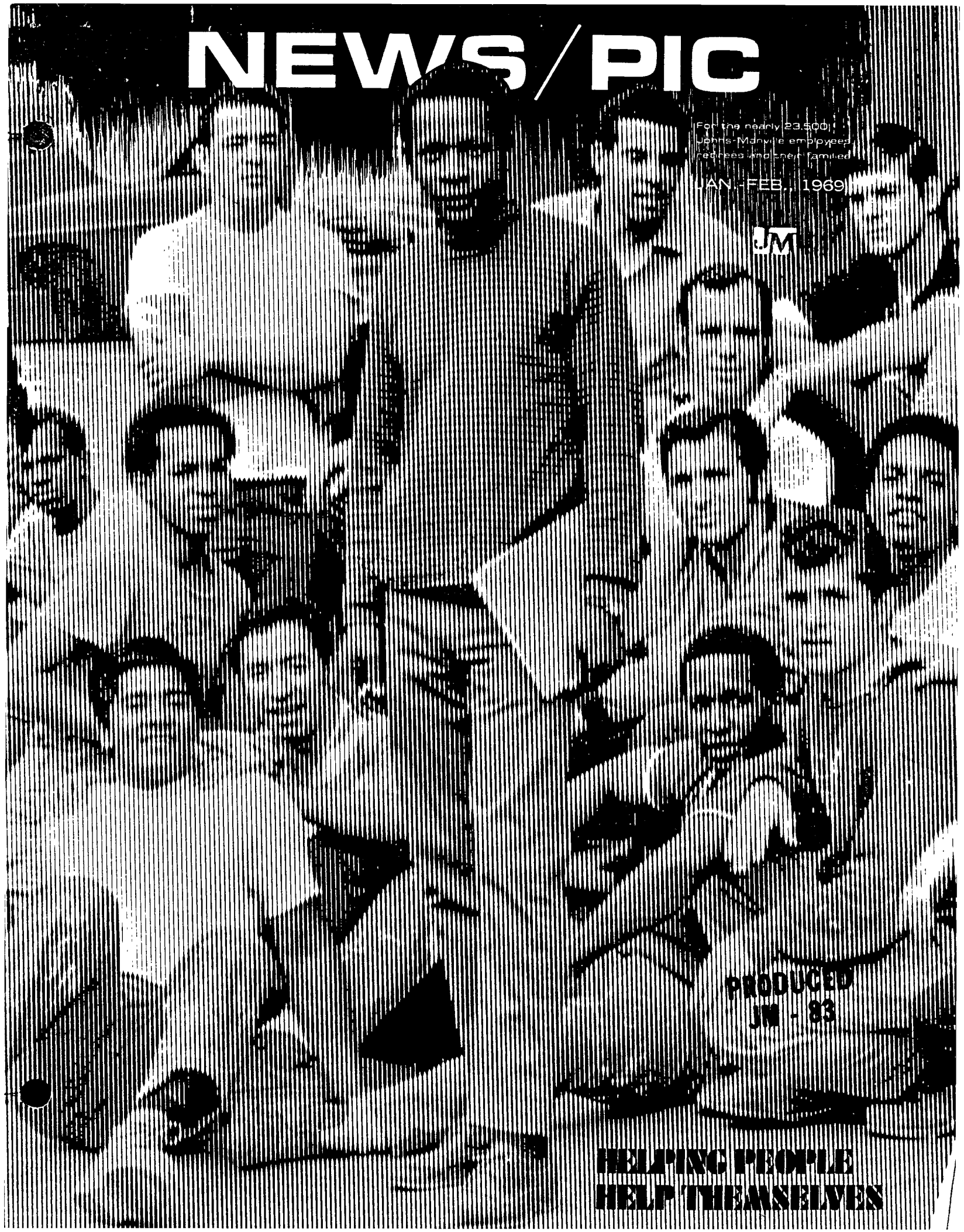
NEWS/PIC

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

JAN.-FEB., 1969

JM



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HELPING PEOPLE
HELP THEMSELVES

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Crisis in the cities — there is a lot being done now — and J-M is a part of it

HELPING PEOPLE HELP THEMSELVES

CRITICS SAY that American cities are committing suicide. They say poor planning and upkeep along with traffic congestion, inadequate police protection and the high expense of living and doing business are among the major causes of the urban blight.

The one-time center of town is becoming a run down, "dead" nucleus in many of our metropolises. These areas of rundown, older tenement buildings have become a haven for the poor and the minority groups because of cheap rents and nowhere else to go. Discomfort, crowded conditions and poverty have turned these blighted areas into what the press prefers to call "ghettos," where crime and unrest sometimes have erupted into riots.

The ever increasing national concern for these areas has resulted in many forms of governmental assistance to the people who live in the blighted areas of our cities. Rather than create destruction through rioting, these people are being urged to organize into groups within their own communities to improve the conditions that surround them.

Business, too, has begun to stretch a helping hand to these people who want to help themselves; and J-M is a part of this effort.

A major step in helping people to gain the means to help themselves has been the government-sponsored program to help the hard-core unemployed to get jobs. Job Opportunities in the Business Sector (JOBS), a joint effort by government and private industry to meet the problem in major urban areas, is sponsored by the National Alliance of Businessmen (NAB). Johns-Manville has cooperated wherever feasible in training and employing people formerly regarded unemployable.

A good example of this is the J-M financial support of the Opportunities Industrialization Center in the Bedford Stuyvesant section of Brooklyn in New York City. This is the first of 14 centers planned for the New York City area which, like its more than 100 counterpart centers in cities through-

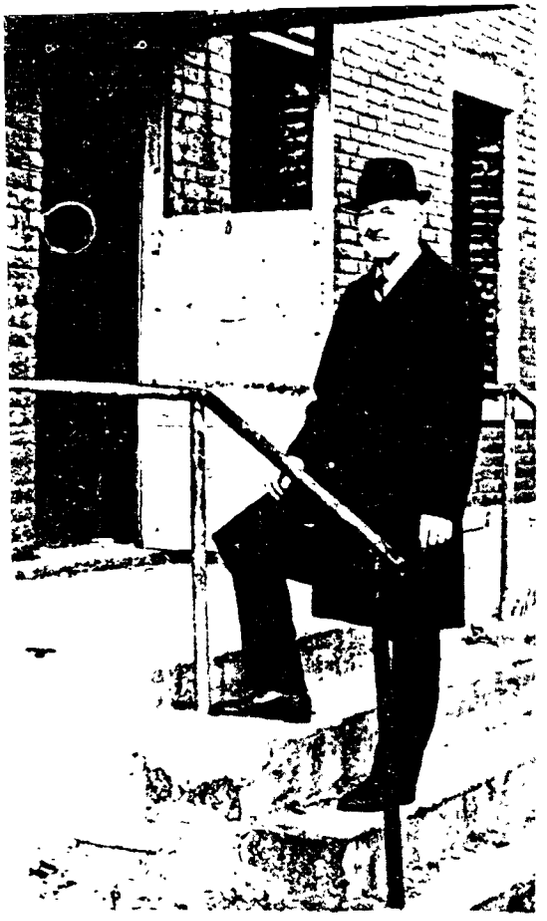


BROOKLYN: GHQ Employment Manager Bob Cheatham (left) chats with OIC Deputy Executive Director M. E. Chessa in front of the Center.

SAN FRANCISCO: Before and after photos of a building to which J-M siding



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NORWALK, CONN.: J-M B&FM Salesman Ed Johansen at the apartments being remodeled. Church young people are helping.

out the country, seeks to train hard-core unemployed. The center will also help those it trains in clerical, secretarial, drafting and the operating and repair of business machines, to find productive employment with business and industry.

In addition to giving financial support to this program, J-M has agreed with OIC to employ some of its graduates in General Headquarters.

