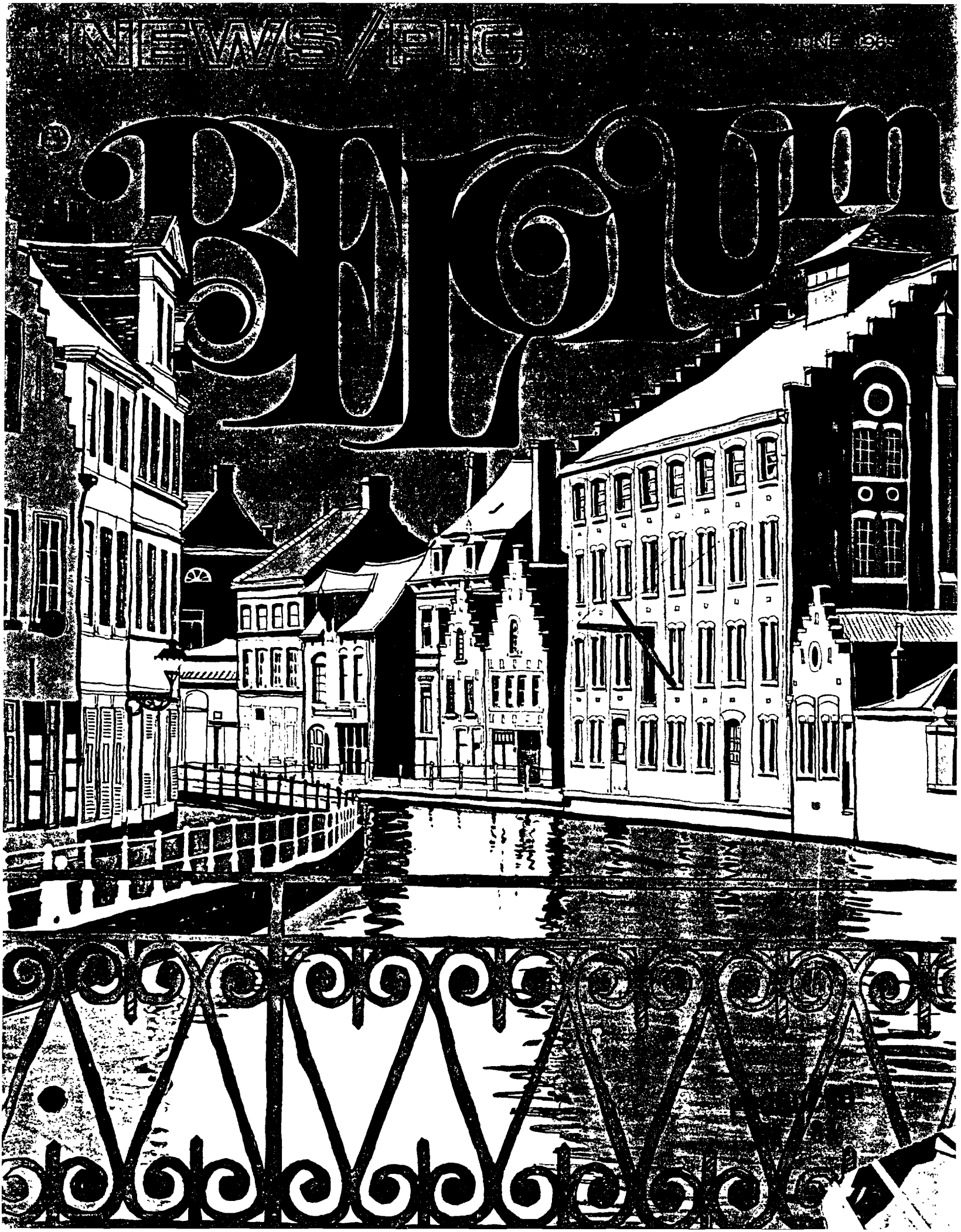
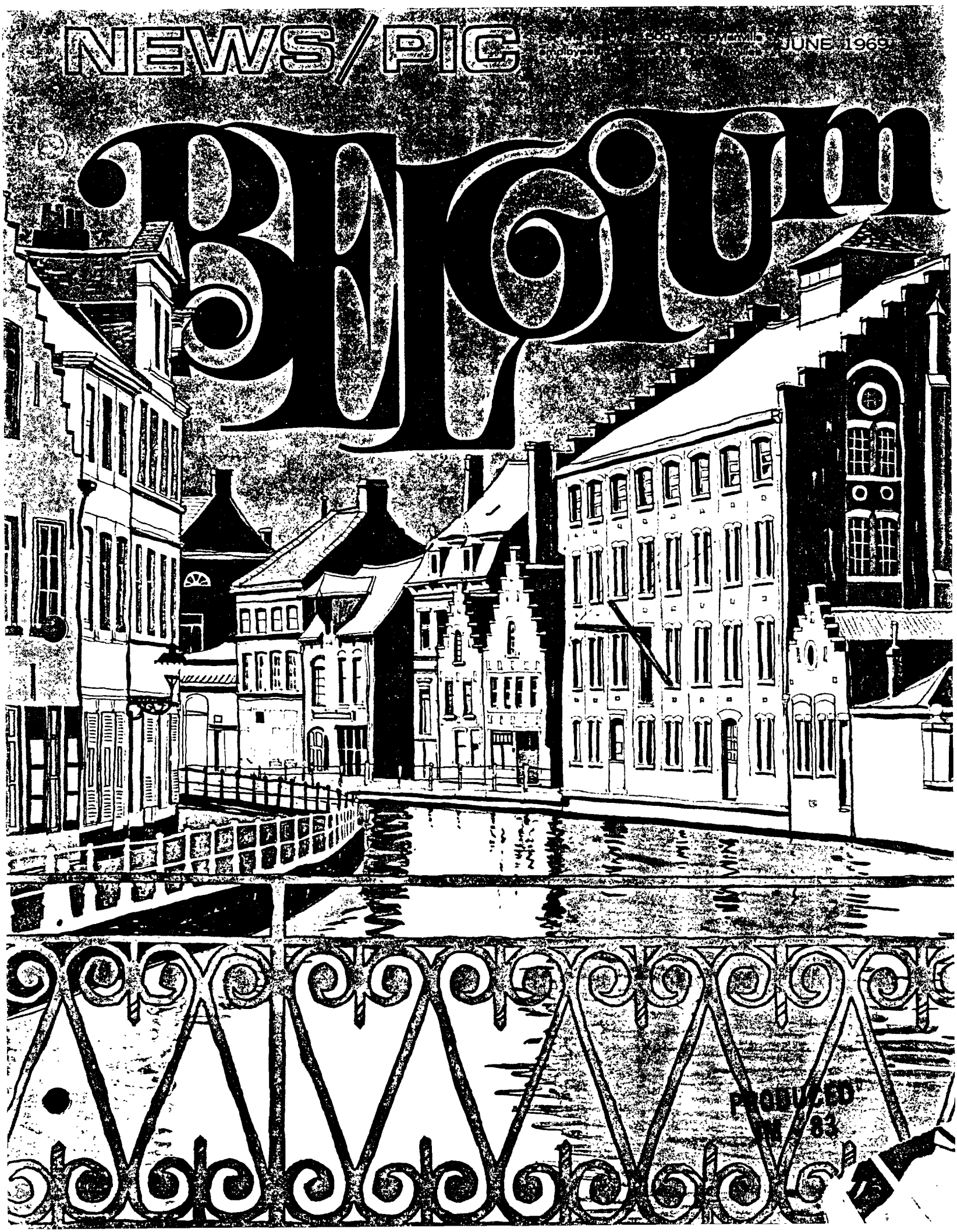


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NEWS/PIC
JUNE 1969

Belgium



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J-M throughout the world

London, Paris, Milan, Vienna, Beirut, Lagos, Johannesburg, Singapore, Sydney, Manila, Hong Kong, Tokyo, Mexico City, Buenos Aires, Sao Paulo, San Juan, New York—that's a pretty good trip around the world right there. In every one of these major cities of the globe and in many others, Johns-Manville people can be found. In the years since World War II, John-Manville has expanded its international operations so that there are offices and representatives in 24 major cities, eight plants and two mines outside the North American continent and a sales network that reaches 104 countries.

In 1880, H. W. Johns listed a London [illegible] imported [illegible] to cloth and other [illegible]. The first international sales office was established in Latin America in 1924. It was not until 1928, however, when J-M acquired the Mol, Belgium, [illegible] that J-M international manufacturing operations [illegible]. Appropriately, J-M in Belgium began [illegible] designed to explain J-M International so that [illegible] and Canadian J-Mers can become better [illegible] with fellow Johns Manville people throughout the world.

BELGIUM



ON OUR COVER:
A TYPICAL CANAL
SCENE IN GHENT

In 1928 J-M acquired the plant at Mol. A new plant was built in 1965 at Ghent. J-M helped form Don International in 1961 near Mons. Brussels is the capital, Antwerp the largest city and Liege the principal city of the eastern region.

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BELGIUM: The Cultural Crossroads Where J-M's International Manufacturing Began

The 15th century masterpieces which populate Belgium's art museums offer amazing insight into the characteristics of the people and the landscape of this small, central European nation.

How remarkably similar is today's Flemish life and countryside with the observations made on canvas 400 years ago by Pieter Breughel; and how accurately Ruben's works reflect his countrymen's material affluence.

Belgium is many things: a popular tourist attraction with stunning scenery, abundant vacation hideaways, superb cuisine, a country still abounding in the humanism and aura of the 15th century Renaissance.

The rest is art: the paintings of the masters, the sculpture, the architecture, and even the music, all combining to make Belgium the cultural crossroads of Europe.

From the air, Belgium is an interesting panorama of the green, black and silver of the thickly wooded southern hills, the rivers, canals, railroads, villages and smatterings of mines, quarries and smelters.

Belgium is tiny compared to its European neighbors—slightly larger than the state of Maryland; but it has more people living there to the square mile than any European country except Holland.

The landscape is an artist's playground: a striking blend of the dunes and dikes of the North Sea to the fast-moving streams and wooded glens of the Ardennes forest to the unbroken chain of sandy beaches along the coast.

The cities reflect the gamut of Belgian life. On one hand, there's busy, crowded, industrious Brussels, a city with the most dense railroad network in the world, a steady stream of air traffic and even helicopter service to other European cities. At the other extreme is Bruges, a city which hasn't changed in appearance since the 16th century.

Belgian history is one of princely intrigues, claims to rulerships based on royal marriages, ambition for land and power, and commercial rivalries. In short, it is one of a thousand years of strife and turmoil. Yet, throughout it all, Belgium has not only survived but has grown. Like any nation which can survive a history of upheaval, the credit must go to its people.

Perhaps the key to this stamina is to be found on the Belgian coat of arms which tells the story of two peoples making one nation. There are

In honor of Mol's 40th Anniversary with J-M, Mol Quarter Century Club members and their wives toured the plant late in 1968 to see new environmental control equipment and new concrete floors. Over 100 members and their wives came to the QCC dinner-dance and induction in the plant lunch room on a Saturday night. A look at the dust collection and fibre opening installations was a highlight of the evening.



