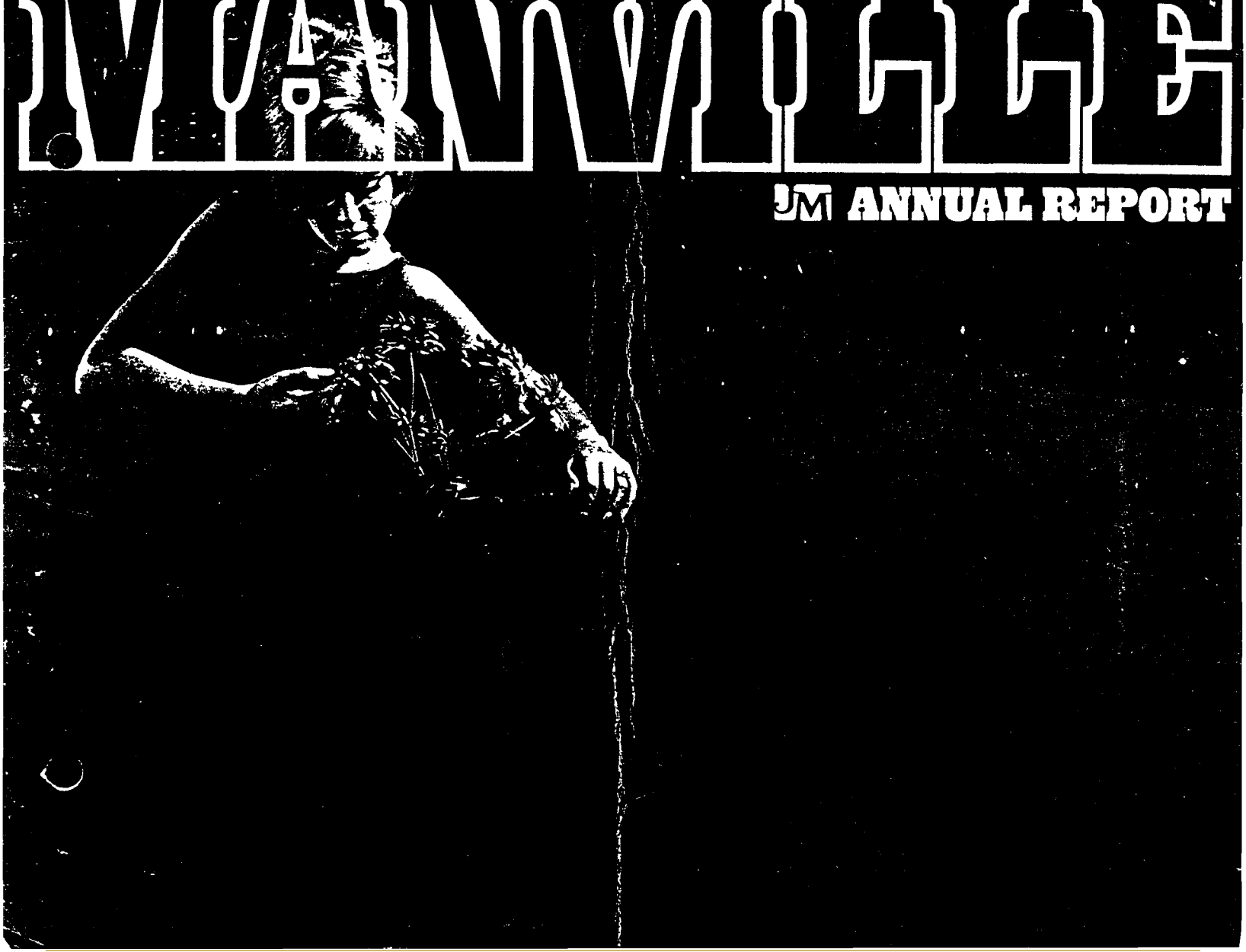
NEWS/PIC

For the nearly 23,500 Johns-Manville employees, retirees and their families
MARCH 1969

PROFITS AND GROWTH

'68 JOHNS-MANVILLE

JM ANNUAL REPORT



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PEOPLE AND GROWTH— '68 JOHNS-MANVILLE

"RECORD SALES AND IMPROVED EARNINGS WERE ATTAINED IN 1968, REFLECTING A RESURGENCE OF CONSTRUCTION ACTIVITY, SUCCESSFUL MARKETING OF NEW PRODUCTS AND RECENT ACQUISITIONS. WITH GREATER UTILIZATION OF PRODUCTION CAPACITY, AND INCREASED OPERATING EFFICIENCY EARNINGS SHOULD IMPROVE DURING 1969."

C. B. Burnett

C. B. BURNETT
J-M President

FOR JOHNS-MANVILLE and its people, 1968 was a year of steady growth and progress throughout the world.

As President C. B. Burnett told stockholders in the Annual Report, "a resurgence of construction activity, successful marketing of new products and recent acquisitions," improved J-M's earnings in a year when increased taxes and costs made it difficult to do so.

Furthermore, expectations for 1969 are promising. "The outlook for J-M sales in 1969," Mr. Burnett says, "is encouraging. It is expected that the general economy will expand, although perhaps at a rate somewhat less rapid than in 1968. Continued growth of residential, commercial and institutional construction is also anticipated."

In 1968, growth through expenditures of capital for acquisitions, new plant construction and plant expansion continued at a high level—$25,099,000. It is this steady enlarging of product lines and operational facilities that help J-Mers meet customer needs faster and more efficiently.

The acquisition in December of Crown Tuft Carpet, Inc., (see page 10) added 200 new J-Mers to the ranks along with a new product line that strengthens J-M's position in floor covering markets.

At Left: Gordon Farmer inspects in-process fiber glass at the Waterville Plant.

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WHERE J-M IS EXPANDING

At the Stockton Pipe Plant in California, production capacity was expanded for large diameter TRANSITE® asbestos-cement pipe used in water transmission, irrigation and sewer systems. Additional pipe capacity was also completed at the Toronto Canadian Products Plant in Ontario, Canada, to meet that country's market requirements. A third pipe expansion program is currently underway at the Waukegan Plant in Illinois.

New facilities were completed in 1968 in Waukegan for production of expanded polystyrene beads, used to make J-M ZERO-LITE®. This foam plastic board has superior properties for cold room insulation, perimeter insulation for construction and flotation materials for marinas. Beads are also being marketed to expanded polystyrene custom molders and fabricators.

At Denison Pipe Plant in Texas facilities are currently being installed for manufacture of a completely new pipe product, to be sold under the trademark Flextran. The new pipe, to be produced in diameters up to 48 inches, was developed through the application of space age technology and materials. It combines the corrosion resistance, strength and flexibility of fiber glass, polyester resin and natural sand and will be marketed initially for gravity transmission of potable and waste water.

New facilities for the manufacture of Micro-Aire fiber glass duct and pipe insulation were placed on-stream at the Penbryn, New Jersey plant. At Richmond, Indiana, production capacity was increased for fiber glass appliance and industrial insulating materials.

A new fiber glass plant is currently under construction at Winder, Georgia. The 340,000 square-foot facility is designed to meet growing demand for residential and industrial insulations and fiber glass duct board, and will also produce fiber glass insulations for the metal building and mobile home industries. About 150 new J-Mers will be added to the ranks by fall when start up of production is expected.

Overseas, Mol, Belgium, is currently installing new equipment to expand and improve manufacture of asbestos-cement sheet products sold to European markets, and St. Marcellin, France, is adding a line of J-M CERA FORM® insulation for industrial and commercial furnaces and boilers.

The Company's raw materials position was strengthened by completion of several major projects.

Asbestos fiber capacity was increased with the start-up of the new mine and mill in Reeves Township, northern Ontario, which will provide initial fiber production of 37,000 tons per year.

New milling equipment installed at Jeffrey Mine, Asbestos, Quebec, added 25,000 tons of capacity for fiber used primarily in asbestos-cement and paper products.

Late in the year, work began on an exploratory shaft to be used in evaluating the commercial potential of an undeveloped asbestos ore body in Garrison Township, Ontario.

A new diatomite mine and mill, developed in association with the Icelandic Government, began commercial production during the year. The Lake Myvatn, Iceland, project is geared to produce processed diatomite for distribution to European markets.

During the year, J-M geologists defined three different prospect areas: uranium anomalies in the Ste. Anne du Lac area of Quebec; platinum in the vicinity of Billings, Montana; and molybdenum and uranium in the Atlin District of British, Columbia.

Geological assays received to date have not been sufficient to confirm the commercial value of these deposits.



Left Page: The dramatic surge in new housing starts, which registered a 17 per cent gain in 1968, resulted in substantial increases in the sale of building materials. Right: New space-age Flextran pipe is being produced at expanded Denison Plant.

WHERE THE MONEY WENT

Sales for 1968 were $556,124,000, up 8.2 per cent over 1967. Of this, J-M's "take home pay" (net earnings) was $40,236,000, up 22.2 per cent from the previous year. Taxes took $51,576,000, a full 25 per cent more than in 1967.

Employees received the largest part of the sales figure. In wages, salaries and employee benefits, J-Mers got $208,153,000, more than a third of the total.

CONCERN FOR OURSELVES

An essential part of Company growth planning is to provide ca-

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pable; effective people at all operating levels. To meet the challenges and opportunities of the future, added emphasis was given to improving both recruitment and training programs.

The marketing organization accelerated its training program for the Company's more than 1,200 salesmen and district managers. Ten regional marketing seminars were conducted involving 415 managers and salesmen from the United States and Canada.

Key administrative, staff and operational personnel continued to participate in training programs conducted by nationally known organizations.

In-plant training activities involved more than 8,000 employees in programs to increase skill and efficiency.

Under the Company's educational assistance plan a total of 740 employees furthered their education in secondary schools and colleges.

Labor - management negotiations conducted during 1968 resulted in new contracts at 33 operating locations. Work stoppages occurred in connection with six agreements. At year end the Company had in effect a total of 54 contracts with 22 international unions in the United States and Canada.

CONCERN FOR OTHERS

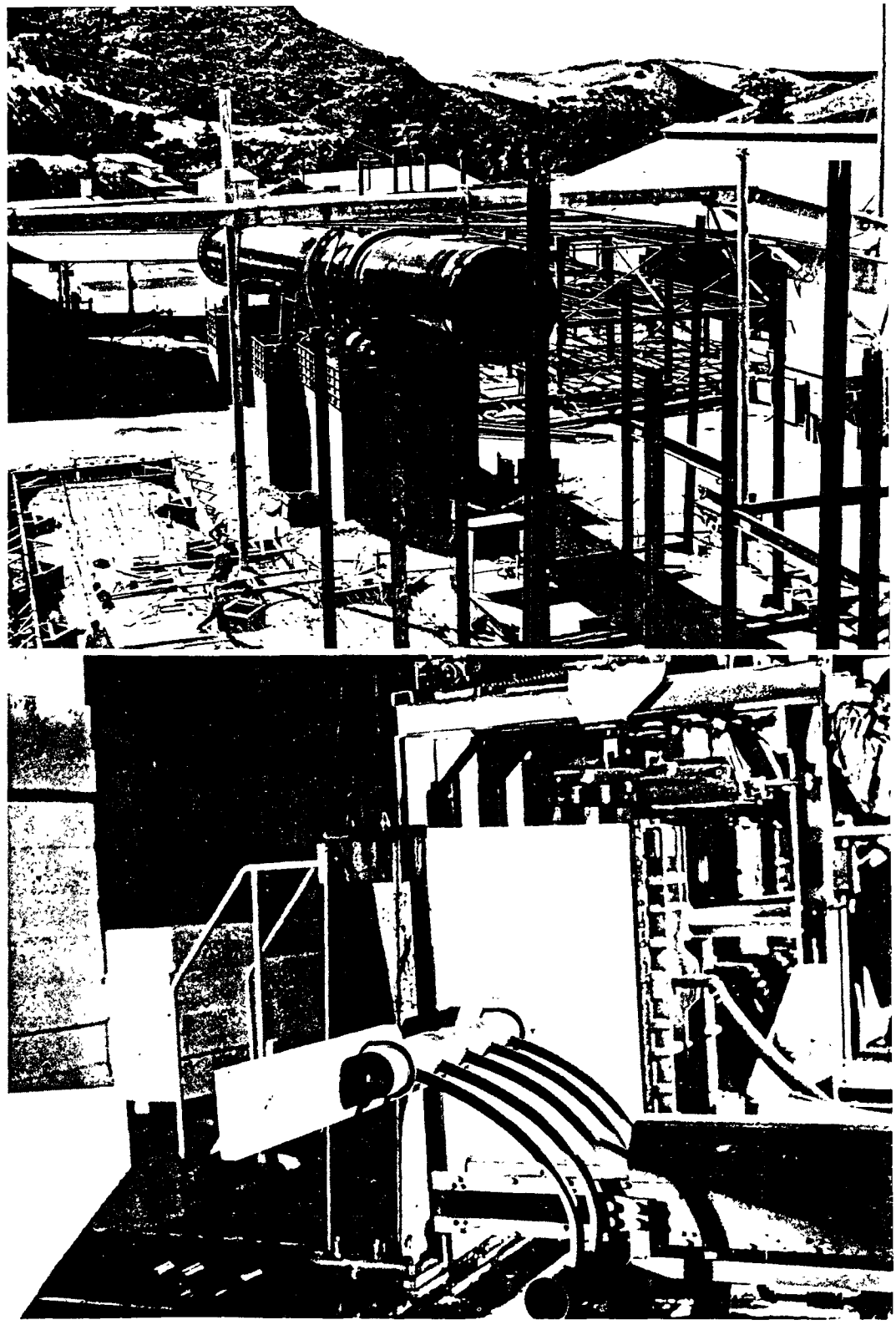
In October, the nation's first cooperative effort by labor, industry, science and government to conduct a health research program for industrial workers was inaugurated at Mount Sinai School of Medicine of the University of New York. Dr. Irving J. Selikoff, Director of Mount Sinai's Environmental Sciences Laboratory, is directing the new activity, which is known as the *Insulation Industry Hygiene Research Program.* (See NEWS/PIC October/November, 1968.)

This research, budgeted at $362,500 for the first year, is being financed jointly by J-M and the International Association of Heat and Frost Insulators and Asbestos Workers.

J-Mers in the new Environmental Control Department made continued progress in programs to protect all J-M people against possible health hazards, and to improve the quality of the air and water used in manufacturing operations and shared with the community.

Expenditures amounting to $1.9 million were approved during the year for 24 engineering projects involving air and water control programs at 20 plant locations.

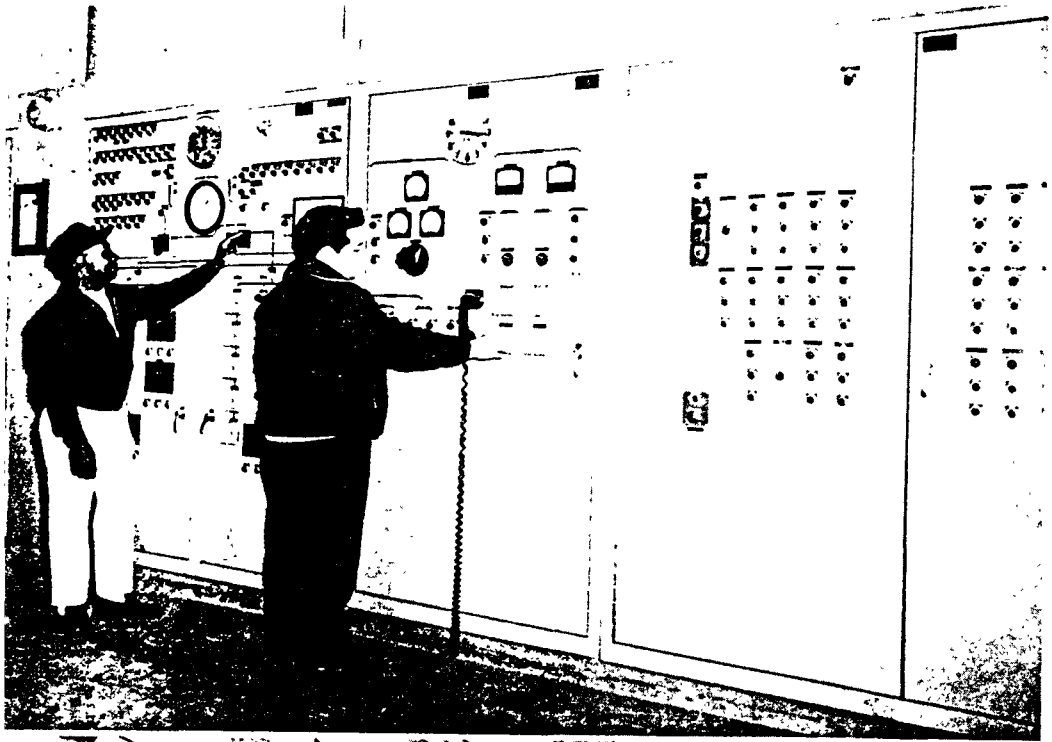
Environmental Control activities included the development of a unique closed rotary filter system that per-

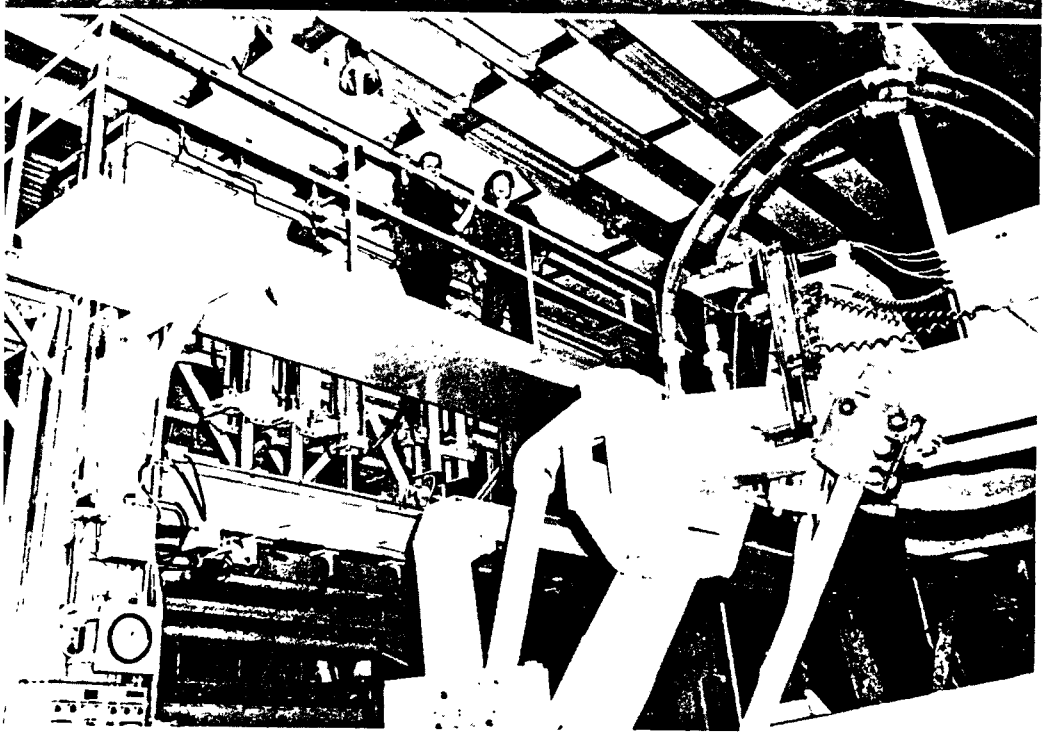


Left: At Jeffrey Mine Jean Marc Lefebvre inspects new 977-foot conveyor belt capable of feeding 10,000 tons of ore per day to Mill 5. Right, above: A section of the new System #7 is installed at Lompoc Celite Plant; Right, below: Zero-Lite operations were expanded in 1968 at the Waukegan Plant.

