NEWS/PIC

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

NOVEMBER 1967 JM





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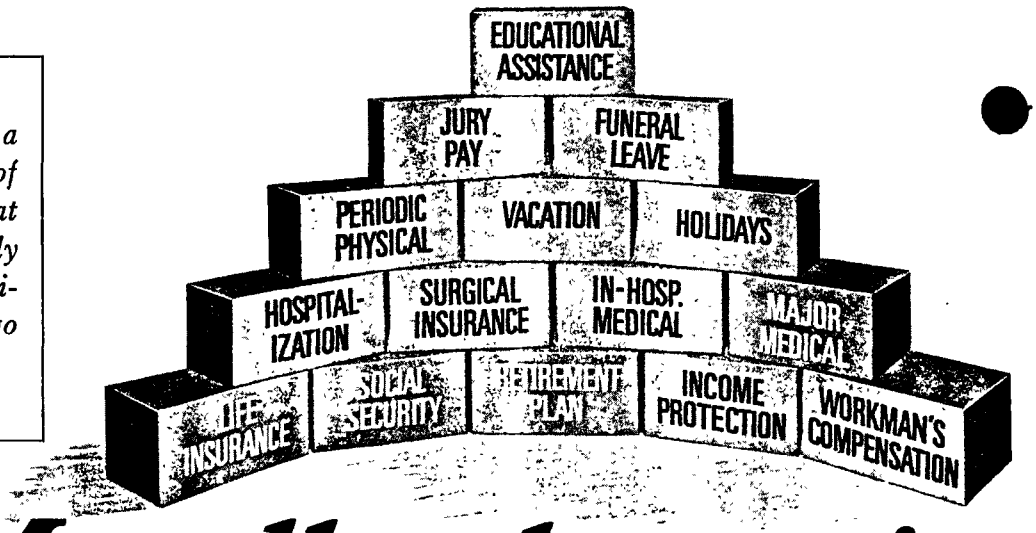


Purchasing for Profit

(SEE PAGES 8-9)

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This article is the third in a series on the J-M Wall of Benefits. It is important that every J-Mer and his family be acquainted with the various protective blocks that go into this program.



The J-M wall of benefits

IN THE CARTOON below, John Jayemmer is right again. Johns-Manville's Wall of Benefits program would indeed help to take care of him and his family if injury or sickness prevented John from ever working again.

Although permanent and total disability is not a particularly pleasant situation for any working man to think about, it is one that a number of J-Mers must face each year. And Johns-Manville is right there beside those employees, facing up to the situation with them.

Four blocks in the J-M Wall of Benefits work together to ease the financial burden encountered by any employee who has had to retire early due to sickness or injury. The four blocks are Social Security, Group Life Insurance, Major Medical Insurance and the Retirement Plan.

Although Social Security in the U. S. and CPP/QPP in Canada are handled by the government and payments are made by the employee, it should be remembered that Johns-Manville matches dollar for dollar all money put into these programs by J-M employees. If an employee pays the maximum U. S. Social Security tax of $290.40 per year ($79.20 in Canada), then so does J-M.

Equally important, J-M pays the full cost of Group Life and Major Medical insurance. An employee does not have to contribute a cent out of his pay for any of these benefits.

Group Life Insurance and the Retirement Plan are among the oldest benefits in the Company's system. J-M was one of the first to provide Group Life Insurance for all employees back in 1925; and J-M also was a leader in the field when it established a company-wide retirement program in the U. S. in 1941 and in Canada in 1943.

In order to provide a disability retiree with as high a percentage of his yearly pay as possible, Johns-Manville has set up two similar, but not exactly alike, systems for computing retirement payments—one for hourly and one for salaried personnel.

Under both systems, an employee must have worked for J-M for at least 10 years in order to be eligible for disability retirement.

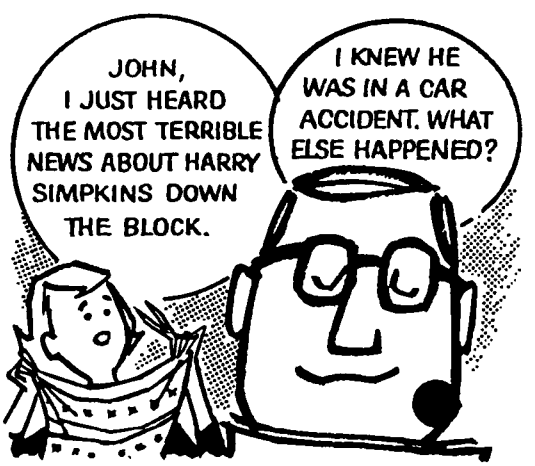
Let us take a hypothetical disability case for an hourly employee at one of the locations that has adopted the Modified Retirement Plan to see how the J-M Wall of Benefits works to provide him with a life income.

Suppose an hourly employee becomes totally and permanently disabled at the age of 58. He has worked for J-M for 32 years. For 16 years prior to his retirement he was a member of the J-M Modified Retirement Plan—meaning that the Company paid the entire amount of the money placed aside for his retirement. He contributed not a penny.

For the 16 years prior to the establishment of the Modified Plan, he was a member of the Contributory Plan—meaning he paid out a certain amount each pay period into his own retirement fund—but, like the vast majority of his fellow hourly employees, he elected to take a refund of his accumulated retirement contributions when the Modified Plan took effect.

His yearly disability income would therefore be computed according to the chart shown at the right for a total of $1,440. To this would be added his Social Security benefits of $1,600, thus raising his income to $3,040. If he had not withdrawn his funds from the Contributory Plan, he would receive at least additional

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$480 per year.

Since he is under 60 years of age, he could also apply for payment of his J-M Group Life Insurance under the permanent and total disability provision. This means that, for example, if the employee had $6,000 in Group Life Insurance and if he elected to have it paid out over five years, he would receive an additional $1,309 per year from the insurance company, thus raising his yearly income to approximately $4,350.

This insurance payment would continue for five years until the full amount of his insurance plus interest had been paid.

J-M also takes into account the waiting period involved when an employee registers for his Social Security benefits. During this interim period, he receives a special payment of an extra $100 from the J-M retirement fund. This would continue until the employee became eligible for the Social Security payment.

