone Tankship Corp. at Bethlehem Steel's Sparrows Point, Md., Yard. This ship uses J-M lightweight MARINITE-23® for divisional bulkheads and linings. Marinite, which is manufactured at our Billerica Plant, is an incombustible, homogeneous panel of high thermal insulating and acoustical value. It is approved by the U. S. Coast Guard for use aboard all vessels registered by

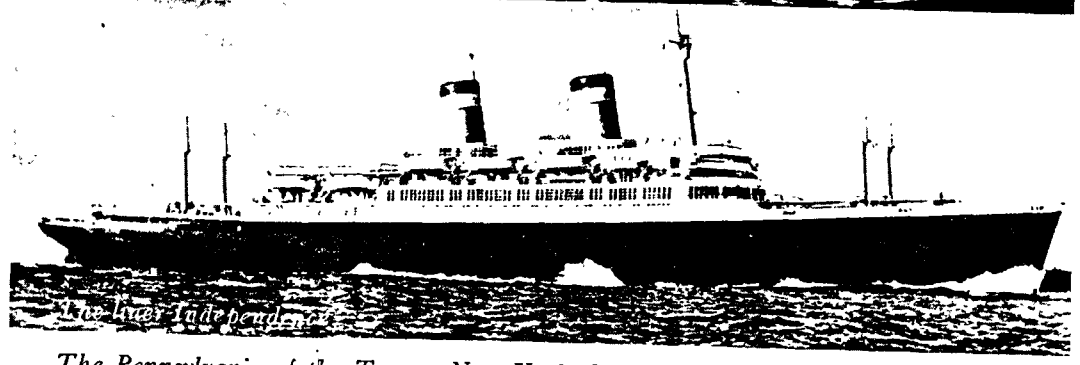
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The U. S. aircraft carrier Independence of the Forrestal Class



The Pennsylvania of the Texaco New York Class



United States shipping concerns.

In fact, Marinite, in its various thicknesses and weights, is used as insulation on 90 per cent of all merchant ships built in the United States.

The Valley Forge also uses J-M REEFERITE® as sheathing in the refrigerated ship's stores area and as exterior awnings; and BX-SPINTEX® and Incombustible MICROLITE® as hull and thermal insulation. Reeferite, which is also manufactured at our Billerica Plant, is an incombustible, corrosion-proof panel composed of a solid aluminum core faced on both sides with sheets of colored J-M asbestos-cement Marine Veneer.

J-M Microlite, which is a low-density, resilient insulating fiber glass blanket, is made by J-Mers at the Parkersburg Plant.

BX-Spintex, produced at the Richmond, Ind., Plant, is a mineral fiber insulation spun from molten inorganic materials into long fibers.

Another class of tanker featuring J-M marine products is the Texaco New Yorker type. These 12,000 ton-plus tankers are protected throughout on the bulkheads by Marinite-36 faced with Colored Marine Veneer.

Even American companies constructing ships abroad specify J-M products for their ships.

Esso is building eleven tankers in Japanese and European ship yards that have Johns-Manville DEKERAN® ceilings and Marinite specified throughout the vessels. Dekeran is a fireproof mineral-glaze surfacing available on Marine Veneer.

Cargo ships constitute the largest percentage of merchant men at sea. The December, 1966, issue of *Marine Engineering/Log*, a trade magazine for the shipping industry, featured an article on the Grace Line's new 12,580 dwt cargo liner, Santa Lucia.

The Santa Lucia, which was built by the Sun Shipbuilding and Dry Dock Company, Chester, Pa., was completed in April of this year. It is the first of six fast new freighters developed by Grace for the company's trade route from the East Coast of the United States to the West Coast of South America.

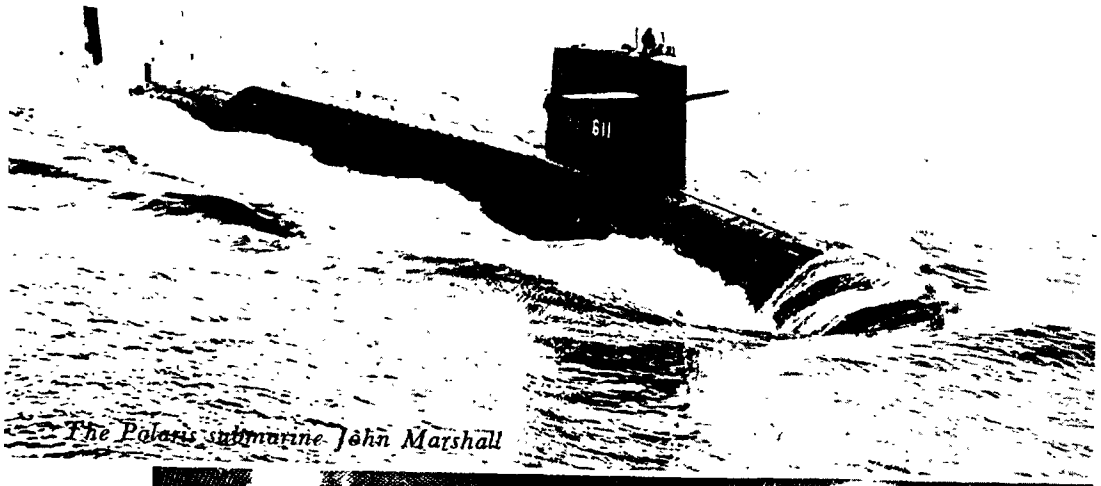
The Santa Lucia and her sister ships will use J-M Dekeran ceiling panels, MELAMITE® decorative plastic laminates, Marinite-36 divisional bulkheads and linings, and Microlite thermal and refrigerated cargo insulation.

Other modern cargo ships featuring J-M products are the new fleet re-

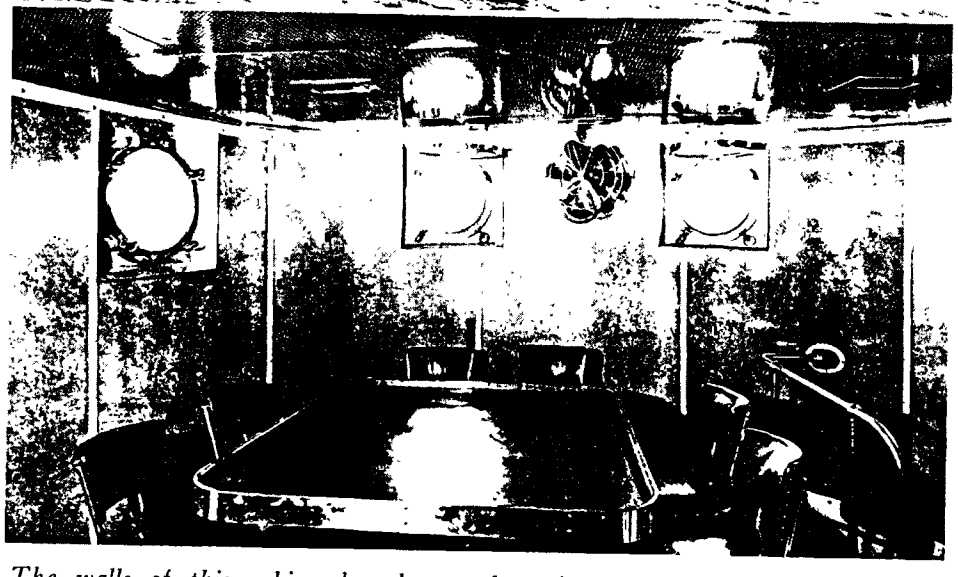
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The Polaris submarine John Marshall





The walls of this cabin aboard a tanker of the Texaco New York Class are made of Johns-Manville Marinite faced with Colored Marine Veneer.

down to the sea in ships *(continued)*

placement vessels built at the Avondale Shipyards in Avondale, Pa., for the Lykes Bros. SS. Co. Weighing in at over 13,000 dwt each, these ships employ both light-colored Marine Veneer and Marinite-36 faced with Melamite plastic surfaces.

