NEWS/PIC

JULY • AUGUST 1969

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



J-M'S AID TO EDUCATION

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"Next in importance to freedom and out which neither justice nor freedom

J-M'S AID TO EDUCATION

IT HAS LONG been the conviction of Johns-Manville that a company's well-being rests upon the strength of its people. For this reason the company shares in the cost of courses of study that contribute toward the employees' development, with the objective of increasing effectiveness in present jobs, and improving skills in order to develop people to fill specialized and higher level jobs as they become open.

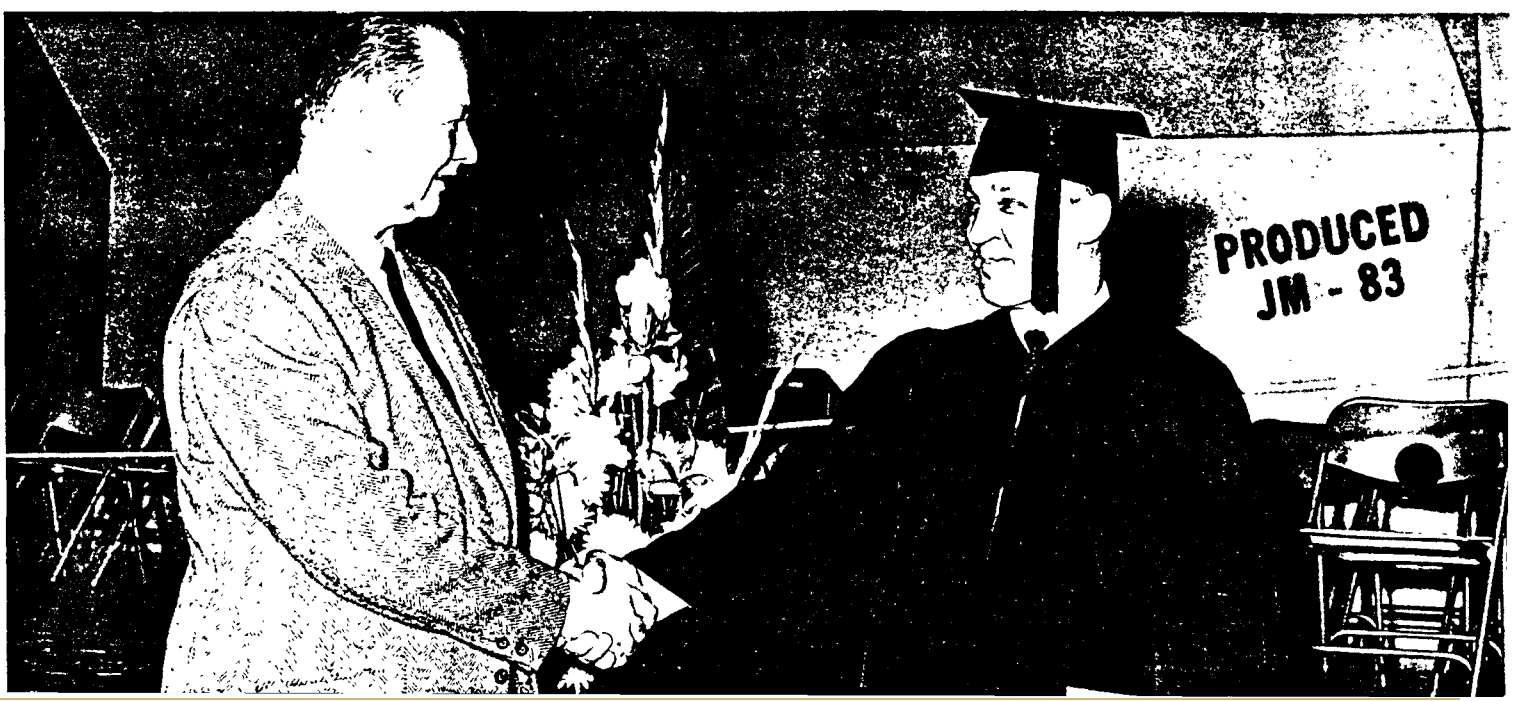
Many J-Mers will go back to school this September with the help of the J-M Tuition Plan; back to secondary schools, participation in correspondence courses, or back to universities to pursue studies in areas of their interests and which will be of benefit to J-M as well.

In 1968, a total of 610 employees furthered their education in secondary schools and colleges under this educational assistance plan.

Any full-time permanent employee may apply to his supervisor for company aid for training in an accredited school or college, a recognized correspondence school or an approved technical or professional association. If the proposed training will increase the employee's effectiveness in his present job or improve his skills which may develop him for a specialized or higher level job, the supervisor will recommend company participation in his costs, and the approval of the responsibility head and the Director of Training, Industrial Relations, will authorize it.

Upon satisfactory completion of the approved course, the company reimburses the employee for 65 per cent of his tuition and fees up to set maximums. Just last year, J-M revised the maximum reimbursement—upping it nearly 50 per cent—to reimbursal for a term to $300 and for the calendar year to $900. This was done in recognition of the continued rise in cost of tuition at most educational institutions.

Subjects which the company approves include those applying directly to the employee's present job or in-



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justice is popular education, with- can be permanently maintained."

—James A. Garfield
20th President of the United States

tended to improve his skills for future growth within the company. General background subjects required for a degree—or certificate or diploma—are also approved if the course of study is of value in developing the employee in his company career. Electives are approved which are reasonably close to J-M's interests or are subjects of general value.

To a limited extent and with additional approval, the company may offer an employee the opportunity to take special instruction in approved institutions with the company paying the entire cost. Such courses must be of direct and urgent benefit to Johns-Manville in serving a need that cannot be met satisfactorily by other means.

Those J-Mers who may be contemplating going back to school in the fall must apply to their immediate supervisors for financial aid for outside training. This application should be made before the course begins, and *must* be made no later than three weeks after the start of the course. The student pays all expenses and is reimbursed 65 per cent of his tuition and fees once he has completed the course satisfactorily, but not more than $300 for each term. *All receipts for expenses must be saved and presented to his supervisor before reimbursement can be authorized.*

Financial assistance to employees wishing to increase their career knowledge, coupled with on-the-job training and special courses conducted within Johns-Manville, provide a substantial and healthy investment in education by the corporation. But it is by no means J-M's total "aid to education program."

J-M believes in investing in the future, and one of the ways in which it does this is by direct financial donations to the colleges and universities which are represented in J-M through their graduates. Contributions are made directly to such colleges and universities and are unrestricted as to use by the institution in order to provide the maximum benefit. No contribution is made outside of this policy. It is hoped that some degree of continuity is provided in aiding individual institutions.

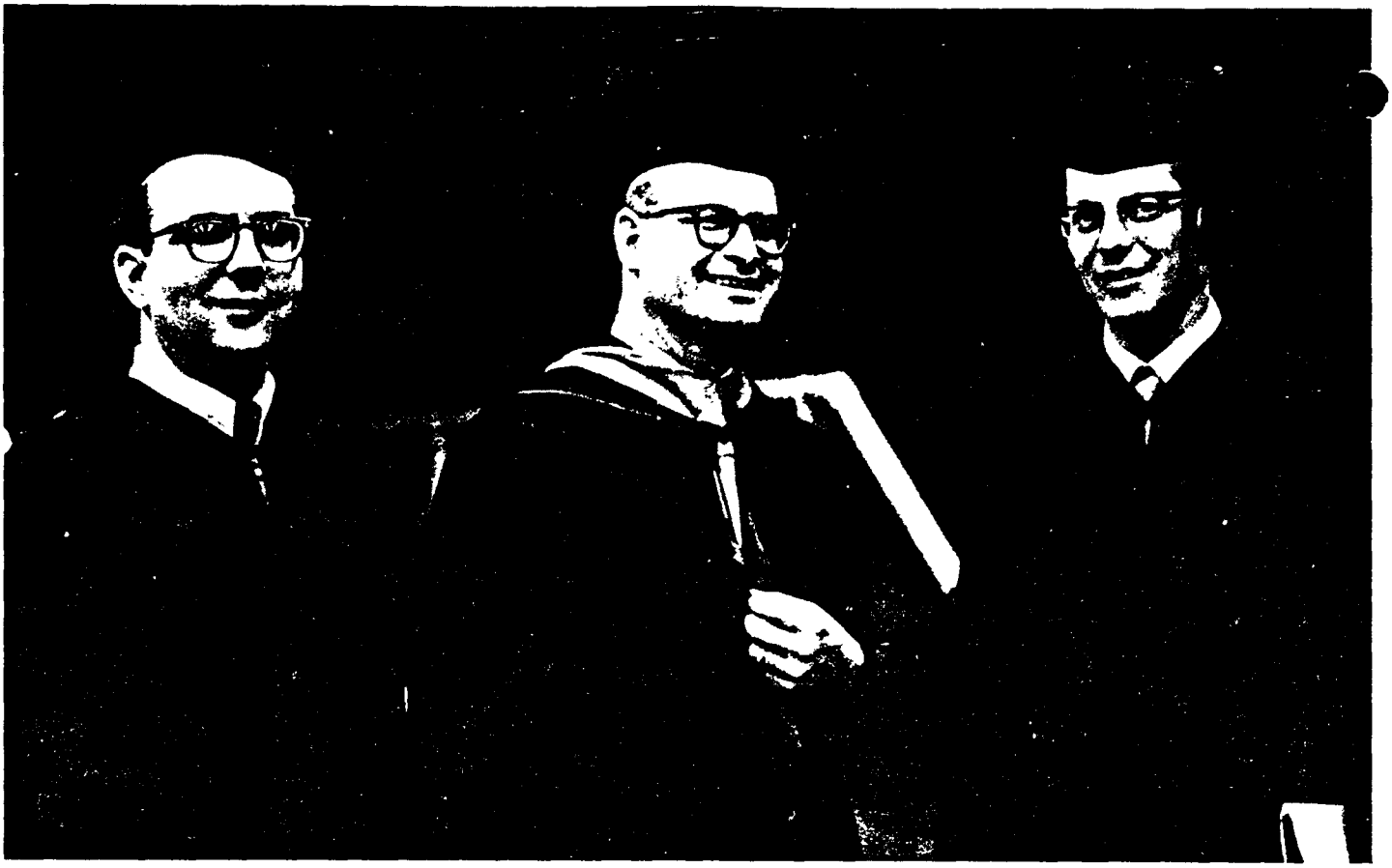
J-Mers can point with pride to the work their company is doing in assisting in the education of its own people and in the youth of America.

