Johns-Manville
NEWS/PIC
APRIL/MAY, 1971

Channel J-M

NEW DIMENSION IN CORPORATE COMMUNICATIONS

PRODUCED
JM - 83



Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/1

Channel J-M: NEW DIMENSION IN CORPORATE COMMUNICATIONS

SOMEONE SHOUTED "we're on." The shirt-sleeved figure of a man standing behind a battery of lights and television cameras motioned with his hand. J-M President Dick Goodwin walked in front of the cameras and started to speak.

The television cameras began to roll. A red light at the top of each camera showed which of them was filming the action. Dick Goodwin introduced Francis May and Burt Jobe, who were seated behind him, and then went over and sat between them.

So began the taping of Johns-Manville's first-ever simultaneous videotape informational program for 2,000 employees in 22 North American cities. It brought a new medium to the company's corporate communications program.

The 45-minute videotape provided the platform to better acquaint the employees, visually, with the company's new management team, consisting of Dick Goodwin, President and Chief Executive Officer; Francis May, Executive Vice President for Finance and Administration; and Burt Jobe, Executive Vice President for Operations.

The new management team proceeded to discuss informally, much like the "talk shows" we're all familiar with on television, company performance in 1970, new philosophy and approaches and plans for future growth.

The program, on full color videotape, was sent to specially equipped Holiday Inn TV exhibition centers and J-M locations in the 22 cities for showings at 11:30 a.m., March 9, on conventional color TV sets at each location. The March 9 date preceded the Annual Stockholders Meeting by two days. In addition, J-M plants, mines and sales offices in Europe, the U. S. and Canada, will be supplied with kinescope copies of the program so it can be made available for viewing by all company employees. Supervision for production of the taping was handled by Visual Information Systems of New York City.

J-M selected the videotape system in preference to calling a series of regional information meetings so as to reach more employees faster with up-to-the-minute news about company operations during the past year, and to present plans and prospects of 1971 and the years beyond. Because J-M has 60 plant and mine locations and numerous sales offices in the U. S. and Canada, the alternative of personal visits at this time by the newly-elected top management team would have been logistically impossible.

The only drawback to the television videotape method of communication, as Dick Goodwin said, is the fact that "there was no two-way dialogue." But he did say that he, Burt Jobe and Francis May do plan to personally visit J-M locations.

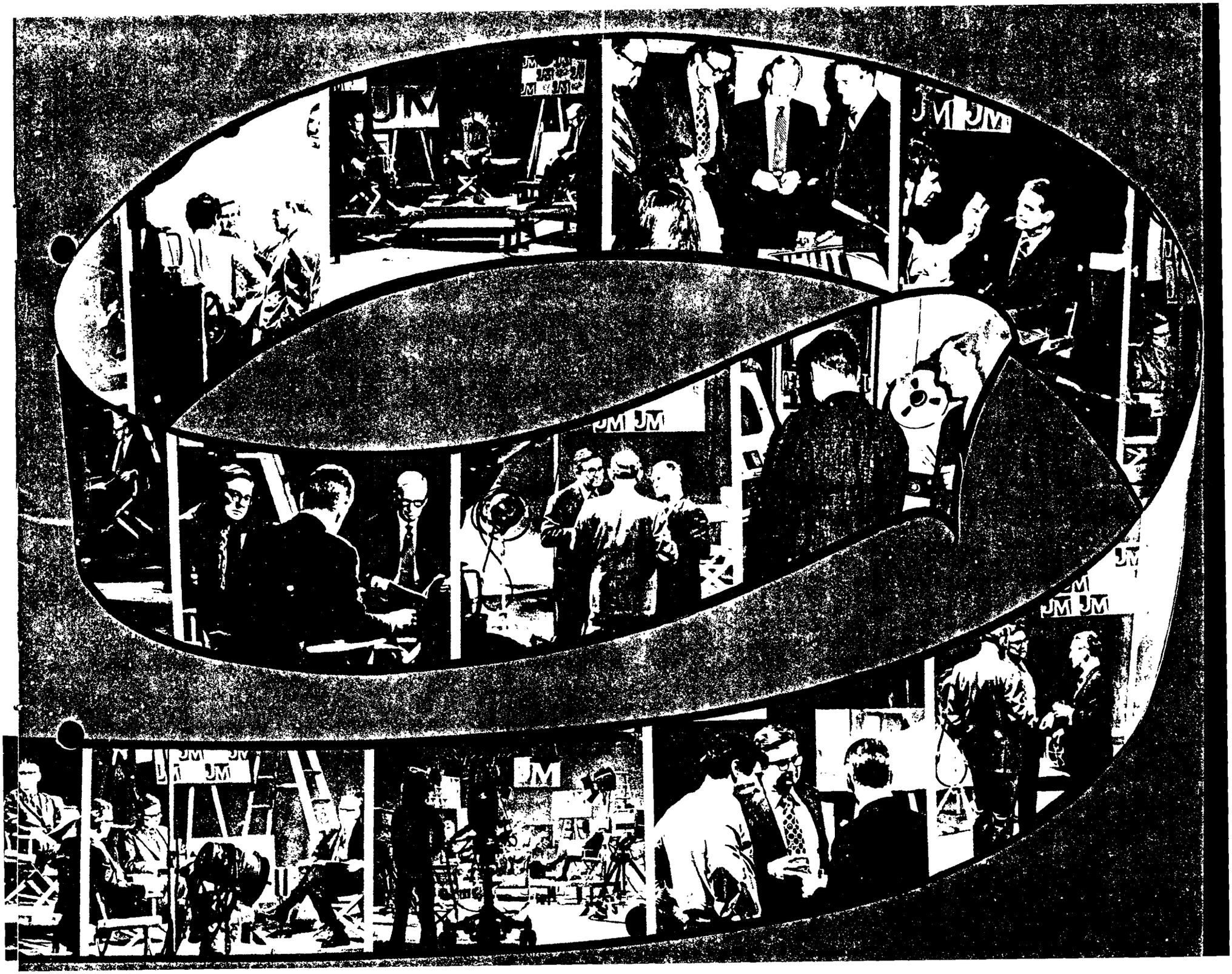
The new President also indicated videotape television will be used periodically to keep employees abreast of the progress and expansion of J-M. It looks as though Channel J-M will be an important part of J-M's new corporate communications network.

The photo series features "behind the scenes" views of the taping. In addition to Messrs. Goodwin, [illegible] Vice Presidents Jack Solon and A. B. Merchant are shown.