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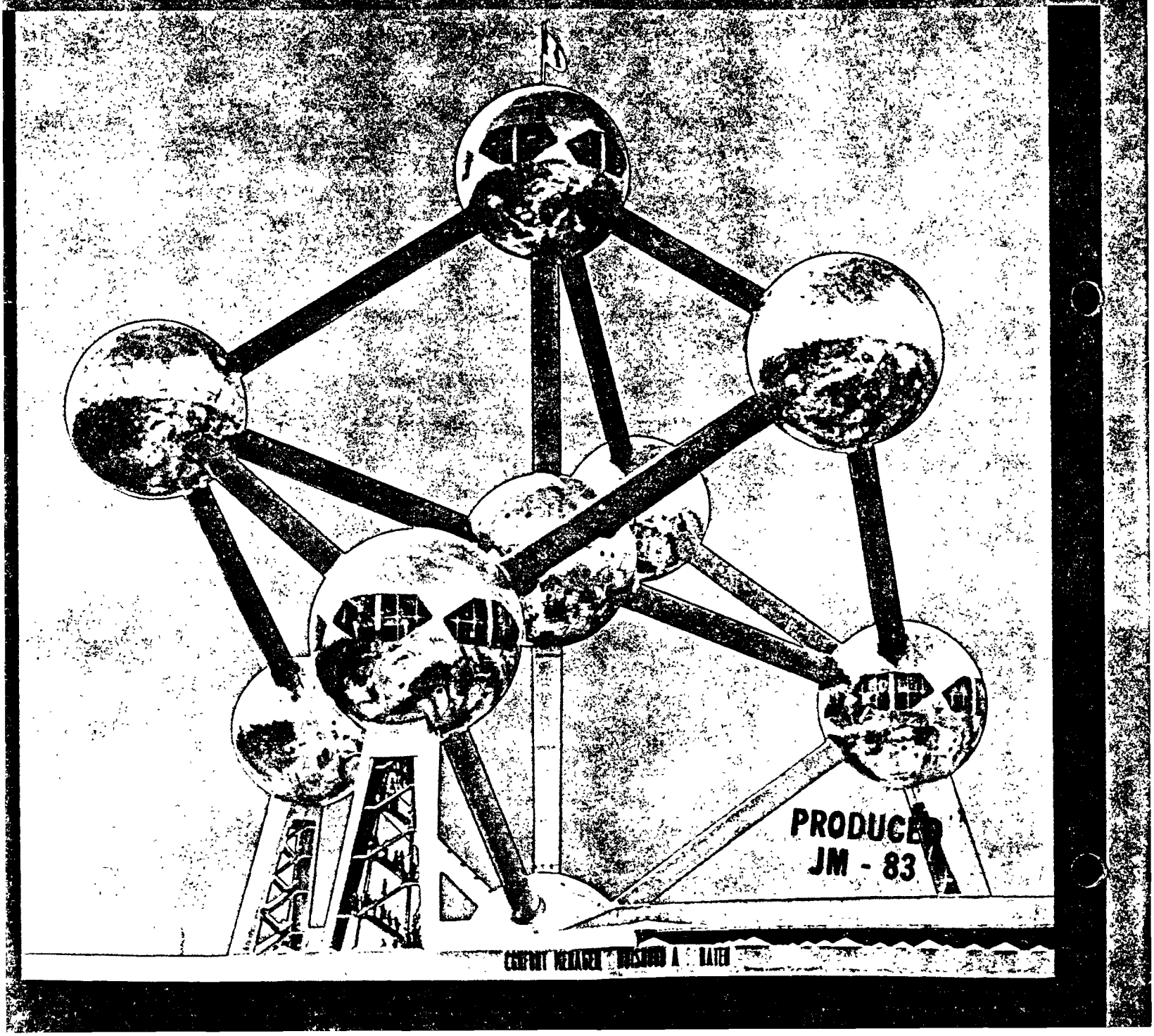
two lions on the coat of arms. Under each lion is a phrase, one written in French, the other in Flemish. Both say "In Union There Is Strength."

There are almost equal numbers of French-speaking Belgians as there are Flemish-speaking.

Briefly, then, this is Belgium 1969, the first country outside the United States and Canada in which Johns-Manville set up manufacturing facilities. J-M acquired the Mol plant in northeast Belgium in 1928. It was a small factory then. Its location near the Albert Canal between Antwerp and Liege, just south of the Dutch



At right: John De Schepper. Below: Manvillit board was used for covering the inside walls of the spheres of the Atomium, the spectacular symbol for the Brussels World's Fair of 1958. It still is a major tourist attraction.



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Messrs. De Schepper and Technical Director Maurice Verly (right background) inspect the application of mosaic on panels of Ace Wallboard Tunnel Liners. More than 30,000 sq. ft. were used for sidewalls of the tunnel at Louise Avenue in Brussels.

border, made it most desirable. Today, the canal serves ships up to 800 tons. At first, the factory produced mostly corrugated sheets, hand moulded pipes and gray shingles. Nazi occupation of the area forced J-M to stop production in the factory in 1940. It reopened in 1945.

In 1945 J-M President Lewis H. Brown appointed John DeSchepper President and Managing Director of the Mol operations. Mr. DeSchepper's accomplishments are clearly reflected in the plant statistics of today: the multi-plant complex employs over 700 men and women, its offices and equipment are up-to-date, and it manufactures a whole line of modern J-M products. Among them are FLEXBOARD®, colored shingles, insulating board, non-pressure pipe and hand molded pipe and fittings, Ebony decorative board for interior uses, Ace asbestos-cement panels, wallboard, wall covering and corrugated sheets. Mol also produces a number of specialty products generally not known in J-M's state-side asbestos-cement production.



Above: Von Ojestel Florent, Mol General Foreman, explains the workings of environmental control equipment to QCC members. Below left: After the tour, Mol J-Mers had dinner, danced and drew for prizes in the lunch rooms.

Below right: The four inductees with Mr. De Schepper (center) are (from left) Yuul Smolders, Yosef Huysmans, Hendrik Bertels and Edmond Mens.





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Among these are Decorex and Decorit textured sheets, and hand molded specialties such as flower pots, vases, prefabricated chimneys, kitchen sinks and window sills. Mol also produces a paint called Vintolac.

Sales offices have also been constructed at the site, serving much of the European market. In fact, about 70 percent of the products manufactured at Mol are sold outside Belgium. The success of the Mol operation has inspired much confidence for J-M expansion abroad.

In 1961, J-M negotiated for the purchase of a 103-acre industrial site in the city of Ghent, (in Belgium it's spelled Gent in Flemish, and Gand in French) toward the Atlantic coastline in the area known as Flanders. The property, like that of Mol, is favorably located, easily accessible by canal, rail and highway. The Ghent-Terneuzen canal is accessible to ships up to 50,000 tons. The main highway runs from Antwerp to Paris.

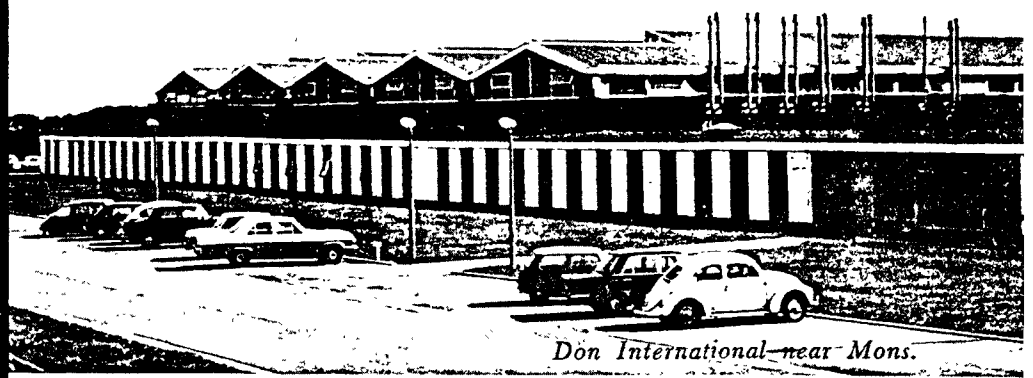
This second manufacturing facility in Belgium includes offices and industrial buildings which were completed and production begun in 1965. Employing nearly 100 Belgian J-Mers, the Ghent plant produces mainly Manvillit, an asbestos-cement and cellulose board used for sub-roofing and interior finishing.

In 1967, J-M and Small & Parkes, Ltd., of Manchester, England, jointly organized a company at Seneffe/Manage about 15 miles from Mons, a city southeast of Brussels. This company, known as Don, International, produces and markets friction materials in the European Common Market. Small and Parkes is a subsidiary of Cape Asbestos Co., Ltd. The agreement between J-M and Small & Parkes involves joint ownership. Small and Parkes manages the Company and J-M supplies sales and technical know-how.

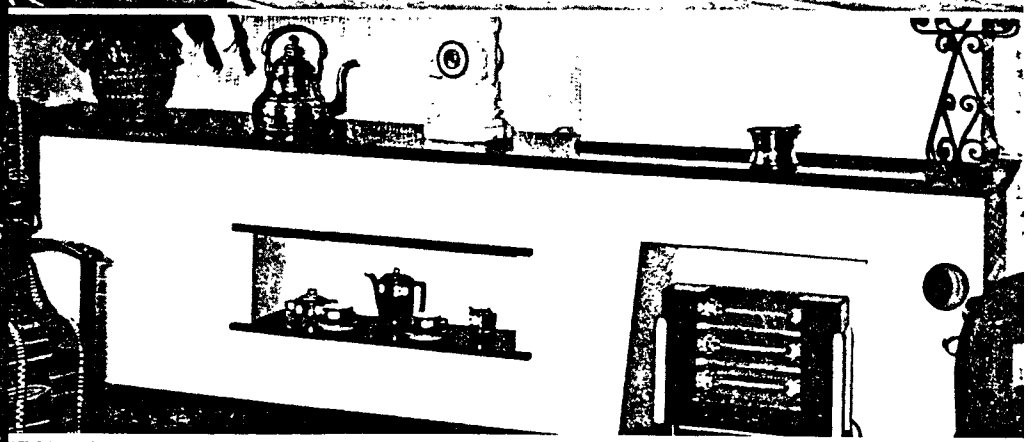
So, from the oldest to one of the newest J-M involvements throughout the world, J-M in Belgium progresses in its forty-first year, adding through its products and its wages to a better life for this historic country. To our approximately 800 Belgian counterparts, the rest of J-M Throughout the World says, "Hello!"



The Mol Plant complex.



Don International—near Mons.

