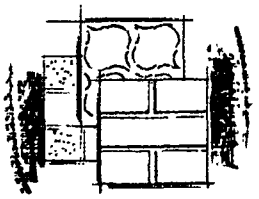


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TO BETTER SERVE OUR MARKETS

J-M ESTABLISHES NEW BUILDING AND FLOORING MATERIALS ORGANIZATION



On March 1, 1968, the Building Products Division and the Flooring Division were joined to form "a far stronger and a far more flexible organization," according to Senior Vice President Francis E. Dutcher, who became General Manager of the new unit, which is called the Building and Flooring Materials Divisions.



"Our objectives," Mr. Dutcher said, "are more effective marketing methods and improved production and financial management."

"This new consolidation of marketing effort," Mr. Dutcher added, "is designed to facilitate the rapid growth we foresee for flooring and other building materials and to provide the very best in customer service."

"Marketing strategy will benefit from both the united and diverse aspects of our new organization," Mr. Dutcher explained. "Our united production organization will provide better cost reduction capability, more sophisticated production planning and scheduling, more discriminating quality control and more effective shipping, to give our customers materials in less time.

"The diversity of our sales effort—ability and manpower to hit both dealer and specialty markets with competent salesmen — will give us an advantage over competition."

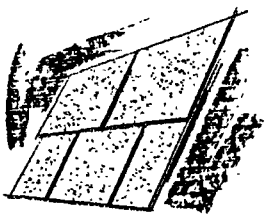
The new organization provides for a flexibly organized new Flooring Department which will be readily adaptable to change should additional product lines become available. There will be added manpower in the marketing section allowing the sales manager to concentrate 100% on sales effort in the five flooring sales districts. There will also be an entirely new production organization—one that will benefit from services that were economically impossible in the former division.

The creation of the new unit called for new organization and new positions in the headquarters staff.

Mr. Dutcher has announced the appointment of Vice President Joseph E. Kindregan as Operations Manager of the Building and Flooring Materials Divisions. This post bears the responsibility of both the Flooring and Building Materials Departments.

The merchandising problems that face the entire building materials industry are of such magnitude that a high level manager has been named to devote his full energies to this responsibility. Vice President Murray F. MacDonald assumes the position of General Merchandising Manager for the building materials business.

Mr. MacDonald announced the names of two principal assistants. Robert H. Cuje has been appointed Vice President and Merchandising Manager, Architectural Products; E. C. Cerny, Jr. has been named Vice



President and Merchandising Manager, Dealer Building Products. Mr. MacDonald also announced the appointment of H. O. McElyea as Manager for Design, Engineering and Technical Services.

Mr. Dutcher has named F. F. Guyott to the post of General Marketing Manager—Flooring. Mr. Guyott has announced the appointments of J. Page Stiger as General Sales Manager — Flooring; and George Woods as Product Manager—Flooring.

A. J. Nunez, has been named Vice President and General Sales Manager of the new Building Materials Department. In this position he will work closely with the Flooring Mar-

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keting staff to achieve greater marketing efficiencies. He has named W. A. Deal and D. J. Kloepfer as Assistant General Sales Managers.

Production Manager for the new organization is Vice President J. A. Vermeulen. He has responsibility for all Building and Flooring Materials plants other than the Western Region Gypsum Plants.



R. C. Jenkins has been named to the post of Western Regional Manager with headquarters in San Francisco. His staff will include a manufacturing manager, a product marketing manager and four district sales managers for gypsum, as well as four district sales managers for building products.

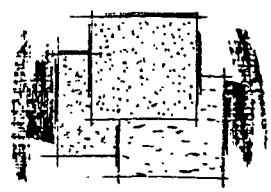
Mr. Dutcher also announced the appointments of David L. Carpenter as Controller, and James E. Flottman as Manager—Market and Sales Analysis of the new organization.

The new Building and Flooring Materials Divisions count more than 4,650 J-Mers working in 24 plants and over 60 sales offices in principal cities of the United States.

Flooring plants are located at Chillicothe, Ohio; Hayward, California; Manville, New Jersey; and Marrero, Louisiana.

Building Products plants are at Alexandria, Indiana; Cleveland, Ohio; Fort Worth and Houston, Texas; Jarratt, Virginia; Los Angeles, and Pittsburg, California; Madison, Rockdale and Waukegan, Illinois; Manville, New Jersey; Marrero and New Orleans, Louisiana; Natchez, Mississippi; and Savannah, Georgia.

The approximately 150 new J-Mers in the Gypsum Department, located at South Gate in Los Angeles; Apex, Nevada; and Florence and Coaldale, Colorado, are also included in the new organization.





J-M's Bob Snider with dealer in Chicago.

FLOORING MARKETING INTENSIFIED

Stepped up advertising plans for flooring also were announced. Schedules are planned for FLOOR COVERING WEEKLY, MODERN FLOOR COVERINGS, FLOORING and WESTERN FLOORS. On the consumer side, a new campaign will appear in leading shelter magazines.

The major attention being focused on the flooring business by J-M was first established at the winter markets in Chicago, New York, New Orleans and Los Angeles where meetings were held for more than 200 distributors and J-M representatives. The presentations at the four regional sessions covered marketing strategy, promotion programs, advertising plans and sales aids.

All of these J-Mers will be striving to meet the four major objectives of the new Building and Flooring Materials organization:

1. To be more competitive in an increasingly competitive marketplace.
2. To gain the quality and cost reduction values available only by application of specialized production knowledge.
3. To provide customer service second to none in the industry and,
4. To improve earnings.

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THE TEAM THAT LEADS THE NEW BUILDING AND FLOORING MATERIALS DIVISIONS



FRANCIS E. DUTCHER
Senior Vice President and General Manager



JOSEPH E. KINDREGAN
Operations Manager



MURRAY F. MacDONALD
General Merchandising Manager



F. F. GUYOTT
General Marketing Manager—Flooring

A. J. NUNEZ
General Sales Manager



J. A. VERMEULEN
Production Manager



R. C. JENKINS
Western Regional Manager





ROBERT H. CUJE
Merchandising Manager, Architectural Products



E. C. CERNY, JR.
Merchandising Manager, Dealer Building Products



H. O. McELYEA
Manager For Design, Engineering and Technical Services

J. PAGE STIGER
General Sales Manager—Flooring



GEORGE WOODS
Product Manager—Flooring



W. A. DEAL
Assistant General Sales Manager





D. J. KLOEPFER
Assistant General Sales Manager



DAVID L. CARPENTER
Controller



JAMES E. FLOTTMAN
Manager—Market and Sales Analysis

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Additional appointments in the new Building and Flooring Materials Divisions will appear in the New Assignments section of NEWS/PIC, beginning with the May issue.