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mits the continual re-use of industrial process water. The new system, which uses J-M diatomite filter aid products, reduces water demand and eliminates high solid effluent problems. The system has been installed in J-M plants at Natchez, Miss.; Wissembourg, France; Rockdale, Ill.; and North Bay in Canada, and is being made available to other manufacturing industries.

In 1968 J-M paid particular attention to several areas of growing national concern.

Known during all its 111-year history for its concern for safety from fire hazards, J-M placed a new emphasis on this problem last year with its Life Safety program, an intensive information effort to promote effective application of fire safety principles in construction. The program encompasses some 34 products that bear the "Life Safety" label attesting that they meet National Fire Protection Association standards for fire and smoke safety.

In co-operation with community groups and governmental bodies, J-M has participated in several urban renewal and rehabilitation projects. (See NEWS/PIC, January/February, 1969.)

FACING UP TO THE GOOD & THE BAD

Financially, the improved earnings in 1968 were influenced by higher sales volume; a modest improvement in selling prices; cost reduction programs involving new and improved equipment, better utilization of manpower and services, and materials substitution; and a change in depreciation accounting—from accelerated to straight-line, practiced by most American corporations today.

Some of the negative influences on earnings in 1968 were higher wage and salary rates; increased prices of raw materials, supplies and services; higher depreciation costs because of new facilities; added mining cost; increased income and property taxes; and increased expenditures for research, development, engineering and exploration.

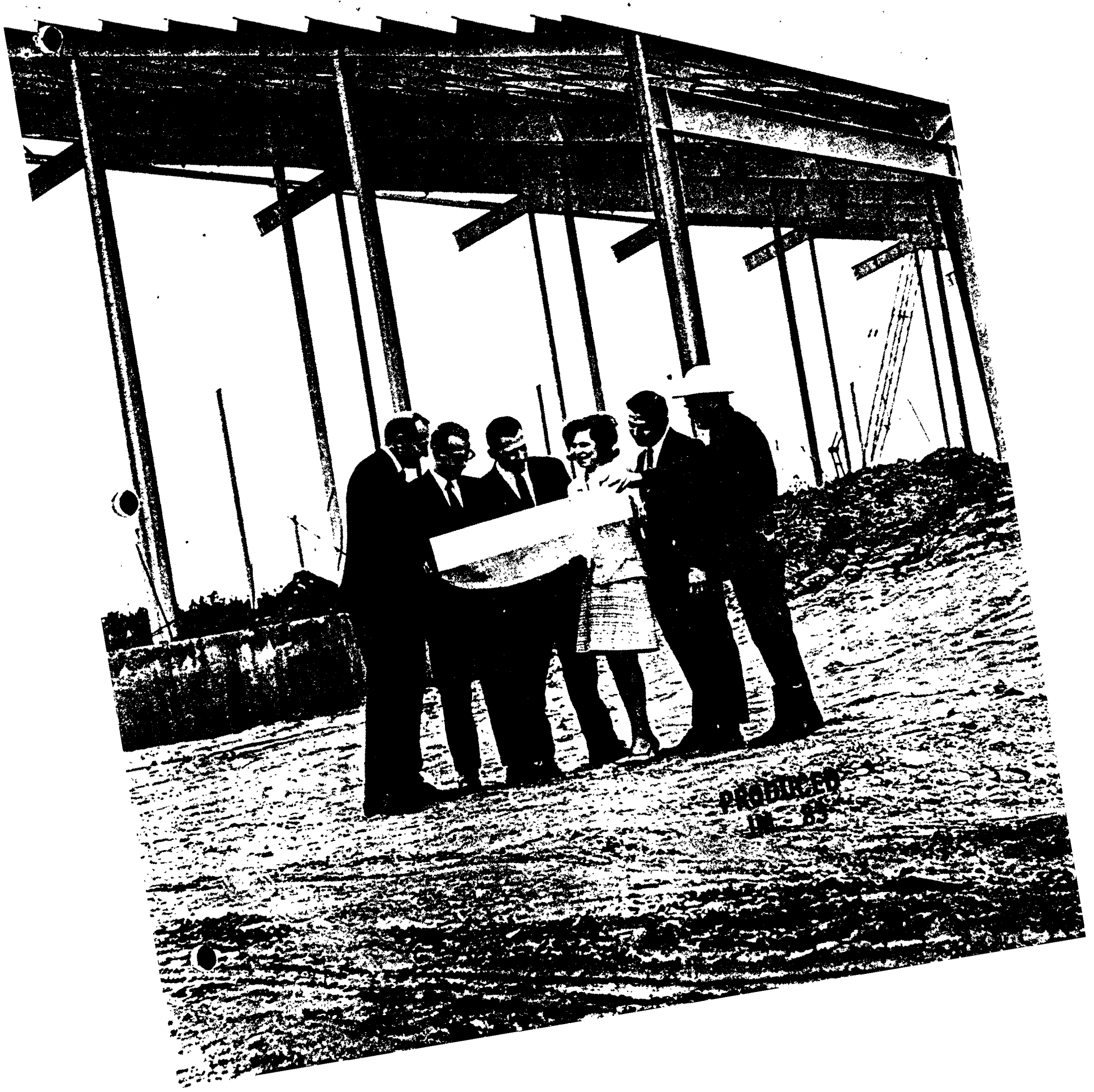
To meet the challenge of '69 every J-Mer must face up to the fact that under today's conditions it takes more sales, more efficient organization and working habits, new products, continual cost reduction, more growth through acquisition and expansion.

Only by meeting this challenge, by keeping Johns-Manville a progressive, growing and profitable company, can we assure the job satisfaction and security that each of us looks to the Company to provide.

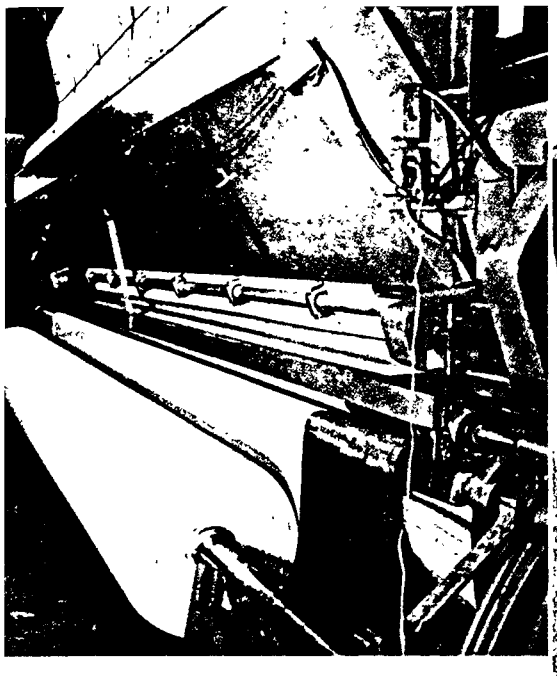
Left, above: Lewis Felix (left) and Harold Miller are among a number of people trained on the job to operate new equipment for production of large diameter Transite Pipe at Stockton Plant. Left, below: Leo Volk (left) and Carl Coon inspect new Stockton equipment. Right: At new Winder Fiber Glass Plant construction site the present J-M staff reviews plans. From Left: Plant Manager Bill Halfhill, Finance Manager Jerry Simpson, Training Engineer Willy Jones, Temporary Secretary Vicky Blakey, Production Superintendent Ed Sand and Resident Engineer Bert Holder.

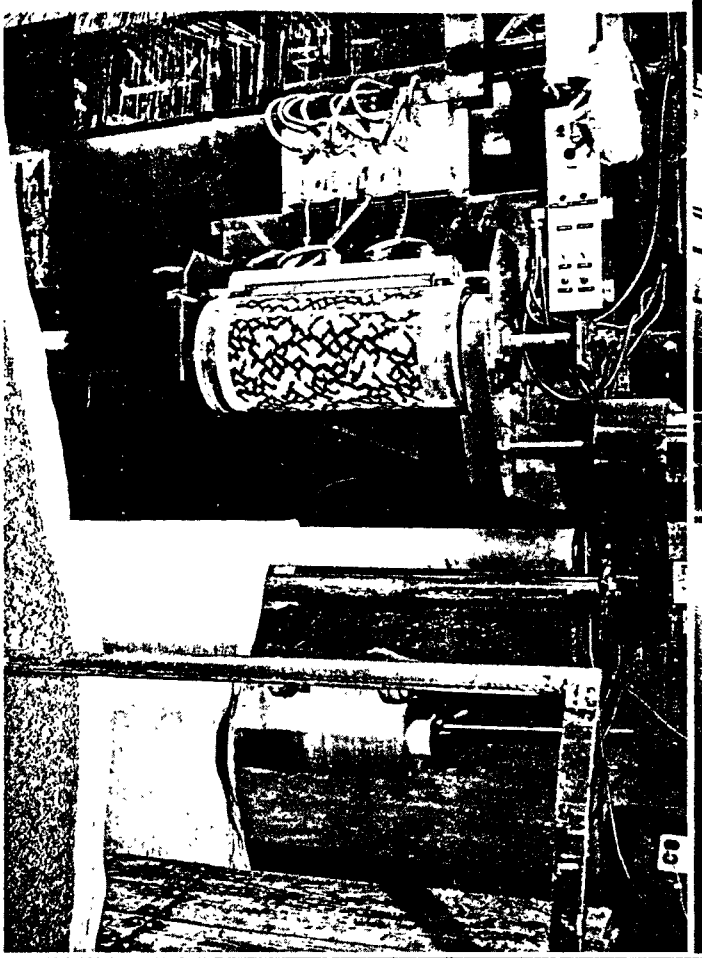
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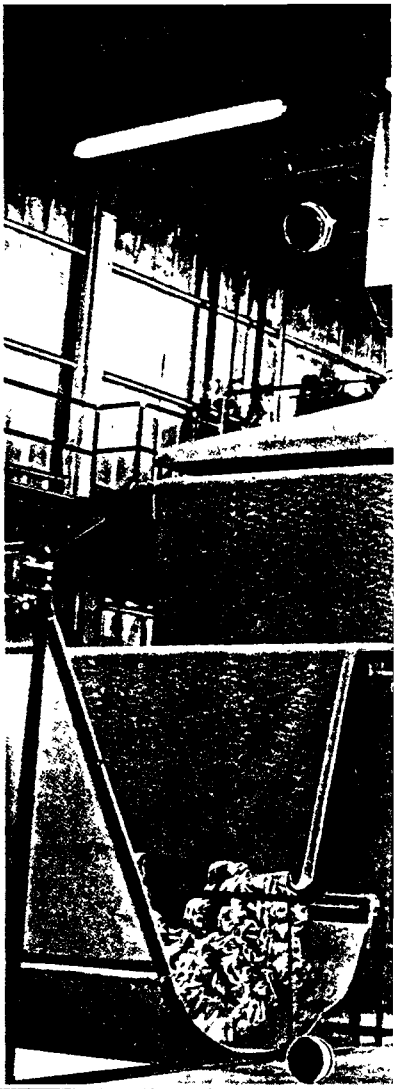
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The principle of tufting a carpet has not changed since Colonial Days, but now thousands of needles work at high speeds to feed the ever-growing market for fine carpets. Today designers utilize new tufting machinery and feature a galaxy of textures, colors and patterns.

An almost infinite number of patterns is possible through the use of electronic guides (small patterned roller in center of photo) which tell the tufting machine the height of each tuft of the carpet pile.

New concepts in carpeting

ON OUR COVER is a brilliant sample of Crown Tuft Carpeting. Photo, taken by Ed Morrison of Advertising & Public Relations, was used exactly as shown on the cover of the J-M 1968 Annual Report to Stockholders.

"Among the year's most important developments was the acquisition of Crown Tuft Carpet, Inc., of Dalton, Georgia. This new business provides Johns-Manville a complete line of indoor and outdoor carpeting for residential and commercial markets and establishes a firm base for profitable participation in the fast growing floor covering industry." —C. B. Burnett.

J-M is selling 17 various quality items in an average of 8 to 10 colors per covering item. West of the Rockies approximately the same lines are being sold, with some variations particularly applicable to the West Coast market.

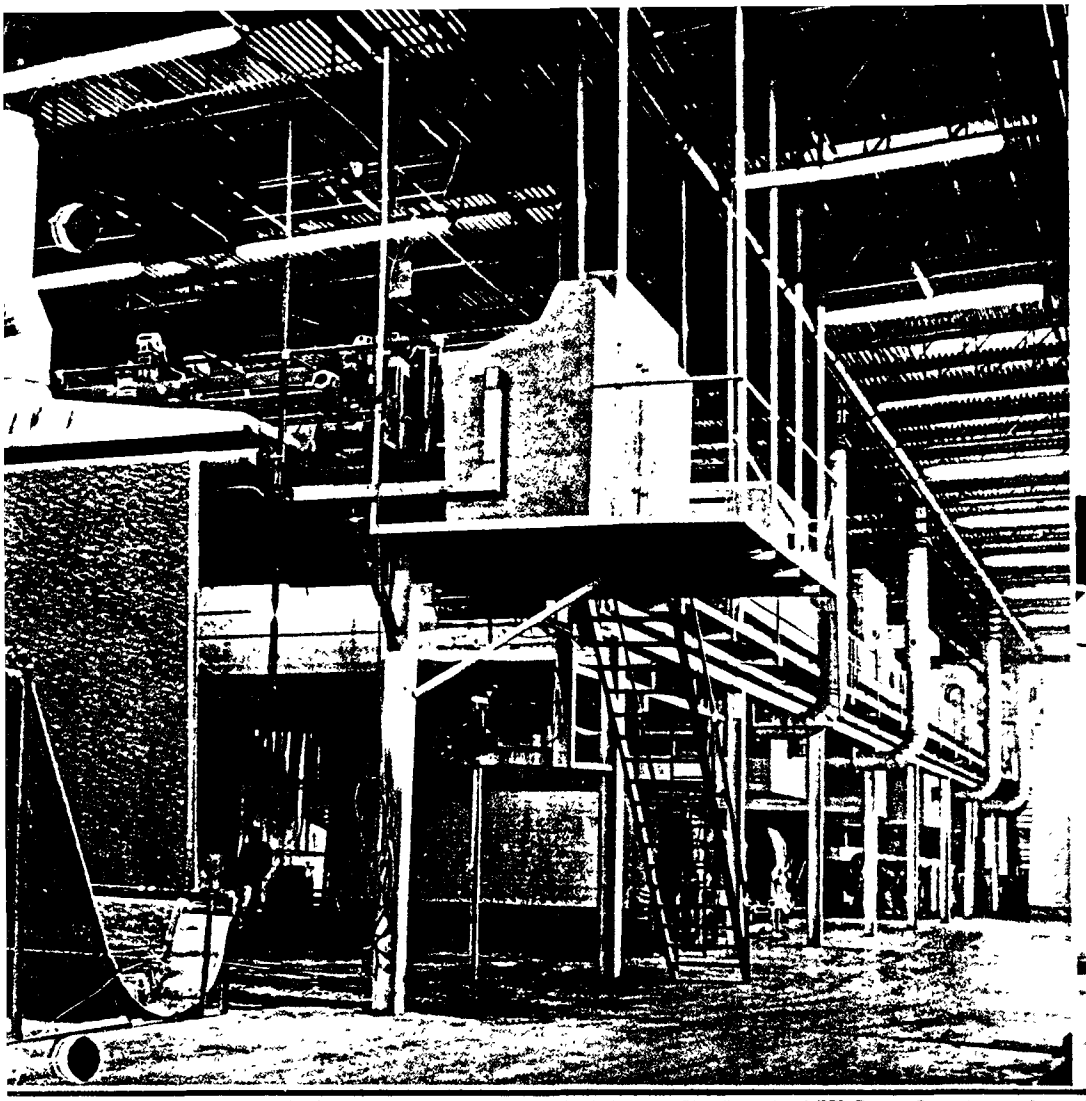
Some of these carpet lines are Beekman Place, Biscayne Boulevard, Cinema I and Cinema II, Country Kitchen and Easy Care kitchen carpeting, In/Outdoor Carpeting and Telegraph Hill.

An Employee Purchasing Plan is being written up for J-Mers for future publication. The carpeting ranges from a retail price of approximately $5.50 per square yard up to $10.95 per square yard.

