



**Denver Retiree Luncheon Speaker  
Andy Sokal**

**F**red Lowe, Vice President for Human Resources at Johns Manville was the featured speaker at a Denver JM Retirees luncheon on Thursday, October 17, 2002. Fred briefed the retirees present on the current state of the corporation and presented statistics on number of employees, revenue and number of facilities as well as noting that there are now more retirees than active employees.

	1979	1985*	1989**	2001
Empl	32,500	21,000	17,000	9,500
Rev (bil)	\$2.2	\$1.9	\$2.2	\$2.0
Facil	130	63	56	54

\*JM out of Chapter 11

\*\*Included sale of Riverwood

Fred noted that Johns Manville was acquired by Berkshire Hathaway in 2001 and that it is now one of a number of assets that Berkshire Hathaway owns. Berkshire Hathaway has only about twelve employees that oversees its investments and future acquisitions.

Recent changes to the JM organization were announced by Jerry Henry, Johns Manville CEO. Steven B. Hochhauser has been appointed as president and chief operating officer. Mr. Hochhauser will report directly to Jerry Henry.

Reporting to Mr. Hochhauser are D. Perssons, Sr VP & General Counsel; K. Jensen, Sr VP & CFO; J. Coppola, Sr. V.P. Technology; M. Kane, Sr. V. P. Insulation; P. McEvoy, Sr. V. P., Roofing and an open position of Sr. V. P., Eng. Products.

Mr. Lowe noted that Eastern European countries show a lot of promise and a major acquisition was made in Slovakia. Three U. S. plants—Natchez, Corona and Parkersburg—were recently closed due to costly operations. Other areas covered:

- Medical benefits will not change in 2003 but premiums will increase for retirees and active employees.
- Chances for cost-of-living increases are probably “non-existent.” However, there is approximately \$700,000,000 in the pension fund and Berkshire Hathaway is managing the portfolio. Last year, funds were moved to Mortgage Backed Securities, avoiding a significant loss by exiting the equity market. Retirees were assured that Berkshire Hathaway and Johns Manville are fully aware of their legal responsibilities for the fund.

We were appreciative of Mr. Lowe’s speaking to the Denver retirees and encourage a close relationship with the corporation in the future.

**President’s Corner  
John Leasher**

**I**n mid-August, Bill Snyder and I met with Diane Persons and Larry Falter of Johns Manville and in a cordial manner, discussed a few questions about JM’s retiree medical costs that we had been unable to resolve via e-mail. Fred Lowe, the new vice-president for human relations, joined us briefly.

My questions centered around the numbers that JM had reported to all of us over the years in what is called a Summary Annual Report. This Summary is required by the same federal law that governs our pension plan, the Employee Retirement Income Security Act (ERISA). It shows various statistics about the pension and retiree benefit plans, in summarized form.

You should be receiving the Summary for the year 2001 shortly. You will note that the company is required to tell you about your rights to receive information beyond what is in the Summary, including the right to receive a copy of the full annual report. The full annual report is voluminous and complex, and reading it is not for the faint hearted. It contains the detailed information that ERISA mandates to be sent to the Department of Labor and to the IRS.

(Continued on page 2)

For the past several years, I have requested the full annual reports on behalf of the Retirees Association, and analyzed the numbers for the *pension plan*. I then reported the results to you.

Last year, I decided to analyze the numbers that the company had reported for the *retiree medical plans*. I presented the preliminary results of that analysis at the August meeting. I had not completed the analysis because of the questions I had that were not resolved until the meeting. The company's initial reaction was that the numbers couldn't possibly be true. I explained that the numbers were what had been reported to retirees in the Summary Annual Reports for the past ten years. I turned over my copies of these SARs so that Larry or Diane would not have to dig the company's copies out of their archives.

Subsequent to that meeting I received an e-mail with a correction to one of the numbers reported in the 1999 SAR. I incorporated this correction in my analysis and assumed that all the other numbers were correct. I then drafted an article that was supposed to be the "President's Corner" report to you in this Newsletter. I sent a copy of that article to JM, as a courtesy. The company was highly critical of its contents and conclusions. Among other things, I have now been given new numbers that differ considerably from what had been reported to us in the federally required SARs.

Perhaps we will have straightened out these different numbers by the time of the next

newsletter. In the meantime, I wanted you to know that I have not been simply goofing off.

