

# StaleyNews

Volume XXV/No. 5 Decatur, Illinois/Aug.-Sept. 1983

## Hope for a better life made possible by contributions to United Way drive: "Thanks to you it works for all..."

Finding help for a problem can be frustrating. People often do without having their basic needs fulfilled because they don't know what assistance is available or where to go. But in many communities across the country, the United Way provides a link between the people with questions or problems and the social services designed to meet their needs.

"We want to make sure that link remains strong," says Chuck Miller, director of administration, industrial products. He is the fund raising chairman for the 1983 United Way campaign at Staley/Decatur.

Miller said, "Every year, people turn to United Way agencies not only for disaster relief, but also for such services as marriage counseling, child day care, rehabilitation, health care and youth guidance, naming only a few.

"With today's sagging economy and high unemployment throwing people's lives into

chaos, we need all the creative solutions we can muster. The problems we face today are not insurmountable; however, they do require imagination and financial commitment to keep vital social services alive. Whether the services will exist next year is up to us and our generosity in the 1983-84 United Way drives," said the fund raising chairman at Staley/Decatur.

Commenting on the forthcoming Staley campaign, Bob Powers, president, said, "Staley has supported the United Way in all the locations at which it has facilities because the company is a public-spirited corporation, deeply interested in its employees, their families and their communities.

"We are all still feeling the symptoms of a depressed economy. At the same time, the needs of the community are great, with many people still out of work and their family budgets tightly drawn.

"It's in times like these that the United Way is more important than ever. United Way agencies are proven performers. By contributing to this fund drive, we are getting the best buy for our dollars.

"Staley has always been proud of its employees who readily have accepted responsibilities of good citizenship. We count on you once again to support the United Way. Your generosity will help ensure that health and human services will be available throughout the year for those who need them."

Concerned with the Decatur and Macon County community effort this year to raise \$1,710,767 is Phil St. Clair, who is chairman of the entire county campaign. The group vice president of agriproducts was the local drive's co-chairman in 1982.

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Chuck Miller, fund raising chairman for the 1983 United Way drive at Staley/Decatur, shows promotional materials for the campaign at an organizational meeting. Looking on, from the left, are Bill Strohl, Hubert Crum, Bob Powers, standing, Tom Gillum and Dick Fisher.

## U of I plays evening game September 17; tailgate activities moved to afternoon

Although it's never been tried in the afternoon, party planners believe Staley Day goes will have as much fun later in the day as they've always had fighting down chicken and beer at daybreak. For the first time, the company's annual tailgate affair, September 17, moves into the afternoon hours, prior to the Fighting Illini's game against Stanford at 6 p.m.

Joining the entertainers again this year will be Honey Bears to whip up the enthusiasm of some 2,200 employees, their dependents, retirees and their spouses. There may also be a mystery guest. In addition, there'll be plenty of foot-stomping or toe-tapping live music, an abundance of food and good cheer. . . and of course the football game for good measure.

## Nordlund joins President's advisory group

Don Nordlund, chairman and chief executive officer, was sworn in August 3 in Washington, D.C., as a member of the President's Advisory Council on Private Sector Initiatives. The ceremony was conducted by James Coyne, special assistant to the President.

The advisory council was recently created by President Reagan to increase public awareness of government and private ventures and to coordinate federal assistance in helping U.S. businesses become more competitive in world markets.

The council is composed of 39 individuals, including nine cabinet officers and 30 business leaders from throughout the nation. Nordlund's fellow council members include: John Block, secretary of agriculture; Robert Galvin, chairman of Motorola Corp.; Malcolm Baldrige, secretary of commerce; George Ball, president of Prudential-Bache Securities; John Cardinal Krol, archbishop of Philadelphia; Samuel Pierce, secretary of housing and urban development; John Roach, chairman of Tandy Corp.; Alexander Trowbridge, president of the National Association of Manufacturers; and William Verity, chairman of Armco, Inc.