"We'll be promoting the new benefits and advantages of our carpet line," Joe Kindregan, Operations Manager for Building and Flooring Materials Divisions, said in an interview conducted by *Modern Floor Coverings* magazine. "We're revamping our tile production to bring more advanced tile design into the market place. The people we sell to," he continued, "need total product support because their customers—both the consumer and the contractor—need total product support. By going into carpeting we're living up to our major responsibility as vendors. The growth in both non-residential and residential construction that's going to hit this country starting in '69 or '70 as a result of new family formations will, I think, assure growth opportunities for both resilient and carpet materials."

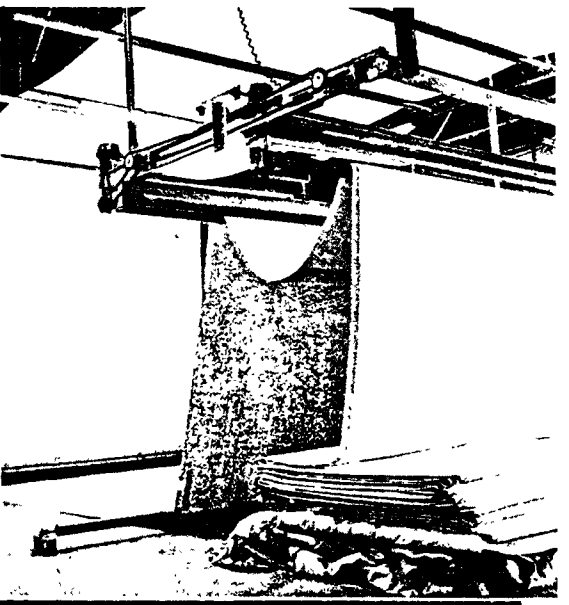
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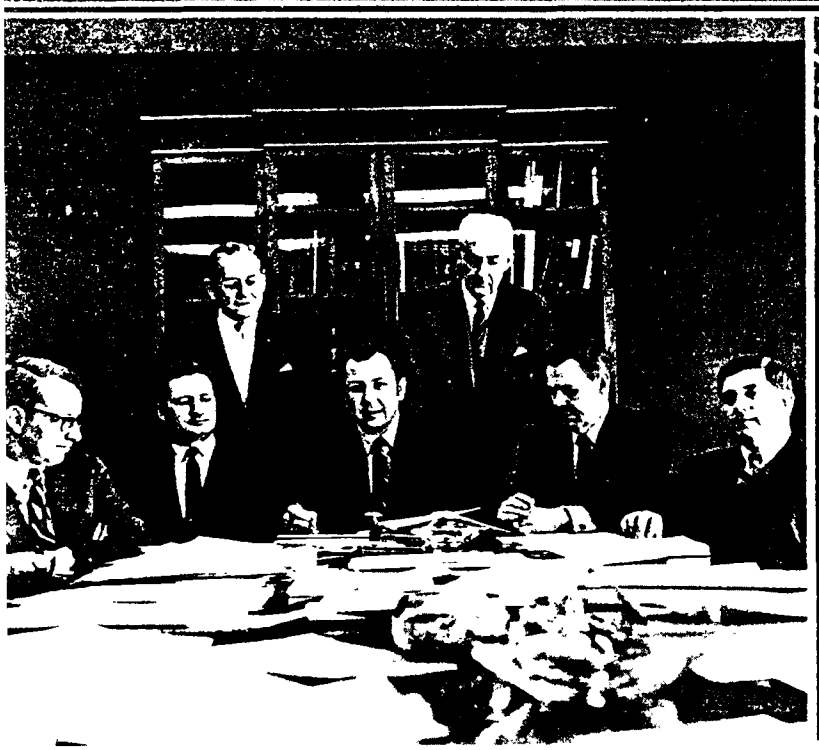
J-M News Pictorial, 1969, March 1969 (the scan ends with pages repeated from April 1969)
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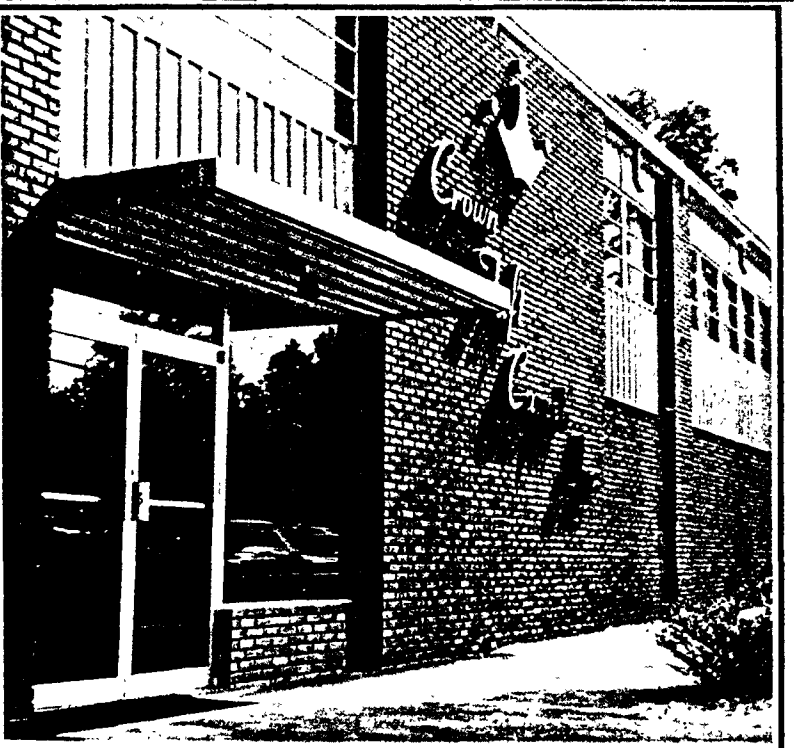


As shown here, this tremendous machine handles the backing job with ease and perfection. At the same time the carpet is entering the backing machine, the secondary backing also enters. Latex, the magical bonding material, also is entering the machine.

The finished carpet is shown here leaving the latex machine where it has received a latex backing, a secondary backing, and has been trimmed. It is again carefully inspected and put onto rolls.





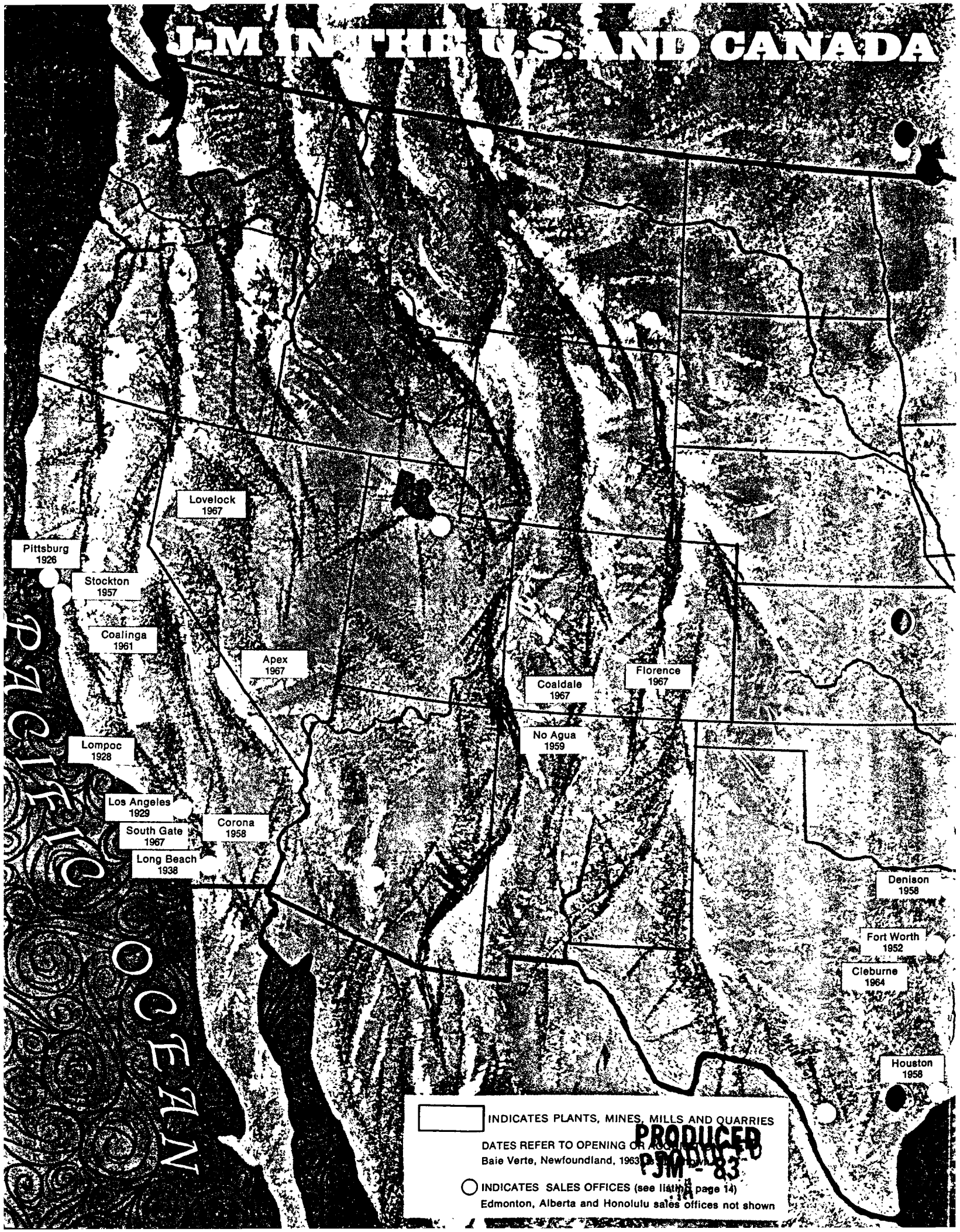


Signing the agreements for the acquisition of Crown Tuft by J-M are (from left) Joseph J. Cohen of D,P&W; James C. Barveri, Crown Tuft Vice President; Vice President Herbert Morton Ball, J-M General Counsel & Secretary; Arthur B. Lauman, Crown Tuft President; William D. Tucker, Jr., of D,P&W; Paul H. Chance, Crown Tuft Secretary-Treasurer; and E. Michael Masinter, of Hansell, Post, Branden & Dorsey, Atlanta, Crown Tuft Legal Counsel. Right photo: The attractive entrance to the Crown Tuft factory in Dalton, Ga., where nearly 200 new J-Mers are employed.

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J-M THROUGHOUT THE WORLD

U. S. and Canada Plants

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

Sales Offices

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

Mines & Quarries

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

International Plants

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

Sales Offices

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

Mines

‡Lake Myvatn, Iceland
‡Santa Catarina, Mexico

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

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Research and Engineering Center, near Manville, New Jersey
Fiber Glass Research Center, Waterville, Ohio

J-M News Pictorial, 1969, March 1969 (the scan ends with pages repeated from April 1969)
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Arthur C. Smith



W. L. VanDerbeek



Fred L. Pundsack



Henry N. Bates

CHANGES TO MEET GROWTH

FOLLOWING APPROVAL by the Board of Directors, C. B. Burnett, J-M President and Chief Executive Officer, announced in late January the realignment of top management in research, development, engineering and administrative services and the election of two new corporate vice presidents.

Arthur C. Smith, Vice President for Research, Development and Engineering since June, 1964, has been named to the newly-created post of Vice President for Corporate Growth and Development. Mr. Smith has been a Director of J-M since May, 1967. His responsibilities include long range growth planning, acquisitions, new business development, patent services and sale or purchase of processes and products.

Fred L. Pundsack has been elected to the position of Vice President for Research and Development. He had been Director of Division and Corporate Research and Development since January, 1967. Since joining J-M in 1952, Dr. Pundsack has made significant fundamental studies on the properties of asbestos and silica and is a recognized authority in these fields.

William L. VanDerbeek has been named Vice President for Production and Engineering. He has served as General Manager of the Company's Fiber Glass Division since 1964 and was elected Vice President for Production in March, 1968, assuming overall responsibility for J-M manufacturing operations worldwide.

Messrs. Smith, Pundsack and VanDerbeek will maintain their headquarters at the Research, Development and Engineering Center at Finderne, N. J.

Henry N. Bates has been elected Vice President for Administrative Services. He had been Director of Administrative Services since August, 1957, and a Vice President of J-M subsidiary companies, with duties within the Office of the President. Mr. Bates was appointed Director of Production Planning and Scheduling at New York in 1944, and in 1948 he was named Assistant to the Vice President and Assistant to the Chairman of the Board.

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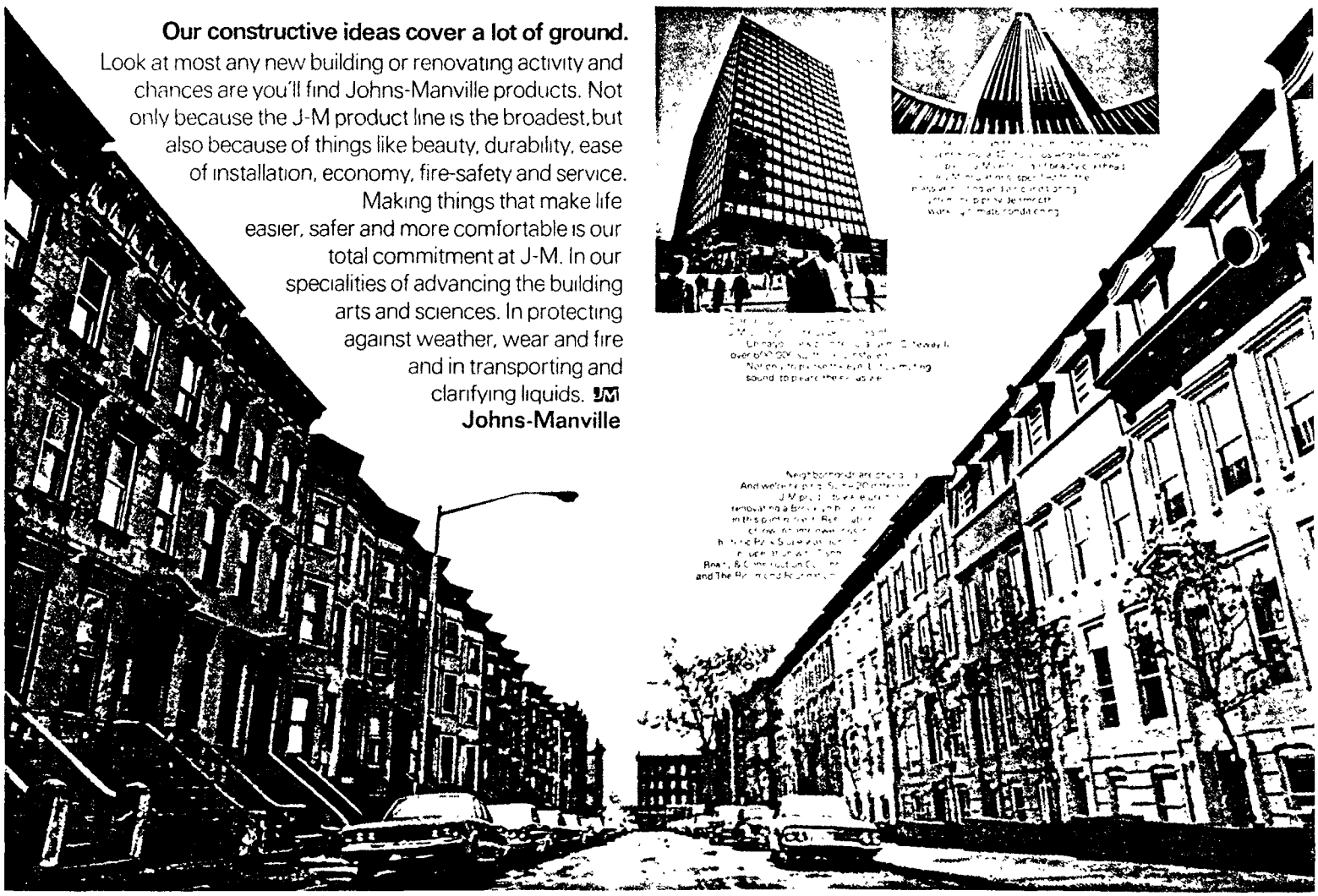
J-M TELLS IT LIKE IT IS

AT J-M, THE COMMITMENT to people is traditional. Betterment . . . new ideas, new techniques and new materials to make life safer, easier and more comfortable . . . a total commitment to people.

Controlling temperature, sound and motion. Protecting against fire and the elements. Transporting and clarifying liquids. Advancing the building arts and sciences. This is the J-M thing—the way we have been making good our commitment for 111 years.

While this central theme runs through the life of our business year after year, we are constantly developing new products, some scientifically spectacular, and finding good new uses for long established products to meet the needs of an ever-changing world.

Now, with a full-color series of advertisements, the biggest corporate advertising campaign in J-M history, J-M is telling it like it is in 1969. The advertisements—10 of them in all—will appear



Pictured on pages 16-18 are six of the J-M ads which show the roles J-M people and products play in bettering the life of young and old.

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We offer a sound approach to ceiling problems

Johns-Manville





We can improve your liquid assets

By helping clear up water and other liquids by protecting their temperature, by making them easily flow from pipe to pipe. These are just a few ways John Manville products and services help improve the environment. Manufacturing products used for air conditioning, building insulation, pollution control and other purposes. Improving the weather indoors and out. Helping to clarify and purify liquids. And advancing the building arts and sciences.

Johns-Manville



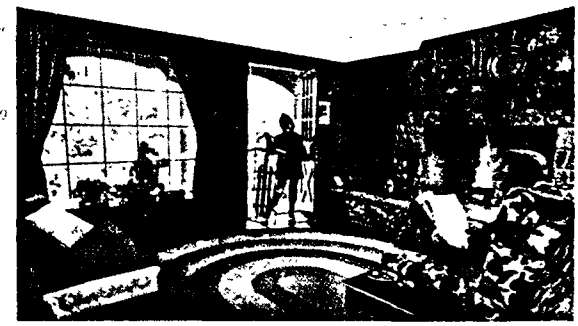


We help you make yourself comfortable.

