NEWS/PIC

5,500 Johns-Manville employees, ret[illegible] their families

[illegible] 1968.

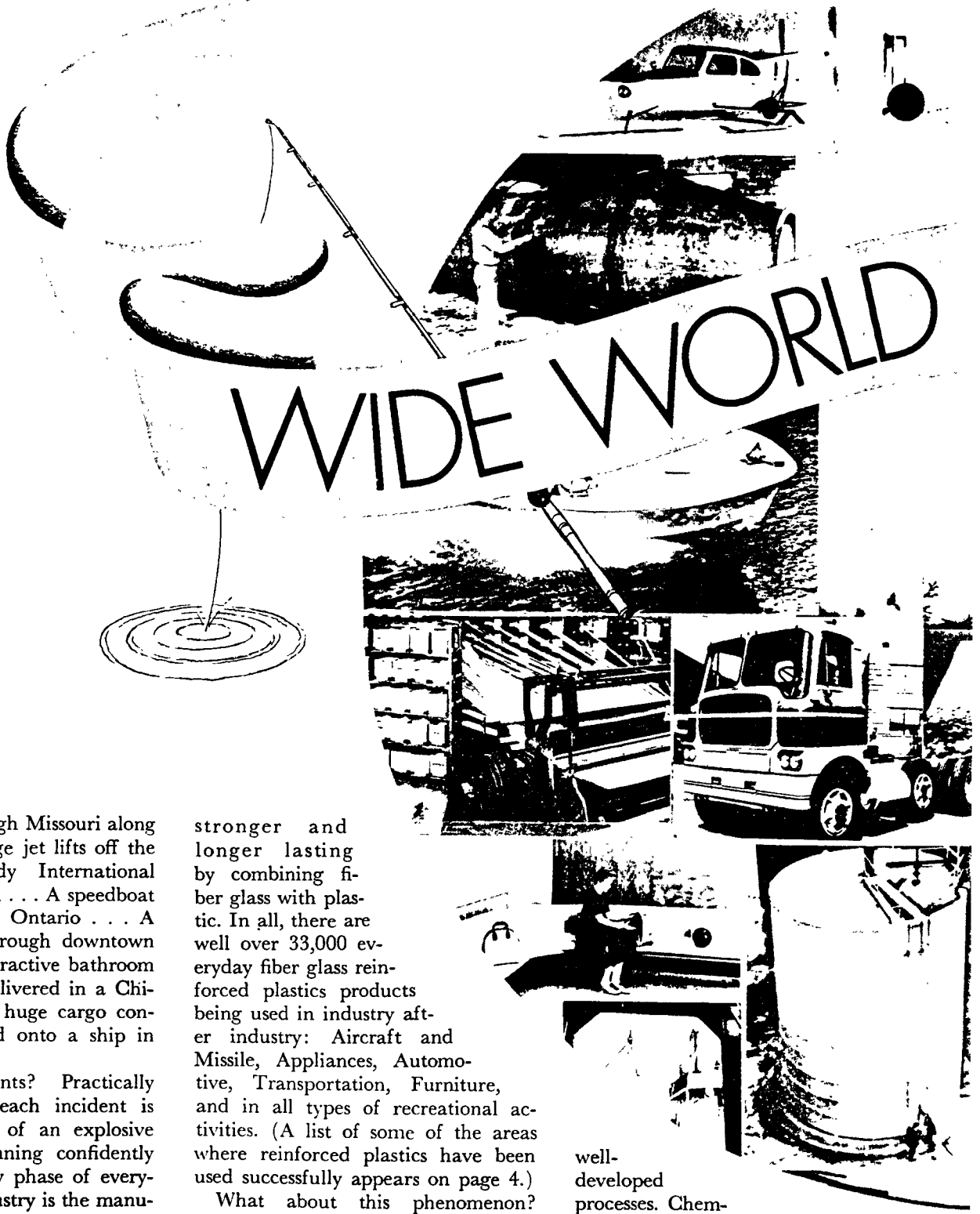


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THE ROAD TO THE WHITE HOUSE Page 8.

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WIDE WORLD



A BIG VAN rolls through Missouri along Route 66 . . . A huge jet lifts off the runway at Kennedy International Airport in New York . . . A speedboat splashes across Lake Ontario . . . A sports car dashes through downtown Los Angeles . . . Attractive bathroom furniture is being delivered in a Chicago suburb . . . A huge cargo container is being lifted onto a ship in London.

Unrelated incidents? Practically speaking, yes. But each incident is evidence in motion of an explosive industry that is running confidently into just about every phase of everyday living. That industry is the manufacturing of products—many which we have been using for years—by combining fiber glass and plastics.

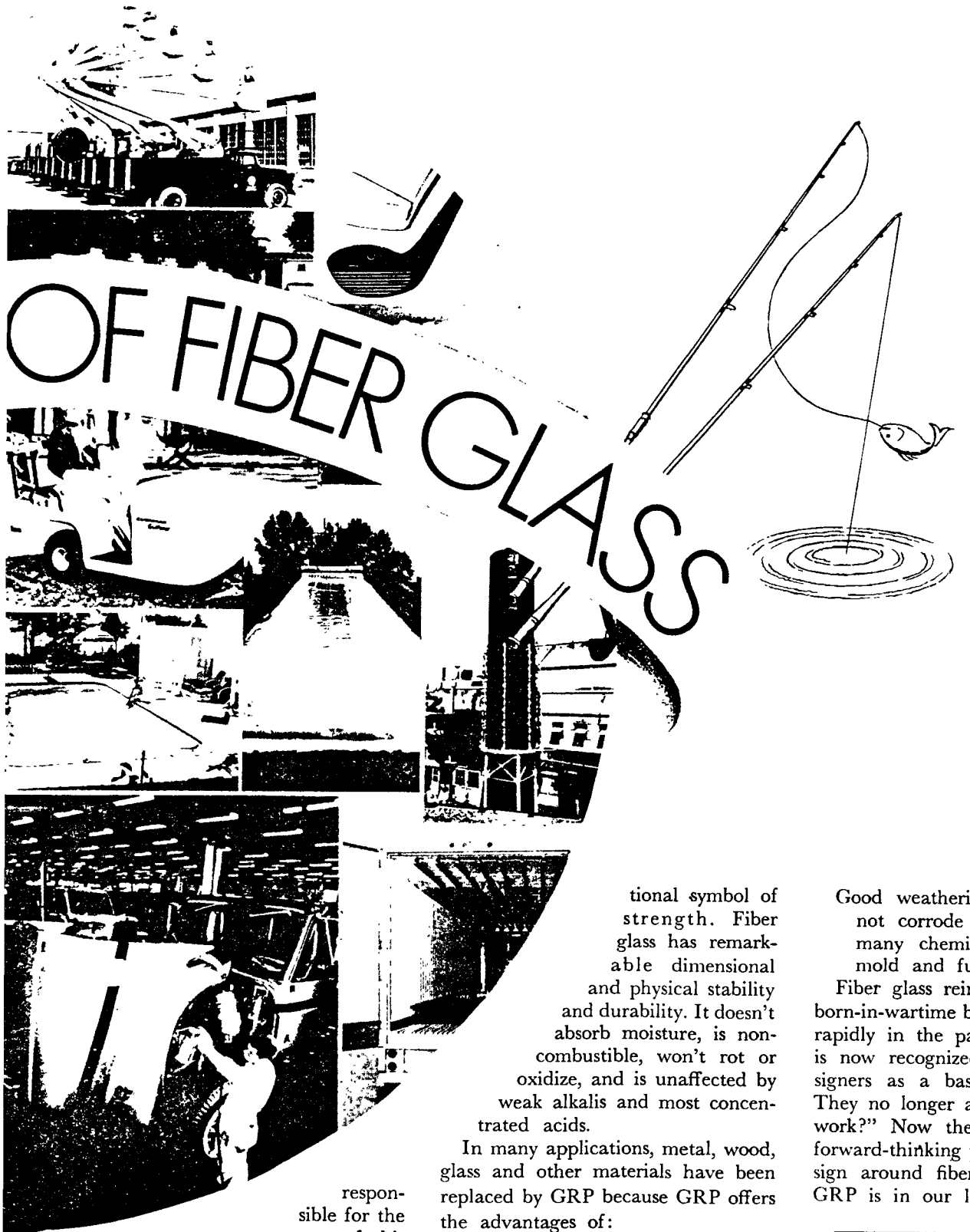
Whether automotive parts, airplane interiors, boats, bathtubs and sinks, or industrial materials, they are being made more economically, stronger and longer lasting by combining fiber glass with plastic. In all, there are well over 33,000 everyday fiber glass reinforced plastics products being used in industry after industry: Aircraft and Missile, Appliances, Automotive, Transportation, Furniture, and in all types of recreational activities. (A list of some of the areas where reinforced plastics have been used successfully appears on page 4.)

What about this phenomenon? Glass reinforced plastic (GRP) is moldable plastic resin reinforced with fiber glass. Manufacturers of GRP start by saturating the fiber glass with resin. The two components are joined in various proportions to be molded, extruded, or laminated by several well-developed processes. Chemical catalysts added to the resin induce the desired hardening effect.