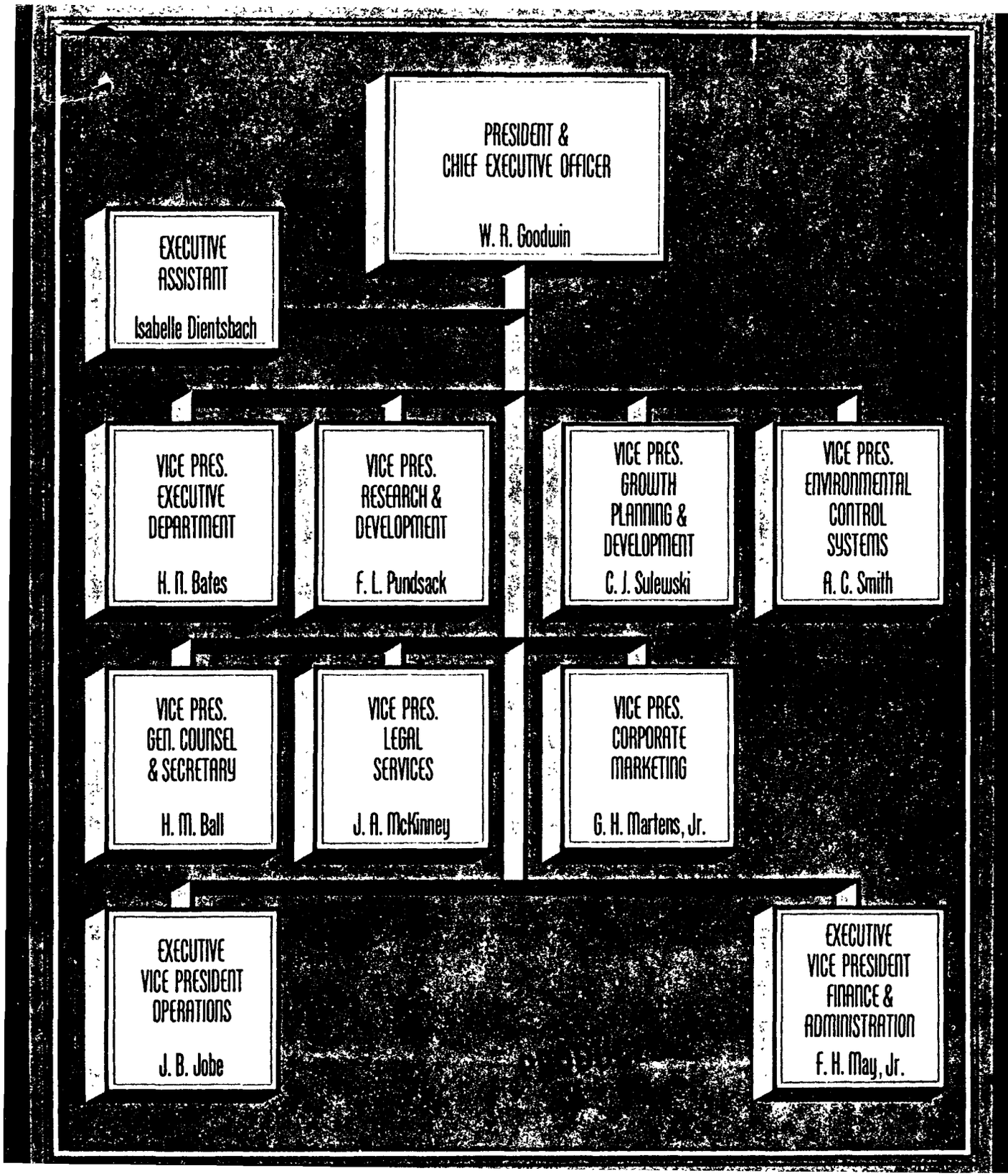
PRODUCED
JM - 83



Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/2



Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/3



J-M's Corporate Structure

CHANGES AT THE TOP of J-M's organizational structure have brought about additional new positions and assignments in several major areas of the company.

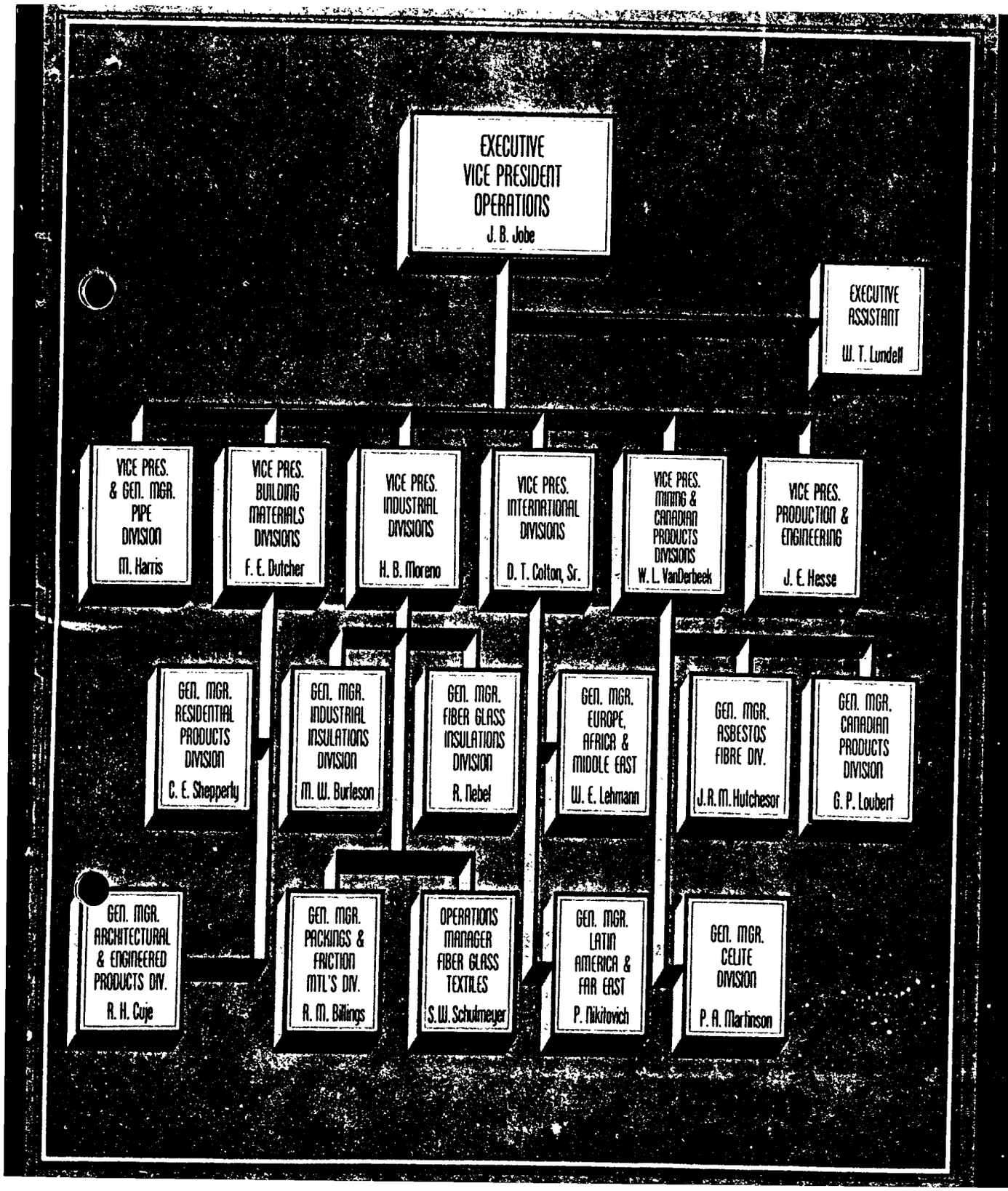
So that all J-Mers may have a clearer view of the overall company realignment, below is a digest of the new major positions and transfers of responsibility that have been announced. (See also "Assignments," pages 8, 9 and 10).

