NEWS/PIC JM FEBRUARY-MARCH 1968

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

annual report 67

JOHNS-MANVILLE CORPORATION

DUCED - 8

TO EMPLOYEES

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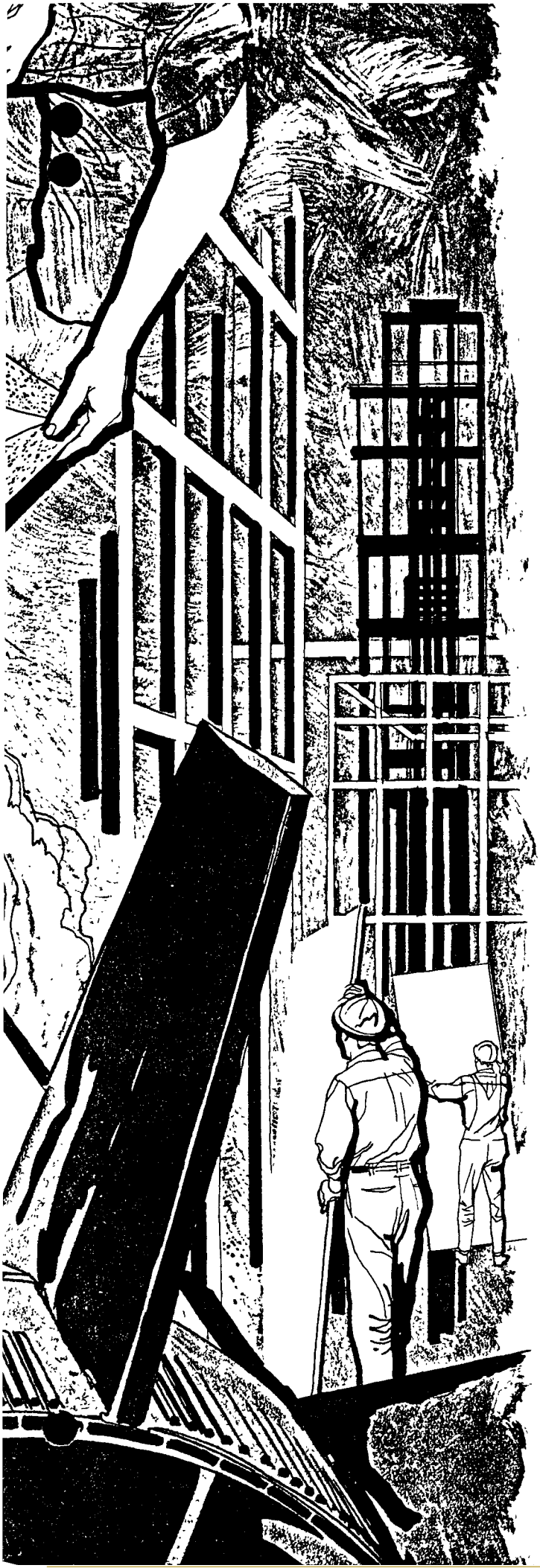
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the year 1967

TO ALL JOHNS-MANVILLE EMPLOYEES:

Sales and earnings in 1967 did not reach the record levels achieved in 1966. The drop in sales reflected a slowdown in general business during the first half, followed by moderate improvement toward year end. Earnings fell short of expectations.

Despite cost reductions of some $7 million, we were unable to offset two negative factors that contributed significantly to the decrease in earnings. These factors were higher wage and benefit rates; and an unfortunate 65-day strike at the Toronto Plant.

In spite of the drop in sales and earnings, there were some positive advances during the year.

J M moved ahead on a significant expansion program to make possible our greater participation in the future growth of the free world. We completed new facilities or expanded existing ones at more than a dozen plants and mines throughout the world; and J-M bought from the Fibreboard Corporation a group of three gypsum quarries and three plants in the western part of the United States.

More than 7,100 J-M men and women participated in educational programs for their personal and career development.

A new Environmental Control Department was established to provide added health protection and safety for J-M employees and our community neighbors.

For the year ahead, I believe we can expect improvement. Greater use of our expanded capacity, the successful introduction of new products, finding new uses for existing products, and effective cost reductions should combine to put us in a good position to benefit from the future advance in the growth of our nation's economy.

C. R. Sammond
PRESIDENT

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finances

Sales of J-M divisions in 1967 totaled $510.4 million as compared with $512.5 in 1966. Johns-Manville also received $9.8 million from other sources, including dividends on stocks and bonds it owns and on royalties from technical agreements and minority investments in plants overseas. This brought our total income for the year to $520.2 million.

The slight decline in sales volume reflected a decrease in asbestos fiber shipments and lower levels of residential, commercial and water and sewer system construction during the first half of 1967.

Earnings in 1967 totaled $32.6 million as compared with $38.0 million in 1966. This represents a decrease of slightly more than 14 per cent, and lowered our earnings to about the level reached three years ago in 1964.

"Net earnings were adversely affected by higher salary, wage and benefit rates without offsetting increases in productivity and price levels, and a 65-day strike at the Toronto Plant," J-M President C. B. Burnett said.

Wages and employee benefits, such as hospitalization and medical insurance, pensions, life insurance and social security taxes, jumped nearly 5 per cent from $189.6 million in 1966 to nearly $200 million in 1967. Total taxes paid in 1967 amounted to $40,435,000.

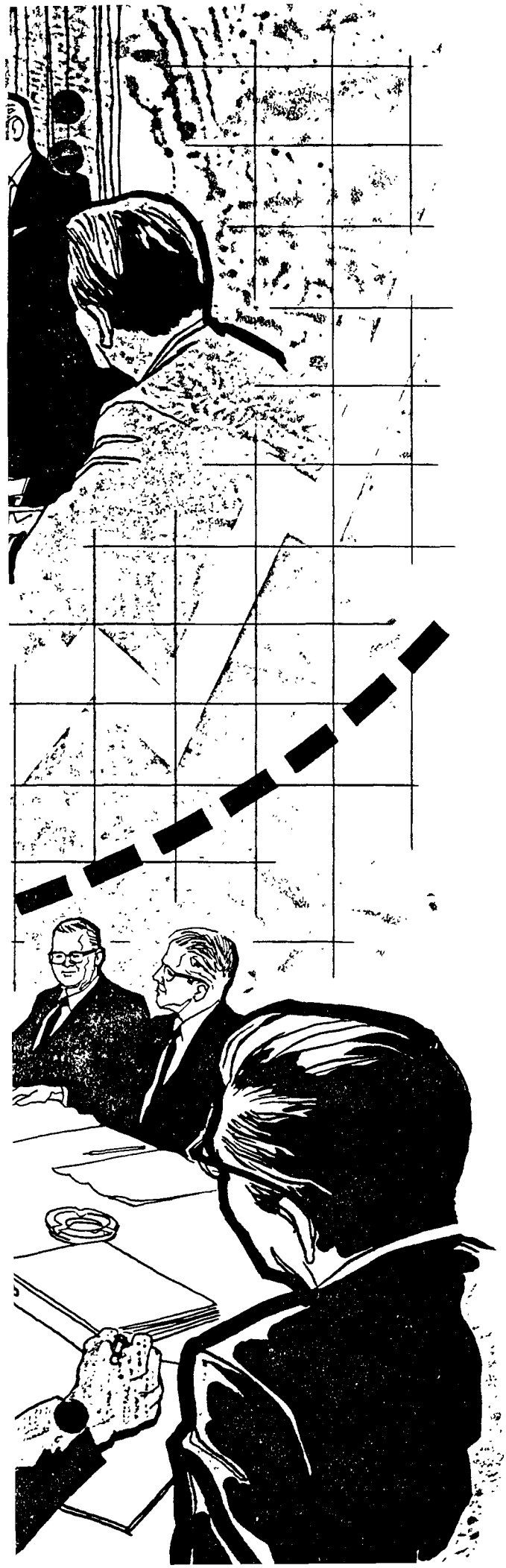
Of the $32.6 million we earned last year, $18.3 million was paid out in dividends to J-M's 26,100 stockholders. The remainder of our earnings, plus funds provided by depreciation and depletion and marketable securities previously set aside for plant additions, was used or earmarked to expand, modernize and better equip our mines, plants and other facilities, and to purchase the gypsum properties of the Fiberboard Corp.

