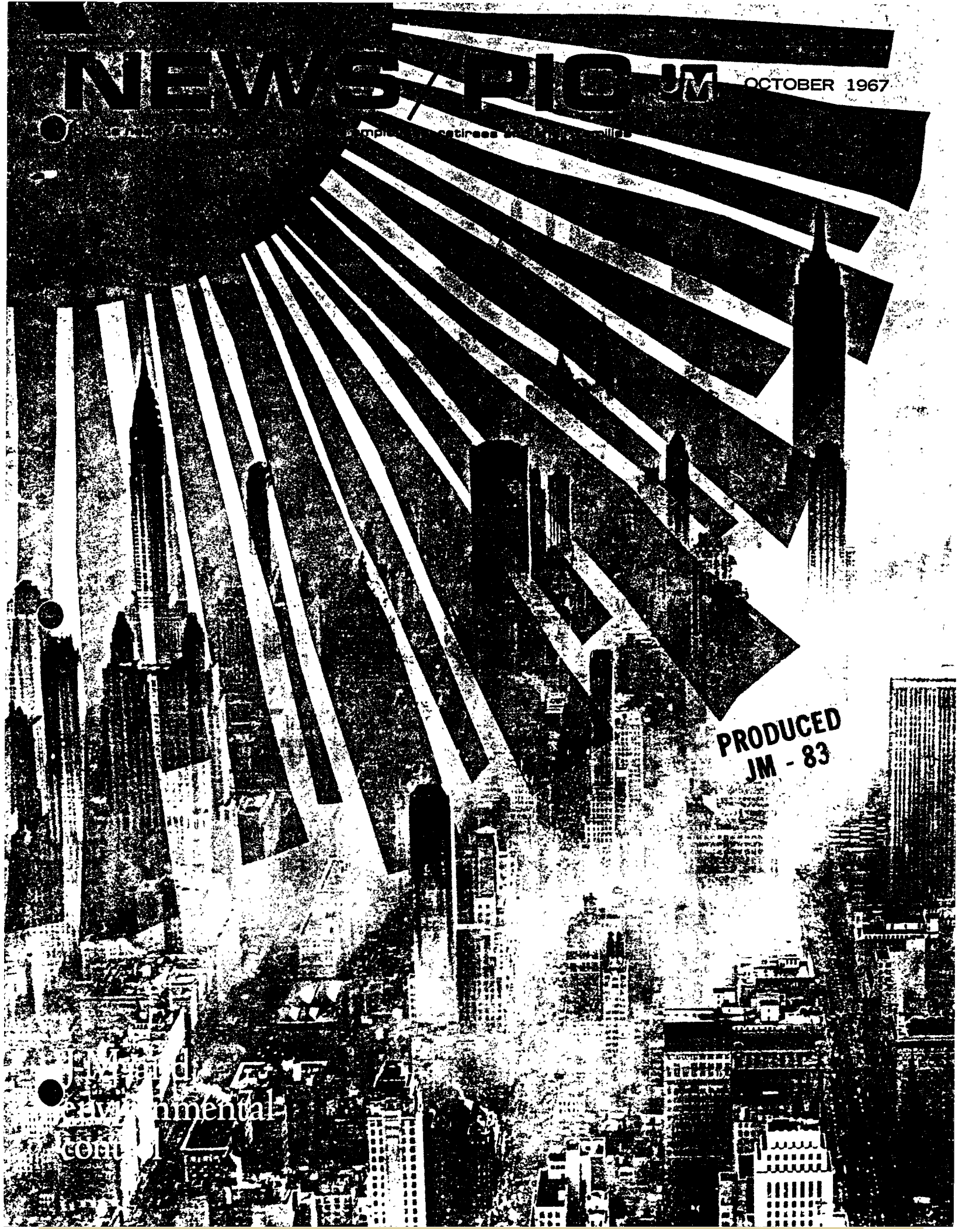
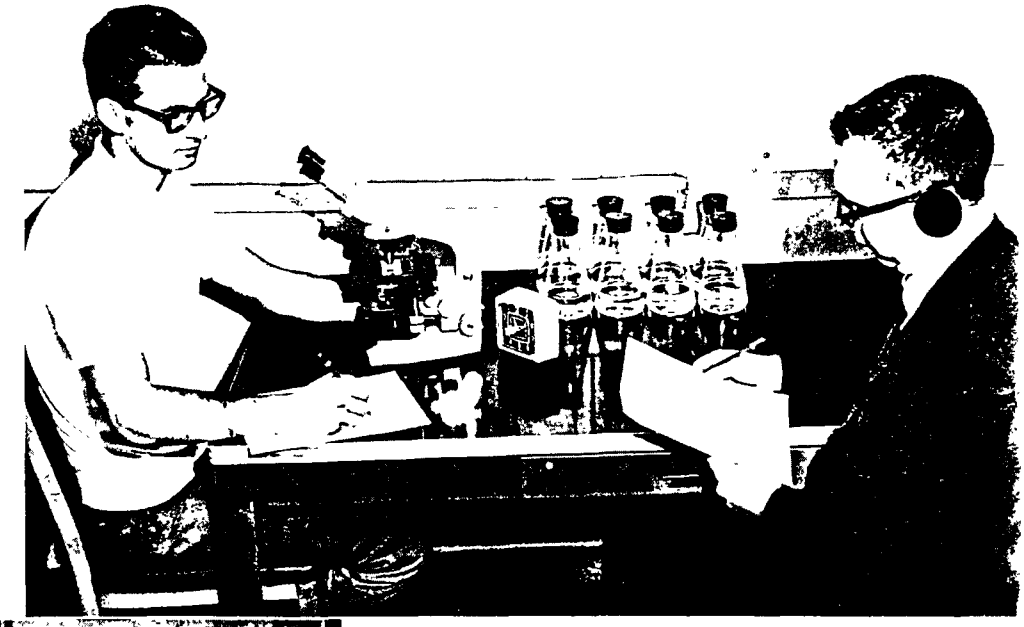


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RIGHT—*Industrial Hygiene Assistant Barry Russo (left) and Supervisor of Industrial Hygiene Labs Ralph Hindmarch check samples in the Eastern Regional Lab at Manville, N. J.*

BELOW—*(from left) Cliff Sheckler, Ed Fenner and Jim Siegfried, the Environmental Control Dept.'s top three, study a map of the Toronto area.*



Env

J-M HAS TAKEN another step in further improving its working and community environments; to protect the health and safety of its employees and to control the quality of the air and water we consume on the job and in our communities. This step was to form the Department of Environmental Control at the Research and Engineering Center in Finderne, N. J.

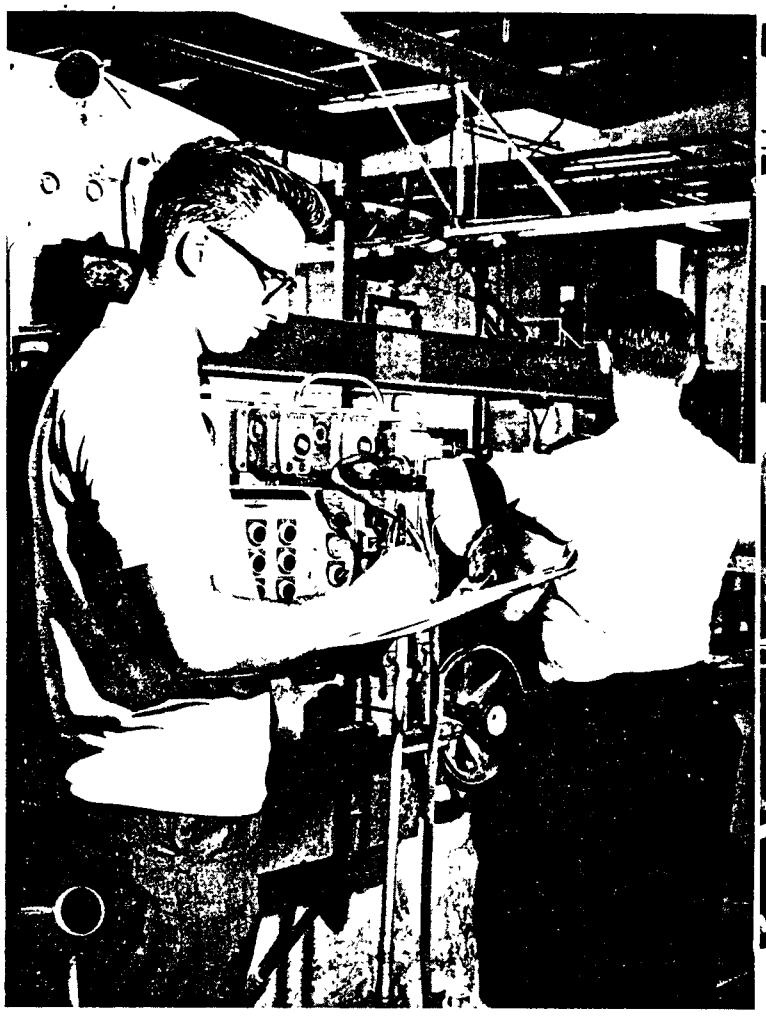
A team of 15 experienced J-Mers advise and assist all plant and mine locations in environmental situations through research, investigation and recommendations for improvements and changes.