Continuous strand fiber glass—which Johns-Manville produces at its plant in Waterville, Ohio—possesses certain properties which are basically

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OF FIBER GLASS

responsible for the success of this industry; for the wide range of products being made from it and for the wide range of services it can perform.

Fiber glass is one of the strongest known materials—its tensile strength being greater than steel, the traditional symbol of strength. Fiber glass has remarkable dimensional and physical stability and durability. It doesn't absorb moisture, is noncombustible, won't rot or oxidize, and is unaffected by weak alkalis and most concentrated acids.

In many applications, metal, wood, glass and other materials have been replaced by GRP because GRP offers the advantages of:

Ease and economy of molding complex shapes.

Greater freedom in design.

A high strength to weight ratio in the end product.

Resiliency — does not dent like metal.

Good weathering properties—does not corrode and is resistant to many chemicals as well as to mold and fungus attack.

Fiber glass reinforced plastics, the born-in-wartime baby, has matured so rapidly in the past 20 years that it is now recognized by industrial designers as a basic design material. They no longer ask "does fiber glass work?" Now they say, "What new forward-thinking products can we design around fiber glass properties?" GRP is in our life to stay!

The montage of photos on pages 2 and 3 shows a few of the different products which are made in part or almost entirely from fiber glass reinforced plastics.

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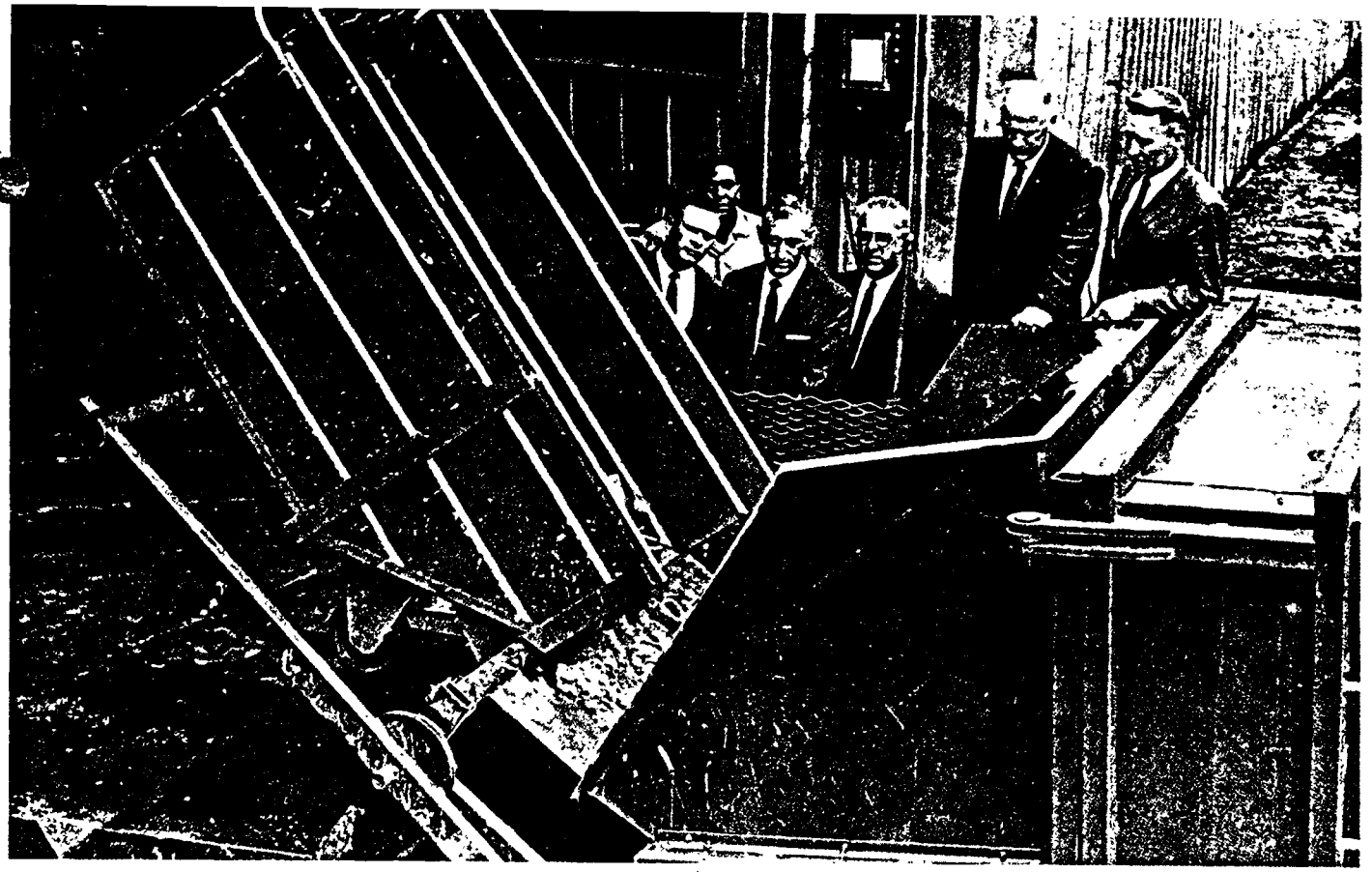
SOME PROVEN AREAS WHERE REINFORCED PLASTICS HAVE REDUCED COSTS OR MADE BETTER PRODUCTS

Ablative parts for missiles
Aircraft components
Appliance housings and components
Archery bows
Arrow shafts
Automobile bodies and components
Bathroom components
Beverage cases
Boat hulls and hull coverings
Caskets
Chemical tanks
Concrete forms
Containers, misc.
Display signs
Ducts
Electrical switch-gear, panels, fuse tubes, strain insulators
Electronic parts encapsulation
Electronics components
Engine shrouds
Farm machinery cabs
Fertilizer tanks
Fishing rods
Freight car repair and maintenance
Furniture
Glazing panels
Golf carts
Golf club shafts
Fan blades
Instrument cases
Ladders, utility company
Laminates, decorative and industrial
Lawn mower shrouds
Litter baskets
Luggage
Machine housings and guards
Missile bodies and components
Motorcycle, scooter components
Outboard motor housings
Panels, sandwich
Pipe
Postal scale housings
Pressure bottles
Printed circuit boards
Prototypes
Pump housings
Radomes
Rail tank cars
Refrigerated truck liners
Road signs
Rocket motor cases
Roofing
Roof-top ventilators
Safety helmets
Seating
Sheets, corrugated and flat
Shotgun barrels
Shower stalls
Storage tanks
Swimming pools
Tanks and linings
Thermal and sound insulation
Tote and other trays
Truck components
Truck bodies, roofs, liners, cabs
Tubing
Vaulting poles
Ventilating fans and ducts
Wash baskets
Water softener tanks

Vernon A. Seel packages fiber glass roving for shipment at the Waterville Plant.



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Forrest Fritz (left) Waterville 07 Plant Engineer shows other J-M engineers the Tri-Pak Refuse Disposal System, newly installed to solve the problem of waste disposal and control of wind blown contaminants. The new compacting device operates around the clock and is a major factor in maintaining a clean plant. Compressed waste is then hauled away by truck. Watching it operate with Fritz are (from left) Crew Leader Jake Ridley, Dom Scarimbolo of Penbryn, Jack Reeve of Corona, Andy Nagode of Waterville and George Dobbelaere of Defiance.