Oil and cargo are not the only commodities carried by the ships at sea. Many of the largest—and certainly the most luxurious—carry practically nothing but passengers.

The liner United States is one of the most famous afloat. This 52,000 gross ton vessel is over 900 ft. long and can carry more than 1,900 passengers on one of its trans-Atlantic voyages. The United States holds the world speed record for crossing the Atlantic, having covered the 2,942 miles from New York to England in 3 days, 10 hours and 40 minutes at a rate of 35.6 knots (about 41 m.p.h.).

All the bulkheads on the United States are protected with special lightweight Marinite-30 faced with aluminum. BX-Spintex is also used on the liner for thermal comfort and safety.

Other liners with J-M products aboard include the American Export Isbrandtsen Lines ships, Constitution and Independence. These 23,754-ton vessels are protected throughout with Marinite-36, Marine Veneer, and Reeferite in the stores area.

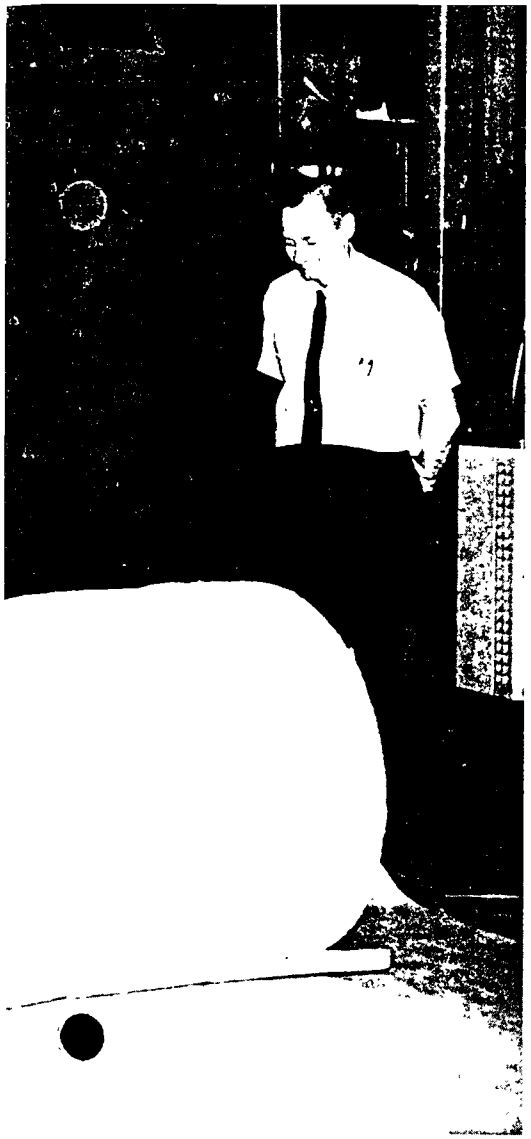
All is not comfort and cargo at sea. Ever since man first took to the sea in search of conquest and loot the sea has also been a battleground. This is true even today, and nearly every seafaring nation possesses warships to protect its shores and possessions against the aggressor.

The United States is by far the greatest naval power in the world, and private shipbuilder's biggest single customer, with well over a billion dollars worth of business per year. The U. S. Navy presently has 25 aircraft carriers in commission, nearly 50 per cent more than the rest of the world combined. The Navy also boasts 150 submarines—more than 50 of them nuclear-powered — 20 cruisers, 220 destroyers, and more than 400 other ships of all types.

Although the U. S. currently has no battleships in active service, the Pentagon has recently authorized the taking out of mothballs of the New Jersey, a 45,000-ton monster capable of hurling 1,900-lb. shells from its nine 16-inch guns at enemy targets as

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Billerica J-Mers J. Rene Dupont (left) and Thomas McGuire transfer completed Marinite sheets from the press forming machine to a skid.

Utility Man Ira J. Deem (left) and Department Supervisor A. William Halfhill examine a roll of J-M Microlite at the Parkersburg Plant.

far as 21 miles inland from the coast.

It will take approximately a year of work and $27 million to get the New Jersey ready. Some of this money will be devoted to modernizing living conditions aboard the ship. There is a potential market in this for J-M INCOMBUSTIBLE HULLBOARD-SG® made by J-Mers at the Richmond Plant.

Incombustible Hullboard-SG is a lightweight insulation made from long, fine glass fibers. This semi-rigid felt board was especially developed as an incombustible thermal and comfort insulation for naval use.

The genesis of this product began in the fire aboard the aircraft carrier Constitution some years ago. At that time, a general request was made by the Navy for materials having a completely incombustible rating—materials that would not add fuel in the event of a fire.

In response to this request J-M engineers and research chemists developed Hullboard-SG. The use of this product eliminates a theoretical "fuel bank" that exists when insulation having a high organic content is used.

Hullboard-SG is the only fiber glass hullboard that meets both U. S. Coast Guard and military specifications.

Hullboard-S2, another J-M fiber glass hullboard, made at our Defiance Plant, has also found application on many Navy ships, including the new carrier John F. Kennedy. Other warships employing J-M products include many Essex- and Forrestal-class carriers, mine sweepers, missile frigates, destroyers, destroyer-escorts, fleet oilers, and submarines.

All Polaris-class missile carrying submarines built at Newport News Shipbuilding Company in the last five year, have carried specially developed Marinite-36 "Submarine Bulkheads" faced on both sides with stainless steel.

The large radar ships that will be used by the Navy for tracking our Apollo spacecraft on their trips to the moon are also using Marinite as bulkheads throughout.

On all these different types of ships, from cargo carriers to aircraft carriers, from luxury liners carrying thousands to the Santa Lucia with its crew of 38, Johns-Manville marine products are hard at work protecting ship, cargo and crew from the hazards of travel at sea.

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exploring the underwater world

HOW MANY TIMES this summer would you have wanted to change places with these J-M scuba divers?