Now let us look at the benefit for a hypothetical salaried employee.

Our example is 58 years old and also has 32 years of service. His average earnings in the highest five consecutive years of the last ten before he had to retire amounted to $10,000.

Under our disability formula for salaried employees his retirement benefits would be $2,200. He also receives his Social Security benefit of $1,600 from the government, thus bringing his total retirement income up to $3,800 or 38 per cent of his average earnings.

Like the hourly employee, the salaried man may also take the face value of his J-M life insurance in monthly payments. Had he elected to have his $12,000 policy paid out over ten years, he would receive an additional $1,420 a year, for a grand total of $5,220.

The amount of money which has to be set aside by J-M to pay retirement income for our salaried employees is often more than two or three times as much as the contributions made by the employee.

A disabled person, like any other retiree, can choose retirement payments that will guarantee his wife a life income after he dies. He is also eligible to continue to receive extended benefits under J-M's Major Medical plan. In addition, he has the right to convert his basic J-M hospitalization coverage to a direct-payment program with continuity of benefits.

So you see that the permanent disability blocks of the J-M Wall of Benefits are important interlocking parts of the structure's foundation.

RETIREMENT PLAN

HOURLY EMPLOYEE DISABILITY RETIREMENT

AGE - 58

MEMBER–MOD. PLAN - 16 years

MEMBER–CONT. PLAN - 16 years

EMPLOYEE DID WITHDRAW CONTRIBUTIONS

16 yrs. x $60 = $960 (MODIFIED PLAN)

16 yrs. x 30 = 480 (CONTRIBUTORY PLAN)

1,440 (PER YR. FROM J-M PLAN)

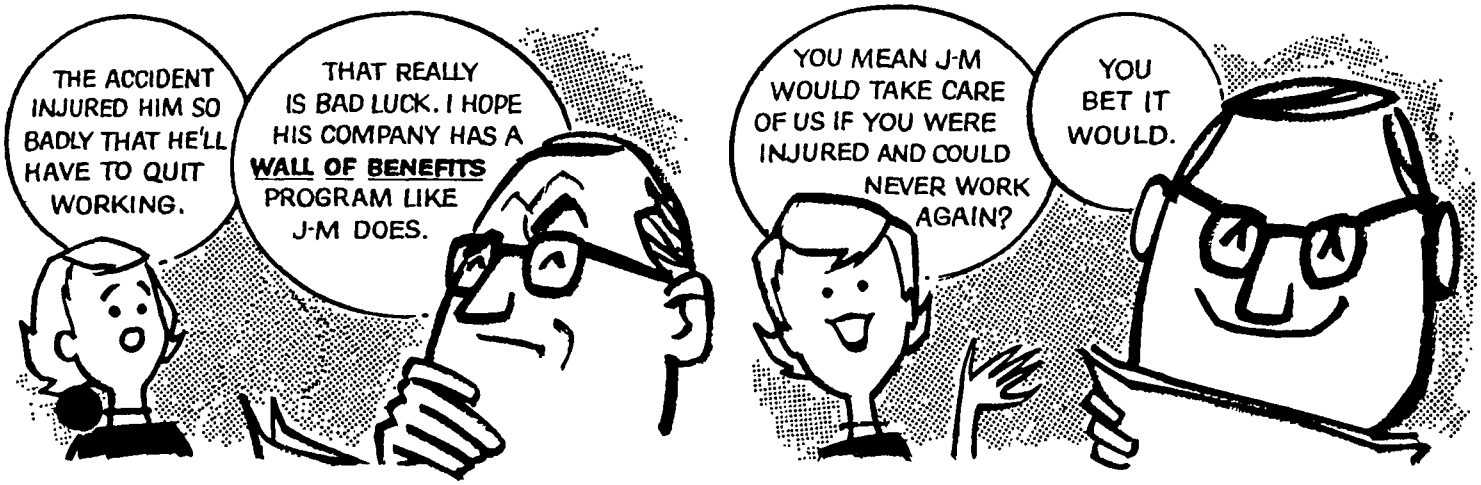
1,600 (PER YR. S.S. DISAB. BENEFIT)

$3,040 (PER YR. TOTAL DISAB. RET. INCOME)

$3,040 ÷ 12 = $253 per month

NOTE: A $6000 life insurance, spread over 5 years would add $109 per month ($1,309 per yr.) to above payments

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NORTH BRUNSWICK

(Above left) Packings & Friction Materials General Manager Ed Wells congratulates new North Brunswick inductee Irma Needham. Shown with their watches following the ceremonies are (from left) R. Sidney Ruppert, Irma Needham, and Joseph Kopacsi, Jr.



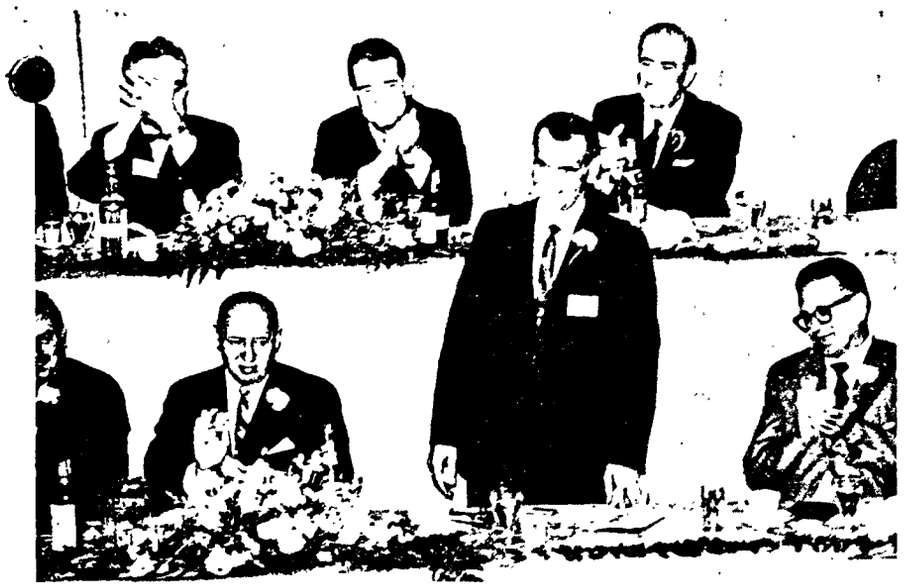
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ALEXANDRIA

The Alexandria Plant Quarter Century Club induction was held this year at the nearby Elwood Country Club. Shown above at the banquet are (from left) inductees Lawrence Auler; Orma Miller; and Earl Moore; Plant Manager R. L. Lewis; inducting officer C. W. Hite, Senior Vice President for Industrial Relations; and inductees Robert Humphries; Dorothy McFerran; Gaynell Cole; Floyd Garner; and Richard Scarberry. At left C. W. Hite presents a 25 year watch to J-Mer Floyd Garner.