TO COMMUNICATE AND CO-OPERATE

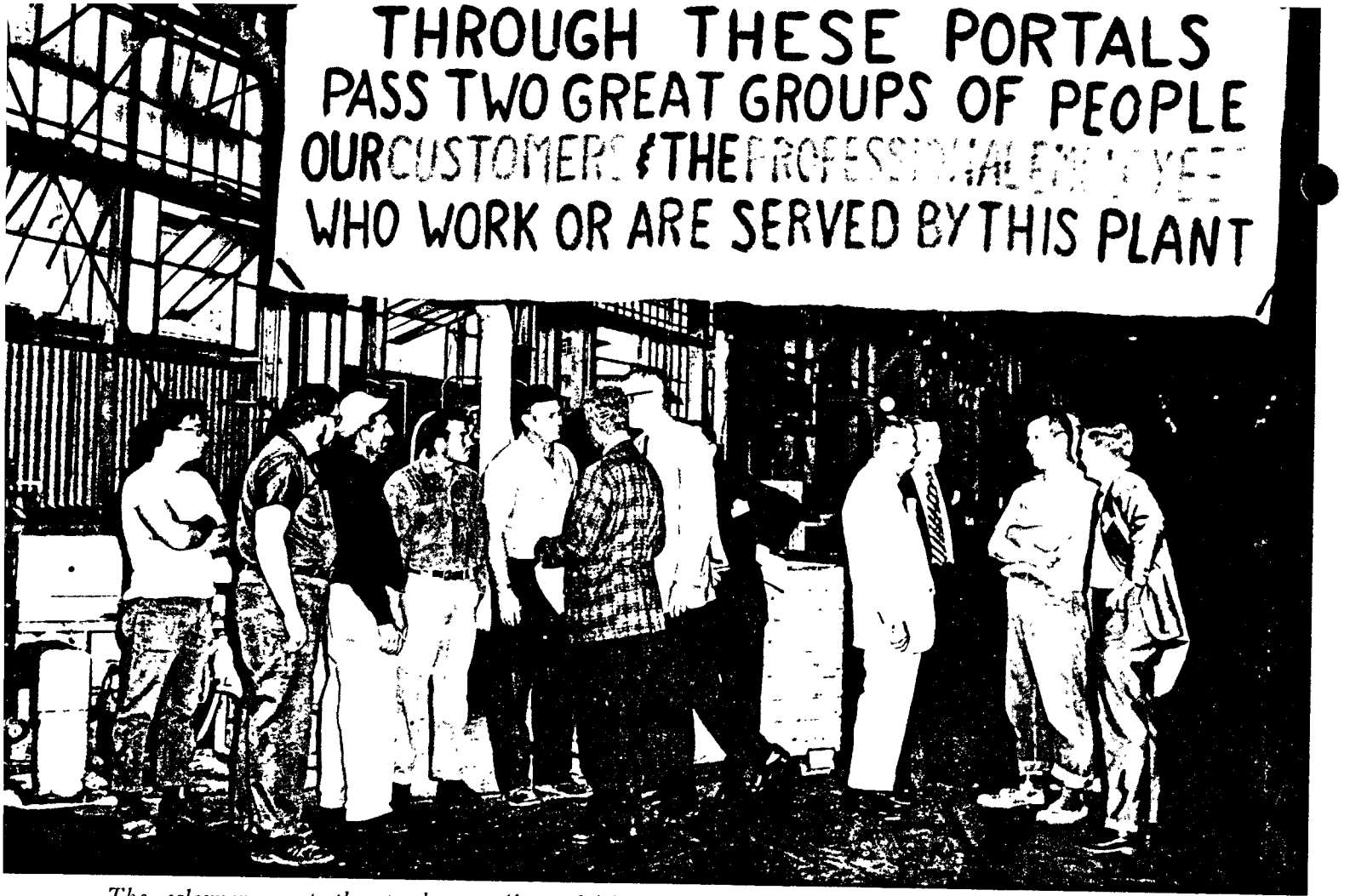
PLANT ENGINEERS from all nine J-M Fiber Glass Division plants congregated recently in Toledo for a three-day Plant Engineers Conference. The meeting, with the theme "Communicate and Cooperate," was organized under the direction of W. P. Hahn, Division Production Engineer, and coordinated by J. S. Yonk, Chief Mechanical Engineer. Meeting at the Holiday Inn in Perrysburg, Ohio, the engineers discussed a wide range of engineering and process developments and problems. Speaker at the concluding session was H. B. Moreno, Operations Manager of Fiber Glass Insulations. The engineers also toured Waterville 07 Plant as well as the Process and Development Center. The meeting emphasized progress in automation through new equipment developments, designed to increase productivity, and the environmental control program. A mock-up of one of the Division's newest pots and burners for melting glass marbles was demonstrated, and the engineers saw a new bonded mat machine and a new Tri-Pak Refuse Disposal System for solid waste consolidation and removal.

Engineers look over a demonstration mock-up of one of the Division's newest pots and burners at the Process and Development Center in Waterville. P&D Section Chief Don Simmers (right) explains the equipment to (from left) Ralph Hayden of Parkersburg, Jim Harley of Defiance, Clarence Richey of Cleburne and Roger Duerk of Defiance.



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The salesmen meet the producers—(from left) Mike Stanko, Paul Cargo, Pete Stasyshyn, Charles Fino, George Apgar, Bob Anderson, Jim Whitelaw, Carl Samer, Bob Batterson, Joe Merva and Ed Waldron.

THE SALESMEN MEET THE PLANT MEN

A PLANT TOUR is one of the most effective methods for presenting a favorable impression of the Company to the community, including business leaders, clergy, students and customers. It has been demonstrated that impressions made on plant visitors are retained for a long time and are relayed by them to many others.

The plant tour is also an effective marketing and training tool for J-M's own distributors and salesmen. It helps them better understand and appreciate the elements of the manufacturing process and the people who make it work.

Pipe Division's Manville Plant Manager Heinz Engel and his Tour Chairman William A. Sells helped 80 J-M Pipe Salesmen from the New York and Boston Districts do this on a recent visit to the plant.

The meeting theme was "Transite® Pipe—Its Quality, Performance and Capabilities." The group met at the Research Center in Finderne and were given a map of the route they would take through the plant, and a multiple choice "Questionary" about pipe production on which they were to score themselves at the end of the tour. They were assigned to six different groups, bussed to the plant and for two hours were taken to six different stations that operated simultaneously for 20-minute sessions.

"As salesmen you have seen our bricks and mortar, steel and motors, inventory and methods. Today we will talk about people," Mr. Engel said upon greeting the men. "For without people this plant would be nothing." He proceeded to don the hats representative of his people who back up the salesman with an explanation of each of their jobs.

Everybody in the plant and some from DHQ got into the act. Bud Wi[illegible]ley, Fred Henry, Gene Iannucci, John Hamulla, Rick Belding, Hank Kopp, John Kriso, Jim Hamilton, Roger Taylor, Bob Gatti, Jack Dooley and Anna Sweet formed the hard working preparation committee. Industrial Engineers served as tour guides. The plant manager's staff manned the stations. And, the salesmen and production people had a chance to meet and talk.

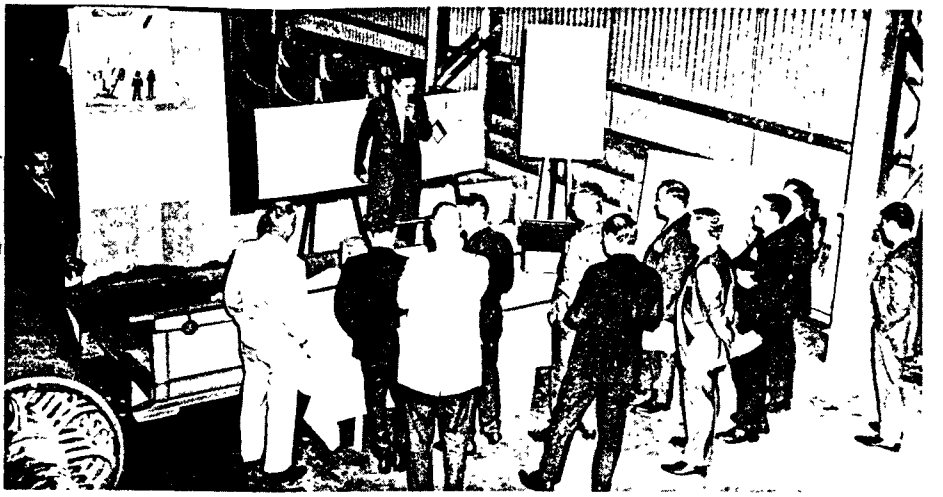
Tour Chairman Sells said, "I think we came pretty close to our objectives of showing the human side of production. We summed this up in a letter to all our guests." The letter, in its conclusion, said, "If you leave with a better understanding for the role of production people—from the man in the fiber boxcar to the instructor at the trench site—our hours have been spent wisely. It is this understanding and confidence in everything and everybody that makes us think positively about our future."

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Multi - hatted Heinz Engel explains the jobs done by his staff. (Top to bottom, left to right) He's hard hatted for production, swami - ed for planning and scheduling, Holmesian for Quality Control, homberged for finance, a ship's captain as plant manager, and wears a maintenance hat for the electrician's, millwrights, pipefitters, carpenters, painters and instrument men.

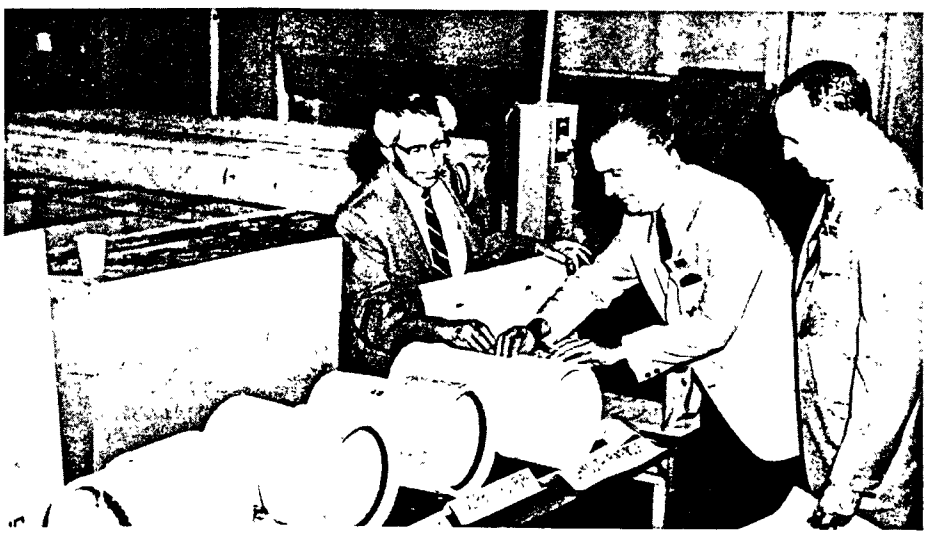


"Each member of a pipe machine crew is a trained specialist," explained Production Superintendent Jack Cran (background) at his station. He was assisted by General Foreman—Wet End Chris Graber (far left).



Quality Control Supervisor Carl Bryant at his station explained, "The point value test is a measure of the strength giving units in the fiber . . ."