In the area of urban rehabilitation J-M has contributed materials, know how and, in some cases, financial assistance. Here are some of the areas in which J-M has helped or is helping:

Boston, Massachusetts — Freedom House Civic Center in the Roxbury Section of Boston took the lead in that community a couple of years back in demonstrating rehabilitation methods to property owners and tenants. The organization bought and renovated a dilapidated frame dwelling on Humboldt Ave. in the Washington Park area, with technical assistance from the Boston Redevelopment Authority.

J-M was the first company to respond to an appeal from Freedom House for assistance. The Company contributed new siding, insulation, floor tile and acoustical ceilings to the project. Melamite Division in nearby Lawrence, Mass., supplied decorative plastic laminates for cabinets and vanities in the kitchen and bathrooms.

Brooklyn, New York—That it is possible to re-build urban dwellings, instead of tearing them down, was demonstrated in the Park Slope section of Brooklyn where 17 brownstone buildings were completely renovated; one of them by J-M. That building, No. 39 St. Johns Place, was in effect "turned over" to the Company for use as a research laboratory and for on-sight evaluation of materials and methods being used. A full time project was assigned along with the services of a building material technical expert. Three J-M divisions donated a total of 14 products in some 21 different forms for use throughout the building. Each product was selected for long service and low maintenance requirements.

Philadelphia, Pennsylvania—In September 1968, J-M joined with Materials Marketing of Philadelphia in making a substantial contribution to the programs of the Young Great Society, a Community Action Group. This contribution in effect gave clear title on several parcels of land in a ghetto area, at the corner of 33rd Street and Haverford Avenue which included a store, two houses, four garages and a vacant lot.

The Young Great Society, for their part, agreed to rehabilitate all the

shingles were applied to preserve the weathered shingle look of the neighborhood.



ON OUR COVER

January's cover shows some of the people who are "helping themselves." These young men are posing in front of Phoenix House in New York City, a live-in workshop for the rehabilitation of drug addicts for which J-M has donated building materials and training in their application. Phoenix House is only one of several such houses in the city where people wanting to "kick the habit" can find shelter and a rehabilitating workshop program to prepare them to re-enter society.

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existing buildings for use as offices, training facilities for the unemployed and as a pallet repair factory. Johns-Manville asked only that periodic progress reports be provided on the activities conducted by the Organization to help ghetto residents.

Several months later, Johns-Manville entered into additional agreements with the Young Great Society through which the Company is providing building materials which will be used to rehabilitate these YGS structures. This rehabilitation is being conducted by formerly unemployed ghetto residents. Besides providing the Gypsum Wallboard, Flooring Materials and Johns-Manville Roofing, the Company is also working closely with its Philadelphia Area Distributor in providing technical assistance, and even on-the-job training in application of these materials.

Manhattan, New York—In September, representatives of Phoenix House, a treatment center for narcotic addicts, asked J-M for building materials which could be used in converting a recently acquired tenement structure on 116th St. The building is being used as a neighborhood rehabilitation center with a program conducted by former addicts. Part of the rehabilitation process includes a work program. J-M donated sufficient Acoustical Ceiling materials and Vinyl Asbestos Flooring to rehabilitate an entire floor. In addition, the Company provided technical and engineering assistance to the mechanics (see cover) in charge of the rehabilitation, instructing them in the correct methods of application and installation.

In Manhattan, J-M has also supplied 6-foot high Fiber Glass Panels to the Park Association for use in four playgrounds on the lower east side. The panels are used to improve the appearance of neighborhood playgrounds.

Norwalk, Connecticut — J-M contributed all the roofing and insulation materials needed to rehabilitate 10 low income apartments in a deteriorating tenement structure on Leonard St. The project was undertaken through the corporation of the local Ministerial Association and brought church, local government and industry together in an effort to upgrade dwellings in a predominantly black neighborhood.

Michigan City, Indiana—A housing project for low income residents has been started with components for the apartments being manufactured in plants and moved to the building site as large scale modular units or "boxes." J-M, through its Research Organization, participated in the preparation of these modular units by donating home insulations which are installed in the wall, ceiling and floor sections at the factory.

Bridgewater Township, New Jersey—In the all-black Somerville Manor section, a local civic organization has been formed to develop ways to improve the neighborhood. Experts from various fields have been asked to serve on the Civic Association's Board of Directors and a J-M engineer serves as the Building Materials Specialist. In addition to the technical assistance which he is providing, it is expected that the Company will donate building materials for use by residents.

San Francisco, California—The City's Metropolitan Rehabilitation Authority sought assistance from Johns-Manville when it was looking for a new shingle that would help preserve the appearance of the neighborhood as delapidated buildings were being renovated. J-M Siding Shingles were selected. They maintain the weathered wood shingle look, require minimum maintenance and will last a generation or more.

These are only a few of the urban rehabilitation projects that are underway across the country—and J-M is a part of [illegible]

"I know that Johns-Manville material, talent and know-how helped make this vital rehabilitation project a success."

Mayor John V. Lindsay in a letter to J-M about Park Slope.





BROOKLYN: (Top Photo) Mayor Lindsay at Park Slope dedication.

PHILADELPHIA: (Above) Part of the land J-M turned over to The Young Great Society for rehabilitation. Materials were also donated.

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THE WATERVILLE TEAM



From left, Howard Decker, Waterville Industrial Engineer; Jim Wahlers of Process & Development; Pete Stevensen, a Fiber Glass Salesman; and Aubrey Asher, Industrial Engineer. These Waterville Jaycees are at the Pee Wee Football League field.

TEAM SPIRIT abounds between J-M's Waterville (Ohio) Plants 01 and 07, the local Junior Chamber of Commerce Chapter and the Pee Wee Football League.

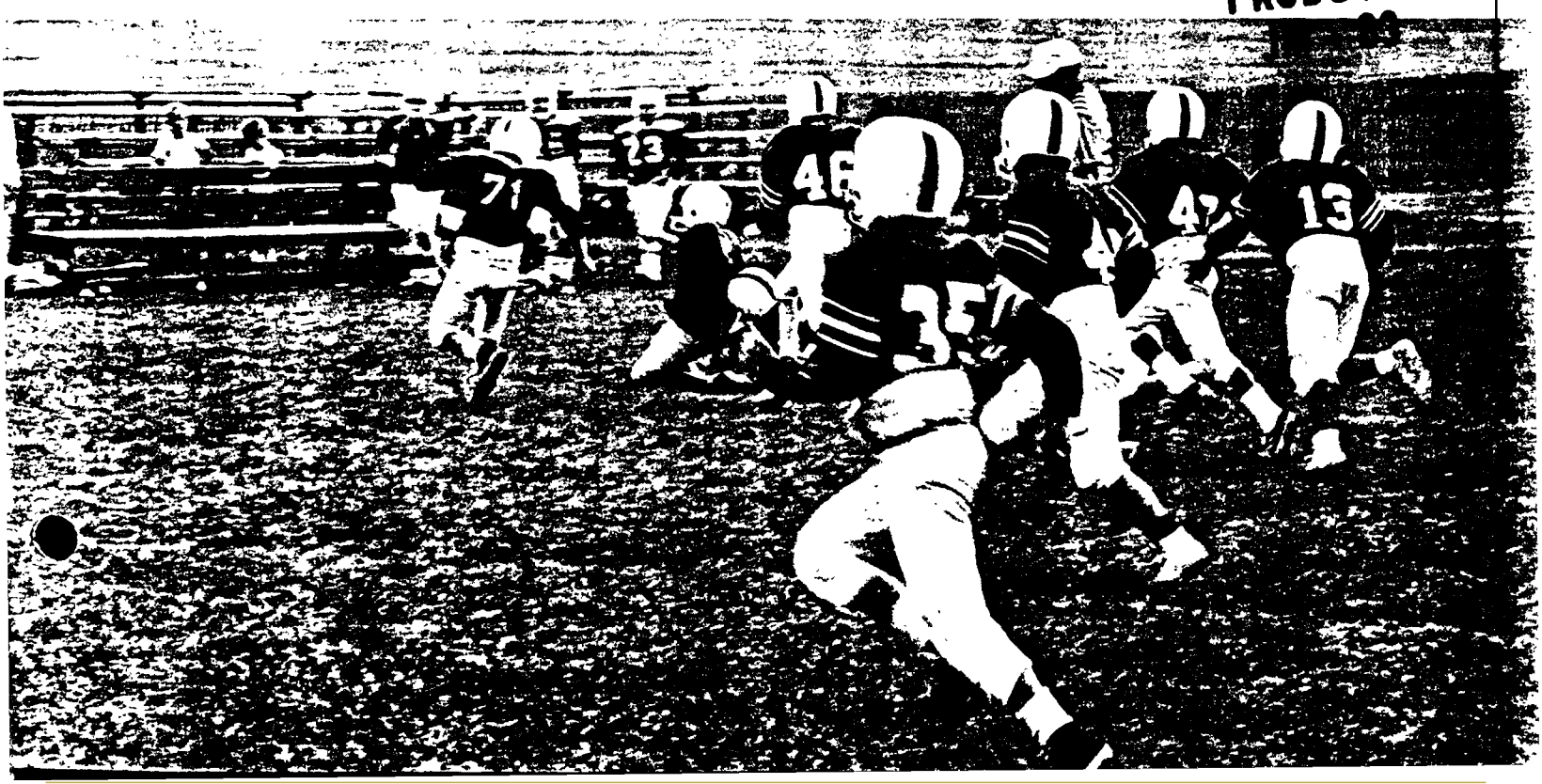
The Waterville Chapter of the Jaycees founded the league in 1966. It serves the Anthony Wayne School District in which the J-M plants are located. A total of 80 boys between the ages of 9 and 12 participate in four teams that play each other and teams from other area leagues.