More than $34 million was expended for new plants and equipment to give us the tools and facilities that provide today's jobs and tomorrow's security for each of us. This was the highest amount in the past decade. The gypsum purchase cost an additional $16.5 million.

These investments brought the Company's total assets to more than $428 million. This represents approximately $19,600 in tools and facilities for every one of the 21,800 people actively employed by Johns-Manville.

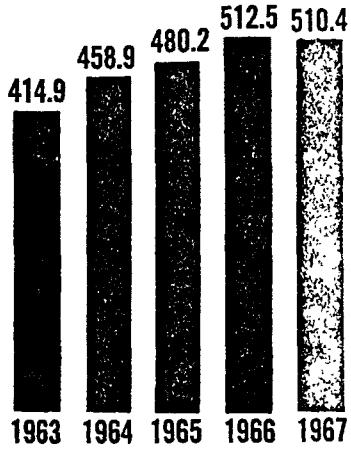


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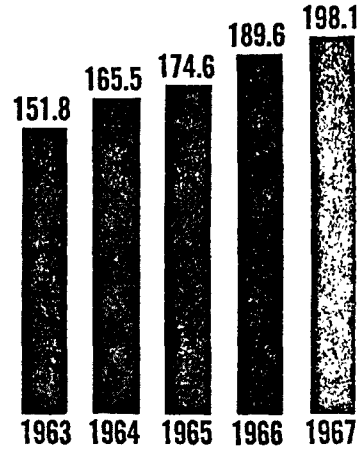
SALES

$510,409,000



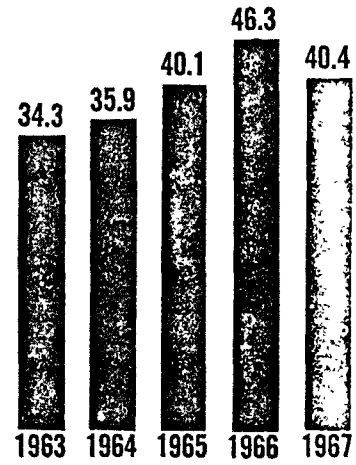
WAGES, SALARIES & EMPLOYEE BENEFITS

$198,098,000



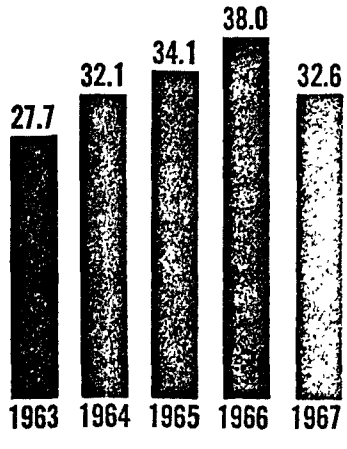
ALL TAXES

$40,435,000



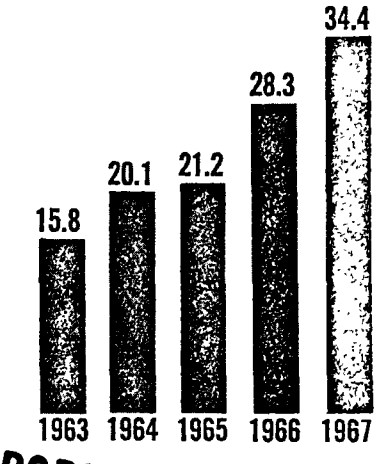
NET EARNINGS

$32,601,000



CAPITAL EXPENDITURES AND INVESTMENTS

$34,373,000



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People

The increasing size and complexity of Johns-Manville operations make more important than ever the development of intelligent, proficient, highly motivated men and women.

To keep pace with this need, the Company broadened its efforts in 1967 to attract capable new employees, and strengthened its training and management development programs.

A total of 618 employees completed courses related to present and future job assignments under J-M's Tuition Aid Program. This program provides financial aid to all employees who wish to further their education at secondary schools and colleges.

In addition, in 1967 more than 6,500 J-Mers participated in Company training programs designed to increase their on-the-job skill and efficiency. Sales training programs were also accelerated to provide salesmen with advanced instruction in the latest marketing techniques.

These activities are most important to assure that qualified people will be available to fill the positions that are continually opening up throughout our growing company.

To attract high caliber college graduates to careers in Johns-Manville, the Company instituted a new educational assistance program providing college tuition grants to a limited number of the students employed at J-M locations during the summer months.

In 1967, a new department was established to coordinate long-standing J-M activities designed to improve working and community environments; to provide added health protection and safety for employees; and to control the quality of the air and water used and shared with our neighbors in the community.

This new Department of Environmental Control advises and assists all plant and mine locations in solving health and safety problems through research, investigation and recommendation for improvements.



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OFFICERS

CLINTON B. BURNETT ..... *President*
DON L. HINMON ..... *Vice President for Pipe Division*
FRANCIS E. DUTCHER .. *Vice President for Building Materials Divisions*
FRANCIS H. MAY, JR. ..... *Vice President for Finance*
ARTHUR C. SMITH ..... *Vice President for Research Development and Engineering*
GEORGE H. MARTENS, JR. ..... *Vice President for Marketing*
DUDLEY T. COLTON ..... *Vice President for International Division*
KARL V. LINDELL ..... *Vice President for Asbestos Fibre Division*
HERBERT MORTON BALL .. *Vice President, General Counsel & Secretary*
A. B. MARCHANT ..... *Vice President for Industrial Relations*
JAMES M. SHACKELFORD ..... *Treasurer*
THORNTON R. SMITH ..... *Controller*
IRVING J. PEDLY ..... *Assistant Secretary*
MRS. LOUISE HARDYZER ..... *Assistant Secretary*
RICHARD M. DAVIS ..... *Assistant Treasurer*
ROBERT A. GOLDTHWAITE ..... *Assistant Treasurer*
LEO J. BARTOLANZO ..... *Assistant Treasurer*
DAVID G. COLWELL ..... *Assistant Treasurer*

BOARD OF DIRECTORS

HENRY C. ALEXANDER ..... *Director, Member of the Executive Committee, Morgan Guaranty Trust Company of New York*
CLINTON B. BURNETT ..... *President, Johns-Manville Corporation*
EDGAR G. BURTON ..... *Chairman, Simpsons Limited (Toronto)*
FRANCIS E. DUTCHER .... *Vice President, Johns-Manville Corporation*
ADRAIN R. FISHER ..... *Retired Chairman and President Johns-Manville Corporation*
JOSEPH A. GRAZIER ..... *Chairman, American Standard Inc.*
KARL V. LINDELL ..... *Vice President, Johns-Manville Corporation*
GEORGE P. MacNICHOL, JR. ..... *Director, Member of the Executive Committee, Libbey-Owens-Ford Glass Company*
FRANCIS H. MAY, JR. .... *Vice President, Johns-Manville Corporation*
WILLIAM F. MAY ..... *Chairman, American Can Company*
JOHN P. SCHROEDER ..... *Senior Vice President, Morgan Guaranty Trust Company of New York*
ARTHUR C. SMITH ..... *Vice President, Johns-Manville Corporation*
WILLIAM C. STOLK ..... *Director, American Can Company*
THOMAS E. SUNDERLAND .... *Vice Chairman, United Fruit Company*

After 30 years of service with Johns-Manville, Charles W. Hite, Vice President for Industrial Relations, will retire on April 1. Until his retirement, he will handle special assignments as Assistant to the President.