Foreman Al Berezanski (left) assists Industrial Specialist Bob Wood in gauging a joint as Boston District Manager Dick Goodwin looks on.



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THE ROAD TO THE WHITE HOUSE

Throwing the hat in the ring . . . the primaries . . . the national conventions—these can be only the beginning of the struggle for a presidential candidate.

IT WAS PRESIDENTIAL election year 1824, the first year that the popular vote was recorded. Andrew Jackson, in his first bid for the Presidency, received 50,551 more votes than his National-Republican opponent, John Quincy Adams. The vote was 155,872* for Jackson, 105,321 for Adams. The Electoral College granted 99 votes to Jackson and 84 to Adams.

But—John Quincy Adams became the sixth President of the United States!

How did this happen? Because there were third and fourth party candidates—W. H. Crawford who obtained 41 electoral votes, and Henry Clay who obtained 37—no candidate had received an absolute majority. So, as provided in the Constitution, the decision was put to the House of Representatives. The members of the House chose Adams (13 states voted for Adams, seven for Jackson and four for Crawford.)

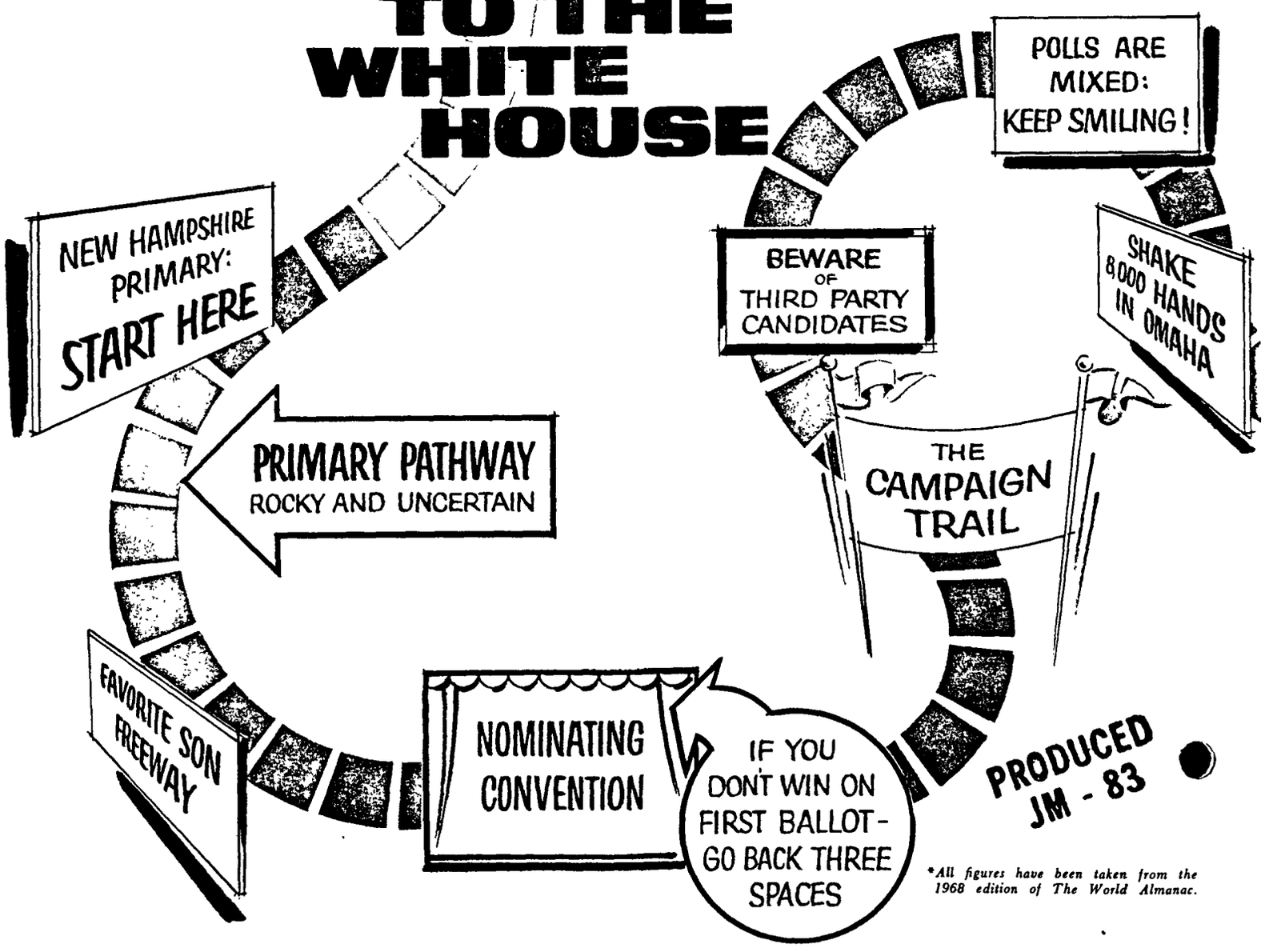
Every four years the entire world focuses its attention to the election of the President of the United States. No other election of any type carries with it so much prestige and importance as the selection of a new leader for the richest and strongest country on Earth.

Despite this great importance, many of us tend to forget exactly what complicated and often confusing machinery is put into action for our presidential elections.

Now that the conventions are history, the candidates selected and the campaigning underway, let's take a look at exactly what processes and procedures must be followed before a new President takes the oath of office next January 20.

THE ELECTORAL COLLEGE

Voters do not directly elect the President and Vice President. When we cast our ballots this November, we will in reality be voting for a slate of electors who will do the actual selection of the new President and Vice President. Each state is entitled to the same number of electors as that state has senators and congressmen. Each state has two senators and at least one congressman, so the smallest number of electors any state can have is three. New York has the largest



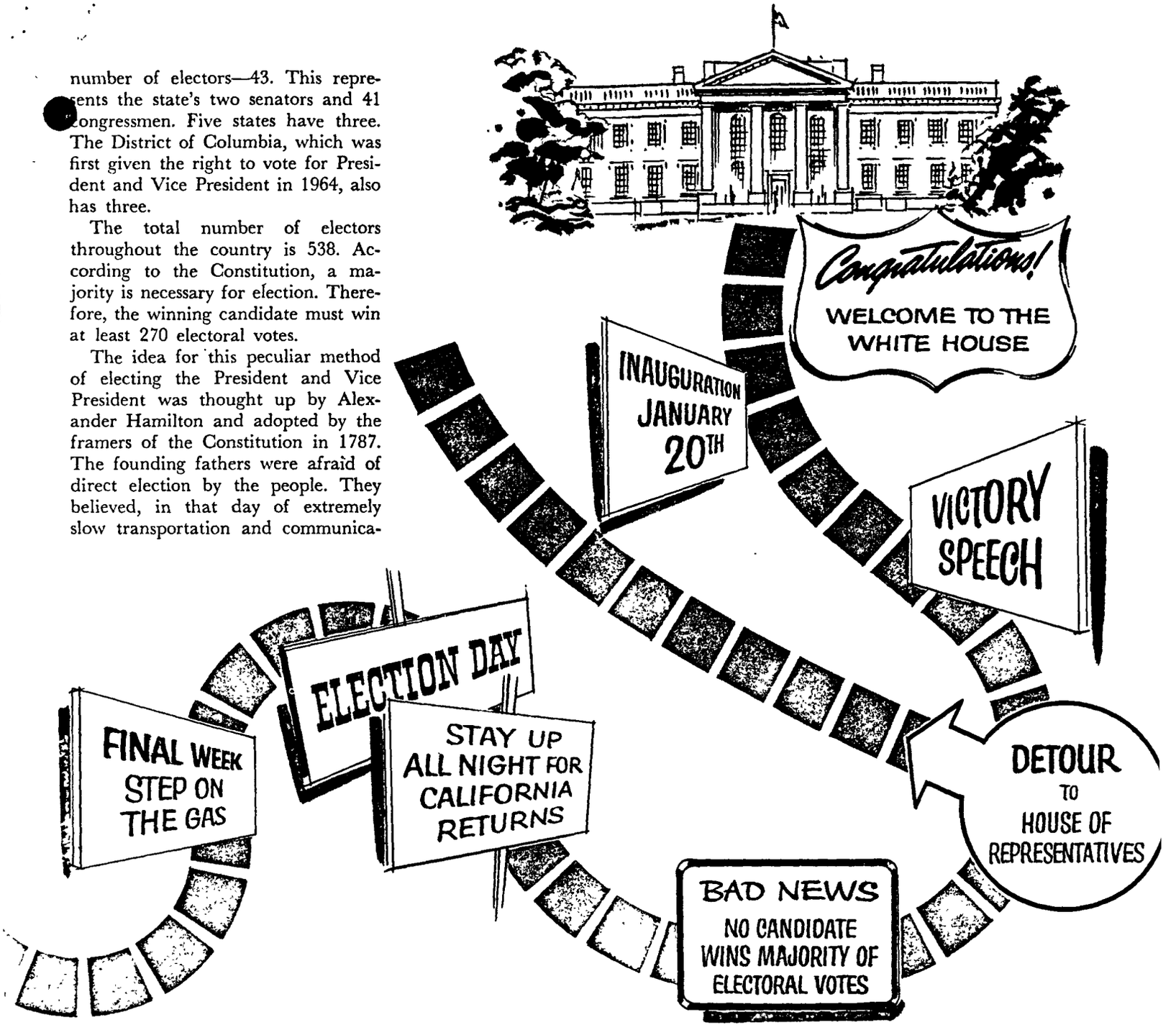
*All figures have been taken from the 1968 edition of The World Almanac.