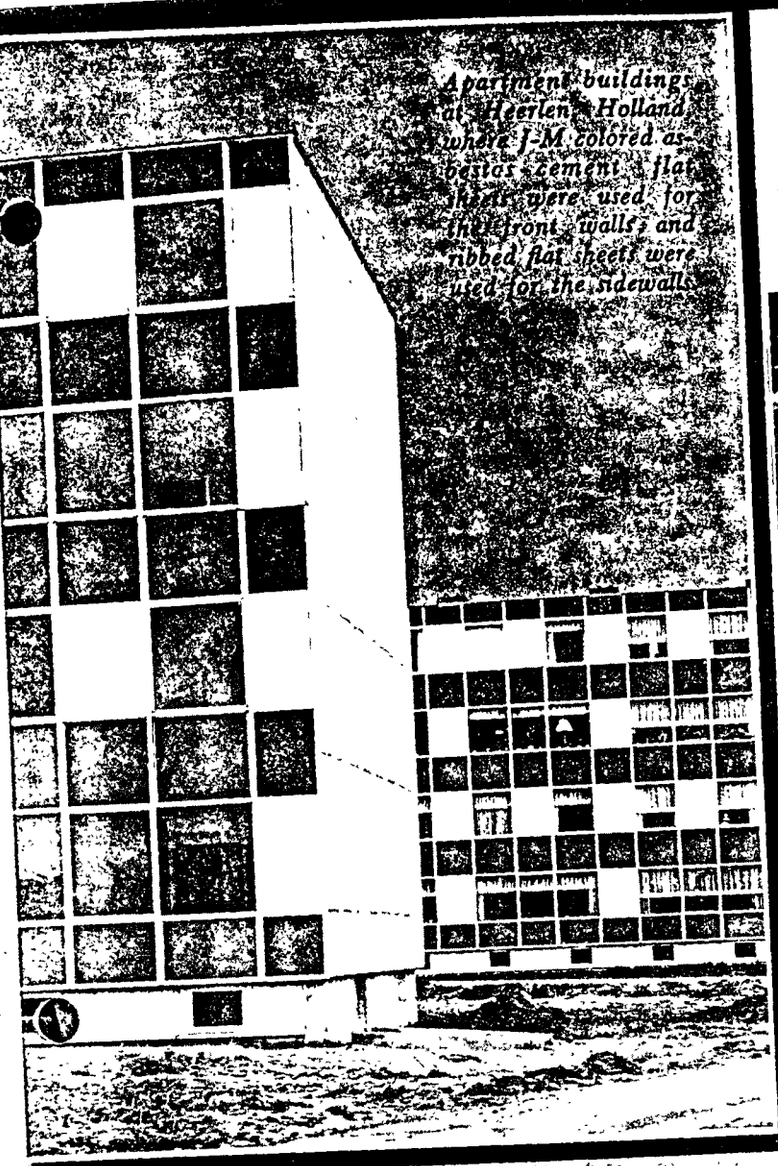


Above: The prefabricated mantle piece for this fireplace is a good example of what Mol hard compressed and steam cured Ebony flat sheets can do. They are available in seven different colors.

A group of houses in Molter, Luxemburg, where J-M steam cured and lacquered roofing shingles were installed.



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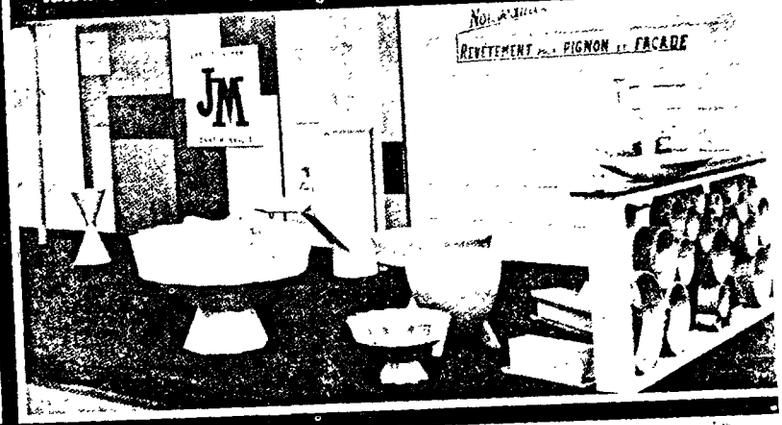


Apartment buildings at Heerlen, Holland, where J-M colored asbestos cement flat sheets were used for the front walls and ribbed flat sheets were used for the sidewalls.

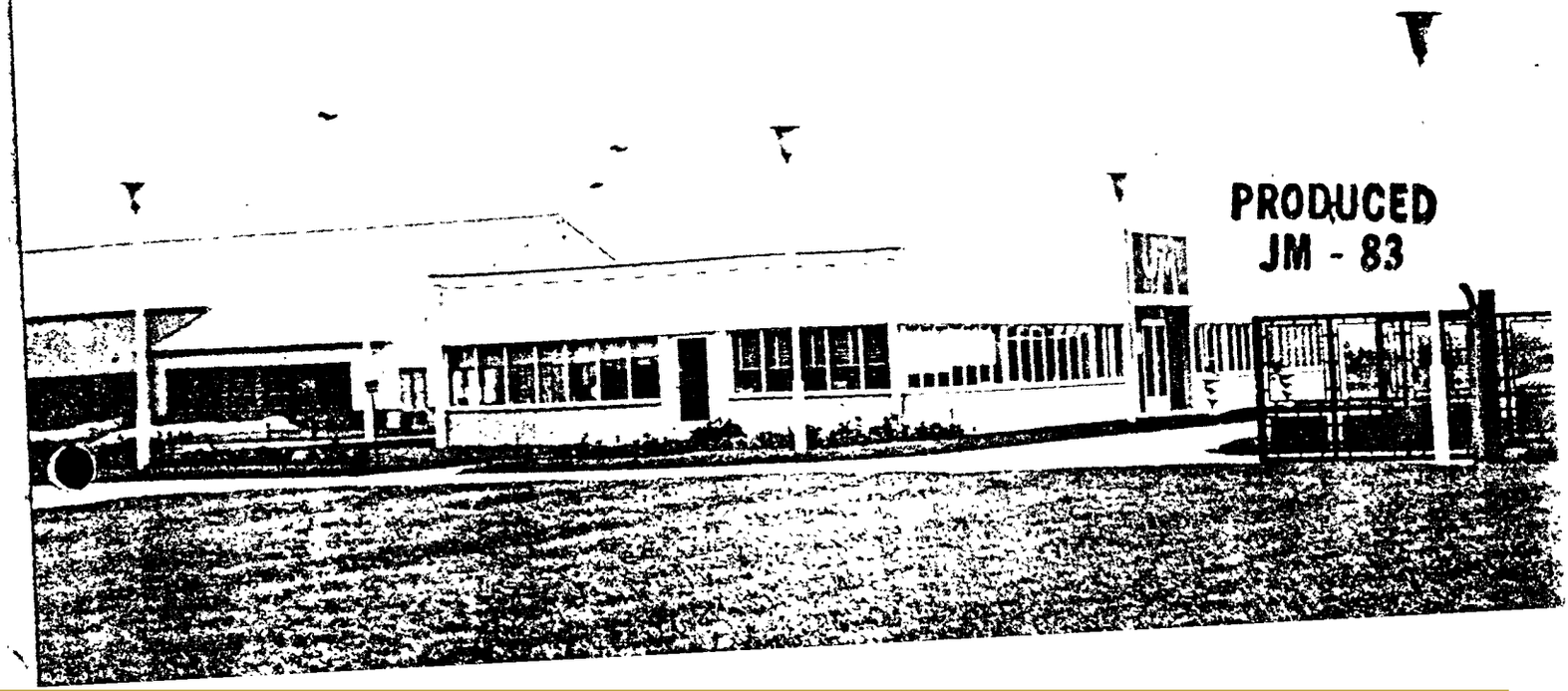


This Belgian house includes strip modern slates on the roof, cedar grain siding shingles, Ebony for staircases, the interior window sills and floors; Isontex insulating sheets for ceilings and pipes for the evacuation of rainwater.

This display of J-M asbestos-cement molded products was installed at a commercial fair held in Liege. Examples of lawn vases are in front.



The J-M Plant at Ghent.



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EUROPE COMES TO THE STATES

AS IN THE United States, when J-M opens a new plant or office overseas, local residents are hired to fill most of the positions at the location.

Late in 1966, when new plants were being constructed in Wissembourg, France, and Casalpusterlengo, Italy, J-M went a giant step further and brought teams from both of these plants to U. S. plants for on-the-job training in the production of the products they would be responsible for making at home.

From outside the quiet village of Wissembourg, only 200 meters from the German border, 13 new French J-Mers traveled to Natchez, Miss., and Rockdale, Ill., to observe FESCO® Board production. Reporting to A. L. Cini, Resident General Manager for Europe, R. I. Kerkhoff of Natchez wrote:

"The training program has been smooth and has presented absolutely no problems . . . these people have fused into our organization to the extent that it was difficult to realize that we had these 13 visitors with us. We sincerely feel that there is a deeper understanding between your people and our people through this interchange, and warm friendships have developed, not only at our plant but throughout our community. These men have been real ambassadors of good will."

From the sleepy countryside of Italy, near Casalpusterlengo and about 30 miles outside of Milan, 12 Italians traveled to Zelienople Plant in Pennsylvania to learn everything possible about the production of refractories and firebrick. The group was accompanied by Bill Stafford, Technical Advisor, who went to Italy shortly thereafter to advise the start-up and production of refractories.

On an individual basis, this exchange-training has been going on in J-M for many years. One of the most recent examples is Group Purchasing Agent Jean Louis Roux from the Paris Headquarters of J-M in Europe. Mr. Roux has been with J-M since 1964, and for four years before that he was associated with Roclaine, J-M's French mineral wool licensee. Mr. Roux spent several weeks in the U. S. becoming familiar with the purchasing function and spent time at Manville Plant, Finderne, Natchez, Rockdale and in the GHQ Purchasing Dept. He also completed a purchasing seminar at Princeton, N. J.

These are only a few of the people from other lands who have benefited from J-M's know-how first hand. Representatives of overseas distributors and foreign J-M salesmen are often crossing the U. S. visiting J-M locations. It's a part of "Working Together in Johns-Manville."