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THE LOST CIVILIZATION



J-M HELPS DIVERS FIND JADE AND GOLD AT CHICHEN ITZA

A LONE FIGURE stands at the edge of a deep well. He stares into the water below: murky, turbid, pea soup thick. The time tunnel of his imagination takes him back many centuries when a unique civilization thrived on the earth where he now stands . . .

A priest dressed in resplendent ceremonial garments advances to the rim of the well. Hundreds of people are gathered around chanting and praying. The drums sound a haunting, steady beat. A young girl willingly approaches the moment of her sacrifice.

The drums stop. The priest walks up to an altar and lights the incense burners. The drums sound again, this time the beat is muted. Two other priests lead the girl to the edge of the well and hurl her to the gods below. The splash of her body crashing into the water ends the shakening, imaginary journey into the ancient past.

Back to the quiet reality of the present. The visitor looks around him. Thick jungle. Miles of terrain which has been desolate for centuries—a ghost town in the jungle. To one side stand the remains of a magnificent pyramid, graced by long stairways on two sides. In another direction stands part of a temple flanked with colonnades of magnificently carved columns. A long, paved road made of limestone leads to a city of ruins. All remnants of a once colossal civilization.

This is Chichen Itza, on the Yucatan Peninsula—a giant "thumb" between North and South America. This is the land where the great Mayan culture flourished and perished; where a civilization far ahead of its time was created and then crumbled, and was eventually swallowed by the jungle. This is where modern archaeologists and historians the world over have visited searching for clues to that lost civilization; searching for the glory that once was Mayan.

In recent months, the sacred well site once again has been pulsating with activity. Expeditions Unlimited of Pompano Beach, Florida, has set up camp at the edge of the well to make what has been the most efficient and scientific effort to find a key to the past. Divers of past expeditions were unable to see anything in the algae-laden water and recovered a few artifacts by merely groping in the darkness. And the Mexican government was careful to prevent damage to the Mayan treasure by insisting that only the safest means of recovering artifacts be used.

That way has been found. Using Celite filter aid, which Johns-Manville Mexicana has provided for the expedition, the water has been cleared so well that divers have been able to see right down to the bottom and carefully bring up the artifacts. Celite is the trade name given to J-M's diatomite, the mineral composed of fossil-like skeletons of microscopic water plants. Each skeleton is an extremely porous framework of nearly pure silica. Celite has been used successfully in filtering of numerous products ranging from sugars and syrups to drugs and lubricants.

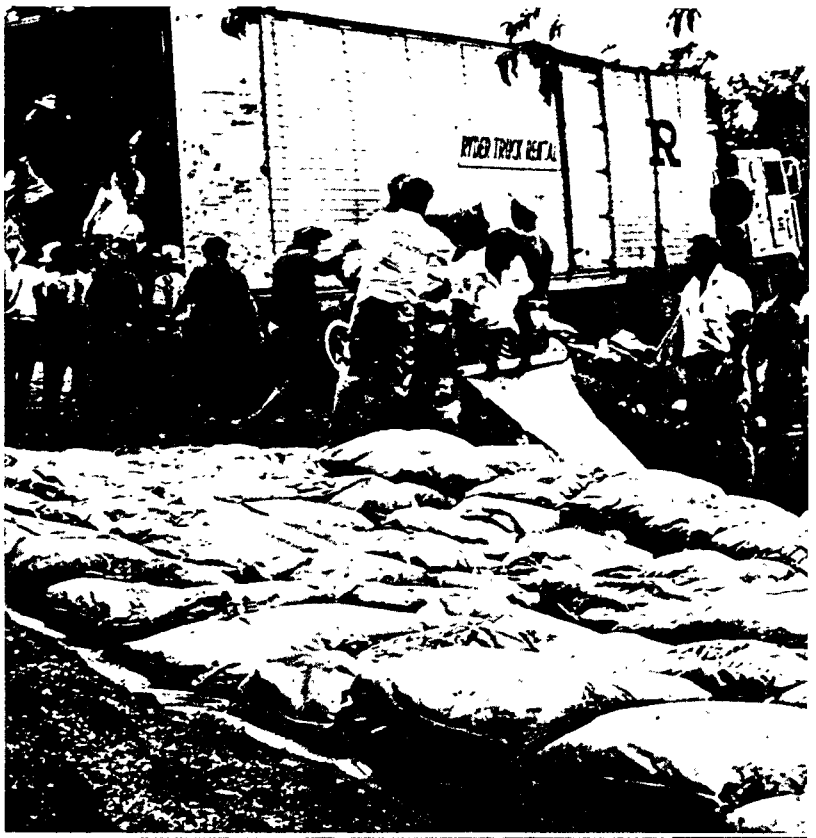


Mayan origins are vague. Their entire history is shrouded in antiquity. It is believed they came to the Yucatan around 2,000 B.C. But the earliest written evidence of their existence in Yucatan dates to 328 A.D. in the form of hieroglyphics inscribed in stone. Theory has it that until that time the Mayans wrote

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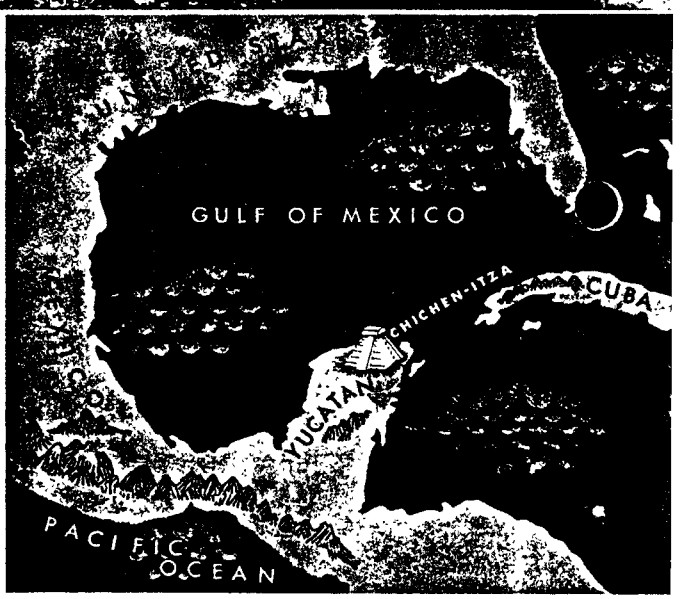




Above left, workman pours Celite in precoat pot.