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number of electors—43. This represents the state's two senators and 41 congressmen. Five states have three. The District of Columbia, which was first given the right to vote for President and Vice President in 1964, also has three.

The total number of electors throughout the country is 538. According to the Constitution, a majority is necessary for election. Therefore, the winning candidate must win at least 270 electoral votes.

The idea for this peculiar method of electing the President and Vice President was thought up by Alexander Hamilton and adopted by the framers of the Constitution in 1787. The founding fathers were afraid of direct election by the people. They believed, in that day of extremely slow transportation and communication, that the people could not possibly get to know the candidates well enough to make an intelligent selection of a man to run the country. It was hoped that the electors, who would be supposedly men of intelligence and high standing, would be better qualified than the ordinary citizen to select the next President.



Despite the fact that our methods of communication and transportation have improved drastically in the past 180 years, the electoral college is still with us, although more than 200 attempts have been made in Congress to change the system by means of a Constitutional Amendment.

This has resulted in three candidates being elected president with fewer popular votes than their opponents. The 1824 example cited earlier was one. Another was in 1876 when Samuel J. Tilden picked up 4,284,757 votes to Rutherford B. Hayes' 4,033,950. It took a joint session of Congress to decide the victor, and Hayes won out. The last time a candidate was not elected even though he held the plurality of the vote, was in 1888 when Grover Cleveland bested Benjamin Harrison by 95,713 votes (Cleveland, 5,540,050; Harrison, 5,444,337), but the Electoral College vote was 233 for Harrison and only 168 for Cleveland.

Thus, the November general election only indirectly determines who will be the next President of the United States. The President and

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Vice President are not actually elected until the casting of the electoral votes and the formal counting of these votes.

The electoral votes in each state are formally cast by the winning slate of electors at the state capital on the Monday following the second Wednesday in December.

The result of this balloting is then sent by registered mail to Washington where on January 6 the votes are formally counted by the President of the Senate in the presence of the Senate and the House of Representatives. Only then, and not until then, are the President and Vice President of the United States legally elected.

IF NO MAJORITY

The founding fathers who wrote the Constitution based their work on the assumption that the United States would always have a two party system, similar to that then in existence in England. Under that assumption, there would be no difficulty in one candidate winning a majority of the electoral vote. At different times in the history of the United States, however, more than two major candidates have run for the presidency. In 1860, for example, Abraham Lincoln had three opponents in the election.

HOW THE SYSTEM WORKS

Each state party nominates a slate of electors to represent that party's Presidential and Vice Presidential candidates on the ballot. The names of the electors do not appear on the ballot in more than half the states; instead, the ballots carry simply the names of the two candidates. In some states the names of both the electors and the candidates appear; in other states, only the names of the electors. The winning slate of electors is bound by custom, or by law in some states, to cast its electoral votes for the presidential and vice presidential candidates nominated at the national party convention. This custom has been violated in only a few instances. Sometimes state parties nominate a slate of "unpledged" electors, as did the State Democratic Parties in Alabama and Mississippi in 1960. These unpledged electors voted for Senator Harry F. Byrd instead of for John F. Kennedy.

When a candidate wins a plurality (more than any other candidate) of the popular vote in a state in a presidential election, he automatically wins all of that state's electoral votes. It does not matter if he wins by one vote or by one million, he still captures *all* the electoral votes. For this reason it is possible that a candidate who has not won even a plurality of the popular vote can be elected president. For example, if a candidate carries the state of New York by 15,000 votes, he will receive all that state's 43 electoral votes; while if his opponent carries a smaller state, such as Indiana, by 115,000 votes, he will win a mere 13 electoral votes, even though he has captured 100,000 more popular votes than the victor in New York.

When this sort of situation occurs, it is often difficult for any one candidate to secure the required majority of the electoral votes necessary to election. In such a case, the election is decided among the three top candidates by the House of Representatives as provided for in the 12th Amendment of the Constitution. With 50 states in the Union, 26 votes are necessary for election. In this case each state, no matter what its population or number of Representatives in the House, has one vote. Thus, Alaska would have one vote, just the same as New York, which has a population 73 times as large as Alaska. How a state votes in such a case is decided by a ballot among the representatives from that state. For this reason, it is extremely important each Presidential election year how many state delegations each major party manages to control. The balloting is done by those representatives who were elected on the same day as the Presidential election, and not by the outgoing Congress.

The election has been "thrown into the House" on two separate occasions in our nation's history. The last time was the 1824 Jackson-Adams contest. In 1800, the House decided on Thomas Jefferson over Aaron Burr after the Electoral College vote had ended in a tie of 73 votes each.

If no candidate for vice president has a majority—which would naturally happen in our present day should any candidate for president fail to win a majority—the Senate would choose from the two top candidates with the Senators voting as individuals. Thus, it would be legally possible for a candidate from one party to be elected president by the House, and a candidate from the other party to be elected vice president by the Senate. This particular turn of events has never happened in American history, although the Senate did elect one vice president—in 1836—but he was a member of the same party as the President.

In 1968 many political commentators think there is a chance that the third party candidacy of ex-Governor George C. Wallace of Alabama may result in no presidential candidate receiving a majority in the electoral college. The choice of a president between Republican Richard M. Nixon and Democrat Hubert H. Humphrey and ex-Governor Wallace would then be made by the House of Representatives.

THE FINAL STEP

The next and final step to the White House is purely ceremonial—the Inauguration. At noon on January 20 the term of the preceding President ends and that of the incoming President begins.

At a formal Inauguration Ceremony, the Chief Justice of the Supreme Court swears in the President and Vice President. The new executive makes an Inauguration speech and his term begins.

THE INDIVIDUAL VOTE

It is easy to see that the complexities of the electoral college system make it all the more imperative for the voter to get out on Election Day and exercise his right to vote. The citizen who realizes that tiny margins of the popular vote can swing huge blocks of electoral votes cannot ignore the fact that his own individual ballot, among millions, might tip the scales in favor of the man he wants for President.

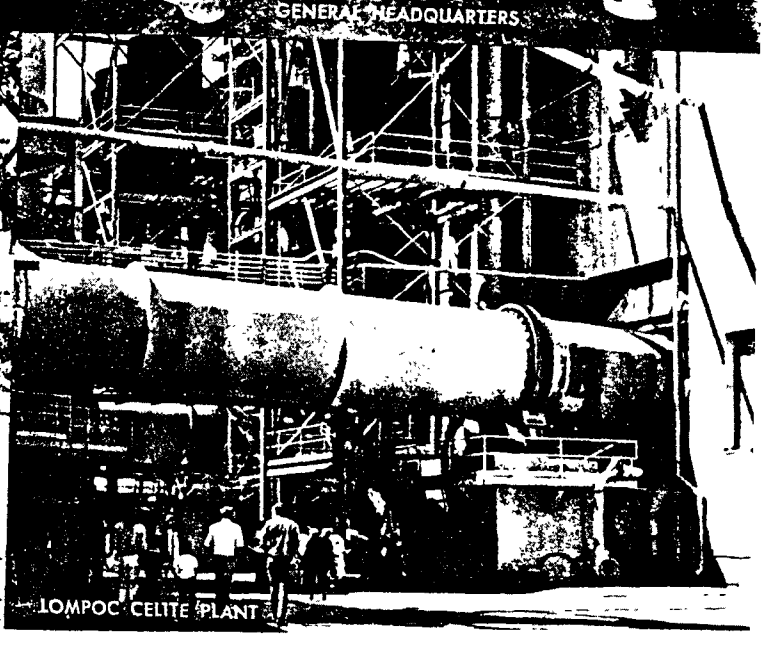
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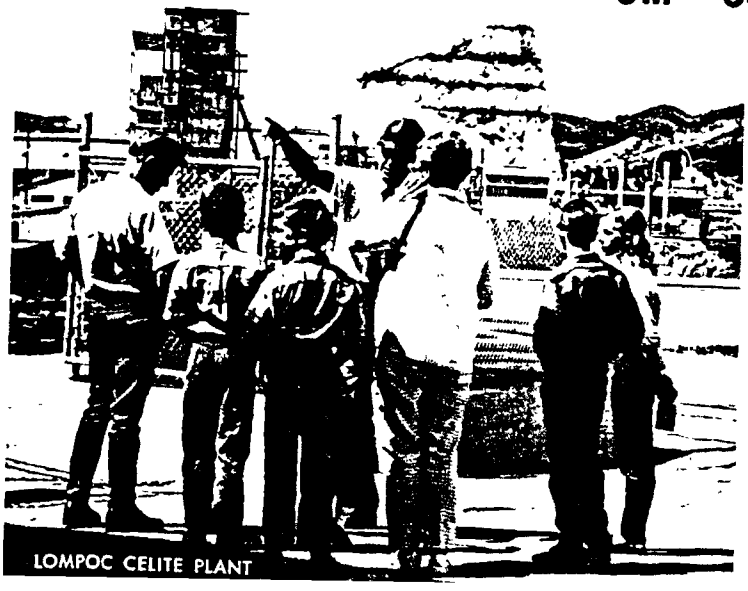




SUMMER FUN TIME

THE SUMMER PICNIC at J-M locations is almost as traditional as Quarter Century Club inductions. By now most locations have held their picnics in nearby parks and recreation areas. Represented on this page are only a few of these affairs. At the Research & Engineering Center in Finderne, N. J., Dr. Thomas Weeks, Corporate Research and Development, was one of hundreds to test the food. The kids got into the act at the General Headquarters picnic at the Finderne-Manville grounds. Cleburne J-Mers tried a Texas-type gathering of about 350. The two men and lady at the table are (from left) John Randal, Jr., Donny Timms and Mrs. Timms. Lompoc held a Family Day at the Plant and Mine for [illegible]ut 400 people. (Above photo) A group looks at one of the Process Lines (below) a family stands before some of the white hills of Lompoc.