### **NRLN Update**

**T**he National Retirees Legislative Network reminds retirees of the unhappy fact that Congress has failed to enact any of the priority legislation of vital interest to retirees and their families and shows no signs of being capable of doing so. Among the dead, dying, or stillborn, are the following:

1. A modest pension reform bill that would attempt to prevent a repetition of Enron and Enron-type retirement plan meltdowns.
2. An HMO reform bill that would prevent fast-buck HMO operators from depriving both retirees and active workers of their promised medical and other health benefits that they need to stay well, get well, or even survive.
3. A retiree health benefits protection law modeled after HR 1322, introduced by Rep. John F. Tierney (D. Mass.) or S. 2904, introduced by Sen. Paul Wellstone (D. Minn.), which would bar companies from cancelling or reducing retiree health benefits after an employee retires so that retirees do not have to raid their precious pensions and savings to make up for their employer's health benefit treachery or lose their company health benefits altogether.
4. A Medicare prescription drug benefit that would also prevent companies from reneging on existing prescription drug benefit commitments made to Medicare-eligible retirees and

preclude the substitution of generic drugs for non-generic drugs, where the retiree's doctor determines that only a non-generic drug is of effective value for the retiree.

5. An executive compensation and tax reform bill that would curb executive pay and perk abuse—the kind that tends to rob retirees and workers of reasonably anticipated improvements to their pension and health benefits—and would require, among other things, companies to account for stock options or expenses on their income statements as well as eliminate offshore company tax shelters.

Of course, this is not the end of the story. The next Congress might enact all of these measures or even better ones, and make up for the glaring failures of the current Congress. But that assumes that the next Congress is properly motivated and that is where this November's elections will prove decisive.

Retirees are one of the most significant voting blocs in the country and if retirees sit on their hands or vote for candidates as if their positions on legislation helpful to retirees was of secondary importance, next year's Congress will be just as bad as this year's in terms of getting the job done.

Retirees will only be shooting themselves in their collective feet if, before committing themselves to an incumbent or the incumbent's challenger, they fail to pin down either as to their respective positions on the five key legislative items outlined above. It is vital that, regardless

of their current political party affiliation, retirees only endorse or vote for candidates who have visibly supported these legislative initiatives or will pledge to do so in the new Congress. (Continued on page 2)

*A post script from Jim Norby, President of the NRLN:*

You no doubt know by now about the tragic death of Senator Paul Wellstone. Many of you also know how difficult it was for me personally to ask the Senator to act as chief sponsor of our health care legislation in the Senate. You also may know that he did that on September 3, 2002, the first day the Senate started its fall session. On the political spectrum, the Senator represented a point of view that was almost opposite of me. In spite of that fact, which we both knew and accepted, I had come to admire and respect "the man." He was intelligent, hard working, and passionate about practicing what he stood for. I respected that and told him so. We will, as a retiree association, including the NRLN, miss Paul Wellstone as he had become very important to us. He had picked up our banner and was running with it. His death will unquestionably set our cause back.

## 2002 – 2004 Slate

**T**he 2002 nominating committee was comprised of the following members of the Association: Jerry Attridge, Bill Johnson, Bill Russo, Carl Vander Linden (elected Chairman) and Carl Weber.

The committee nominated the following:

President & Director

John Leasher (incumbent)  
Secretary & Director  
Bill Snyder (incumbent)  
Director & Newsletter Editor  
Fern Balaun (incumbent)  
Director  
George Kinzer (incumbent)  
Director  
Andy Sokal (incumbent)  
Director  
Jack Woodall (new nominee)

All positions are for two-year terms and each nominee has agreed to serve if elected.

Many thanks to Tom Winter, Board member since November 1992. *Your good help is much appreciated, Tom.*

Notification of the above information and instructions for additional nominations was mailed on October 2, 2002.

## In Memory

Bob Corson (Denver)  
William (Flip) Graham  
Roy C. Erickson  
(Long Beach, 2001)  
William Alfriend Jr.  
(Long Beach)  
Ed Brady (Denver)  
LeRoy Perry (Denver)  
Richard D. Stinchfield  
(Nashua, NH)  
William Looney  
(Framingham, MA)  
George Morris (Savannah)  
Edward W. Shotliff (Denver)  
Norman Brown  
(Bloomington, IN)  
Jim Gibson (Denver, 2001)  
Nick Peletis  
(Denver Research)  
Clayton French (Denver)

Joe Goldfield (Denver)  
Edward Schuman (Denver)  
Clifford Frake (Clifton, TX)  
Lorraine Bailey (Corona Plant)

## Senior Fraud

**M**ore tips given at a presentation to Denver retirees earlier:

- Take mail which includes checks to the post office rather than dropping them in a mail drop or putting them in your mailbox for the postman to pick up.
- When you renew your Driver's license, ask to have your social security number removed from your license. If identity thieves can access your social security number, it is possible to get all sorts of information about you.
- When ordering new checks, specify checks that cannot be "washed" and reused by identity thieves. The key to if they are washproof is the tiny padlock symbol on the check with the notation "Security features are included. Details on back."
- Voting proxy – Hand deliver proxy rather than mail with signature on back.
- Use debit cards rather than carrying a checkbook.
- Do not carry your social security card or medical card except on specific occasions when you know you need to use them.

Use a cross cut shredder to dispose of statements, receipts and credit card expenditures with your signature on them.