OFFICE OF THE PRESIDENT
(See chart at left)

In addition to the Executive Vice Presidents, J. B. Jobe and F. H. May, Jr., seven Corporate Vice Presidents report directly to President W. R. Goodwin. They are Herb Ball, Vice President, General Counsel & Secretary; Henry Bates, Vice President, Executive Department; George Martens, Jr., Vice President, Corporate Marketing; John McKinney, new Vice President, Legal Services; Fred Pundsack, Vice President, Research & Development; Bus Smith, Vice President, Environmental Control Systems; and Chet Sulewski, new Vice President, Growth Planning and Development.

Mrs. Isabelle Dientsbach is Executive Assistant to the President, reporting directly to him and working in liaison with Henry Bates in the Executive Department.

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/4



OPERATIONS — THE DIVISIONS
(See chart at left)

SIX CORPORATE VICE Presidents report to Executive Vice President for Operations, Burt Jobe. They are:

Dudley Colton, Sr., Vice President for International Divisions, who continues to be responsible for International Division — Europe, Africa & Middle East (Wolf Lehmann is Gen. Mgr.), and International Division — Latin America & Far East (Paul Nikitovich is Gen. Mgr.).

Francis Dutcher, Vice President, Building Materials Divisions, continues to be responsible for Architectural & Engineered Products (Bob Cuje, Gen. Mgr.), and Residential Products (Chet Shepperly, Gen. Mgr.).

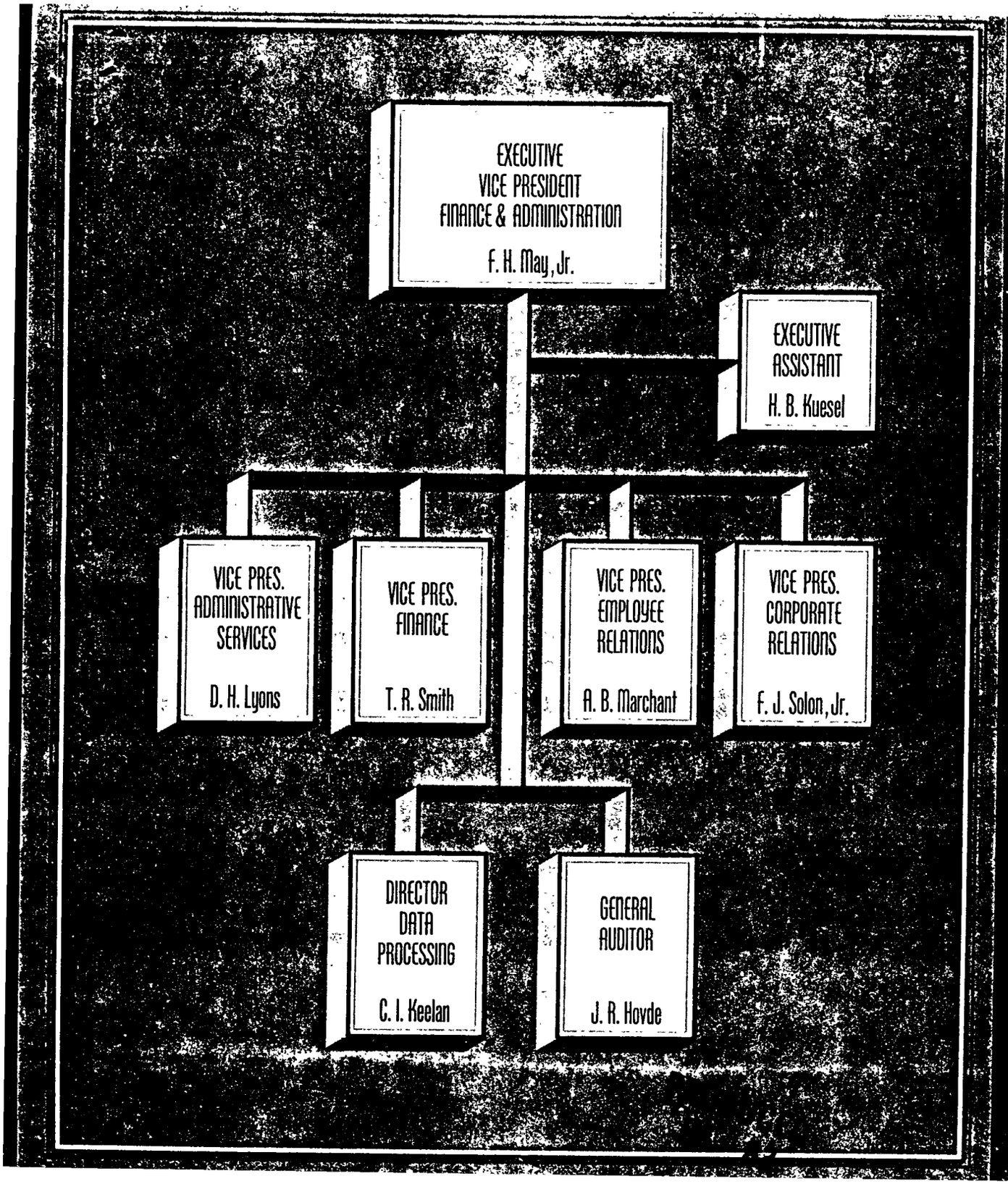
Moke Harris is new Vice President & Gen. Mgr., Pipe Division.