Above right, Celite shipment, compliments of J-M Mexicana.



on perishable hardwoods. However, Mayan hieroglyphics still defy translation. Archeologists hope that the sacred well will someday yield a "key" which will help further open the door to the past.

What we do know about the Mayan race is fascinating. Architecturally, their work was impressive and daring: massive building complexes, platforms, pyramids, temples, stairways of majestic and luxurious proportions, all graced with exquisitely carved stone and artistic masonry.

Intellectually, they had no equal in their time. They worked out a system of counting, including the zero, long before the cipher became part of Old World Arithmetic. They followed and plotted the courses of planets with their naked eyes; their calculations differing only slightly from those of present day astronomers armed with powerful telescopes and advanced mathematical formulas.

They developed a unique calendar, more accurate than our present day: consisting of an 18 month year of 20 days, plus a five-day week at the end of each year. To take care of a remaining one-fourth day, they conceived the idea of a leap year.

The Mayan was hard, progressive and peaceful. A homogeneous race, they enjoyed a common civilization, common customs, common religion and common thought. There were no warlords or vain leaders among them. Rulers apparently were dedicated to improving the people and their communities, encouraging study of arts and science and the philosophy of life and the hereafter.

But this avant garde society collapsed. Northern tribes infiltrated their midst. Civil strife engendered. New cruelties, such as the sacrifice of humans to appease angry gods, became custom. Young men were no longer content to be good farmers and skilled artisans, but were also valiant fighters and warlords.

Nevertheless, the Mayans and their neighboring tribes flourished prosperously for seven hundred years . . . until the Spanish invasions. The Spaniards shattered all the civilizations of the New World—Inca, Aztec and Mayan alike. In the Yucatan, they completely obliterated traces of Mayan intelligence, ability and even legend. All that remains is the Mayan blood flowing in thousands of Central American Indians, who know little of their ancestry, the ruins of cities like Chichen Itza, which until a hundred years ago Mayans still visited to make sacrifices, and the treasure at the bottom of the sacred well.

The sacred well at Chichen Itza is commonly called a cenote (say-no-tay). Looking down its stone wall, 72 feet deep, from the ruins of the sacri-

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ficial altar, one can still feel the terror of the legend. Mayan worshipers believed that the rain god Chac lived in the cenote and to please him threw precious sacrifices of humans and gold, copper and jade. Even today, among the people living near Chichen Itza, the spirit of Chac is still feared.

Visions of sacrificial virgins and these rich treasures began attracting travelers to the cenote in the 19th century. One expedition, in the early 20th century, extracted a few of the artifacts which today are on display at the Peabody Museum at Harvard University. But because of the algae-laden water, it was unable to even dent the storehouse of Chac's jealously-guarded treasure.

Expeditions Unlimited began exploration last September. At first, the expedition tried to pump all nine million gallons of water out of the well. They pumped 100,000 gallons an hour through four hoses, but the water flowed back from underground almost as fast as it was removed. Chac was fighting back.

A second plan called for the filtration of the murk from the water. Here's where J-M joined the expedition. With lightning speed, a group of J-Mers, immediately upon hearing the story from Charles Wade, of CHD Pool Equipment, Inc., had enough Celite 545 ready and waiting outside Mexico City to be picked up as the expedition headed into the Yucatan. The J-M team included Tom Jackson, Celite Dept. Merchandise Manager in New York; Paul Nikitovich, International Division's Director for Latin America; Fred Hancock, Los Angeles Celite Salesman; and Oscar Jiminez, Operations Manager of J-M Mexicana. The Celite 545 was supplied by Diatomita San Nicholas, a J-M affiliate.

The Celite was added to the precoat pot which filters the water as it is pumped from the well, from a raft, then up through four parallel hoses to the rim of the well. It was only a matter of time. The water became clearer and clearer. Divers could see as far as 30 feet and were able to dive to the muddy crest at the bottom.

Hundreds of artifacts were extracted: skulls, a serpent-head stool, unbroken pots made by hand, figures and fragments of gold, jade and copper: all artistically carved and of unprecedented design. Then, one day, a diver brought out a face carved of gold. It was Chac himself. It seemed as if he finally had been forced to yield.