Though the overall department itself is new, the work that is being done within it has been going on nearly as long as J-M has been in existence. It's unique element is that it is a single, central agency concerned with employee health and safety on the job, the health and safety of employees' communities, and the health and safety of those who use our products. This unique "total approach" to environmental control establishes J-M as a leader in solving its part of what has become increasingly a nationwide concern.

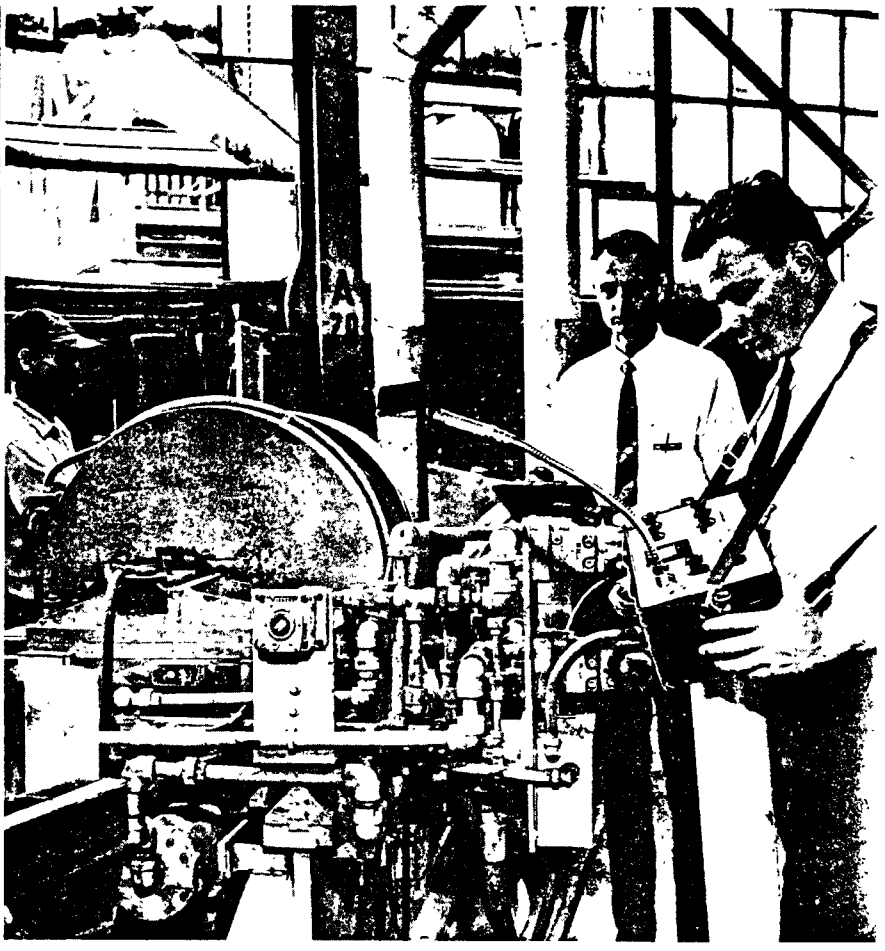
The department is directed by Edmund M. Fenner, formerly a Project Manager in the Plant Engineering Department. As Mr. Fenner explains, his department does not solve situations for others; it finds situations, reports them and establishes the level of the solutions required. Of course, the department works closely with the Engineering, Industrial Relations, Production, Legal and Advertising and Public Relations Depts. in getting them done.

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Barry Russo makes an on the spot check of conditions on the production line of Manville Transite Pipe Plant.



Checking noise levels on the production line at Waukegan are Frank Angelos (center), Industrial Hygienist in charge of the Central Region Lab, and Dennis Christensen, his assistant. Martin Bridges is at left.

ironmental control

"We're expediters," Mr. Fenner adds, "in the sense that we provide a catalyst to keep things moving." The department handles environmental problems of the 12 operating divisions and all the plants and mines within them. The staff gives Senior Vice President A. C. Smith of Research and Engineering periodic summaries for the information of President C. B. Burnett and J-M's other senior officers.

A function of the department which most directly affects J-M people, is its responsibility for industrial hygiene. Clifford L. Sheckler, formerly of Industrial Relations, heads a staff of nine people as Manager of Occupational Environmental Control.

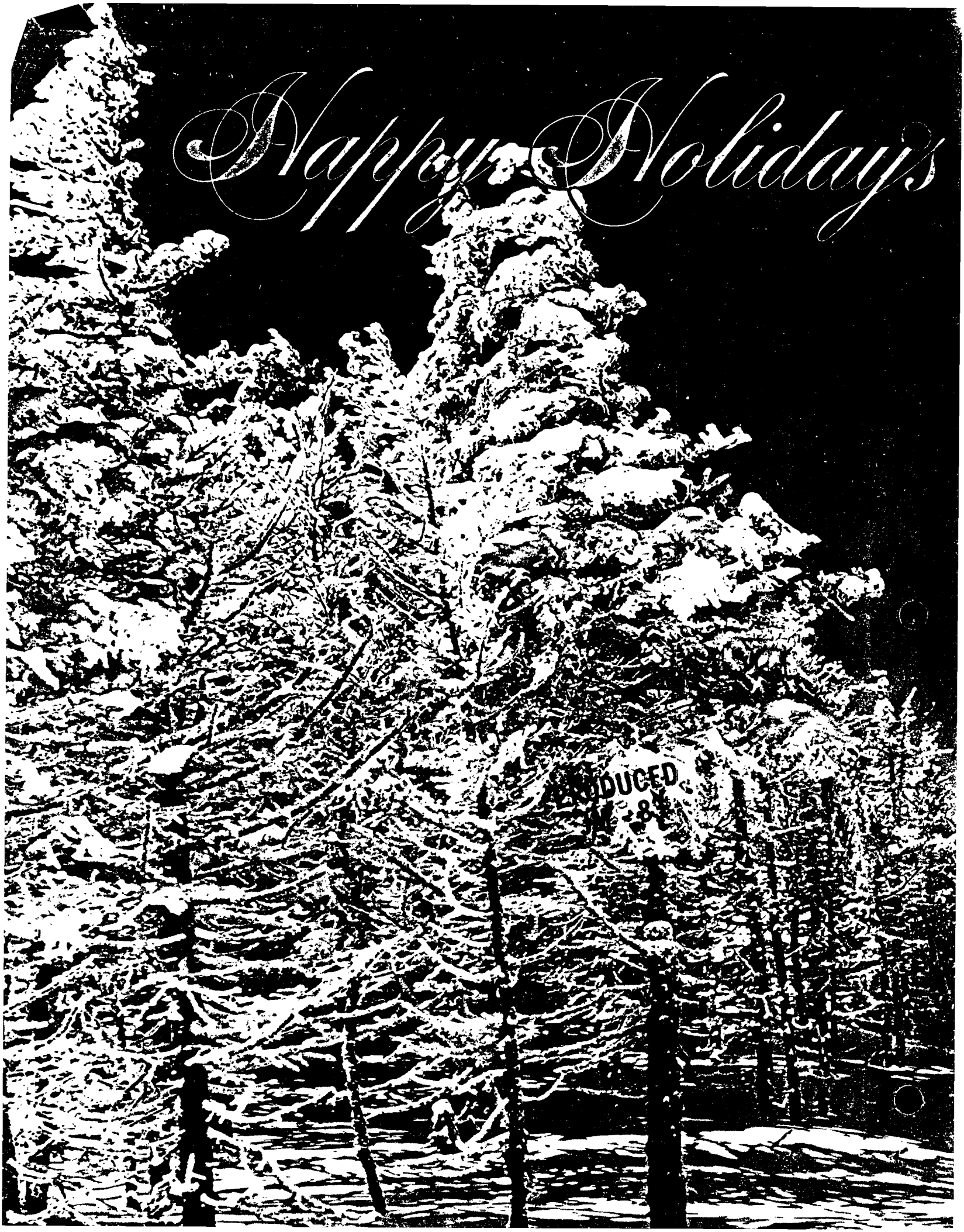
He and his staff of a supervisor and nine industrial hygienists have the responsibility of operating the Company's four area Hygiene Laboratories. These labs, the first of which went into operation in 1959, are located at Manville, Waukegan, Lompoc and Jeffrey Mine. The industrial hygienists annually visit each location in their regions to check the amounts of noise, dust and fumes to which employees are subjected. Where these levels are possibly detrimental to employee well being, the hygienists report the situation. Measures to eliminate the problem are studied and the best method installed, and proper safety equipment for maximum employee protection is stocked.