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(Above) GHQ inductee Stan Lukas (standing) acknowledges the applause of his fellow J-Mers. Also shown are (bottom row, from left) inductees Fred Petersen, Ernie Varca, and Herb Nilsson. In back row (from left) are Celite General Manager Perry Martinson, Senior Vice President for Finance Francis H. May, Jr., and Pipe Assistant General Manager George R. R. Wahl.



(Above) New inductee Gerry Young (standing) is congratulated by inductee Tom Curry (right). Also in picture are (bottom row) inductees George Manning and George Kunc; and (top row, from left) Director of Administrative Services Henry N. Bates, Senior Vice President for Marketing George Martens, Jr., and J-M President Clinton B. Burnett, who was the inducting officer.



GENERAL HEADQUARTERS

(Left) Senior Vice President George Martens, Jr. (top, standing) passes behind President Burnett after introducing new inductee Tom Curry (bottom, standing) at the GHQ banquet. Also in bottom row are inductees Gerry Young and Howard Baier.

QUARTER CENTURY CLUB INDUCTIONS



Manville J-Mer Reno Zorzi makes an acceptance speech on behalf of the 116 new inductees of the 1967 class of the Manville QCC Chapter.



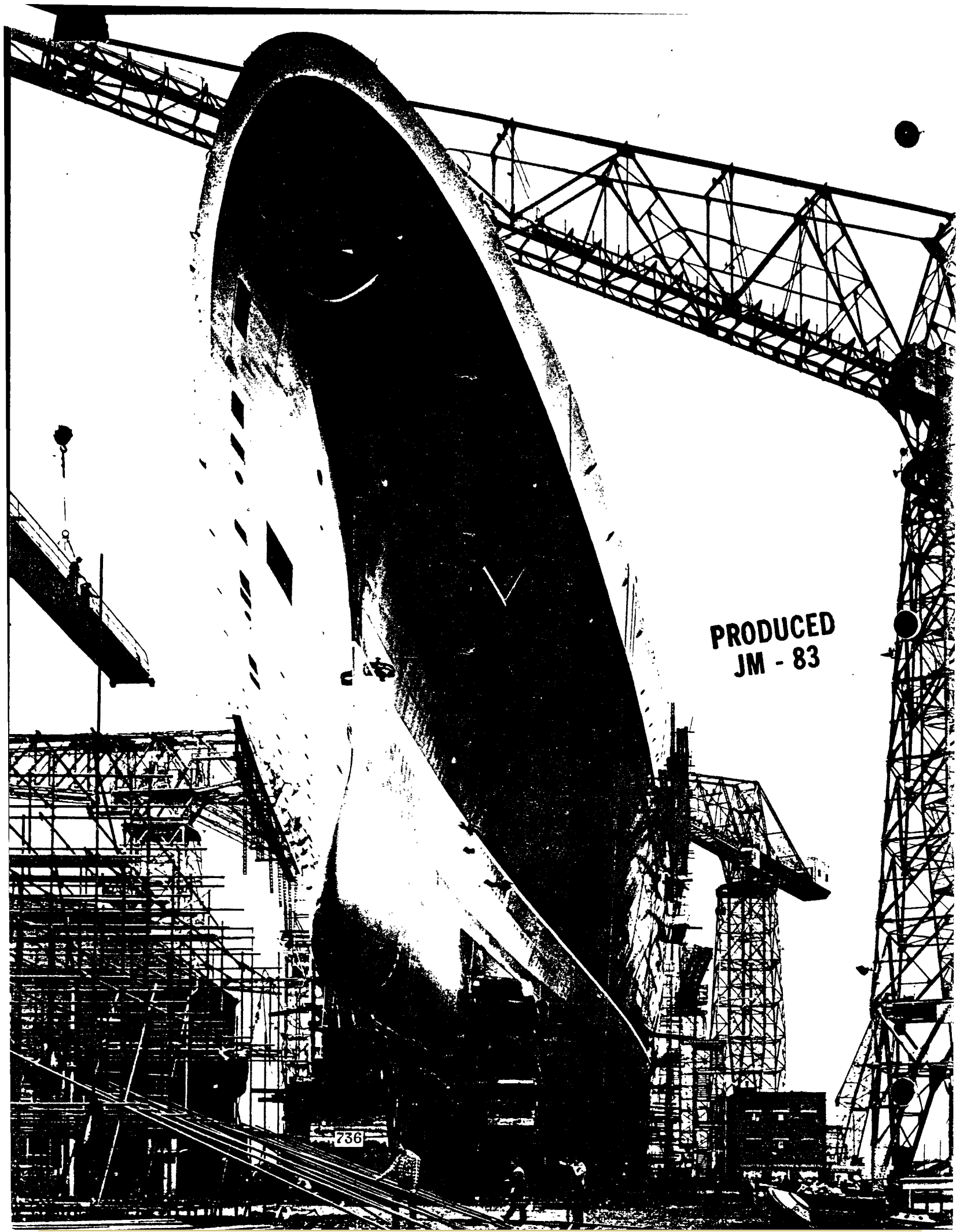
J-Mer Sonia Karwatt greets new inductee James Mahaffey and his wife with a flower for his lapel.



Half-Century Club inductee Margaret Herlihy is awarded a scroll of accomplishment by Senior Vice President for Finance Francis H. May, Jr.