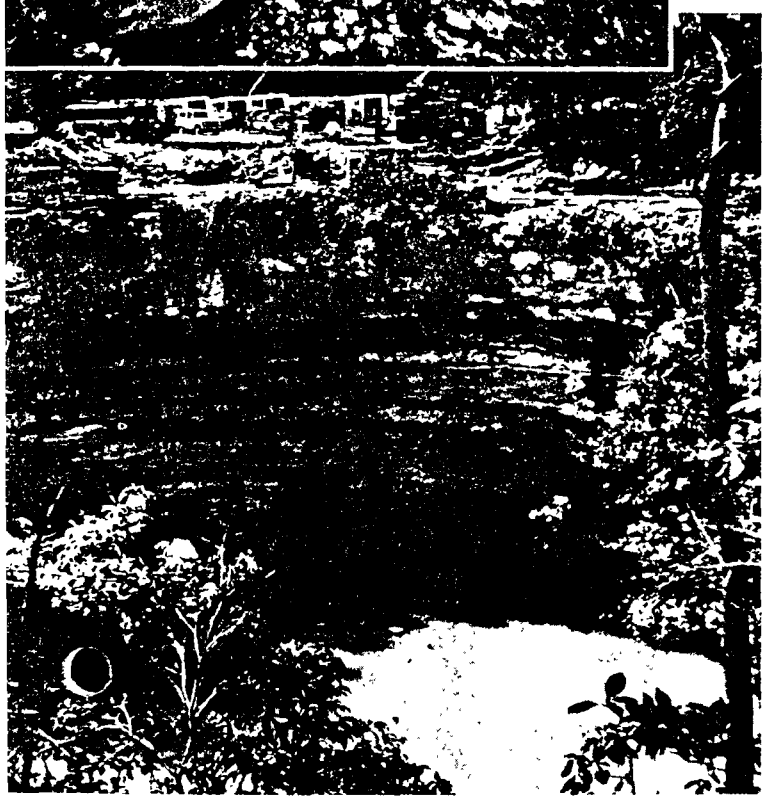


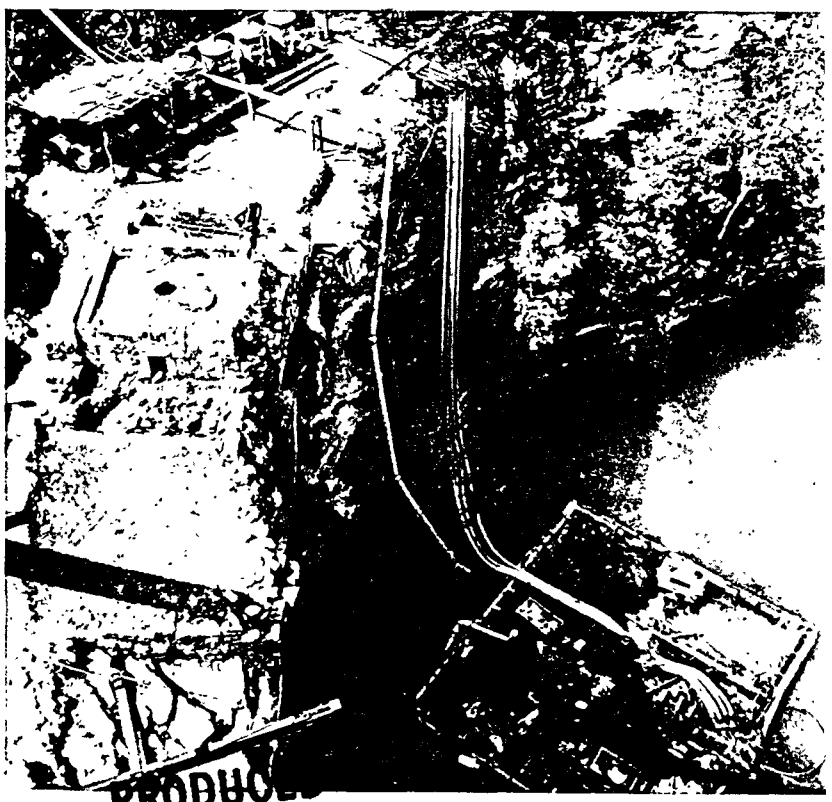
Left, diver carefully takes artifact from bottom.



Below, left, murky well water before Celite was added.

Below, right, water being pumped to raft, then up hoses to precoat pots.

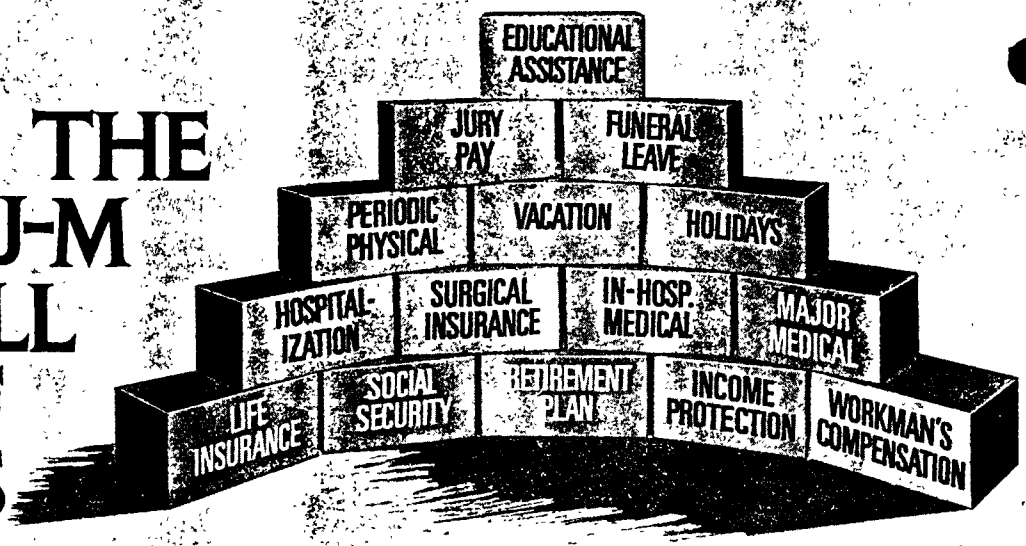




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THE J-M WALL OF BENEFITS



For the past six issues, News/Pic has outlined the major aspects of the J-M benefit program as it applies to each and everyone of us. This installment, which covers life insurance and other miscellaneous benefits, concludes our Wall of Benefits series. In the future News/Pic will continue to give coverage to the J-M benefits program by answering questions of general interest sent in by employees. We encourage these questions and look forward to answering them.

What Happens If I Die?

Every J-Mer at one time or another must have asked himself: How is my family protected if I should die? It is not a pleasant question, but it is one to which Johns-Manville provides an answer.

The death benefit for active employees is the amount of life insurance as shown on pages 3 and 4 of the Group Life Insurance booklet. The amount, of course, increases by steps as an employee's earnings climb. This insurance is fully paid by J-M. Each J-Mer is informed when his life insurance coverage changes.

Active employees are not the only ones who are protected under this plan. Employees who retire under the J-M Retirement Plan receive what is called a Death Benefit Certificate.

The coverage for these retirees amounts to 30 per cent of the life insurance held at the time of retirement, but cannot exceed $6,000. This is paid to the retiree's beneficiary when the employee dies. It is fully paid for by the company, and costs the employee nothing.

If an active employee dies while he is eligible for early retirement, his spouse can elect a Spouse's Benefit, which will provide an income for life. This benefit is in addition to life insurance and is paid for through the Retirement Plan.

For those who are not eligible for early retirement at the time of death, the beneficiary receives a refund of the employee's retirement contributions plus interest. This, of course, assumes that an hourly employee did participate in the contributory plan and did not withdraw his money. This payment also is in addition to life insurance.

Benefits Equal 20% More Pay

All of the benefits described in this and preceeding articles add up, on the average, to be worth more than 20 per cent of the paycheck of each of us. Remember that this hidden pay is tax-free, and is therefore worth even more than if we received it in cash. It is easy to see the importance to each J-M employee of a broad benefit program such as Johns-Manville provides.