COVER MAN:

Samuel R. Genson (right), Assistant Research Engineer in the Technical Development Group of Fiber Glass Textiles at the Waterville Plant 01, is congratulated by his boss, Technical Director Svend A. Peterson following the March 21st commencement exercises at the University of Toledo. Sam had just received his Bachelor of Science degree from TU President Dr. William S. Carlson. He was chosen as cover man because, in cap and gown, he epitomizes the success and progress achieved by employee and company cooperating in furthering education. Sam's required courses, taken in the Engineering College at TU, began in January of 1960. He continued his study over the years by attending night classes, without missing a semester and, in each case, his courses of study were approved under the terms of the J-M Tuition Plan. He has actually been following his educational objectives since 1956 when he was a Project Engineer with L.O.F. Glass Fibers Co. He's known at Waterville for his many ingenious and novel approaches to the solution of equipment development problems. It's been a long haul, but now he's made it. NICE WORK, Sam!

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Sharing the spotlight with Sam were J-Mer's (from left) William E. Brandenberger, James E. Harris and M. Wayne Grubb. All three were graduated from the University of Toledo in June. Bill received a Bachelor of Science degree in Business Administration. He started with J-M as a Department Clerk in the Controller's Office of Fiber Glass DHQ in Toledo. He transferred to Waterville 01 in 1965 as Principal Clerk, then on to the Finance Office at Waterville Research Center. In 1967 he became Finance Supervisor at Waterville 07 reporting to Manager Ray Shelmire. Throughout this period of employment Bill has attended night school at TU, majoring in accounting and finance.

Jim Harris received a Master of Science Degree in Industrial Engineering. He is a Process Engineer reporting to C. D. Simmers, Chief of the Fiber Glass Process and Development Section at Waterville. He earned his BSME at TU in 1955 and joined J-M as a Project Engineer in Plant Engineering at Plant 01 in 1959. He was selected Mechanical Engineering member of the Schuller Mat Task Team that spent two months at the Schuller Plant in Wertheim, Germany. He then returned as a part of the Start-Up Team and subsequently became Production Superintendent of the operation. He was transferred to his present section in 1968.

Wayne Grubb joined the Technical Development Group at Plant 01 as a Junior Engineer. At that time he was enrolled and actively studying in the College of Engineering at TU. He continued his studies with J-M aid and received a Bachelor of Science in Mechanical Engineering. During his 3½ years of service in the Technical Development Group, he has made an outstanding contribution in his handling of process assignments in the Chopped Strand, Chopped Strand Mat, Textile and Rovings operations at the plant. In recognition of his capability and accomplishments, Wayne was promoted to Quality Control Supervisor for Fiber Glass Textiles Operations, effective February 1 of this year and reporting to Plant Manager A. J. Trepanier.

TU COMMENCEMENT HIGHLIGHTS

Just prior to the recessional at the close of the University of Toledo Commencement Exercises on June 13, the new Alma Mater, "Fair Toledo," was sung. Composers of the song are J. Gilbert Mohr and his wife, Jean Strout Mohr. Gil is a Section Chief-Chemical and Testing, FG Technical Development Group, at Waterville Plant 01. He is an Alfred University graduate and his wife is a 1946 alumna of TU.

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After serving two years in the U. S. Army, Gary Rice joined J-M as a General Worker at the Zelienople Plant in 1965. In the same year, he was promoted to Scheduler "B" in the Planning & Scheduling Dept. Gary enrolled in night school at Butler County Community College in the fall of 1966 and is currently enrolled in the Engineering Program, maintaining a 3.5 (B+) cumulative average. In January of 1967 he was promoted to Junior Industrial Engineer and was primarily responsible for the wage incentive plans at Zelienople. He was instrumental in developing the new fork truck standards, automatic batching and slinger belt standards. He has attended the J-M Time Study School and was among the top students in the course. He has also attended the Supervisory Development school conducted at the Richmond Plant in 1968. On May 1, 1969, Gary became Supervisor of Schedules and Office Services.



It's a long way from Sheetmetal Apprentice to Designer, but that's the story of Gerard Lambert of Jeffrey Mine. Back in 1958 he enrolled for his first correspondence course with International Correspondence Schools in sheetmetal drafting. Since then he has completed many courses in mechanical drafting and machine design, and, after his completion of Mechanical Engineering courses in 1968, he applied to and wrote a thesis for the Corporation of Professional Technicians to obtain the title of Professional Technician. He estimates J-M's share of the costs for his courses has been $1,700. Gerry is looking over his many course completion certificates in his office in the Fibre Development & Research Dept., where he has worked since 1962.

John Skeoch joined J-M in 1959 as an Order Clerk in the Transite Pipe Department at Toronto Office. He progressed to Pipe Instructor, then Salesman and is now a Salesman for Industrial Pipe



Products. When John heard about the tuition assistance plan in J-M shortly after starting to work, he decided to enroll in extension courses at McMaster University in 1960. He's looking forward to obtaining a Bachelor of Arts degree and has 47 units of the 90 required.



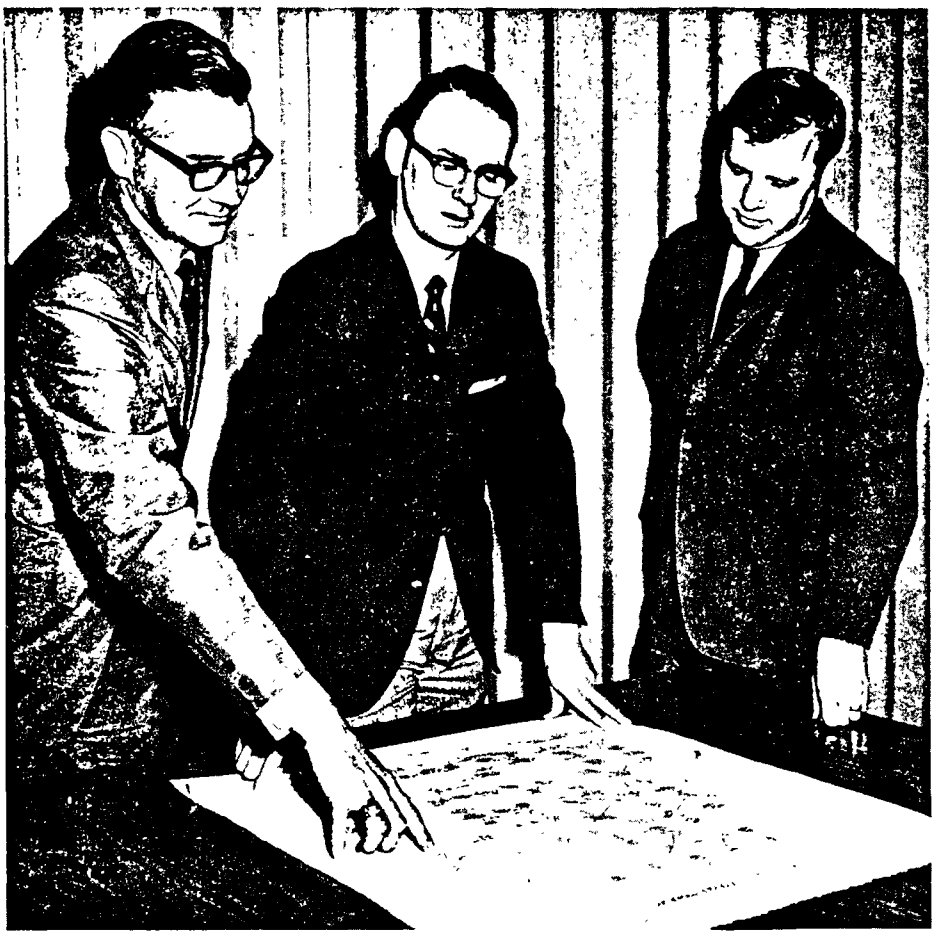
Canadian Products Division Salesman John Ariss, working out of Toronto Office, is profiting from the J-M Tuition Plan. In the fall of 1967 John en-

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rolled in the Master of Business Administration program at McMaster University in Hamilton, Ontario. John says, "I intend to specialize in the marketing as well as the production and operations research areas." At the end of the spring semester this year he has completed eight of the 20 courses required.