Supervisor for the Hygiene Labs is R. D. Hindmarch, Jr., who for over seven years served as Industrial Hygiene Technician for the Manville Hygiene Lab.

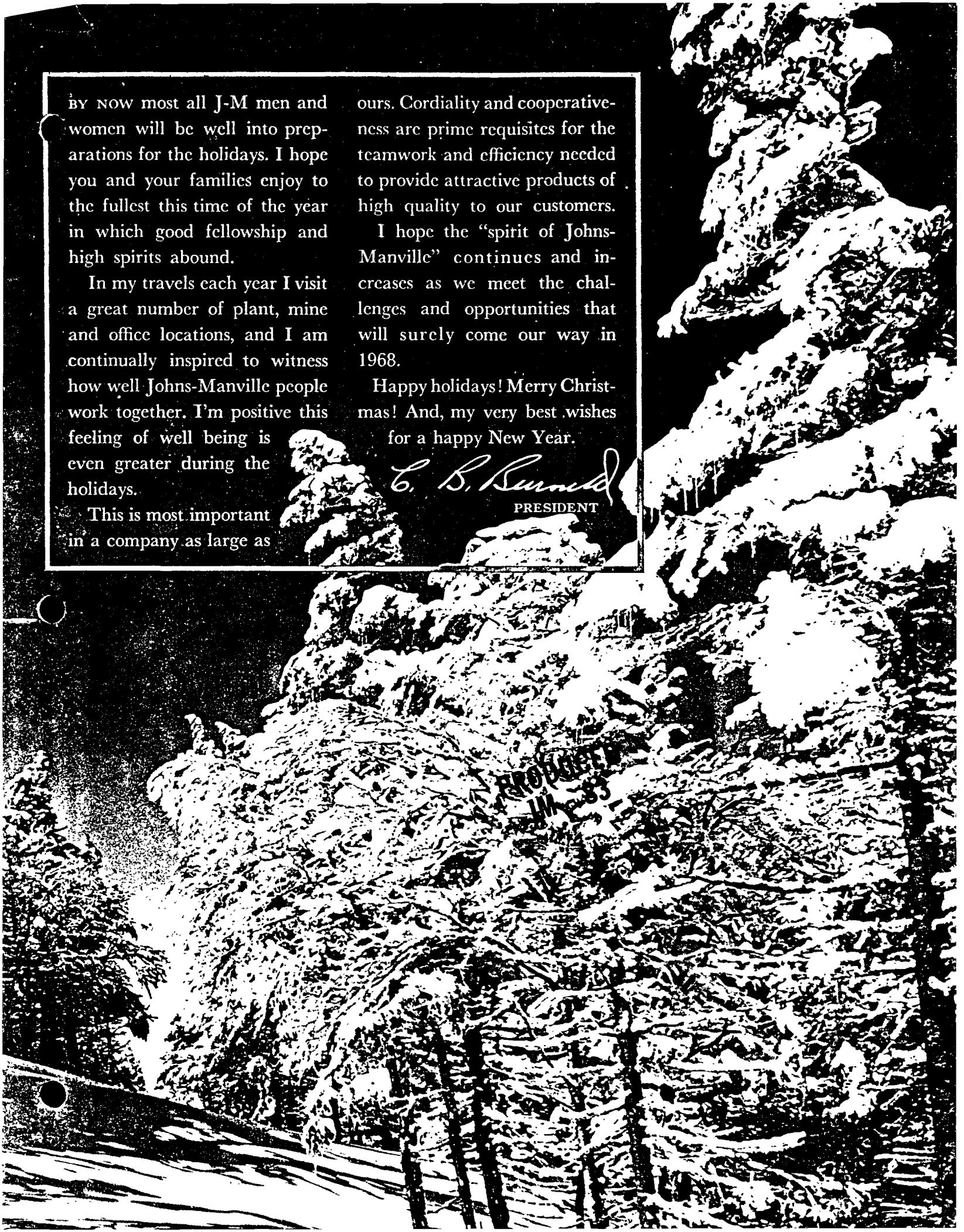
Another major responsibility of the Environmental Control Dept. is

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BY NOW most all J-M men and women will be well into preparations for the holidays. I hope you and your families enjoy to the fullest this time of the year in which good fellowship and high spirits abound.

In my travels each year I visit a great number of plant, mine and office locations, and I am continually inspired to witness how well Johns-Manville people work together. I'm positive this feeling of well being is even greater during the holidays.

This is most important in a company as large as ours. Cordiality and cooperativeness are prime requisites for the teamwork and efficiency needed to provide attractive products of high quality to our customers.

I hope the "spirit of Johns-Manville" continues and increases as we meet the challenges and opportunities that will surely come our way in 1968.

Happy holidays! Merry Christmas! And, my very best wishes for a happy New Year.

C. B. Burnett

PRESIDENT

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come the week after Christmas and the work tempo at Hassenfeld Bros. Pawtucket, R. I., will reach high pitch once again. Designers will be busy bringing new ideas to life with their pencils. Machines will be tuned to give peak performance. Production schedules and plans for shipping and warehousing will be in the making. It's that way in the toy manufacturing business. Preparations for Christmas begin January 1.



Hassenfeld Bros. (Hasbro) is one of the leading toy manufacturers in the world. Toys and games from its plant in Pawtucket find homes throughout the United States, and in Canada, Europe and the Orient. In the toy world, the name Hassenfeld means quality workmanship.

The crescendo of the working pace begins right at the start of the year because Hassenfeld, like hundreds of toy manufacturers, prepares for the annual toy exhibit held in early spring. It is at this exhibit that the pulse of the market is felt, enabling the manufacturer to determine which toys are "in" for the coming year.

Hassenfeld and toys have been synonymous for nearly 30 years. Hassenfeld began as a producer of school supplies in 1923 and started toy production in the late 1930's. It vaulted itself to the top of the industry with the creation of "Mr. Potato Head" in 1952. "Mr. Potato Head," still a very big favorite, has been expanded into a jamboree of "put together" toys. In addition, Hassenfeld has developed a complete line of toys and games, from movable fairy land dolls that tell their own story to the action G.I. Joe® series.

It was January, 1966, when Hassenfeld called on Johns-Manville to help in the production of a new toy in the G.I. Joe series—the G.I. Joe Frogman and Sea Sled Set. It includes a full-sized G.I. Joe in orange scuba suit completely equipped with fins, mask and tanks on the sea sled platform. The sled actually dives beneath water and glides on water. It is battery-operated, propeller-driven and guided by movable diving planes that the child can maneuver himself.



The production problem: to seal the ⅛" propeller shaft as it passes through the hull to the motor box, and thus keep water out. The ring had to be able to seal with minimum pressure.

Jim Walker, the J-M salesman in the area, had the answer—CHEMPAC®—a die-formed packing ring of asbestos yarns braided jacket-over-jacket impregnated with TEFLON®, made at J-M's Chempac plant in New York City. The fact that Teflon is moisture-resistant and has a very low coefficient of friction was important in the sea sled because the power source consists of only two flashlight batteries.

With the problem solved, production forged ahead. The toy was acclaimed at the exhibit and some 300,000 were sold last year. The toy is available again this year.

