



Improved Communications Dan Gallagher

I would like to inform you of several things that will be of interest to you.



First, our relationship and communications with Schuller Corporation are good. After several years when this was not the case, we have had a number of meetings and telephone conversations with the key people in the retiree benefits area, Ron Hammond and Mary Rhinehart. The discussions have been frank and the lines of communication are open.

We remain committed to our primary objective of serving the best interests of the retirees and retain all of our options in doing so. We feel that the current non-adversarial relationship with Schuller is in those best interests.

We appreciate the cooperation of Ron Hammond and Mary Rhinehart in establishing this relationship between Schuller Corporation and the Retirees Association.

Second, we have had a meeting with the head of a similar retirees group with another major corporation (larger than Schuller). We exchanged information on the activities of both groups and are tentatively exploring a liaison to pursue common interests. Since they have had similar communications with the retirees of a larger corporation, one of the exciting long range possibilities is an affiliation of retiree groups that would have political influence on legislation, further protecting the interests of retirees.

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At this point, we cannot divulge the names of these other corporations, and the discussions regarding liaison among the groups may not result in a coordinated long range effort. However, the potential is interesting.

We will keep you posted.

Schuller CEO Welcomed

Schuller Corporation announced the successor to W.



Thomas Stevens, who resigned from the corporation earlier in the year. Charles L. "Jerry" Henry assumed the posts of chairman, president and chief executive officer of Schuller Corporation in September. Mr. Henry introduced himself to all employees and retirees in his letter of September 9, 1996, which you may have received.

Your association welcomed Mr. Henry with the following letter:

Dear Mr. Henry:

Congratulations on your appointment as chairman, president and chief executive officer of Schuller.

Your long and distinguished DuPont career not only fits Schuller's immediate and future needs but also matches the profile of the average member of our retirees group. The majority of our 2500 dues-paying members spent their working careers with Schuller and its

predecessor companies, Manville and Johns-Manville.

We trust you will look upon all of us as important stakeholders in Schuller as you drive the company toward its twin goals of growth and profitability.

In an effort to improve communications between Schuller and its devoted retirees, we would welcome an article by you to appear in our regular newsletter. We publish the newsletter three to four times each year. You pick the topic and we'll distribute the information to our members.

Perhaps we can discuss the article and the relationship of Schuller to its retirees over lunch. I'll call you after you've had time to settle into your challenging new position.

Meanwhile, welcome to Colorado.

*Sincerely,
Dan Gallagher, President*

Pension COLA Request Response

 On behalf of the Schuller Board of Directors, Mary Rhinehart, Vice President, Compensation and Benefits, responded to the

association's letter to the Schuller Board in which we requested their consideration of a cost of living raise in our pensions:

Your letters to the Schuller Corporation Board of Directors, dated June 27, 1996, were forwarded to me. The issues addressed in your letters are important ones for all of us.

As you are aware, the company's retirement plans do not provide for cost-of-living adjustments. As stated in your letter, the company has twice approved cost-of-living increases when economic conditions permitted those actions. However, a cost-of-living increase is not being considered at this time.

While I wouldn't presume to explain another company's actions, I do know that U. S. West's situation is very different from ours. One reason they recently provided a COLA to retirees was due to a large surplus in their retirement account—which is not the case with Schuller.

The company strives for open and consistent communications. Current goals include improved internal communications and we welcome the opportunity to address issues of interest to active employees and to retirees. While our responses

may not always provide the answers you want to hear, your communications ensure that possibilities and situations aren't overlooked.

Thank you for your comments and let's continue to communicate on a regular basis.

*Sincerely,
Mary K. Rhinehart
Vice President, Compensation and Benefits*

We also received a response from Board member, Frank Macchiarola, who stated:

Thank you for your letter expressing the concern felt by the members of the Manville Schuller Retirees Association. I want to assure you that, as a new member of the Schuller Board of Directors, I will be attentive to discussions by the Board on the issues you raised.

Please express to your membership my appreciation of their general concerns regarding open communications between the Board and your Association and their specific request for a cost-of-living adjustment in their pensions.

Again, thank you for your letter.