Norman R. Tice has completed the requirements of The Executive Program at the University of Chicago with the assistance of the J-M plan and received a Master of Business Administration degree in June. Norm had enrolled in night classes in the fall of 1967 and at that time was



Robert Wenk (center) completed his entire college career at night under the Tuition Plan. He was graduated in the top 25 per cent of his University of Colorado class at Denver where he received a Bachelor of Science in Accounting. He had been working in the Denver Office as a Junior Order Clerk since 1957. In 1966, shortly after receiving his degree, he was transferred to Finderne, N. J., as a Principal Cost Accountant, Accounting Methods. Since January, 1967, he has been Systems Analyst in Systems Planning, Data Processing, with the major responsibility of developing new master file systems for the computer. He is looking over features of a new computer system above with Tom McNamara (left) and Bill Perron. Bob is presently working toward a Master's Degree at Rider College in Lawrenceville, N. J. At J-M Bob is also chairman of the Systems Planning Dept. Education Committee, which administers the Tuition Plan for the department.

Fiber Glass Textiles Area Sales Manager in the Chicago-Milwaukee area. As of January of this year he was promoted to Product Manager-Marine and Industrial Markets, working out of Waterville Plant 01.



Jean-Marc Bellerose started with Canadian Johns-Manville at Jeffrey Mine in 1964 as a Laborer. In February of 1968 he requested a transfer to the Erection & Repair Dept. as a Trades Helper and in November of 1968 was promoted to General Repairman. In order to qualify for Tradesman "A," he started with Practical Arithmetic-



Blueprint reading and now is studying Millwrighting with International Correspondence Schools. His courses are in French. With the J-M Tuition Plan assisting him, Jean-Marc says the courses are a must if he wants to progress in the trades structure to achieve Tradesman "A".

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PHELPS DODGE CHIEF EXECUTIVE NAMED JOHNS-MANVILLE DIRECTOR

George B. Munroe, chief executive officer of Phelps Dodge Corporation as of August 1, has been elected to the Board of Directors of Johns-Manville Corporation.

Mr. Munroe joined Phelps Dodge in 1958. He was elected a vice president in 1962 and has been president and a director of the corporation since 1966. He is a director of the American Mining Congress, a member of the executive committee of the U. S. Copper Association and a governor of the New York Stock Exchange.

A native of Joliet, Illinois, Mr. Munroe holds degrees from Dartmouth, Harvard and England's Oxford University and served as a Navy officer during WWII. From 1951 to 1953, he served as an attorney with the U. S. High Commissioner in Germany, then until 1954 as a justice of U. S. Court of Restitution Appeals of the Allied High Commission.

From 1954 to 1958, Mr. Munroe was associated with the law firm of Debevoise, Plimpton and McLean.

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
FERNAND BISSON to General Foreman—Milling.
N. CHAPTERON to Foreman—Erection & Repair.
A. P. DUNKERLEY to Senior Engineer.
R. L. NORMAND to Foreman—Track & Dump.
LIONEL ROBERGE to General Foreman—Erection & Repair.

BUILDING & FLOORING MATERIALS DIVISIONS
Jarratt Plant
B. DUNN to Shift Foreman—Manufacturing.
Las Vegas Plant
B. KUHLMEY to Shift Foreman—Shipping & Receiving.
Manville Plant
A. J. BOTSKO to Shift Foreman—Paper Mill.
R. S. KRAEMER to Foreman—Stills, Waterproofing, Paints & Putties.
F. J. ROZYCKI to Foreman—Forming, Punch Grind & Core.
New Orleans Plant
H. C. COOPER to Shift Foreman—Paper Mill.
G. GROENDYKE to Shift Foreman—Paper Mill.
Pittsburg Plant
S. W. FERGUSON to Foreman—Maintenance.
R. F. SEVERNS to Shift Foreman—Paper Mill.
Rockdale Plant
J. P. PALMER, to Foreman—Shipping, Receiving & Warehousing.

CANADIAN PRODUCTS DIVISION
Asbestos Plant
L. BALDWIN to Assistant Foreman—Shipping & Receiving.
Toronto Plant
L. BEDARD to Shipping & Receiving Foreman.
W. S. CARMICHAEL to Shipping & Receiving Foreman.
H. E. CLARKE to Shift Foreman—T/P.
L. C. GARNETT to Shift Foreman—T/P.
A. W. MOSSMAN to Shift Foreman—T/P.

CELITE DIVISION
Lompoc Plant
V. H. KOLDING to Foreman—Erectors.

FIBER GLASS DIVISION
Cleburne Plant
A. L. JENSON to Shift Foreman—Production.
V. L. LIVINGSTON to Quality Control Foreman.
Defiance Plants
E. L. BECKETT to Shift Foreman—Insulations.
H. R. BROOKS to Foreman—Insulations.
L. R. FLORENCE to Foreman—Insulations.
L. F. McKINNEY to Shift Foreman—Insulations.
B. R. WARD to Foreman—Insulations.
Waterville Plants
D. L. ALLEY to Shift Foreman—Textiles & Rovings.
W. R. HELLER to General Foreman—Textiles & Rovings.
Winder Plant
R. L. BALDWIN to Process Foreman.

INDUSTRIAL INSULATIONS DIVISION
Manville Plant
E. J. VAVERCHAK to Foreman—Low Pressure Insulations.
T. J. WEISS to Shift Foreman—Cera-Form.
Waukegan Plant
W. R. HAMPSON to Foreman, Millboard & Cement.
Zelienople Plant
R. L. BEIGHEY to Shift Foreman—Finishing, Cements & General Labor.

PACKINGS & FRICTION MATERIALS DIVISION
Manville Plant
JOHN KAZMIERSKI to Senior Custom Asbestos Parts Engineer.
BERNARD KOTYUK to Senior Development Engineer.
F. H. TOUZEAU to Shift Foreman, Molded Packing Presses.
CHESTER ZIARNOWSKI to Maintenance Foreman, "B" Building
Marshville Plant
A. C. HELMS to Shift Foreman—Yarn Manufacturing.
D. M. TARLTON to Shift Foreman—Yarn Manufacturing.
J. F. WILLIAMS to Shift Foreman—Weaving.
North Brunswick Plant
J. E. VASSANELLA to Foreman, Quality Control.
Waukegan Plant
D. M. HAMMOND to Foreman, Service Sheet "B".

PIPE DIVISION
Denison Plant
BOBBY HULLETT to Flextran Shift Foreman.
BILL W. MOON to Maintenance Foreman.
JAMES R. SCOGGINS to Flextran Shift Foreman.
Green Cove Springs Plant
P. L. KNIGHT to Shift Foreman.
Long Beach Plant
K. M. POLING to Plastic Lined & Temptite Pipe Shift Foreman.
J. G. SILVA to Plastic, Lined & Temptite Pipe Shift Foreman.
Manville Plant
G. W. FLEETWOOD to Transite Pipe Finishing Shift Foreman.
R. F. HENRY to Transite Pipe Finishing Foreman.
ROBERT HILLARD to Transite Pipe Finishing Shift Foreman.
MICHAEL J. POLAK to Electrical Maintenance Foreman.
J. P. SALEK to Maintenance Foreman.
GEORGE M. TRAVIS to Planner, Maintenance Dept.
Marrero Plant
L. J. ORGERON to Transite Pipe Finishing Shift Foreman.
Waukegan Plant
E. C. McNUTT to Foreman—Quality Control.
F. D. THORN to Transite Pipe Finishing Shift Foreman.

PRODUCTION & ENGINEERING DEPARTMENT
Manville Plant Engineering
H. W. BUCHMAN to Foreman—Millwrights.
G. W. ECKERT to Foreman—Carpenters & Painters.
J. GLUCH to Foreman—Outside Construction.
P. J. IMPELLIZERI to Foreman—Electricians.
M. A. TOMSON to Foreman—Pipefitters.

DEPARTMENT OF ENGINEERING
Manville Plant
LOUIS ZYDALLIS to Foreman, Boiler Room.
Finderne General Plant Engineering Dept.
C. DOMOLKI to Foreman—Millwrights, Tinsmiths & Oilers.

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Joe Dowling and his wife talk to a Panamanian sales lady while trying to select a "molas," tapestry done by the San Blas Indians of the Republic of Panama.

SENIOR J-Mers HELP EDUCATE DEVELOPING NATIONS

THE UNITED STATES has had little difficulty in interesting other nations in American "know-how." The need for new technological knowledge is welcomed by developed as well as underdeveloped nations.

One of the most outstanding organizations attempting to spread our "know-how" to developing nations on a friendship basis is the International Executive Service Corps (IESC).

Like the Peace Corps, the IESC is composed of volunteers — retired members of industry's management. These volunteers are assigned to foreign countries to advise, like "project engineers," in production and organizational problems.

Joe Dowling, 65, who retired from his position as Assistant to the Vice President for Finance—Overseas Operations after 50 years with Johns-Manville, is one of these volunteers. On May 22nd he concluded the one-thousandth project of the IESC, a two-month assignment as adviser to a sheet-metal fabricating concern in Panama.