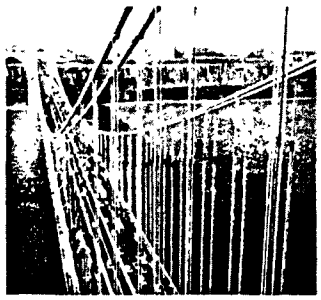
Wherever you eat, drink, work or recreate, you're going to be right at home. Being comfortable has been our business since 1858. And at Johns Manville we keep doing our best to make it more so. Creating special products that do special things for you. And do them well.

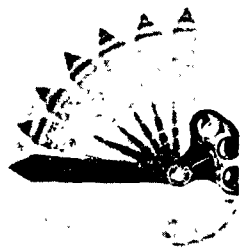
Helping make your life easier, more comfortable and safer is our total commitment at J-M. In our specialties of controlling indoor temperature and sound. In protecting against fire, weather and wear. In transporting and clarifying liquids. And in advancing the building arts and sciences.

Johns-Manville

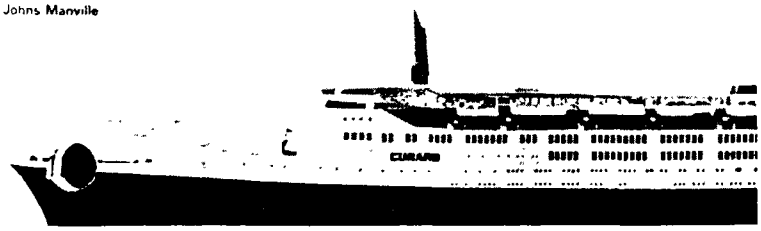


We provide you with more travel assurance





Johns Manville



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throughout the year in two major national magazines—Newsweek and Business Week. Their combined circulation exceeds 2½ million people.

This collection of ads presents a picture essay on important topical projects in which J-M people and J-M products are playing important roles.

Briefly, here is the main theme of each of the first six ads in the series:

- Our constructive ideas cover a lot of ground. There are many important J-M products being used in new homes, urban renewal projects and for skyscrapers being built by business and industry.
- We help you make yourself comfortable. Whether at home, work or relaxing on a night out, J-M has products which keep you cool or warm.
- We offer a sound approach to ceiling problems. This ad calls attention to our uncanny ability to control sound with handsome ceiling systems.
- We can improve your liquid assets by helping clear up water and other liquids, by protecting their temperature and by moving them easily from place to place.
- Our insulations go anywhere to solve problems. Whether it's protecting astronauts on their historic voyages to the moon or a short helicopter run, J-M insulation products are put to work making travelers more comfortable.
- We provide you with more travel assurance. On highways, railroads and high seas, J-M's special products make the trip safer, more comfortable and convenient.

These messages emphasize our diversity and continued growth over the past century. Behind the message is the fact that J-M is one of the world's foremost producers of construction materials, industrial products, pipe and insulations; a leading miner of asbestos, diatomite, perlite and gypsum; and a major producer of fiber glass for insulations and reinforced plastics.

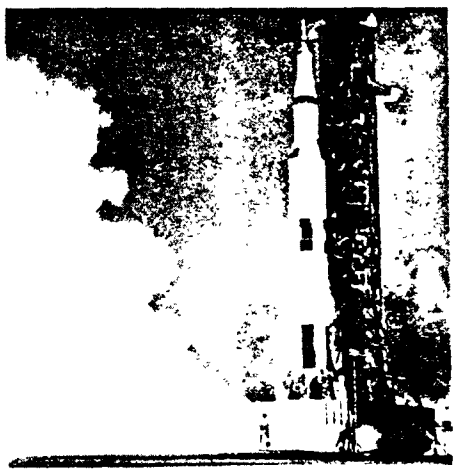
Our commitment is worldwide in that we serve people in six continents. And it takes 22,000 of us working with imagination and dedication to fulfill the commitment to make tomorrow a little bit better. This is how it is at J-M. And the current advertisements will help tell others the J-M story like it is.

Our insulations go anywhere to solve problems.

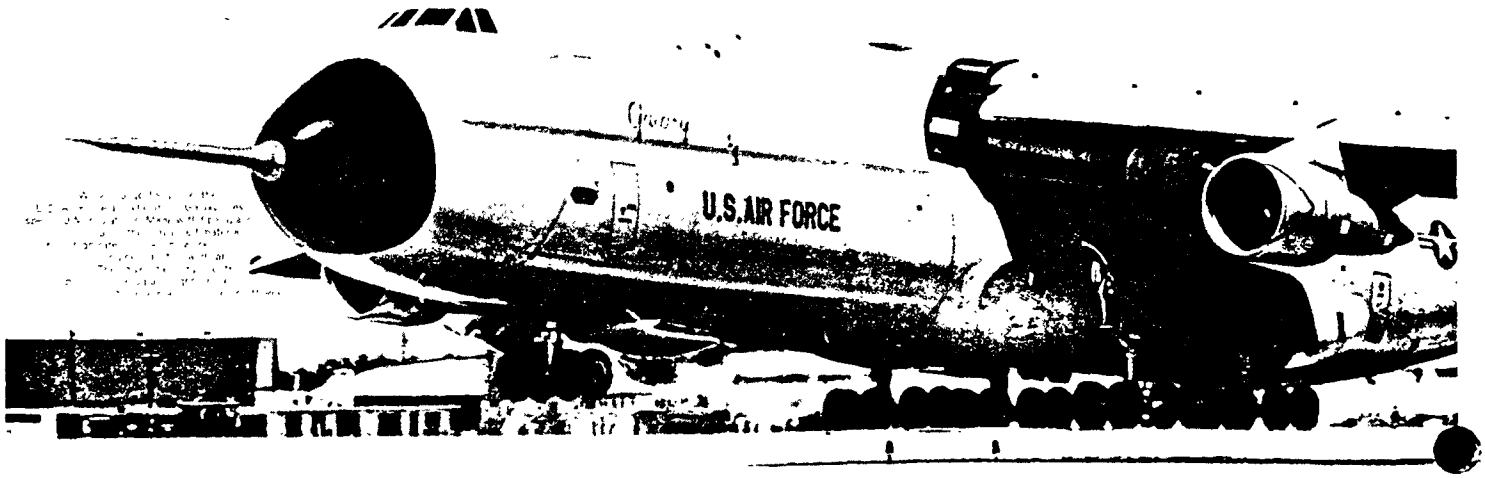
Some Johns-Manville insulation products are really tak ng off To help protect astronauts' flights to the moon And to give you more comfort on somewhat shorter flights.

Helping make life easier, more pleasant and safer is our total commitment at J-M. In our specialities of controlling temperature, motion and sound. In protecting against fire weather and wear In transporting and clarifying liquids And in advancing the building arts and sciences JM

Johns-Manville







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NEWS MAKERS

1





2

The Inaugural Committee
requests the honor of your presence
to attend and participate in the Inauguration of
Richard Milhous Nixon
as President of the United States of America
and
Spiro Theodore Agnew
as Vice President of the United States of America
on Monday the twentieth of January
one thousand nine hundred and sixty-nine
in the City of Washington

J. Willard Marriott
Chairman

3



1

Celite General Manager Perry Martinson (below) is serving as 1968-69 President of the Perlite Institute, Inc., and Tom Jackson, Jr., Product Group Manager-Celite Dept., is immediate Past President and a member of the Board of Directors for the National Swimming Pool Institute.

2

Harry D. Cary, of the Research Center in Finderne, N. J., and his wife received the above invitation to the Inauguration Ceremonies in Washington, D. C. They also attended the Inaugural Ball. Three other Center J-Mers received invitations but were unable to attend—Mrs. Helen Apgar, Ted Bogosian and Paul Mihaly.

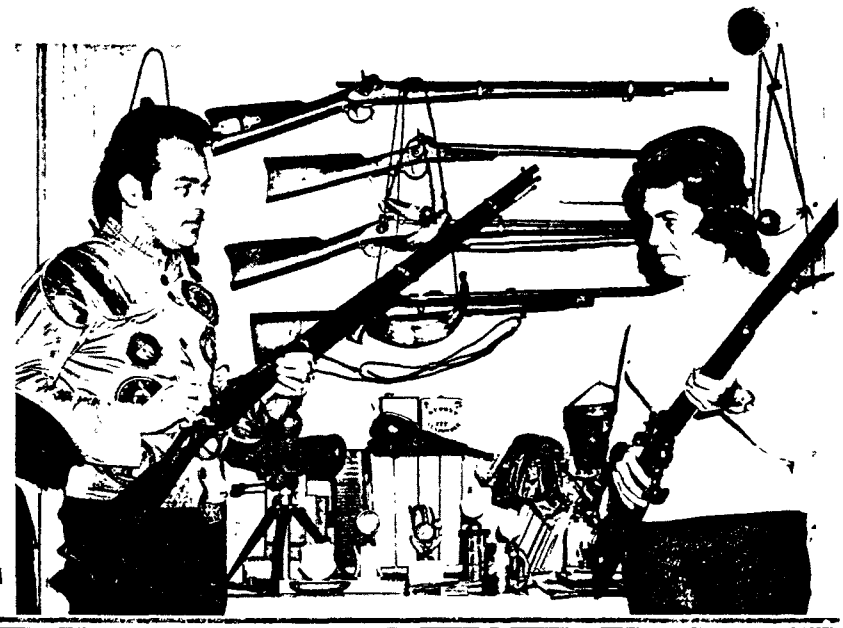
3

Frank J. Good (right), Phoenix District Engineer, breeds, raises, trains and shows Morgan horses. He founded the Morgan Horse Association of Arizona in 1961 and was its president three different years thereafter. Linda McKim of Glendale, Ariz., is astride Frenson, one of Frank's horses that is recognized as one of the outstanding American Morgan Horse stallions in halter, performance and as a stud. He is in an average of 25 shows a year in six southwest states. Frenson, six years old, has never been defeated by an Arizona Morgan and has been defeated only six times by other Morgans, Saddle Breds or Arabians throughout the country.

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NEWS MAKERS



1



2



3

1

There is a right way and a wrong way to handle firearms. On weekends, you'll find Billerica Press Operator Paul Arcand and wife Joyce using them the right way on the shooting range. They collect and use Civil War muskets. Paul and Joyce have competed throughout New England in muzzle loading shoots. Paul's collection, pictured here, includes seven muzzle loaders. Because of the number of trophies and medals both Paul and Joyce have been winning, they are planning to add another room to the house.

2

Gordon Read, Director of Far East Operations for J-M, addresses TKBS employees through interpreter Mrs. Fumiko Ieta. Mr. Read was on hand as TKBS celebrated its 45th anniversary as a J-M distributor. Mrs. Yae Fukuoka and Mrs. Gordon Read stand to the right. Photo of Hajime Fukuoka, founder of TKBS, is on the wall behind Mr. Read.

3

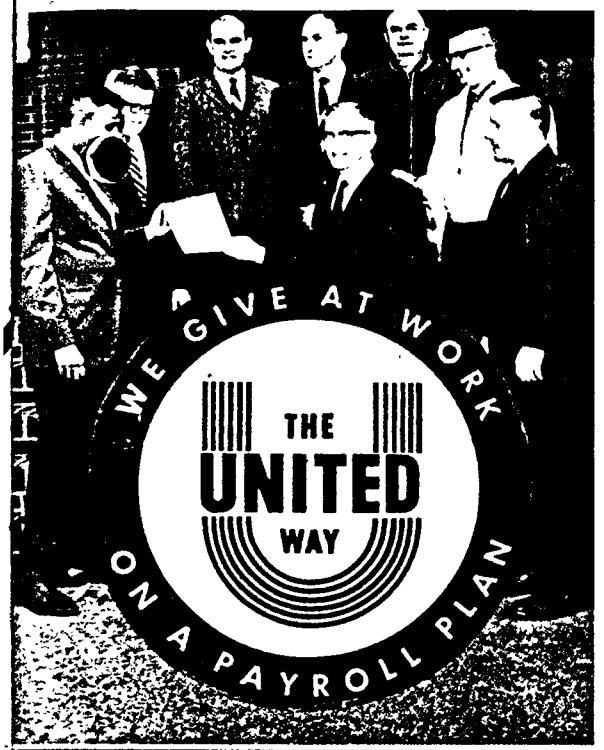
Joseph Patero, Planning and Scheduling, Packings and Friction Materials Plant, has been elected the mayor of Manville. Joe joined J-M in 1950, served in the Army until 1954, and returned to J-M in 1954 in the Moulded Packings Dept. He was transferred to the Salary Payroll to work in Planning and Scheduling in 1960. Joe won the election by some 554 votes.

4

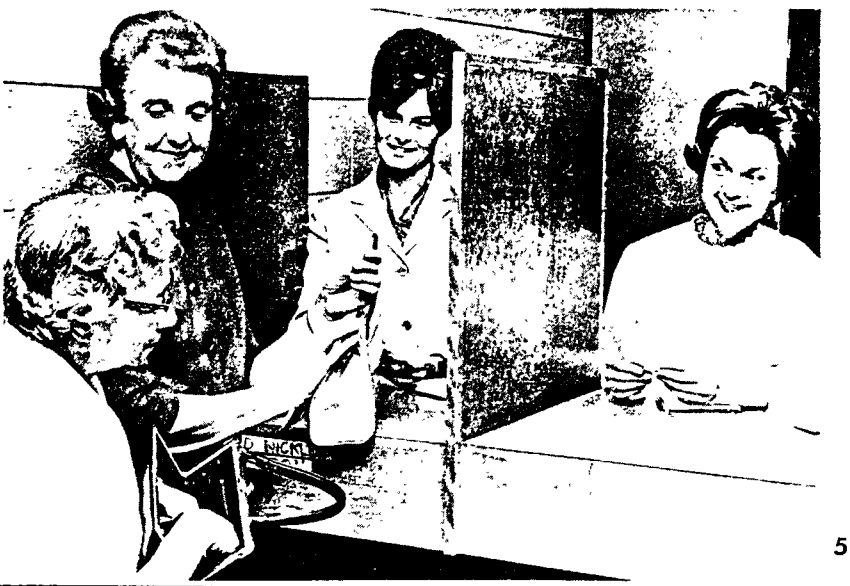
J-M United Fund co-chairmen at Manville Gaston Gray (left) and John Anderson (right) receive appreciation award from Walter C. Haulenbeek of the United Fund for having surpassed their goals. Participating we[illegible] Pipe, Flooring and Industrial Insulations Plants. Stand-

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4



5



7



6

ing left to right in back row are Robert Kizis, William Schneekloth, Walter Patten, Stan Polonko and John Ballent.

5

Mrs. Wayne Whitaker (second from right), wife of J-M B & FM Salesman for S. Colo., N. M. and parts of Tex., is chairlady of the Pueblo Service League travelogue program in Denver. Here, Mrs. Whitaker gives tickets to other league members for travelogue shows, a film presentation showing different parts of the world. Proceeds go for local community needs. League members (there are more than 100) devote time to 10 other community projects.

6

Allenople Electrician Bill Gibson is particularly proud of his son, Fred, currently on military leave of absence from J-M, who distinguished himself by outstanding meritorious service in connection with ground operations against a hostile force in Vietnam. Fred proudly displays the medal he received. Bill and Fred represent second and third generations of the Gibson family to work at J-M.

7

G. A. Hall, Prod. Mgr. Bldg. Materials, Canadian Johns-Manville (left), and Stuart Frost of Frost Fernandez Assoc., Ltd., received Peter Barott Award from Norman McMurrich, Pres., Royal Architectural Inst., for excellence in design and quality of building product literature. The winning 80-page comprehensive binder describes applications of asbestos-cement sheets and panels for commercial and industrial exterior walls. Frost Fernandez was technical consultant.

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ASSIGNMENTS



TOM H. EATON has been appointed to the new position of Assistant to the Vice President for Industrial Divisions. Mr. Eaton, a Vice President of the Johns-Manville Products Corp., has established many production records and has contributed greatly to the reorganization of the Industrial Insulations Division. He joined J-M as a Chemist at Manville in 1934, and has held various production and plant manager positions. He has been General Manager of the Fiber Glass Division, and was Production Manager of Industrial Insulations until Jan. 1, 1969.



BUILDING & FLOORING MATERIALS DIVISIONS
Division Headquarters
JOHN Q. TRICE to Manager for Long Range Planning.



INDUSTRIAL INSULATIONS DIVISION
New York
JAMES HUFFINE to Eastern Area Sales Manager, Equipment Insulations Sales Department.



Hayward Plant
G. R. (GIL) TRUDELL to West Coast District Sales Manager.



Dayton, Ohio
WILLIAM SAMBERG to Central Area Sales Manager, Equipment Insulations Sales Department.



OFFICE OF THE PRESIDENT
New York
FRED L. PAGE to Assistant to the President.



CANADIAN PRODUCTS DIVISION
Asbestos Plant
FRANK J. DAVIDSON to Finance Supervisor.



INTERNATIONAL DIVISION
Beirut Office
MARWAN FADLI to Assistant Manager, Middle East.



RESEARCH, DEVELOPMENT & ENGINEERING
Finderne
GRAHAM BINFORD to Production Supervisor, ACE Products.



JOHN J. KOSELEK to Supervisor—Erection, Repair & Design.



PACKINGS & FRICTION MATERIALS DIVISION
Division Headquarters
CURTIS P. WRIGHT to Staff Engineer, Spillguard.



NICK FRATANTUONO to Inspector, Environmental Control.



RAYMOND PRAYAL to Industrial Analysis Senior.



PIPE DIVISION
Los Angeles District
JOHN P. WILSON to Western Regional Manager.



LLOYD W. JENSSEN to Supervisor, Design Section, Plant Engineering.



MANVILLE WILLIAMS to Production Planning & Scheduling Supervisor.



RAY W. SMITH to District Sales Manager.



WILLIAM R. RANDOLPH to Specialist, Packings & Friction Materials.



FIBER GLASS DIVISION
Waterville Plant 01
M. WAYNE GRUBB to Quality Control Supervisor.



San Francisco Office
J. R. ANKLAM to Assistant District Sales Manager.