Schuller Retiree

Service Center 1-800-877-4979

A new source for retiree benefit information for retirees opened at Schuller on November 4, 1996. The toll free number is 1-800-877-4979. The service center provides information and materials related to your retiree benefits from Schuller and also allows you to report changes that may affect your benefits.



You can call the 800 number regarding:

- Retiree Health Care Plan
- Life Insurance Plan
- Retirement Plan
- Change of address
- Death notice
- Request for supplies
- Problems with the health claim office

If you have questions on medical claims, your first call would be to the claim office.

Again, the toll free number for retirees in 1-800-877-4979 or you can write to the service center at P. O. Box 1890, Denver, CO 80201-1890.

Annual Meeting Bill Snyder, Secretary

The annual meeting of the Manville-Schuller Retirees Association



was held at the Community Meeting Room at the Littleton Center, 2255 W. Berry Ave., Littleton, CO at 10:00 am on Thursday, October 10, 1996. Members represented by proxy numbered 993 so a quorum was established. The meeting was called to order by president, Dan Gallagher.

Since there were no nominations from the field, the slate proposed by the nominating committee was unopposed. The president directed the secretary to cast a ballot for the nominees. The following were elected to serve for two years:

President & Director -
Dan Gallagher (incumbent)
Secretary & Director -
Bill Snyder (incumbent)
Newsletter Editor & Director -
Fern Bengtson (incumbent)
Regional Representative
Director -
Charlie Farr (Rep. from Ohio, new nominee)
Director -
Bill Reitze (new nominee)
Director -
Tom Winter (incumbent)

Many thanks to these people for agreeing to serve for the coming two years. A special thanks to Emma Lee for serving as our first Regional Representative Director for the previous two years. And another special thanks to Hugh Jackson who has served on the Board since 1993 and has agreed to serve

as Director Emeritus, a non-voting advisory position created by the Board.

In addition to those elected for the next two years the following continue to serve terms which run to 1997:

Vice President & Director -
John Leasher
Treasurer & Director -
Roy Hillmer
Director -
Bob Feeney
Director -
Barney Coleman
Director -
Al Moore

Note: Roy Hillmer and Barney Coleman swapped positions for the balance of their terms with the approval of the Board.

The Board also has two emeritus positions as follows:

President Emeritus -
Ed Bettinardi
(past president)
Director Emeritus -
Hugh Jackson
(previous director)

It was determined that the name change previously announced for your association required approval by the membership. The motion was made by John Leasher and seconded by Dave Corbin for this change. The vote was unanimous. The new name, Manville-Schuller Retirees Association will be

registered with the Secretary of State in Colorado.

Thanks to those of you who returned your Proxy Statements. This enabled the Association to have the necessary representation for an official meeting.

Directors

Dan Gallagher President
John Leasher Vice-President
Bill Snyder Secretary
Roy Hillmer Treasurer
Fern Bengtson Newsletter Editor
Barney Coleman Bob Feeney
Bill Reitze Al Moore
Charlie Farr Tom Winter
Ed Bettinardi President Emeritus
Hugh Jackson Director Emeritus

Newsletter

Editor Fern Bengtson
Layout Editor Jack Ellis

Manville Retirees Association

PO Box 3336, Littleton, Colorado 80161-3336
(Letters to Editor only to Fern Bengtson at
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Regional Representatives

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Billerica MA	Charles Barry (603) 424-7588
Defiance OH	Charlie Farr (419) 782-1372
Denver CO	Bill Russo (303) 347-9347
Denver CO	Dick Ducey (303) 770-2458
Fort Worth TX	Al Lock (817) 732-6756
Manville NJ	Joseph Manara (908) 725-4969
Marco Island FL	Bob Manahan (941) 394-1202
Marrero LA	Delton Theron (504) 341-5216
Parkersburg WV	Bernie Schoolcraft (304) 485-0326
Ridgewood NJ	Catherine Montgomery (201) 447-5926
Pittsburg CA	Adrian Verduzco (510) 439-3276
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San Francisco CA	Emma Lee (415) 776-4875
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Waukegan IL	Everett Paddock (708) 244-8359

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