Nordlund will serve on the council for a two-year term.

A White House official said that the advisory council is the outgrowth of an Administration blue-ribbon task force that worked for a year to lay the groundwork for better resource management within the private sector with minimal government assistance.

Appropriately, this particular weekend is the second annual tailgate contest at the U. of I. Because the crowds are expected to be fierce, security guards will be stationed at all entrances to the restaurant to prevent gate crashers.

Tickets, which will go on sale early in September, will be priced a little more this year, although still a bargain. Included in the ticket are the Round Barn events, transportation to and from the stadium and the football game.

In preparation for the home game opener, Staley Day goes will be able to have a good night's sleep, a normal breakfast and pleasant leisurely drive to Champaign, arriving at the Round Barn restaurant, 1905 West Springfield, some time after 1:30 p.m. when the doors will open. The local crowd will be joined there by the Staley gang from Decatur, Lafayette, Frankfort, Galesburg and Chicago Vico.

Revelers arriving on Route 72 from the west take the first Champaign exit. At the first traffic signal, turn right and drive south on Mattis about two blocks to the Round Barn, corner of Mattis and Springfield streets. If arriving from the east on Interstate 74, take I-57 to I-72 and proceed in the same manner to the restaurant.

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## Sales up, earnings off

Staley reported net earnings of \$1,245,000 or 2 cents per share on sales of \$423,552,000 for the third quarter ended June 30, 1983.

The totals released July 21, compared with net earnings of \$15,794,000 or 70 cents per share on sales of \$404,041,000 for the same period last year.

For the nine months, net earnings stood at \$8,478,000 or 29 cents a share compared to \$47,700,000 or \$2.10 a share for the prior year. Sales for the nine months totaled \$1,184,208,000 versus \$1,202,445,000 for the same period of fiscal 1982.

Comparisons reflected unsatisfactory pricing for corn sweeteners and a continuation of depressed margins in soybean processing, according to Chairman Don Nordlund. He emphasized that earnings were further influenced by higher interest expense and lower investment tax credits. Corn costs also were significantly higher in the third quarter.

Sales volumes for most of the company's corn sweetener and starch products were well ahead of those for the prior year, the chairman said. Corn sweetener pricing strengthened in the third quarter, according to Nordlund, but a substantial amount of sales had been previously contracted at lower prices due to an unfavorable supply-and-demand balance. That situation was corrected during the third quarter by further approvals for high fructose corn syrup in soft drinks, he said.

Market conditions for high fructose corn syrup, the company's principal sweetener product, will be improved for the remainder of the fiscal year, according to Nordlund. The improvement will be reflected in fourth quarter results, he noted.

## Decatur retirees meet October 28

The eighth annual meeting of the Staley Retirees Association will be held on October 28 in the Masonic Temple, Decatur. Dining room doors will open at 5:15 p.m., with serving to begin at 6 p.m.

To allow more time for visiting prior to dinner, retirees are again invited to meet in the large lounge off the main lobby any time after 4 p.m.

Note the reservation due date on the invitation and respond accordingly. A head count is necessary for this event.



Staley Chairman Donald Nordlund receives congratulations from James Coyne, special assistant to the President, following ceremonies at the White House during which Nordlund was sworn in as a member of the President's Advisory Council on Private Sector Initiatives. Looking on is David Waller, who serves as senior associate counsel to President Reagan.

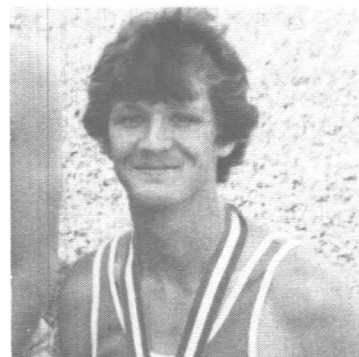
## In the News...