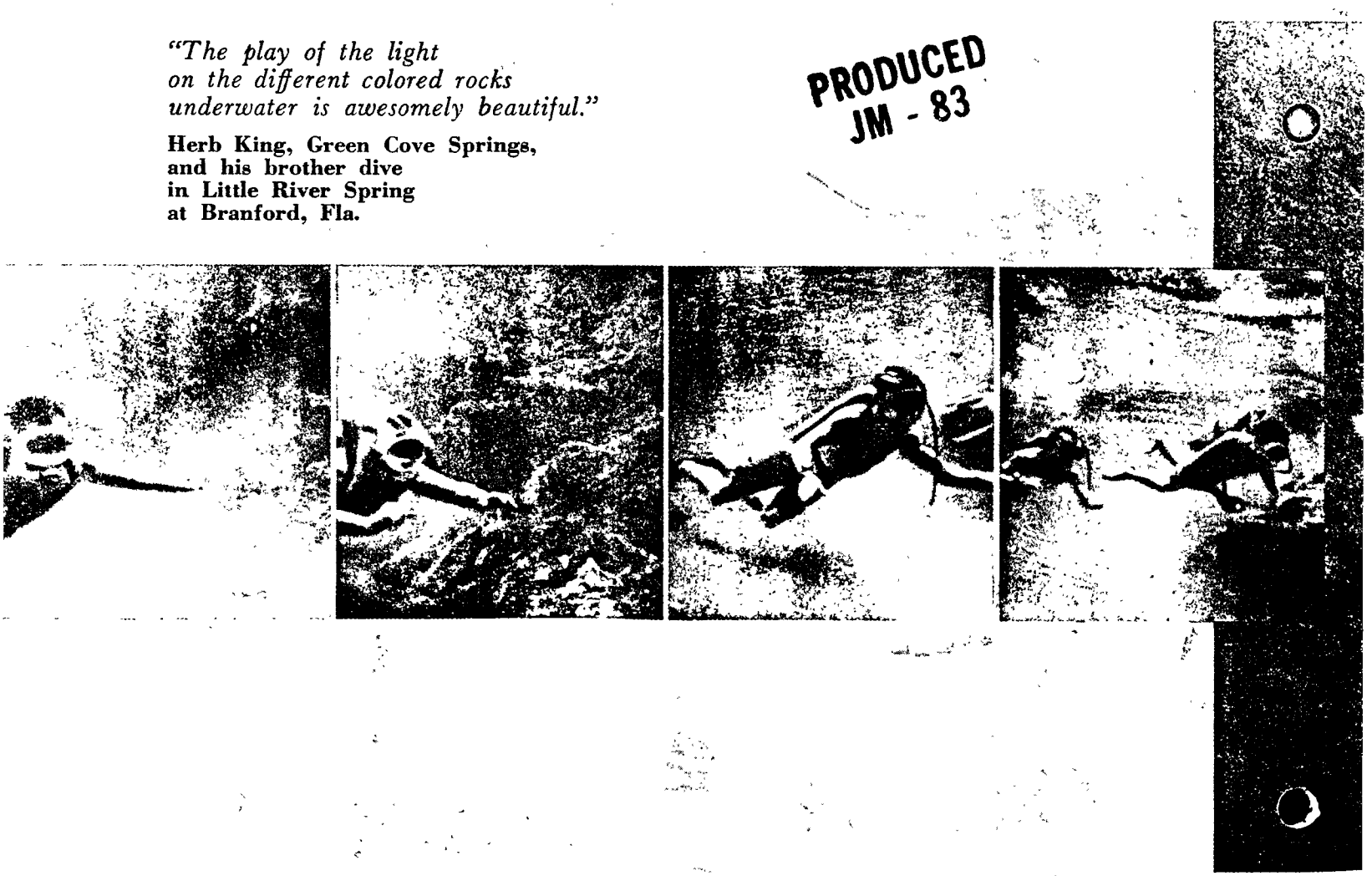
Scuba diving hasn't yet gained the national attention surfing or water skiing has, but many people throughout the country have taken up this water sport and are thrilling to the challenge and delights of exploring the completely different world underwater.

Herb King, Plastics Crew Leader at Green Cove Springs Pipe Plant,

"The play of the light on the different colored rocks underwater is awesomely beautiful."

Herb King, Green Cove Springs, and his brother dive in Little River Spring at Branford, Fla.

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has been scuba diving for about five years. He takes particular interest in exploring springs and underwater caves in mid-Florida as far over as the Suwannee River. There are probably more springs and caves in Florida than any other state, Herb says. He explores with a flood light because it is pitch black in the caves. He also ties on a line that is fixed back at the surface because often there are mazes of interconnecting tunnels from which he needs to find his way back.

On the West Coast, W. H. "Skip" Face, an Industrial Insulations Salesman working out of the Los Angeles Catalina Street Office, is a Y.M.C.A. certified scuba diver who enjoys tank or snorkle diving anywhere. He started diving in 1963 when a friend dared him to go night diving with him.

"Out here we get all kinds of fish," Skip says, "Pismo clams, rock scallops and spiny lobster and abalone, which makes for interesting and varied fare.





"It's the challenge of coming back alive."

Roger Stahl, Corona, witnessed a moray eel attack on a squid in the Pacific off Santa Barbara Island.

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exploring the underwater world *(continued)*

I enjoy diving at Catalina Island, La Jolla, Laguna and Newport Beaches and Mexico, depending upon what I'm after and how much time I have. The biggest lobster I've seen taken was a 17-pound beauty off the Newport jetty."

"It's the challenge of coming back alive," says Roger Stahl, Laboratory Technician in Quality Control, Corona Fiber Glass Plant. "Every time you go you're scared. It keeps you in shape and alert because the first time you aren't—you die!" One time while swimming out to his boat at night and in about nine feet of water, Roger saw something about ten feet long go after his foot as he was getting into his boat. It missed him by inches! Also, while there, he saw a giant manta ray that was larger than the boat. One time he and his diving partner, Harvell Smith, Technical Service Representative, L. A. Industrial Insulations Sales District, saw six sharks glide through an area of water in which they had just been swimming.

Harvell started Roger in the business of undersea diving. They were swimming at a California beach about three years ago and found a face mask. Harvell, who had done a lot of skin diving as a teenager, encouraged Roger to put on the face mask and they did some diving that day. From then on it was a matter of adding more pieces of equipment to their gear. Both are now certified scuba divers.

The two divers like to go to many of the places that Skip Face mentioned, with the addition of Santa Barbara Island, about 39 miles off the coast, and Lake Mead. They say La Jolla is particularly interesting because of the trench of the same name which is a natural laboratory of underwater life. It was at this point that they made their deepest dive—180 feet. The University of California Institute of Oceanography is also at La Jolla.

Harvell says, "the interplay of color and motion make for extreme sensorial pleasure which is balanced with the interplay of animal life fighting for survival, which can be readily observed." On their last dive, while Harvell was taking pictures of Roger at Santa Barbara with an underwater camera borrowed from Corona Plant's John Mortan, Maintenance Mechanic, they saw a good portion of a moray eel's attack on a squid. There is a large colony of sea lions living on the island which like to dive down to closely observe divers in the vicinity, which makes for additional excitement.

Harvell says there are other J-M divers around Lompoc, L. A., and Corona, and he is planning a joint West Coast dive in the near future.



"Out here we get all kinds of fish, Pismo clams, rock scallops and spiny lobster and abalone . . ."

Skip Face, Los Angeles Office, on a halibut hunt in the surf off Newport Beach.