On January 2, J-M President C. B. Burnett announced the appointment of A. B. Marchant as the new Vice President for Industrial Relations. Mr. Marchant was also elected a Vice President of the Johns-Manville Corporation.



C. W. HITE joined Johns-Manville in 1937 at the J-M plant at Alexandria, Ind. He subsequently was Industrial Relations Manager at our plants in Richmond, Ind.; Manville, N. J.; and Waukegan, Ill. In 1945 he was transferred to GHQ in New York City and in 1948 was named Director of Plant Industrial Relations. In 1952, Mr. Hite was elected a Vice President of the Products Corporation and made Assistant to the Vice President for Relationships with responsibility for all Industrial Relations policies at all J-M plant and mine locations in the United States and Canada. He was appointed Vice President for IR in 1956 and elected a Vice President of the Johns-Manville Corporation.



A. B. MARCHANT joined Johns-Manville in 1939 as a member of the Quality Control and Industrial Engineering Departments at the Jarratt, Va., Plant. He held successive positions at Jarratt until, in 1949, he was appointed Plant Manager at the J-M plant in Natchez, Miss. In January, 1956, Mr. Marchant was named Plant Manager at Waukegan, Ill., and in 1961 was appointed Assistant Production Manager for the Building Products Division. The following year he became Division Production Manager and was elected a Vice President of the Johns-Manville Products Corp. In April, 1966, Mr. Marchant was appointed to the position of Assistant Vice President for Industrial Relations.

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facilities

1967 was a year of significant expansion at many J-M mines, mills and plants in the United States, Canada and overseas. More than $34 million was earmarked for this purpose during the past year.

Of this total, J-M devoted 31 per cent to expanding our mining and milling facilities.

New heavy duty ore moving and hauling equipment was put into operation at the Jeffrey Mine in Asbestos, Quebec. This is part of an expansion program, started in 1965, that will provide an additional 100,000 tons of asbestos fiber per year by 1970.

Overburden removal and equipment installation progressed at the new asbestos mine and mill in Reeves Township, northern Ontario. When completed early this year, the Reeves facility will provide an estimated 25,000 tons of asbestos fiber per year for use in asbestos-cement products.

During 1967, work began on enlarging the Celite processing facilities at Lompoc, Calif. When completed next year, this project will increase production by 25 per cent.

The new diatomite mine and mill being developed at Lake Myvatyn in northern Iceland also neared completion in 1967.

In the area of industrial products, a new plant for making insulating fire brick and allied refractory products began operations in May at Casalpusterlengo in Italy. Fire brick production capacity was also increased at the Zelienople, Pa., plant.

Operations were enlarged at the J-M Plant in Cleburne, Tex., to provide increased production of Micro-Aire duct board and other fiber glass industrial insulating materials.

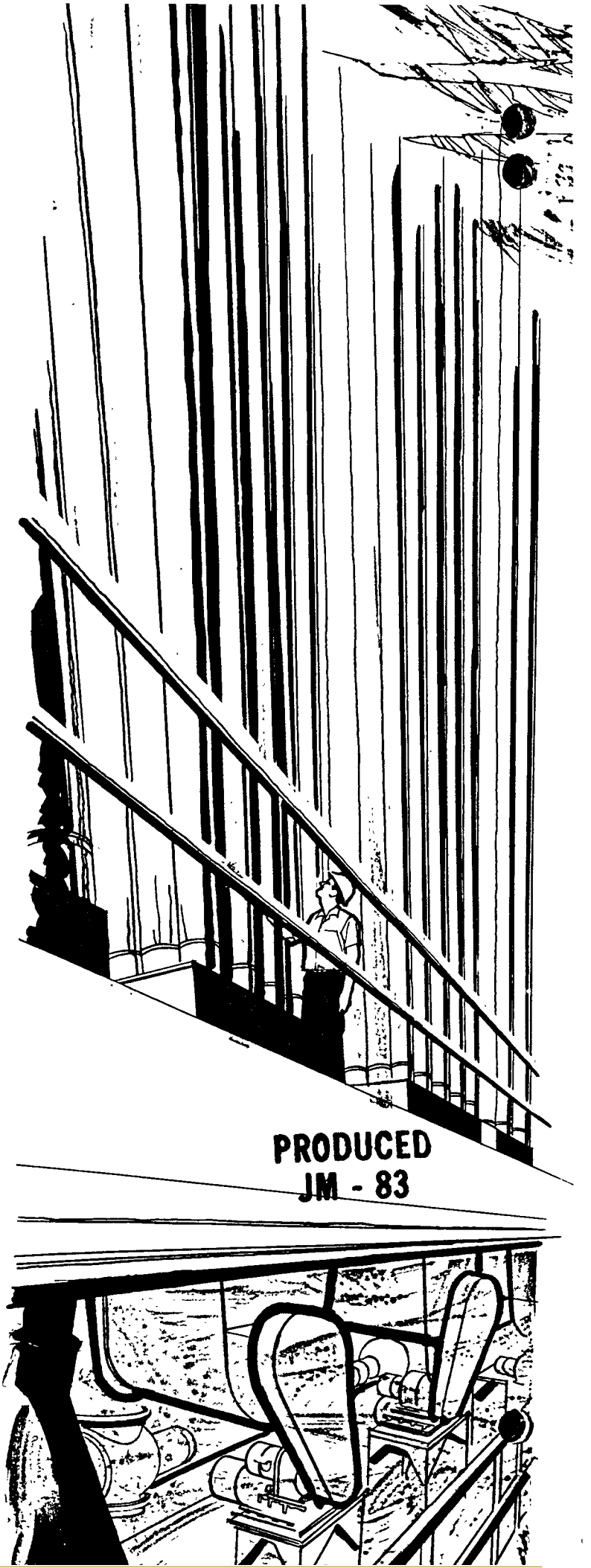
Expansion programs were also completed for asbestos textiles at Marshville, N. C.; for transportation brake products at Laurinburg, N. C. and Wissembourg, France; and for high temperature pipe and block insulation at Long Beach, Calif.

Production capacity was also increased during 1967 to meet anticipated demand for products in our construction materials lines.

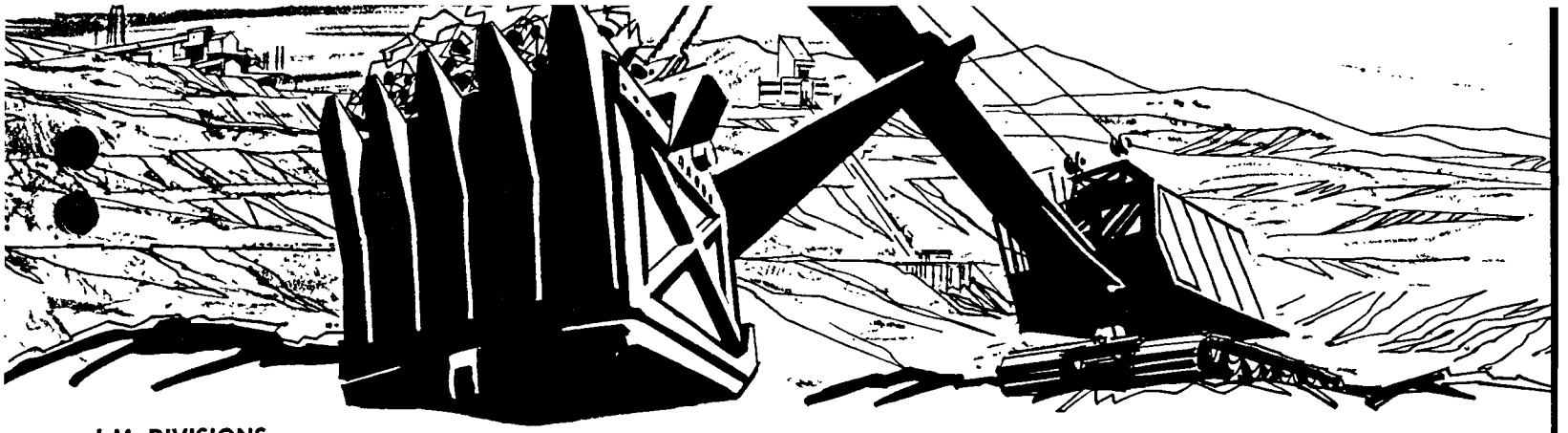
An expanded and greatly modernized installation to manufacture acoustical ceiling products went into operation at Alexandria, Ind.; and facilities for making fiber glass reinforcing mats and home insulation materials were expanded at Defiance and Waterville, Ohio and Penbryn, N. J.