Hank Moreno, new Vice President for Industrial Divisions, is responsible for three divisions, Fiber Glass Insulations (Ren Nebel, Gen. Mgr.), Industrial Insulations (Ward Burleson, Gen. Mgr.), and Packings & Friction Materials (Roy Billings, Gen. Mgr.). He is also responsible for Fiber Glass Textiles Dept. (Stu Schulmeyer is Operations Mgr.).

Bill VanDerbeek is now Vice President, Mining and Canadian Products Divisions (See p. 11). Perry Martinson, Gen. Mgr. of Celite and the two new Canadian General Managers — Bob Hutcheson, recently named Gen. Mgr. of Asbestos Fibre, and Pat Loubert, new Gen. Mgr. of Canadian Products — all report to Bill VanDerbeek.

Jack Hesse is new Vice President, Production & Engineering (See p. 11). Executive Assistant Tom Lundell reports to Burt Jobe in liaison with Henry Bates.

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/5



FINANCE AND ADMINISTRATION

(See chart at left)

The Employee Relations Department (formerly the Industrial Relations Department) under the direction of Vice President, Employee Relations, A. B. Marchant, and the Corporate Relations Department (formerly the Advertising and Public Relations Department) under the direction of new Vice President, Corporate Relations, Jack Solon, have been moved into the responsibility area of the Executive Vice President for Finance & Administration, Francis May, Jr.

The new Vice President for Finance is Thornton Smith.

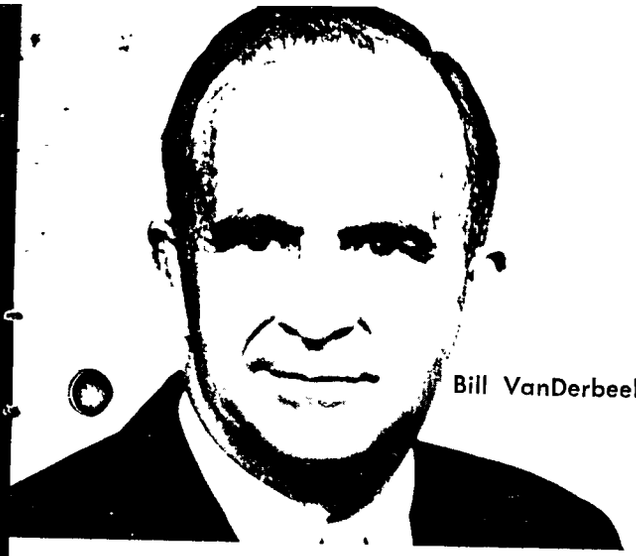
The new Administrative Services Department, under the direction of new Vice President, Administrative Services, Don Lyons (formerly Director of Purchasing) includes the Purchasing, Headquarters Service, General Sales Office Management, Traffic and Physical Distribution Departments.

Continuing to report directly to Francis May are Chuck Keelan, Director, Data Processing, and the General Auditor. John R. Hovde became General Auditor on April 1 upon the retirement of Walter Eddy. Executive Assistant Harry Keusel reports to Francis May in liaison with Henry Bates.

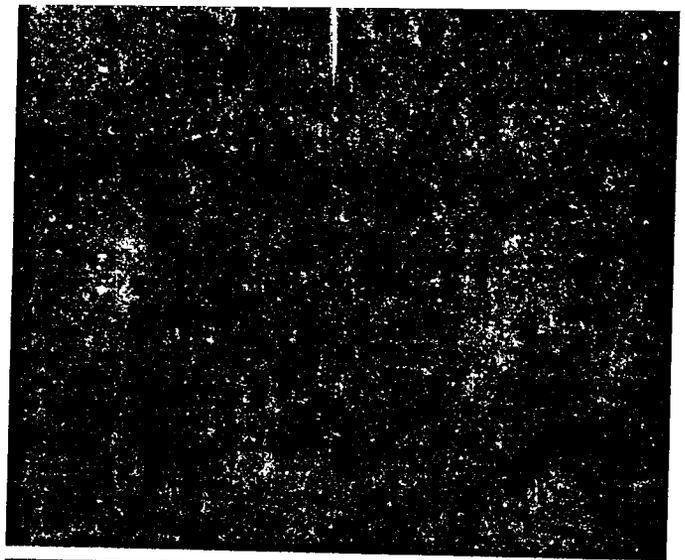
BOARD OF DIRECTORS

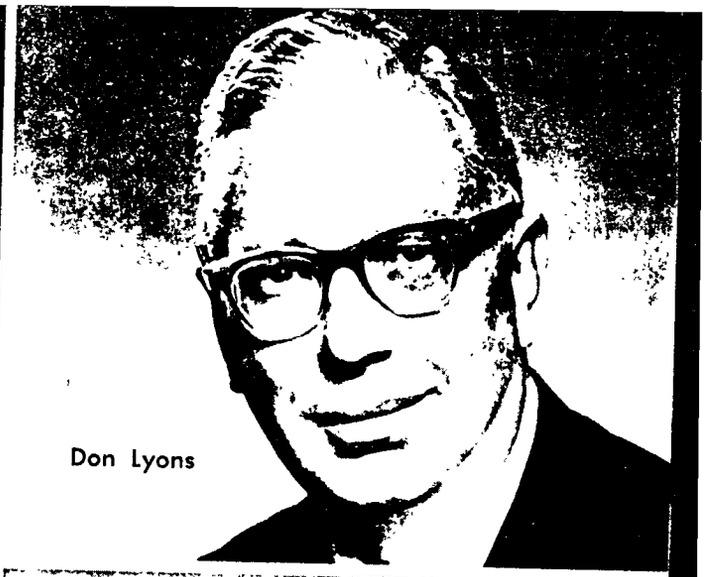
Burt Jobe has been elected a Director of Johns-Manville Corporation, bringing the number of Johns-Manville Executives on the Board to five. The others are Dick Goodwin, Francis Dutcher, Francis May and Bus Smith.