A J-M team also figures heavily in the Waterville Jaycee chapter. Aubrey Asher is President, Jim Wahlers is a State Director, Howard Decker is Treasurer and Pete Stevensen is Chairman of the Pee Wee Football League. Gus Murray, Dick Bonin and Jim Cole, all of Plant 01, and Dave Hoyer of Plant 07 at the Fiber Glass Research Center are also Jaycee members.

The chapter has financed the league entirely through its several community projects. Believing only the best was good enough, the members spent approximately $30 per boy in providing helmets, jerseys, shoulder pads and trousers with hip pads.

Looks like the Waterville J-Mers are doing a great job in bridging "the generation gap" in their community.

An All-Star team from the Pee Wee League finished off the season with a smashing 27-13 win over the Oregon (Ohio) School District All-Stars.



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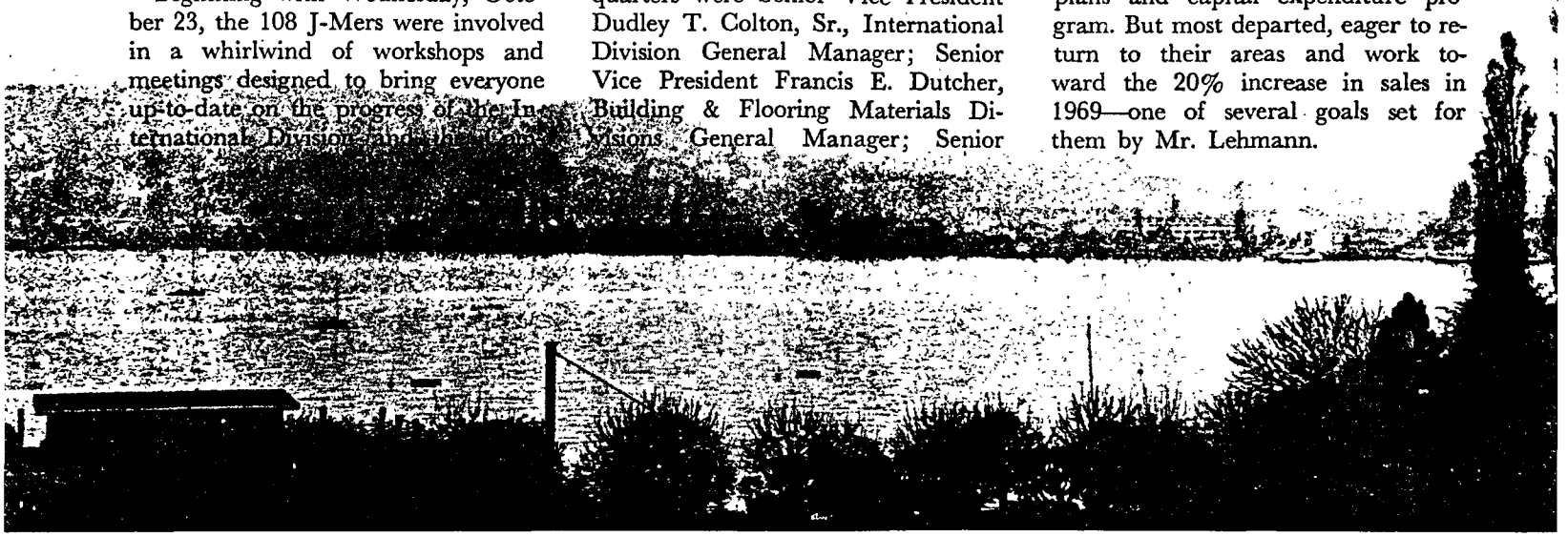
LUCERNE '68

They came from as far north as Sweden. They came from France, Belgium, Germany, Spain and Italy. They came from Iran and Lebanon, and as far south as Kenya. A total of 108 J-Mers converged on Lucerne, Switzerland, in October for the biennial meeting of representatives for Europe, Africa and the Middle East. It was the largest and most important management and sales meeting ever held by Johns-Manville International.

Beginning with Wednesday, October 23, the 108 J-Mers were involved in a whirlwind of workshops and meetings designed to bring everyone up-to-date on the progress of the International Division and the Company as a whole. (Area Managers had arrived as early as Saturday, October 20, for preliminary meetings.) New product information, expansion of operations, the financial picture and marketing trends were a few of the major topics discussed and evaluated.

Keynote speaker was President C. B. Burnett who presented his 1968 Management Information Meeting. Other principal speakers from headquarters were Senior Vice President Dudley T. Colton, Sr., International Division General Manager; Senior Vice President Francis E. Dutcher, Building & Flooring Materials Divisions General Manager; Senior Vice President A. C. Smith, Research, Development & Engineering; and Vice President F. J. Solon, Jr., Advertising & Public Relations. Vice Presidents W. E. Lehmann, Director for Europe, Africa & Middle East; and A. L. Cini, Resident General Manager for Europe, of the Paris Office, conducted the meeting.

On Sunday, October 27, the group managers lingered for final review with the President of '69 subsidiary profit plans and capital expenditure program. But most departed, eager to return to their areas and work toward the 20% increase in sales in 1969—one of several goals set for them by Mr. Lehmann.



This view from the meeting hotel shows Lake Lucerne and towering Mt. Pilatus of the Swiss Alps. The elusive Mt. Pilatus was not seen by most of the meeting participants because of foggy weather.