Overseas, new facilities were completed at Wissembourg, France, for the manufacture of FESCO® perlite roof insulation board.

These expansions not only increase capacity and ability to meet our customer's demands, but also are necessary and essential for a growing corporation and the well-being of the people J-M employs.



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J-M DIVISIONS

DIVISION	GENERAL MANAGER
ASBESTOS FIBRE	*Karl V. Lindell*
BUILDING PRODUCTS	*Murray F. MacDonald*
CANADIAN PRODUCTS	*Alfred G. Sinclair*
CELITE	*Perry A. Martinson*
DUTCH BRAND	*James R. Allen*
FIBER GLASS	*William L. VanDerbeek*
FLOORING	*Joseph E. Kindregan*
INDUSTRIAL RELATIONS	*John B. Jobe*
INTERNATIONAL	*Dudley T. Colton*
MELAMITE	*Wallace R. Tyrie*
PACKINGS & FRICTION MATERIALS	*Edward H. Wells*
PIPE	*Don L. Hinmon*

OPERATING FACILITIES

U. S. AND CANADA

Plants

Alexandria, Ind.
Apex, Nev.
Asbestos, Que.
Billerica, Mass.
Chicago, Ill.
Chillicothe, Ohio
Cleburne, Tex.
Cleveland, Ohio
Corona, Calif.
Defiance, Ohio
Carpenter Rd.
Defiance, Ohio
Columbus Ave.
Defiance, Ohio
Perry St.
Denison, Tex.
Florence, Col.
Fort Worth, Tex.
Franklin, Pa.
Green Cove Springs, Fla.
Hayward, Calif.
Houston, Tex.
Jarratt, Va.
Laurinburg, N. C.
Lawrence, Mass.
Lompoc, Calif.
Long Beach, Calif.
Los Angeles, Calif.
Madison, Ill.
Manville, N. J.
Marrero, La.
Marshville, N. C.
Nashua, N. H.
Natchez, Miss.
New Orleans, La.
North Bay, Ont.
North Brunswick, N. J.
Parkersburg, W. Va.
Penbryn, N. J.
Pittsburg, Calif.
Richmond, Ind.
Rockdale, Ill.
Savannah, Ga.
South Gate, Calif.
Stockton, Calif.
Tilton, N. H.
Toronto, Ont.
Waterville, Ohio
Waukegan, Ill.
Zelienople, Pa.

Sales Offices

Akron, Ohio
Albany, N. Y.
Atlanta, Ga.
Baltimore, Md.
Boston, Mass.
Buffalo, N. Y.
Calgary, Alta.
Charlotte, N. C.
Chicago, Ill.
Chillicothe, Ohio
Cincinnati, Ohio
Cleveland, Ohio
Columbus, Ohio
Dallas, Tex.
Dayton, Ohio
Denison, Tex.
Denver, Colo.
Detroit, Mich.
Edmonton, Alta.
Fort Worth, Tex.
Hayward, Calif.
Honolulu, Hawaii
Houston, Tex.
Indianapolis, Ind.
Jacksonville, Fla.
Joliet, Ill.
Kansas City, Mo.
Lawrence, Mass.
Long Beach, Calif.
Los Angeles, Calif.
Louisville, Ky.
Manville, N. J.
Marrero, La.
Milwaukee, Wis.
Minneapolis, Minn.
Montreal, Que.
New York, N. Y.
Ottawa, Ont.
Philadelphia, Pa.
Phoenix, Ariz.
Pittsburgh, Pa.
Providence, R. I.
Richmond, Va.
Sacramento, Calif.
St. Louis, Mo.
Saint John, N. B.
Salt Lake City, Utah
San Antonio, Tex.
San Francisco, Calif.
Seattle, Wash.
Stockton, Calif.
Syracuse, N. Y.
Tampa, Fla.
Toledo, Ohio
Toronto, Ont.
Tulsa, Okla.
Vancouver, B. C.
Washington, D. C.
Waukegan, Ill.
Wilkes-Barre, Pa.
Winnipeg, Man.

Mines & Quarries

Apex, Nevada
Asbestos, Quebec
†Baie Verte, Newfoundland
Coaldale, Colorado
*Coalinga, California
Lompoc, California
Lovelock, Nevada
No Agua, New Mexico
Reeves Township, Ontario

INTERNATIONAL

Plants

Bellegarde, France
Casalpusterlengo, Italy
Ghent, Belgium
Hull, England
Mexico City, Mexico
*Mol, Belgium
St. Marcellin, France
Wissembourg, France

Sales Offices

Beirut, Lebanon
Buenos Aires, Argentina
Goteborg, Sweden
Hong Kong
Husavik, Iceland
Johannesburg, S. Africa
Lagos, Nigeria
Lima, Peru
London, England
Lyon, France
Madrid, Spain
Mexico City, Mexico
Milan, Italy
Mol-Donk, Belgium
Nairobi, Kenya
Paris, France
San Juan, Puerto Rico
Sao Paulo, Brazil
Sydney, Australia
Wiesbaden, Germany
Zurich, Switzerland

Mines

‡Lake Myvatyn, Iceland
‡Santa Catarina, Mexico

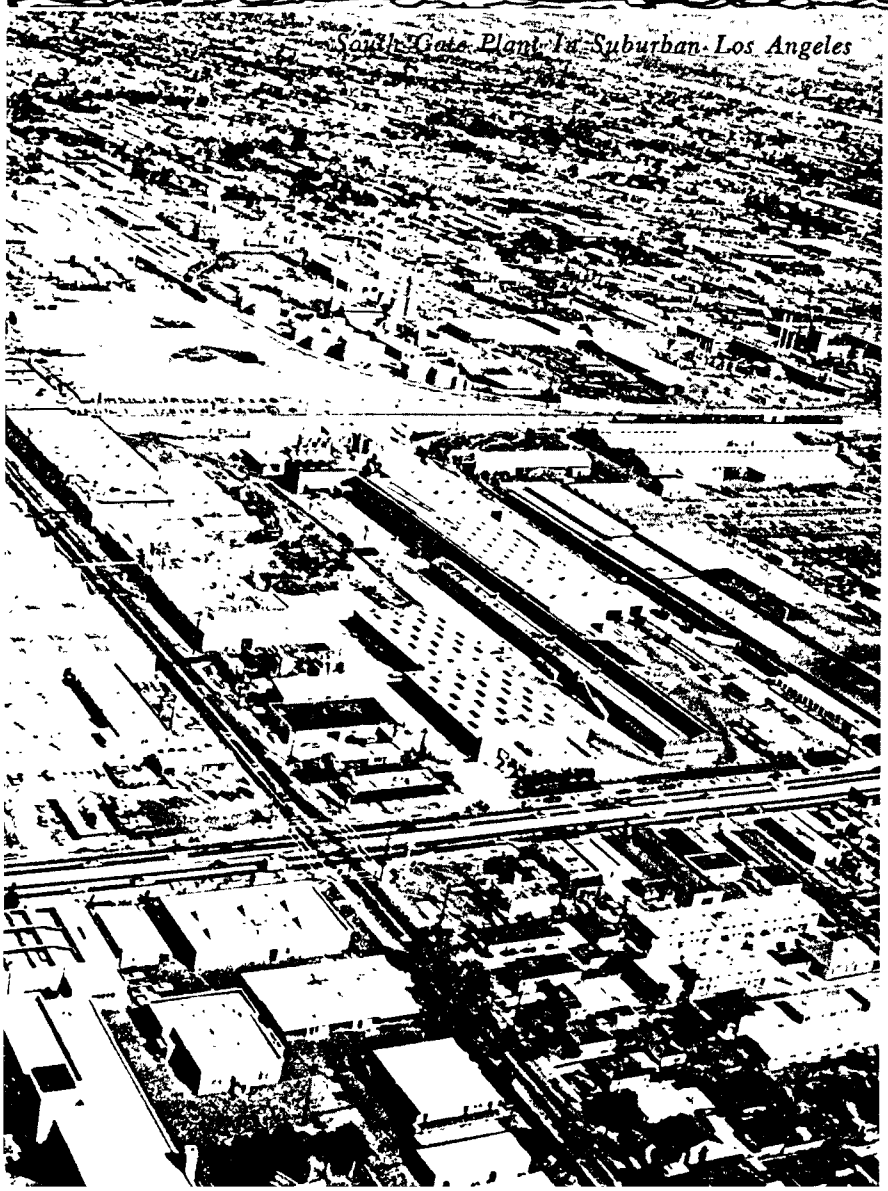
Research and Engineering Center, near Manville, New Jersey
Fiber Glass Research Center, Waterville, Ohio
■ *Operating locations that have been added or have undergone major expansion programs in the last five years.*