In addition to these benefits, there are others provided by the Company which help provide for lesser needs. These include such things as paid leave when there is a death in the family, and jury pay to make up the deficit when a citizen is called to serve the courts.

We all also have recreational and developmental needs in addition to our protective needs. The J-M Wall of Benefits also takes care of these.

In the recreational area, we have various employee social and athletic activities, including the Quarter Century Club activities. To provide the leisure needed to enjoy other recreational pursuits, we have a liberal vacation and holiday program.

Benefits We Take for Granted

Educational assistance also enjoys a prominent place in the J-M program of benefits. Opportunities are available for people to increase their knowledge and skills, and thus increase their chances for promotion. Several hundred J-Mers avail themselves each year of the Company's Tuition Aid Program with J-M paying the major portion of the cost. This is, of course, in addition to the training and development programs that are available on the job and in the plant.

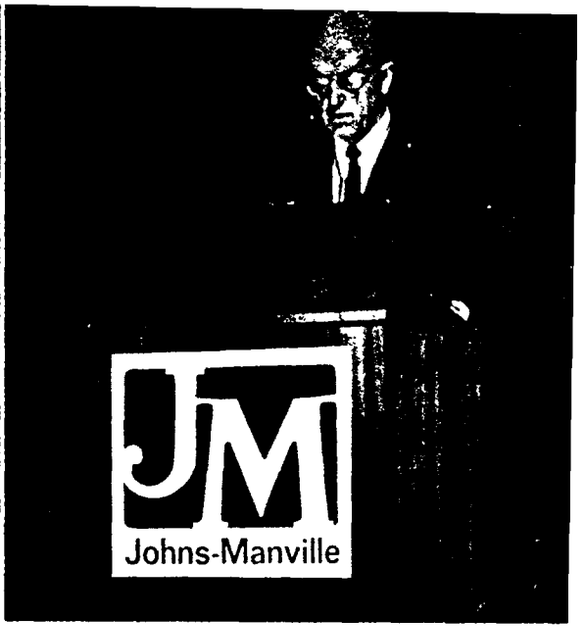
If you have additional questions of a specific nature regarding how any aspect of the J-M Wall of Benefits protects you, contact your immediate supervisor, Industrial Relations Manager or Manager of Office Services at your location. These J-Mers will be glad to help you learn more about the J-M employee benefit programs.

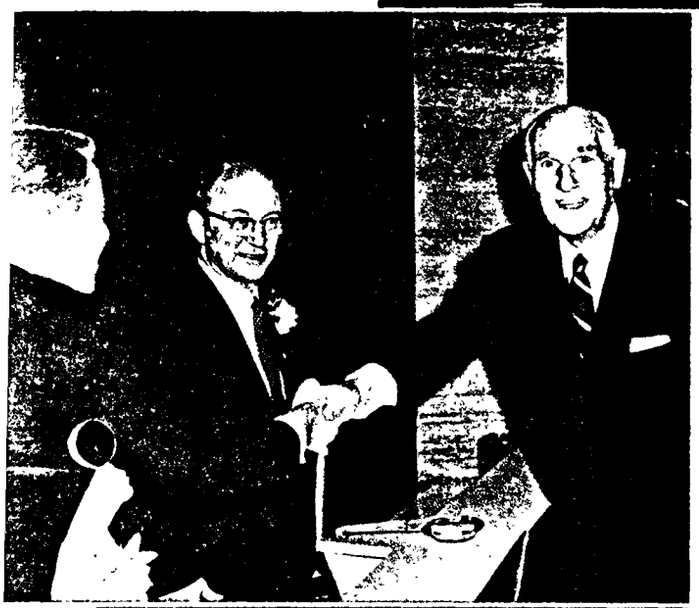
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President C. B. Burnett greets a foreign exchange student from Tulane University. Frank Deloume of Marrero Plant (center) was one of the official greeters of guests.





President Burnett makes his report to Stockholders and guests.

Ival Martin and Irv Pedly greet retiring Director A. R. Fisher (see page 13).



Stockholder Lewis P. Gilbert checks in at the front desk with Irv Pedly of GHQ Legal Dept. Mrs. Pedly assisted, as did Ival Martin, (background) of Marrero Plant.

Members of area Junior Achievement groups were special guests at the New Orleans Meeting. These high school students found plenty of interest in the J-M Annual Meeting.

ANNUAL MEETING -NEW ORLEANS

President C. B. Burnett has predicted an upsurge in building when the Vietnam war ends and reiterated the fact that Johns-Manville is in the midst of a $64 million program to expand and build new facilities to meet that growth. Mr. Burnett made his remarks at the company's annual stockholders meeting in New Orleans last month.

Among his other comments, he

- forecast that sales in 1968 will top $525 million, and that earnings will be higher than in 1967.
- detailed J-M's efforts to improve its earnings level by boosting productivity and increasing sales of more profitable products.

Other business conducted at the meeting included the election of the J-M Board of Directors and ratification of the appointment of the Company auditors.

Attending the meeting, besides J-M stockholders, were members of the Board of Directors, officers of the Company, other J-M Vice Presidents, customers, dealers and distributors in the area, a group of graduate foreign exchange students from Tulane University and a group of Junior Achievement members.

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President Burnett takes a moment to speak to Mrs. Alistine P. Coss, a Stockholder and widow of former J-Mer Harold Coss.



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Camera Club President Al Feininger congratulates Eunice Budelman, second place winner in the vacations category. First place winner Lillian Snyder and third place winner C. P. Weber (left) stand by.

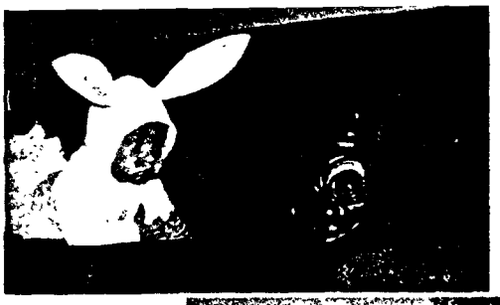


Camera Club Secretary Susan Adams congratulates Chuck Zendler for placing third in the category of pets. First place winner is Stephanie Kelem (second from right). Club Treasurer Charlene Vanhorn (left) and second place winner Hazel Pond look on.



Contest Chairman Bill Karter congratulates Sheila Kraft, third place winner in the children category. Enrico Saladrigas (second from right) won first place. Bruce Budelmann (left) is Vice President of the Camera Club. Second place winner Ida Ahearn is not pictured.