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ANNOUNCEMENTS

RETIREMENTS—March 1

ARMAND BOISLARD, Jeffrey Mine
JOHN L. COWDREY, Jeffrey Mine
JOHN KAMINSKI, Manville Plant
JOSEPH PATRICK, Manville Plant
EMIL J. POLTORAK, Finderne
JAMES REEVES, Madison Plant
FOSTER THOMPSON, Long Beach Plant
WILFRID TOURIGNY, Jeffrey Mine
FRED E. WOLLERT, Waukegan Plant

RETIREMENT—December 1, 1968

H. EARL VARNER, Pittsburg Plant

OTHER RETIREMENTS

ANSLEM M. ANDRE, Jarratt Plant
FRANK HAUSER, Waukegan Plant
EDWARD HERZOG, Waukegan Plant
RICHARD R. MARSHALL, Parkersburg Plant
NORMAN D. MEDLIN, Marshville Plant
JOHN MENZAK, Manville Plant
HOWARD TURNER, Waukegan Plant

IN MEMORIAM

JOSEPH ZAVASKY, Waukegan Plant, November 26
ARTHUR W. KNIGHT, Los Angeles District, November 27
ROBERT T. McMANEUS, Atlanta Office, December 25
ELIZABETH VANSTEENBERGH, GHQ Nurse, December 25
GEORGE YEAGER, Manville Plant, December 27
MIKE BARANOVIC, Waukegan Plant, January 1
LOUIS PHILIPPE PELLERIN, Jeffrey Mine, January 2
ARTHUR PICHE, Asbestos Plant, January 2
ANTHONY IMPELLIZERI, SR., Manville Plant, January 4
JOHN D. MACDONALD, Manville Plant, January 5
LUCIEN GAGNE, Jeffrey Mine, January 8
BRUNO ALLIE, Jeffrey Mine, January 10
EMILE LABBE, Jeffrey Mine, January 11
CHARLES R. YOUNG, Jeffrey Mine, January 11
WILLIS KAUFMAN, Long Beach Plant, January 15
DONALD ABRAMS, Manville Plant, January 18
LOUIS MARINELLI, Manville Plant, January 19
CLARA PINARCHICK, Manville Plant, January 23
JOHN GETSY, Manville Plant, January 24

BENEFITS

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

Question: If a person wants to take early retirement can the Company refuse to grant it?

Answer: No. All the Company might ask is that a reasonable amount of advance notice be given by the employee.

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."

NEWS/PIC

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

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Manager of Art and Production: Charles W. Zendler

Director of Public Relations: William P. Raines

Contributing Correspondents

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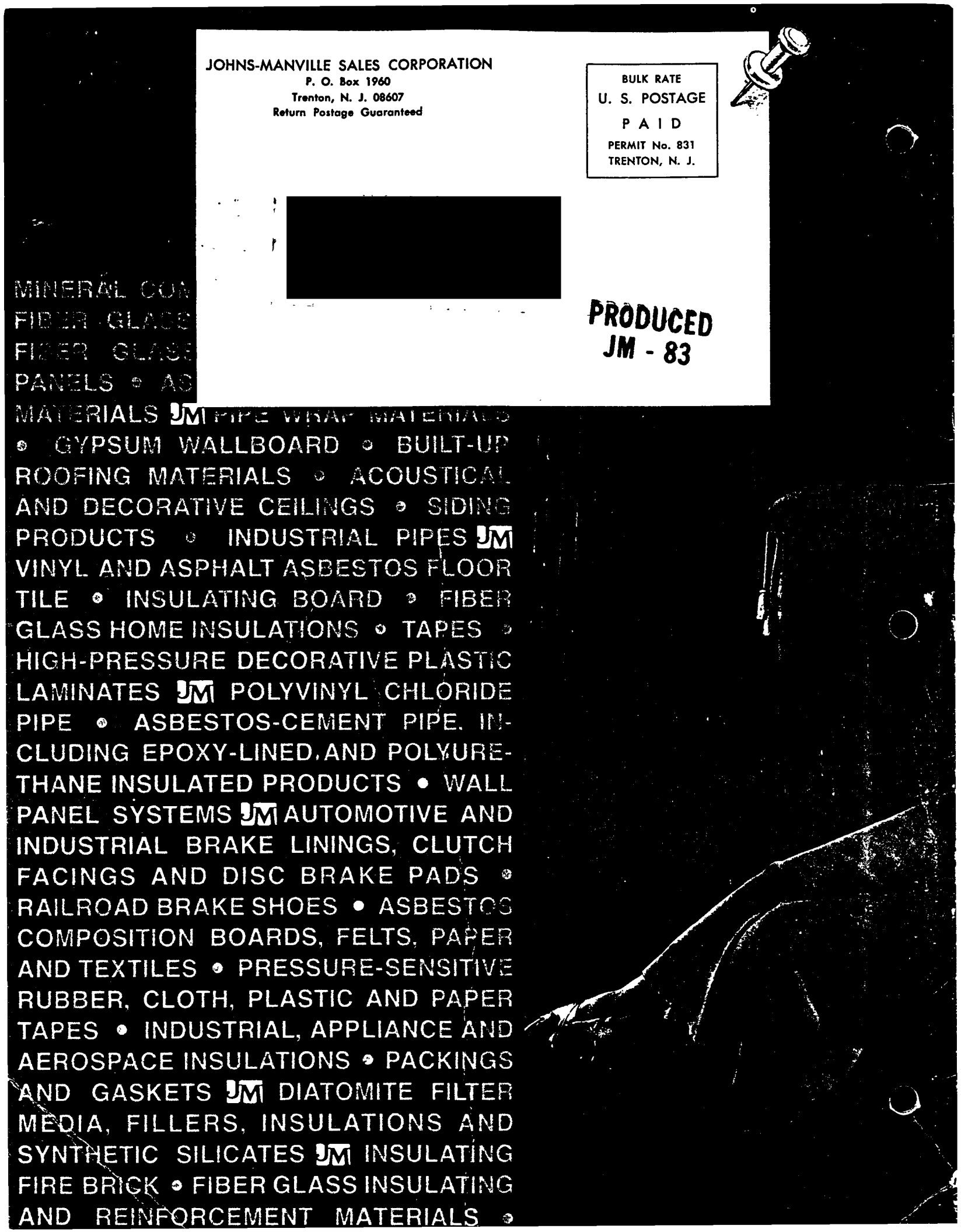
Contributing Illustrators

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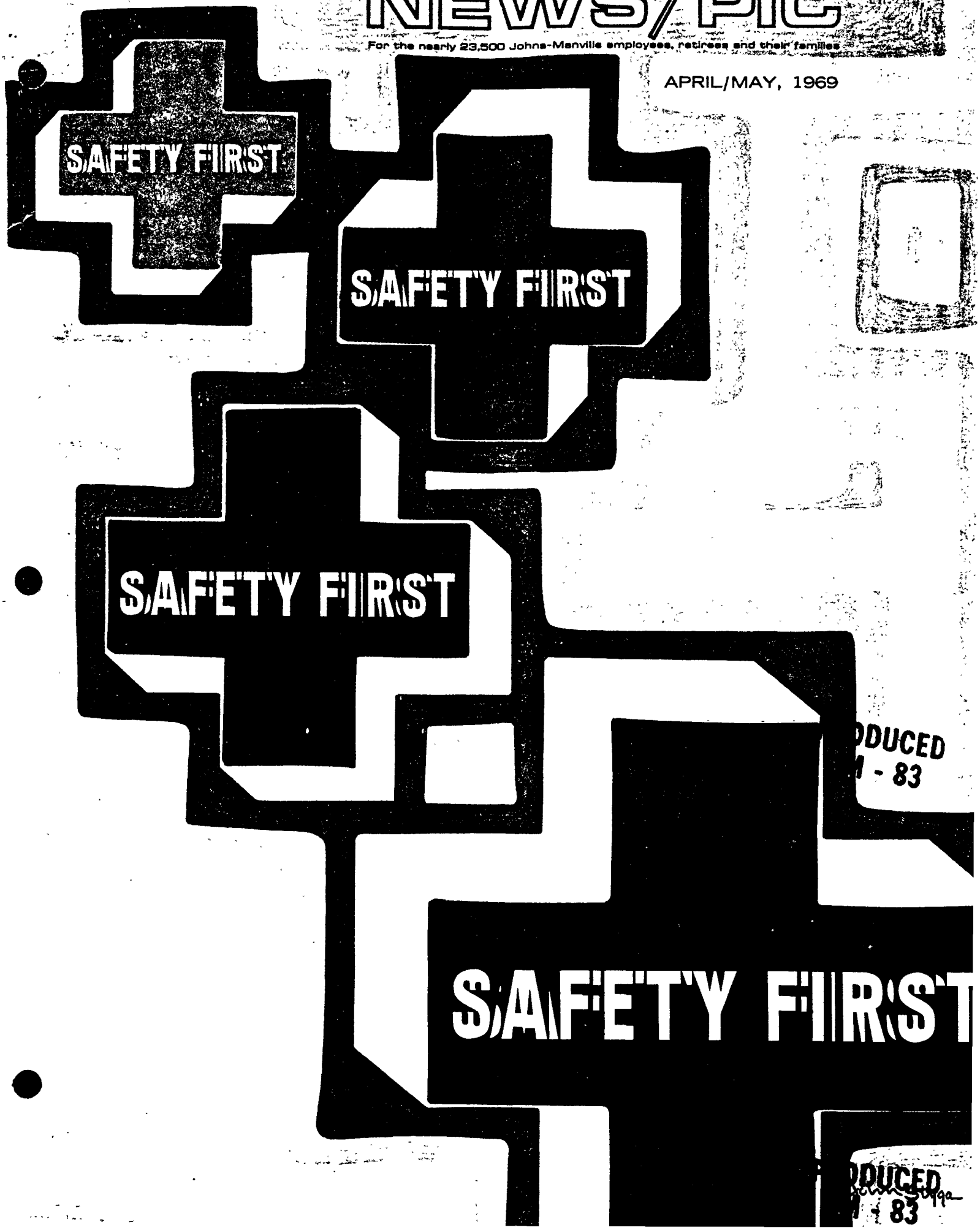


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NEWS/PIC

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

APRIL/MAY, 1969



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SAFETY FIRST

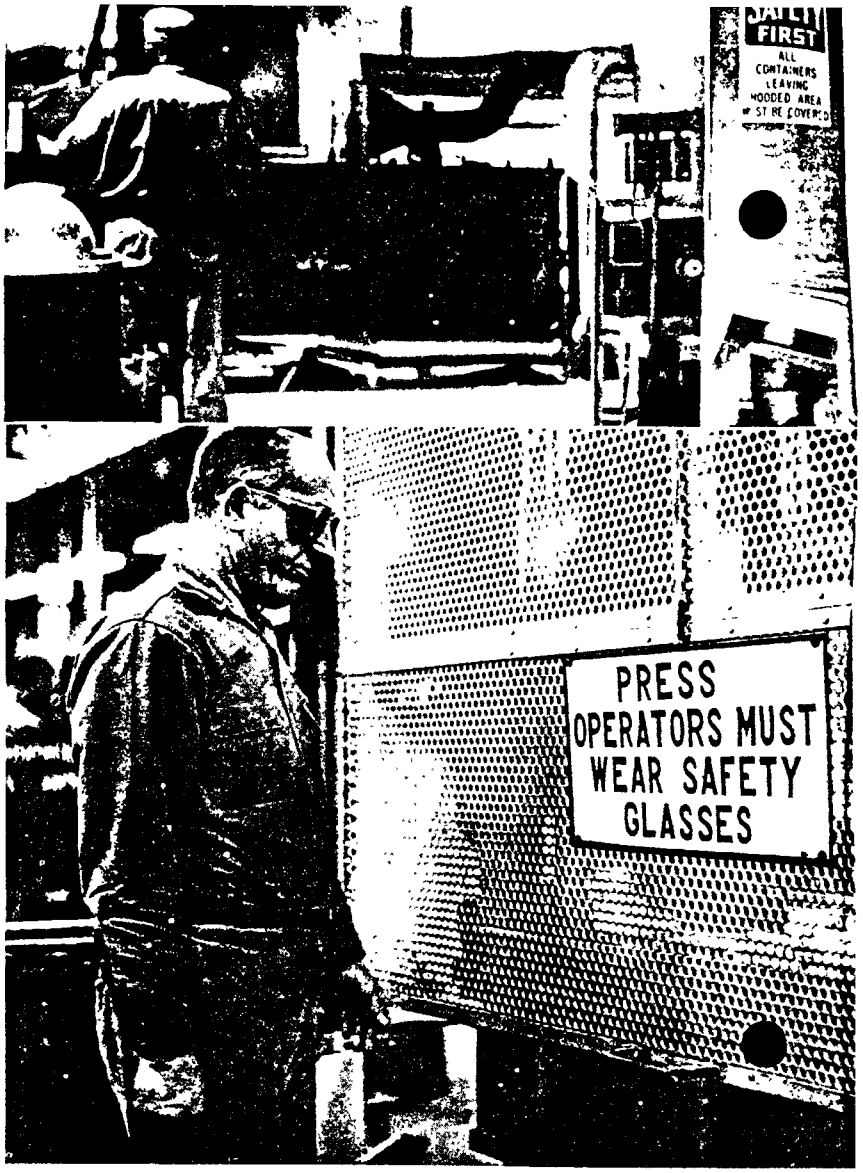
MANVILLE INDUSTRIAL Insulations Plant achieved the highest Johns-Manville Safety Rating in 1968 by working 2,482,205 manhours without a disabling injury or loss of manhours since Sept. 3, 1966. This outstanding performance by the 500 J-M people in the plant got them a +24.83 J-M Safety Rating based on a formula that considers the number of people working at the location, the amount of lost working time and the frequency and the severity of injuries.

For their achievement, these 500 J-Mers were guests at two banquets on March 27, (two given so as to include those on all shifts) where they watched Plant Manager A. W. Jung and Union President Marshall Smith receive on their behalf the 1968 President's Trophy from W. L. VanDerbeek, Senior Vice President for Production and Engineering.

The Manville I.I. Plant produces high temperature insulations for the Aerospace program, Thermobestos®, Metal-On®, Cera-Form®, Micro-Lok and other insulations products.

Second place to the Manville Plant for the President's Award went to the Finderne Department of Plant Engineering, which completed 1968 with a Safety Rating of +19.65.

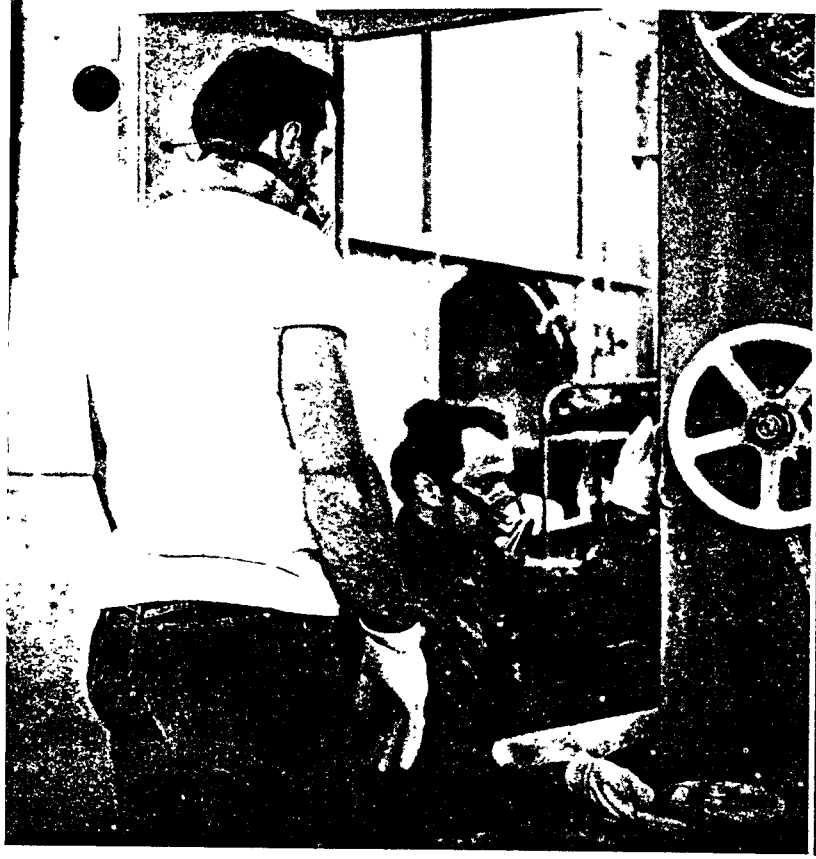
Thirteen locations earned 1968 J-M Production Safety Awards for completing 1968 without a disabling injury. They are Zelienople (see page 5), Long Beach P&FM, Defiance G-28, Fort Worth, Coalinga, Stockton, Waterville 01 and 07, Asbestos Plant, Nashua, North Brunswick, Madison and Antonito.