Start-ups/P2



Fan/P6



Winner/P7

# Sweetener start-ups timely, add to chain of successes at new Loudon corn plant

This is the second article in a three-part series on the Loudon corn plant.

Reviewing Loudon's early accomplishments, Pat Simms, operations manager, said employees have experienced three different types of start-ups. The first one was the control system — the three Foxboro 1-A computers plus control interfaces. "We did not put anything into the process until the control systems were working correctly." Then came the process start-ups in the front end — wet milling, feed recovery areas, alcohol and plant services — which were successfully fired up last summer, followed by the refinery this spring. And finally, the participative management system began picking up momentum in June.

This final start-up, dealing with technicians, their training and leaders to make the system operate effectively and efficiently, will be featured separately in a coming issue of the "Staley News."

Start-ups of both the "Isosweet 100" and "5500" high fructose corn syrup units at the Loudon corn wet milling plant this spring were considered "excellent and timely." The sweetener portion of the new corn wet milling plant in Tennessee came on line as cola approvals were made to increase the use of 55 percent HFCS in those soft drinks.

"It's been a well-timed investment," claims Paul Herman, plant manager. He continued by saying, "Expertise of start-up people from the other corn plants was again heavily relied upon at the outset. However, they were released on time, and the plant was totally in the hands of the Loudon technicians by June. This was only a couple of months after the first samples of "100" HFCS flowed from the new plant. That's unheard of."

Looking back on those successes, Bob Jansen, technical manager, noted that "Prior to October 1, 1982, we had completed the refinery and water tested the system except for the '5500' portion. The refinery was operable for Isosweet 100 last fall, but we waited for marketing needs. And right on the designated day, March 21, 1983, the 42 percent HFCS unit was fired up. During the first week of operation, the sweetener was saleable with the initial shipment made March 28 to Mayfield Dairy in Athens, Tennessee."

Officials from both the dairy and Staley were on hand to witness the event, along with Loudon city officials and Desiree Denise Daniels, Miss Tennessee, whose presence made this one of the sweetest plant openings in Eastern Tennessee history.

With distribution facilities in Athens, Chattanooga and Knoxville, Tennessee, and Atlanta, Georgia, Mayfield is one of the largest dairy processors in the Southeast. This dairy is using Staley corn sweetener as a replacement for sugar in its breakfast orange drink and other orange-flavored beverages as well as in ice creams and frozen novelties.