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Long live the QUEEN



THE SOUND OF smashing bottles and the spraying of vintage champagne on the hull of the new ocean liner opened a new chapter in Britain's already glorious merchant marine history.

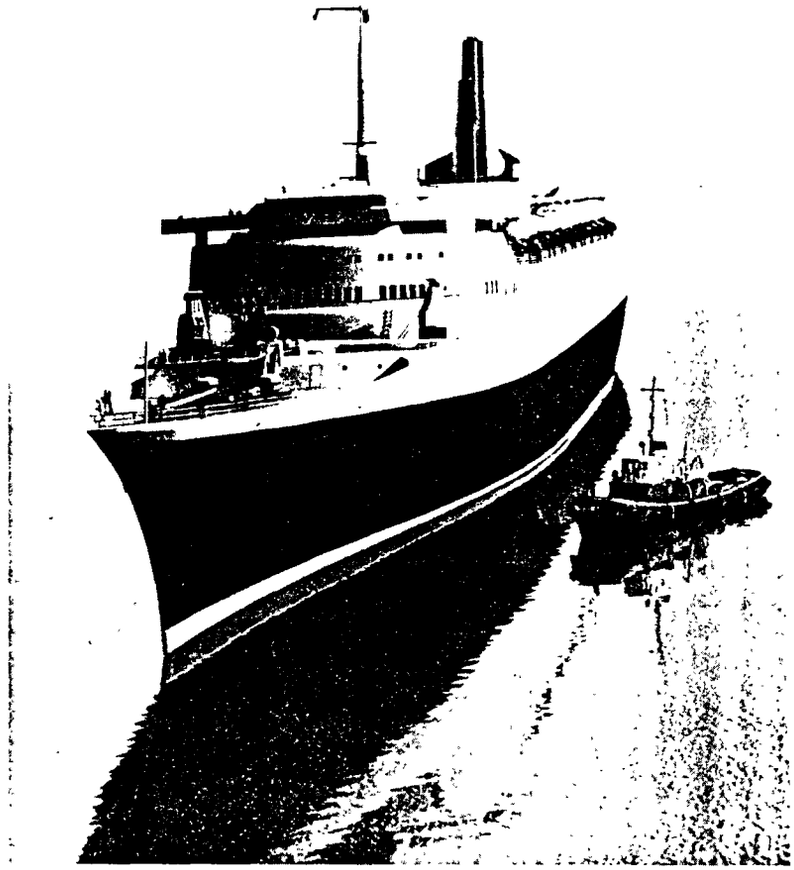
With all the celebration of the traditional ceremony, Queen Elizabeth II recently christened the vessel that was named after her as 30,000 proud Britons cheered and waved flags. The graceful liner then glided down the slipway into the Clyde River where it will be fitted for its maiden voyage.

Meanwhile, an ocean away, the Queen Mary began its 1,000th and last regular run before being permanently docked in Long Beach, Calif., where it will be converted into a resort hotel and maritime museum. The Queen Elizabeth will follow the Queen Mary into retirement next year. Mounting operating costs and competition from jet travel forced the decision to place the two stately vessels in dry dock.

The new Queen will be even more sophisticated than its predecessors. Built by Cunard Lines at the John Brown & Co. Clydebank shipyard, R.M.S. Queen Elizabeth II is two-thirds the size of the old Queens. It draws seven feet less water, which means it can pass through the Panama and Suez Canals—unlike the old Queens—and can consequently sail to a greater number of ports faster and more easily.

Modernity will be evident everywhere for the new ship's 2,000 passengers. They will all travel in one class. Restaurants and lounges will be topside instead of in the lower levels of the ship. Seventy-five percent of the cabin space will be on the sunlit outside of the ship.





MARINITE®, a product developed by Johns-Manville, plays a major role in making the Queen Elizabeth II one of the safest passenger vessels afloat. Marinite Ltd. of Great Britain, a J-M affiliate, provided several thousand of the fire resistant asbestos and diatomite sheets for the bulkheads and for the walls, ceiling and doors in the accommodation areas and public rooms. A majority of these non-combustible monolithic panels were veneered with laminated plastic in Marinite Ltd.'s Glasgow factory, providing a decorative surface as well as a positive barrier against fire. The Marinite sheets far exceed the requirements of the British Board of Trade and the International Convention of Safety of Life at Sea.

Since Marinite was first manufactured in Glasgow some 15 years ago, more than 30 million square feet have been supplied to shipyards throughout Britain, Europe and the Far East. Marinite is being used on many ocean liners including the "France," "Oceanic" and "Rafaello."

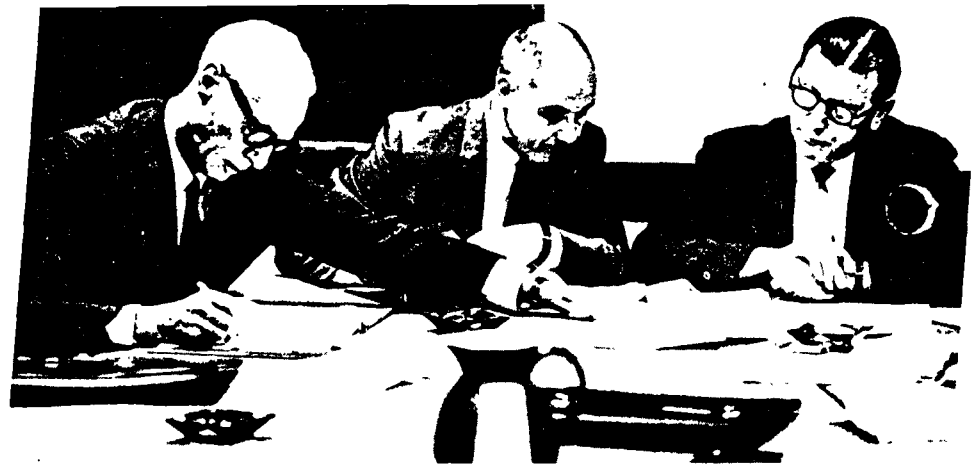
The new Queen will offer leisure voyages across the North Atlantic during warm seasons and switch to tropical waters for winter cruises. It's designed to do both—thus opening a new tradition in British merchant marine travel. Wherever it goes, the new R.M.S. Queen Elizabeth II will have one permanent passenger—fire-safe Marinite.