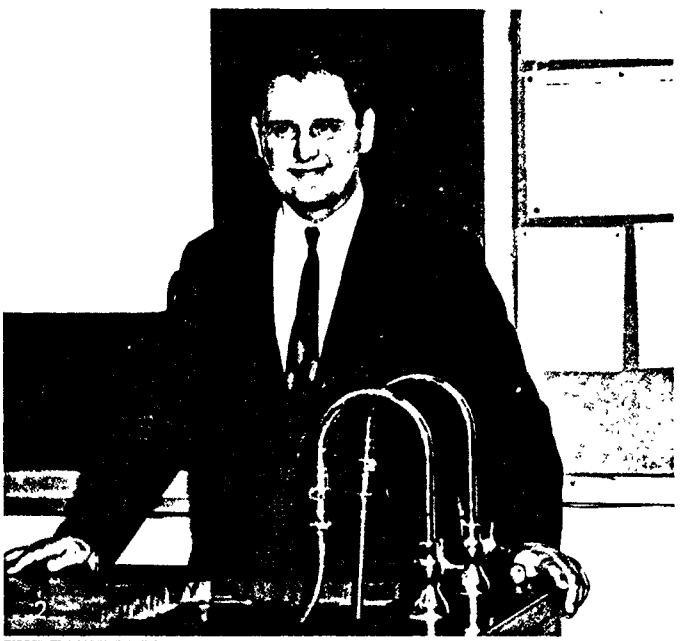
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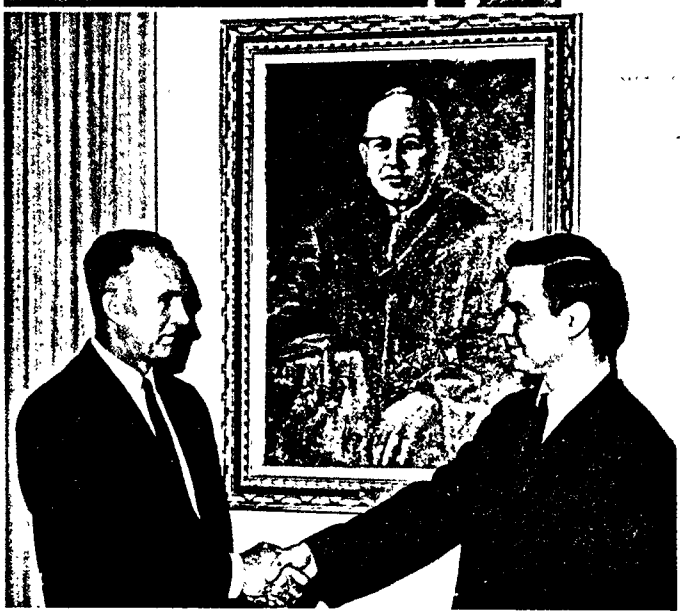
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NEWSMAKERS









1

The Kobe beef cattle in Japan prefer Asahi beer—filtered with J-M Celite, naturally—to any other brand! Here, one of the handlers gives a prime steer his daily bottle of Asahi Gold Label. The animals have their own specific handlers and besides the beer they get a daily massage with Saki. The Japanese know how to prepare their steaks!

2

Celite Chicago District Manager spoke on "Just What is Pollution?" recently to about 250 junior-senior science groups and some Chemical Society people from steel mills at the Calumet High School in Gary, Ind. His speech included the various physical and chemical forms of pollution, and what role J-M has played to date toward controlling pollution.

3

Packings and Friction Materials held a general orientation school for one week recently for 22 of its salesmen with two years or less service with J-M. The men studied and looked at Manville and North Brunswick Plants and the Research Center. Here, during a full-day's workshop at Research, are (from left) Bruce Parker of San Diego, Gordon Wagner of Milwaukee, Fred Gordon of Richmond, Eddie McMa- hon of Finderne and Dave Meader of York, Pa. They are checking Molded Packing before installation.

4

Dr. Joseph H. Strain (left), Dean of the Suffolk University Evening Division, congratulates Gerald McDermott of the Boston Office Service Unit for having won three awards from the Evening Division Student Council. Jerry, who is completing his education with the aid of J-M's Tuition Plan, was elected to Delta Alpha Pi, an honors fraternity, and received plaques for highest honors from the College of Liberal Arts and for Academic Achievement in Spanish and English.

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BENEFITS
Question and Answer

Editor's Note: "Benefits: Questions & Answers" is a new feature of News/Pic designed to answer your questions about our many benefits. Direct your questions to Editor, News/Pic - 12th Floor - General Headquarters.

Question: when can those who elected refunds under the Salaried Retirement Plan expect to get their checks?

Answer: About the last week in September. Before payments are made, all employees taking refunds will be given credit for contributions made in the first six months of 1968 plus interest on these and prior contributions.

Question: Why is there a 6-month waiting period for retirement participation? On other benefits, the employee becomes eligible on the first of the month following his date of hire.

Answer: It is purely a matter of easy administration. There is a great deal of paperwork involved in establishing a person's membership in the retirement plan. Since some employees do not stay with J-M beyond their probationary period, it saves time and expense not to have to set up and cancel retirement accounts for them.

Question: Why do we have different hospitalization plans at different locations? When I transferred from one J-M Plant to another I had to go into a completely different Blue Cross Plan.

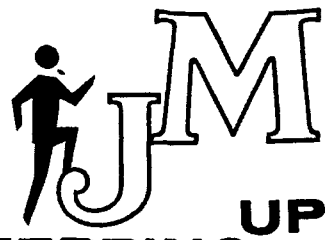
Answer: Until a few years ago, J-M had more than two dozen separate plans in the U. S. alone. We now have the National Health Service, Inc. program plus a few other plans. As the Health Service, Inc. level of benefits has become more and more attractive, plants and sales offices are dropping their local plans and moving to Health Service. It is hoped that in the near future all salaried people will be under Health Service.

Question: Why isn't Major Medical coverage made available by the Company to retired employees?

Answer: The supplementary Medical Insurance part of Medicare is available to those who are age 65. Those who retire early can get coverage from commercial insurance companies that offer various kinds of coverages. Those who retire for disability will likely be eligible for coverage under the Extended Benefit provision of the J-M Major Medical Plan. This is described on Page 18 of the booklet.

Question: I waived participation in the Voluntary Accident Insurance plan. Can I change my mind at any time and purchase the coverage?

Answer: Present employees can come into the Plan only as of August 1st of any year. Those who passed up the 1968 offering will have their next chance August 1, 1969. New employees are eligible to join at once and pay a prorated portion of the yearly premium.



STEPPING UP

EDITORS NOTE
So that we can include more J-Mers in the New Assignments section of News/Pic, promotions from the hourly to the salaried ranks are listed in the Stepping Up column. Congratulations to all those on the list plus those who will be Stepping Up in the months to come.

ASBESTOS FIBRE DIVISION
Asbestos Plant
B. BOURASSA to Foreman-Electricians.

BUILDING & FLOORING MATERIALS DIVISIONS
Alexandria Plant
C. W. JACOBS to Foreman-Shipping, Receiving & Warehouse.

CELITE DIVISION
Lompoc Plant
ALBERT G. GONZALES to Foreman-Shipping & Warehousing.

FIBER GLASS DIVISION
Cleburne Plant
N. R. MILLER to Shift Foreman-Production.
Corona Plant
C. R. DOEMLAND to Shift Foreman-Quality Control.

MELAMITE DIVISION
Lawrence Plant
L. E. MARTIN to Shift Foreman-Presses.

PACKINGS & FRICTION MATERIALS DIVISION
North Brunswick Plant
C. E. KENNEDY to Shift Foreman.

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

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ASSIGNMENTS



M. WARD BURLESON has been appointed General Manager of the Industrial Insulations Division. He continues as a Vice President of the J-M Sales Corporation. Mr. Burleson joined J-M in 1936 as Assistant District Engineer in Chicago. After various district positions he came to DHQ in 1950 as Staff Manager and has held positions as Product Manager, Manager for Construction, General Product Manager and, most recently, General Marketing Manager, Distributor Insulation Sales Department.