THE WINNERS! The J-M Camera Club of General Headquarters this club season conducted its first snapshot contest open to all New York based J-Mers. Over 200 contestants entered photographs in three categories — pets, children and vacations. General and Division Headquarters people voted, from a selection by Camera Club members of semi-final pictures, to select a first, second and third place winner in each category. There were 1741 votes cast.



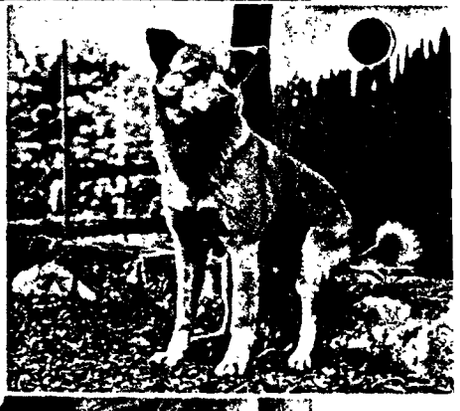
First Place– Children *Enrico Saladrigas*



First Place– Pets *Stephanie Kelem*



First Place– Vacations *Lillian Snyder*



Third Place– Pets *Chuck Zendler*



Third Place– Children *Sheila Kraft*



Second Place– Pets *Hazel Pond*

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JOHN B. JOBE has been elected Vice President for Industrial Divisions of Johns - Manville Corporation. Mr. Jobe has been General Manager of the Industrial Insulations Division since 1960. The Packings and Friction Materials and Dutch Brand Divisions now also report to him. Mr. Jobe joined J-M in 1936 in pipe sales in the Pacific Coast area, later working out of New York. In 1953 he was appointed L.A. Regional Manager, Industrial Contract Dept. In 1956 he returned to New York, was elected Vice President of the Sales Corp. and appointed Merchandise Mgr. of Industrial Insulations. He became General Sales Mgr., Distributor Insulations Products in 1959.



WILLIAM L. VANDERBEEK has been elected Vice President for Production of Johns - Manville Corporation. He has been General Manager of the Fiber Glass Division since 1964. In his new position he assumes overall functional responsibility for J-M manufacturing operations worldwide. Fiber Glass Division continues under his general management responsibility. Mr. VanDerbeek began his career with Johns-Manville in 1939 as an Industrial Engineer at Manville, N. J. In 1960 he was transferred to New York to assume the post of Production Manager of the J-M Pipe Division. He was named to the position of Operations Manager of the Fiber Glass Division July 19, 1963, and became General Manager of the division the following year.

ASSIGNMENTS



GENERAL HEADQUARTERS
Marketing Department
RALPH E. HARTWIG to Manager for Marketing Services, from Manager—Industrial Relations, GHQ.



Western District
B. Y. LYNN to Sales Manager, Western District, from Staff Manager, Transite Pipe.



ASBESTOS FIBRE DIVISION
Jeffrey Mine
ALAN D. DENNIS to Controller, Asbestos Fibre Division, from Supervisor, Industrial Engineering.



J. F. SMALL to Staff Manager, Transite Pipe, from Salesman, Vancouver.



RON H. McDOUGALL to Supervisor, Industrial Engineering, from Section Supervisor.



FIBER GLASS DIVISION
Corona Plant
PAUL ENOCH to Planning & Scheduling Supervisor from Shift Foreman, Insulations.



LOUIS SONNEVELD to Supervisor, Erection & Repair, from Senior Engineer.



Philadelphia District
R. L. SEGERMARK to District Engineer, Filter Tube Business, from an outside position.



R. G. EVANS to Chief Design Engineer from Engineering Supervisor.



Los Angeles District
DAVID C. PERRY to District Engineer, Filter Tube Business, from an outside position.



A. C. MONTGOMERY to General Foreman, Open Pit, from Foreman, Open Pit.



Cleveland District
RICK L. BARSTOW to District Engineer, Filter Tube Business, from an outside position.



CANADIAN PRODUCTS DIVISION
Montreal
PETER F. BROWN to District Manager, Building Materials, from Staff Manager.



Cleveland District
J. W. CHRISTOPHER to District Engineer, Filter Tube Business, from Production Superintendent, Filter Tube Plant, Waterville.

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ASSIGNMENTS



Houston District
LEO A. SCHMIDT to District Engineer, Filter Tube Business, from an outside position.



R. L. MARKS to Staff Manager, Transite Non-Pressure Pipe, from Staff Engineer.



SOUTHERN REGION
Dallas District
J. H. BELZER to District Gen. Constr. Sales Mgr., from District Sales Manager, Dallas Distributor Sales Dept.



Waterville Plant 01
ROBERT H. GOODELL to Plant Superintendent from Superintendent, Continuous Forming & Mat.



NORTHERN REGION
Manville
Regional Headquarters
S. V. FLYNN to Marketing Manager from District Sales Manager, New York Direct Sales Dept.



WESTERN REGION
San Francisco
Regional Headquarters
H. L. OLSON to Area Manager, Water Supply & Distribution, from District Sales Manager, San Francisco Direct Sales Dept.



INDUSTRIAL INSULATIONS DIVISION
Tulsa Contract Unit
H. H. HEMBREE to Unit Manager from Contract Sales Rep.



E. J. McKENNA to Area Manager, Water Supply & Distribution from Salesman, New York District, Direct Sales Dept.



J. R. ANKLAM to Area Manager, Industrial, Agricultural & Turf, from Area Manager—U.S.B.R.



PIPE DIVISION
Division Headquarters
J. F. BAKER to Product Manager, Water Distribution Pipe, from Product Manager, Water Pipe.



J. F. NAWN to Area Manager, Ind'l. Gen. Bldg. Constrn. from Salesman, Boston District, Distributor Sales Dept.



C. M. BENNETT to Area Manager, Sewer & Drain, from District Sales Manager, Phoenix District, Direct Sales Dept.



G. W. STURM to Product Manager, Irrigation Pipe, from Staff Manager, Irrigation Pipe.



Boston District
R. S. GOODWIN to District Sales Manager, from District Sales Manager, Boston Distributor Sales Dept.



Denver District
A. E. SLEE to District Sales Manager, from District Sales Manager—Direct Sales Dept.