In observing the 1,000th mark,

From left, Mr. Dowling, Hojalateria Panama Vice President Allen J. Sellers, Foreman Solis, Company President Helmer E. Simons, and Administration Manager Carlos G. Franco inspect a large corrugating machine which works any length of metal sheets fed from rolls of metal. Back in IESC headquarters in New York, are from left, Fred Armstrong, J-M Director of Employee Relations & Policies; IESC President Frank Pace, Jr.; Thornton Smith, J-M Controller; Mr. and Mrs. Dowling and H. E. Aquilino E. Boyd, Ambassador of Panama to the United Nations. Mrs. Dowling holds a tray hon[illegible] ing as the head of the 1,000th project.

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IESC President Frank Pace, Jr., at a special reception in New York City for Mr. and Mrs. Dowling, said "It is a gratifying coincidence that this one-thousandth project should have been carried out in the country where it all began—Panama, where our first projects were launched in January of 1965."

"Joe Dowling has brought us to an important milestone in our comparatively short history. We have matured as an organization. We have demonstrated that modern American management techniques can, indeed, be successfully applied to the problems of enterprises in the developing nations—and that such enterprises welcome our help.

"In our divided world," Mr. Pace continued, "the survival of freedom and creative enterprise could depend upon our ability to bridge the economic gap between advanced and less advanced countries. Through IESC, men like Joe Dowling are building that bridge."

Mr. Dowling's client was, in many ways, typical of the enterprises IESC seeks to help. Hojalateria Panama, a firm with about 150 employees, serves the building industry of Panama and the Canal Zone with a variety of sheet metal and plastic products for roofing, siding, insulation, air conditioning and packaging. Feeling that its future development was limited by the lack of modern management systems, particularly in cost accounting and inventory control, the firm's president turned to IESC.

Other J-Mers have served the Corps. Those known include retired Corporate Vice President Robert Orth, and retired Pittsburg Plant Manager W. Bradford Kelley.

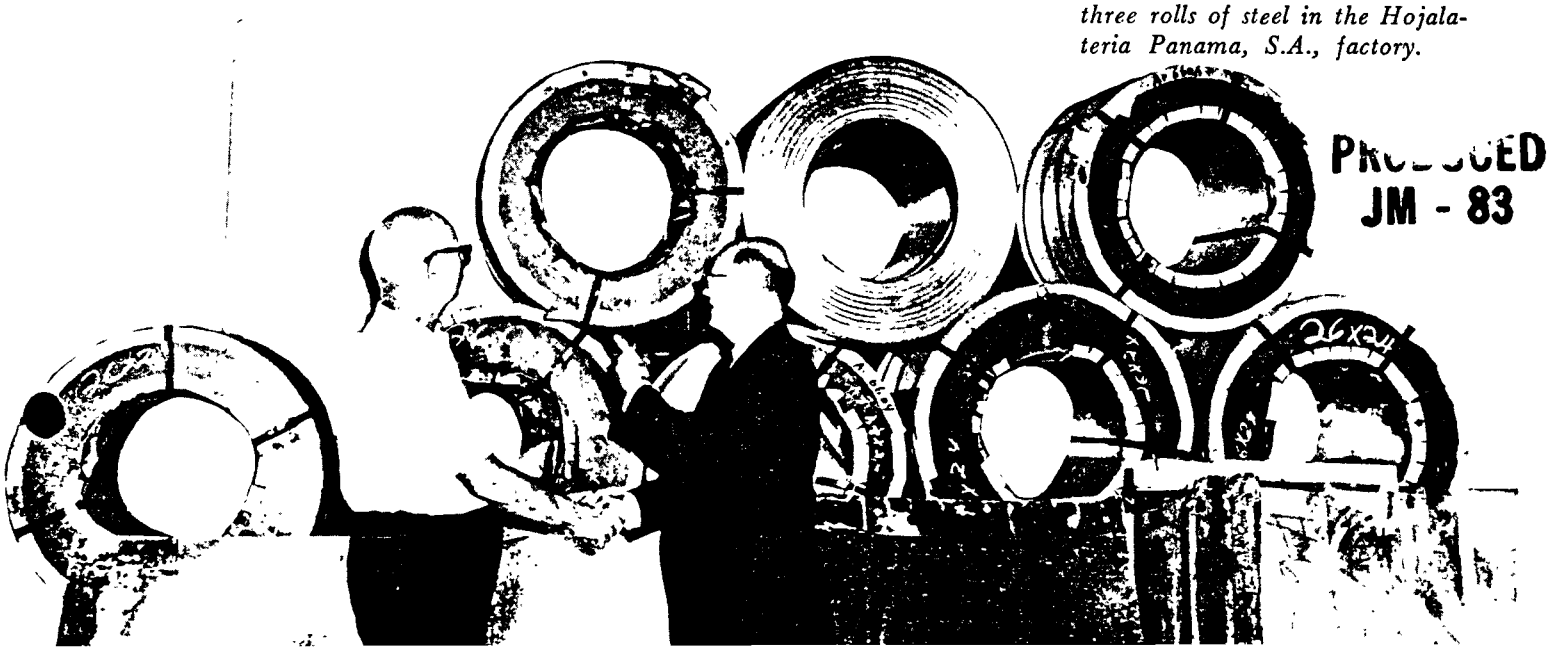
These J-Mers and many other management people from industry throughout the U. S. are performing a vital function throughout the world of not only giving freely of their knowledge but spreading American "know-how" and good will to the free peoples of the Earth.



J-M's KELLEY IN PANAMA, TOO

W. Bradford Kelley, 66, of Concord, Calif., retired in 1963 as Plant Manager at Pittsburg. He was assigned by the IESC to a project at Asfalticos, S. A., in Panama, to help this asphalt building materials company construct a plant. After returning to his home in California, Mr. Kelley was asked to return to Panama to help the company with the start-up of its operations. Above, he inspects the installation of concrete reinforcement for a tank support.

Mr. Dowling (left) and IESC Country Director for Panama Bruno Winkler face the number 1,000 formed by a metal duct and three rolls of steel in the Hojalateria Panama, S.A., factory.



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While Corporate Vice President for Marketing George H. Martens, Jr., reviewed "Marketing in J-M," Manager of Marketing Services Ralph Hartwig (far right) helped with the visuals.

P&FM ON THE MOVE

Marketing and New Products Emphasized at National Meeting

A partial view of the main meeting room and some of the Packings & Textiles men who attended the 1969 National Marketing Meeting.



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HALF-CENTURY CLUB INDUCTIONS

NEW YORK CHAPTER,
September 18, 1969
Anthony D. Brizzi
MANVILLE PLANT,
September 25, 1969
Joseph Batcho
Michael Shulack, Sr.

QCC INDUCTIONS

NEW YORK CHAPTER,
September 18, 1969
Mrs. Betty J. Mallock
Mrs. Dorothy I. Quinn
Albert J. Nunez
Edwin D. Cox
Edward G. Hammel
A. J. McSwain
John L. Girard
Donald E. Hillier
George M. Wilson

ASBESTOS AND JEFFREY MINE,
September 21, 1969
J. Felicien April
J. Henri Beaurivage
J. Roger Belisle
J. Hervey Bellerose
J. Robert L. Bernard
J. Napoleon Boislard
Leo Paul E. Boucher
J. G. Gerald Bourret
Joseph Georges Boutin
J. L. Conrad Campagna
J. Hertel M. Charland
Oscar Chouinard
J. Richard Cote
J. E. Ernest Desfosses
J. Jean-Paul Desfosses
J. P. Emile Desmarais
J. L. Raymond Dodier
Cleophas Drouin
J. Guillaume Dubuc
J. G. Jean Paul Dupont



ANTHONY D. BRIZZI, *General Headquarters*

Tony Brizzi joined J-M on August 4, 1920, but because his 50th anniversary falls before the 1970 induction he is being inducted this year in the Half-Century Club. He first started in the Mail Dept. at the old 296 Madison offices. In Sales throughout his career he has been Office Service Manager of New York District 19 yrs. He joined the QCC in 1945.



JOSEPH BATCHO, *Manville Plant*

Joe Batcho joined J-M November 12, 1917 as a Messenger Boy, but, because of lost-time he did not reach 50 years until now. In 1929 he became Foreman of Mastic & Waterproofing in the Building & Flooring Materials Plant, and in 1947 he joined the salaried ranks as Foreman of Pre-formed in B&FM. Joe joined the QCC in 1944, and retired this July 1.



MICHAEL SHULACK, SR., *Manville Plant*

Michael Shulack joined J-M at Manville as a Mail Boy on July 17, 1917. He also had lost-time experience delaying his induction into HCC until this year. He has worked in Industrial Insulations during his 50 years with the company, and is now an Autoclave Operator. He joined the Quarter Century Club in 1944. Joe will retire October 1.