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/6

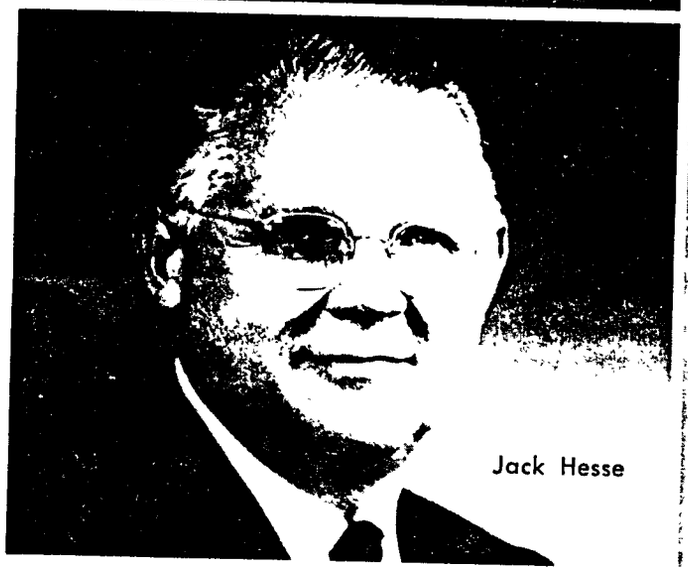


Bill VanDerbeek





Don Lyons



Jack Hesse

New appointments at the Corporate VP Level

THE REASSIGNMENT of one Corporate Vice President and the appointment of two new Corporate Vice Presidents became effective March 1.

Bill VanDerbeek has been named Vice President for Mining & Canadian Products Divisions. The appointment was announced by Executive Vice President for Operations, Burt Jobe. Bill formerly was responsible for Production and the Asbestos Fibre Division. His new position holds responsibilities for Asbestos Fibre, Canadian Products and Celite Divisions. The Fiber Glass Textile operation, previously under his responsibility, is now assigned to the Corporate Vice President for Industrial Divisions, Hank Moreno.

Bill joined J-M in 1939 and has served as Plant Manager, Production Engineer and Production Manager in Pipe Division. He also has served as General Manager, Fiber Glass Division.

Succeeding Bill for the production responsibilities is Jack Hesse who has been appointed Vice President for Production and Engineering. This new position includes responsibility for staff production functions, which include plant engineering, general industrial engineering and maintenance control.

Jack came to J-M at Marrero Plant in 1938 and progressed steadily through Pipe Division production functions to his latest position as Production Manager. He also reports to the Executive Vice President for Operations.

Don Lyons has been appointed Vice President for Administrative Services effective March 1. His responsibilities include Purchasing, Headquarters Service, General Sales Office Management, Traffic and Physical Distribution. He reports to Executive Vice President for Finance and Administration, Francis May.

Director of Purchasing from May of 1957 to December of 1970, Don has been with the company 43 years. He was elected Director of Administrative Services [illegible] of this year.

PRODUCED
JM - 83

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/7

ASSIGNMENTS



CANADIAN JOHNS-MANVILLE

J. R. M. "BOB" HUTCHESON has been appointed General Manager of the Asbestos Fibre Division. He continues as a Vice President of Canadian Johns-Manville Ltd. Bob joined J-M in May of 1949 as a Mining Engineer and progressed rapidly from Shift and General Foreman, Underground; General Foreman and Assistant Superintendent of the Mill and Assistant Production Engineer. In 1959 he became Production Engineer of the Division and in 1968 he became Division Operations Manager.



G. P. "PAT" LOUBERT has been appointed General Manager of the Canadian Products Division. He continues as a Vice President of C. J-M. Pat joined J-M in 1952 as a Pipe Engineer and successively served as Product Manager for Industrial Insulations in CPD. In 1960 he became Division Production Engineer. From 1967 to 1970 he served as Production Engineer for all J-M operations in Europe. On his return to Canada he was named Asst. CPD Gen. Mgr.



FINANCE

LEO J. BARTOLANZO has been named Controller of Johns-Manville. He has also been appointed a Vice President of the Johns-Manville Sales Corporation. Leo joined J-M in 1943 and held a series of accounting and financial posts. From 1964 to 1966 he was Controller for Research, Development and Engineering. He assumed the position of Assistant Treasurer of the Company in 1967 and was appointed Treasurer in 1968.



J. J. "JIM" SPANGENBERG has been named Treasurer of Johns-Manville. He is also appointed a Vice President of the J-M Sales Corp. Jim joined J-M in 1953 as a Tax Accountant in the Tax Section. After a series of Tax assignments he became Supervisor of the Federal Tax Unit in 1962 and was made Director of Taxes in 1965.



OSCAR MOORE, General Division Controller, has been elected a Vice President of the Johns-Manville Sales Corporation. Oscar started with J-M in 1940 as an Accountant in the Budget Dept. and advanced to Chief, Reports Section in 1942. He became a Systems Analyst in 1944 and Office Methods Specialist in 1947. He then progressed to Manager, Analytical Section, Finance Dept., then to Controller of Building Products Division. He became Group Controller for Building Materials Divisions in 1966 and has been General Division Controller since 1967.



C. I. "CHUCK" KEELAN has been appointed a Vice President of the Johns-Manville Service Corp. He continues as Director of Data Processing reporting directly to Executive Vice President Francis May. Chuck joined J-M as Manager of Headquarters Service in GHQ. From 1946 to 1962 he served as Systems Analyst then Manager in Office Methods. He moved to Data Processing as Manager, Data Processing Development, in 1962, and from 1968 to 1970 he was Manager of Development Programming.



GROWTH PLANNING & DEVELOPMENT

MORRIS C. "MOE" LIPSMAN has been appointed Director, Venture Management. He has also been named a Vice President of the Johns-Manville Sales Corporation. Moe joined J-M in February, 1970, as Manager of Development Analysis and Evaluation. Prior to joining J-M he worked as a Certified Public Accountant with Peat, Marwick, Mitchell and Company; Manager, Budgets and Contracts for Systems Development Corporation and a New York County.



JOSEPH H. "JOE" ZETTEL has been named Director, New Business Operations. He is also appointed a Vice President of the Johns-Manville Products Corp. Joe began with J-M in 1939 at the Richmond Plant. He has held numerous research, engineering, and business management positions, including Director, New Business Development and Assistant to the Vice President, Research, Development and Engineering. He has been Assistant to the Vice President and Director, New Business Development since 1969.



PIPE DIVISION

K. J. "KEM" WHALEN has been appointed Production Manager of the Pipe Division. He also has been appointed a Vice President of the Johns-Manville Products Corp. Kem joined J-M in 1935. His J-M career has been spent in various positions within the Pipe Production Department, including Methods Section Supervisor and Production Engineer, his most recent position. Prior to his present position's becoming effective on March 1, he served as Acting Production Manager of the Division for the first two months of 1971.