J. S. AUTRY to Group Product Manager, Transite Non-Pressure Pipe, from Product Manager, Sewer Pipe.



B. P. EATON to Asst. District Sales Manager, from Asst. District Manager, Boston Direct Sales Dept.



Los Angeles District
R. W. SMITH to Assistant District Sales Manager, from Assistant District Sales Manager—Direct Sales Dept.



J. P. FERRARO to Staff Manager, Lined Pipe, from Staff Manager, Industrial Pipe.



Cleveland District
D. L. DASBACH to District Sales Manager, General Construction from District Sales Manager, Cleveland Direct Sales Dept.



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

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ANNOUNCEMENTS

A. R. FISHER RETIRES



ADRAIN R. FISHER, retired Chairman of the Board of Directors, Chief Executive Officer and President of Johns-Manville Corporation, officially retired from his position as a Director on the J-M Board on March 14.

President C. B. Burnett said to stockholders attending the Annual Meeting in New Orleans on that date:

"On behalf of our entire organization I want to extend our deepest appreciation to 'A.R.' for his 45 years of dedicated service and his many important contributions to Johns-Manville growth and prosperity. Mr. Fisher's guidance and outstanding leadership have contributed immeasurably to Johns-Manville strength and prestige. His advice and counsel in J-M affairs will be sorely missed by all of us concerned with Company management."

Mr. Fisher was elected a Director and President of the Corporation in 1951. In 1957 he was elected Chairman of the Board and Chief Executive Officer, continuing also as President. He lead J-M until 1959 preparatory to his retirement in 1960.

Mr. Fisher joined Johns-Manville on August 1, 1923, at Waukegan, went to Lompoc immediately after the acquisition of the Celite Corporation in 1928, then transferred to Manville where he held plant manager positions. He joined the General Headquarters staff as Production Manager in 1937, and by 1946 had been named a vice president of the Corporation, Senior Vice President for Production and General Manager of the Asbestos Fibre Division.

RETIREMENTS—May 1, 1968

ROMEO J. BROWN, Jeffrey Mine
WILLIE CARROLL, Houston District
WILLIAM HILDERBRAND, Lompoc Plant
ALBERT J. LUDLOW, Toronto Plant
ARMAND MICHAUD, Nashua Plant
DUFFIE PAGE, Pittsburg Plant
MARGARET K. TOMLINSON, Dutch Brand (Chicago)

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 J. BRYAN, Manville Plant, January 24
MIKE SZWED, Manville Plant, January 25
GEORGE E. HINCHLIFF, Chicago District, January 27
RAYMOND R. STARKEY, Parkersburg Plant, January 30
GEORGE PAPAWICH, Manville Plant, February 2
MARY A. ALLEN, Waukegan Plant, February 4
EDMOND R. ANCTIL, Nashua Plant, February 15
JOHN CHONKO, Manville Plant, February 22
JOHN JUBAK, Manville Plant, February 26
CHARLES W. NAGEL, Chicago District, February 27
WALTER BAY, Manville Plant, March 2
HOWARD GALE, Asbestos Plant, March 9
JOHN S. HUDAK, Manville Plant, March 10
ANN M. HENIGMAN, Philadelphia District, March 13

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.

President: C. B. Burnett

Publications Manager: Gerald D. Murray

Editor: Edward R. LiPuma

Designer: Fil Giuliano

Manager of Art and Production: Charles W. Zendler

Director of Public Relations: William P. Raines

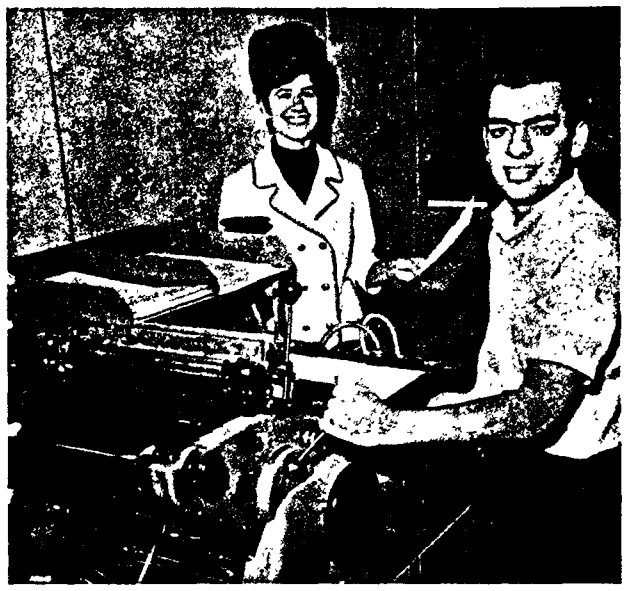
Contributing Correspondents
Ebbie Eberhardt and Sharon O'Brien, General Headquarters. Dyke Sandell, Los Angeles Pipe District; Joe Valcarcel, International Division Headquarters; Al Bette, Packings & Friction Materials Division Headquarters; S C Allard, Toronto Office; Ruth E. Keusseff, Research and Engineering Center, Finderne, N. J

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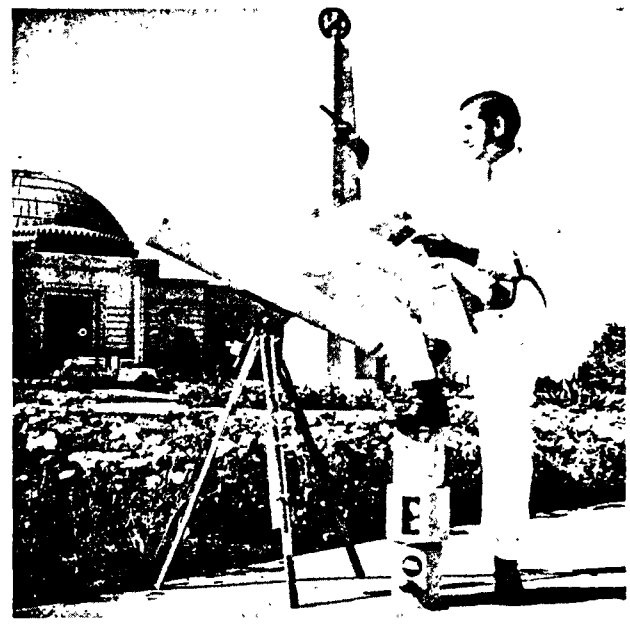


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Richard Gazo operates duplicating press machine under watchful eye of senior operator-instructor Rose Gattone at the Research and Engineering Center, Finderne, N. J. Richard joined company last March as part-timer under Cooperative Program with Manville High School. He decided to stay on full-time basis in June. He now attends night classes for data processing and computer programming. His dad, John Gazo, is a pre-form operator in Molded Packings at the Manville Plant.