**Majority Owned*
†Minority Interest—Operated and Managed by Canadian Johns-Manville
‡Minority Interest

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South Gate Plant 1st Suburban Los Angeles

J-M ACQUIRES SIX NEW FACILITIES IN CALIFORNIA AND THE ROCKY MOUNTAINS

gypsum

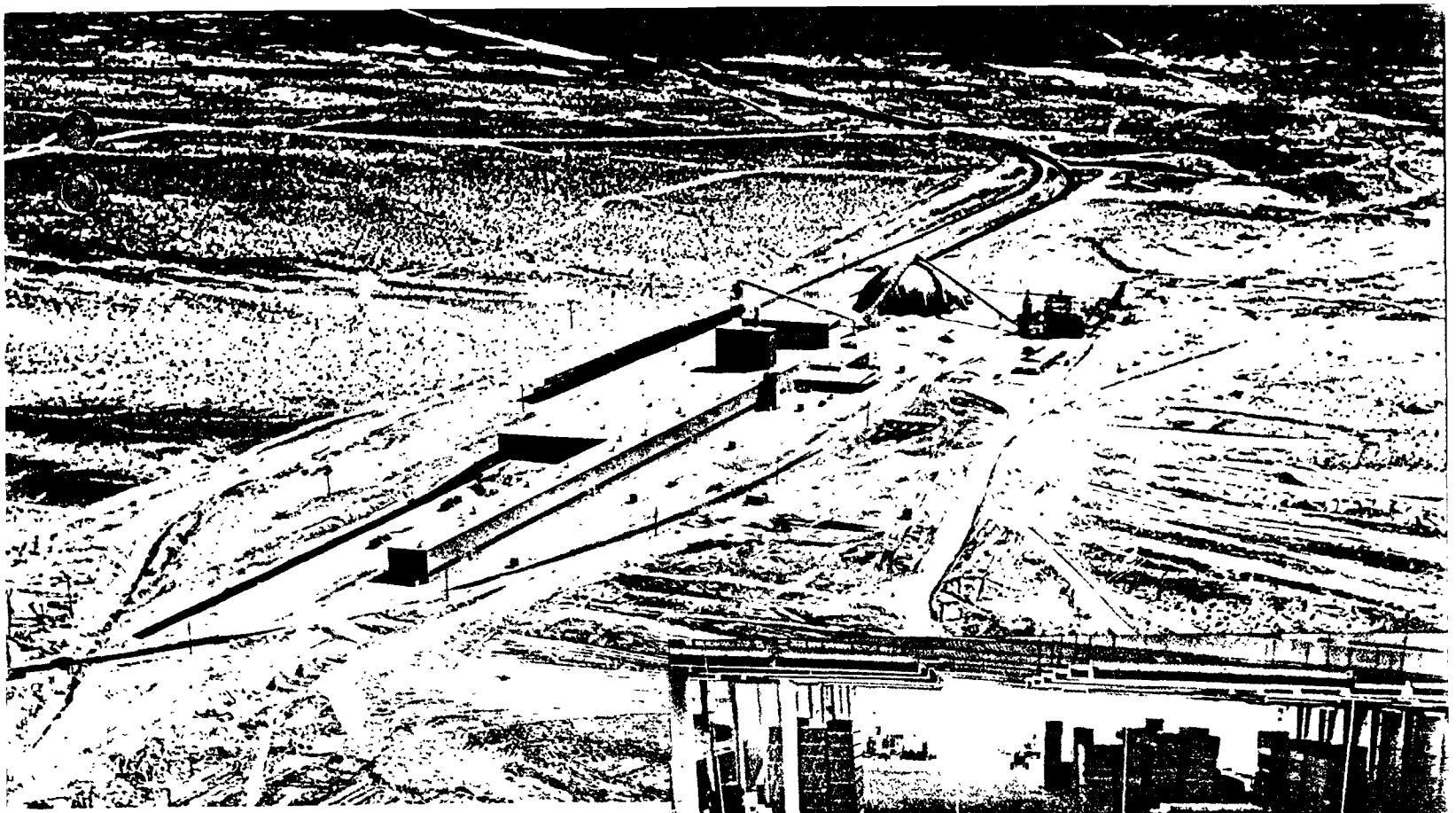
HIGH IN THE mountains of Colorado and Nevada, Johns-Manville has acquired three quarries from which the Company's fourth raw material is excavated.

The material is gypsum—a non-metallic mineral mined and crushed from rock similar to the way in which J-M's asbestos, diatomaceous earth and perlite are mined and milled. Gypsum is best known as the main ingredient in making plasterboard.

Along with the three quarries (see map), J-M acquired three plants, a complete sales organization and a headquarters staff, all of which were formerly part of the Pabco Gypsum Division of the Fibreboard Corporation. The plants are located at South Gate, Calif.; Florence, Colo.; and Apex, Nevada. The headquarters of the new J-M

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Western Gypsum Dept. of the Building Products Division is located in San Francisco.

J-M made the purchase at the close of 1967 for approximately $16,500,000 in cash.