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Jean Charles Fortier
J. Georges Henri Gendron
Jean Marc Gendron
M. Laurent Gervais
Elphege J. Hamel
Leo V. Labranche
Andre H. Lachance
J. F. Louis-Paul Lalonde
Georges Y. Lambert
J. G. Robert Lambert
J. Philosaire Lamontagne
J. Georges Langlois
Benoit L'Archeveque
J. W. Henri Georges Lavigne
J. Lionel B. Lavigne
J. G. Eugene Leroux
Joseph C. H. Leroux, Jr.
J. J. Gerard Lettre
J. L. Laureat Levasseur
C. O. Eloi Levesque
Elphege E. Levesque
R. Douglas Livingstone
J. E. Ulric Marcotte
Real D. Martineau
J. L. Marcel Michel
J. Elie R. Moffatt
Luc G. Morissette
J. Marcel A. MacDuff
J. Maurice Nourry
Louis Philippe Pellerin
J. E. Richard Pelletier
J. Arthur H. Piche
J. Henri G. Provencher
J. L. Romeo Ross
J. R. Agenor St. Louis
J. Lionel St. Louis
Armand L. St. Ours
J. N. Rolland Veilleux
Wilfrid Viger

ROCKDALE PLANT,
September 23, 1969
Mrs. Marie Paputsa

CHICAGO PLANT,
September 24, 1969
Joseph Curatolo

LOMPOC PLANT,
September 24, 1969
Bernard R. Hennessey
Alfred E. Lara

MANVILLE PLANT AND RESEARCH CENTER,
September 25, 1969
James Blue
Michael Buchinski
Joseph Cerach
Timothy R. Coleman
Anthony J. Dorsa
Mrs. Bertha Gallus
Mrs. Margaret Grabowski
Jacob Grenther
Mrs. Theresa Grober
Theodore Jankowski
Mrs. Mildred E. La Bar
Mrs. Mary Lapotasky
Joseph Marcin
Mrs. Helen S. Mleczko
Walter Matulewicz
Mrs. Marguerite Max
Walter Mruk
Gabriel P. Novack
Mrs. Eva Occhiato
John Owsik
Harry W. Page
Theodore G. Pilalides
John Rebovich
Mrs. Antoinette Regiec
Mrs. Martha Russo
Carmelo Santostefano
Edward Schenck
Mrs. Czeslawa Piacquadio
John F. Herr
Edward J. Davis
Charles L. Meserve
Robert H. Neisel
Warren M. Trimm
Mrs. Mary Stansley
Vincent J. Pacifico

SO. CALIFORNIA CHAPTER,
September 25, 1969
Howard Anawalt
Michael E. Alter
Byron L. Smith
Emory P. Henington
George Cartwright

ALEXANDRIA PLANT,
September 25, 1969
Jack T. Zettel
Herbert E. Humphries
Victor Castro
Mrs. Lottie M. Cummings

NORTH BRUNSWICK PLANT,
September 25, 1969
Steven A. Homony

PITTSBURG PLANT,
September 26, 1969
Ralph M. Herrera
Emmett L. Randolph

MILWAUKEE OFFICE,
October 1, 1969
John C. Stevens, Jr.

WAUKEGAN PLANT,
October 2, 1969
Charles O. Howland
Mrs. Ann G. Wallace
Mrs. Kathryn Daluga
Mrs. Lillian I. Muellemann
Mrs. Lorean Hamlet
Mrs. Cora Edwards
Mrs. Willie Mae Holmes
Emery H. Ladewig
Mrs. Pearl E. Warrens

CHICAGO OFFICE,
October 3, 1969
Lawrence J. Johnson

NASHUA PLANT,
October 10, 1969
Ralph C. McKay
Robert Bathalon
Raymond E. Paquette

PHILADELPHIA OFFICE,
October 16, 1969
Genevieve H. Schneider

ST. LOUIS OFFICE,
October 16, 1969
Mrs. Jean Mauntel

FT. WORTH PLANT,
October 16, 1969
Clarence A. Benton
William B. Miller

BOSTON OFFICE,
October 17, 1969
Mary L. De Paoli

PARKERSBURG PLANT,
October 21, 1969
Dyke L. Howard
Willie W. Rawson

RICHMOND PLANT,
October 22, 1969
Dean M. Mikesell
Francis W. Clingenpeel
Ruby L. Spangler
Robert L. Lawhorn

ZELIENOPLE PLANT,
October 22, 1969
H. Reed Bupp

SAN FRANCISCO OFFICE,
October 24, 1969
Walter J. Benning
Jack W. Davis
Mrs. Marguerite Smith

ST. MARCELLIN, FRANCE,
November 2, 1969
Rene Rondot
Louis Eckert

MARRERO AND NEW ORLEANS PLANTS, November 13, 1969
Sylous Harris
Tom B. Fryery
Mrs. Zoe A. Burris
Caesar Baril III
Frank Charles, Jr.
Hiram Fortmayer

HOUSTON OFFICE,
November 21, 1969
Mrs. Bernice L. Bradford

TORONTO OFFICE,
November 21, 1969
Mrs. Rose F. Henderson

JARRATT PLANT,
November 28, 1969
George A. Hall
P. Roland Clarke
Willie W. Ogburn
John A. Blackwell
Mrs. Hazel K. Leonard
Albert Hamlin
George A. Fannon
James O. Hamlin
C. Floyd Lancaster
Benjamin Harris
Wilbert D. Parker
Albert L. Parker
Burnell L. Wilkinson

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FOR ITS FIRST National Marketing Meeting, the Packings & Textiles Department of the Packings & Friction Materials Division got together in Ft. Lauderdale, Fla.

About 110 men attended a week-long flurry of individual meetings for Product Managers, District Managers, District Engineers and Salesmen, and general sessions that also included other headquarters men, and research and plant people.

The meeting was planned to give salesmen the total marketing approach, presenting as a package the roles of research, new products, production or commercialization, advertising and public relations and organization of sales territories. These roles were explained by J-Mers working in these areas. By the end of the week the men were oriented in where to sell, how to sell and ready to get home and sell!

Highlight presentations included a review of "Marketing in J-M" by Corporate Vice President for Marketing, George H. Martens, Jr.; "Public Relations in J-M" by Director for Public Relations, W. P. Raines; and a review of plant and division operations by new Division Manager H. B. Moreno.

Detailed audio-visual presentations of two of the Division's newest products also highlighted the meeting.

LOKLUBE®, a completely new line of packings for pumps with prelubricated asbestos yarns was introduced by Product Manager for Mechanical Packings Jim Whalen and his "Laugh-In" crew. Loklube is a wholly new approach to the design and construction of soft mechanical packings as used in rough, tough, general pump service. Howard Rucker explained the complicated technique developed at the Research Center to economically apply lubrication to the braiding process known as the INTERLOCKED® structure.

There are four kinds of Loklube coded by color: Loklube Red for hot water service, Loklube Amber for paper mill services; Loklube Blue Gray for aluminum and steel mill



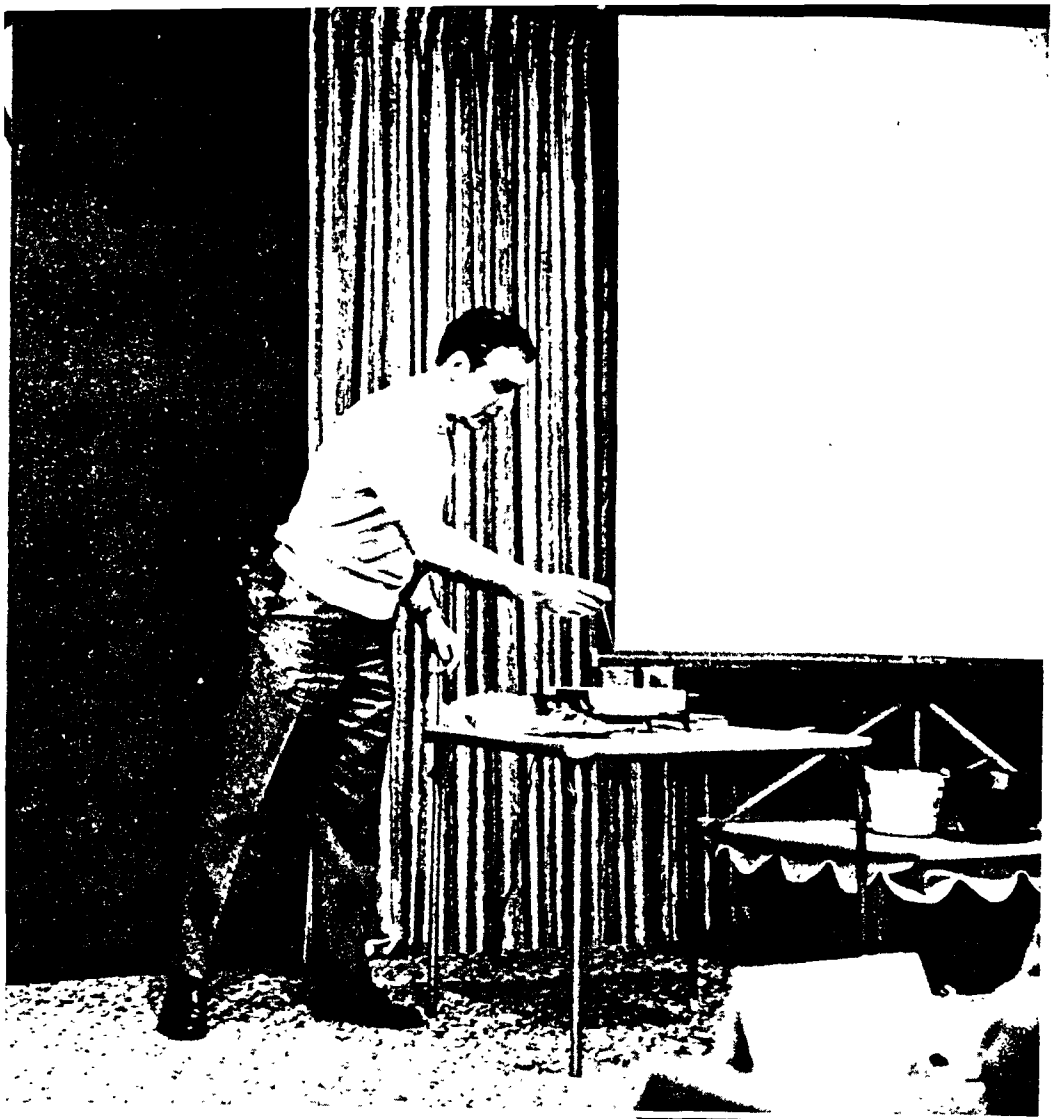




Division General Manager H. B. Moreno (bottom photo) reviews division operations while General Sales Manager for Packings & Textiles M. J. Cowan, coordinator of the meeting, stands by. Product Manager for Metal Gaskets [illegible]. H. Dunkel (center photo) and Product Manager for Asbestos Textiles E. A. Schuman (top photo) were among the many DHQ men presenting operational information to those attending.