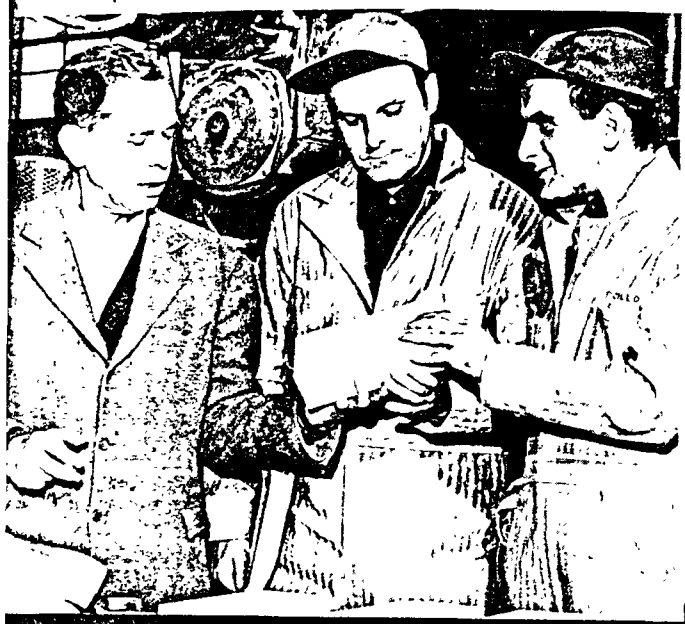




ABOVE: Left Photo—Jean Louis Roux of Paris at Manville Plant. Center Photo—Bill Stafford, G. Garavelli (center) and F. Cilloni of Italy at Zelienople. Right Photo—The Wissembourg, France, team poses in the Natchez Plant cafeteria. Seated, from left, are R. Bauer, P. Lardeau

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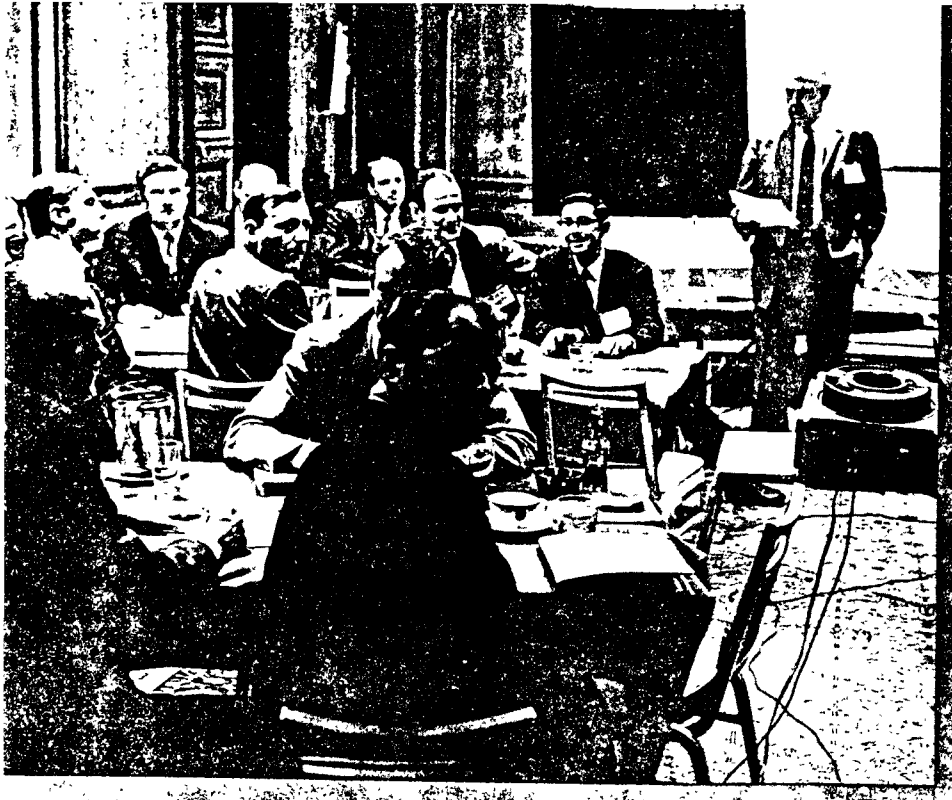
and B. Regnier. Standing, from left, are M. Schoettel, J. Roux, P. Devidts, A. Boos, P. Daigle, M. Gorguet, G. Gerard, A. Finck, J. P. Gouzerh, Cl. Duboisset, and Gil Godin, Technical Advisor, who returned to France with the group. BELOW: Left Photo—Most of the Casalpusterlengo group: Kneeling, from left, are Bill Stafford, V. Cucchetti, F. Gaggini and G. Garavelli. Standing, from left, are F. Cilloni, W. Ferrarese, Anna Marie Fiamenghi, L. Danelli, W. Autelli, R. Weissing, Italian Plant Manager V. G. Cheni, F. Toscano, G. Dusi and G. Chiappa. Right Photo—Zelienople Plant Manager R. E. Robinson (right) guides some of the Italian trainees through the plant. From left are L. Danelli, V. J. Cheni, Anna Marie Fiamenghi, F. Toscano (kneeling), C. Magni, G. Dusi and F. Autelli.





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A group of salesmen from the Midwest Region meet with Chicago District Manager E. H. Bingham (standing).

'meet me in St. Louis'

DURING THE FIRST three months of the year, J-M Building and Flooring Materials sales personnel in many parts of the country were echoing the famous song title, "Meet Me In St. Louis."

It was in that city, at the Chase-Park Plaza Hotel, that J-M held the first three meetings in its 1969 B & FM Marketing Seminar. A fourth meeting was held in mid-March at Las Vegas.

In all, about 700 J-Mers from the B & FM sales organization throughout the country—including salesmen, district managers, engineers, architectural representatives and the new gypsum group—attended the four meetings. Each meeting was specifically designed to help each J-Mer increase his portfolio of product information and to review selling methods.

The format for each of the four meetings was similar. Several sessions were held for the group as a whole; but much of the meeting time was divided into seminar sessions. At these seminars, the conferees focused their attention on specific product lines: Home Insulations, Built-Up Roofing, FESCO®, Acoustical Materials, Insulating Board, Asphalt and FGA® Roofing Products, TRANSITOP®, COLORBESTOS® and FLEXBOARD®, Flooring and Gypsum.

On the final day of the meeting, at a joint group session, the attendees were given a broader picture of company operations relating to their division. For example, C. R. VanderLinden, Director of Building Products and Flooring Research, explained to the salesmen how they can help Research. General Marketing Manager-Flooring, Fred F. Guyott, reported on the newest J-M product line—carpeting. George H. Martens, Corporate Vice President for Marketing, reported on the general marketing plans of the company. Joseph E. Kindregan, Operations Manager for B & FM Divisions, discussed long-range planning. M. F. MacDonald, General Sales Manager-B & FM Divisions, talked about J-M's position in the market; and Francis E. Dutcher, Corporate Vice President for B & FM Divisions, discussed corporate planning.

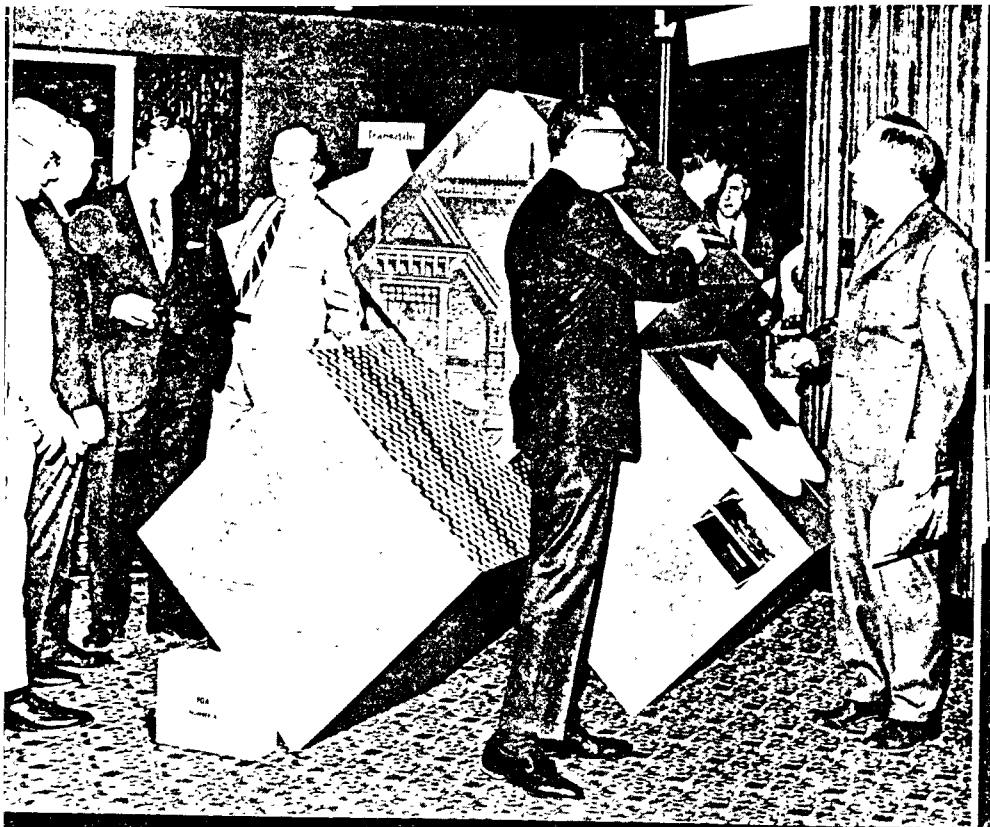
During the four-day meetings, special exhibits were set up in the hotel for the conferees to examine and discuss.

A special banquet was held for the entire group to give them better opportunity to meet and talk with fellow B & FM employees socially. During the banquet, some of the more talented J-Mers performed their specialties—singing, playing instruments or telling stories.