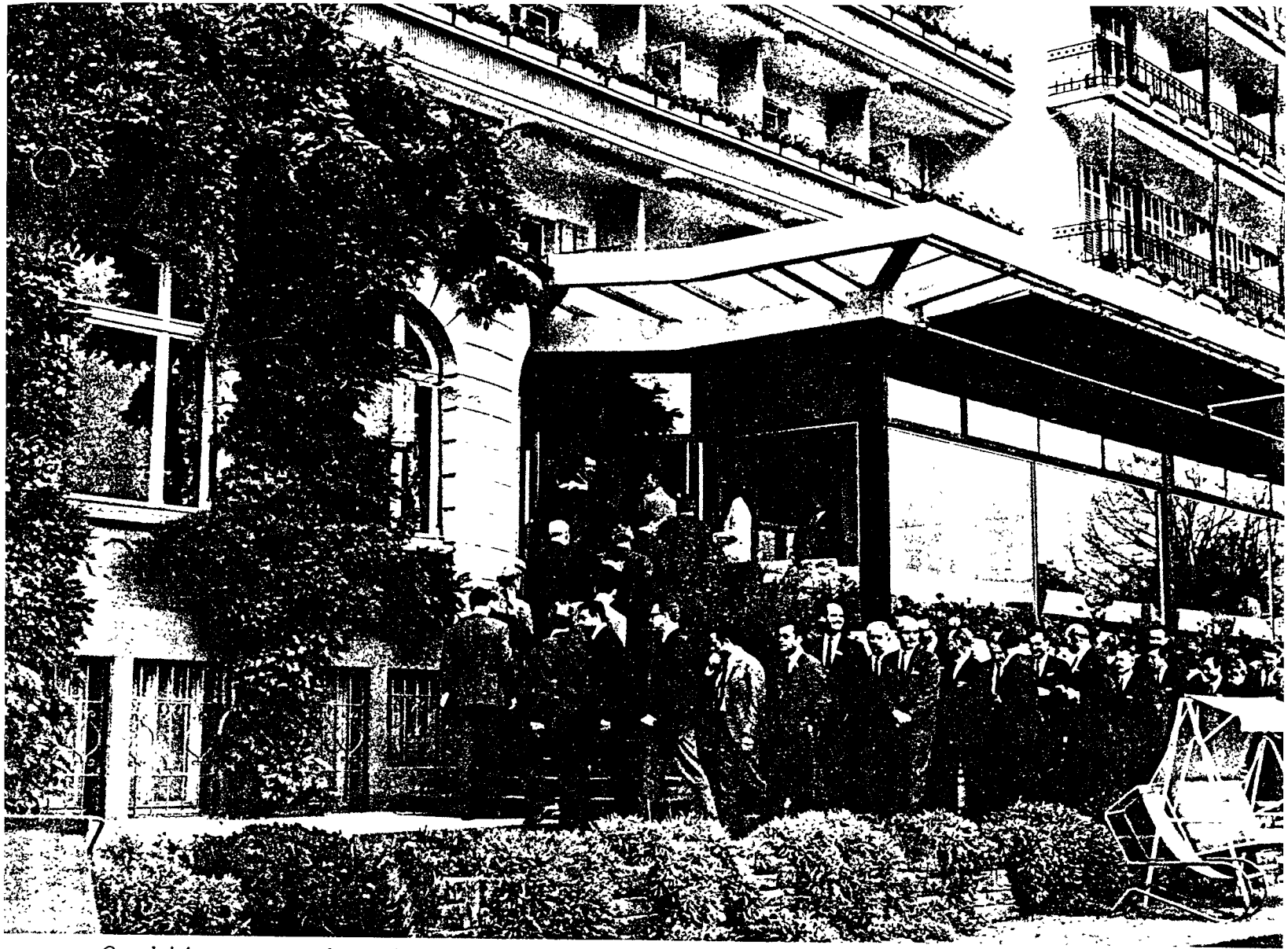
Below Left: President Burnett speaks at the closing banquet. The "panel of experts" during the Q&A period after Mr. Burnett's M.I.M. talk is in the next photo. From left, Messrs. Colton, Lehmann, Dutcher and Smith, who fielded questions asked about their areas. The men in foreground are, from left, Eric Romann, Zurich; Kurt Kohl, Special Representative in Manage, Belgium; P. C. Veyron and Ernie Spaeth, Paris. Center Photo: Hans Kuhn, Group Manager for Central Europe, Wiesbaden, Germany, spoke on "Selling Expenses." Area Managers and Plant Managers were among the many speakers. In the next picture, the group disbands





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One brief exposure to the outside world was a group photo taken on the lawn of the Carlton-Tivoli Hotel. For most of the men this was one of the few opportunities to set foot outside the meeting rooms.

at the close of business sessions after having heard F. J. Solon, Jr. (right), speak on "The J-M Image" and Messrs. Cini and Lehmann give '69 "marching orders." In center foreground is Tom Lundell, Assistant to the President, GHQ, and at left facing the camera is Gene Goudi, Staff Manager—Europe, Paris Office. Both these men were speakers and "stage managers" for the meeting. Right Photo: Some of the French representatives during one of the sessions. From left they are H. Marc, St. Marcellin Plant Engineer; G. Pawlik, Industrial Engineer in training, St. Marcellin Plant; and Bill Fahrner, Wissembourg Manager.







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J-M IN ICELAND

AN AIRPLANE FLIGHT to the north coast of Iceland near the top of the world, and a tedious overland trip by somewhat coarser means across the treeless, wind-swept northeast corner of the country is the recommended route to Lake Myvatn (pronounced me-vát).

At this lake site in the land where the sun shines at midnight in summer and hardly at all during winter, Johns-Manville and the Icelandic government have joined to construct and operate a diatomite mine and filter aid plant — *Kisililidjan H.F.* (The Icelandic Diatomite Co.) — to serve major industries throughout Europe.

The mineral diatomite has inhabited the 15 square mile lake for nearly 3,000 years. It is estimated that ore deposits are now in excess of 131 million cubic yards.

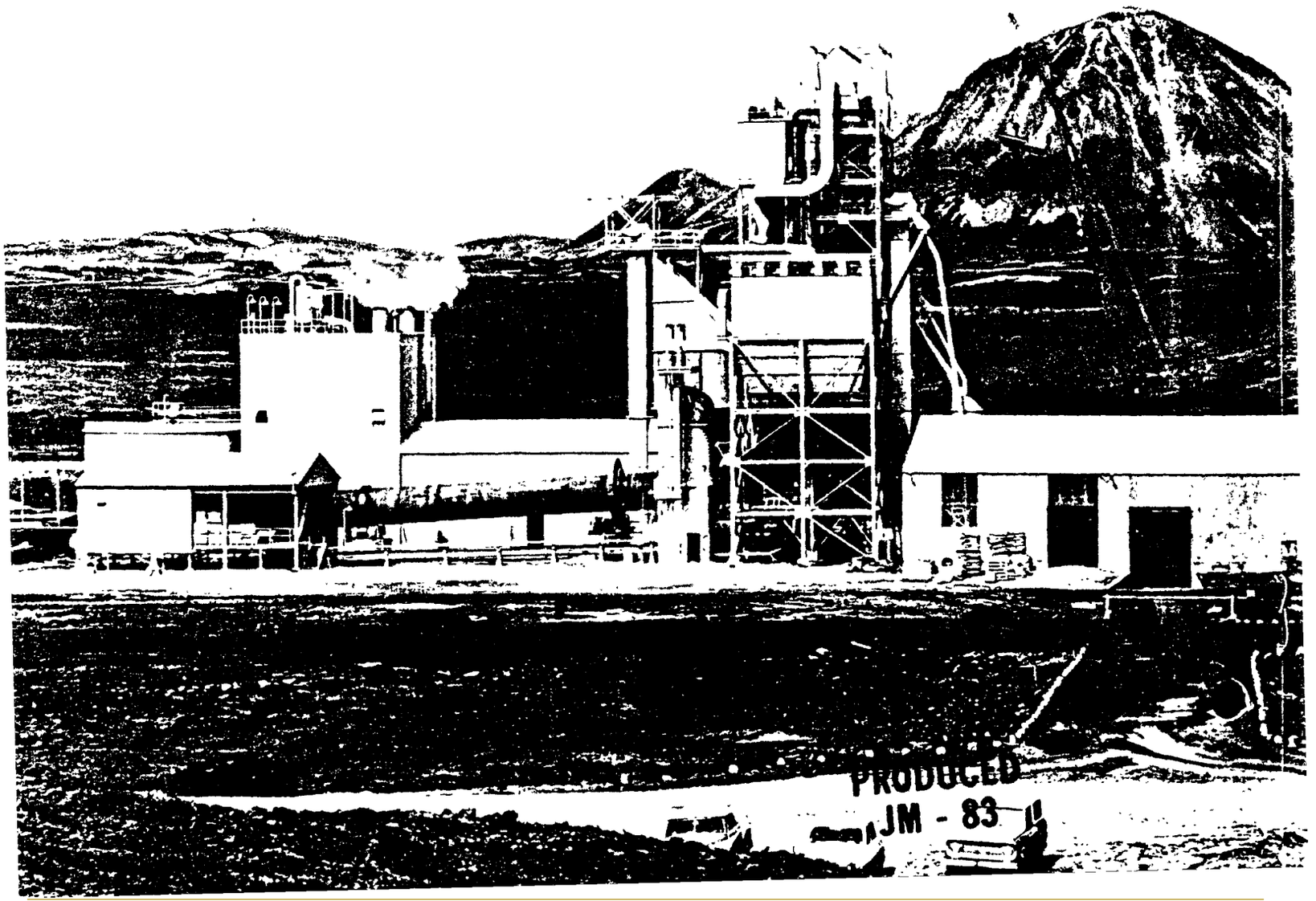
Lake Myvatn, a famous bird sanctuary and summer resort area, is about 60 miles below the Arctic Circle. Because the days are so short in winter and low temperatures freeze the lake, dredging operations are limited to the six-month summer period. The plant operates 24 hours a day, seven days a week.