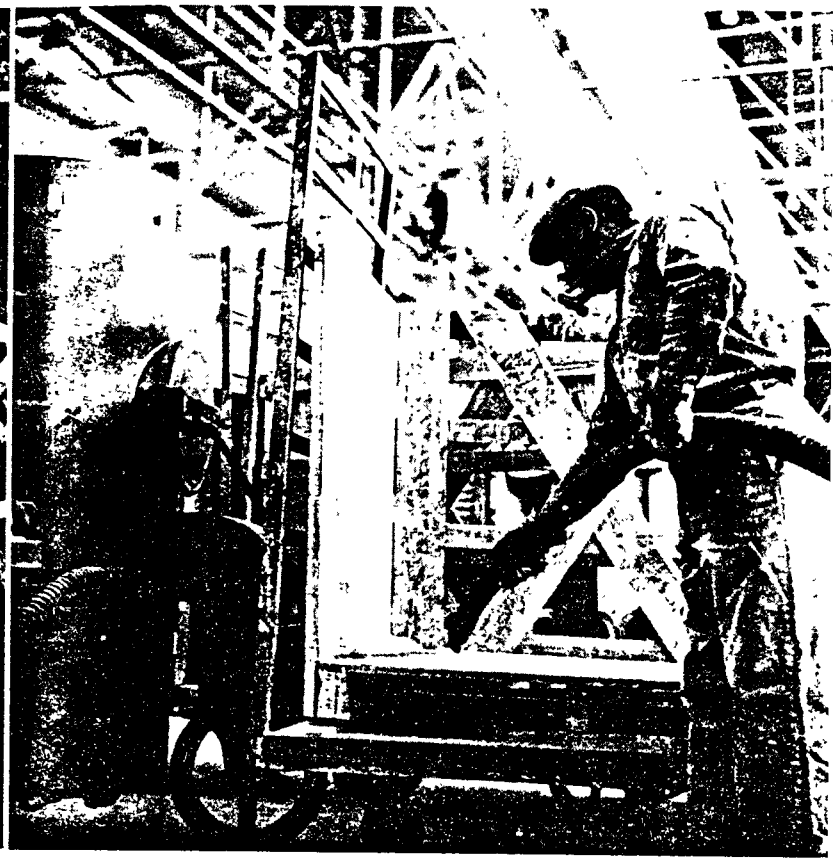


Top: Jesse Williams has just finished mixing a batch of Min-K formulation and any dust generated has been pulled away from him into the vacuuming hood equipment. Center: Like the sign says, Tony Miklowcic wears his safety glasses and lowers the safety gate when operating the Hannifin Press in the Aerospace Dept. Bottom: Ronald Crooks wears respirator and noise eliminators while sizing Thermobestos block on the Specialties Planer Saw Unit. Although dust is adequately collected by vacuum hoods like the one at right on the long saw unit, personal protective equipment is required. Another operator, Fred Edmondson (not pictured) followed the same procedure on the other end of the line.

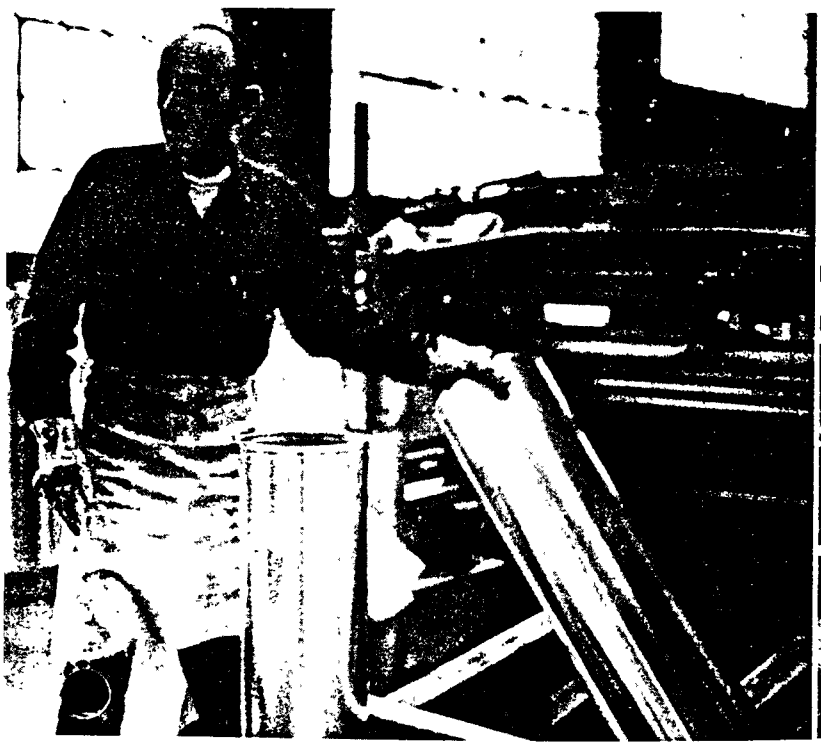


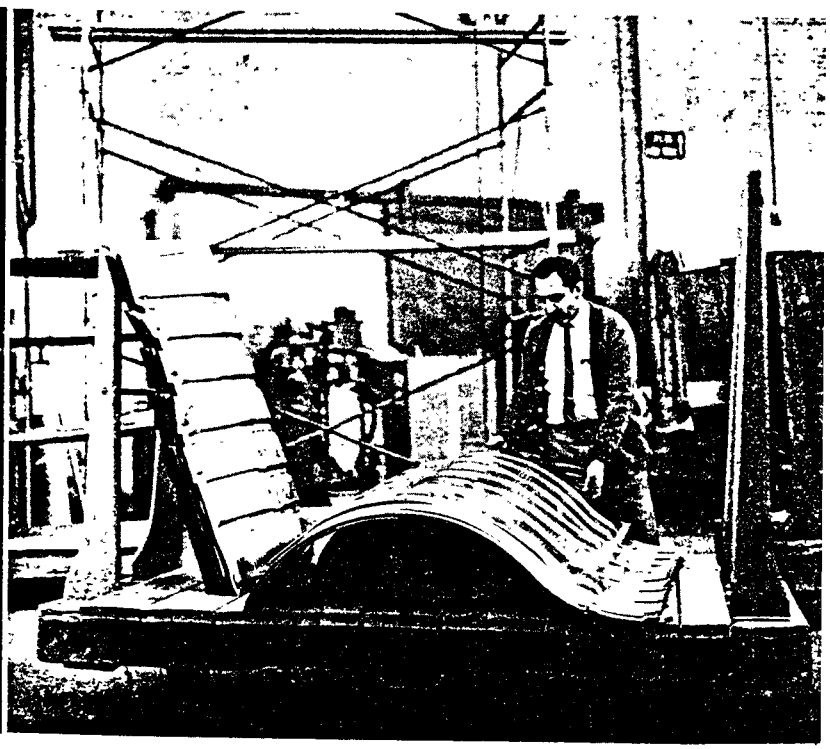
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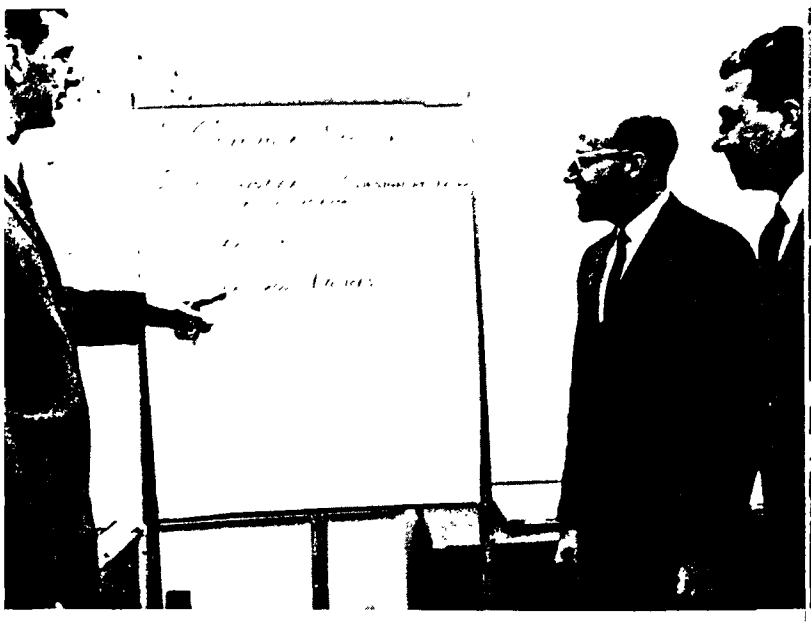
Above: Tom Kuhne and Lannie Kline are setting up Thermobestos Pipe [C]overing Trimmer #1. The saws have been enclosed in this space and [th]e room ventilated to eliminate dust. Below: Charles Calabrese operates the Metal-On Jacket Forming Machine. Even with the new equipment he wears gloves to protect his hands from the metal. Above right: Dewitt Watson vacuums material from Thermobestos pallet boxes before the boxes go back into production. Below: Foreman Frank Esposito in Aerospace Dept's. F-4 production area points to the new flat laying method for loading insulating jackets on the Safety Truck. Before, the method had been to lean the jackets against the ends, as shown at left, which allowed a greater chance for them to shift or fall off. Several of the trucks already have been freshly painted an attractive blue.





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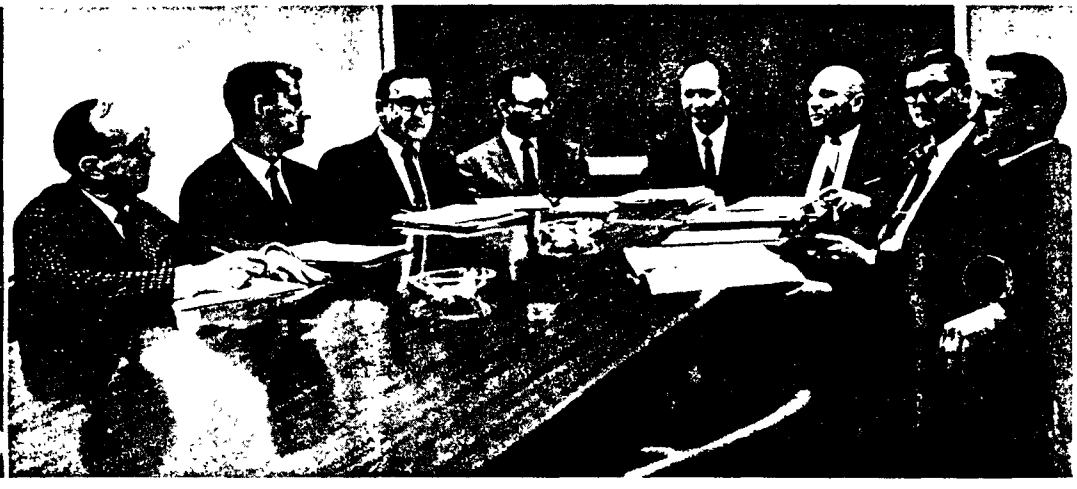
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Above left: Representatives of all I.I. plants came to Manville in 1968 for an Injury and Accident Prevention Course conducted by Lou Tomsa of Manville Industrial Relations. They returned and gave the course to others in their plants. Harry Ennis (left) was the representative at Manville Plant, and Jim Weidenfeller and George Mindos (right) were two of his pupils. Mr. Ennis taught five week-long courses, giving a total of 46 Manville Plant people the prevention training. Above right: Forklift truck Operator L. C. Wilson observes all the safe driving rules as he delivers Thermobestos pipe covering from the Autoclave to Dryer Loader John Matasovsky.





Orin Teeter (left) and James Cameroni spread Flexible Min-K in plastic bags for processing in the Aerospace Dept. They work in a special three-sided enclosure which is mechanically ventilated with airvents at back. Right photo: In Tuesday morning Plant Manager's staff meetings like the one above, many of the newer decisions for more effective safety conditions have been planned. From left are H. L. Pierson, Finance Manager; R. C. Wyllie, Industrial Engineering Supervisor; T. M. Brickley, Quality Control Supervisor. A. E. Bartlett, Manager of Engineering Services; A. W. Jung, Plant Manager; Sabby Bonet, Planning & Scheduling Supervisor; B. W. Yerry, Production Coordinator; and G. J. Jakeslsky, Maintenance Supervisor. Not available for the photograph were R. S. Kizis and R. G. Frederick, Production Superintendents.

Because all Fort Worth Plant drivers drove their trucks without an accident in 1968, wives were included in the Driver's Annual Safety Award Dinner. The drivers hold signs with their names and the number of years of safe driving. Holding the banner are Fred McLaughlin (left), Industrial Relations Manager, and W. F. Leonard, Vice President of Southland Corp. of Dallas, who presented the awards. Mr. [illegible] known as "Mr. Safety" of the State of Texas because of his [illegible] promotion of safety in the Lone Star State.



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SAFETY FIRST

ZELIENOPLE'S ALL-J-M RECORD

ZELIENOPLE INDUSTRIAL Insulations Plant has set an all-time record in Johns-Manville safety history by working 10 full years without a lost-time accident.

The plant, which employs 150 people and is a major supplier of insulating firebrick and refractory cements, won the 1966 President's Award. But, it took them eight years of working without a lost-time accident to achieve this because of the small number of employees.

On February 25, 140 employees and their wives went to the Holiday Inn in Warrendale, Pa. for a Safety Recognition Dinner. There, the plant was presented with two awards—one from Johns-Manville Corporation, and one from the National Safety Council (see photos). The movie, "J-M Today," highlighting new products and their uses, was shown following the awards ceremony.

Whole II Division Cited

All seven plants of the Industrial Insulations Division—Billerica, Manville, Nashua, Richmond, Long Beach, Waukegan and Zelienople—have performed so safely in recent years that for the past two years in a row the division has been cited for "Exceptional Divisional Performance." Since 1960, it has merited this recognition four times—1963, 1965, 1967 and 1968.

In 1968 Industrial Insulations had the low accident frequency rate of 1.66 disabling injuries per million man-hours of work.



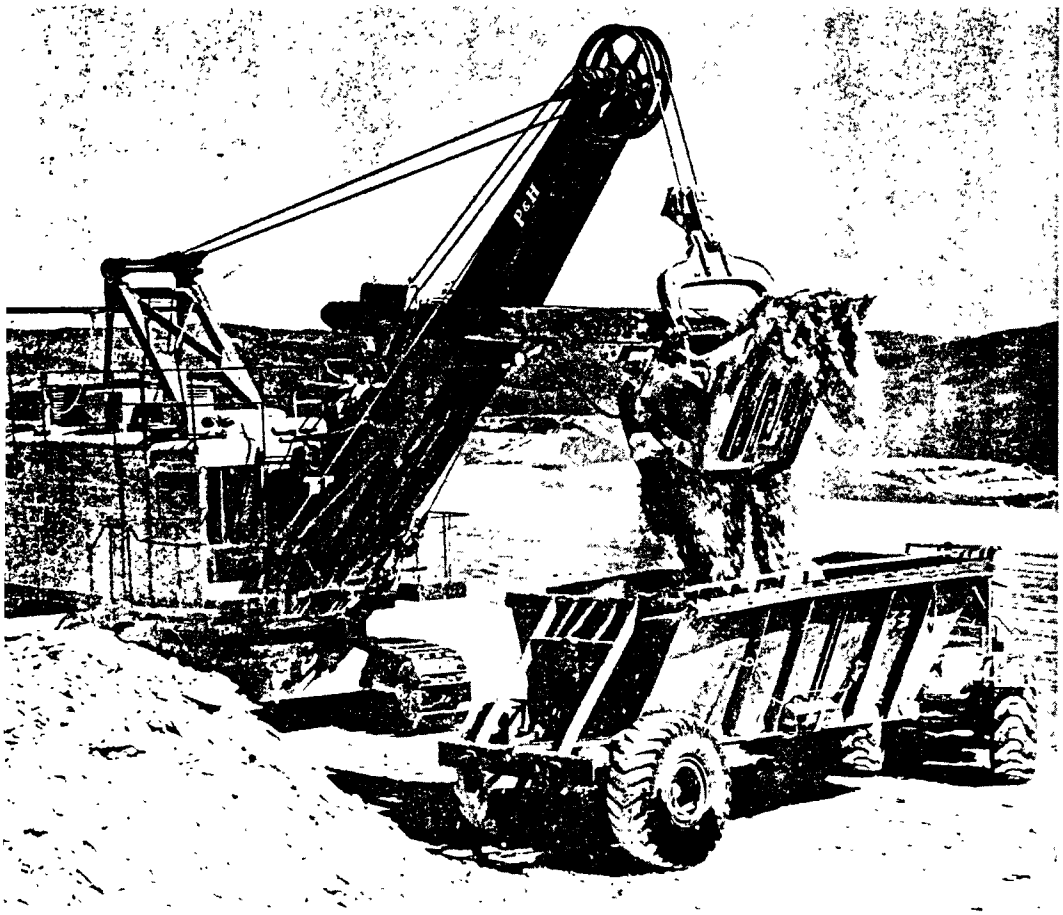
From left: Thomas Parry, Executive Manager, Western Pennsylvania Safety Council, presents the Award of Honor to Robert J. Alleman, Zelienople Plant Production Superintendent, while W. L. VanDerbeek, Senior Vice President for Production & Engineering and Bernard Miller, President of Local 856, United Brick & Clay Workers, look on. The award is the highest the Council presents.



Vice President VanDerbeek applauds the presentation of a special award trophy given to Zelienople by the Company for operating 2,654,534 manhours without a lost-time accident from Nov. 21, 1958 to Nov. 21, 1968. Reynold Nebel, Industrial Insulations Production Manager, presents the trophy to Plant Manager Richard E. Robinson (left) and Mr. Mill

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Loading operations in the open-pit mine. The truck carries the diatomaceous earth to the processing systems at Lompoc Plant.

SAFETY FIRST

'NO L.T.A. 20 YRS.'

Some of the 19 bottom dump trucks operated by the 42-man power shovel crew are lined up adjacent to the Quarries & Mines Office at Lompoc.

A LARGE DUMP truck lumbers up the white hill with a load of diatomaceous earth for processing at the Lompoc Plant. Painted boldly on its front bumper are the letters "No L.T.A. 20 Yrs."