It was an unusual role for J-M, but it demonstrates the company's readiness to help customers wherever its products might apply. Even as Santa's helper.

Helper

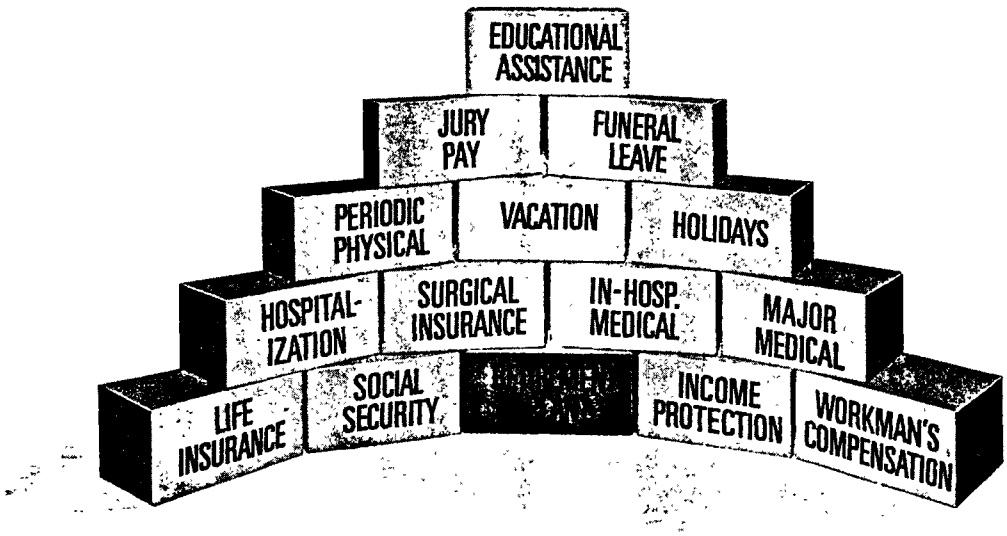
J-M CHEMPAC RINGS KEEPS FROGMAN IN HIS PLACE



A Johns-Manville employee in the Chempac Plant in New York City pressure cuts Teflon gaskets of a type similar to those used on the G.I. Joe Frogman and Sea Sled Set.

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The J-M wall of benefits

hourly employee retirement plan

age 65
member mod. plan 20 yrs.
member cont. plan 15 yrs.

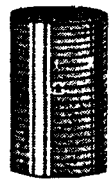
CASE A: employee **DID NOT** withdraw contributions

20 YRS. X $60 = $1,200
15 YRS. X $60 = 900
$2,100 (per yr. from J-M plan)
1,600 (from Social Security)
$3,700 (total annual income)



CASE B: employee **DID** withdraw contributions

20 YRS. X $60 = $1,200
15 YRS. X $30 = 450
$1,650
1,600
$3,250



AT THIS HAPPY TIME of year, with presents under the tree and our children and grandchildren gathered at home about us, it should be reassuring for all Johns-Manville employees to know that in our retirement years the J-M Retirement Plan will give us the financial stability to help us enjoy many more pleasant holiday seasons in the years to come.

The J-M Retirement Plan is what you might call the keystone of the Wall of Benefits. There are two

hourly employee normal retirement

employee's age 65
member mod. plan 37 yrs.
member cont. plan 0 yrs.

plan for new employees

retirement income from J-M plan	37 yrs. x $60 = $2,220
SOCIAL SECURITY	$1,600

TOTAL $3,820

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 learn more about the J-M benefit program.

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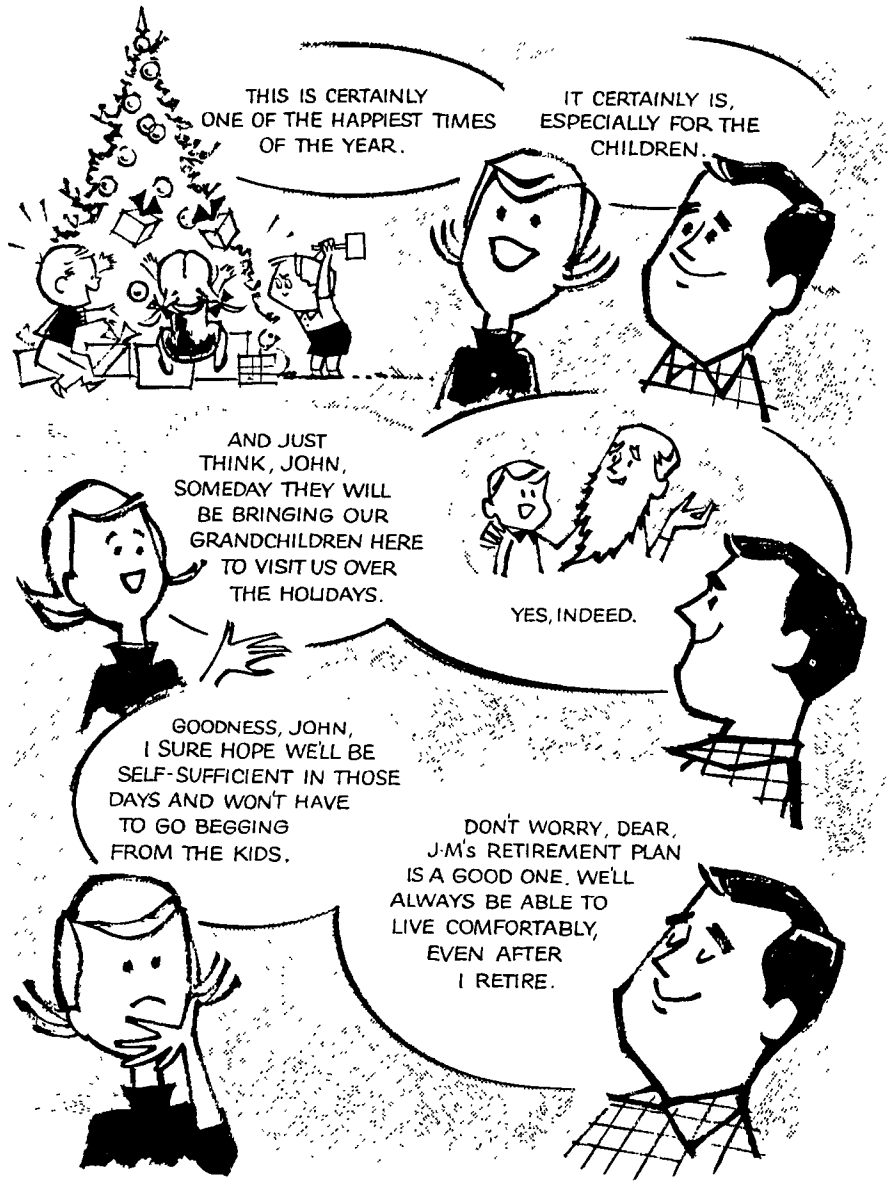
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similar, but not exactly alike, methods for computing an employee's normal retirement income—one for hourly and one for salaried personnel.

The two methods are outlined by examples given in the charts shown on these pages. The hourly method is based upon number of years of employment under the Contributory Plan —where the employee paid a certain amount into his own retirement fund —and the number of years of service under the new Modified Plan—where J-M pays the total amount and the employee does not contribute.

The salaried employee, on the other hand, only has a contributory retirement plan. Although he must contribute to this plan out of his own pay, the salaried employee is guaranteed in retirement a fairly high percentage of his average yearly earnings during those years when he was making his most money at J-M.

There is an alternate method of computing retirement income for salaried employees. It involves a simple procedure whereby J-M matches the employee's accumulated contributions for the purpose of providing a retirement income. It is applicable in a few situations—usually where the employee has been in the plan for less than his full career.



salaried employee normal retirement

employee's age 65
years of credited service 34
average earnings $8,000
accum. contributions $5,700

1¼% OF 34 YEARS = .4250
.4250 X $8,000 = $3,400
$3,400 – $800 (½ SOCIAL SECURITY) =

fund required $26,000	employee contributed $5,700	(22%)	$2,600 retirement income from J-M plan
	Johns-Manville contributed $20,300	(78%)	1,600 Social Security
		TOTAL	$4,200

total—(52.5% of average earnings)

In any event, the employee always gets the benefit of whichever method of calculation yields the larger retirement income.