Opposite page, R.M.S. Queen Elizabeth II in dry dock. Left, Queen Elizabeth was on hand to christen the vessel named after her. Princess Margaret also attended. Right, above, artist's concept of the new Queen at sea.

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(Above, from left) Paul Giddings, Supervisor, Packaging-Methods; General Headquarters; Michael G. Sivetts, Jr., Waukegan Regional Purchasing Manager; and Ruddy P. Shupper, General Purchasing Agent, GHQ, discuss their plan of attack as the sellers in a mock negotiation.



(Above) Donald H. Lyons, Director of Purchasing, presided at the meeting.

(Left) Louis DeRose (standing) analyzes a practice negotiations round for the benefit of the J-M buyers. Defiance Plant Purchasing Agent Anthony F. Petrone appears about to interrupt Mr. DeRose to ask a question.

Purchasing for Profit

FROM CEMENT to corn starch and from cranes to caustic soda, Johns-Manville Purchasing Department agents throughout the Company each year spend more than $200 million on the materials and machines that help J-M to produce and market its goods and services.

The materials purchased through the Department range from the silica and cement used in the manufacture of TRANSITE® Pipe to bolts, nuts, pulpwood, epoxy, raw rubber, chemicals, paints and lacquers, gasoline, plastics, minerals and office equipment.

Under the overall direction of Donald H. Lyons, Director of Purchasing and Vice President, Johns-Manville Products Corp., approximately 60 J-M buyers throughout the Company are involved in performing these essential purchasing activities. The Department processes 200,000 requisitions a year at the various J-M plants, offices and mines; and our purchasing people receive nearly 44,000 sales calls each year from salesmen from other companies. The money spent by the Department averages out to $1,776 per minute.

Purchasing is far from a static business of obtaining three bids on a particular material and placing the order with the lowest bidder. Intelligent purchasing involves considering quality, delivery schedules, terms of payment, adequate packaging, transportation costs, and other factors.

The J-M buyers are also constantly searching for improved materials that will either reduce cost or give better quality. To do this they must work diligently to discover and develop for

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(Above) S. P. Griffen (left), Jeffrey Mine Purchasing Agent; and W. J. Lazer, Senior Buyer, Waukegan, are excited about the deal they have worked out with a team representing the sellers.

(Above) Julius Chaplick (seated, left), Nashua Plant Purchasing Agent, discusses a negotiation problem with Donald J. Allison, (back to camera), Toronto Plant Senior Buyer; and Harry Winterroth (standing right), Purchasing Agent, GHQ. At top left is Anthony R. Riga, Manville Buyer.



(Right) Don Allison (right) thinks the quote given him by Julius Chaplick is just a little bit too high.

J-M's use whatever is coming out of the supplier's research.

The J-M Purchasing Department employs a technique called Value Analysis to ensure that J-M gets the most for its money. Mr. Lyons has described Value Anaylsis as an intensive search for alternative products that will give J-M the greatest possible value based on the quality and performance expected.

Another goal of the Department is to hold its own administrative costs to a minimum. One of the new methods developed to assist in achieving this goal is the Data Phone operations at Waukegan and Manville, which relieve purchasing people of routine buying chores by electrically transmitting orders to major suppliers in a fraction of the time previously needed, and with much less paper work.

This allows buyers more time to concentrate on actual negotiations with salesmen—the real meat of the purchasing operation.

Since this is one of the major skills necessary for a purchasing man to develop, J-M conducts numerous training seminars for our purchasing agents. In 1967, thus far, more than 30 J-M purchasing people have participated in some form of management development training. The pictures on these pages were taken at such a seminar held recently at the Princeton Inn in Princeton, N. J.

This particular meeting concentrated on sharpening the purchasing agents' skill at negotiation, and included mock negotiations between two teams of J-Mers representing the seller and the buyer.

The seminar was conducted by Louis DeRose, an outstanding purchasing consultant, who has organized similar seminars for some of the biggest companies in U. S. industry.

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(Left) Plant visitors head for the movie tent where cartoons were shown for the children and the J-M space movie for the adults.

(Below) J-M guide Ron Larochelle (left), Traffic Clerk, shows some visitors the "J-M at a Glance" display.





(Left) Picnics are for kids as this three legged race at the plant outing testifies.

(Below) Danny Guerin, son of Trim Saw Operator Armand Guerin (left), is pleased with the prize he has won in the cherry pie guessing contest.



Big days at North Bay

THE North Bay Plant did a land office tourist business in family and friends on three straight days recently.

On the first day an open house was held at the Plant for J-M dealers, distributors and other business contacts. On the second day approximately 2,300 people from the local area, including family and friends of J-M employees, were guests at a second open house; and on the third and final day, employees and their families gathered on the plant grounds for the annual J-M picnic.

During the open houses, organized tours were conducted through the production departments; and visitors were introduced to Johns-Manville via a display called "Johns-Manville at a Glance—1967."

They were also shown a variety of the products manufactured at the plant; and cartoons were available for viewing by the children while their parents were on the tour.

In addition to the cartoons, a film telling of J-M's participation in the United States space program was on the movie roster for adults.

One highlight of the third day picnic was the guessing contest, in which children of plant employees had to guess the number of cherries in a huge cherry pie. The winner was Danny Guerin, son of Armand Guerin, Trim Saw Operator. His prize was, of course, the cherry pie.

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For 34 years until his retirement in 1962, William C. Bober did an outstanding job as a business analyst and economist for Johns-Manville. His opinions on United States and world business conditions have found wide acceptance in many areas of industry and government. Even in his retirement, Mr. Bober continues his economic predictions and analysis through a series of letters on various aspects of world trade, business and politics. To bring Mr. Bober's analysis to the attention of all J-M employees, News/Pic will run abridged versions, from time to time, of those letters pertaining to issues of national and world concern. The opinions expressed in these letters are not necessarily the opinion of Johns-Manville or of News/Pic.



Our declining birthrate: GOOD or BAD?