The nearest large towns are Akureyri and Husavik. The trip to or from either city is made by car, jeep, land rover or sno-cat, depending on which time of year one travels. There is an air strip at Lake Myvatn which is used for emergencies. Iceland is practically treeless and there is no protection for the traveler from the fierce winds that blow from the Arctic.

J-M personnel are providing the technical know-how for the Kisililidjan operation. Currently, the J-Mers are providing technical engineering and managerial assistance to the local employees.

To accommodate the employees and visitors, J-M and the Icelandic government built 20 homes and expanded hotel facilities.

The diatomite is dredged from the bottom of the lake and pumped through a long pipe line to the plant building nearly two miles away. At



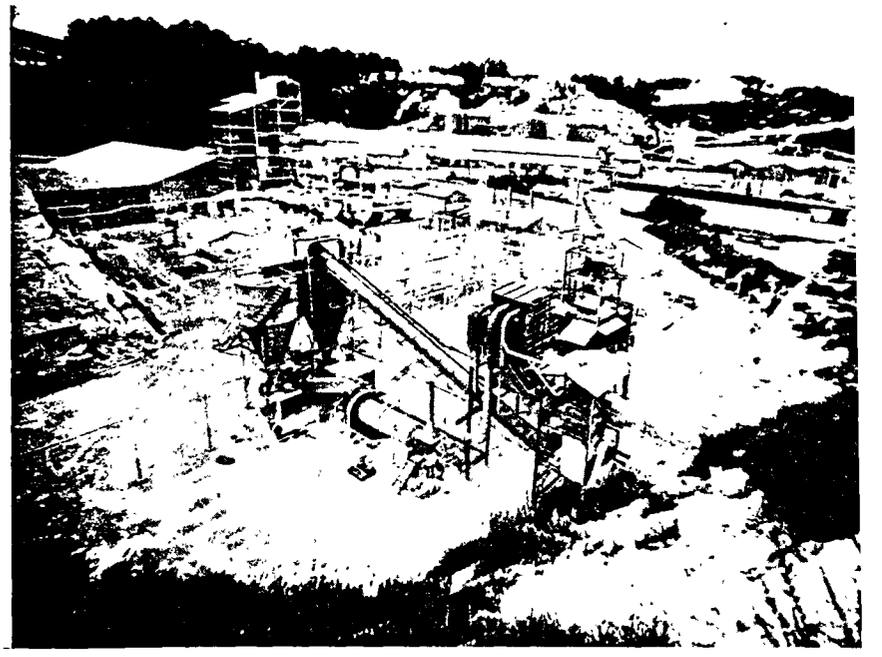
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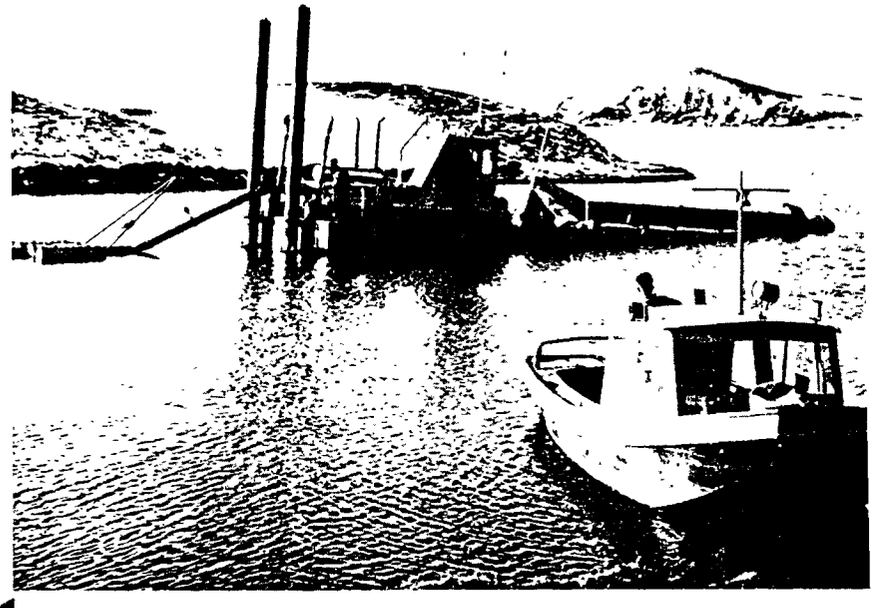
the plant, the ore goes through a multi-step process where it is separated from the volcanic ash, allowed to settle, filtered and dried.

The rest of the process—from ore bin to bagging station—is similar to that of J-M Celite® diatomite plant at Lompoc Calif. The finished product—named Hyflo Super-Cel in Europe—is transported by truck to a warehouse in Husavik, some 37 miles away. From Husavik, it is shipped to European ports such as Hamburg, Hull and Copenhagen.