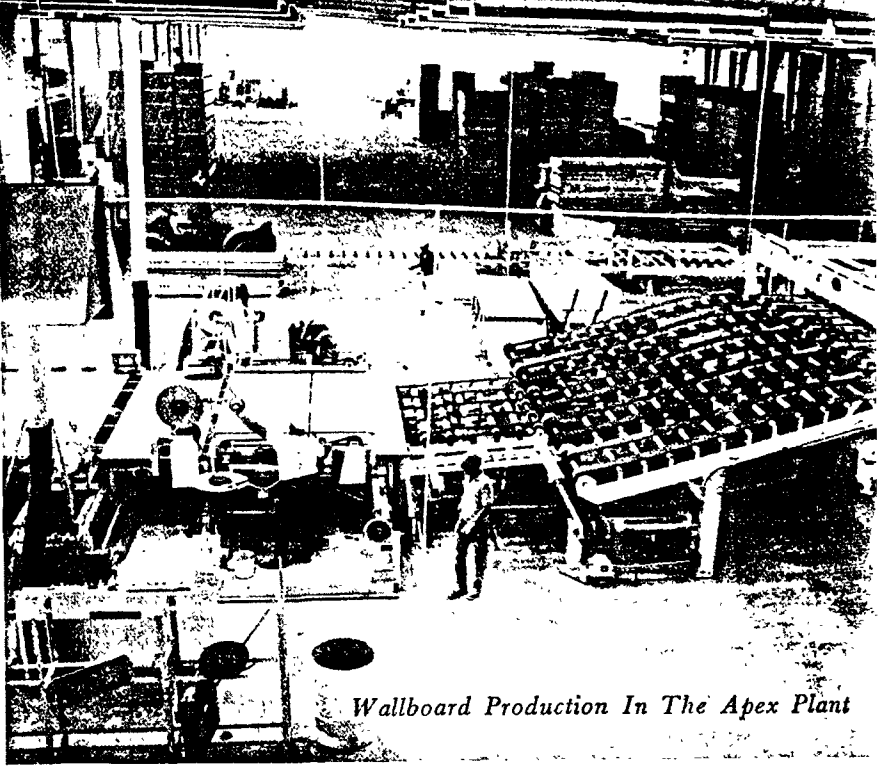
The gypsum acquisition fits well into the Johns-Manville procedure of integrated production from the mine to the consumer. Gypsum products also fit in well with the J-M sales organization and distribution channels. The acquisition opens up new trade sources that should have a good effect on other product lines such as acoustical materials and fiber glass insulation.

Consistent with other J-M building materials, gypsum wallboard is lightweight, economical to install, and is fire rated.

The proven ore reserves of the three new quarries are estimated sufficient for at least 50 years at the present rate of consumption.

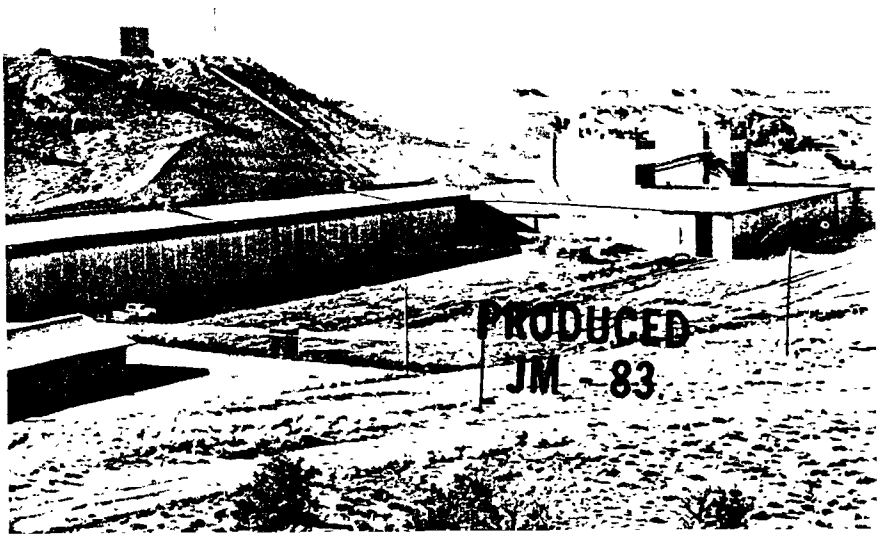
Gypsum has an interesting and ancient history. The Egyptians used gypsum plaster in their home construction, too, and notably on the inner walls of pyramids. Plaster of paris originally was gypsum plaster produced from the huge beds upon which the famed Montmartre section of the city of Paris is constructed.

Approximately 150 office, plant and mine, and sales people have joined J-M as a result of the gypsum purchase. A hearty welcome to these new J-Mers of the west.



Wallboard Production In The Apex Plant

Florence Plant At Florence, Colorado



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Concentrating on the speaker during an assembly of the entire group are Bob Wisbon (foreground), Fiber Glass, New York; and, from left, Bob Franklin, Packings & Friction Materials, Atlanta; Hans Pokorny, International, New York; Jim Sullivan, Pipe, Boston; George Fordham, Building Products, Philadelphia; and Jim Walker, P&FM, North Atlantic. The meeting was held at the Nassau Inn in Princeton, N. J.

THE WELL-ROUNDED SALESMAN

FORTY-NINE Johns-Manville salesmen and managers of all ages, lengths of service and representing all divisions except one, underwent an intensive new two-week advanced sales course at Princeton, N. J., recently.

The course was a milestone in rounding out the J-M salesmen's training program so that all of the Sales Force will periodically be given instruction in the most up-to-date sales techniques, while brushing up on many other aspects of their careers.

Organized and administered by Marketing's John MacKay, Manager for Sales Training, the course was designed to improve each man's selling techniques through workshop sessions in which hypothetical selling situations were acted out under the supervision of Maynard M. Garfield of Skokie, Ill. Mr. Garfield teaches "patterns of persuasion" at Northwestern University and advises many industrial corporations through his own consulting firm of Garfield Associates.

To impress upon the men how scientific persuasive techniques can be made to work in any selling situation, their assignments for hypothetical presentations were not necessarily related to the product they normally sell. The principle rather than the product was emphasized.

Rounding out the improvement of the man and his sales techniques, were sessions in effective speaking and effective listening. J-M's own Jim Ford, Manager for Training at the Research and Engineering Center at Finderne, N. J., instructed the men in the dynamics of effective speaking. They practiced the presentation of prepared speeches, extemporaneous talks, and speaking under adverse conditions, to increase the effectiveness of their speech and to give them



Instructor Maynard Garfield (left) plays the role of customer while J-M Salesman Tom Winter, Industrial Insulations Equipment Sales, makes his presentation for a sales closing.

J-M's speaking instructor, Jim Ford (right), graphically points out to Pat Evangelist, International, New York, how a speech can be made more dramatic and dynamic to hold his audience's attention.



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GHQ's Legal speaker at the School, Bill Lannigan (right), was barraged with questions following a one-hour explanation of the legal aspects of selling. With him, from left, are Tony Malcanas, P&FM, Pittsburgh; Stan Niewierowski, B/P, New York; Bob Franklin, P&FM, Atlanta; and Instructor Garfield.

poise, polish and persuasiveness.

The techniques of effective listening —being attentive to the other person, remembering the content of his conversation and interpreting what he is trying to communicate—were conducted by John MacKay, using the Basic Systems Programmed Course for which J-M is a licensee.

Between workshop sessions the group also heard from representatives of such areas as sales management, pricing, architectural and engineering, advertising, public relations, legal, credit, and purchasing. They also toured the Research Center.

This was only the first of a series of Schools for Advanced Salesmanship to be conducted within Johns-Manville. The course is designed for all J-M salesmen and district managers. Nine schools are planned for this year at varying locations throughout the country, the first of 1968 was held early in February in St. Charles, Ill., near Chicago, for some 50 area salesmen and district managers.



Charlie Yuill, Dutch Brand Electric Insulations, tries his hand at more effective speaking during one of the workshops.



From left, John Magee, Celite, Chicago; Skip Face, Industrial Insulations (Aerospace), California; and Bill Herbst, Dutch Brand, Eastern Region; give serious consideration to a fellow student's presentation on how he would close a sale. The session was one on sales techniques.