This standard J-M policy of using whichever method will provide a J-Mer with the highest retirement income also applies to those hourly employees who left their money in the fund. In some situations either the percentage or own-plus-matching formula will be used to compute an hourly employee's retirement pay in order to give him the best possible income for his leisure years.

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1967?

Down with dust

The Jeffrey Mine and Mill at Asbestos, Quebec, is the largest producer of asbestos in the free world. Each year more than 600,000 tons of fiber is freed from the raw ore at the mill; blended, sorted, graded and prepared for packaging and shipping.

The entire operation is a dry process and vast quantities of air are used to handle the fiber through to the finished product.

The air is provided by 25 huge fans located on the very top floor of the mill. These fans, each of which is driven by a 350 horse power motor, are capable of moving a total of 4,000,000 cubic feet of air per minute through the mill.

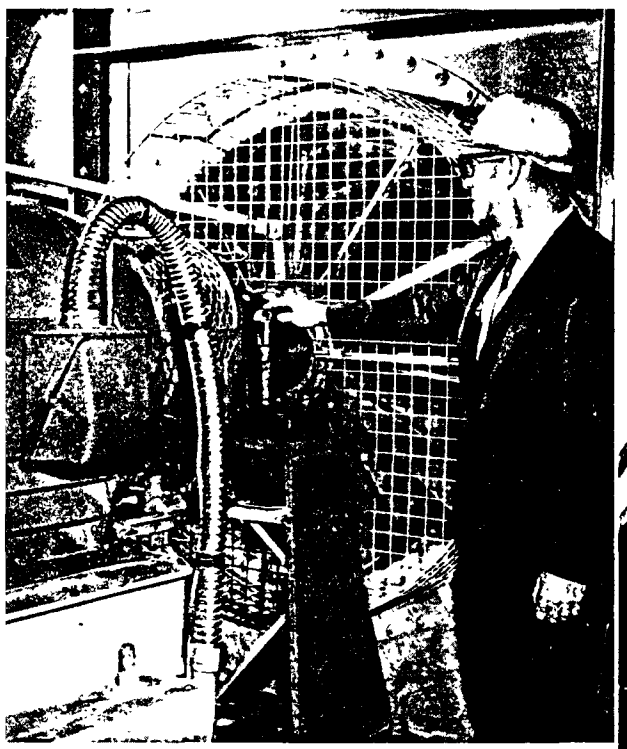
During the processing of the asbestos fiber dust is produced, which must be removed from the system before the air can be reused or exhausted into the asmosphere.

Johns-Manville accomplishes this by means of a bag filter dust removal system, which is the largest of its type in the world.

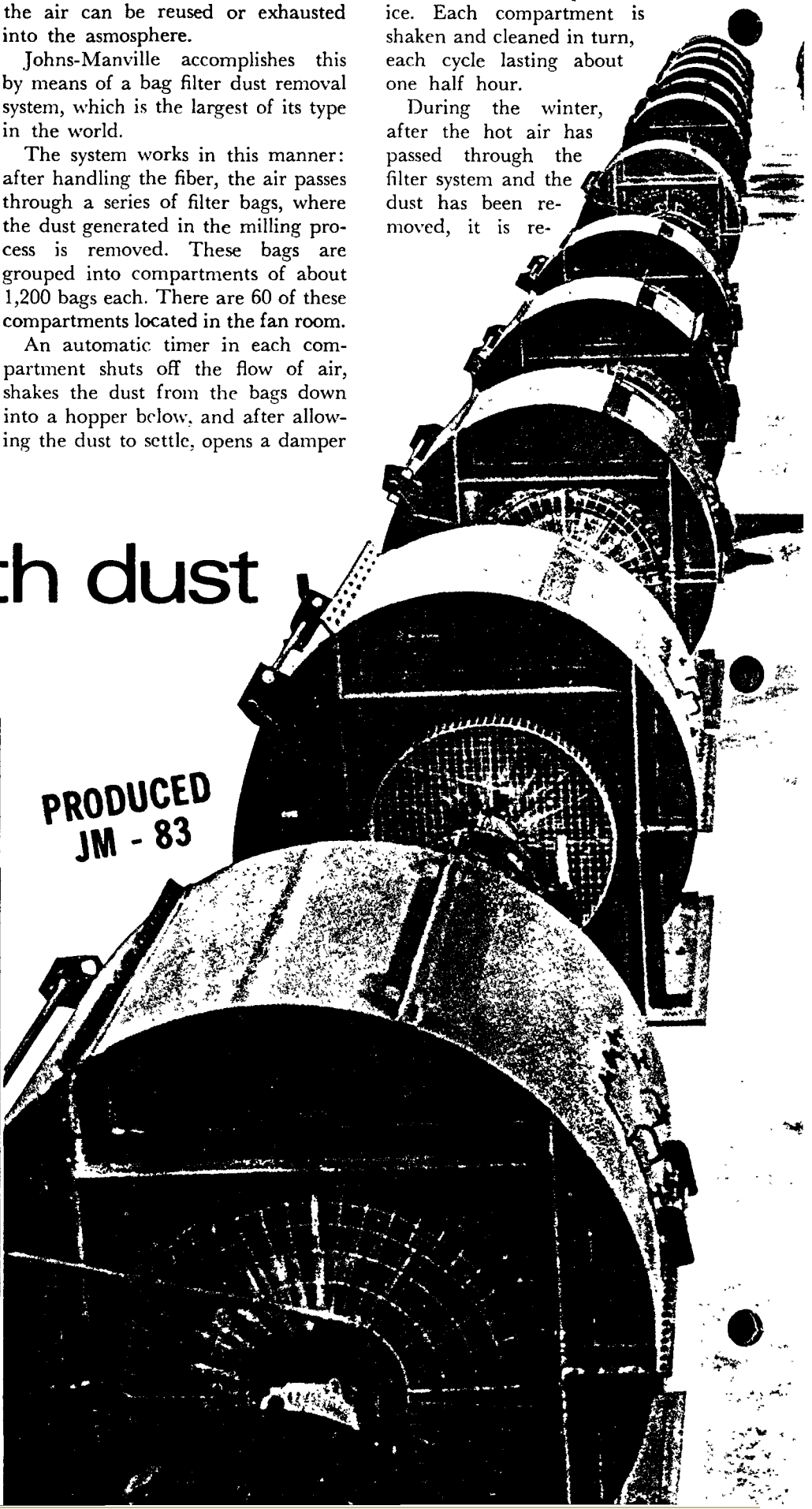
The system works in this manner: after handling the fiber, the air passes through a series of filter bags, where the dust generated in the milling process is removed. These bags are grouped into compartments of about 1,200 bags each. There are 60 of these compartments located in the fan room.

An automatic timer in each compartment shuts off the flow of air, shakes the dust from the bags down into a hopper below, and after allowing the dust to settle, opens a damper and returns the compartment to service. Each compartment is shaken and cleaned in turn, each cycle lasting about one half hour.

During the winter, after the hot air has passed through the filter system and the dust has been removed, it is re-



Cecil Hook, Ventilation Engineer, checks a recently installed additional fan in the pressurized fan room.



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turned to the lower levels of the mill where it is used to keep the interior warm, even when the temperature outside drops to 30° F below zero. In summer the clean air is exhausted into the atmosphere.

The air cleaning process thus serves two purposes: the mill and surrounding area is kept clean, healthy and dust free; and the inside of the mill is kept warm during the winter.