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meet the first lady

ON JUNE 25, 1942, Margaret Louise Herlihy became the first woman ever to be inducted into the Manville Chapter of the Quarter Century Club. This year, Margaret added another milestone to her service record with J-M by becoming the first woman in the Company's history to qualify for induction into the exclusive Half-Century Club.

There are presently only eight other living members of the Half-Century Club, all male and all retired. A ninth, J. Ovila Brindle of Jeffrey Mine, is scheduled to be inducted this month.

Not only is Margaret the first woman to reach the 50 year mark with J-M, but she is probably also the last. Under today's minimum age and compulsory retirement policies it is practically impossible for anyone to work for a company for a full fifty years. Margaret will retire from J-M at the end of this year.

Margaret joined J-M on July 26, 1917, as a Keypunch Operator in the Manville Tabulating Department. She was only 14 at the time.

In 1939, Margaret was transferred to the General Accounting Unit, and in the early 1950's was promoted to do general accounting work in the Packings & Friction Materials Division Finance Office. She now works in the Data Processing Department.

On July 25 of this year, Margaret's co-workers honored her with a 50th Anniversary party at the Somerville Inn. Toastmaster for the occasion was Warren W. Trimm, Manager of the Manville Accounting Center. Special guests at the party included Francis May, Jr., Senior Vice President for Finance; Thornton R. Smith, J-M Controller; John L. Durkin, Director of Data Processing; H. J. White, Manager, Data Processing Operations; and, of course, Margaret Herlihy, the First Lady of J-M.



Margaret Herlihy poses with her well-earned Half-Century Club medallion.



Fifty dollars for fifty years: Margaret poses at her 50th anniversary party with one of her presents, a plaque containing a $50 bill. With her are (from left) Thornton Smith, John Durkin, Francis May and H. J. White.



When Margaret joined the QCC in 1942, she was the only woman member.

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the J-M wall of benefits

WE'VE ALL HEARD the sad tale of the man next door who broke his leg and was out of work for two months, or whose wife had to have a serious and costly operation, or who retired and found he didn't have enough put aside to live on.

We all know of many examples of the "man next door" who has experienced troubles of this kind, but what happens when *we* are the "man next door?" What would happen to us if sickness or injury prevented us from working, if a member of our family were gravely ill and had to undergo a series of costly operations, or had to go into the hospital for a prolonged period of time, or if retirement age found us with little or no money in the bank.

All of these are questions which are important to every J-Mer and to his wife and children as well. Fortunately for all J-M employees, Johns-Manville is a company that recognizes and accepts a responsibility toward its employees as people.

All of us have essential needs as individuals and as heads of families. It has been, and continues to be, the policy of Johns-Manville to concern itself with these human needs. Traditionally, we have been up with the front runners in providing for the basic requirements of people.

In addition to the basic needs which are protectional in nature, we also have needs which are recreational and developmental. We need periodic opportunities to relax—time to go fishing, to get together socially with our neighbors, time to visit family and friends in far off places, time to get away and enjoy the wonders of the world our dedication and hard work have created.

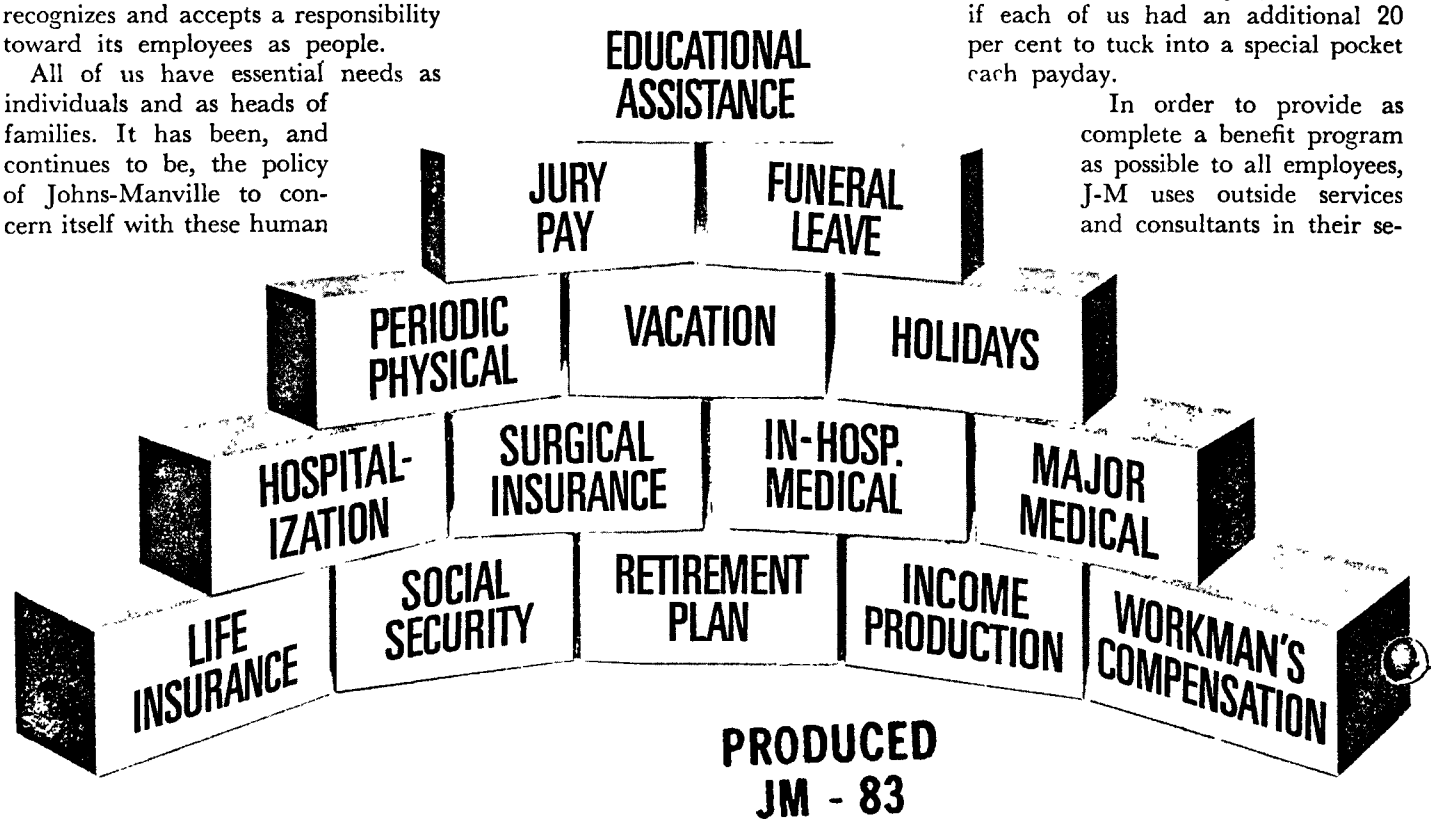
We also want to grow in knowledge and in skills. We certainly desire occupational growth and advancement, but we also crave self improvement in general. We seek to be better educated, more informed citizens.

All of these needs—protectional, recreational, and developmental—are basic to the human condition; and because they are of great concern to all J-Mers as individuals, they are also of great concern to Johns-Manville, as a company.

How, then, does Johns-Manville undertake to meet these needs of J-M people? How does it protect the vital interests of its most important asset—you?