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Distributor Manager Bill Schafer demonstrates how Salesmen can show customers how under high heat and pressure ordinary lubricants leak out of packings while the Loklube lubricant does not.

Ted Bogosian (left) of Research, "Father of Spillguard" and Staff Engineer Curtis Wright brought samples of the new product to display during their presentation.

services and Loklube Black for pulp mill service. Loklube is extremely competitive among packings that can withstand higher temperature and more severe mechanical abuse.

SPILLGUARD was reviewed by Staff Engineer Curtis Wright with the assistance of Ted Bogosian of Research who originated the Spillguard idea. A floating fence that can successfully contain oil spills in the water (or other floating pollutants), Spillguard is regarded as one of the best new water pollution control devices. It has been successfully demonstrated throughout the country, and successfully used during the Santa Barbara oil leak crisis.

After a week of absorbing new product information, new sales and marketing techniques, reviewing division plans and operations and just plain getting to know each other, the enthusiasm of these 110 men showed that J-M's Packing & Textiles Dept. is on the move.

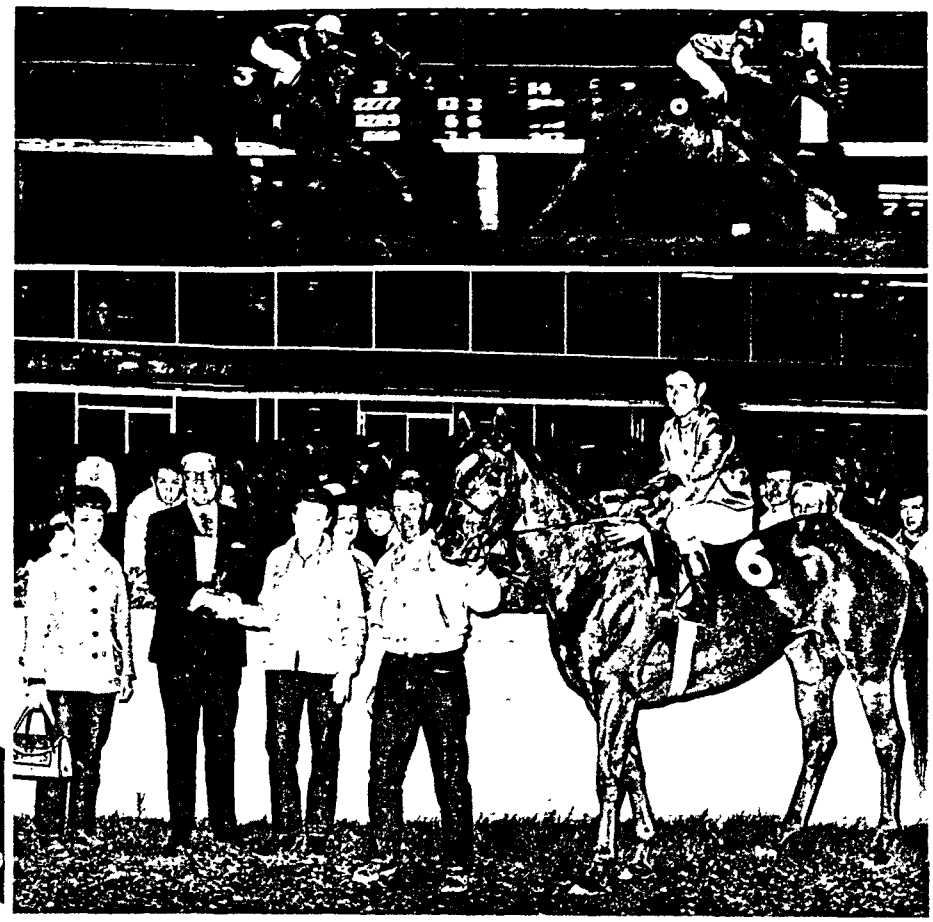


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NEWSMAKERS • NEWSMAKERS • JM

The Antioch, California, Daily Ledger couldn't resist posing this picture of barbers Bob Friemering (left) and Frank Mercado as they try to resist shearing Curtis Bell, Power House man at the J-M Pittsburg Plant. Curtis, who is also Financial Secretary of the Local Papermakers Union, had to decide whether to enter the Delta Western Days Beard Contest for which contestants had to be clean-shaven when they sign up. Curtis decided not to give up his healthy growth, but the photo prompted many a local man to enter the contest.





Harold D. Thom (second from left), of Winnipeg Office, is President of the Chamber of Commerce of suburban St. James-Assiniboia. One of his most recent official duties was the pleasant one of congratulating Mrs. G. Hudson of Musselshell, Montana, with the C. of C. trophy which her horse, Kim, won along with a purse of $1,600. It was the Chamber's Day at the Races at Assiniboia Downs in June. Mrs. Hudson's family is also pictured.

Heinze Engel (left), Manville Pipe Plant Manager, was master of ceremonies at the J-M Club Annual Bowling Banquet this year. He presented the Frank Ryan Memorial Watch Award to Ann Albanese for high score of 194 in Mixed League. Marilyn Kaszarda (not pictured) tied Ann for the award. Also recipients of the Ryan Award were George Kita, high score of 276, and Al Weidlich (right) who tied with George.



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1

At the annual organization night held at the Manville Plants J-M Club, the Supervisors' Club elected Frank Rubito its President. Serving with Frank this year are Chris Graber as Vice President, Dan Smuul as Secretary and John Hess as Treasurer.

2

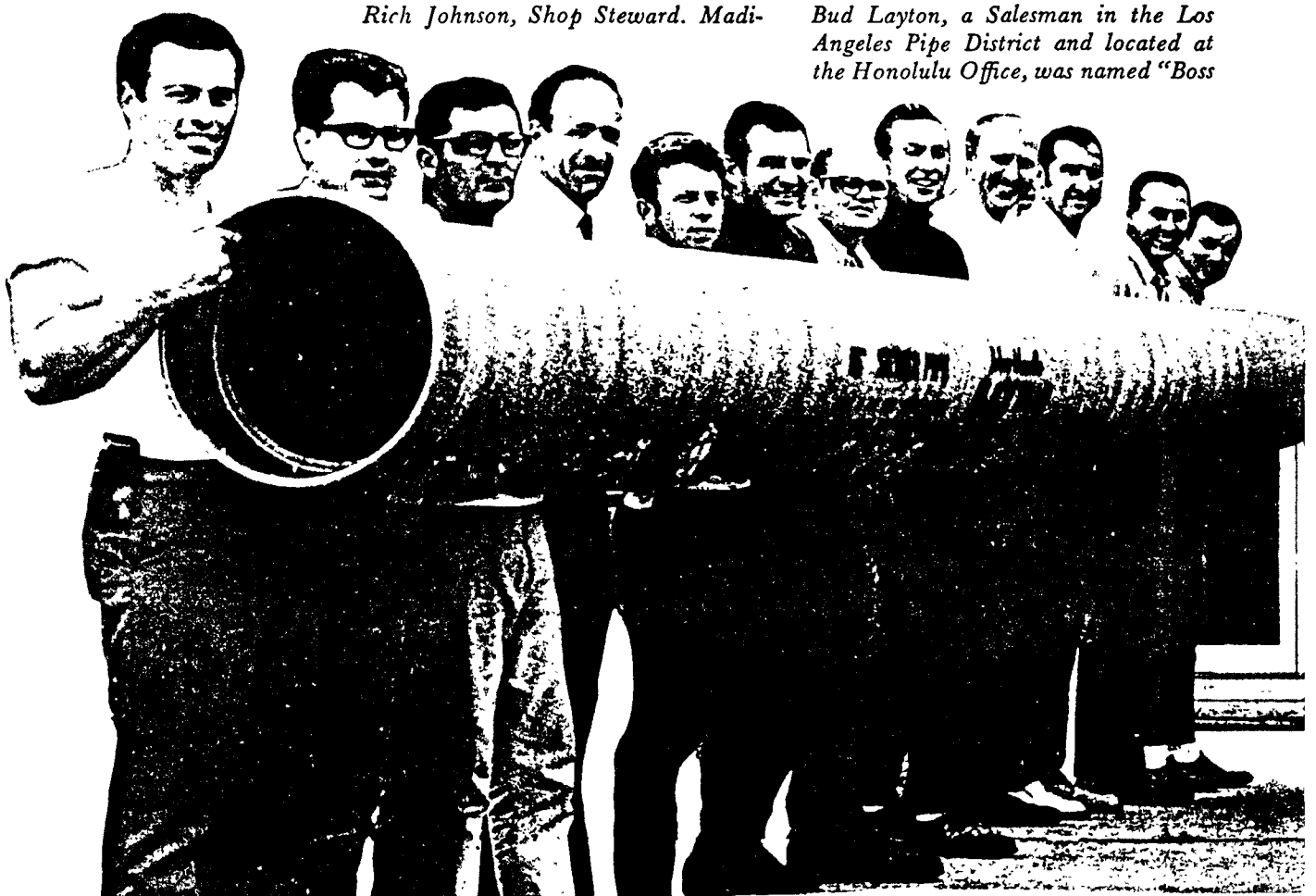
Chicago Office's Quarter Century Club inductees in 1968 were, standing, Ila Axell and A. T. Harner and, seated, Ruth Tracewell. At left is Chapter President A. V. Mitchell.