The spectacular American postwar baby boom is over: At least for a time! How spectacular it was is clear from the fact that in the late 1940's and most of the 1950's the American birthrate rose to levels far higher than in any European country or Japan, and at its peak easily exceeded the Soviet Union's. The economic and social impact was terrific and under its full force the American school system almost caved in.

Demographic changes are always of first-order importance, but also very complex. It is necessary to understand that, right now, ***two vast waves*** of the American population tide are moving—one ebbing, one flowing—moving in opposite directions. The ebbing flood is babies. The surging, mounting, flood is late teenagers and young folks just beginning to reach marriage age.

To understand the full impact of the population surge ***it is imperative to have a clear picture of the great birthrate plateau.*** That plateau is the genesis of vitally important trends that will be running long after 2000 A.D.

For 11 years, from 1947 to 1957 inclusive, the birthrate was around 24 to 26 per 1000 people. That is the great plateau. In the next 5 years there was a decline, though slight. But after 1962, the real slide from off the plateau began. It slid from 1962's 22.4 per 1000 to 1966's 18.9—a very notable decline in 4 years.

But up on the plateau and even thereafter, there was a very high fertility rate (as there still is today) so that in spite of the decline in ***rate,*** the ***actual number*** of births continued to stay on the very high plateau of over 4,000,000 births a year right up to 1964. From then on, the slide is abrupt and rapid.

There will be about 900,000 fewer babies born in 1967 than at the all-time peak of 1947. And about 650,000 fewer than when the plateau ended in 1964. This, of course, forecasts a decline in the number of teenagers and young people of marriage age 15 to 20 years hence—beginning around the year 1980 and running from there on for years. But that is quite a time ahead. ***In the meantime—***

Because of the tremendous birth plateau of 1947 to 1964, the U. S. has today an exceedingly high percentage of potential young mothers—far higher than in Europe, even across the Iron Curtain and in Russia. The time to worry about excessive population slow-down in the U. S. has therefore not arrived.

But it does not follow at all that a very high birthrate is good for either the country as a whole or for business. And it does not follow either that a low birthrate is bad. Consider these facts—

At the very height of the birth plateau, in the 8 or 9 years preceding 1961, when our birthrate was way above those of Western Europe and Japan, we stagnated (most of the time) at the lowest economic growth-rate of any important advanced country in the world. In those same years, Europe's Common Market countries and Japan, with far lower birthrates than ours, operated roaring booms with economic growth-rates so high they made ours look sick. And because they grew economically much faster than populationwise, they rapidly converted economic progress into surging PER CAPITA consumption. In other words, their standards of living grew much faster than ours.

Then, beginning with 1961 we completely reversed economic policy. In that year we roared into the great boom of 1962 to 1966. And yet those were the exact years when the American birthrate began to rapidly slide off the plateau.

Obviously, therefore, the mere addition of untold hordes of babies does not in itself guarantee economic or social progress. In fact, in India, probably in China, in much of Latin America and Africa, the fantastically high birthrates and reduced deathrates tend to guarantee malnutrition and famine as population increase outstrips the food supply.

Our real future, for business as well as for our people as a whole, lies, among other things, in the skill and wisdom with which we operate our economic system. How immeasurable is its potential, was demonstrated in the latest 8 years during which modern plant capacity increased by around 75%. And we managed, at the peak of the boom in 1966, to produce 90% more factory goods than at the peak of World War II boom in 1944 with only 9% more manpower.

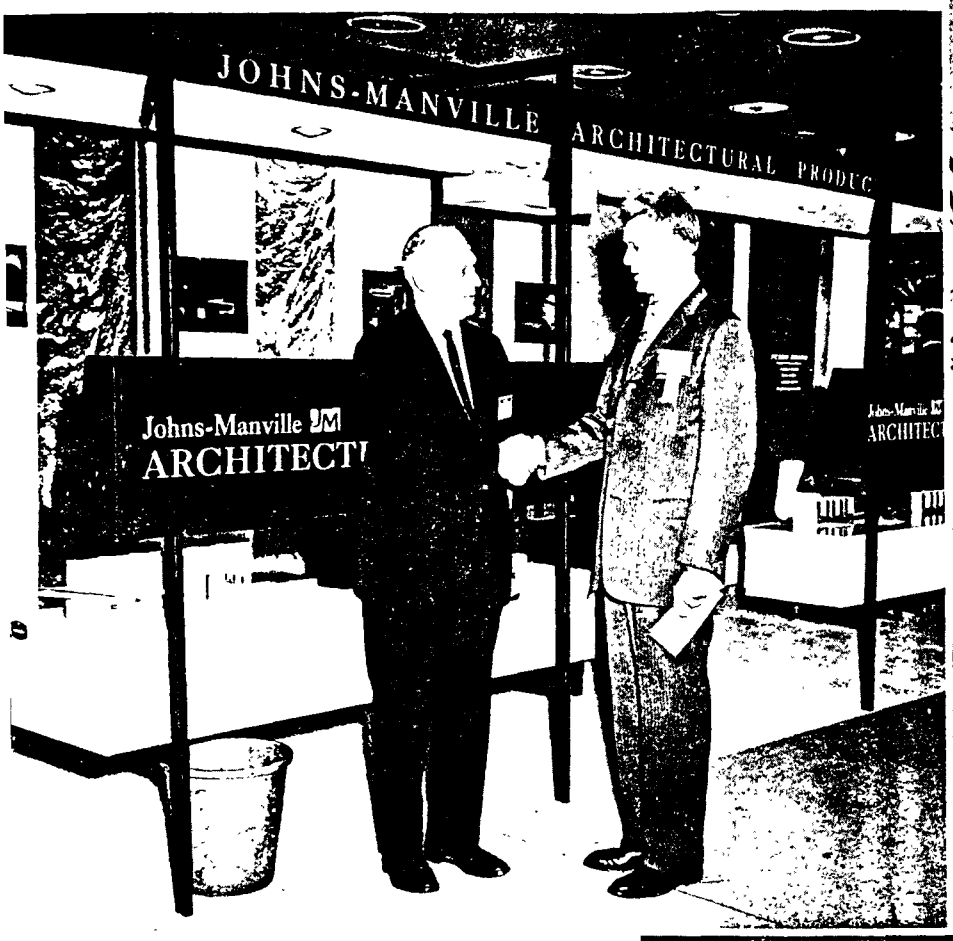
Our problem is not one of lack of manpower or lack of babies. It is rather a matter of the skill, intelligence, and wisdom, which we apply to solving our problems both here and abroad.