Johns-Manville does it with a "Wall of Benefits," made up of a combination of interlocking benefit programs. This wall constitutes a "hidden paycheck" for all J-Mers. The total sums paid by J-M to provide these various benefits add more than 20 per cent on the average to our individual earnings. And this "hidden paycheck" is, of course, largely tax free to employees. It is as if each of us had an additional 20 per cent to tuck into a special pocket each payday.

In order to provide as complete a benefit program as possible to all employees, J-M uses outside services and consultants in their se-

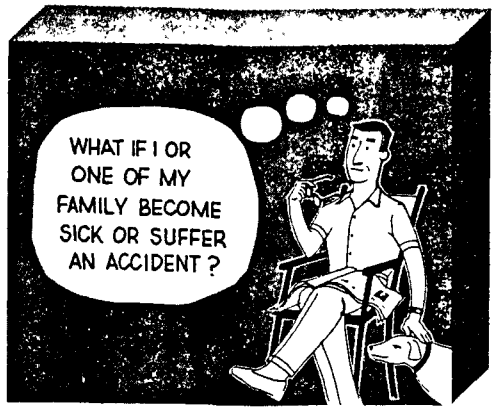


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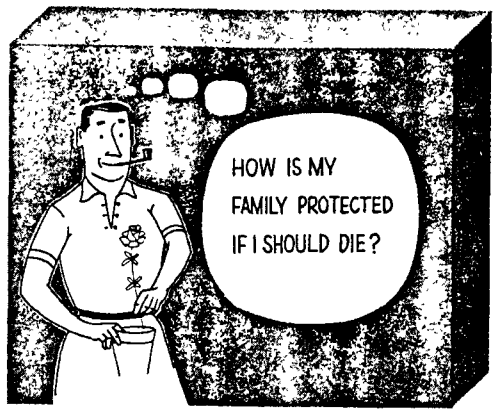
lection. The different plans are reviewed regularly to maintain their high quality.

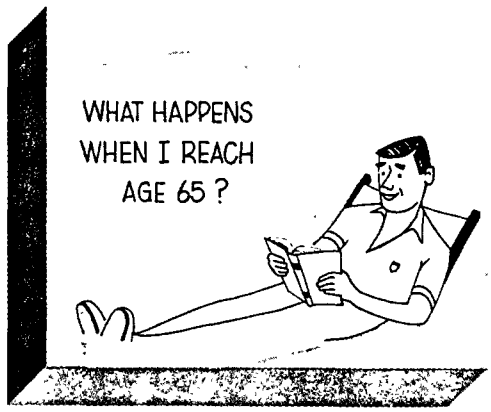
At any given time, a person could, no doubt, find individual features of other plans that are better than ours, just as the same person could find features of our plans that are better than those of others. But it is the overall program that counts. It is the entire wall that constitutes J-M's contribution to its employees' welfare, not just any one individual block. In its entirety the Johns-Manville benefit program is among the better ones in the country and among the very best in our industry.

In order to understand better exactly how the wall of benefits works, NEWS/PIC, starting with next issue, will run a series of articles answering the type of questions that you, as employees, might want to ask about the J-M benefit program. For additional questions that you might have regarding specific aspects of the wall of benefits as it protects you, contact your immediate supervisor, Industrial Relations Manager, or Manager of Office Services at your location. These J-Mers will be glad to help you and provide you with all the specific information you require.



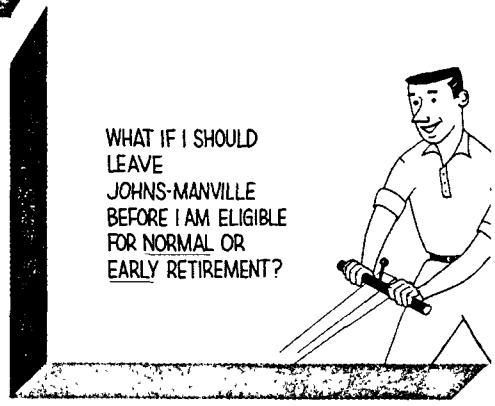








Some of the questions about the J-M Wall of Benefits that will be answered in upcoming issues



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General Headquarters



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today picnics yesterday

IN THE PAST fifty years the world has undergone a tremendous transformation—from the horse drawn carriage to air conditioned, high-speed automobiles; from single-seater biplanes to supersonic jet aircraft capable of carrying 400 or more passengers—but it is somehow comforting to know that that great old American summer time institution, the picnic, has re-



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Cleveland Office

mained virtually unchanged in the past half century.

In 1917, when a group of Ohio J-Mers attended their annual picnic at Chippewa Lake Park (bottom photo), they ate the same type of food and played the same type of games that J-Mers all across the country enjoyed at company picnics in 1967, a half century later.

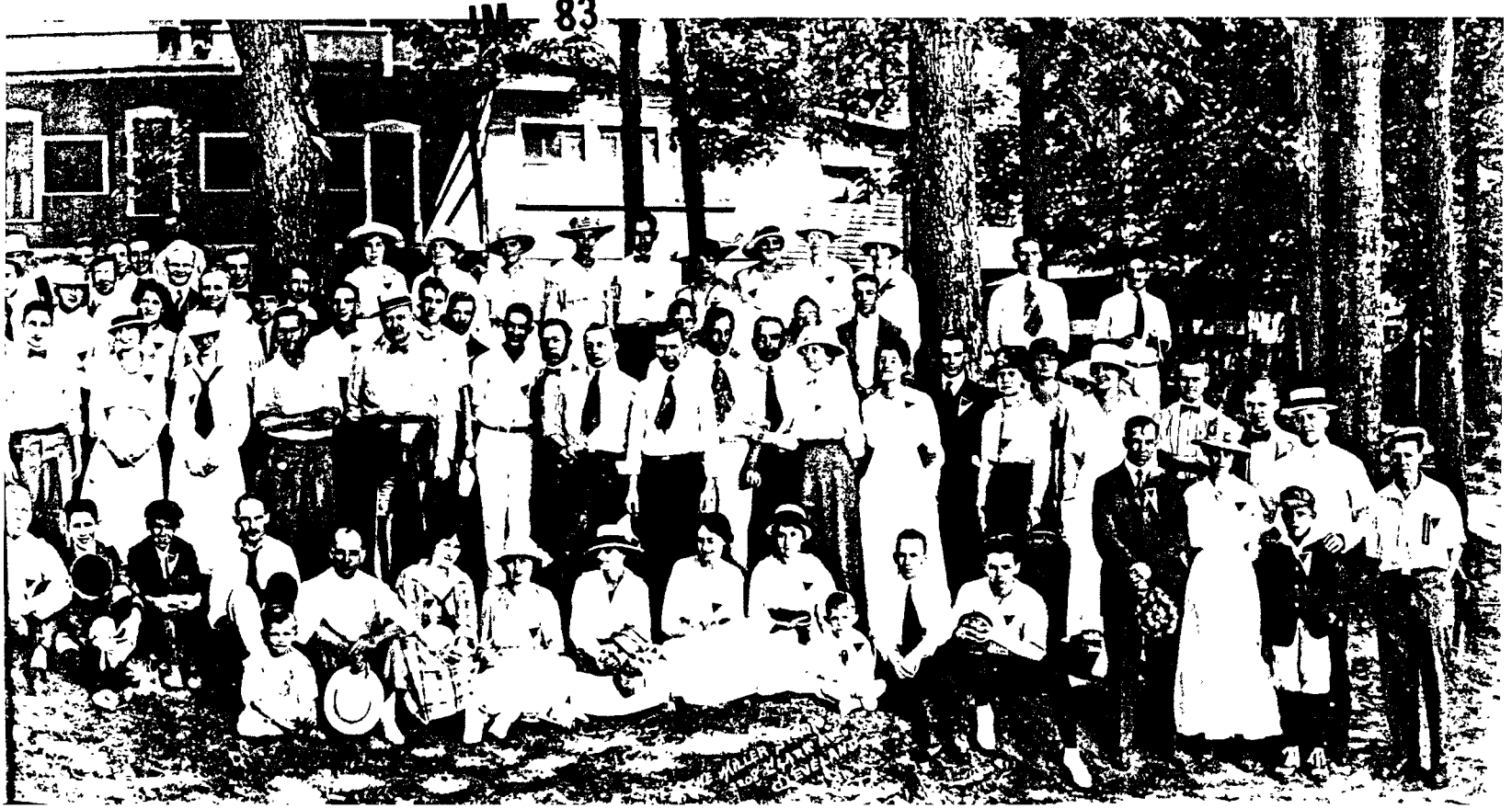
For example, nearly 500 J-Mers from the Akron, Cleveland and Toledo districts gathered this year at Cedar Point Park near Sandusky, Ohio, to carry on the tradition established by the Chippewa Lake picnickers in 1917.