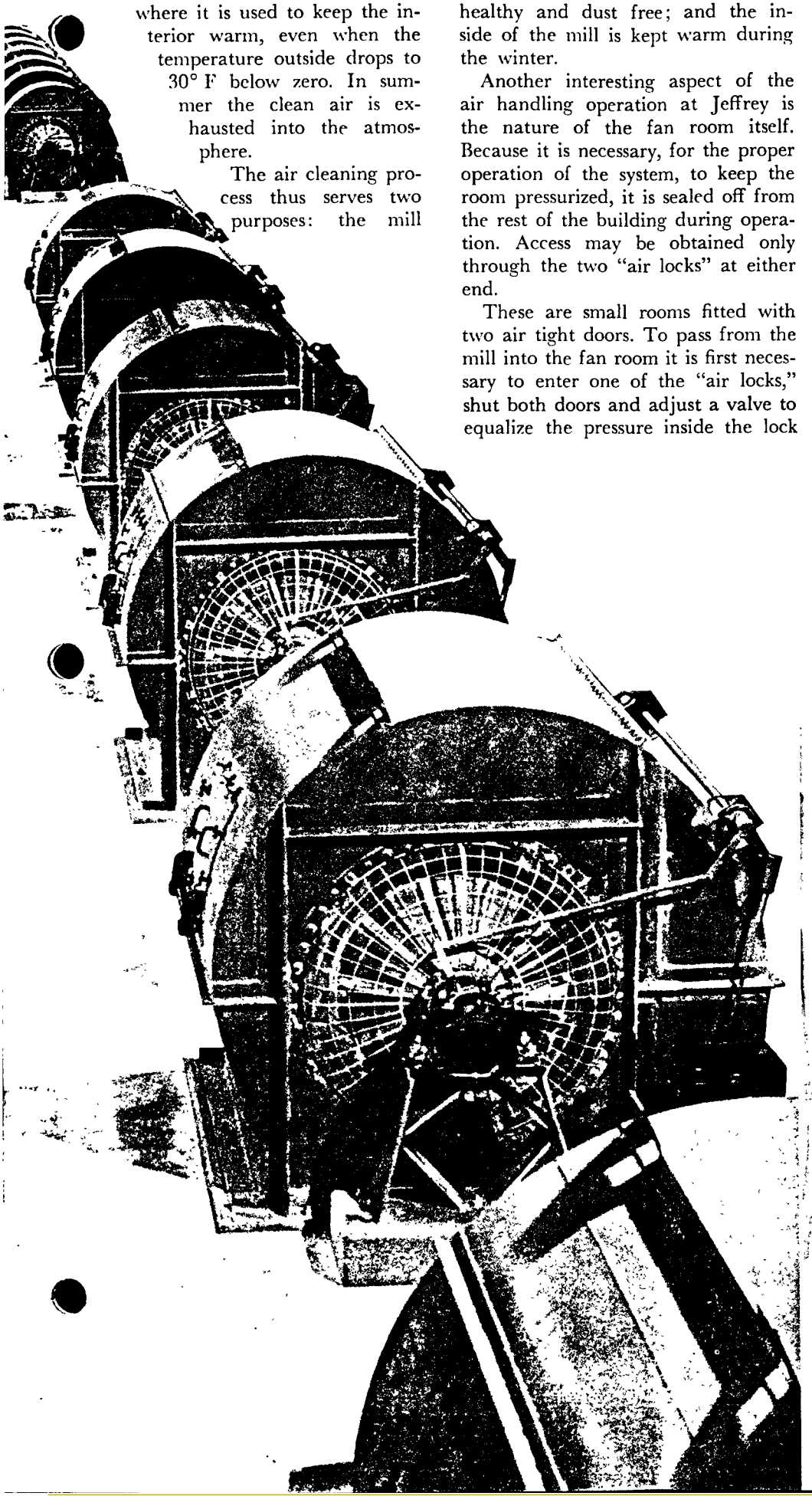
Another interesting aspect of the air handling operation at Jeffrey is the nature of the fan room itself. Because it is necessary, for the proper operation of the system, to keep the room pressurized, it is sealed off from the rest of the building during operation. Access may be obtained only through the two "air locks" at either end.

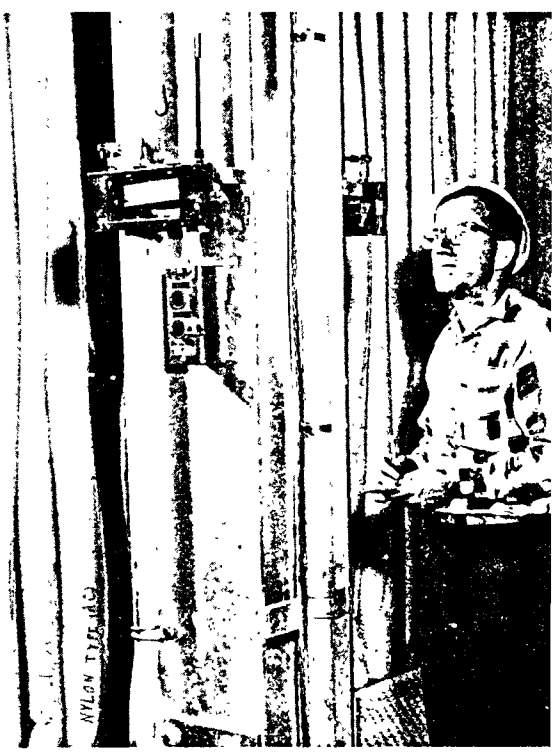
These are small rooms fitted with two air tight doors. To pass from the mill into the fan room it is first necessary to enter one of the "air locks," shut both doors and adjust a valve to equalize the pressure inside the lock with that of the fan room. Only then does one enter the pressurized fan room.

Entering the fan room in this manner is roughly equivalent to climbing to the peak of a 610 ft. mountain. Because of the pressure change, people entering the room are advised to chew gum in order to keep their ears from popping.

The fans are controlled from a central panel to give a uniform operating pressure throughout the system.

This air handling and dust removal operation is yet another example of Johns-Manville's constant search for new and better methods to combine efficiency on the production line with health and safety for all J-Mers and their neighbors.





Benoit Paquette, Line Operator, measures pressure drop in 30 ft. filter bags to determine possible air leakage.

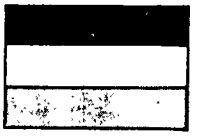
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A Christmas Menu

Since the dawn of civilization people have celebrated special occasions with a feast. Good food knows no nationality, but each nation's chefs have devised their special methods of preparing the gastronomic delights that we enjoy today. For the very special occasions of Christmas and New Year, News/Pic suggests here a holiday menu, comprised of nationality recipes that reflect the international flavor of Johns-Manville today. You may want to try one or all of our suggestions, but whatever you do, we wish you a "bon appetit" at Christmas dinner.

APERITIF



For those of you who like a little something warming before the meal, here is a favorite holiday punch, enough for six, with which the Germans toast each other:

Sylvester Punsch

11 ounces of sugar cubes
1 lemon peel
1 orange peel
1 quart boiling water or tea
2 quarts dry red wine
¼ quart rum
6 whole cloves
1 stick cinnamon

Rub lemon and orange peel into sugar cubes. Pour water or tea over the cubes, add spices and wine. Bring mixture to boil quickly, letting it rise only *once*. Remove spices, add rum. Serve immediately piping hot in covered bowl. If entire portion is not consumed in one serving, keep hot but not boiling.

HORS D'OEUVRE



Here's a light weight dish that tickled the palates of the ancient Greeks, possibly even before the birth of Christ. (If you've never tried grape leaves, don't let that discourage you, they are mild and delicious.)

Shrimp in Leaves

Raw jumbo shrimp, shelled and vein removed
Canned grape leaves (1 leaf per shrimp)
A marinade of 2 parts white wine vinegar
1 part oil
(for 20 shrimp: 2 tablespoons oil and 4 tablespoons vinegar)
Pinch of oregano in the marinade

Wash the grape leaves to remove all the brine. Slit the shrimp down the back (vein side) and flatten them with your hand as for butterfly shrimp. Place a shrimp, split side down, on a leaf and lap the leaf around the shrimp. It is not necessary to tuck in the leaf ends. Arrange the shrimp close together in a shallow baking dish, preferably one

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that can come to the table. The lapped side of the leaf should be at the bottom, to guard against opening during cooking. Pour the marinade over the shrimp and bake in a preheated oven (375°) for 20 to 25 minutes, basting once or twice.

Garnish each shrimp with a thin half-slice of lemon crossed with a thin strip of pimiento. The diner will press the lemon juice into his leaf-wrapped shrimp with his fork if you demonstrate and lead the way—the leaves are edible, of course. Serve with sesame wafers.

SOMETHING EXTRA



Just prior to serving your main holiday dishes you might like to spring this light surprise from the storybook country of northeast France:

Quiche Lorraine or Alsacienne

pastry for a one-crust 9-inch pie
1 egg white
6 to 8 strips of bacon
½ pound Swiss cheese cut in thin strips
2 cups light cream
4 eggs
1 tablespoon flour
½ teaspoon nutmeg
½ teaspoon salt
dash of cayenne pepper
1½ tablespoons melted butter

Line a 9-inch pie plate with the pastry. Prick it all over with a fork, brush with egg white and bake 5 minutes at 450 degrees. Cool.