W. C. Bober

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Newsmakers



Ernie Fuller (left), Manager of Architectural Services, Building Products Division, is congratulated by E. A. Dennison of the Exhibit Committee of the American Institute of Architects. J-M was awarded a certificate of commendation for the quality of the J-M display at the Institute's recent meeting in New York.

Lompoc Plant Manager G. G. Schuknecht, on behalf of Johns-Manville, recently presented the Lompoc Youth Football League with a $200 check to help cover the costs of operating the league this year.

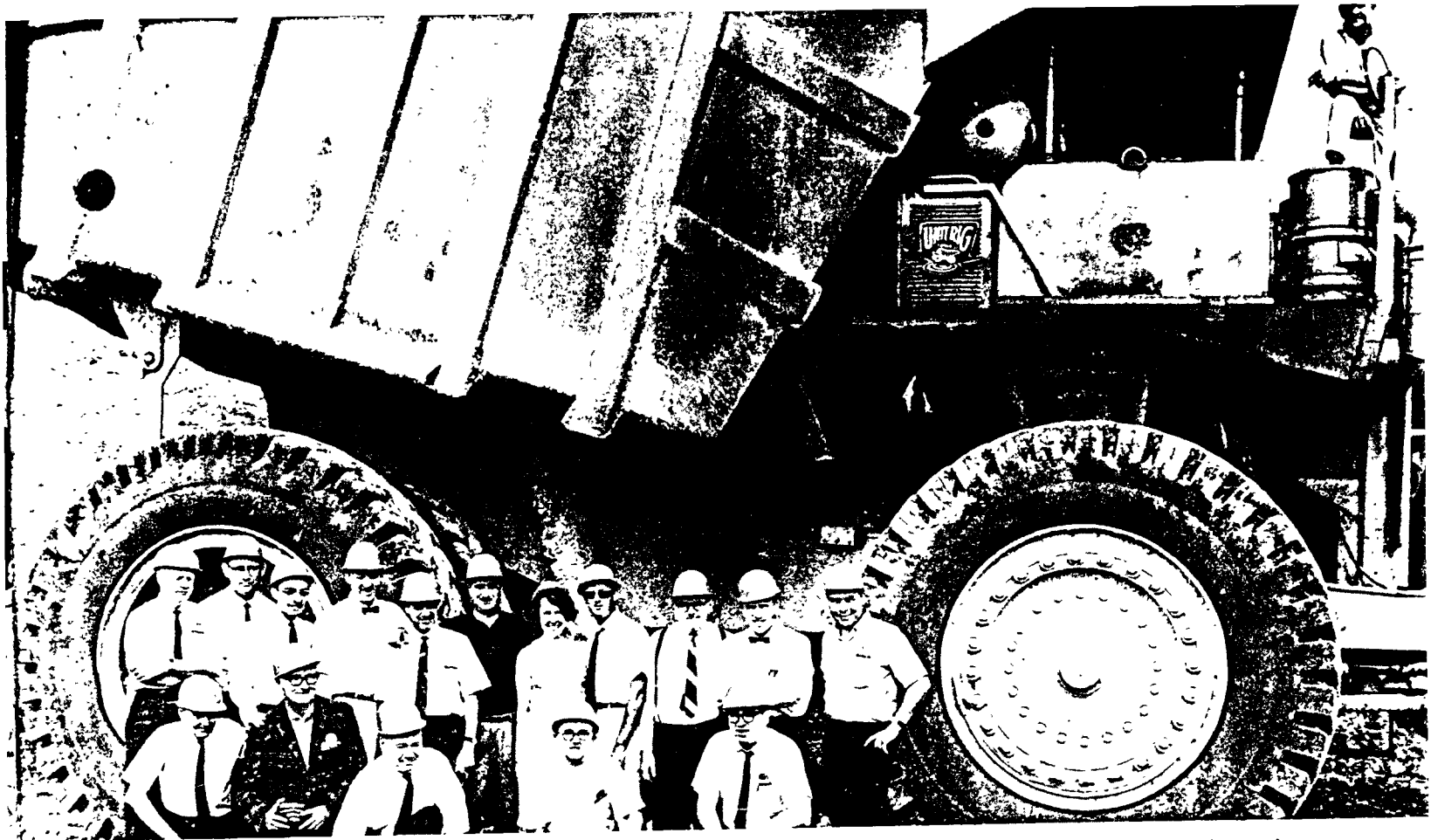




Charles H. Broad (left), President of the Canadian Engineering Publications, presents the Sheppard Award of Merit for outstanding excellence in Canadian industrial advertising to Thomas S. Patterson (center), Advertising and Public Relations Manager of Canadian Johns-Manville; and P. H. Stocks of MacLaren Advertising, J-M's agency in Canada.

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As part of Canada's 1967 centennial celebration, a group of prominent U. S. magazine and newspaper editors toured various industrial concerns in Quebec, including the Jeffrey Mine in Asbestos. The editors are shown here at the mine in front of one of J-M's huge 100 ton ore carrying trucks. The wheels on the vehicle are more than 8 ft. tall.



Art McCready, Jr., Cleburne Maintenance Foreman, used only one arrow to drop this 200 lb. black bear while on a hunting trip in Colorado. Although Art has shot more than two dozen deer in his career, this was his first try at a bear.



Dr. William Graham Cole (left), President of Lake Forest College, Lake Forest, Ill., presents Waukegan Planner-Estimator Russell W. Nickerson with a certificate on Mr. Nickerson's graduation from the school's Industrial Management Institute. The four year management training program was co-founded by Lake Forest College and Johns-Manville 21 years ago. The other recent Johns-Manville graduate is John D. Anderson, Manager of Industrial Relations at Waukegan.