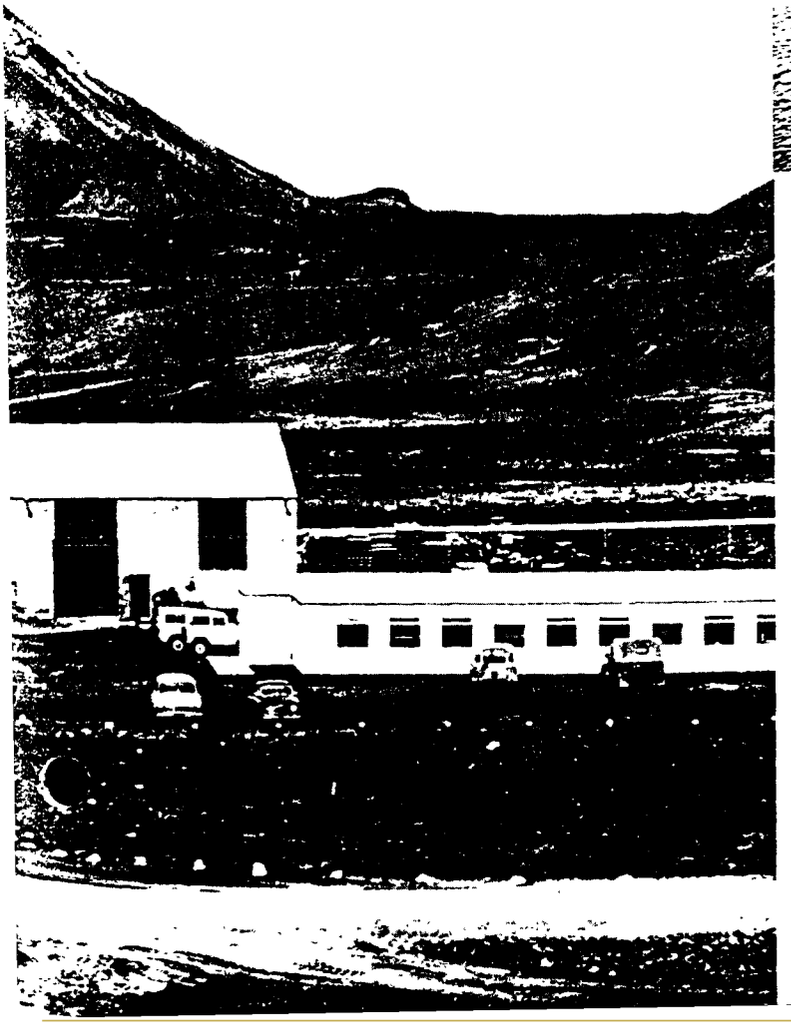
Icelandic Hyflo Super-Cel has been most widely used in the United Kingdom and Germany, and more recently in Denmark and France. Its excellent performance as a filtering agent is most valuable to the dry cleaning, beer and wine, sugar syrup, pectin and chemicals industries.

Meanwhile, at Lake Myvatn, plans are now under consideration to double the production capacity at Kisililidjan to meet the rapidly growing needs of European markets for this filter aid.





Diatomite is dredged from bottom of lake (above) and pumped through a long pipe line to the plant complex (at top) where it is processed and prepared for shipment to Europe.



(Left) A close-up view of the rotary filter and bin where diatomite is dried before going to bagging station.

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QCC '68

JM QUARTER CENTURY CLUB

FORT WORTH:



Herbert Morton Ball (right), Senior Vice President and General Counsel, visited the Fort Worth Plant this year to induct W. H. Hale, Sr. (left), Planning & Scheduling Supervisor, and Jimmy Randle, Checker-Shipping Dept. The Annual Meeting and Induction was held November 15 at Fairway-Crosskeys in Fort Worth, Tex.

SAN FRANCISCO:



A. B. Marchant (left in both photos), Senior Vice President for Industrial Relations, presents watches to Mary E. Horner (first photo), Sales Clerk in Office Service, and Margaret Griffin (second photo), Senior Sales Clerk in Office Service at the San Francisco Office Induction. The dinner was held October 25 in the Crystal Room of the San Franciscan Hotel.

J-M de FRANCE:



Guests of Honor at the closing banquet of the Management Conference for Europe, Middle East and Africa in Lucerne, Switzerland, were 12 inductees, 11 from the Bellegarde Plant and one from the St. Marcellin Plant. In the first photograph Marthe Monnet of Bellegarde has just been inducted into the Half Century Club. Participating in the ceremonies were (from left)

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FRANKLIN:



D. L. Hinmon (left), Senior Vice President and Pipe Division General Manager, inducted Franklin Plant's Production Superintendent D. W. Andrews (right). Plant Manager John W. Walker and Mrs. Andrews are with them. Held in the Voyager Inn, Franklin, Pa., 71 J-Mers attended the induction.

HOUSTON:



At the Houston Plant's 14th Annual Service Award Dinner, Everett C. Truax (left), Plant Group Manager, Building and Flooring Materials Division, inducted Houston Plant Manager Gordon L. Simmons, who had been transferred from Waukegan on August 1. Five other Houstonians were honored for 15 years of service.



Wolf Lehmann, Director for Europe, Middle East & Africa; C. B. Burnett, President of J-M, who was inducting officer; and F. E. Dutcher, Senior Vice President for Building and Flooring Materials Divs. At right is Jean Orlhac, J-M de France Administrative Officer. In second photo with Mr. Burnett are the inductees (from left): Andre Monnet, Jeanne Chabaud (St. Marcellin), Celine Goy, Helene Zanotti, Marthe Monnet, Mr. Burnett, Lazarre Lavigne, Antoine Jacquet, Germaine Jacquet, Louis Nantoy, Louise Nantoy, Rino Petitgiani and Roland Poirrier. F. E. Saxer, Paris Office, President of European QCC, presided at the induction. Another unusual feature: this induction included married couples, the Jacquet's and Nantoys.

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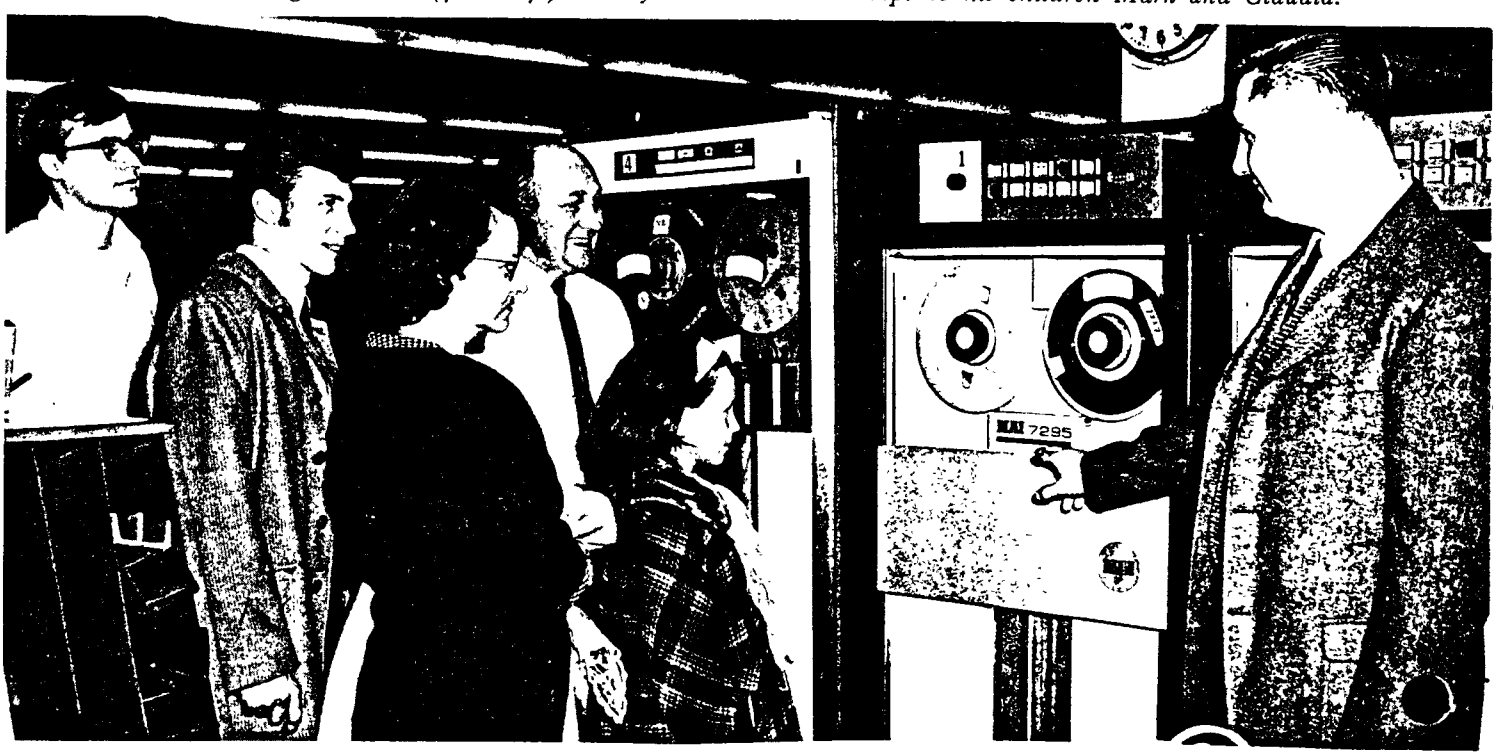
NEWS MAKERS



Above: John G. Smith is the 1969 President of the Manville QCC Chapter. Elected with him are Louis R. Tomsa, Vice President; John Kelco, Secretary; and Ed Zimmerman, Treasurer. Wilbur Ruff, John Petras and Fred Revell are new Trustees.