The Detroit Office picnic was held at Ed Hines Parkway outside of Dearborn, Mich. It was attended by more than **60** adults and nearly 100 children. **The** whole group was fed by a catering service that brought the food directly to the park.

The General Headquarters picnic attracted 700 J-Mers, their wives and children to the J-M Recreation Field **at** Manville, N. J.

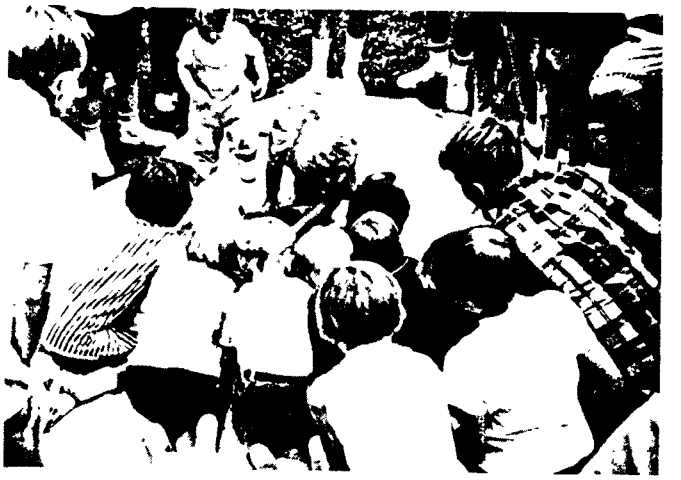
But picnics are not just for children. **Over** 1,300 members of the

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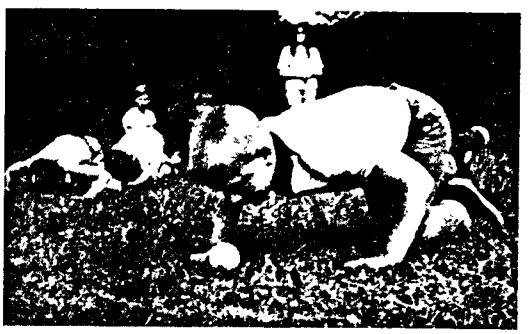








Detroit Office



picnics *(continued)*

Manville Chapter of the Quarter Century Club gathered in Manville in July for the group's annual outing. Although the food and games for the QCC picnic were just about the same as those at the Chippewa Lake gathering in 1917, one touch of our modern age did manage to creep in—the music for the Manville affair was supplied by Ray Barton and his "Electronic Quartet."

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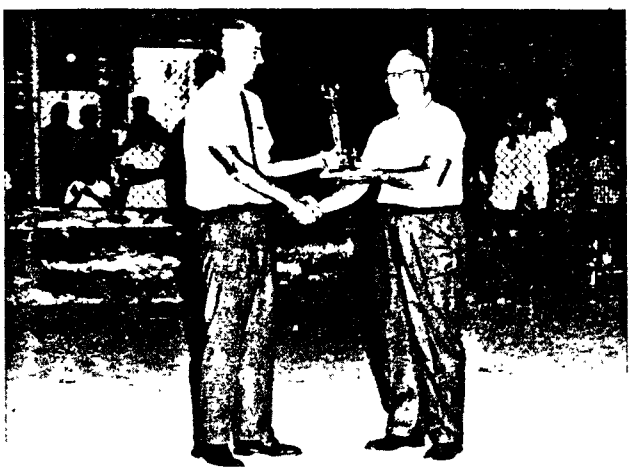
Manville QCC