3

Displaying Madison Plant's trophy for outstanding performance without a disabling injury in 1968 are (from left) Joe Hibbler, Shop Steward; Ed Bradley, Production Foreman; Vic Shaff, Production Superintendent; Orin Pierce, Union President; and Rich Johnson, Shop Steward. Madison worked 333,492 manhours without a lost time accident from March 28, 1967 to March 12, 1969. The Madison J-Mers also received plaques for operating 274,100 manhours without a disabling accident from March 28, 1967 to Oct. 24, 1968, and for operating 360,011 manhours without a disabling injury from April 30, 1961 through Oct. 24, 1968.

4

Bud Layton, a Salesman in the Los Angeles Pipe District and located at the Honolulu Office, was named "Boss



The two Flextran crews of Denison Plant proudly hold the first two sections of new Flextran Pipe to be produced by Johns-Manville people. The men are (from left) Floy Viles, David Mayes, Doyal Blackwell, Robert Bell, Robert Stratton, Joe Beard, Kenneth Bruce, Jimmie Morrison, Phil Rogers,

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4



5



6

of the Year" by the Honolulu Chapter of Women in Construction. Honolulu Sales Clerk Mrs. Mary Reid stands beside him as "Field Boss of the Year." They won their titles at a WIC dinner meeting when Bud listed the most construction terms in five minutes, outwitting approximately 35 other construction bosses. Runner-up in the contest was Wallace J. D. Lai of MidPac Lumber Co., a J-M flooring distributor in Hawaii.

5

Dr. Francis T. Mathus and Dolores Wethington, R. N. comprise the new medical team in General Headquarters. They are conducting an annual physical for Monaca DeLauratis of the International Division Headquarters staff. Both Dr. Mathis and Nurse Wethington have added new equipment to improve the medical facilities for physicals and day-to-day first-aid treatments.

6

From left: Larry Johnston, Manager of Services at Florence Gypsum Plant; Bill Tucker, Quality Control Supervisor; and Elmer Kessler, Production Superintendent view two of the three safety awards recently received from J-M and the State of Colorado. The awards were presented to Florence Plant for completing five years without a lost time accident. The last lost time accident occurred on Dec. 18, 1693.



Production Superintendent Gene Derichsweiler, Al Duhamel, Bobby Reynolds, Shift Foreman J. R. Scoggins, Jerry Russell, Paul Reed, Shift Foreman Bobby Hullett, Curtis Jolly, Frank Shelton, Etombe James, Carl Miller, Isaac Winters, Robert Baugh and Ben Stratton.

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ASSIGNMENTS



ADMINISTRATIVE SERVICES DEPARTMENT
General Headquarters
HARRY B. KUESEL to Manager, Corporate Services.



New York Sales District
GEORGE MANNING to Office Manager.



ASBESTOS FIBRE DIVISION
Jeffrey Mine
H. J. KIRSTEIN to Supervisor, Planning & Scheduling—Mill.



DOUGLAS McGURK to Supervisor, Railway Department.



BUILDING & FLOORING MATERIALS DIVISIONS
Division Headquarters
JOHN P. CORCORAN to Staff Manager, Colorbestos, Bel-Air & Togany Products.



HOWARD H. FAUNCE to Staff Manager, Fiber Glass Building Insulation Products.



HENRY W. MILLER to Assistant to the General Manager.



BOHUSLAV (BOB) STANCL to Manager for Profit Planning & Management Reporting, Controller's Office.



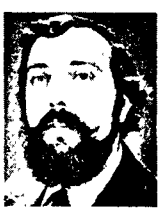
Alexandria Plant
ROY W. HILLMER to Plant Manager.



Design Center
AKIO ISHIDA to Senior Designer, Acoustical Products & Corrulux.



R. G. KOCH to Senior Designer, Asphalt & Asbestos-Cement Products.



FLETCHER R. SLIKER to Senior Designer, Terraflex Flooring & J-M Carpeting.



Detroit Sales District
RUSSEL L. SMITH to District Manager.



Finderne
DAVID E. ROSENSON to Data Processing Coordinator.



Madison Plant
MELVIN R. BUYER to Plant Manager.



Manville Plant
A. B. LUKINS to Superintendent, Rigid Shingles.



ROBERT D. PHILLIPS to Superintendent, Roofing & Preformed Depts.



Lawrence Plant
FRED CATON to Product Marketing Manager, Distributor Sales, Melamite Dept.



CHARLES R. D'AGATA to Planning, Scheduling, Purchasing, Traffic & Order Handling Supervisor, Melamite Dept.



ROBERT A. FISHBURN to Product Marketing Manager, Direct Sales, Melamite Dept.



JOHN E. LIPYANEK to Plant Engineer, Melamite Dept.

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FRANK J. SYDLOWSKI to Production Superintendent, Melamite Dept.



H. F. GOODING to Manager of Services.



Philadelphia Sales District
JOSEPH D. MURPHY to Assistant District Manager.



CORPORATE GROWTH & DEVELOPMENT
Waukegan Plant
JOHN J. CLIFFORD to Staff Manager, Polystyrene Products, Zero-Lite, New Bus. Dept.



CANADIAN PRODUCTS DIVISION
North Bay Plant
SIDNEY C. GOUGH to Plant Manager.



C. ROSS MacALLISTER to Superintendent, Production & Quality Control.



DONALD G. NEFF to Supervisor, Finishing & Quality Control.



MIKE J. WANAMAKER to Supervisor, Planning & Scheduling, Shipping & Receiving.



Toronto Office
W. J. CROCKER to District Construction Manager.



Toronto Plant
BILL YOUNG to Plant Manager.



IAN P. GARDNER to Quality Control Supervisor.



DATA PROCESSING DEPARTMENT
Pittsburg DPC
R. D. CHRONINGER to Senior Systems Analyst, Data Processing Center.



FIBER GLASS DIVISION
Winder Plant
JAMES A. GREEN to Planning & Scheduling Supervisor.



INDUSTRIAL RELATIONS DEPARTMENT
Alexandria Plant
DON L. WIRE to Industrial Relations Manager.



Lawrence Plant
MERTON E. STARKS to Industrial Relations Manager.



INDUSTRIAL INSULATIONS DIVISION
Division Headquarters
FRED V. MATTHEWS to Staff Manager, for Special Assignments.



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



P. J. RICE to Sales Analyst.



Long Beach Plant
R. J. ALLEMAN to Plant Manager.



ARTHUR B. CURTIS III to Quality Control Supervisor.



Richmond Plant
DANIEL H. GALLAGHER to Plant Superintendent.

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HARVELL M. SMITH to Senior Methods Engineer, Manville DHQ.



Kansas City Office
JAMES G. BRIDWELL to Contract Sales Representative, St. Louis District.



Zelienople Plant
JAMES E. CRAWFORD to Plant Engineer.



INTERNATIONAL DIVISION
Division Headquarters
MATHEW CSAPKAY to Analyst.



STANLEY E. LAIKEN to Staff Manager, Industrial Insulations.



EDGAR W. NATALIS to Product Engineer, Insulations.



GEORGE A. NIELSEN to Staff Manager, Pipe, Pipe Protection & Acoustical.



LOU STRAVATO, JR. to Analyst.



Hong Kong Office
JOHN HO to Resident Sales Engineer.



MICHEL H. MOTTIER to Senior Foreign Project Engineer.



WILLIAM S. POSTON to Resident Sales Engineer.



Paris Headquarters
PIERRE C. VEYRON to Analyst, European Operations & Finance.



PACKINGS & FRICTION MATERIALS DIVISION
Division Headquarters
JAMES DOOLITTLE to Pricing Coordinator.



PETER O. SAARI to Assistant Staff Engineer.



Manville Plant
JOHN A. KROCHTA to Acting Plant Manager.



PIPE DIVISION
Dallas Sales District
JOHN H. BELZER to District Manager.



JOHN L. GRESHAM to Assistant District Manager.



C. J. MAHAFFEY to Assistant District Manager.



Manville Plant
SIGMUND ADAMUS to Maintenance Supervisor.



STEVE V. FLYNN to Manager—Special Assignments, Northern Region.



RESEARCH & ENGINEERING CENTER
Finderne
H. G. KOCH to Manager of Research & Development, Special Assignments.