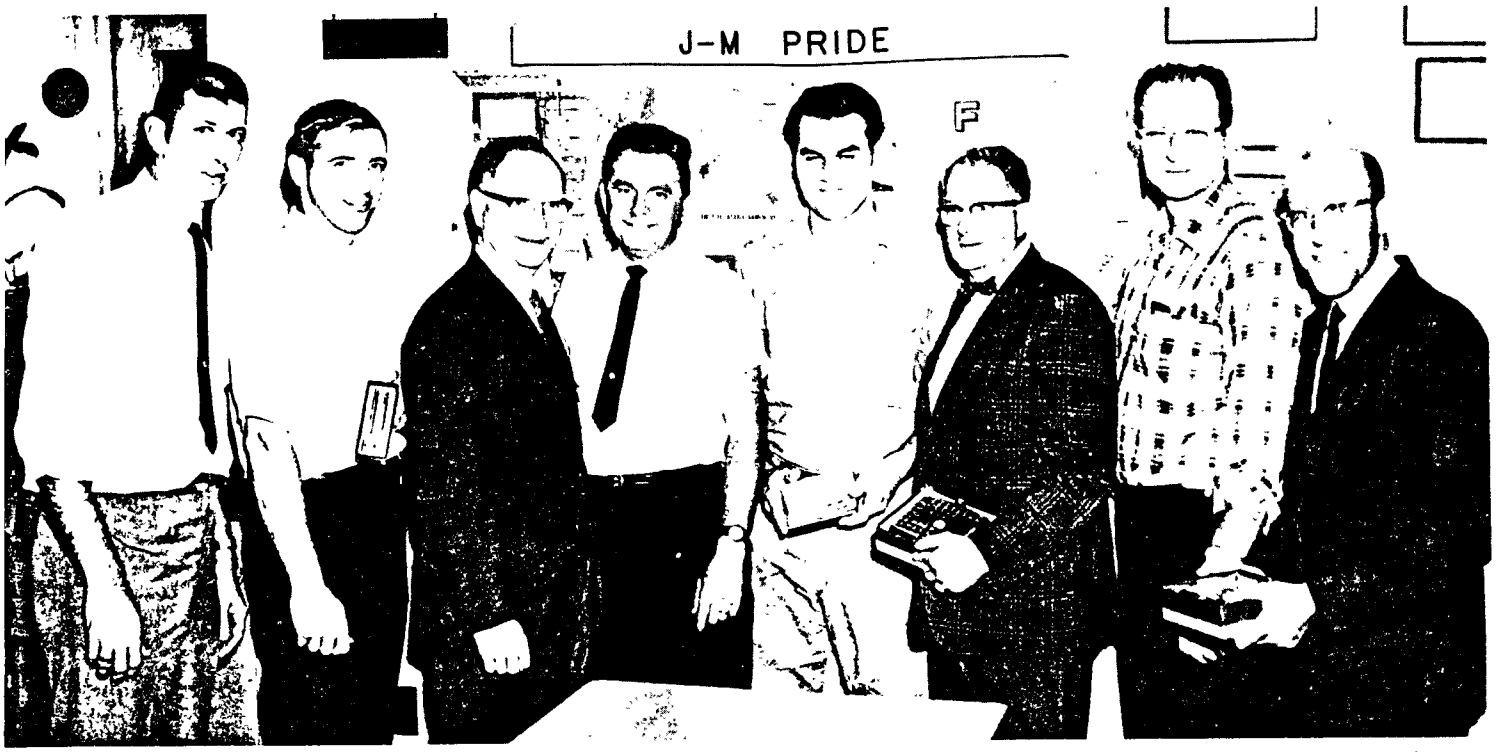
Glenn Register (center) won the Grand Prize, a Marlin 30-30 Lever Action Rifle, at the Green Cove Springs Plant's Third Annual Turkey Shoot, sponsored by International Chemical Workers Local 797. Herb King (left) was shoot Chm. and Bill Meek is Local President.

Below: A Family Night was held in mid-November at the Research and Engineering Center. (Left Photo) Richard L. Housh (right) points out computers at the Finderne Data Processing Center to (from left) Stanley J. Radomski and Chester Miller, Jr., both of DPC, Mr. and Mrs. Chester Miller, Sr., and Kathy Miller. (Right Photo) Joseph P. Ferraro (right) of Pipe DHQ, shows new Flextran Pipe to his children Mark and Claudia.



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Above: Some of the 15 winners in a recent Manville Industrial Insulations Plant Safety Contest are shown here. John Cooper (fourth from left) won the first place prize of a Savings Bond. Others are (from left) H. W. Ennis, N. Klementowicz (second place), Plant Manager A. W. Jung, John Cooper, J. Vaccarelle, S. Brewster, S. Chernesky, and J. Weidenfeller. John identified the most safety hazards in a photograph.

Right: Fred Scola (center) of Pittsburg Plant, brought to work two 1918 copies of the Saturday Evening Post his wife had found that contained two full-page ads by J-M. Plant Manager T. F. Rooney (left) and W. H. Gates are with him. Fred and his wife have donated the magazines to the J-M Archives in the Research Library at Finderne. The ads featured asbestos fibre and J-M's service in fire prevention.





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ASSIGNMENTS



GEORGE R. R. WAHL has assumed new responsibilities on a special assignment basis, reporting to Senior Vice President Don L. Hinmon, Pipe Division General Manager. He previously served as Assistant General Manager. He continues as a Vice President of the Sales Corporation. Mr. Wahl began with J-M at the Research Center in 1933. In recent years he has been Division Merchandise Manager and General Sales Manager — Distributor Sales.



S. J. McDUFF has been named to the newly created position of General Sales Manager with the responsibility of the three sales regions and field instructor group at Pipe DHQ. He is also appointed a Vice President of the Sales Corporation. Mr. McDuff joined J-M in 1952 in San Francisco. He has held several Sales and Product Managerial positions, including three years as General Sales Manager of Dutch Brand Division. During 1968 he was Marketing Mgr., Western Reg., Pipe Div.



PIPE DIVISION
Division Headquarters
A. V. HUMPHRYS to Manager, Market & Sales Planning.



Green Cove Springs Plant
L. G. FOSTER to Chief of Schedules, Order Handling & Billing.



MONROE HARRIS became Assistant General Manager in the Pipe Division on January 1, with responsibility for all departments except Long Range Planning. He continues as a Vice President of the Sales Corporation. During 1968 he served as General Marketing Manager, a position which has been discontinued due to the reorganization. Mr. Harris started with J-M in 1948. He came to Division Headquarters in 1965 as Assistant General Sales Manager, Direct Sales. Then became General Sales Manager, Direct Sales.