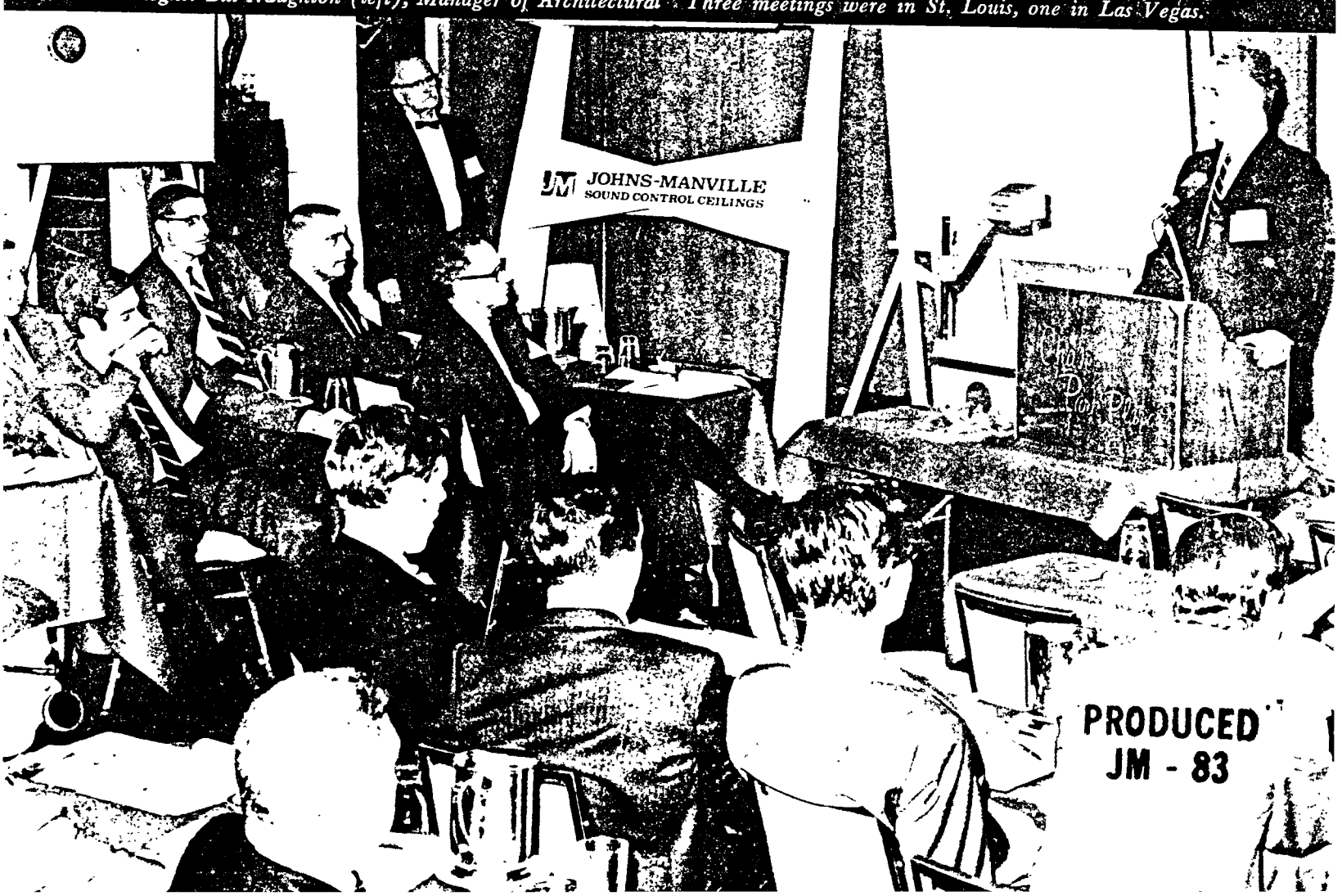
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Above left: From left, Roy Seeber and Phil Shepherd, both of DHQ; Ed Reilly, New York District Salesman; E. R. Fowle, Acoustical Specialist of Boston; Bob Cuje, Division General Merchandise Manager; and W. H. Gates, Plant Group Manager of Manville at one of the product displays. Above right: Bill Naughton (left), Manager of Architectural Services and Bruce Budelmann, District Engineer, both of New York District; survey the carpeting display. Below: Tom Madden (at podium), Division Product Group Manager, Acoustical & Asbestos Panel Systems, brings Eastern Region men up-to-date on Johns-Manville Sound Control Ceilings. Three meetings were in St. Louis, one in Las Vegas.



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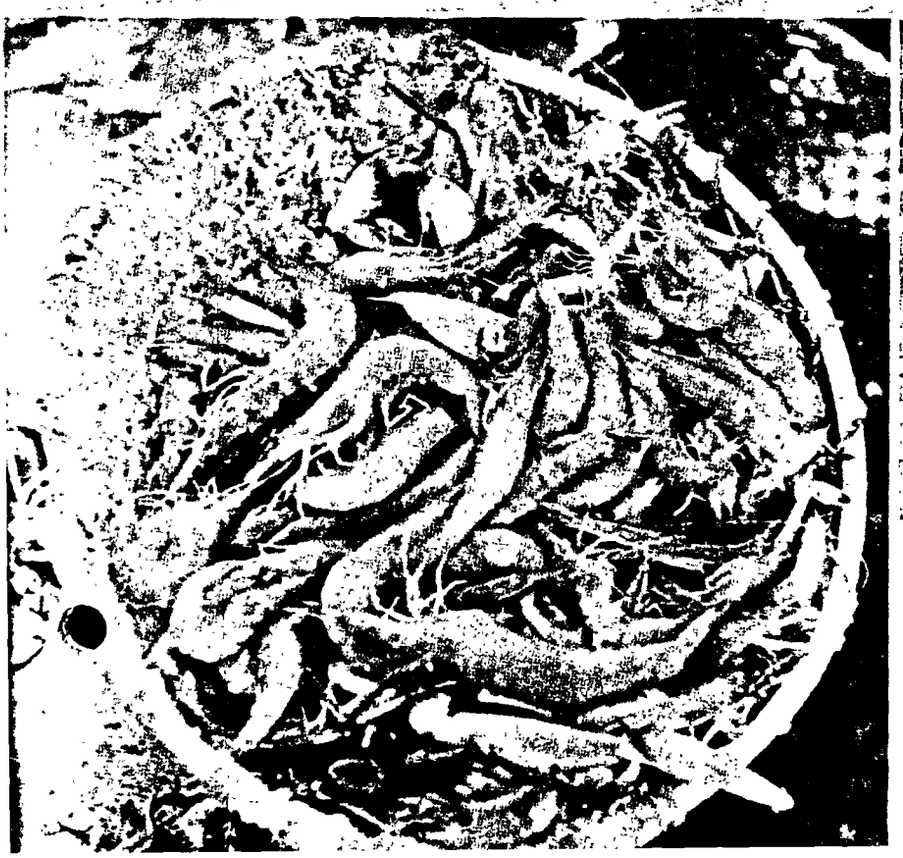
The sorting process begins as soon as the first scoop hits the sorting box. Many small crabs are returned to the water while larger ones are kept to be boiled. Wire screen box is used to hold the shrimp. Henry's son, Craig, is at left.

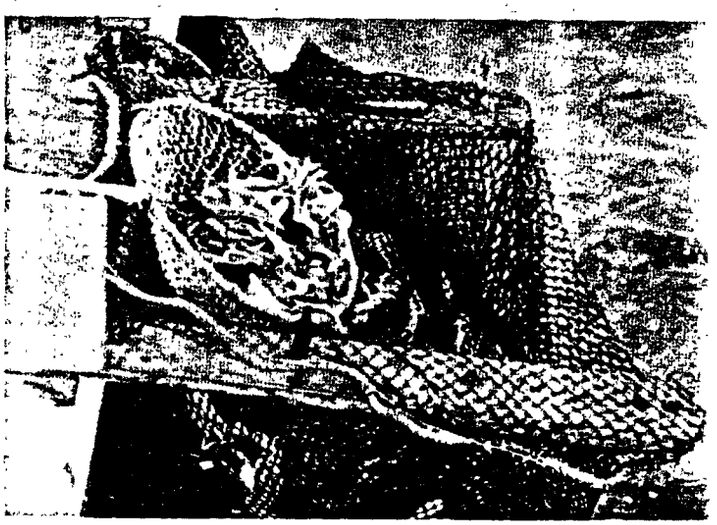


A crab plays king-of-the-mountain on 75 pounds of shrimp. "Candy" keeps guard to see that the crab does not steal a quick meal

Henry and company pay out 125-foot trawl lines attached to a 30-foot trawl-net at the beginning of a shrimping expedition. Note metal arch from which trawl lines are attached.





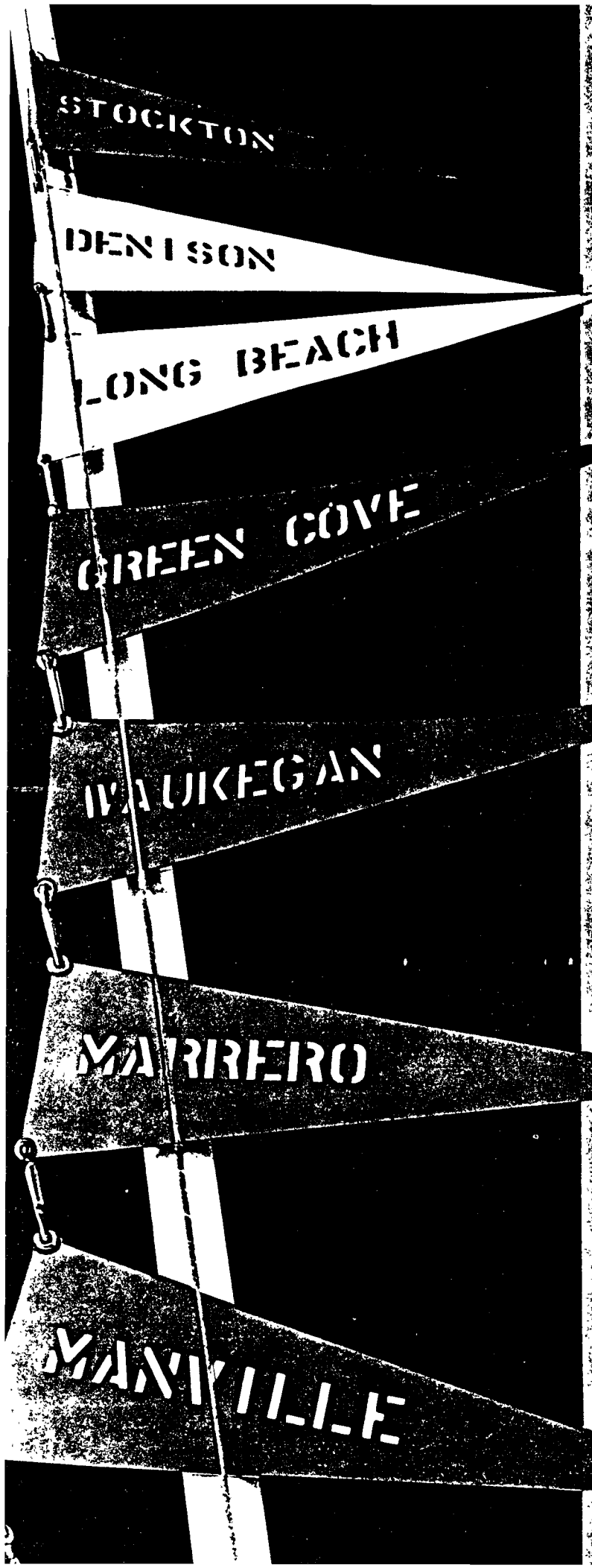


A scoop net dips into the catch. Note the sorting box. Small fish are thrown back into the lake.

A net of big shrimp from the waters of Lake Hermitage.

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Pennants outside GCS Plant show standings in Transite Pipe contest.

SPIRIT AND PRIDE SPARK PIPE PENNANT RACE

GO 'GATORS' GO

THE PENNANTS rippling in the warm Florida breeze outside the Green Cove Springs plant give visitors the first hint of the "go, go, go" spirit and pride inside the building.

Green Cove Springs may be the youngest of the J-M pipe plants but the dedication of its individuals and the sense of teamwork is already well established. It is clearly reflected in their outstanding performance since operations began in 1965, and the friendly spirit of competitiveness with fellow J-M workers.

[illegible] years ago, the Green Cove Springs "Gators" issued a challenge to fellow J-Mers making Transite® pipe—a race in reaching their common objective: to produce the best pipe in the world at the lowest production cost.

So the first race went off and it was so popular that it's being repeated for the third year. Pipe plants competing in addition to Green Cove Springs are Denison, Long Beach, Manville, Marrero, Stockton, and Waukegan. A barometer, called the DHQ Bug, is the average score of all plants. Each plant's performance is evaluated in terms of points, the most efficient plant in each of five categories (total cost, reject cost, material usage, machine utilization, production rate) being awarded 10 points, second 8 points, third place 6 points and so on. The maximum possible points in one month

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Plastics Crew Leader Herb King (left) shows Senior Inspector Larry Buchanan where his crew's ship stands in Gator Moon Race. Larry designed "the galaxy" board.

is 50 (first place in each of the five categories); and the maximum total for the year is 600 points, hence the name of the contest, "Alligator 600."