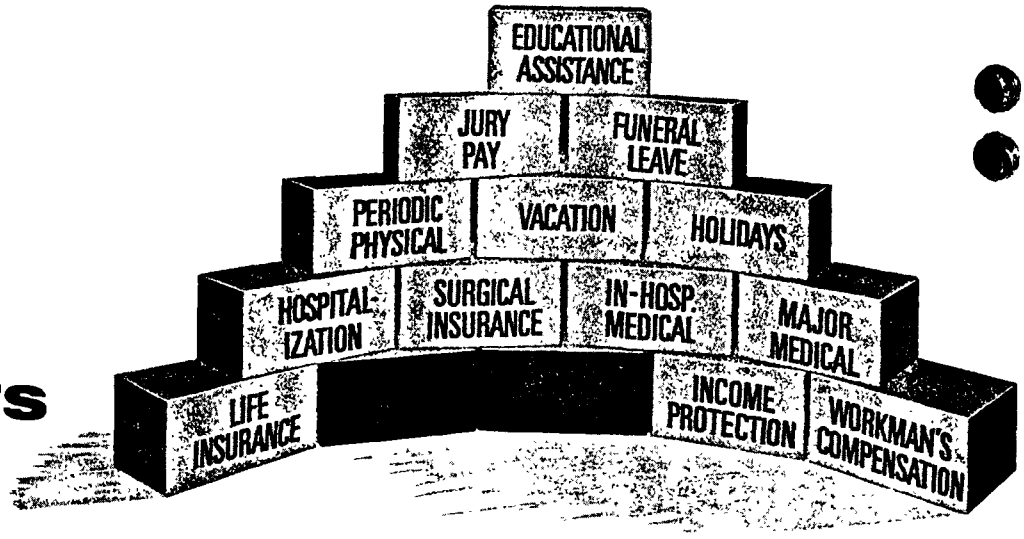
When a J-M salesman is hired he is given orientation about J-M, and the products or services he will sell. This is supported by on-the-job training programs constructed by the division.

The addition of this new school to the Sales Training Program assures each man that J-M will train him to become a stronger and better informed salesman, to help his customers, himself and J-M.

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THE J-M WALL OF BENEFITS



For various reasons, employees sometimes terminate their careers with Johns-Manville before they are eligible for either normal or early retirement. In some instances, these employees—both hourly and salaried—may be eligible for a vested deferred allowance, or what is known as "vesting right." This allowance would be payable beginning at age 65. It is based on an employee's service and accumulated contributions up to the date he left J-M.

An hourly employee is eligible for this allowance if he had at least 15 years of credited service at J-M *and* is at least 45 years of age. The requirement for a salaried employee is that he accumulated at least 25 years of service *or* was at least 55 years of age when his association with Johns-Manville was terminated.

The main difference between a vested deferred allowance and early retirement is that under the latter an employee's benefits are paid beginning immediately upon retirement. An employee does not become eligible for a vested allowance, however, until he reaches the age of 65, no matter how old he was when he left J-M.

The charts on this page show the methods for calculating a vested deferred allowance for both hourly and salaried employees.

Those who leave J-M before becoming eligible for a vesting income, or those who choose not to leave their contributions in the fund can, of course, get any money they have in the plan back with interest.

VESTING DEFERRED ALLOWANCE

hourly employee

AGE AT LEAVING J-M—55
MEMBER MOD. PLAN—10 yrs.
MEMBER CONT. PLAN—15 yrs.

CASE A:

10 YRS. X $60 = $ 600
15 YRS. X 60 = 900
$1,500 (PER YR. FROM J-M PLAN AT AGE 65)
1,600 (SOCIAL SECURITY BENEFIT AT AGE 65)
$3,100 (TOTAL RET. INC. AT AGE 65)

CASE B:

10 YRS. X $60 = $ 600
15 YRS. X 30 = 450
$1,050 (PER YR. FROM J-M PLAN AT AGE 65)
1,600 (SOCIAL SECURITY BENEFIT AT AGE 65)
$2,650 (TOTAL RET. INC. AT AGE 65)

VESTING DEFERRED ALLOWANCE

salaried employee

EMPLOYEE'S AGE AT LEAVING J-M—57
YEARS OF CREDITED SERVICE—22
ACCUM. CONT. AT LEAVING J-M—$7,400

$7,400 PLUS 4% INTEREST FOR 8 YRS. = $10,190 AT AGE 65

$10,190 (EMPLOYEE CONTRIBUTIONS AT AGE 65)
10,190 (COMPANY MATCHES EMPLOYEES CONTRIBUTIONS)
$20,380 (TOTAL RETIREMENT FUND)

$20,380 WILL PROVIDE LIFE INCOME OF $1,963 PER YEAR FROM RETIREMENT PLAN PLUS $1,600 SOCIAL SECURITY BENEFIT AT AGE 65

TOTAL YEARLY INCOME = $3,563

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NEW FACILITIES OPENED FOR WATERVILLE J-M'ERS

A BEAUTIFUL NEW complex of employee lunch, locker and shower rooms was recently opened at Waterville Plant 07. The new facilities provide the plant employees with the finest equipment available.

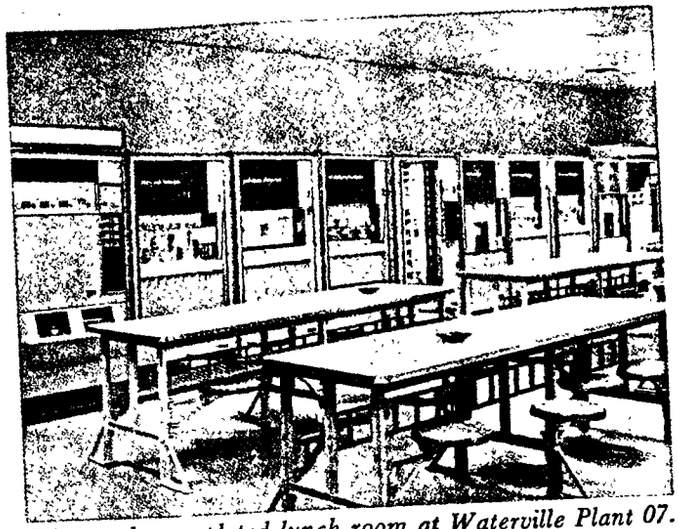
The air conditioned lunch room, for example, is light, airy and attractive. It is equipped with the latest models of canteen machines to offer hot and cold beverages, foods, candy, cigarettes, ice cream and pastries. There is even an automatic dollar bill changing machine for the employees' convenience.

The new locker and shower rooms now make it possible for employees to shower, change clothes and go home refreshed.

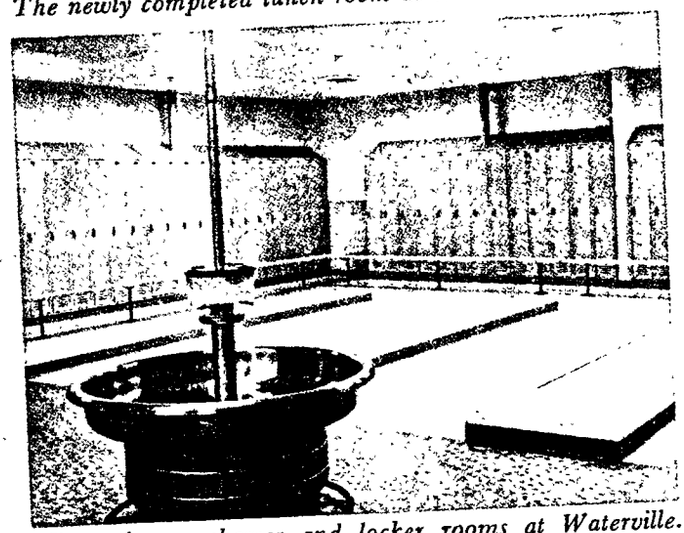
Employees at the plant have been enthusiastic in their response to this move by J-M to improve their on-the-job working conditions.

While the project was initiated by Hank Moreno while he was Operations Manager for Fiber Glass Textiles, local management played a big part in planning the project and following it through to completion.

The new facilities were officially opened with a ribbon cutting ceremony following which free coffee and cokes were served to all employees.



The newly completed lunch room at Waterville Plant 07.



View of new shower and locker rooms at Waterville.



Reynold Nebel, Group Plant Manager, cuts ribbon opening the new lunch room at Waterville. In front row are (from left) Ray Roberts, James Bucher, William Ellinger, Robert Brimmer, James Hoil, Howard Jeffers, Linda Heilman, Carlton Mohr and Wayne Stout.