EDWARD F. BRIGGS has been appointed Sales Manager—Special Industries, Distributor Insulation Sales Dept., Industrial Insulations Division, to coordinate work on important industrial and engineering accounts of national stature. He continues as a Vice President of the Sales Corporation. Mr. Briggs joined J-M in 1940 and progressed through several positions handling chemical and aviation industry accounts, until he became Manager of the Aerospace Products Dept. This department has been consolidated under the Equipment Insulations Sales Dept.



GEORGES L. OLNEY to Senior Industrial Analyst, Industrial Engineering Dept.



JEAN-PAUL ST. GERMAIN to General Foreman-Stores.



G. H. GOODENOUGH to Foreman-Stores.



RICHARD CHAMPAGNE to Pilot Mill Technician.



ASBESTOS FIBRE DIVISIONS
Advocate Mine
JAMES M. FLETCHER to Manager of Advocate Mines, Ltd.



BUILDING & FLOORING MATERIALS DIVISIONS
Cleveland District
BERRY C. SMITH to Assistant District Manager, Building Products Dept.



Jeffrey Mine
GLENN N. W. BROCK to Traffic Rate Clerk Sr., Traffic Dept.



Manville Plants
LOWELL SHUMAKER to Maintenance Supervisor, Paper Mill.



GERARD LAMBERT to Designer, Fibre Development & Research.



LOYD SPARKS to Maintenance Supervisor.



Minneapolis District
PAUL D. HOOVER to District Manager.



CELITE DIVISION
Division Headquarters
O. A. WIRSIG to Business Manager, Moving Bed Filter Business.



Chicago Office
D. E. McREYNOLDS to Staff Engineer, Perlite Minerals Dept.



FIBER GLASS DIVISION
Toledo DHQ
MARSHALL S. BENSON to Division Controller.



Cleburne Plant
ROBERT O. BLANCHARD to Production Superintendent.



Defiance Plant G-30
DEE K. SOLETHER to Industrial Engineering Supervisor.



INDUSTRIAL INSULATIONS DIVISION
Division Headquarters
JOHN B. DORSEY to Product Group Manager Aerospace Products.

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J-M News Pictorial, 1968, September 1968 (the scan ends with the back pages of October 1968)
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J. A. CAMPBELL to Product Manager—Industrial Insulations.



PACKINGS & FRICTION MATERIALS DIVISION
Manville Plant
DANIEL H. SMUUL to Industrial Engineering Section Leader.



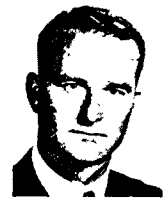
R. D. DICKENSON to Product Manager—Metal Building Products & Engineered Systems.



PIPE DIVISION
Division Headquarters
HENRY S. GOODSPEED to Product Manager, Drain Pipes.



M. P. CARR to Product Manager—Air Handling Products and Systems.



ARCHIE V. HUMPHRYS, JR. to Manager-in-Training, Marketing Dept. at Manville.



W. B. SILK to Staff Manager—Air Handling Products and Systems.



Northern Region, Manville Plant
ROLF G. WESTAD, JR. to Area Manager, Sewer and Drain Pipe.



Manville Plant
THEODORE M. BRICKLEY to Quality Control Supervisor.



PURCHASING DEPARTMENT
Eastern Region, Manville Plant
GUSTAV H. WINQUIST to Eastern Region Purchasing Manager.



INTERNATIONAL DIVISION
Houston Office
FRANK J. HARTOUGH to Special Representative, Export Accounts, Marketing Dept.



CONDE B. PALLEN to Purchasing Analyst, General Purchasing Dept.



Zurich Office
LEO V. ZAVATONE to Group Manager, Special Marketing Areas: West. Mediterranean, East Europe, Scandinavia and Middle East.



RESEARCH & ENGINEERING CENTER (FINDERNE)
ARTHUR H. JENSSEN to Business Manager, ACE Products.

RETIREMENTS—October 1, 1968

JOHN B. DICK, Waukegan Plant
ANNA M. HUDAK, Manville Plant
FRANK LAKE, Finderne
WILLIAM M. MACALPINE, Finderne
THOMAS PRENTISS, Manville Plant
LOUIS C. READING, Madison Plant
EDWIN W. ROSS, Waukegan Plant
GINO SANTINI, Rockdale Plant
EDWARD J. SCHLICHTHORL, Manville Plant
SAM STUDER, Waterville Plant
MEDFORD TUCKER, Waukegan Plant
PAUL A. VOIGHT, New York

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)

STEVE GALL, Manville Plant, June 10
SYLVESTER TAYLOR, Jarratt Plant, June 18
JAMES L. BOWSHER, Defiance Plant, June 26
FRED GLOECKLER, Finderne, June 26
WILLIAM M. GIBBS, Los Angeles District, July 3
RUDOLPH J. PIENTA, Finderne, July 5
RAYMOND SMITH, Manville Plant, July 7
G. PRESTON VAN FLEET, Manville Plant, July 7
JOHN W. OBERHOLTZER, Philadelphia Office, July 19
W. L. HANCOCK, New York, July 21
JOHN SAWICKY, Manville Plant, July 21
HOMER L. WOLFE, Parkersburg Plant, July 22
FRANKLIN E. BURRILL, New York, July 24
RAYMOND B. MURPHY, Marrero Plant, July 26
ABE GARBER, Manville Plant, August 1

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J-M PUTS CARPET ON THE FLOOR



Crown Tuft President Arthur B. E. Lauman (left) and B&FM Divisions' Operations Manager Joseph E. Kindregan display new J-M carpeting display unit and samples of an indoor-outdoor carpet line.

AGREEMENT IN principle on the acquisition by Johns-Manville of Crown Tuft, Carpet, Inc., of Dalton, Ga., was announced by J-M in early July. Crown Tuft manufactures a complete line of indoor and outdoor carpeting and residential and commercial carpets. It pioneered in the development of the Hot Melt polymer process and a number of other innovations in the fast growing carpet industry. Crown Tuft carpet lines will continue to be sold under that label through the present Crown Tuft sales organization. A complete line of J-M carpeting will also be marketed nationally through J-M's network of flooring distributors. Over 200 people work at or out of the Dalton Plant.

Pending completion of the formal acquisition of Crown Tuft by J-M, marketing officials of both firms in recent weeks have held a series of orientation meetings for J-M district sales managers, salesmen and distributors. High points of the sessions were previews of the new J-M carpet line, to be marketed under the label, "New Concepts in Carpeting by Johns-Manville."

The meetings, held in Dalton, Ga.; St. Charles, Ill.; Princeton, N. J. and Atlanta, Ga., were visited by a J-M management team led by Francis E. Dutcher, Senior Vice President and General Manager of the Divisions, who outlined the divisions' role and objectives for the future.

Litho in U.S.A.

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Contributing Illustrators
Cover: Ed Morrison, J-M Advertising & Public Relations; Pp. 2-5: O L. Binder, Rockdale, G E. DeLong, Green Cove Springs, Ed Morrison, Advertising and Public Relations, R J Alleman, Zelienople, and Philip Gendreau; pp 6 & 7: E. R LiPuma, staff, Dome City Photographers and Cunningham & Walsh. pp. 8 & 9. J-M Advertising & Public Relations; pp. 10-12· Sam Kimura; pp. 13. J M. Ryan, Asbestos, and J-M Advertising: pp. 17-19: Neal Ranauro, Manville, J-M Research Lab. Mickey Boyd, Cleburne, Tex. Back Cover: J-M Advertising & Public Relations

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ANNOUNCEMENTS

RETIREMENTS—November 1, 1968

LYLE W. COUGHRAN, Pittsburg Plant
GRACE ERVIN, Alexandria Plant
ROBERT L. ESTES, Waukegan Plant
JOHN FORTADO, Pittsburg Plant
ROBERT W. HILL, Nashua Plant
HUGO MEZZANOTTE, Manville Plant
CHARLES J. RUSSO, Marrero Plant

RETIREMENTS—December 1, 1968

WILHEMINA CLARK, Waukegan Plant
LOUIS KARNOK, Cleveland
CHARLES McKEOWN, Jeffrey Mine
HARRY E. NIXON, Philadelphia
LORENZO O'BREADY, Jeffrey Mine
JOHN OPDYKE, Finderne
EMILE PELLETIER, Asbestos
JOSEPH PRATTE, Jeffrey Mine

SUPPLEMENTAL RETIREMENTS—

STEWART BOTHWELL, Advocate Mine
RICHARD COTE, Waukegan Plant
RAYMOND FARR, Alexandria Plant
ALEXANDRE GILBERT, Jeffrey Mine
AGNES GREEN, Dutch Brand
WILLIAM A. JACK, Finderne
VINCENT KOZTOWSKI, Manville Plant
HILDA M. PIGEON, Marrero Plant
STANLEY RUDMAN, Manville Plant
HENRY S. RUSHING, Marshville Plant
JAMES SJOBLAD, Waukegan Plant
RALPH TOLMAN, Lompoc Mine
WILFORD WATKINS, Waukegan Plant
JOSEPH JOURACK, Finderne

IN MEMORIAM (QCC and Retired)