The pennants outside the plant, hanging in vertical order on a fabricated Transite pipe pole, show the monthly standings of the plants. Inside, plant manager George DeLong keeps a chart which shows plant point totals and compares each plant's performance this year with that of the past two years.

Denison won in 1968, with Stockton and Green Cove Springs close behind, and another close race seems to be in store for 1969.

Not to be outdone by the Transite pipe employees, the PVC plastic pipe crews have come up with their own "in plant" competition this year. This contest is pegged on the current Apollo program which is at full throttle at the not-too-distant Cape Kennedy and is called the "Gator Moon Race."

Here's how it works. Each of three PVC crews is represented by a model rocket ship which is mounted on a big board called "the galaxy." There are five men to a crew and the crew leaders are the rocket ships captains.

Each ship starts from the Green Cove Springs launching station and will follow a path around the earth and

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toward the moon. These are 52 blinking lights outlining the path the ships will follow. The "fuel" for the space ships is the monthly total of points in each of five categories (15 for first, 10 for second, 5 for third). The categories are: total pounds PVC extruded, percent material usage, total pounds material mixed, finished pounds per scheduled hour and machine utilization percent. Progress of each space ship is posted monthly. The monthly leaders are given cigars and the six-month leaders get a "gator" necktie. The crew with the most points—the crew landing on the moon first—will be given a special awards dinner on the date of their choice.

After landing on the moon, which should be around September, the crews will race back to the earth and each member of the crew returning first will be given a $25 savings bond.

The girls in the office are also very much in on the act. Outstanding performances in billing and clerical work can mean cigars for each girl (which can be accumulated and exchanged for a box of candy).

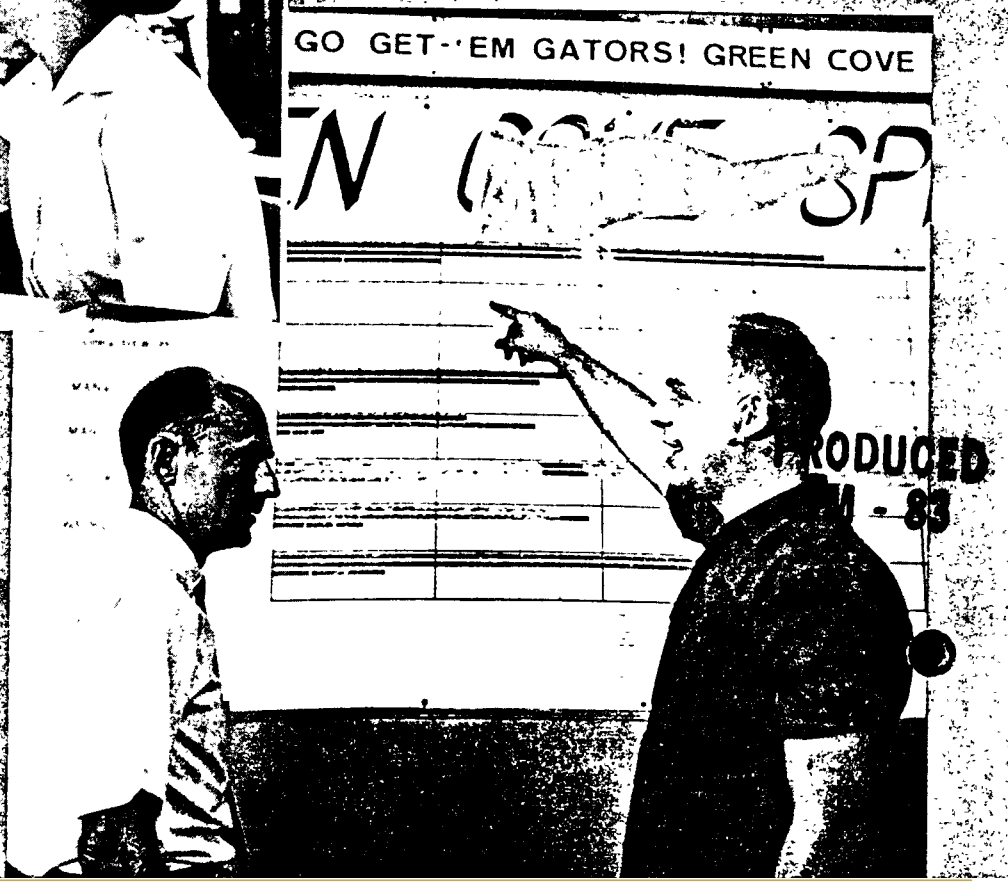
Behind it all is a spirit which can be found throughout J-M locations. It reflects the simple philosophy at Green Cove Springs and all J-M plants: impress new employees with the fact that J-M is a reliable, good employer; job security depends on both individual performance and the entire plant performance; that sub-standard work is not acceptable.

It is this teamwork which will continue to keep J-M leader among its competitors in the pipe manufacturing field: cast iron, clay, plastic and other asbestos cement producers.

A competitive spirit is developed by performance analysis, challenge and contests with public recognition for outstanding jobs. It's all designed to help each employee do a better job, take more pride in his work and have the satisfaction that he did his best.

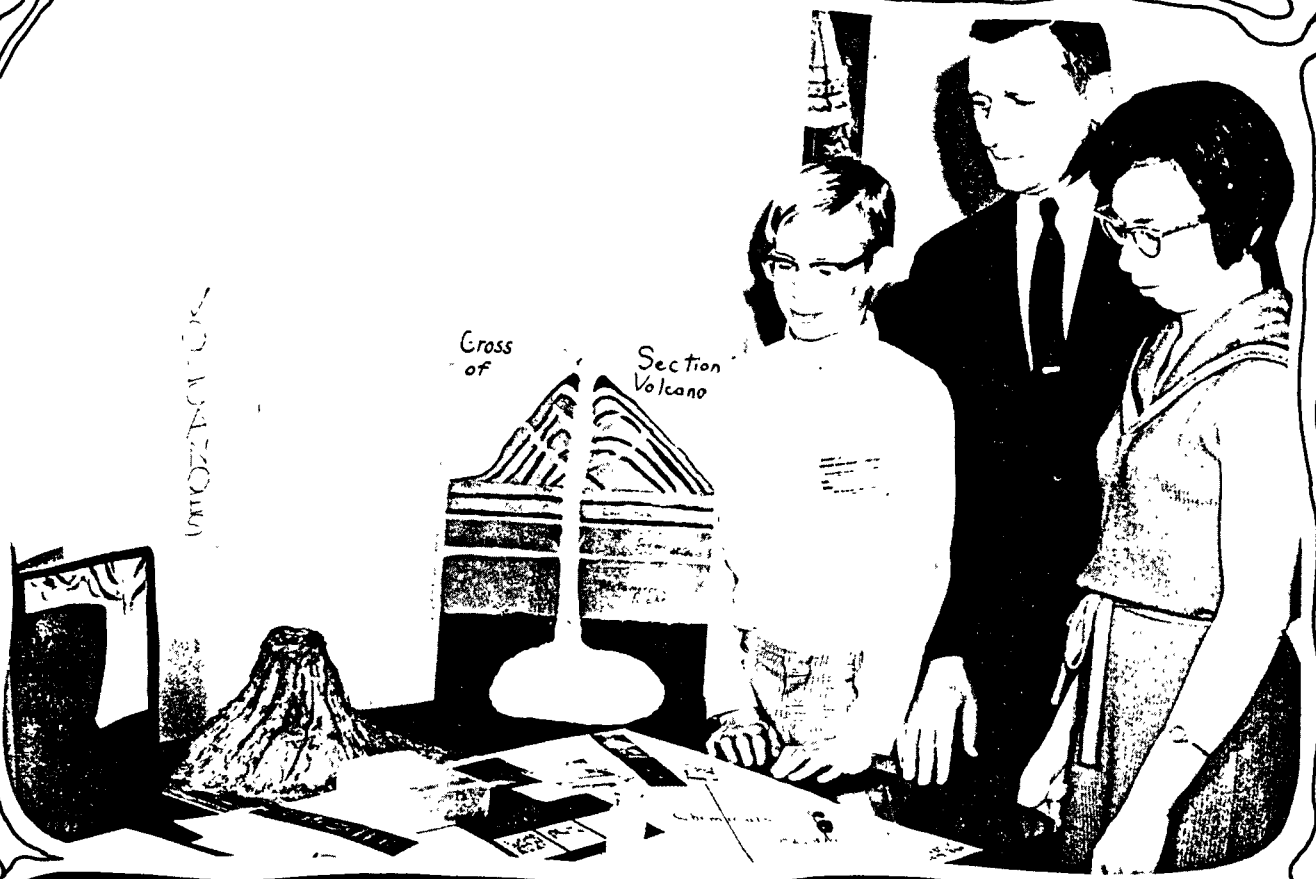


Plant Manager George DeLong hands cigars to Billing Clerk Peggy Helm for her outstanding performance. Peggy turned in cigars for box of chocolates.



Machine Tender Larry VanderWilt points to chart showing Production Foreman Bill Reed how Green Cove Springs ranks in the Alligator "600" contest with other J-M Pipe Plants.

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Fifth grader Eddie Grauman, 11, son of Robert and Betty Grauman—Bob is a J-M Sales Representative in South Bend, Ind.—used perlite and Fesco® Board in his exhibit about volcanoes for the Highlands Elementary School Science Fair. In competition with 200 other 4th, 5th and 6th grade students, Eddie was awarded a blue ribbon and an Outstanding Award. He was asked to enter the exhibit in a Regional Science Fair at Notre Dame University. In competition with 500 youngsters, Eddie got a second place award and a red ribbon. Incidentally, Bob got the "Fesco" tieclasp he's wearing at the St. Louis B&FM Regional Meeting in recognition of his sales record for Fesco.

NEWS MAKERS

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Co-Op student at Waterville Plant 01 Jane Raitz is mighty proud of her second prize trophy in the Extemporaneous Speech contest at the recent state convention of the Ohio Cooperative Office Education Club in Columbus, Ohio. There were over 500 students from throughout Ohio in attendance. "Personnel Interviewing" was the subject of Jane's speech. She is a senior at Penta-County Vocational High School where she attends classes in the mornings and works at her co-op training in the afternoons in the Industrial Relations' Employment Office at Waterville. In this school-work program, Jane is learning how to apply her textbook knowledge received in the classroom to her daily assignments at J-M, which include typing and clerical projects, filing, teletype, switchboard and other miscellaneous duties related to employment.

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M. W. Burleson, General Manager of the Industrial Insulations Division, stands behind the candidates he inducted at the Richmond Plant QCC ceremonies. From left are Charles N. Pickett, Rastis W. Pierce, Charles E. Thompson, Walker B. Broadus and Mrs. Betty M. Sax. Not present: John L. Brown and Bennie R. Cosby.