PRODUCED
JM - 83

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/8



OFFICE OF THE PRESIDENT
General Headquarters
MRS. ISABELLE DIENTSBACH to Executive Assistant to the President.



ENVIRONMENTAL CONTROL SYSTEMS DEPARTMENT
Manville Research
DON HILLIER to Director, Environmental Engineering.



WALLY CRAMPTON to Manager, Fluid Systems.



JOE GOLDFIELD to Manager, Air Engineering.



Manasquan Plant
ARCH HUMPHRIES to Marketing Manager, J-M Irrigation Corp.



RAY STONE to Plant Manager, J-M Irrigation Corp.



GROWTH PLANNING & DEVELOPMENT DEPARTMENT
General Headquarters
DEV JOSEPHS to Director, Development Evaluation.



STEVE PAINTER to Director, Division Planning Operations.



BUD CHERNACK to Manager, Corporate Planning Operations.



JIM HAYES to Manager, Venture Development.



LEGAL SERVICES DEPARTMENT
Manville Research
ED COX to Director of Licensing.



BOB KRONE to Chief Patent Counsel.



JOE KELLY to Associate Patent Counsel.



RON HALVORSEN to Associate Patent Counsel.



OFFICE OF OPERATIONS
General Headquarters
TOM LUNDELL to Executive Assistant.

PRODUCED
JM - 83

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/9



CANADIAN PRODUCTS DIVISION
Toronto Office
GORDON POOLE to General Marketing Manager, Industrial & Building Products.



MIKE HADDON to General Marketing Manager, Special Products, Celite & Exports.



FRED DOTY to Sales Manager, Industrial & Building Products



INTERNATIONAL—LATIN AMERICA & FAR EAST DIVISION
General Headquarters
WAYNE DOWST to Manager, Division Planning.



LOU SORRENTINO to Product Marketing Manager.



FRED PAGE to Controller & Special Asst. to Lat. Am. & Far East Gen. Mgr.



OFFICE OF FINANCE & ADMINISTRATION
General Headquarters
HARRY KUESEL to Executive Assistant.



FINANCE DEPARTMENT
General Headquarters
DAVE COLWELL to Treasurer—International.



JACK AGLIATA to Director of Taxes.



ADMINISTRATIVE SERVICES DEPARTMENT
General Headquarters
RUDY SHUPPER to Director of Purchasing.

STEPPING UP

ASBESTOS FIBRE DIVISION
Jeffrey Mine
GORDON F. BROWN to E&R General Foreman-Machine Shop
PAUL E. ROY to E&R Supervisor.
MAURICE VINCENT to E&R Supervisor-Garage.
CANADIAN PRODUCTS DIVISION
Toronto Plant
EARL T. WRIGHT to Shift Foreman-Spin Tex & Fiber Glass.
CELITE DIVISION
Lompoc Plant
R. D. JANTZ to General Foreman-P.M.
G. E. SCOLARI to Foreman-Controlman.
FIBER GLASS DIVISION
Corona Plant
FRED H. GONZALES to Shift Foreman-Shipping, Receiving & Warehouse.
Defiance Plant
EDWARD F. CLINE to General Foreman-Pipe Insulation.
Parkersburg Plant
ESTELL L. YOUNG to Shift Foreman-Utilities-Special Products.
INDUSTRIAL INSULATIONS DIVISION
Billerica Plant
DONALD L. ST. PETER to Foreman-Finishing Unit.
NEW BUSINESS DEPARTMENT
Manville Research
FRANK J. ROZYCKI to Foreman-Ace Products.
PACKINGS & FRICTION MATERIALS DIVISION
Manville Plant
JOHN T. BALAY to Shift Foreman-Rubber.
Waukegan Plant
DONALD J. LOOKABAUGH to Foreman-Brake Block "B".
GENE E. RUSSELL to Foreman-Brake Block Finishing.
RESIDENTIAL PRODUCTS DIVISION
Alexandria Plant
A. A. HUMPHRIES to Foreman-Shipping, Receiving & Warehouse.
Jarratt Plant
L. D. BLANKENSHIP to Foreman-Boiler House & Electrical.
Manville Plant
WALTER W. PATTEN to Foreman-Quality Control.
Pittsburg Plant
ROBERT J. LAXNER to Foreman-Roofing.

PRODUCED
JM - 83

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/10

Safety is a Family Affair

Cleburne Fiber Glass Plant found a way to involve not only the J-M people at the plant in a safety program, but their families as well.

Because the plant was not satisfied with its safety record, Employee Relations Manager A. V. "Bud" Saal got the idea of a safety slogan contest. On Fridays a new safety slogan is announced in the weekly plant newsletter, *Newsline*. On Mondays, posters from the National Safety Council with the same slogan are posted on bulletin boards.

At the end of the week, Friday morning, calls are made to the homes. Usually the wife comes on the line and she is asked to name the week's slogan.

Bud Saal says, "When we first started the program, we would frequently make 20, 30 or 40 calls before getting a winner. Now we frequently get our winner on the first or second call."

Of course, there is incentive. The winner each week gets a 500 point gift certificate which can be saved to order a gift from a catalog. Additional points can be accumulated by perfect attendance for a quarter of the year and by winning doorprizes at the various plant functions.

Safety awareness has increased greatly at Cleburne because of the contest. But, more important, the safety record has been much better. The plant has worked 547 days without a lost time accident as of April 1. The last lost time accident occurred Sept. 20, 1969.

The program has been so encouraging, that on the completion of the full year without a serious accident, the entire plant group got together for a Texas style cookout or fish fry.