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J-M NEWS in a minute

"A monthly news feature designed to tell your friends "What's New" at J-M.

SALES AND EARNINGS of Johns-Manville for the first nine months of 1967 did not match the record levels set in 1966. Sales for the nine months were $372,206,000 compared with $385,632,000 for the same period last year. Year to date earnings were $18,692,000 or $2.24 per share. In 1966, nine month earnings were $28,377,000 or $3.35 per share. Sales in the third quarter amounted to $139,877,000. They were $140,569,000 for the same period in 1966. Third quarter earnings were $7,430,000 or 89 cents per share compared with $10,507,000 or $1.24 last year. J-M President Clinton B. Burnett noted that sales in the third quarter showed some improvement on a seasonally adjusted basis over previously reported periods this year. "The up-turn in residential construction had a favorable effect on sales but selling prices continued below last year's level," Mr. Burnett said. "The unfavorable selling prices, together with higher wage and raw material costs, resulted in lower earnings for the period."

* * *

Johns-Manville is supplying a wide variety of products for the San Antonio, Texas, Hemisfair scheduled to open next spring.

* * *

Johns-Manville Corporation stated today that it had made an inquiry of Fibreboard Corporation, looking toward the purchase for cash of the Gypsum Division of Fibreboard and that the two companies are now in discussion on the matter. Francis E. Dutcher, Senior Vice President for Building Materials Divisions, said that J-M is making a detailed study of Fibreboard's gypsum properties which is expected to take several weeks. If a formal agreement results from this study, it should be ready for submission to both boards late in November.

Assignments



ASBESTOS FIBRE DIVISION
Jeffrey Mine
WILLIAM L. GIACHINO to Industrial Engineering Section Leader from Senior Industrial Engineer.



PACKINGS & FRICTION MATERIALS DIVISION
Manville Plant
KENNETH A. ROBERTS to Development Supervisor, Quality Control and Development Department, from Acting Supervisor.



WILLIS J. McBRIDE to General Foreman, Open Pit Mining, from Foreman.



PIPE DIVISION
Chicago District
ROLAND N. BARTON to District Sales Manager, Distributor Sales, from Territory Manager, Cleveland District.



ASBESTOS FIBRE DIVISION
Jeffrey Mine
STUART T. TWELLS to Erection and Repair Supervisor from Engineer.



Manville Plant
CHRIS GRABER to General Foreman, Farming Department, from Shift Foreman.



FIBER GLASS DIVISION
Parkersburg Plant
B. F. SHULER to Plant Process Engineer, Glass Production, from Engineering Department, Toledo Division Headquarters.



FRANK M. NAGLE, JR., to General Foreman, Finishing End, from Shift Foreman.



FLOORING DIVISION
Manville Plant
JOSEPH E. MEYERS to Quality Control Technician from Senior Inspector.



DATA PROCESSING DEPARTMENT
Finderne
H. R. HENDERSON to Unit Manager, Marketing and Information Systems, from Staff Manager, Economic and Marketing Analysis.



WALTER TUMSIS to Shift Foreman from Quality Control Technician.



P. L. MEGNA, JR., to Unit Manager, Manufacturing and Mining Systems, from Systems Analyst.

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Announcements



RESEARCH AND ENGINEERING DEPARTMENT
Finderne
ANNE M. OLIVO to Secretarial and Clerical Supervisor, Research, from Secretary, Industrial Insulations Department.



AMELIA M. HOVAN to Secretarial and Clerical Supervisor, Engineering, from Secretary, Business Department.



PURCHASING DEPARTMENT
Waukegan Region
M. G. SIVETTS, JR., to Regional Purchasing Manager from Assistant Purchasing Manager.



FINANCE DEPARTMENT
Manville Plant
CARMINE LoVETRI to Finance Manager, Building Products Plant, from Senior Cost Accountant.



INDUSTRIAL RELATIONS DEPARTMENT
General Headquarters
J. C. BRADLEY to Manager, Job Analysis and Salary Administration, from Manager, Salary Administration.



J. B. HALL to Supervisor, Job Analysis and Surveys, from Survey Analyst.

RETIREMENTS—December 1, 1967

WAD ALLEN, GHQ
HENRY BAUMANN, Manville Plant
NELSON BOURRET, Jeffrey Mine
EDWARD BUSCHBACHER, Waukegan Plant
JOSEPH CIMA, Manville Plant
AUGUST DEGENHARDT, Manville Plant
JAN LESNIEWSKI, Manville Plant
CAROLINE STEIN, Waukegan Plant
HUGO L. THOMPSON, Waukegan Plant
JOHN J. VOGELBACHER, Manville Plant

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

IN MEMORIAM (QCC and Retired)

PEARL SELLE, Chicago District, September 18
GROVER C. WHITBY, Jarratt Plant, September 20
HERBERT M. MORTON, Los Angeles District, September 29
J. REED BRIANS, Richmond Plant, September 30
HERBERT L. KING, New York, September 30
RAY FAULKNER, Waukegan Plant, October 1
LEONARD BLAKE, Jeffrey Mine, October 7
ERNEST A. TONEY, Richmond Plant, October 8
FRANK BONGIONNA, Manville Plant, October 16

Adjutor A. Poisson, who since 1950 was editor of the Canadian Johns-Manville employee publication "Entre-Nous," died September 24 in Asbestos at the age of 54. Mr. Poisson, who was a member of the Quarter Century Club, joined CJ-M in 1933. He is survived by his wife, Noella, four children and four grandchildren.

NEWS/PIC

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Director of Public Relations: William P. Raines

Contributing Correspondents
Tom Patterson, Toronto Office; J. M. Ryan, Jeffrey Mine; K. H. Horn, Cleburne Plant; John Smith, North Bay Plant; Ebbie Eberhardt and Sharon O'Brien, General Headquarters; Neal Ranauro and George Gould, Manville Plant; Ruth Keusseff and Faye Reed, Research & Engineering Center, Finderne, N. J.; R. F. Winkworth, Toronto Plant; Homer Frame, Parkersburg Plant; C. V. Cleaver, Alexandria Plant; J. R. Gooding, Lompoc Plant.

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