Edward D. Marcucci, Los Angeles Pipe Salesman and amateur astronomer, is a man of vision. Ed is spending free time plotting prospective sales territories on the moon. He reasons, "Transite has proven itself under unfavorable conditions. It can do as well on the moon as it does in Arizona." Ed does mention one possible problem, however. "Suppose," he says, "there's already a Transite pipe plant up there."

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At the recent Toronto Office Quarter Century Club induction are (from left) A. G. Sinclair, General Manager, Canadian Products Division; inductees Vera Whittaker and J. S. Mulock, and Mrs. Mulock. Francis H. May, Jr., Senior Vice President for Financing, acted as the club's inducting officer.

Recent inductees into the Mol, Belgium Chapter of the J-M Quarter Century Club were (top row, from left) J. B. Meeuws, William Meeuws, Cuyvers Alfons, Albert Gielen, and (bottom, from left) Louis Weyts, Jozef Weyts, Mrs. Van Mechelen and Louis Staes.

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NEWSMAKERS

Gordon Read (right), Vice President and Director for J-M's Far Eastern Operations, helps Mrs. Yae Fukuoka, president of Tokyo Kogyo Boyeki Shokai, Ltd., cut ribbon and formally open her company's new headquarters building in Tokyo. Also attending the ceremony (left to right in second row) are John Fischer, J-M's Area Manager for the Far East, J. Masuko, Director of Engineering for TKBS, and D. Fuziwara, director of TKBS. For 45 years, TKBS has been distributing J-M products throughout Japan. It maintains 12 offices in major cities throughout the country.

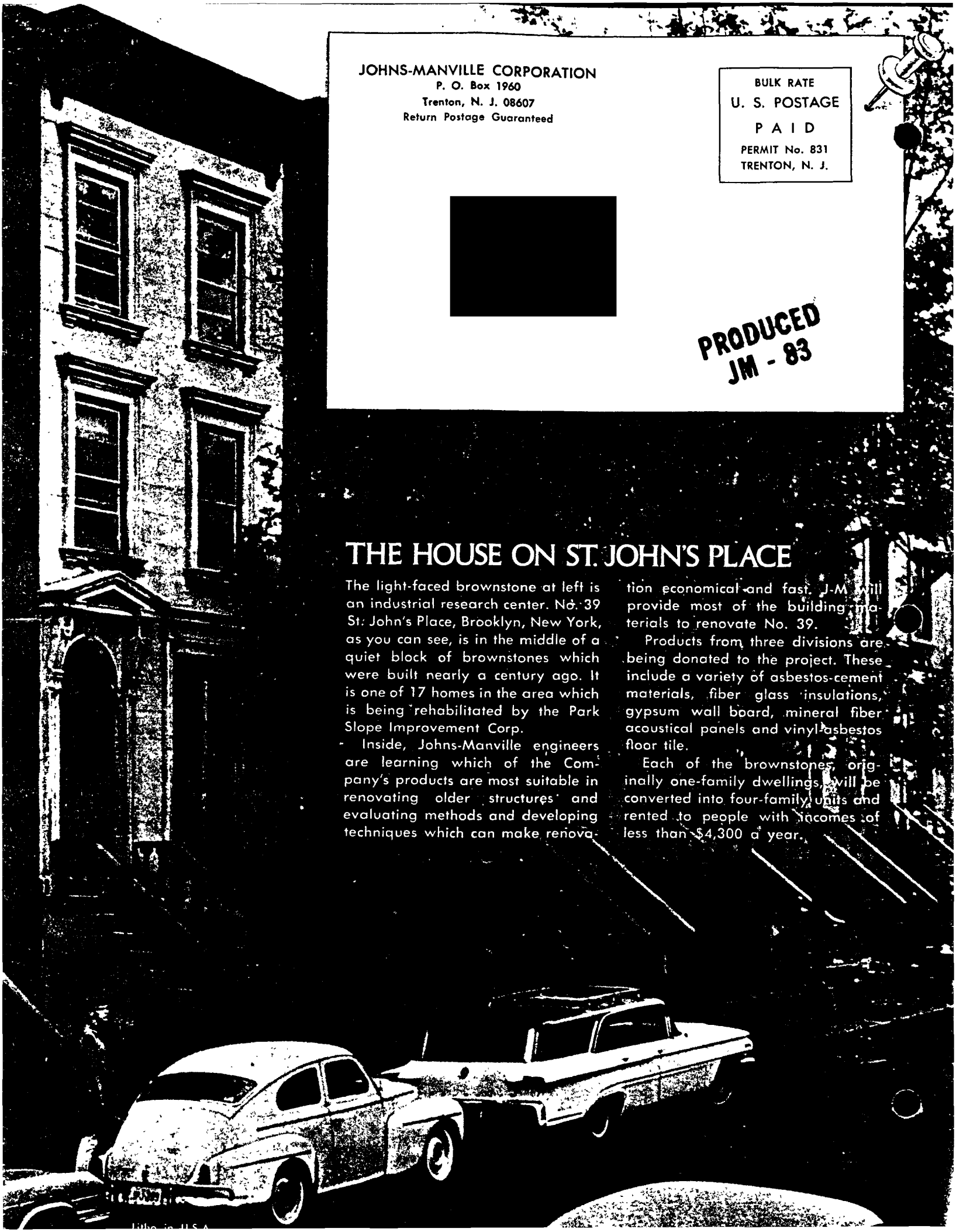
Friction Materials Sales Dept. of Packings & Friction Materials Division held its first National Resale Meeting last year. The Division Headquarters staff, headed by Division Manager E. H. Wells and members of the Friction Materials Sales Organization attended the four-day meeting in Waukegan, Ill. Above are (from left) Al Bette, General Marketing Manager, Friction Materials, DHQ; John Mackay, Marketing's Manager for Sales Training, GHQ; Stan Lukas, Product Manager for Auto Replacement Friction Materials, DHQ; Bill Decker, FM District Manager, Los Angeles; and [illegible] Eason, FM District Manager, Atlanta.



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