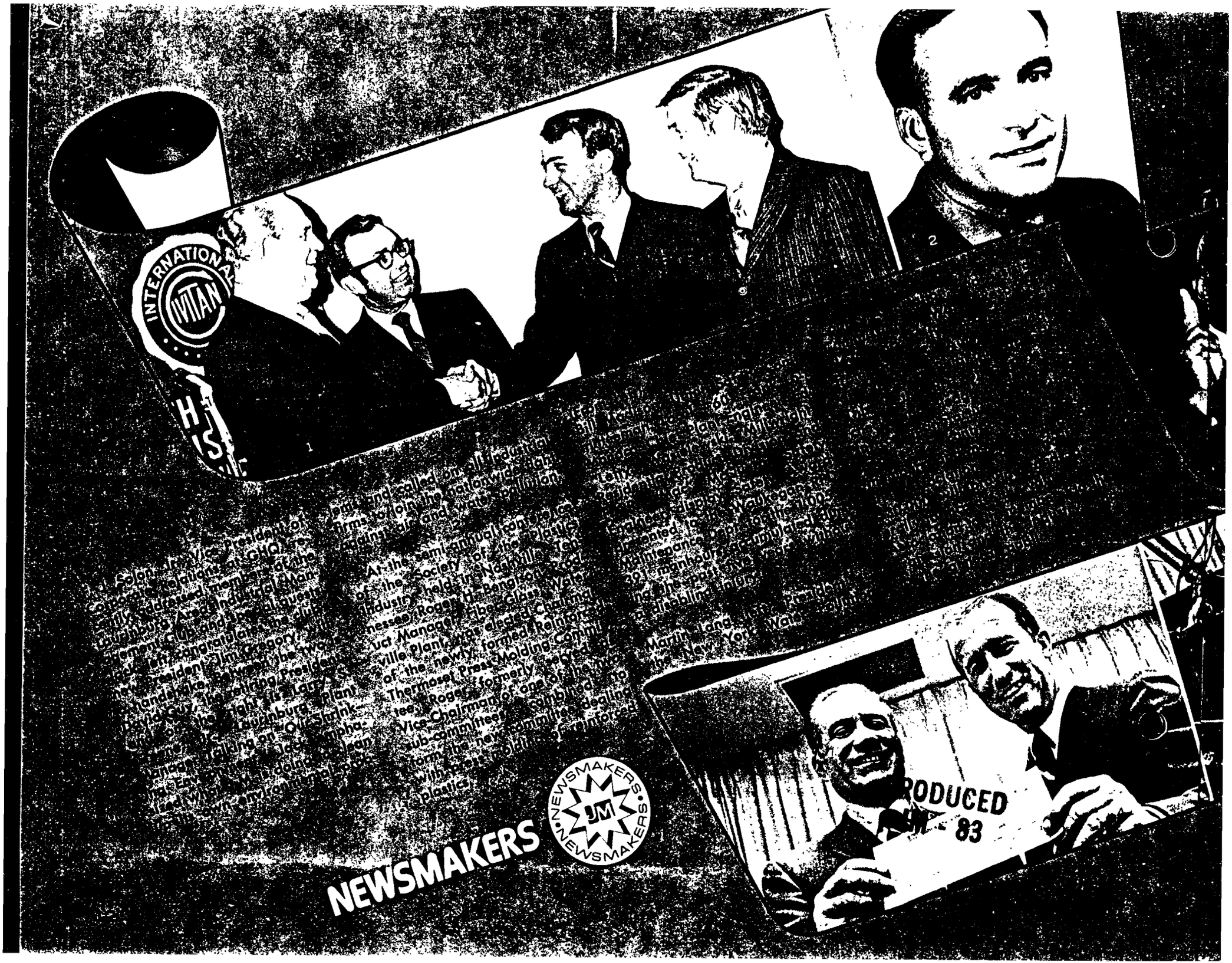
1 *Bud Saal posts the safety slogan for the week.*

2 *Kay Miles makes telephone calls to find a contest winner.*

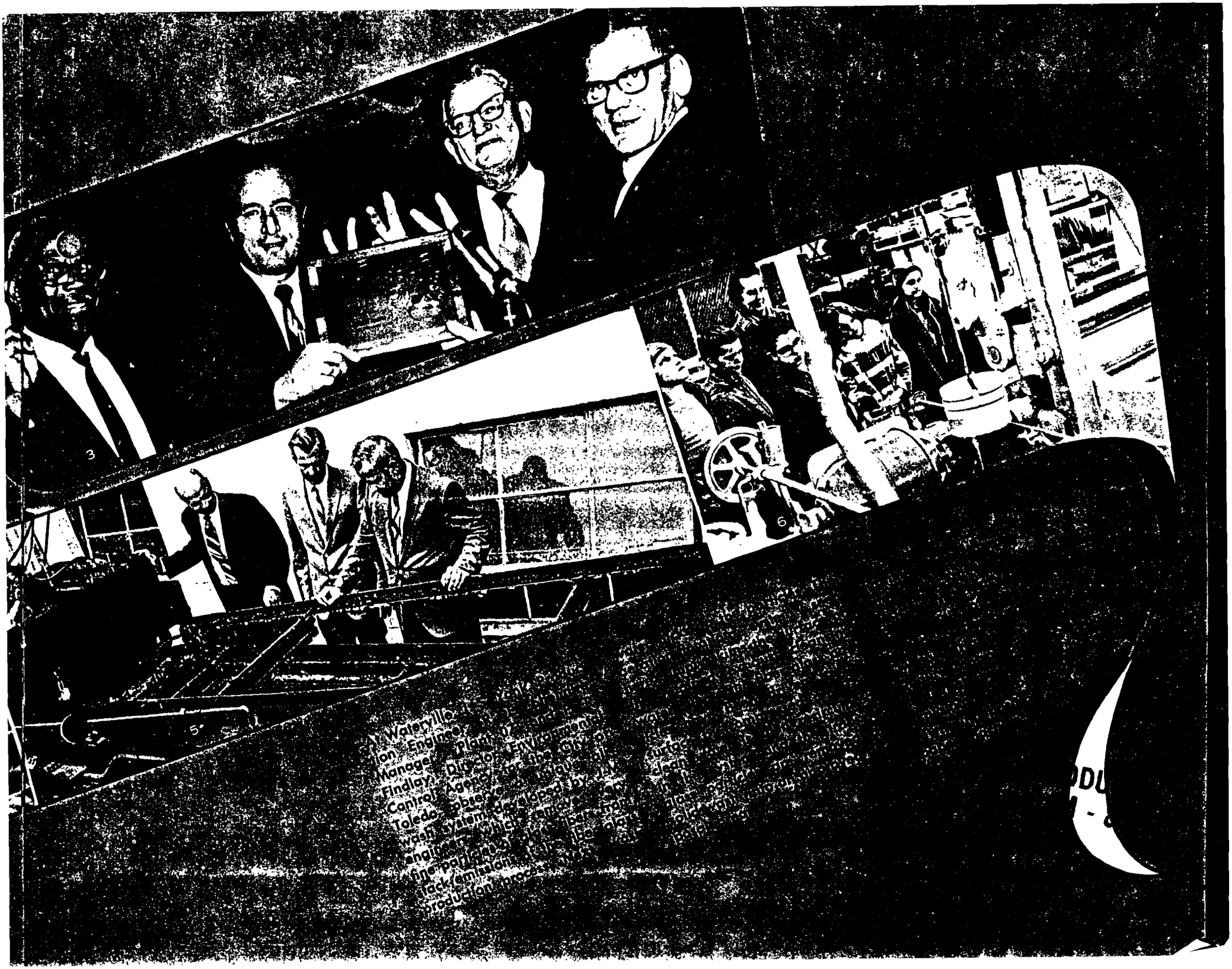
3 *Part of the J-M team at the [illegible] Cookout.*