Fry the bacon crisp, drain it well and crumble. Put into the pie shell together with the cheese.

(To make the Quiche Alsacienne, which includes onions, add chopped onions to the bacon and cheese in the pie shell.)

Scald the cream and cool slightly.

In a bowl beat together the eggs, flour and seasonings. Add the cream and melted butter and mix well. Pour the custard over the cheese and bacon and bake for 35 to 40 minutes at 375 degrees until the custard is set and lightly browned. Since Quiche should be served warm, not hot, allow 10 to 15 minutes for it to rest quietly after baking.

ENTREE



Few American tables would be complete at Thanksgiving or Christmas without:

Roast Turkey

Allow 1 pound per person. A hen turkey has more breast meat than a tom. A half-turkey is also an economical buy. Thaw frozen turkeys to room temperature overnight before stuffing. Stuff and truss. No doubt your family has its own favorite stuffing recipe but there are many delicious variations of stuffing such as Chestnut, Oyster, and a variety using various combinations of fruits. Your favorite recipe book should list a number of these. Allow 8 cups of stuffing to a 10-pound turkey.

Place the turkey breast side up on a rack in an open roasting pan. Rub the skin with soft butter or salad oil. Put over the bird a piece of aluminum foil large enough to cover it loosely.

Roast at 325° until tender. Test by moving the drumstick gently. When

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the bird is done the joint will move easily. Half an hour before the roasting time is up, turn back the foil so that the skin will brown prettily. Keep the bird warm while you make your favorite gravy. It will be easier to carve if it stands 20 minutes or so after roasting.

On the side . . .

Naturally you will want a few garnishes for your turkey, such as relishes and pickles, sweet and/or mashed potatoes, cranberries, candied parsnips and the like.

Italian and French chefs have remarkable talents in making vegetable dishes with an added zest. From Italy comes:

Green Beans Almondine

Sprinkle slivered toasted almonds over the buttered cooked beans. For a delicious flavor, cook the slivered almonds in butter until the butter is brown, and pour over the beans.

SALADS

There is nothing better than a fresh vegetable garden salad with your favorite dressing, but if you want to add something a little different here is a tip from our Canadian neighbors that includes famed Canadian Salmon with a French accent:

Salmon Mousse

Put through a food chopper, using a fine knife

1 pound salmon

(To make even smoother, pound in a mortar or in a double boiler top with a wooden potato masher or prepare in an electric blender, starting with one-third of the cream and one-third of the fish, cut in small pieces.)

Put in a bowl set in a pan of ice water. Stir in very slowly

3 egg whites

beating with a wire whisk to keep the mixture very smooth. Stir in very slowly

1 cup heavy cream or evaporated milk
1 teaspoon salt
½ teaspoon pepper

Season to taste with

Cayenne, nutmeg or celery salt

Few drops of onion juice

Let stand 1 hour. Stir well. Butter or oil a 1½-quart mold or a set of small timbale molds. Pour in the mixture. Set in a pan of hot water 1 inch deep. Cover with foil. Bake at 350° until firm or cook on top of the stove over low heat so that the water barely simmers. Do not overcook. Turn out onto a serving dish. Pour over the mousse a

Lobster, shrimp or mushroom sauce

If you like, season the sauce with sherry.

DESSERT

Merry old England offers a truly traditional holiday dessert:

Plum Pudding

There are many fine imported puddings ready and waiting to be steam heated. The flavor is enhanced if an ounce or so of heated brandy is poured over the pudding and lit until it burns itself out. But, for the courageous who want to make it themselves, here goes:

Steam it in well-buttered molds or cans with tight covers. Baking-powder tins make nice individual puddings. Fill the molds no more than two-thirds full. Place them on a trivet in a large boiler and add water to half the depth of the mold. Cover and boil rapidly until steam begins to escape, then

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lower the heat for the rest of the time required to cook them thoroughly.

This recipe makes about 2 quarts of pudding or 12 servings:

1 cup kidney suet, finely chopped
1 pound each: seeded raisins, chopped currants
¼ cup preserved citron, chopped
½ cup flour
1 teaspoon mace
½ teaspoon each: nutmeg, cinnamon
3 tablespoons sugar
½ teaspoon salt
4 eggs, separated
2 tablespoons cream
½ cup brandy
1½ cups fine dry bread crumbs
1 tablespoon grated lemon rind

In a large bowl dredge the suet, raisins, currants and citron with half the flour. Sift the rest of the flour together with the spices, sugar and salt and add to the fruit. Beat the egg yolks with the cream until thick and foamy, and beat the egg whites stiff. Add the egg-yolk mixture, bread crumbs and lemon rind to the fruit mixture. Fold in the egg white last. Pour into buttered molds and steam 3 to 5 hours. Smaller molds will need less time than a large thick one. Unmold the puddings and allow them to cool. Wrap them in brandy-soaked cloths and store, tightly covered, for the same length as fruitcake.

BEVERAGE



It's up to you and your guests, of course, whether or not you want to imbibe during your dinner. If you do, a light, dry, red wine will accompany the turkey nicely.

And, whether you prefer coffee, tea or milk, to end your meal, there are very few who can resist the warming — both mentally and physically—of:

Irish Coffee

Stir a teaspoonful of sugar in 4 to 5 ounces of strong hot coffee for each serving. Add 1½ ounces of a good Irish whiskey. Serve in 6 to 8 ounce pre-heated stemmed glasses. (If you want to really be authentic, most department stores have a supply of Irish coffee glasses with a shamrock in the stem.) Last but certainly not the least *float* on top heavy cream or whipped cream. If you use the former, carefully pour the cream across the length of a spoon to form a layer of cream on top of the coffee.

Whatever you drink, whatever you eat, NEWS/PIC wishes you the very best of holidays!

Bon Appetit

Credits:

Sylvester Punsch—Mrs. Marianne Markmann, GHQ

Shrimp in Leaves—"The Delectable Past" by Esther B. Aresty, published by Simon and Schuster, New York;

Quiche and Plum Pudding—"The Twelve Days of Christmas Cookbook" by Suzanne Huntley, published by Atheneum, New York;

Turkey, Green Beans Almondine and Salmon Mousse—Fannie Farmer Cookbook, published by Little, Brown & Company, Inc., Boston;

Irish Coffee—Beverly Bender, GHQ.

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RICHMOND

J. B. Jobe (left), General Manager, Industrial Insulations Division, congratulates new Richmond Plant inductees Delmar Musselman, Paul Denton, Randolph Sherrow, Walter Graham and Clyde Smith.



PITTSBURG PLANT

Seven new inductees became members of the Pittsburg, California, Chapter of the Quarter Century Club at an induction dinner held at the Concord Inn.



Inducting officer Murray F. MacDonald, General Manager, Building Products Division, presents watches to inductees Dan Dunham (above), James Thomas (right), and Charles Greathouse (below).





The other four Pittsburg Plant J-Mers inducted at the dinner were Herbert F. Gooding, Horace Page, Robert Speake and Walwyn Trezise.

DUTCH BRAND

Seven new inductees joined the ranks of the Dutch Brand Chapter of the QCC at an initiation dinner recently in Chicago. Inducting officer for the occasion was George H. Martens, Jr., Senior Vice President for Marketing. Shown at the dinner are (from left) inductees Salvatore Chimino, Russell N. Zack and Margaret Tomlinson, Chapter President John Swart, and inductees Fred Klepetar, Sylvia M. Barcik, Edward Mrozinski and Torrey Langrehr.

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QUARTER CENTURY CLUB INDUCTIONS



CHICAGO

Murray F. MacDonald (center), General Manager, Building Products Division, was inducting officer at the Chicago Chapter Quarter Century Club party. Inducted at the party were Jennie E. Joos (left), and William P. Volk (right).



ASBESTOS

Karl V. Lindell (right), Vice President, Johns-Manville Corporation, and General Manager of the Asbestos Fibre Division, presents 50 year J-Mer Ovila Brindle with his Half Century Club watch. At left is A. G. Sinclair, General Manager, Canadian Products Division. Second from left is Ovila's brother Denis, who is a retired member of the J-M Half Century Club. This photo was taken at the 38th Annual Asbestos QCC Initiation Dinner.