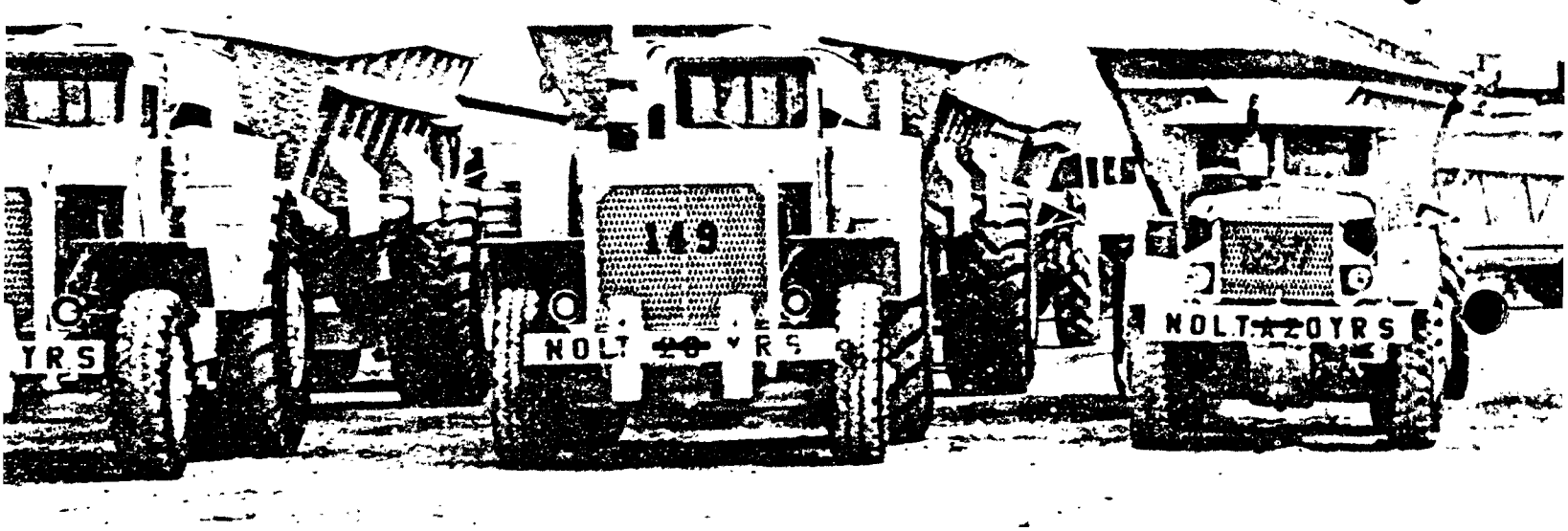
What does this add up to? It adds up to 20 full years of operating the trucks and other large mining equipment without a lost-time accident on the part of the 42 men that make up the Power Shovel Section and its Service Crew in the Quarries & Mines Department at Lompoc. Actually, the crew achieved this impressive record last June and are close to reaching their 21st completely safe year.

These 42 men mine the diatomaceous earth in the Lompoc quarries. They drive the bottom dump trucks and loaders into the quarries where the trucks are loaded with the white soil by large shovels. It is from this earth that Johns-Manville Celite® is processed at the plant. The quarries are in an area that was once submerged beneath the sea, and hold by far the largest, purest and most uniform deposits of diatomite ever discovered.

Diatomaceous earth is actually the fossilized remains of microscopic marine plants which lived and died millions of years ago at the bottom of the sea. It is chalky and powdery in consistency. The 42 Lompoc crewmen work in enclosed dust-tight cabs which include air filter systems. The windows are tinted to reduce the glare of the California sun on the white hills.

The trucks, shovels, bulldozers,

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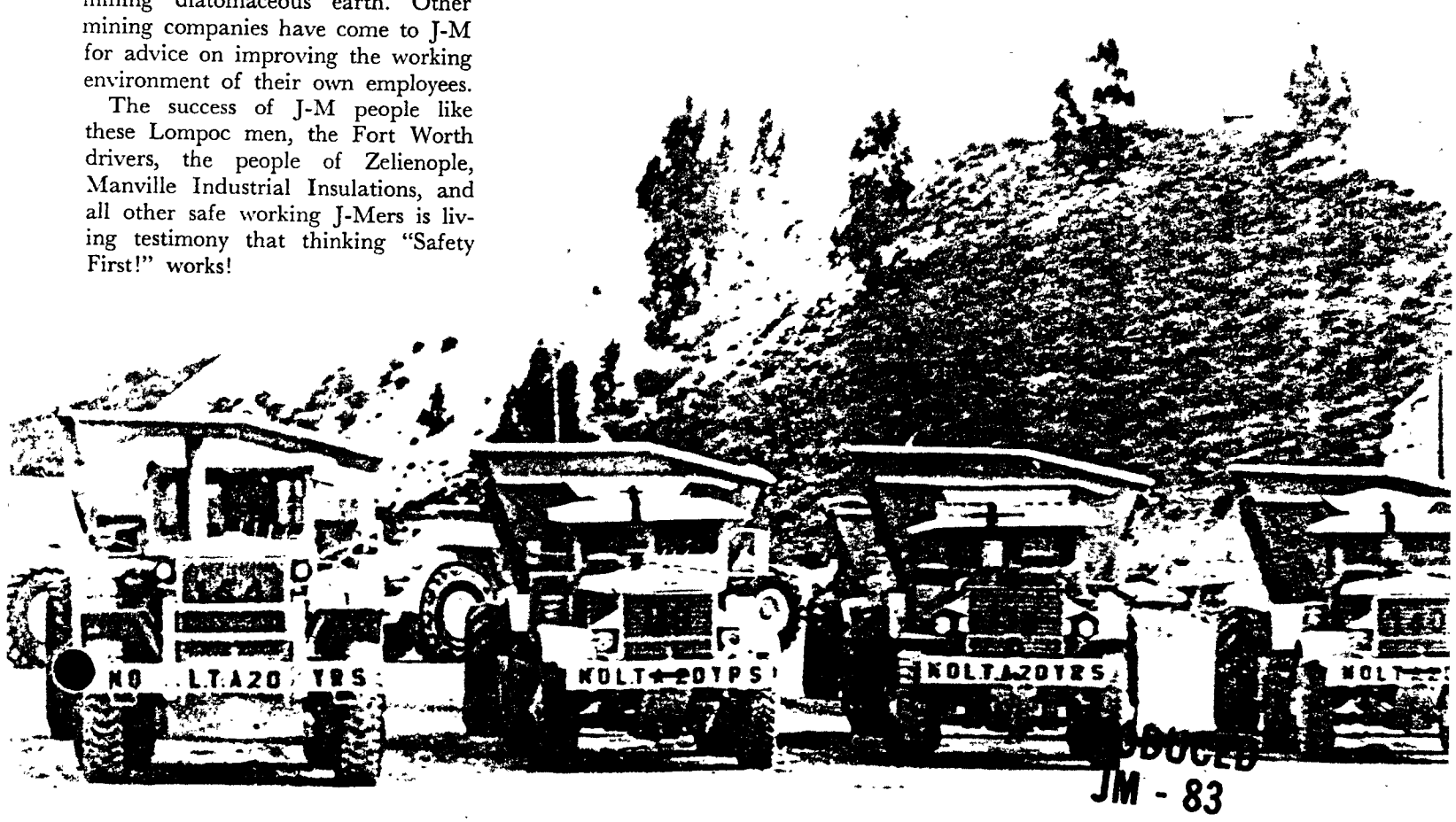
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The power shovel crew operates the mining equipment in these quarries.

graders, water trucks and other equipment are modified after purchase by J-M to suit the specific purposes of mining diatomaceous earth. Other mining companies have come to J-M for advice on improving the working environment of their own employees.

The success of J-M people like these Lompoc men, the Fort Worth drivers, the people of Zelienople, Manville Industrial Insulations, and all other safe working J-Mers is living testimony that thinking "Safety First!" works!



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Hostess holds microphone for stockholder Lewis P. Gilbert while he asks President Clinton B. Burnett a question.



Local junior achievement group attending the meeting looks at exhibits which highlight the uses of J-M products.

Grace Laird, Annual Report and News/Pic cover girl chats with (left to right) Vice President Perry Martinson, General Manager of the Celite Division; Thornton Smith, J-M Controller; Francis H. May, Jr., Senior Vice President for Finance; and F. J. Solon, Jr., Vice President for Adv. & Public Relations.



J-M "BUSINESS SHOW" DRAWS RAVES

THE USUAL format for an Annual Meeting was turned into an interesting, informative and entertaining show and the capacity crowd on hand enjoyed every minute of it.

That might sound like a theater columnist's review after the opening night of a Broadway hit. Actually, it was the way one Toledo newspaper reviewed the "J-M touring version of 'How To Succeed In Business,'" or what we commonly refer to as the annual meeting.

More than 300 stockholders, members of the Board of Directors, company officers, customers, dealers and distributors in the area and spectators turned out on March 13 at the Commodore Perry Motor Inn's Crystal Room for the meeting. This was the largest group ever to attend any company's annual meeting in Toledo.

Toledo was selected partly because of the large number of shareholders and employees there and also in observance of the 10th anniversary of J-M's entry into the fiber glass industry.

President Clinton B. Burnett gave the audience a good picture of what J-M has done in the fiber glass field for the past decade. With a visual presentation, Mr. Burnett also out-

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President Clinton B. Burnett takes time after the meeting to mingle among and chat with stockholders and visitors.

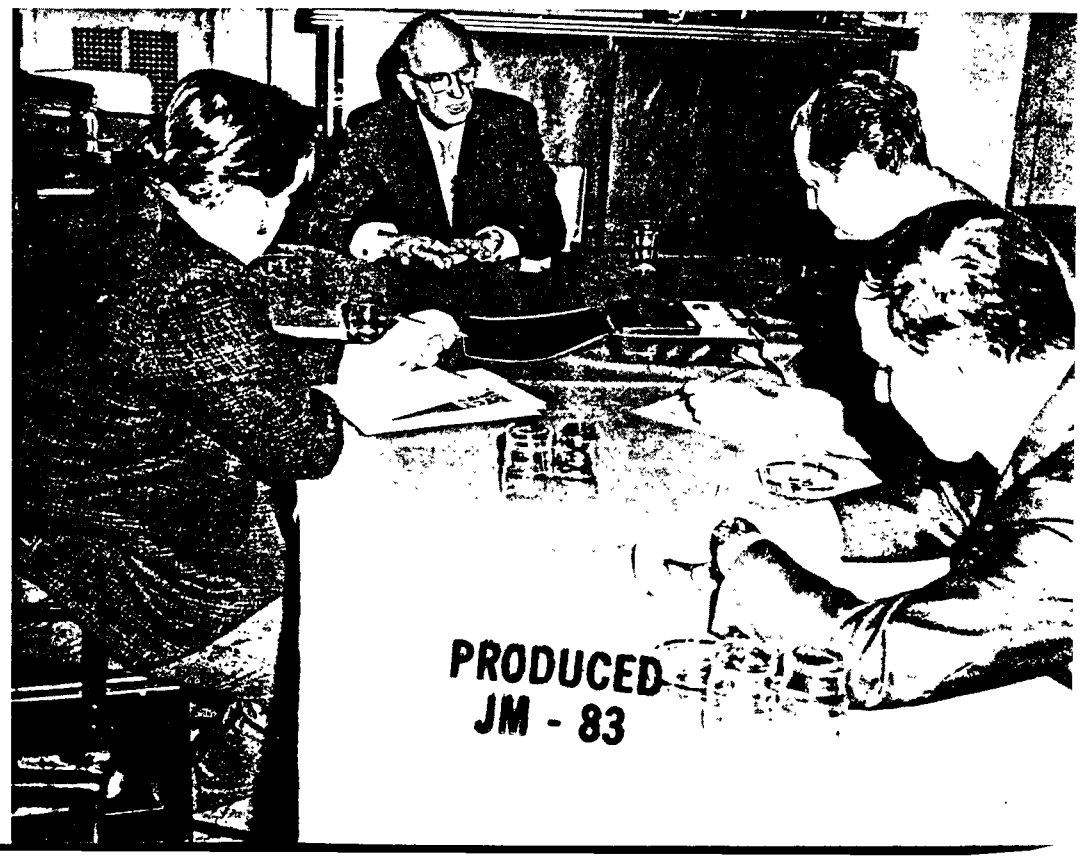
lined expansion programs, including the acquisition of Crown Tuft Carpeting of Dalton, Ga. He also reviewed mineral exploration activity in Canada and Montana involving asbestos, uranium, molybdenum and platinum.

Mr. Burnett discussed 1968 operations and then predicted that J-M sales and earnings in 1969 would likely surpass last year's record levels. In 1968, the Company's sales and earnings established new records with sales of $556.1 million and earnings of $40.2 million or $4.77 per share.

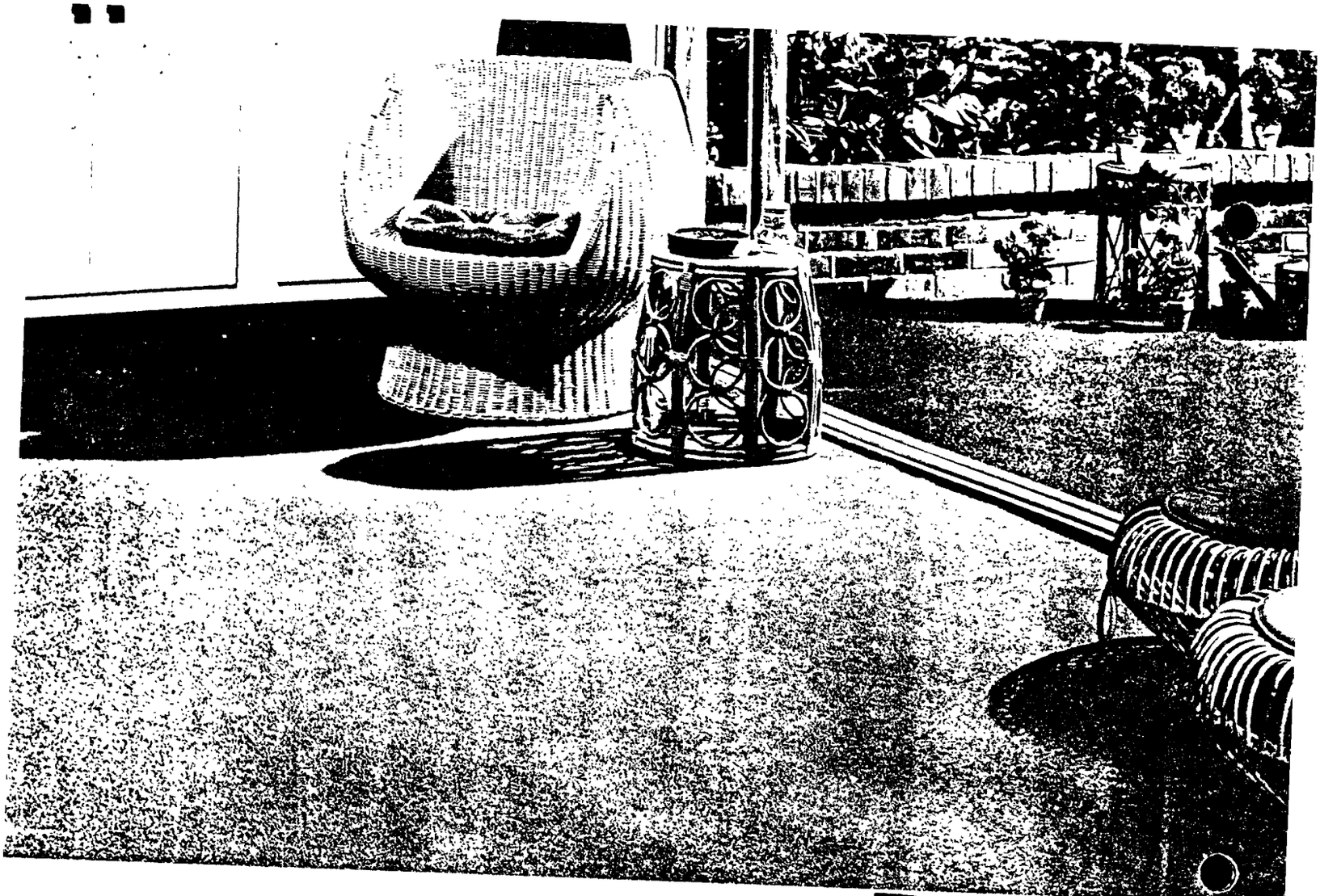
The J-M stockholders approved a two-for-one split of the company's common stock. They also authorized 10 million new shares of cumulative preferred stock. Mr. Burnett explained that the company intends to use this new stock in its negotiations to acquire other companies.

A group of foreign students attended the meeting to see how an American business enterprise conducts its annual stockholders meeting. A group of 16 high school students from the Toledo area who are members of the Junior Achievement Company sponsored by J-M also attended the meeting.

Area newsmen attended an after-the-meeting press conference with J-M President Burnett. From left they are Chuck Kemp of the Wall Street Journal, Mr. Burnett, Duane Stacker of Toledo Radio Station WCWA and Sam Allen, Business Editor of The Toledo Blade.



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HOW TO BUY J-M CARPETING

IT IS NOW possible for U. S. J-Mers to shop for and order carpeting right at their own locations.

Exhibits of 14 available carpet lines in a variety of from six to 17 colors per line are being set up at each U. S. District Sales Office and Plant location.

The lines range from the high quality Newton Square and Beekman Place, available to J-Mers at $6.70 and $5.95, respectively, per square yard; to economical Lemoncove and In/Outdoor carpeting at $3.24 and $3.35, respectively, per square yard.

The savings to J-Mers range on all lines from 35 to 45 per cent. Nominal charges for binding and freight handling are additional.

Local Plant or Office Managers or their designees have carpet order form No. 3-110 with which J-Mers may make their orders. The original and a copy, along with your check, are forwarded to the nearest J-M Flooring District Office which may order from a local distributor or directly from the Dalton Plant in Georgia.

Details for ordering are included in the revision of the Employee Purchase Bulletin (Exec. Bul. 37-27) issued April 1 by Industrial Relations.



Top Photo: Biscayne Boulevard Scarlet in the living room; Indoor/Outdoor carpeting in the patio. Upper Right Photo: Country Kitchen. Bottom Photo: Biscayne Boulevard Spanish Moss.

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THEY'RE TOPS IN GHQ '68 SNAPSHOT CONTEST





GHQ Camera Club President Bill X. Karter (left) presents first place award to second time winner Lillian Snyder in the Pets category (photo is at left). Don Davis and Vince Mazza (right) placed second and third, respectively. Over 200 entries were received in the second annual contest.