Ben Holder, Engineer in the Construction Section of the Plant Engineering Dept. at Finderne has devoted thousands of hours of his leisure time to YMCA and Red Cross aquatic programs. Here he demonstrates use of a single hose regulator to, from left, Julie Eberts, Susan Spinzig, Robin Greco, Priscilla Gould and Janis Greco, at the Spring Run Pool in Martinsville, N. J. Ben's activities include life guarding; life saving, scuba diving and swimming instructing; and officiating at YMCA and AAU swimming meets. He has been a member of the Somerset Valley Chapter of American Red Cross Aquatic Commissions for over two years.





Salvatore Centino is serving his third term as President of the J-M Club at Manville Plants. Other officers for 1968-69 are Frank D'Alesandro, Vice President; Jo Ann Pawlik, Secretary; Joseph Cetuk, Treasurer; and William Schneekloth, Management Representative.

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Of the 98 inductees into the Asbestos Quarter Century Club four were ladies. Shown here, from left, are A. G. W. Sinclair, President of Canadian Johns-Manville; Inductee Mary L. Thompson; Ivan H. Sloane, Manager of Asbestos Plant; Inductee Florence Beaurivage; Inductee Jeane Snow; Inductee Jeannette Rioux and Karl V. Lindell, Chairman of the Board of C. J-M. Mrs. Beaurivage's husband, Guillame, was also inducted.





Mary Ann Carlino (left) of the Research & Engineering Center's Corporate Research & Development Dept., shows four Manville High School seniors samples of work done at the Center. From left are Mary Ann Michaloski, Mary Zuza, Jane Woychio and Joan Dulsky. The girls recently visited the Center for a "Day in Industry." Each girl was assigned to a specific department where she could see the theory of her business subjects in school put into action.

NEWSMAKERS • NEWSMAKERS • JM

NEWS MAKERS



W. L. VanDerbeek (second from left), Vice President for Production and Engineering, was on hand in March to present the 500 employees of the Manville Industrial Insulations Plant with the President's Award trophy for safety. The I. I. plant had the best safety record in the Company for 1968. Plant Manager A. W. Jung (left) accepted the trophy. Marshall Smith, President of Local 800 U.P.P. and Safety Coordinator H. W. Ennis (right) look on.

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ASSIGNMENTS



DR. W. RICHARD GOODWIN has been elected a Vice President of the Johns-Manville Corporation and has been named to the newly created position of Vice President for Corporate Planning. Dr. Goodwin has been a consultant to J-M on long range planning since June 1968. He was employed by the Rand Corporation and later System Development Corporation from 1955 to 1965 where he advanced from Project Director to Division Manager. In 1965 he left System Development to form his own consulting firm, the W. R. Goodwin Co., where he has served as President until joining J-M in April.

In establishing the new department, C. B. Burnett, President, explained that the move is a continuation of J-M's efforts to place more emphasis on the planning function.

The new department will prepare a coordinated series of formal plans, including an overall corporate growth strategy, as well as specific plans for entering new businesses or new markets. It will also work with Division Planners to help develop and carry out their planning programs, and to assist them in preparing their growth plans in a fashion consistent with one another and with corporate plans. The responsibilities of A. C. Smith, Vice President for Corporate Growth & Development, will remain unchanged except for long range growth planning now assigned to this new corporate department.

BUILDING & FLOORING MATERIALS REORGANIZATION

F. E. Dutcher, Senior Vice President and General Manager of the Building & Flooring Materials Divisions, has announced that continued growth and objectives for the next five years have indicated the need for further expansion of sales and merchandising activities. J. E. Kindregan, Operations Manager, who has been primarily concerned with Flooring marketing and Building Materials sales now also has responsibility for Building Materials merchandising. R. C. Jenkins, Regional Manager, Western (Gypsum) Region, will continue to have full marketing and production responsibility for all western gypsum sales.

In order to more effectively give experienced help and supervision to the sales operations, the Division is dividing its field sales department into two parts, Eastern and Western, and is establishing a new sales management position on National Accounts and Specialty Products.



MURRAY F. MacDONALD has been appointed General Sales Manager of the Division. Mr. MacDonald, formerly General Merchandising Manager for Building Materials, continues as Vice President, Johns-Manville Sales Corporation. He has filled many district sales and merchandising positions in J-M since he came with the Company in 1936. He served as General Manager of the Former Building Products Division.



ROBERT H. CUJE has been appointed General Merchandise Manager. He continues as a Vice President of the Johns-Manville Sales Corporation. He has been Merchandise Manager, Architectural & Engineered Products since last February. Mr. Cuje joined J-M as a salesman in the New Orleans District in 1954. After filling sales positions at Cincinnati, Atlanta, Cleveland and New York, he came to the New York District in 1962 as District Manager and then was appointed Assistant to the General Sales Manager. He moved up to Manager of Acoustics in the Merchandising Dept. in 1963.



A. J. NUNEZ has been appointed Eastern Sales Manager. He continues as a Vice President of the Johns-Manville Sales Corporation. He started with J-M in 1944. After several years in various sales assignments he became Assistant District Manager in New Orleans in 1957. He later moved up to District Manager at Houston in 1961 and at New Orleans in 1963. He came to DHQ as General Sales Manager of the former Building Products Division in 1967.



JOHN F. SLOAN has been appointed Western Sales Manager. Mr. Sloan began his J-M career as a salesman in Boston in 1951. He advanced to DHQ as a staff manager for Insulating Board in 1958. He moved to Los Angeles as Assistant District Manager in 1960 and was promoted to District Manager at Detroit in 1964. The Denver, Seattle, Los Angeles and San Francisco Districts have been transferred from the Western (Gypsum) Region to the Western Sales Manager.



W. A. "PAT" DEAL has been named Sales Manager, National Accounts & Specialty Products. Mr. Deal has been with J-M since 1935. After filling several territorial sales assignments, he became Staff Manager, then District Sales Manager in San Francisco and in Cleveland. In 1965 he came to DHQ as Sales Manager, IAC Products, and in 1967 was appointed Product Marketing Manager. His latest assignment has been Assistant General Sales Manager.

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OTHER B&FM ASSIGNMENTS
Division Headquarters
R. D. DICKENSON to Manager for Mobile Home Sales.



WARREN M. DEUTSCH to Associate General Counsel.



DONALD W. DAVIS to Chief of the Celite Filtration Section.



DHQ at Finderne
GILBERT GODIN to Methods Section Superintendent, Production Dept.



RICHARD R. STANDEL, JR,. to Associate General Counsel.



DR. JAMES P. LEINEWEBER to Manager of Corporate Research & Development.



Manville Plant
ANDREW W. MACRAE to Production Superintendent, Floor Tile Plant.



PRODUCTION & ENGINEERING DEPARTMENT
Finderne
V. D. STOCKEBRAND to Senior Project Engineer.



DR. ALLAN F. BURNS to Chief of the Basic Chemistry Section.



FINANCE DEPARTMENT
General Headquarters
PAUL J. KENT to Systems Analyst.



RESEARCH & DEVELOPMENT DEPARTMENT
Finderne
DR. CARL VANDER LINDEN to Director of Building Products and Flooring Research.



WALTER K. HESSE to Manager of Research and Development for Industrial Insulations.



INDUSTRIAL RELATIONS DEPARTMENT
Green Cove Springs Plant
C. W. KEATING TO Industrial Relations Manager.



DR. SIDNEY SPEIL to Director of Research & Development, Corporate, Pipe and Mining Divisions.



JOHN O. COLLINS to Chief of the Mineral Fibers and Aerospace Specialties Section.



Toronto Plant
FRANK FEELEY to Industrial Relations Supervisor.



DR. LAURENCE R. BLAIR to Director of Research & Development, Industrial Divisions.



SEWARD E. WOOLEY to Research Associate, Industrial Insulations Research & Development Department.



OFFICE OF GENERAL COUNSEL & SECRETARY
General Headquarters
G. EARL PARKER to Assistant Secretary of the Corporation.



DR. FRANCIS B. HUTTO to Manager for Celite Research and Development.



JAMES E. NEAL to Chief of the Refractory Products Section, Industrial Insulations Research & Development Department.

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WALTER E. BUCH to Chief of the Acoustics and Board Section, Building Materials Research and Development Department.



Parkersburg Plant
DAVID G. ANEWALT to Planning, Scheduling, Purchasing & Traffic Supervisor.



S. A. TOMPKINS to Manager of Engineering & Technical Service, Equipment Insulations Sales Dept.



CANADIAN PRODUCTS DIVISION
Division Headquarters (Toronto)
BRUCE MACHIN to Division Production Engineer.



GERALD A. HETRICK to Superintendent-Insulations.



Los Angeles Office
JOHN PODOREAN to Sales Supervisor for Aerospace Products, West Coast.



FIBER GLASS DIVISION
Division Headquarters (Toledo)
NOLAND D. NOFFSINGER to Senior Staff Training Engineer, located at Defiance Plant G-28.



Waterville Plant G-86
THOMAS E. MILLER to Production Superintendent.



PACKINGS & FRICTION MATERIALS DIVISION
Manville Plant
PHILIP G. KAIN, JR., to Technical Superintendent.



JAMES L. RAKOVAN to Quality Control Engineer.



Winder Plant
E. M. SAND to Production Superintendent.



North Brunswick Plant
SAMUEL J. MASTRO to Tool and Die Engineer.



Defiance Plant G-28
GEORGE ZURKAN to Production Superintendent.



J. P. SIMPSON to Manager of Services.



PIPE DIVISION
Division Headquarters
RALPH M. HUTCHISON to Product Manager, Fiberglass Reinforced Pipe and Fittings (located at Manville).



Cleburne Plant
DAVID C. BROWN to Plant Manager.



INDUSTRIAL INSULATIONS DIVISION
Division Headquarters
W. H. FACE, JR., to Product Manager, Aerospace Products.



Denison Plant
HOLLIS T. BRODE to Plant Engineer.



DAVID E. ATWOOD to Production Superintendent.



M. J. McCAULEY to Manager of Distribution Services, Physical Distribution Dept.



EUGENE DERICHSWEILER to Flextran Superintendent.

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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 and early level salaried ranks are listed in the Stepping Up column.

ASBESTOS FIBRE DIVISION
Jeffrey Mine
G. O. ALLY to Foreman, Packaging.
J. L. BELANGER to Foreman, Mill Operating.
C. B. BISSON to Foreman, Stores.
O. BISSON to Foreman, Mill Operating.
R. BOISVERT to Foreman, Packaging.
G. L. DOUCET to Foreman, Mill Operating.
JEAN-PAUL GIONET to Foreman, Mill Operating.
J. M. JACQUES to Foreman, Mill Operating.
C. J. LAFRANIER to General Foreman, Mill.
G. W. TOURIGNY to Foreman, Mill Operating.
R. L. WOODS to Industrial Analyst.
Reeves Mine
A. BURDICK to Erection & Repair Foreman.
J. A. WOODROW to Foreman, Pit.