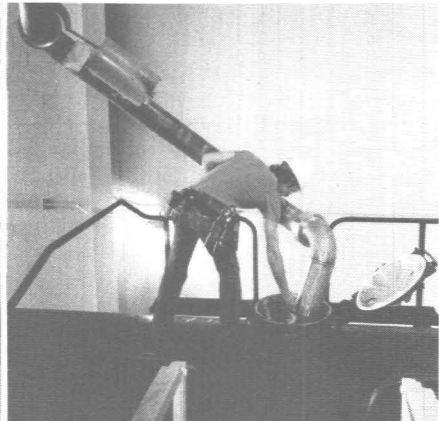
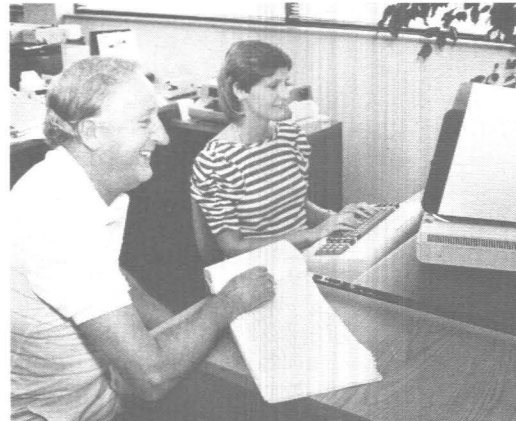
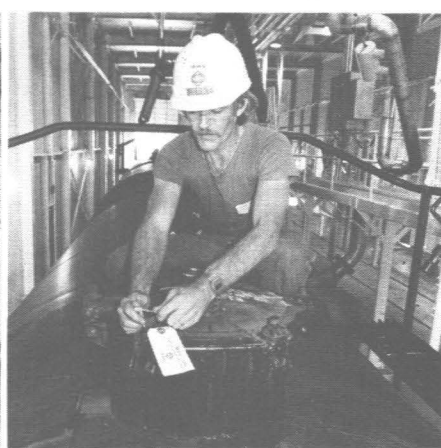
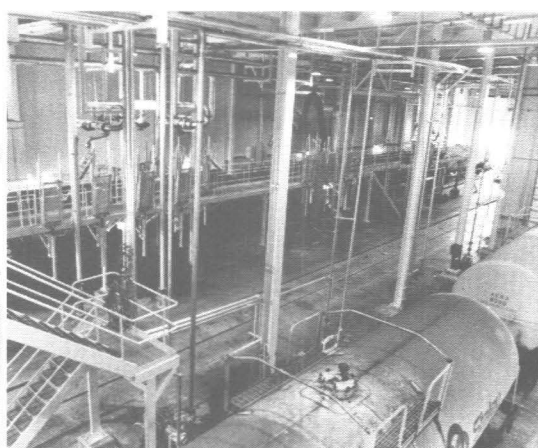
Jansen pointed out that the high fructose corn syrups are similar products — taking the lower fructose product to make the other. "We phased right into the high fructose sweetener with start-up of the '5500' unit April 30 — some two weeks ahead of schedule. The goal of this start-up was to submit product samples to cola companies before the end of May. Staley standards were met and samples ready for bottlers May 19."

Explaining the manner in which Staley makes its Isosweet 5500, Jansen said a portion of Isosweet 100 is fractionated, making a 90 percent HFCS, which is then blended with 42 percent HFCS to make Isosweet 5500.

The \$250 million plant produces corn sweeteners as a replacement for sugar in a variety of foods and beverages and power alcohol for motor fuel blends. The plant was officially dedicated on October 27, 1982, by Tennessee Governor Lamar Alexander.

When running at capacity, the new facility will produce over 600 million pounds of high fructose corn syrup and 40 million gallons of power alcohol annually. Corn co-products, which are key to the overall cost efficiency of the plant, are gluten meal, gluten feed and corn oil.

The corn sweetener facility, a composite of features from other Staley sweetener plants, gives the company a location of strategic



Familiar scenes at Loudon are depicted, from locating syrup cars and filling them to operating the computerized payroll system.

importance from which to serve growing sweetener markets in the Southeast.

"Loudon was built not only for its initial 80,000-bushel-grind, but with expansion in mind," said Jansen. "Each Staley corn plant has been expanded, requiring equipment moves and more employees. Loudon was sized for expansion, which costs some money at the outset. It was designed as a 140,000-bushel-plant and out of that an initial grind of 80,000 bushels was carved. Expansions will take place in a logical progression — adding equipment to existing operating areas."

## Efforts paying off

Money and time expended on this facility are already paying off, according to Herman. "You pay now or you pay later. We put the time and money up front and have saved greatly on costs after start-up in terms of reworking systems and solving problems, which seem to be the 'way of life' with most new operations. We have had minimal frustrations of this nature.

"That is not to say that we are not making improvements in the plant though," said Herman. "Our goal is to steady out and trim costs and get the work force to become more and more competent. We are spending much time on the management system. Priorities initially were placed on teaching our employees the processing systems to get the plant operational, and now we are concentrating on helping them to work together more effectively."

Major projects being undertaken include modifications to the plant to optimize its operation. Installation has been completed on two large chillers for the fermentation system to maintain the temperature throughout summer. Fermenting is an exothermic process with the removal of heat necessary at all times.