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1

The United Fund of Somerset Valley has presented J-M Manville personnel with special "Good Guy" awards for conducting an effective employee fund-raising campaign. Shown (from left) are William Schneekloth and Robert Cheatham, J-M campaign co-chairmen; and Frederick Schmelz and Guy Millard of the United Fund.

2

J-Mer Ed Gladkowski (right), a Trustee of the Manville Youth Athletic League, accepts a check presented on behalf of J-M by W. L. Ruff, Building Products Plant Manager, to be used to send Manville's Pop Warner football teams to Clearwater, Fla., to participate in the Pop Warner Youth Bowl.

3

A. G. Sinclair (right), General Manager, Canadian Products Division, presents Edward J. Arbour with his 25-year watch at the Toronto Plant QCC Induction Dinner held recently in Toronto. Mr. Arbour was the first hourly employee from the plant to be inducted into the QCC. Mrs. A. G. Sinclair is shown at the lower left.

4

Approximately 174 J-Mers from the Technical and Sales Departments of Waterville Plants 01 and 07 attended a bowling outing recently in Waterville. Shown at the affair are (from left) Blair Friedlander, Plant Manager A. J. Trepanier (standing), retiree Hank Walbolt and James Tampurages.

5

Francis H. May, Jr. (left), Senior Vice President for Finance, accepts a special merit award from Dr. Joseph H. Taggart, Dean of the Graduate School of Business, New York University, at Financial World magazine's Annual Report Survey awards dinner. The award was presented to J-M in recognition of the high quality of our 1966 Annual Report.

6

Gordon Read, Director for Far Eastern Operations, presents Mrs. Yae Fukoda, President of Tokyo Kogyo Boyeki Shokai, Ltd., J-M's leading distributor in the Far East, with an Excellence Award for Performance by a J-M distributor. This year marks the 45 anniversary of J-M's association with TKBS.

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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."

Johns-Manville is in the midst of a substantial growth program. Capital expenditures in 1967 totaled $34 million, the highest level since 1957, and it is anticipated that the figure will be $30 million in 1968. All this is a part of a five-year program running from 1966 through 1970 during which it is expected that $150 million will be allotted to expanding J-M operations.

* * *

A division of one of the top three automobile manufacturers is using J-M's 308 Chopped Fiber Glass Strands in custom molded reinforced plastic parts for several of its models. The parts include dash inserts, instrument panels, fan shrouds and tail lamp housings. The 308 Strands are designed particularly for the manufacture of reinforced thermoplastic appliances and auto parts.

* * *

Celite 545 was successful in helping to clear the murky waters of the sacred well of the ancient Mayan Indian civilization in Mexico. With the water sparklingly clear, divers could see at the bottom for the first time and brought up hundreds of artifacts, many made of gold and jade. The expedition is continuing with hopes of uncovering all the treasure in the well. *Look* magazine published an article about the excavation in its March 5 issue, and *Argosy* and *Time* magazines have also scheduled articles.

* * *

NEWS/PIC begs the pardon of Rockdale, Ill., Building Products Plant J-Mers for giving the credit of ACOUSTI-CLAD® sound control tile production to Alexandria, Ind., Building Products Plant J-Mers in the December issue.

EDITOR'S NOTE
This issue continues the listing, begun in the January issue, of New Assignments resulting from the recent Pipe Division reorganization. The promotions listed below are for the second half of the Southern Region plus the entire Western Region. Some Pipe Division personnel involved in the reorganization have not been included in either the January or February-March issues because their photos were not available at press time. They will be included in New Assignments as soon as their photos are available.

ASSIGNMENTS



PIPE DIVISION
Stockton Plant
DARYL WILKINSON to Planning & Scheduling Supervisor from Assistant Planning & Scheduling Supervisor.



WESTERN REGION
San Francisco Regional Headquarters
S. J. McDUFF to Regional Marketing Manager from District Sales Manager, San Francisco Distributor Sales District.



Marrero Plant
L. E. INGUAGIATO to Plant Manager from Plant Manager, Marrero Plant, Flooring Division.



J. W. DAVIS to Planning & Training Manager from District Sales Manager, Distributor Sales, Denver District.



SOUTHERN REGION
New Orleans District
W. P. RICHARDSON to District Sales Manager from District Sales Manager, Direct Sales Department.



W. J. SCOTT to Area Manager, Electrical, Telephone, Gas & General Building Construction, from Assistant District Sales Manager, Distributor Sales, Los Angeles District.



K. R. AUGST, JR., to Assistant District Sales Manager from Area Manager, Sewer Pipe.



Los Angeles District
JOSEPH T. FENNESSEY to Assistant District Sales Manager from Salesman.



Denison Plant
W. H. WARING to District Sales Manager, Dallas Public Works Sales District, from District Sales Manager, Houston District.



Phoenix District
K. P. SUTTON to District Sales Manager from District Sales Manager, Distributor Sales, Seattle District.



J. L. GRESHAM to Assistant District Sales Manager, Dallas General Construction Sales District, from Assistant District Sales Manager, Distributor Sales Department.



San Francisco District
GEORGE A. CONLEY to District Sales Manager from District Sales Manager, Distributor Sales, Los Angeles District.

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ANNOUNCEMENTS



H. R. SORENSEN to Assistant District Sales Manager from Assistant District Sales Manager, Distributor Sales.



J. A. HEYDE to Assistant District Sales Manager from Assistant District Sales Manager, Direct Sales.



TRAFFIC DEPARTMENT
General Headquarters
ANDREW J. WALLNER to Director of Traffic from Assistant Director of Traffic.



PURCHASING DEPARTMENT
Lompoc Plant
THERESA C. HARTLEY to Senior Buyer from Buyer.



RESEARCH & ENGINEERING DEPARTMENT
Finderne
WILLIAM H. GRAHAM to Director of Quality Control from Plant Group Manager, Building Products Division, DHQ.



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

RETIREMENTS—April 1, 1968

PHYDIME BENOIT, Jeffrey Mine
PAUL G. BLAMPIED, Boston District
DAVID BROWN, Cleveland Plant
CHARLES W. HITE, General Headquarters
VICTOR R. HOFF, Waukegan Plant
ORVILLE J. McDONALD, Parkersburg Plant
JOHN NEMETH, Manville Plant
CHARLES SCHIERMEYER, Manville Plant
WILBUR G. STUTLER, Parkersburg Plant
WILLIAM URSPRUNG, Waukegan Plant
WILBUR VAN TINE, 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)

WILLIAM O'BRYANT, Waukegan Plant, November 25
J. EDMOND PRECOURT, Asbestos Plant, November 29
MAURICE DeLOOF, Waukegan Plant, December 1
HERMAN A. JOHNSON, Waukegan Plant, December 4
WILLIAM HOLMES, Manville Plant, December 11
BRUCE G. LEROY, Alexandria Plant, December 14
GEORGE ISRAEL, Dutch Brand Chicago, December 16
JESSE KING, Long Beach Plant, December 18
AZARIA CHARLAND, Jeffrey Mine, December 19
MARGARET C. KELLY, Dutch Brand Chicago, December 28
SALLY MARKEY, Dutch Brand Chicago, December 28
ANTHONY V. BURBA, Waukegan Plant, January 1
GEORGE A. PAYNE, Boston Office, January 1
JOHN A. KENNEDY, General Headquarters, January 3
GERARD LABBE, Asbestos Plant, January 4
WILLIAM HOLLENBACK, Manville Plant, January 12
DAVID TURMEL, Nashua Plant, January 12
CLETUS STONER, Waukegan Plant, January 13
STACY RACE, Manville Plant, January 14
RALPH FAUL, Waukegan Plant, January 18
EMILE MERCIER, Jeffrey Mine, January 18
MIKE BUKOWSKY, Manville Plant, January 19
JOSEPH J. SCULLY, General Headquarters, January 24

NEWS/PIC

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

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