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newsmakers

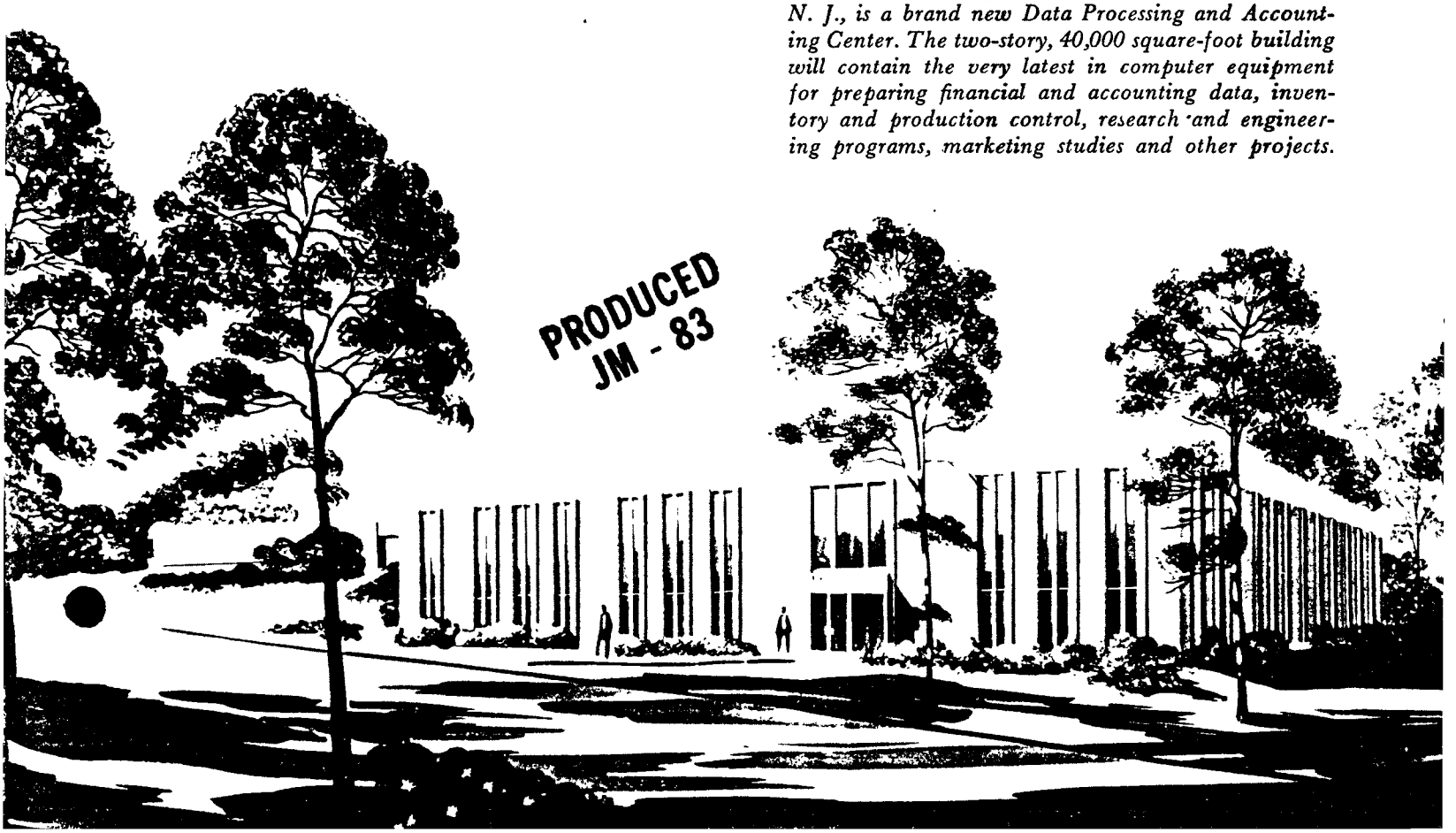


Reynold Nebel (second left), Defiance Group Plant Manager, presents the Fiber Glass Division Traveling Safety Trophy to David C. Brown, Defiance G-28 Plant Manager. The trophy was presented to the 178 employees of G-28 in recognition of their outstanding safety record in 1966. Also in the picture are G-28 J-Mers Ronald Norden (left) and James Sugg.



Ray Shelmire (left), President of the Corona National Little League, awards the league championship trophy to William G. Landry, Corona Plant Manager, who accepts on behalf of the J-M Bees, a team sponsored by the Corona Plant. Mr. Shelmire is employed as a Production Superintendent at the J-M Plant.

Scheduled for completion next month at Finderne, N. J., is a brand new Data Processing and Accounting Center. The two-story, 40,000 square-foot building will contain the very latest in computer equipment for preparing financial and accounting data, inventory and production control, research and engineering programs, marketing studies and other projects.



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Jim Sinnet (left) and Roger E. Duerk congratulate each other after finishing first and second in the Fiber Glass Division's annual golf tournament, held near Defiance, Ohio. Jim, of the Parkersburg Plant, shot a 72 while runner-up Roger, Defiance Maintenance Foreman, carded a 75.



June McNally, Chief Sales Clerk, Chicago Building Products District, has recently been elected president of the Illinois Association for the Mentally Retarded. As the president of the Association, June will direct widespread programs aimed at preventing retardation and improving opportunities for the state's 320,000 retarded children and adults.



Mrs. Jack Verschoor, a volunteer Red Cross worker, takes the blood pressure of J-Mer Patricia Semchyshyn, before she donates to the Research and Engineering Center Blood Bank. Jim Neal (right) waits his turn.

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Retired Jarratt Plant Manager Fred A. Morgan accepts a letter of appreciation from Mrs. T. J. Abernathy of the Jarratt Garden Club for J-M's beautification project on the Plant grounds. Present Plant Manager J. Nelson Rideout received a similar citation from the Virginia Federation of Garden Clubs. The beautification project was started when George L. Swallow was Plant Manager and expanded and brought to completion under Mr. Morgan and Mr. Rideout. Mrs. Abernathy is the wife of retired Jarratt J-Mer Thornton J. Abernathy.

newsmakers

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Audrey Kline, a student at the Pine Crest School in Ft. Lauderdale, Fla., recently won a first prize blue ribbon in the school's Science Fair. Her display featured Johns-Manville operations and products, examples of which Audrey obtained by writing to J-M plant managers all over the country. Her thesis ran 50 pages and was entitled "Asbestos, The Strangest Mineral Ever Known."

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JM NEWS in a minute

"A monthly news feature designed to help you answer questions about J-M."

Studies made by the Canadian government point out that the number one cause of forest fires in some of the western provinces is the sparks given off by cast iron brake shoes. J-M Cobra composition railroad brake shoes greatly reduce this hazard.

* * *

Little Known Facts Dept.: When Johns-Manville International acquired the A.P.I.S. tape plant in Bellegarde, France, it entered a new business on a small scale. In addition to J-M brand tapes, the J-M de France plant manufactures surgical tapes and markets them to medical facilities and distributors in France.

* * *

What's New? Another new vinyl-asbestos floor tile design has been introduced by J-M. It's **Lambeau Parquet** which his a natural wood-like embossing and traditional parquet pattern that makes it unusually versatile. Lambeau Parquet is ideal for modern, contemporary or period decors and comes in two popular wood tones—maple and teak . . . **Exact-O-Board**, a new board-type thermal and acoustical insulation for use as a liner in air conditioning equipment which offers uniformity of thickness previously available only in molded fiber glass products. It is produced from extremely long and fine glass fibers, bonded with a thermo-setting resin.

assignments



ASBESTOS FIBRE DIVISION
Jeffrey Mine
JEAN GUY RICHARD to Supervising Engineer, Mining Section, from Senior Engineer.



C. L. FARR to Plant Manager, Defiance G-26, from Manager of Services, Waterville Textiles Plant.



BUILDING PRODUCTS DIVISION
Division Headquarters
D. T. COLTON, Jr., to Acting Product Group Manager, Insulations, from Product Manager, Mobile Home Insulation and Blowing Wool.



DUTCH BRAND DIVISION
Division Headquarters
D. J. HUNT to Product Manager, Cork & Rubber Products, from Salesman, Pipe Protection Materials, Building Products Division.



Milwaukee District
J. H. FREDRICKSON to District Sales Manager from Assistant District Sales Manager, Chicago District.



INDUSTRIAL INSULATIONS DIVISION
Manville Plant
ANTHONY F. PETRONE, SR., to Senior Buyer, Purchasing Department, from Buyer.



Alexandria Plant
W. R. SHAW to Finance Supervisor from Manager of Services, Rockdale Plant.



Billerica Plant
NORMAN E. JETTE to General Foreman from Finishing Foreman, Nashua Plant.



FIBER GLASS DIVISION
Waterville Research Center
R. E. LOEFFLER to Process Engineer, Insulations, from Plant Manager, Defiance G-30.



RESEARCH & ENGINEERING DEPARTMENT
Finderne
DAVID W. FRENCH to Research Associate from Research Engineer, Transite Pipe.



Defiance Plants
B. L. SCHOOLCRAFT to Plant Manager, Defiance G-30, from Plant Manager, Defiance G-26.