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1

Roland Dugre, Supervising Engineer, Jeffrey Mine, was elected President of the Province of Quebec Chamber of Commerce at the association's recent meeting in Montreal. Mr. Dugre is shown giving his inaugural address. Karl V. Lindell, Vice President, Johns-Manville Corporation, was re-elected to the Chamber's Board of Governers at the same meeting.

2

The Rockdale Plant recently held an open house for the families and friends of employees. Shown in front of the J-M product display board during the open house are (from left) Mrs. Clyde Carey; Clyde Carey, Trim Saw Take-Off; Mrs. John Baker; Mrs. Rufus Jones; Mrs. Frank Waters; E. J. Houte, Quality Control Supervisor; Mrs. Robert Sarcletti; and Mike Morris, Industrial Engineer, who served as a guide.

3

Sue Gilmer, a Receptionist in the Atlanta Office, recently won first prize, an all expenses paid trip to New York, in a local talent contest. While in New York, Sue earned a spot on the Ted Mack Amateur Hour, with her rendition of "There Goes My Everything." The show has been taped and will appear on TV in cities throughout the country in the near future.

4

What better way could there be to promote J-M's new line of Highland shingles than to put two "Scotsmen" to work on the job. That was the idea developed by Dayton, Ohio, District Salesmen L. M. Newkirk, Jr. (shown here) and Sam Tsichlis for a J-M display at the local Home Builders Association Tabletop Night. The pair rented a couple of Scottish outfits for the occasion and, judging by the number of people who visited the J-M display, they were the hit of the show.

5

G. H. Miner Company of Syracuse, N. Y., recently celebrated its 10th anniversary as an authorized J-M Insulation Contract Unit. Shown with a certificate honoring the occasion are (from left) T. S. Nicely, Northeastern District Manager, Industrial Insulations Division; Mrs. B. Miner, Vice President of G. H. Miner; R. Downing, President of G. H. Miner; R. A. Stapleton, General Sales Manager, Distributor Products Department, II Division; Mrs. D. Downing, Secretary-Treasurer of G. H. Miner; and R. R. Garnett, J-M Industrial Insulations Salesman.

6

Working through the Red Cross, Johns-Manville this year is sending 100 "dittybags" full of gifts to U.S. servicemen fighting in Viet Nam. Shown filling some of the bags at General Headquarters in New York are (from left) Georgianna Moore, Martha McPhatter, Pat Dolan and Jane Mulder. The bags contained such items as pocket combs, pens, playing cards, cigarette lighters and recording tape so the boys can send messages home for the holidays.

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JM NEWS in a minute

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

Johns-Manville is participating in an urban rehabilitation project in the Park Slope section of Brooklyn, N. Y., by completely re-doing a run-down brownstone. J-M hopes, by this method, to develop new products and new uses for existing products, especially aimed at doing a better job than conventional building materials in the urban rehabilitation field. Johns-Manville was the only building materials company to respond to the appeal for participation in this project.

* * *

The Johns-Manville Aerospace Products Department has been awarded the Grumman Aircraft Engineering Corporation Monthly Supplier Award for Excellence. The award is part of the Grumman Project Sterling Program to recognize and reward outstanding supplier performance. Awards are made to suppliers whose performance on delivery, quality and other factors is deemed outstanding. The J-M Aerospace Department supplies Grumman Aircraft with fabricated insulation for F-111 aircraft.

* * *

To keep noise and vibration levels to a minimum, the Toronto Transit Commission is installing more than 100,000 sq. ft. of Johns-Manville ACOUSTI-CLAD® sound control tile in a number of stations on the city's new $80 million six-mile subway extension. The Acousti-Clad was manufactured at the Johns-Manville Alexandria, Indiana, Plant.

ASSIGNMENTS



BUILDING PRODUCTS DIVISION
Pittsburg Plant
ALMER C. PENNEWELL to Roofing Superintendent from Training Engineer, Manville Plant.



FREDRIC M. MANGE to Safety and Training Supervisor from Industrial Hygiene Technician, Waukegan Plant.



Division Headquarters
W. A. DEAL to Product Marketing Manager, Industrial A/C Products, from Sales Manager, Industrial A/C Products.



INDUSTRIAL INSULATIONS DIVISION
Division Headquarters
J. M. VAN VOORHIS to Sales Manager, Equipment Insulation Sales, from Sales Manager, Aerospace Products.



CANADIAN PRODUCTS DIVISION
Toronto Plant
JOHN RIGSBY to Assistant Plant Engineer from Plant Maintenance Supervisor.



K. H. SLATER to Physical Distribution Manager from Manager in Training.



DUTCH BRAND DIVISION
Division Headquarters
W. H. BARTLETT to Product Marketing Manager, Electrical Insulations, from Sales Manager, Electrical Insulations.



E. D. COX to Assistant Manager of Distribution Services from Vinylcel Development Coordinator.



FLOORING DIVISION
Division Headquarters
J. P. STIGER to General Marketing Manager from Sales & Merchandise Manager.



T. S. BASSETT to Sales and Distribution Analyst from Staff Manager, Industrial Insulations Coatings & Jackets.



FIBER GLASS DIVISION
Defiance Plant
JERRY P. SIMPSON to Senior Cost Accountant from Accountant.



PURCHASING DEPARTMENT
Manville Industrial Insulations
ANTHONY R. RIGA to Senior Buyer from Buyer.

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ANNOUNCEMENTS



PACKINGS & FRICTION MATERIALS DIVISION
Division Headquarters
E. F. CRAMER to Product Group Manager, F/M, from Manager Friction Materials.



PIPE DIVISION
Long Beach Plant
M. C. SANDERS to Manager of Services from Plant Office Manager.

J-M STEPPING UP

"Congratulations to all those listed below who are Stepping Up from the hourly to the salaried ranks."

BUILDING PRODUCTS DIVISION
Cleveland Plant
W. H. GREEN to Maintenance Foreman.
New Orleans Plant
L. M. SCHNELL to Shift Foreman, Paper Mill.

CANADIAN PRODUCTS DIVISION
Toronto Plant
R. SEAMONS to Shift Foreman, Spintex and Fiber Glass.
B. N. ALLEN to Shift Foreman, Spintex and Fiber Glass.

PACKINGS & FRICTION MATERIALS DIVISION
North Brunswick Plant
G. A. GATLIN to Shift Foreman.

PIPE DIVISION
Waukegan Plant
J. L. DAVIS to Foreman, Transite Pipe Moulding.
Denison Plant
M. M. PERDUE to Department Clerk.
R. G. BURDEN to Department Clerk "A."
H. L. STONE to Sales Clerk.

RETIREMENTS—January 1, 1968

JAMES CHERUSKI, Dutch Brand Chicago
JAMES DANIELS, Waukegan Plant
JOHN FOTTA, Manville Plant
PHILIP GREGORY, Waukegan Plant
WILLIE GRIMARD, Jeffrey Mine
MARGARET HERLIHY, Manville Plant
ESTEL C. LUDWIG, Waterville Plant
OSCAR MISTLER, Manville Plant
CERADO PESCI, Manville Plant
DONALD ROBINSON, Chicago District
RALPH E. RUNNINGER, Franklin Plant
AMELIA SMITH, Manville Plant
FRANK WALCZAK, Stockton Plant
WILLIAM WINKLER, Manville 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)

OSCAR MORGAN, Ft. Worth Plant, October 12
ROY L. BEACOM, Long Beach Plant, October 14
MARIO MONTICELLI, Pittsburg Plant, October 26
CHARLIE BARBER, Pittsburg Plant, October 30
JOHN F. DEAN, San Francisco Office, October 30
M. EUGENIE ROY, Asbestos Plant, October 31
ALBERT A. BECK, Houston Plant, November 1

QCC INDUCTIONS

TORONTO PLANT, December 9
Edward Arbour

To facilitate the mailing of retirement checks to retired J-M employees, it is essential that all changes of address be reported immediately to Industrial Relations at General Headquarters in New York City.

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NEWS/PIC

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THERE IS NOTHING BETTER FOR A MAN, THAN THAT HE SHOULD EAT AND DRINK, AND THAT HE SHOULD MAKE HIS SOUL ENJOY GOOD IN HIS LABOR." *Ecclesiastes II, 24*

"AT CHRISTMAS PLAY, AND MAKE GOOD CHEER, FOR CHRISTMAS COMES BUT ONCE A YEAR."

Thomas Tusser, 1580

Litho in U.S.A.

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