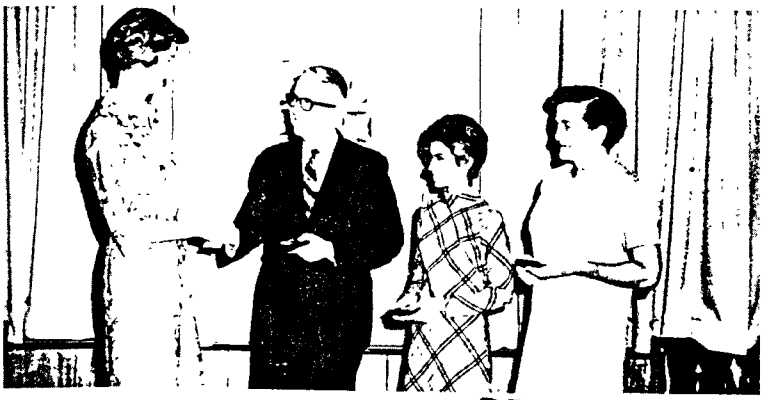


Mr. Karter is shown with the winners in the category of pictures of Children. First, second and third place winners are (from left) E. D. Cox, Marianne von der Schulenburg and Diane Hessinger, accepting for E. R. Bettinardi. Mr. Cox' winning picture is at right. Over 1,600 GHQers voted.





Charlene Vanhorn (left), Camera Club Treasurer, presents the first place award in the Vacation category to Carl P. Weber for his landscape shown at left. Stephanie Kelem and Sabina Walsh (right) won second and third places, respectively. Mr. Weber and Miss Walsh are 2nd time winners.



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It's time for a game of curling as Charles Honey, left, Celite Sales Manager for Canadian Johns-Manville, wife Dorothy and friends, relax during the 15th annual Business Improvement Conference at Seigniory Club in Quebec. Charles is acting vice president of the Canadian Launderers and Allied Trades Association.



NEWSMAKERS • NEWSMAKERS

NEWS MAKERS

Detroit Office Sales Clerk Mary Baker, is recovering at Hutzel Hospital after being recipient in a double kidney transplant operation. Mary and a 4 year old girl each received a kidney from a Detroit man. Detroit office employees are donating blood for the many transfusions necessary in such a delicate operation. Mary joined the J-M Detroit office in 1946.

"Stay On The Line and Climb In '69." That's the winning slogan submitted by Control Operator Jimmy Joe Smith in the Green Cove Springs Slogan Contest. "Stay On The Line" means control of operations and functions within finished product specifications, systems and budgets. "Climb In '69" refers to the goal of improving upon the best past performance.

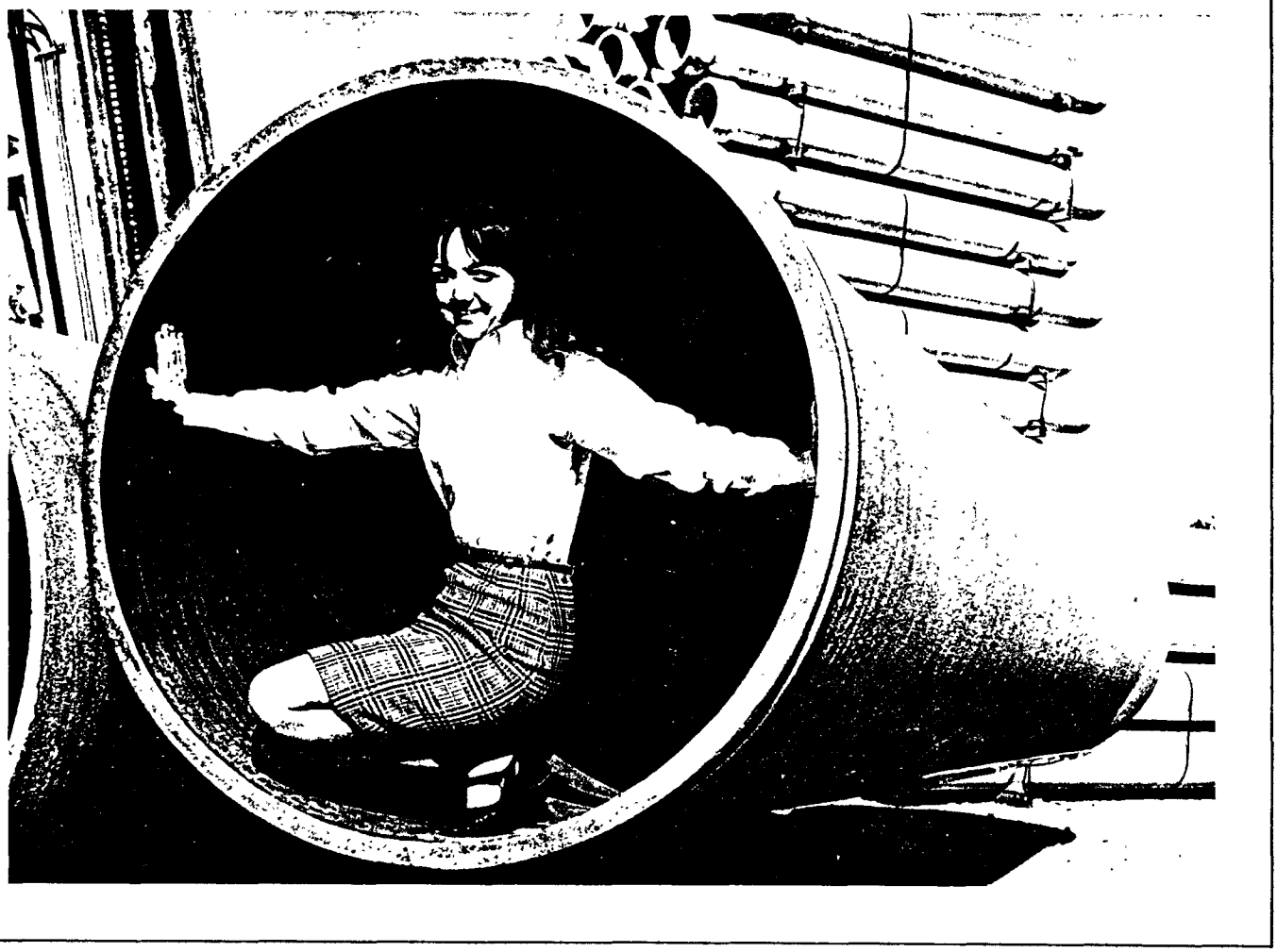




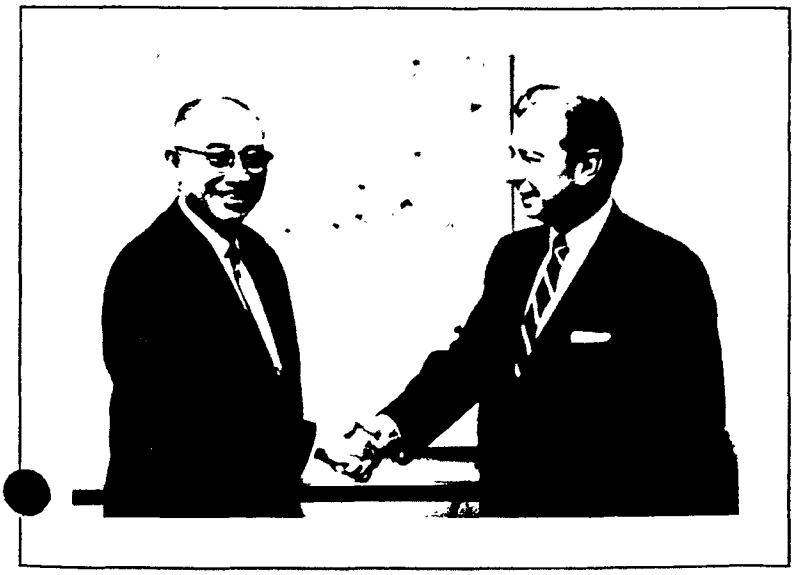
Senior Vice President and General Counsel Herbert Morton Ball presents Henry Carry, Marrero Plant Services, with engraved watch during Marrero induction ceremonies. Other new members inducted by Mr. Ball are (left to right) Robert Brown, Alex Noel, Sr., Henry Barcia, Raymond Haisch and Jack Caramonta. Not pictured: Anicet Borne, Desmond Guilbeau, Edgar McKnight, Murphy Michel, Murphy Boudreaux and Paul Babin.

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J-M News Pictorial, 1969, March 1969 (the scan ends with pages repeated from April 1969)
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Annette Ross, Department Clerk A, demonstrates the four-foot diameter of new J-M Flextran pipe being manufactured at Denison Plant. Flextran utilizes spaceage technology and materials and combines corrosion resistance, strength and flexibility of fiber glass, polyester resin and graded silica aggregates. Flextran safeguards against water pollution, offers top dollar value and comes in unusually wide diameters.



Dudley T. Colton (right), Senior Vice President and General Mgr. of International Division greets Y. Shimasaki, president of The Yokohama (Japan) Rubber Co. Ltd. during the latter's visit to New York. J-M International has recently completed a technical know-how agreement with Yokohama Rubber on the production of heat shields for jet aircraft.

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J-M News Pictorial, 1969, March 1969 (the scan ends with pages repeated from April 1969)
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ASSIGNMENTS



ANDREW J. MANGAN has been appointed a Vice President of the Johns-Manville International Corporation. He continues to serve as Manager - Order and Traffic for the division. Mr. Mangan's extensive knowledge of world wide shipping has become increasingly important as our international operations expand.



Waterville Plant 07
RONALD J. SABIN to Supervisor of Industrial Engineering.



Phoenix Office
F. J. GOOD to District Professional Engineer.



Winder Plant
A. WILLIAM HALFHILL to Plant Manager.



San Francisco Office
H. D. HARVEY to Area Manager, Industrial, Agricultural and Turf.



BUILDING & FLOORING MATERIALS DIVISIONS
Division Headquarters
H. R. PORTWOOD to Staff Manager, Built-Up Roofing Products, Architectural and Engineered Products Group.



INDUSTRIAL INSULATIONS DIVISION
Long Beach Plant
WILLIAM J. ROSENBERGER to Supervisor, Industrial Engineering & Maintenance.



CORPORATE GROWTH & DEVELOPMENT DEPARTMENT
General Headquarters
STANLEY GREEN to Director of Acquisitions.



Manville Plant
ROCCO L. RUSSO to Analyst, Controller's Office.



PIPE DIVISION
Denver Office
H. R. (DICK) SORENSEN to District Sales Manager.



DATA PROCESSING DEPARTMENT
Finderne
RAYMOND M. SOUTHARD to Manager for Field Operations.



FIBER GLASS DIVISION
Division Headquarters at Waterville
ROGER H. BENGSTON to Product Manager, Automotive and Appliances.



ANGUS E. SLEE to District Professional Engineer.



INDUSTRIAL RELATIONS DEPARTMENT
General Headquarters
C. L. (CLIFF) SHECKLER to Manager-Accident Prevention and Health Administration.



NORMAN R. TICE to Product Manager, Marine and Industrial.



Los Angeles Office
J. H. TURBEVILLE to Assistant District Sales Manager.



PRODUCTION & ENGINEERING DEPARTMENT
Finderne
G. L. SWALLOW to Manager, Occupational Environmental Control, Environmental Control Dept.

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ANNOUNCEMENTS

IN MEMORIAM (QCC and Retired)

PETER MAKRIS, Manville Plant, January 4
BRUNO ALLIE, Jeffrey Mine, January 10
JOHN E. GOODWIN, Waukegan Plant, January 28
PRESTON COMEAUX, Marrero Plant, January 30
JAMES A. BUCKLES, Denver Office, January 31
DAVE FURTADO, Pittsburg Plant, January 31
KATHERINE JACUS, Manville Plant, February 1
LEROY COLEMAN, Manville Plant, February 3
FERDINAND LEMONIER, Marrero Plant, February 5
ANGUS MACKEY, Boston Office, February 5
WALTER JENNINGS, Manville Plant, February 7
WILLIAM S. MILES, General Headquarters, February 10
RAYMOND ADAMS, Waukegan Plant, February 14
ROY C. PETERSON, Waukegan Plant, February 15
[illegible]DEON MARCOTTE, Jeffrey Mine, February 16
CHARLES BARNES, Jarratt Plant, February 18
LOUIS PALLOSI, Manville Plant, February 18
RICHARD F. RUDOLPH, Lompoc Plant, February 20
GUSTAVE PRICE, Marrero Plant, February 22
MYRTLE O'NEIL, General Headquarters, March 6
MAURICE HALL, Waukegan Plant, March 9
CHARLES W. BENNETT, Waukegan Plant, March 10
EDWARD A. TOOHEY, Manville Plant, March 10
ERVIN L. GIPE, Rockdale Plant, March 12
FRED W. BURRER, Winnipeg Office, March 14
RALPH RODGERS, Jeffrey Mine, March 14
CHARLES H. MORRIS, Manville Plant, March 18
JULES A. LAGUEUX, Asbestos Plant, March 20
DEWEY MARTIN, Manville Plant, March 20
CHARLES ECKERT, Research Center, March 24

RETIREMENTS—April 1, 1969

[illegible]OHN GETZ, Richmond Plant
[illegible] A. HARRELL, Jarratt Plant
[illegible]OS KING, Tilton Plant
ALPHONSE POREE, Marrero Plant
EUGENE C. WINTER, Billerica Plant

OTHER RETIREMENTS

H. A. ANAWALT, Los Angeles Plant
WALTER BALLARD, Natchez Plant
ROBERT BATHALON, Nashua Plant
JEAN BELHUMEUR, Nashua Plant
GEORGE W. BRENSINGER, Manville Plant
JAMES CARTWRIGHT, Long Beach Plant
MAYNARD COLLETT, Pittsburg Plant
P. D. FADER, San Francisco Office
WILLIAM FISHBURN, Long Beach Plant
ADRIEN HAMEL, Jeffrey Mine
JOHN LARWA, Manville Plant
C. E. LAUGHORNE, Jarratt Plant
JAMES N. MARTIN, Lompoc Plant
JOSEPH MASTRULL, Manville Plant
ARVIN L. MINK, Waukegan Plant
IRVING J. PEDLY, General Headquarters
JOSEPH REGATTS, Manville Plant
EDWARD SLIVA, Research Center
JOHNNY SMALLWOOD, Fort Worth Plant
FRANK ZALESKI, Manville Plant

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

BENEFITS

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

Question: I recently received a raise in salary, but I have not received any notice that my Group Life Insurance coverage increased. Shouldn't I have gotten one?

Answer: The amount of Salaried Group Life Insurance is based on one's W-2 earnings in the previous year. Thus, it is quite possible that the increase will not have been enough to bring your coverage up to the next higher $1,000.

NEWS/PIC

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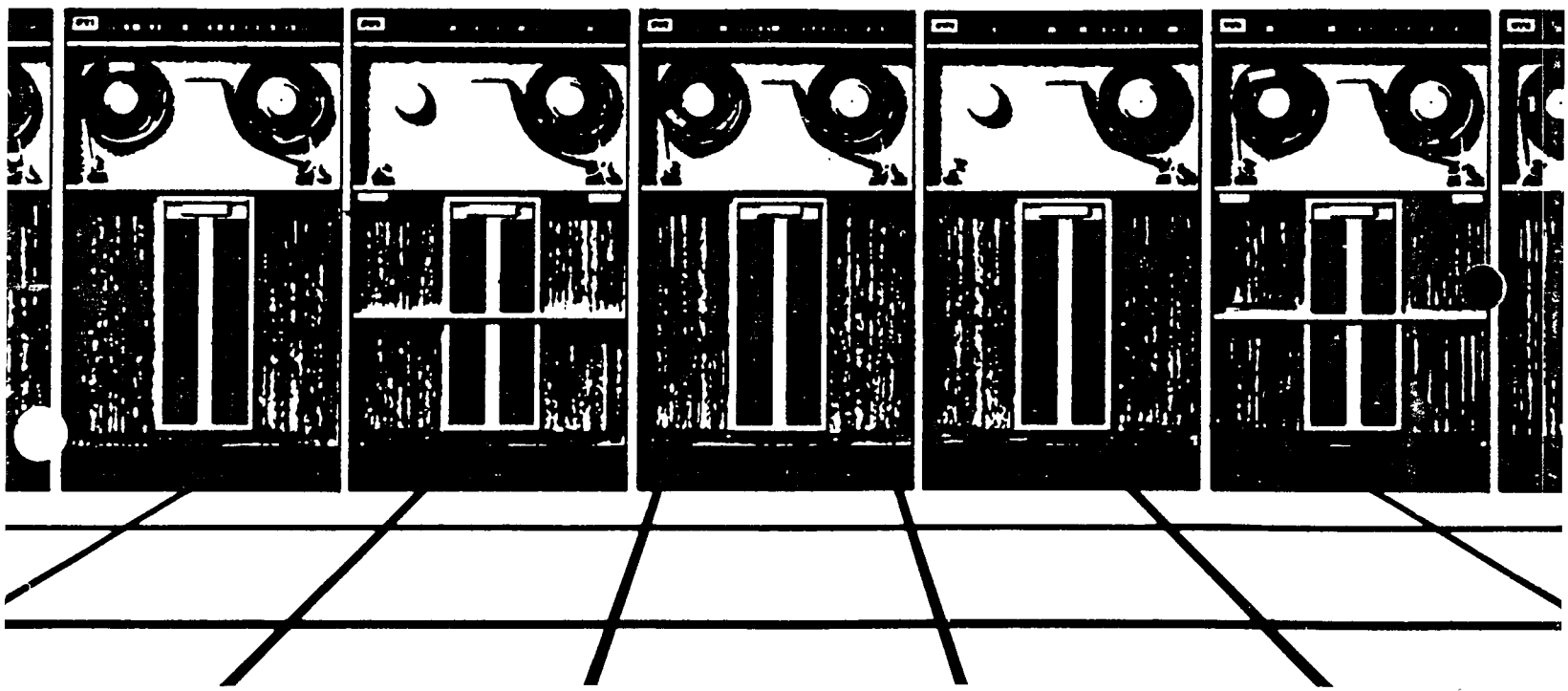
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A COMPUTER'S BEST FRIEND

J-M has developed a new high pressure laminate floor covering for the access panel floors used in computer rooms and places where raised flooring is needed.

The new product is called Melamite DURIUM and it fulfills the need for a high performance covering for the raised flooring panels. DURIUM surpasses all requirements for control of surface resistivity and maintenance, the two most important features computer room architects look for. It also provides a surface hard enough to withstand heavy rolling loads and has the ability to resist day-to-day wear and tear from scuffing, marking, cigarette burns and staining.

Computers perform best in a controlled environment. One of the most critical factors affecting performance is the type of covering used as a floor surface.

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