GEORGE C. DAVIS to Acting Project Manager, Building Products, Flooring, and Melamite Division, from Project Engineer, Building Products.

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announcements

QCC INDUCTIONS

CHICAGO OFFICE, October 5
Jennie Erb Joos
William P. Volk

WAUKEGAN PLANT, October 5
Frances C. Allen
Gladys W. Barnard
Adolph J. Bandmann
Herman L. Beckwith
Joseph H. Brown
Dorothy M. Bruno
Florence Byars
Tommy Carter
Edward H. Chesney
Cecil F. Clennon
Ida M. Creech
James Daniels
Dorothy M. Deitz
Mary Ditzig
Francis E. Eppers
Joseph S. Fernandez
Fred J. Fuchs
Lloyd W. Gilstead
Arvo L. Heikkila
Cornelius W. Hodge
Andrew L. Holcome
Harriet E. Holm
Helen M. Holm
Bertha A. Howley
Margaret E. Jellings
Alvin D. Jensen
David F. Johnson
Isaac L. Keeling
Elsie Kelberger
Inez M. Koponen
Leo J. Lenzen
William Madison
Margaret G. Magiera
Harvey E. Mellon
Julia A. Mott
Mae M. Nelson
Rose O'Black
Erwin G. Packard
Irene H. Saksa
Lorrayne Seppala
Mark H. Snelling
Cletus Summers
Emil Swanson
Ralph A. Wachsmuth
Donald W. Walter

NASHUA PLANT, October 10
Douglas W. Ayer
Rosario L. Bergeron
Emile E. Berube
Alfred G. Cardin
Adrien J. Constant
Joseph M. Danis
Margaret L. Deans
Napoleon Forcier
Robert M. Forcier
Herve E. Gauthier
Robert W. Hill
Maurice Lavallee
Joseph R. Lefebvre
Donald W. MacDougall
James A. McVittie
Wilfred J. Nadeau
Wilfred J. Michaud
Camille J. Pellerin
Martin Y. Petersen
Philip J. Soucy
Leo J. Thiboutot
Gerard J. Turcotte

BILLERICA PLANT, October 10
Frederick Avila
James W. Clarke
James P. Dolan

SAN FRANCISCO OFFICE, October 13
Lorraine Fuscel

CLEVELAND OFFICE, October 18
Richard C. Hall
Joseph C. Razmic

ST. LOUIS OFFICE, October 19
Mary A. Butler
Adelia B. Dallas
Harriet M. Johnson

BOSTON OFFICE, October 26
Rosalind Capin

WINNIPEG OFFICE, October 27
William G. Middleton

RETIREMENTS—October 1, 1967

JOSEPH DUBUC, Jeffrey Mine
RAY C. DYE, Parkersburg Plant
THOMAS P. JOHNS, Manville Plant
IRA W. KIRKMAN, Richmond Plant
JOHN PERZEL, Research Center
JOSEPH SCIONEAUX, New Orleans Plant

IN MEMORIAM (QCC and Retired)

ALBERT SMITH, Jeffrey Mine, July 6
ELBY DAVIS, Waukegan Plant, July 14
ANTONIO RICCARDI, Manville Plant, July 15
ROY TURNER, Waukegan Plant, July 15
JAMES J. CASEY, Philadelphia Office, July 16
BENJAMIN TOMSA, Manville Plant, July 19
WARREN MORRIS, Richmond Plant, July 21
MICHAEL CANNON, New Orleans Plant, July 24
EDWARD KNITOWSKI, Manville Plant, July 25
SILAS DAVIS, Waukegan Plant, July 30
ADELARD RONDEAU, Jeffrey Mine, August 1
PAUL DEMEREC, Zelienople Plant, August 2
JOHN L. GOSNELL, Alexandria Plant, August 5
ARTHUR FREED, Manville Plant, August 10
JOHN H. BALDWIN, Research Center, August 11

NEWS/PIC

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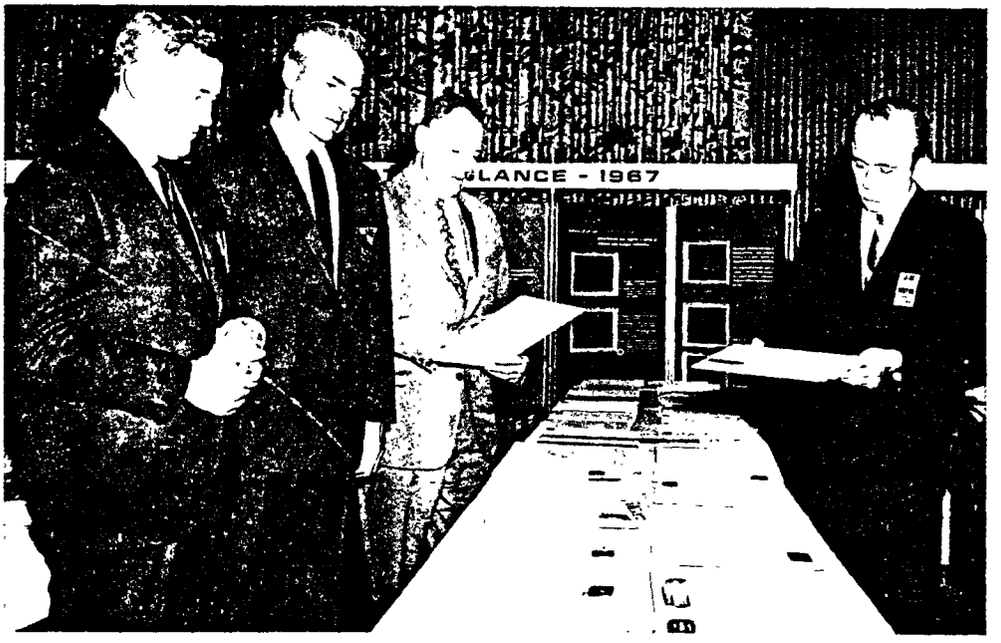
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Taking a look at competitors' products at the Research Center are (from left) Bob Beauchemin and J. R. Weber, both Philadelphia District Salesmen; Walter Clark, Boston District Salesman; and Dick Marcoux, Advertising & Public Relations.

a look at our competitors

BOB SNOW, Product Manager for Building Products' Insulating and Hard Board, recently supervised the gathering of samples of all types and designs of ceiling tile and paneling made by J-M and a dozen or so competitors, to conduct a design review.

The resulting display of J-M Decorative Ceiling Tile, KLEFTONE®, FIBRETONE®, Lay-In Panels and WHISPERTONE® Glass Fiber Panels, along with competitive lines from companies like Armstrong Cork, Celotex, Certain-teed, Flintkote, Insulite, National Gypsum, Wood Conversion, and Owens-Corning, filled the entire auditorium at the Research Center in Finderne, N. J.

The first day Mr. Snow called together research and design center J-Mers for a comparative design analysis of our products as compared to those of our competitors. The second day, area salesmen gathered to discuss what they believed was needed in the way of new designs which would attract additional sales.

This design review underlined, for all those who took part in it, the value and necessity of continual self-appraisal aimed at giving J-M customers the best products possible.

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