REYNOLD NEBEL has been appointed Production Manager of the Industrial Insulations Division. He is also elected a Vice President of the Johns-Manville Products Corp. He was group Plant Manager at Defiance Fiber Glass for two years. Mr. Nebel came to DHQ November 1, 1968, as Assistant Production Manager. He joined J-M in 1951 on the staff of the Vice President for Production, GHQ. He has also held positions in Pipe and Fiber Glass Divisions.



EDGAR L. WILKINSON to Senior Accountant.



RESEARCH & ENGINEERING CENTER
Finderne
JOHN RADEMAKER to Senior Quality Control & Specifications Engineer.



PORTER E. DIX has been named to the newly created position of Merchandise Manager, Pipe Div. with the responsibility of the product management groups in DHQ. He continues as a Vice President of the Sales Corp. Mr. Dix joined J-M in 1945. He became District Sales Manager at Cleveland in 1959, came to DHQ in 1961 and served in two Product Group Manager positions. During 1968 he was Asst. Gen. Marketing Mgr., a position which has been discontinued due to the reorganization.



FIBER GLASS DIVISION
Waterville Plant 01
JAMES E. YOURISON to Plant Engineer.



D. R. KELLER to Senior Quality Control & Specifications Engineer



INDUSTRIAL INSULATIONS DIVISION
Division Headquarters
P. TOM BUCHE to Staff Manager, Commercial Insulations, Products & Systems.



A. T. VANDERHOOF to Analyst, Controller's Office.

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ANNOUNCEMENTS

NORMAL RETIREMENTS—
February 1, 1969

BENJAMIN A. ARABIE, New Orleans Plant
GEORGE AYO, Marrero Plant
JOSEPH BATSTONE, Jeffrey Mine
ANDY KOLDOS, Waukegan Plant
JOHN H. MacKAY, New York
JAMES MIGLIORE, Manville Plant
RALPH MUIRHEAD, Los Angeles Plant
ROBERT H. PEROW, Long Beach Plant
LEOPOLD POISSON, Asbestos Plant
GILBERT J. SPAHR, North Brunswick Plant
NORRIS F. WATKINS, New Orleans Plant
EDWARD H. WELLS, New York

OTHER RETIREMENTS

JAY BOUWMAN, Pittsburgh Office
HARRY A. CALLAHAN, Houston Office
FRANCIS L. DENAULT, Nashua Plant
ANGELO DE SANTIS, Manville Plant
CHARLES QUAGLIATA, Manville Plant
WILLIAM L. KING, Waukegan Plant
JAMES D. LOWRY, Toronto Plant
LUCIEN MAILHOT, Jeffrey Mine
FRED MANCINI, Manville Plant
JOHN E. McCORMACK, New York
FRED D. MILLER, Toronto Plant
ROY A. MORRIS, Ft. Worth Plant
LEONARD ROSE, Stockton Plant
ELMER SENNE, Waukegan Plant
LOUIS SHEPLEY, Manville Plant
MILLARD F. THORN, Los Angeles Plant
GEORGE TOMKO, Manville Plant
JOHN VARSEK, Waukegan Plant
GEORGE YEAGER, Manville Plant

IN MEMORIAM (QCC and Retired)

CHARLES MUZYKA, Manville Plant, September 15
STEVE BOBICK, Manville Plant, October 17
JAMES PESANO, Waukegan Plant, November 17
FRANK BRYANT, Pittsburg Plant, November 22
ETIENNE L. LEVESQUE, Nashua Plant, November 22
ALFRED RENE, Jeffrey Mine, November 29
ALLAN ORD, Manville Plant, November 30
ADELARD LAPRISE, Jeffrey Mine, December 8
THOMAS BRADLEY, Manville Plant, December 11
GERARD DESHARNAIS, Jeffrey Mine, December 12
GEORGE SCHELL, Toronto Plant, December 13
PETER BLASSE, SR., Manville Plant, December 14
HENRY BUSCHHORN, North Brunswick Plant, December 16
ARNOLD EMERSON, Asbestos Plant, December 19

J-M 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
Jeffrey Mine
J. P. BEAUREGARD to Foreman-Dryers.
P. E. GRIMARD to Foreman-Open Pit.
A. R. LAROCQUE to Foreman-Open Pit.
G. W. ST. LOUIS to Foreman-Open Pit.

BUILDING & FLOORING MATERIALS DIVISION
Alexandria Plant
L. W. JOHNSON to Inspection Supervisor.
Ft. Worth Plant
B. R. ALLEN to Foreman-Roofing
Madison Plant
E. L. BRADLEY to Foreman-Roofing

PACKINGS & FRICTION MATERIALS DIVISION
Manville Plant
J. S. ADAMS to Foreman-Brake Lining

PIPE DIVISION
Denison Plant
J. R. AYRES to T/P Forming Shift Foreman.

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: My husband has hospitalization with the Company he works for. Am I eligible for the J-M coverage?

Answer: Yes. You should participate in the J-M group program whether or not you have coverage as a dependent under another plan. Under our non-contributory program everyone is entitled to sign up for himself and all eligible dependents. The intent of this policy is not to have duplicate payment of claims but only to ensure that all employees have the full protection of the program.

NEWS/PIC

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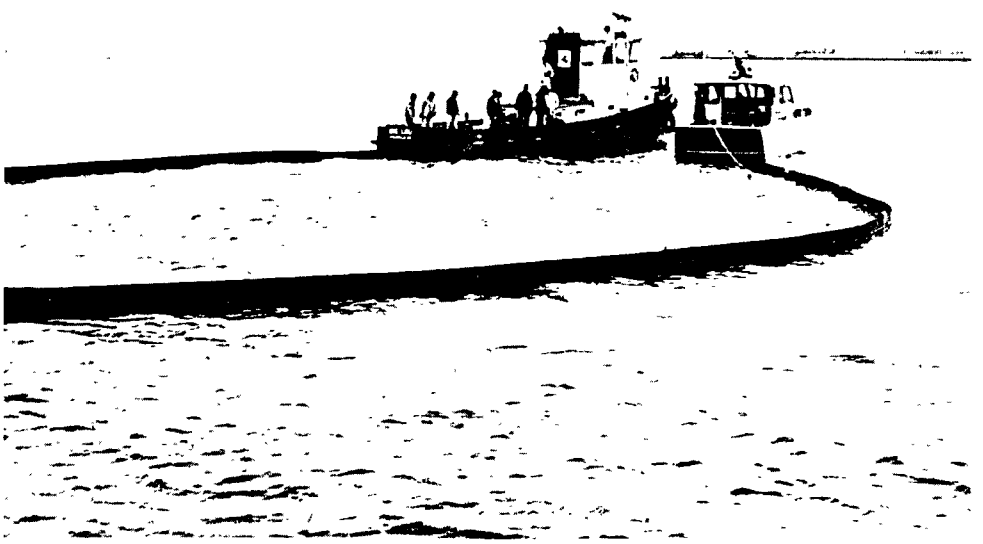
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INTRODUCING SPILLGUARD — FOR WATER POLLUTION CONTROL

Johns-Manville has developed a floating "fence" called Spillguard, designed to control floating debris and oil spilled by oil-carrying vessels or by on-shore or off-shore facilities. Spillguard, developed for Packings & Friction Materials by the Research Dept., consists of 10 ten-foot lengths of compressed asbestos-rubber sheet with a foamed flotation material cemented along both sides so that the sheet rides upright. Typical applications include elimination of floating pollution out of industrial channels serving power plants or industrial installations, protecting recreational areas and beaches on waterfronts, surrounding off-shore drilling rigs, etc. On December 18, Spillguard was successfully tested for its floating and handling capabilities. Representatives of the U. S. Coast Guard, Federal Water Pollution Control Administration, Corps of Engineers and the Maryland Port Authority attended the test.

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