PRODUCED
JM - 83

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/11



Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/12



Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/13



Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/14

ANNOUNCEMENTS

RETIREMENTS

THEODORE ABROM, Los Angeles Plant
LELON A. ALLEN, Waukegan
BLAINE AMOS, Parkersburg
SEBASTIAN BONET, GHQ
O. NEIL BROWN, Toronto Office
NICHOLAS CALABRESE, Manville Plant
JOHN CARLTON, Toronto Plant
RUSSELL F. CHERRY, Waukegan
FLOYD W. DAGGETT, Parkersburg
GEORGE DELHOMMER, Marrero
CHARLES H. DORE, Toronto Office
ELIZABETH EBERHARDT, GHQ
JULIA FENDER, Manville Plant
WALTER FIERST, Manville Plant
MRS. SOPHIA GECIK, Manville Plant
MRS. THERESA GROBER, Manville Plant
GEORGE HACKNEY, Toronto Plant
PAUL M. JOHNSON, Mount Vernon Office
JOHN C. JONES, Pittsburg Plant
ANDREW KENDROL, Manville Plant
RALPH M. KING, GHQ
HAROLD E. KNULL, Waterville Plant
ANTHONY KRZESZEWSKI, Manville Plant
JOHN LATOCHA, Manville Plant
CARL LEAVITT, Alexandria
MISS ALICE M. McMAHON, Chicago Office
BERNARD MEEHAN, Manville Plant
VOID MINK, Waukegan
OSCAR F. MOORE, GHQ
JOHN OCSACK, Manville Research
CHARLES PAWLIK, Manville Research
ARTHUR E. PRICE, Waukegan
JAMES L. PRICE, Marrero
WILLIE PRICE, Marrero
CECIL I. RIDINGS, Waukegan
JOSEPH RIVERE, JR., Marrero
FRED SAYRE, Alexandria
MRS. SOPHIE SHANDOR, Manville Plant
A. G. W. SINCLAIR, Toronto Office
EDWARD P. SKUTNICK, Waukegan
MRS. STEFFIE TURLIP, Manville Plant
BENJAMIN UNGER, Waukegan

BENEFITS

Question: I have seen references to the "flat benefit" of the Retirement Plan. What is the flat benefit?

Answer: It is that part of the employee's retirement benefit that is not related to earnings. Every member of the Retirement Plan receives a non-contributory flat benefit for his service with the Company.

Question: What does PTD mean?

Answer: PTD stands for "permanent and total disability," under our Group Life Insurance. If an employee is disabled before his 60th birthday, then a PTD claim is filed with the insurance company. If they agree that his disability is permanent and total, they will pay him the full amount of his group life and installments. Consult your booklet for additional information.

Question: Are vesting rights under the Retirement Plan automatic or does an employee have to apply for them?

Answer: If the employee has the required age and/or service set forth in the retirement plan booklet, he automatically has vesting rights. However, they would only be used if he should leave the Company prior to retirement. Under vesting, the Company will pay him a benefit for life, beginning at age 65.

IN MEMORIAM (QCC and Retired)

AGOSTINO PATENTE, Manville Plant, December 16, 1970
THOMAS WALSH, SR., Manville Plant, December 22, 1970
MORRIS CALDWELL, Mexico, January 4, 1971
GEORGE L. FORBES, Alexandria, January 5, 1971
ALEXANDER BATCHO, Manville Plant, January 8, 1971
LIONEL RENE, Jeffrey, January 8, 1971
RUTH HAYES, Manville Plant, January 12, 1971
RAYMOND PAQUETTE, Nashua, January 12, 1971
OTTO F. RYBERG, Cleveland Office, January 12, 1971
MILTON CUMMING, GHQ. January 13, 1971
NICK PAONE, New Brunswick Plant, January 15, 1971
EVERETT E. AYERS, Manville Plant, January 19, 1971
WILLIAM BEANEY, Manville Plant, January 19, 1971
HERBERT C. RIOS, Lompoc Plant, January 19, 1971
LOUIS C. HEWLETT, San Francisco, January 21, 1971
ANDREW J. ZORELLA, Manville Plant, January 21, 1971
WILLIAM A. SEMON, Alexandria, January 25, 1971
EVELYN TRUMBULL, Waterville Plant, January 27, 1971
KENNETH A. ALLEN, Waukegan DPC, February 4, 1971
JOSEPH E. MORIN, Nashua, February 8, 1971
F. W. HODSON, Houston Office, February 10, 1971
MIKE MAZUR, Manville Plant, February 15, 1971
GEORGE P. LEISTENSNIDER, Research, February 16, 1971
CLYDE BRADLEY, Natchez, February 19, 1971
JOHN WHITE, Waukegan, February 23, 1971
FRANK H. BARNES, JR., Manville Research, February 26, 1971
SAMUEL OWEN, Los Angeles Plant, February 27, 1971
ANDREW C. ELBERT, SR., Alexandria, February 28, 1971

NEWS/PIC

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

President: W. R. Goodwin

Publications Manager: Gerald D. Murray

Editor: Edward R. LiPuma

Designer: Fil Giuliano

Director of Public Relations: Walter F. Goodwin

PRODUCED JM - 83

Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/15

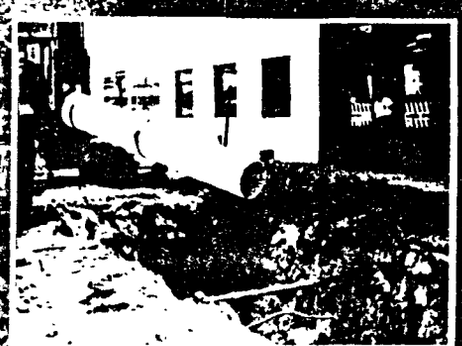
JOHNS-MANVILLE
P. O. Box 1960
Trenton, N. J. 08607
Return Requested

BULK RATE
U. S. POSTAGE
P A I D
PERMIT No. 831
TRENTON, N. J.

[redacted]

PRODUCED
JM - 83

TRANSIT IN BAY VILLAGE



Published by AsbestosClaims.Law
asbestosclaims.law/library/12886/16