CHARLES LA TOURETTE, Manville Plant, August 9
FERMAN LA BICHE, New Orleans Plant, August 11
MATT PALO, Waukegan Plant, August 12
JULIUS WEBER, SR., Manville Plant, August 12
OVIDE BOISVERT, Asbestos, August 13
LOZAR PADLA, Manville Plant, August 16
CLAY NAQUIN, New Orleans Plant, August 24
CHARLES G. POPE, Philadelphia, August 25
JOSEPH D. MICHEL, Marrero Plant, August 26
ARTHUR F. MILLER, Waukegan Plant, August 27
ERIC SWANSON, Waukegan Plant, August 28
BATES RANEY, New York, August 30
ALBERT W. MARTIN, Finderne, August 31
JACK ELLISON, Dutch Brand, August 31
JOHN KATCHMAR, Manville Plant, September 2
GEORGE H. NEELEY, Richmond Plant, September 3
GABRIEL MAZZEO, SR., North Brunswick Plant, September 3
JOSEPH L. SUK, SR., Manville Plant, September 6
ANTONI ZUCHOSKI, Jeffrey Mine, September 9
JULIUS ARIK, Manville Plant, September 11
JOHN J. PROWETT, Waukegan Plant, September 13
JOHN JANNONE, Manville Plant, September 14
RICHARD POTTER, Atlanta, September 16
STEVE SZUMLICZ, Manville Plant, October 3
MAX LINDE. Manville Plant, October 4
WILLIAM MATUKA, Waukegan Plant, October 7
MAURICE SACHS, St. Louis, October 7
OSCAR GOENS, Alexandria Plant, October 12
ZELLA LAURENT, Waukegan Plant, October 15
CHESTER R. HUICK, Seattle, October 16

IS YOUR ADDRESS CORRECT?

If for any reason you are not receiving News/Pic or it is coming to you with an incorrect address, here's what to do to get your name and address in proper shape on the mailing list:

Check with your Industrial Relations Manager or Office Manager. If he does not handle your personnel records he should be able to direct you to the person who does. This person should send your change to the J-M Service Center on a Johns-Manville News/Pic Mailing List Instruction, a pink form numbered SP-71A.

If you have been transferred, your former location should delete your name and address from the list and your new location should submit your name, address and new Responsibility or Point of Origin Code to the Service Center.

If News/Pic has stopped coming to you, an SP-71A form should be forwarded listing your name and address as a "new name."

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What's Hugo Mezzanotte (above) holding in his hand? A pumpkin? Guess again. It's a three-pound tomato. Hugo, Manville General Foreman—Molded Packings, planted two beefsteak tomato plants, added pigeon fertilizer, topsoil and care to produce a giant crop. Hugo, who retires in November after 46 years with J-M, plans to devote full time to growing super-size tomatoes and, of course, to raising pigeons.



Chillicothe Maintenance Leader Wesley Vincents goes in for gardening in a small way; his vegetable patch measures 20' x 20'. But he goes for cabbages in a big way, as this 19 pound, 14 ounce head attests. What's more, Vincents grew 15 other cabbages with an average weight of 15 pounds each. He also grows tomatoes, carrots, radishes and red beets.



William J. Byrne (third from right), who as mayor of Natchez in 1948 played a leading role in helping J-M to set up a plant in that community, congratulates Plant Manager R. I. Kerkhoff on the occasion of the plant's 20th anniversary. On hand were Warren Farmer, Manager, and B. C. Jordan, President of the Natchez Association of Commerce (left to right in front row). In back row (left to right) are Natchez J-M employees Russ Bullock, Manufacturing Supt.; Conway Hughes, Industrial Engineering; Sidney Murray, Quali[illegible] Leslie Reed Mgr. of Services and T. J. Reed, Industrial Relations Manager.

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Frank Marchant (center) helps Pipe Machine Curer Jim Maher (left) and summer employee Mike Elliot hold trophies they won in second annual Gator Open Golf Tournament at Green Cove Springs. Frank was tourney chairman. Jim won low handicap honors with a score of 140. Mike shot a 155 to win the low scratch title. The tournament is open to all J-M employees.



Apologies to Chicago Celite Sales Engineer Jim Magee (right) for our neglect to identify him in the September issue. Jim spoke on "Just What is Pollution?" recently to about 250 junior-senior science groups and some Chemical Society people from steel mills at the Calumet High School in Gary, Ind. His speech included the various physical and chemical forms of pollution, and what role J-M has played to date toward controlling pollution.



J-M women in the Chillicothe Plant (above) formed a bowling team this year for the first time and chalked up three trophies. Pictured (left to right) are team members Joan Stanhope, Cheri Alte, Irene Bowers (who won high series trophy), Barbara Oldaker (named best sport) and Pat Selway (who won high game trophy).



When the dust finally settled on the diamond, J-M's E[redacted] Laurinburg softball team had been crowned community cha[redacted] pions. The J-Mers, pictured above, battled through two weeks of post-season tournament play, which included 15

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Newsmakers



Opal Palmer (left), Department Clerk A in the Fort Worth Plant, was a "one-man show" as she displayed 30 of her paintings in the Cleburne First National Bank. Here, she poses with one painting, "Monterrey Coast." Opal has won several ribbons in local competition. She usually paints realistic landscapes, but also has in her repertoire an Oriental modern, two pallet knife paintings and a monochromatic oil portrait.



ns, to win the coveted title. J-M won the championship game, 6-1, and thereby completed an undefeated season. Each member of the team received an award in addition to getting a team championship trophy.



Fred Kanter (above), Industrial Engineer at the Manville Research and Engineering Center, shows charts he used during lecture series at an American Management Association course, "Tools, Techniques and Skills of Clerical Work Measurement." The course lasted four days. Fred served both as lec[illegible]man of the program.

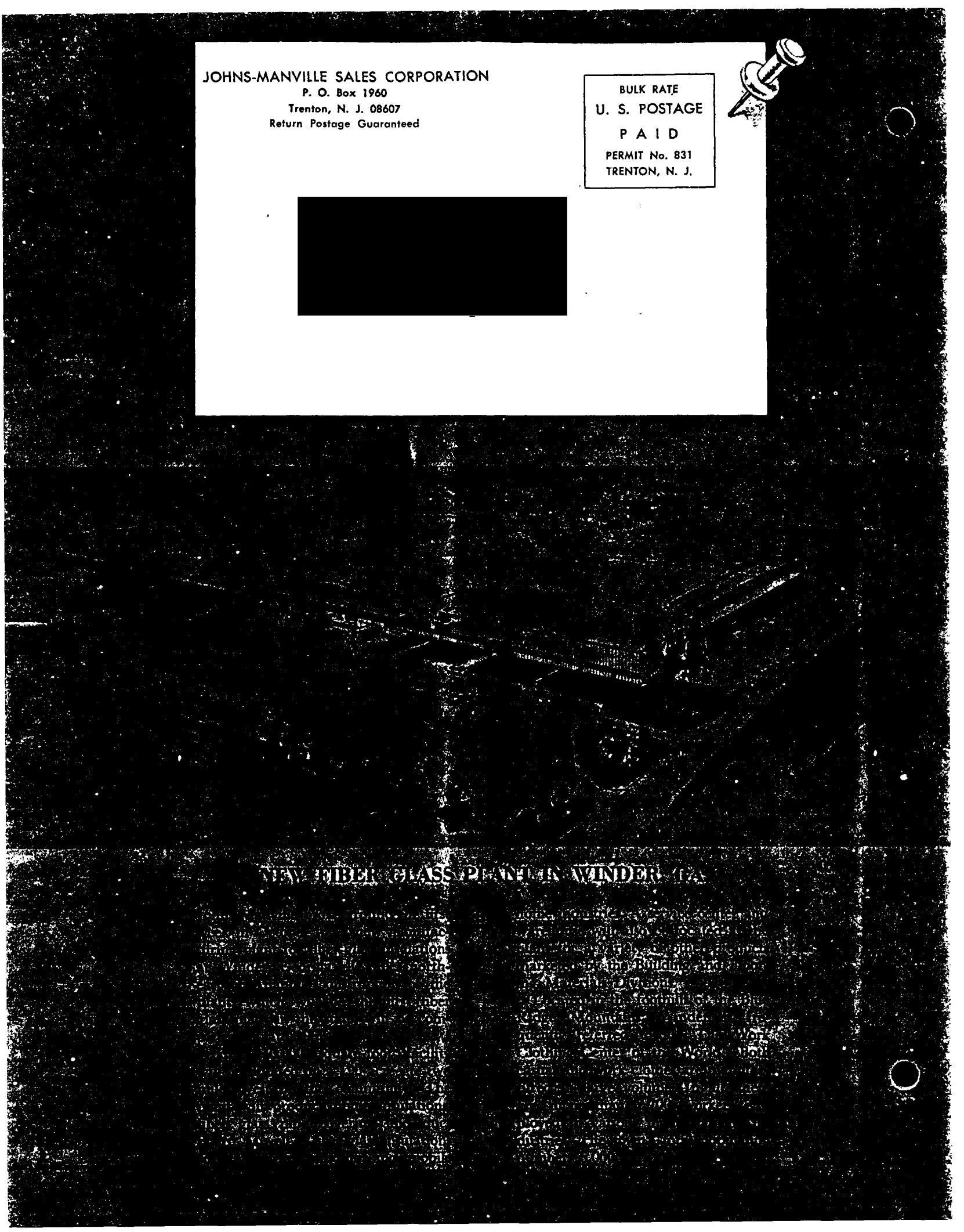
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NEW FIBER GLASS PLANT IN WINDER, GA.

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