BUILDING & FLOORING MATERIALS DIVISIONS
Alexandria Plant
L. W. JOHNSON to Shift Foreman, Finishing.
Chillicothe Plant
F. H. DAVIS, JR. to Foreman, Shipping & Receiving.
CLYDE GLEASON to Process Foreman.
BARBARA OLDAKER to Accountant.
GALE PATRICK to Process Foreman.
RALPH STRICKLAND to Inspection Supervisor.
Jarratt Plant
D. W. HARRELL to Shift Foreman, Finishing & Warehouse.
Los Angeles Plant
R. D. MOORE to Foreman, Shipping, Receiving & Warehouse.
E. A. ADAMS to Production Foreman.
Pittsburg Plant
SAUL H. BERNSTEIN to Industrial Engineer.
RAYMOND F. SEVERNS to Paper Mill Shift Foreman.
Rockdale Plant
R. J. CINOTTO to Maintenance Foreman.

CANADIAN PRODUCTS DIVISION
Asbestos Plant
JACK HOBBS to Chief Scheduler, Planning & Scheduling Dept.
PAUL POMERLEAU to Industrial Analyst, Senior.
FRANK F. SCOTT to Industrial Analyst.
BERT THOMPSON to Chief Clerk, Packing & Frictions Dept.

CELITE DIVISION
Lompoc Plant
J. B. POTTER to Foreman, Controlman.

DUTCH BRAND DIVISION
Chicago Plant
W. T. VAN HOLST to Foreman, Receiving.

FIBER GLASS DIVISION
Corona Plant
P. D. WARDLOW to Shift Foreman, Shipping, Receiving & Warehouse.
Defiance Plants
R. E. BOFF to Shift Foreman, Pipe Insulation.
Penbryn Plant
M. E. BROWN to Shift Foreman, Production.
H. J. MOLLENKOPF to Shift Foreman, Production.
OSWALD "BILL" TURNER to Shift Foreman, Quality Control.

INDUSTRIAL INSULATIONS DIVISION
Long Beach Plant
WILLIAM H. PROVOST to Foreman.
SAMUEL SHLIFF to Senior Order Clerk.
Richmond Plant
M. F. WILLIAMS to Shift Foreman, Construction.

RETIREMENTS—May 1, 1969

HELEN EVERETT, San Francisco Office
ESTHER FAGAN, General Headquarters
DOUGLAS FORDE, Toronto Plant
EDWARD J. KANE, International DHQ
MARGARET V. KEATING, General Headquarters
WILHELM WIECHMANN, New Brunswick Plant

RETIREMENTS—June 1, 1969

J. HENRI BEAURIVAGE, Jeffrey Mine
CHARLES CLARK, Waukegan Plant
JOSEPHINE GUERRAZZI, Manville Plant
ELMER HILLSON, Waukegan Plant
JOHN HULVA, Manville Plant
EARL KIDDER, Parkersburg Plant
IRVIN B. LABELLE, Tilton Plant
HAROLD LEMLEY, Parkersburg Plant
RALPH W. PERKINS, Asbestos Plant
CHARLES PLUMMER, Toronto Office
THOMAS J. ROBERTS, Manville Office
DOMINICK G. RUSSO, Manville Plant
THOMAS WOJTOWICZ, Manville Plant

OTHER RETIREMENTS

IGNACIO BALDERAS, Waukegan Plant
C. WILBUR BENNETT, Richmond Plant
FERNAND J. BOISSONNEAULT, North Bay Plant
HOWARD BOWERING, Jeffrey Mine
TALMAGE BURDINE, Lompoc Plant
EARL J. BURKE, Marrero Plant
NORBERT C. DONAHUE, Waukegan Plant
ANIELLO IZZO, Finderne
EDITH JENKINS, Manville Plant
WILFORD E. JOHNSON, Jarratt Plant
WILMAR KRUEGER, Waukegan Plant
CECIL LANKFORD, Jarratt Plant
MICHAEL MALCOVICH, Toronto Plant
ANTHONY MASTRULL, Manville Plant
JOSEPH MOREELL, Long Beach Plant
ISTVAN NYITRAI, Manville Plant
MIKE OPITZ, Waukegan Plant
GERHART PETER, Long Beach Plant
JOHN D. SAMSON, Jeffrey Mine
WALTER SEEL, Waterville Plant
JOSEPHINE SKIBBEE, Manville Plant
JOHN STRELEC, Manville Plant
WALTER WARD, Alexandria Plant
WILLIAM H. WARING, Denison Plant
HUGH WHITE, Waukegan Plant
ABE WILLIAMS, Natchez Plant

IN MEMORIAM (QCC and Retired)

LEONARD HARRISON, Waukegan Plant, March 28
RUDOLPH HEYER, Waukegan Plant, March 30
ANDREW BERNARD, Marrero Plant, April 2
F. C. WOOD, Pittsburg Plant, April 3
TELMO G. ARANJO, Sao Paulo (Brazil) Office, April 5
MICHAEL J. FLAHERTY, Billerica Plant, April 5
ADOLPHE LALIBERTE, Asbestos Plant, April 5
ANTHONY URBAN, Manville Plant, April 8
GUIDO P. MEZZANOTTE, Manville Plant, April 9
JOSEPH M. POITRAS, Nashua Plant, April 15
JOSEPH W. SPRING, New York, April 18
ALPHONSE LEMAY, Asbestos Plant, April 21

NEWS/PIC

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Director of Public Relations: William P. Raines

Contributing Correspondents:
Ebbie Eberhardt, Dolores Brett, Jim Bradley, Bob Young, GHQ; Tom Ebberts and N. B. Oliphant, International DHQ; John DeSchepper and C. Eeman, Mol, Belgium; Neal Ranauro, Manville Plant, E. A. Fatter, Jr., Natchez Plant; George DeLong, Green Cove Springs Plant; Matt Jamin and Amy Hovan, Department of General Plant Engineering, Finderne; Ruth Keusseff, Finderne; Barney Coleman, Waterville Plant; Jim Ryan, Jeffrey Mine; Eugene Green, Richmond Plant.

Contributing Illustrators:
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BENEFITS

Question: Suppose I have to go to the hospital and when I get there I don't have my I.D. card. What do I do?

Answer: In virtually all Blue Cross Plans in the U.S., including those administering for Health Service, the individual's Social Security number is his certificate or identification number. You should advise the hospital admissions office that you are a member of the Johns-Manville group and suggest that if verification of coverage is required they contact your Manager of Office Service or Industrial Relations Manager.

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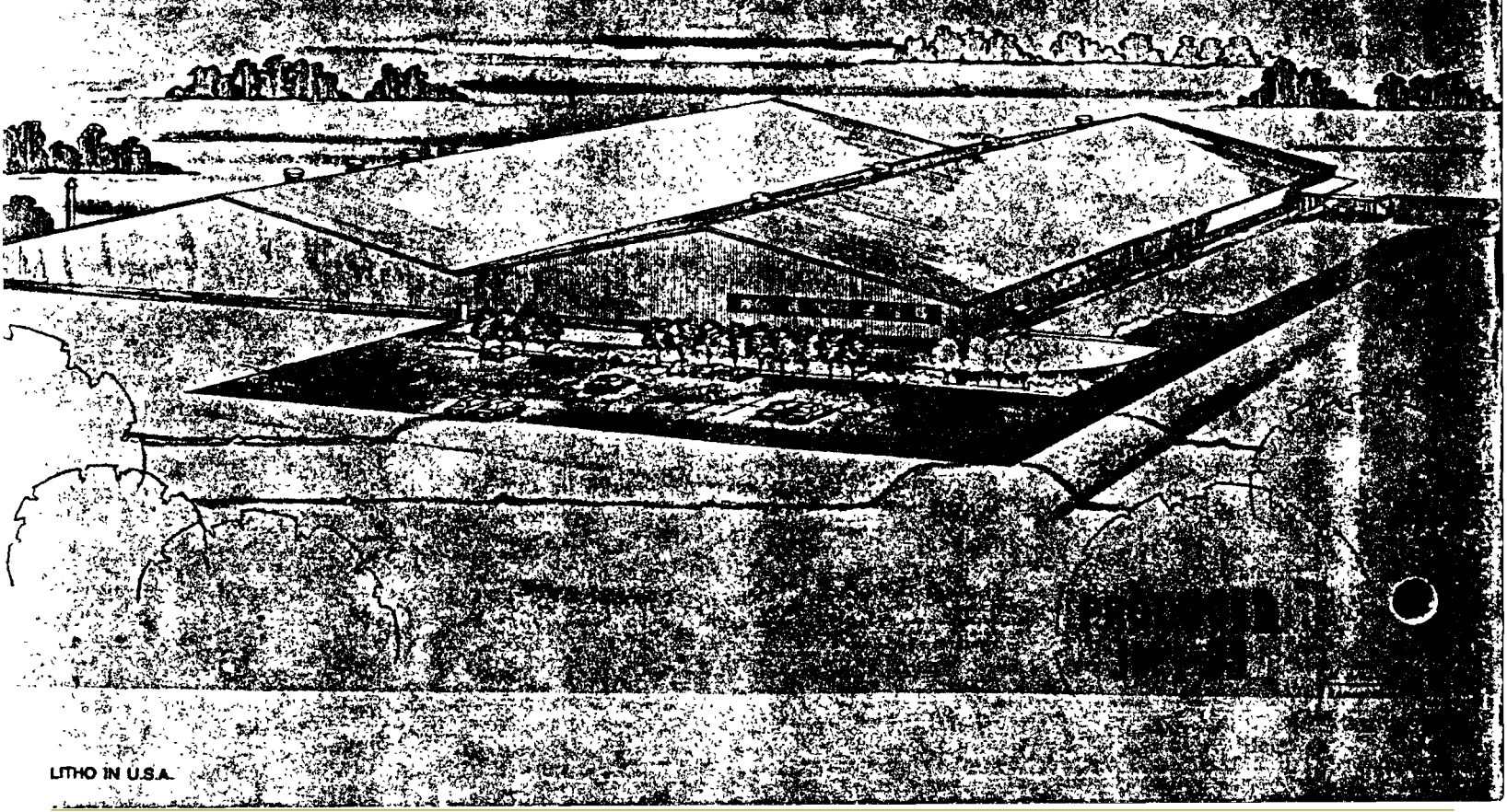
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Another plant for Georgia

J-M has broken ground for a new carpet manufacturing plant at Spring Place, near Dalton, Georgia. The new plant will supplement the existing facilities of J-M's subsidiary Crown Tuft Carpet Company at Dalton and Cartersville. The Spring Place plant will occupy 240,000 square feet on a 132-acre site, and is expected to be in operation before the end of the year. The plant is situated two miles south of the community on State Highway 225. Employment will eventually reach more than 150 persons, as additional equipment is installed. The Spring Place plant is the second construction start for J-M in Georgia in the past year. The fiber glass insulation plant at Winder is scheduled for completion in the fall.



LITHO IN U.S.A.

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