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ANNOUNCEMENTS

RETIREMENTS—July 1, 1969

BRUNO AURIN, Manville Plant
BERTRAM J. BARLOW, Jeffrey Mine
EMILE BOUSQUET, Nashua Plant
RUDOLPH C. KEEPER, Parkersburg Plant
ERNEST LABLOND, Jeffrey Mine
MARION M. MOHR, Defiance Plant
JEROME L. OLNEY, Jeffrey Mine
HARRY PINNS, Manville Plant
JOHN F. VERBA, Manville Plant

RETIREMENTS—August 1, 1969

HIRAM ANDERSON, Natchez Plant
JOHN B. BANKS, Denver Office
CHARLES FAGEN, New York
LIONEL J. LALLIER, Jeffrey Mine
MARGARITO NIETO, Waukegan Plant
ALEX NOEL, Marrero Plant
HARRY PRICE, Denver Office
JAMES H. SNEED, Marshville Plant
CHARLES THOMPSON, Asbestos Plant
JAMES WARD, Richmond Plant

RETIREMENTS—September 1, 1969

A. McMURRAY ANDREWS, Jeffrey Mine
GLEN NOHE, Parkersburg Plant
LESLIE SURTEES, Asbestos Plant
JESSIE WILLIAMS, Manville Plant

OTHER RETIREMENTS

ALEXANDER BATCHO, Manville Plant
JOSEPH BATCHO, Manville Plant
ROBERT BEAVER, Long Beach Plant
JAMES BERNARD, Natchez Plant
C. W. BOURDEAU, Waukegan Plant
IRENE CAHILL, Los Angeles Plant
MILTON CHANNELL, Waukegan Plant
DAVID M. CHARLES, Waukegan Plant
SAMUEL S. CHILDS, New York
HOWARD COKER, Waukegan Plant
SAMUEL FLEMING, Finderne
JOHN W. GREGOR, Manville Plant
WILLIAM HALLAD, Manville Plant
GLEN HARTER, Lompoc Plant
STANLEY KOETAS, Manville Plant
WILLIAM LANGHAM, Alexandria Plant
VERNON LILLEY, Long Beach Plant
W. L. MILTIMORE, Madison Plant
BUSTER MORRIS, Lompoc Plant
CLARA MOZENA, Waterville Plant
BARBARA NEIDLEIN, Finderne
ANTHONY PETRONE, Manville Plant
PAUL PIERMAN, Waukegan Plant
F. M. RIGGS, Lompoc Plant
GEORGE SCHESKE, Waukegan Plant
GENEVIEVE SCHNEIDER, Philadelphia Office
EDGAR SPERRY, Waukegan Plant
FRANCES TAYBURN, Manville Plant

IN MEMORIAM (QCC and Retired)

FRED M. ELVIDGE, New York, October 26, 1968
EVA T. LENZEN, Waukegan Plant, April 21
JOHN E. McCORMACK, New York, April 21
DUVAL ADAMS, Marrero Plant, April 22
EDWARD SLIVA, Finderne, April 26
OTTIS M. WHITED, Parkersburg Plant, April 28
JOHN B. HARMON, Jarratt Plant, May 1
ANDREW PALFY, Manville Plant, May 1
VERONICA LAKNER, New York, May 3
ARVIN L. MINK, Waukegan Plant, May 3
TREVOR J. POWELL, New York, May 5
JOHN HOMYAK, Finderne, May 7
N. J. GUBLER, Marrero Plant, May 8
JOHN GLODKOWSKI, Manville Plant, May 9
LEON R. CHRISTY, Atlanta Office, May 17
EMILE L. MIGNEAULT, Nashua Plant, May 17
OMER CUNNINGHAM, Alexandria Plant, May 18
BURL BLUE, Richmond Plant, May 20
RUSSELL VOSS, Richmond Plant, May 24
ETHEL HOFFMAN, Manville Plant, May 28
FRANK COCOZZELLI, Manville Plant, May 29
AUGUSTUS TRACEY, Nashua Plant, May 30
J. O. LAMBERT, Jeffrey Mine, May 31
MAURICE BLAIS, Asbestos Plant, June 1
CLARE ST. DIZIER, Montreal Office, June 1
NATHANIEL SIMS, Joliet Plant, June 1
CAROLINE STEIN, Waukegan Plant, June 6
ALFRED RHEAULT, Waukegan Plant, June 8
EUCLIDE A. DENAULT, Billerica Plant, June 9
PERCY H. AMEY, Montreal Office, June 10
HECTOR SENECAL, Nashua Plant, June 10
PHILIP VORK, Manville Plant, June 12
NORMAN A. PATTERSON, Asbestos Plant, June 13
J. ALBINI DUCHARME, Asbestos Plant, June 15
WILFRID BOURBEAU, Nashua Plant, June 23
HOWARD EVEREST, New York, June 25
JOSEPHINE McCLEVERTY, Seattle Office, June 28
FRANK H. SMITH, Jeffrey Mine, June 28
ANTHONY PERONE, Manville Plant, June 29
RAYMOND J. WILLE, New Orleans Plant, June 29
DON G. ARNOLD, Alexandria Plant, June 30
ADAM E. ADDISON, Alexandria Plant, July 2
RUSSELL K. WALKER, Indianapolis Office, July 2
LAWRENCE J. GIL, Lompoc Plant, July 4
JOSEPH ZACKIEWICZ, Manville Plant, July 8
ANTHONY ZACHWIEJA, Manville Plant, July 10
NILS A. JOHANESEN, Waukegan Plant, July 12
JOHN W. CALLAGHAN, Chicago Dutch Brand Plant, July 18
WALTER H. GROSSI, Lompoc Plant, July 21
SAMUEL W. RHODES, Manville Plant, July 21
ARTHUR MAILHOT, Jeffrey Mine, July 24
P. J. BAUMGAERTNER, Chicago Office, July 27

NEWS/PIC

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BENEFITS

Question: **If I should die at, say, age 60, can my wife get a refund of my retirement contributions instead of the Spouse's Benefit?**

Answer: **Your wife can, if she is named your beneficiary for retirement refund purposes, take a refund of your accumulated contributions. She will *also* receive a life income based on the non-contributory portion. If she leaves the money in, she will receive a life income based on both the contributory and non-contributory portions. This privilege applies to the Modified Hourly and Revised Salaried Plans in the U. S. and Canada.**

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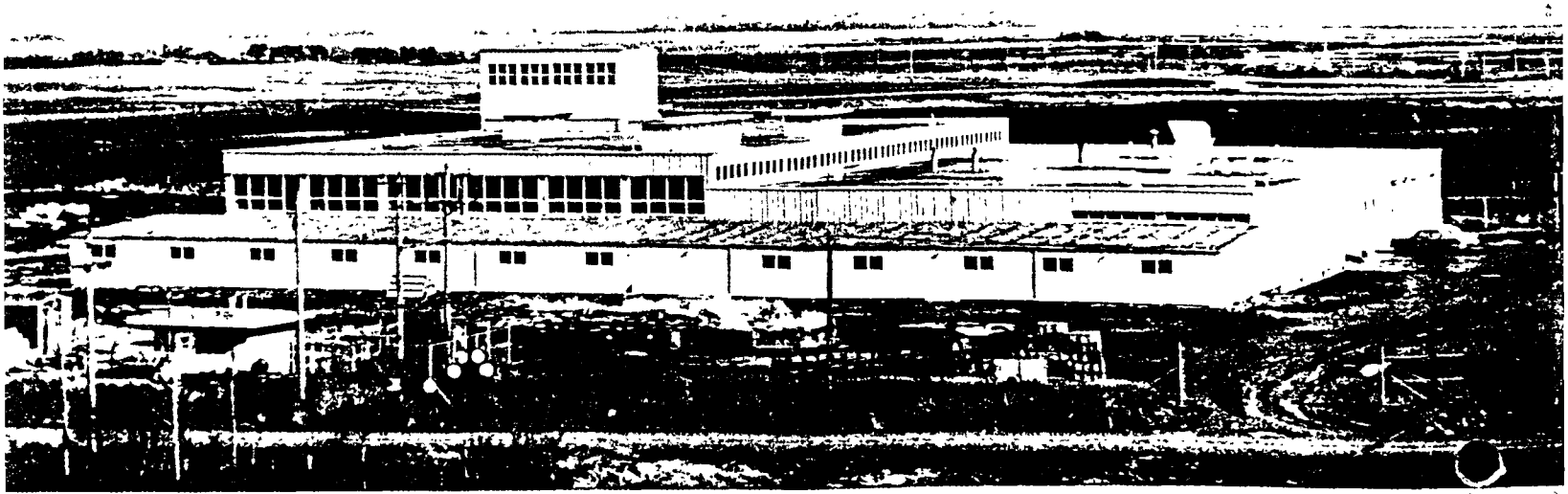
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C. J-M BUYS FIBER GLASS COMPANY

Peace River Glass Fibres Ltd., of Fort Saskatchewan, near Edmonton, Alberta, Canada, has been acquired by Canadian Johns-Manville Co. Ltd. The 72,000 square foot Peace River plant (below) turns out pipe insulation, pipe wrap, waterproofing membranes, battery separators, and other glass fiber materials. Established in 1955, the company was the first glass fiber manufacturer in western Canada. "Acquisition of a production facility in western Canada gives Canadian Johns-Manville added flexibility for better customer service," said A. G. W. Sinclair, President of CJ-M and General Manager of the Canadian Products Division. Peace River's primary domestic market covers the four western provinces of Canada. Some exports are made to the U. S., Central and South America and to Europe.



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