Also noteworthy is a carbon dioxide recovery project, which, when completed, will allow Staley to sell its carbon dioxide produced in the alcohol process. The fermentation process yields approximately equal quantities of ethanol and the gas, according to Jansen. Staley has arranged for the sale of the gas to a national processor-distributor who will refine and market liquid CO<sub>2</sub> to beverage and food freezing customers in the Southeast. The recovery project could mean an additional two-to-three cents for each gallon of ethanol produced, thereby increasing ethanol margins.

A major challenge remaining in the ethanol unit is periodic tube fouling in the distillation process, costing production time. "We are studying a number of alternatives to correct the problem," said Jansen.

"While improvements continue, Loudon has been working on possible expansion alternatives as well. We are just never through," commented Jansen. "Before this plant was totally designed, it was expanded to make '5500.' Expansion and modifications are a way of life.

"All in all, we are poised for expansion whenever the business units deem it necessary," Jansen stressed. "The plant was built to expand to the 140,000-bushel-range with underground piping and intermediate tanks sized so that it maximizes the cost effectiveness of investment and operating costs. Throughout the process, there are pieces of equipment that have more capacity. It would, therefore, be very cost effective to expand this facility."

"Although the plant has been in production only a year, the feeling is that we have been operating a long time," said Herman. "Loudon is considered a mature plant because of the results we have been getting. Our technicians have come along faster than anticipated, a fact they can be very proud of. We are continually improving our grinds, setting new records almost monthly."

Jansen emphasized that "Loudon is committed to improving and renewing its resources base with people and equipment." While this is an unusual statement to make about a young plant that is the most modern in the corn wet milling industry, Jansen says, "Maintaining an effective, efficient operation requires constant updating and bottleneck removals."

## The unsung heroes

While processing and maintenance technicians have been grappling with a myriad of details about their operational responsibilities and have begun to learn how to make Loudon's team system flourish, there are others who have made start-ups and operations flow unhampered, according to Herman. For instance, quality control has carried a high load in the laboratory with start-ups of the various units, troubleshooting and the amount of work associated with the alcohol portion of the plant. "These employees along with those working in administration are really unsung heroes because we take their performance for granted. Since their areas have functioned well, we tend to forget their invaluable contributions. But the point is that we could not run without them."

"Even before the plant was shipping product, the quality control technicians were involved in helping get the front end of the plant operational. With a new process for ethanol starting up, several task forces were formed that involved not only the process but quality control and research personnel," according to Tom Gathright, manager of quality control. "They met regularly to look at test results and make adjustments in the process. Out of this cooperative venture developed a close working relationship between areas that has carried over as the plant matures."

Quality control technicians troubleshoot process problems more often than they are involved with the product awaiting shipping orders. "The switch in emphasis," according to Gathright, "hinges on process area teams that are comprised of not only technicians

but a process engineer, a plant engineer and a production manager, who seek answers to problems from persons closest to the problem or have direct knowledge of its cause. Quite often the process and laboratory technicians work cooperatively toward these resolutions."

"With this close rapport, some of the stigma attached to quality control has been removed as laboratory technicians assume a more positive complimentary role with process, rather than acting as the gatekeeper for product awaiting departure," Gathright pointed out.

As his technicians work closely with those running analyses in the process areas, they are better able to ascertain causes of problems cropping up in samples and feel freer to point out oddities in samples — allowing fewer opportunities for processing problems to occur.

Turning to the administration area, Herman stressed that the plant would not function without those operations. "... Accounting, purchasing, personnel and transportation form our backbone. We must have materials to manufacture, transportation to carry products out, an accounting system to pay bills and employees while recording orders and charges to customers. The personnel department has also played a key role in starting the Loudon plant."

An early innovation of Charlie Glassmire, manager of administration, and Mark Frahlman, systems consultant, is a computerized overtime/payroll system, which has now been adapted by the Lafayette/South plant. Glassmire, an employee at Morrisville 11 years, had time to ponder systems and procedures and what was required before Loudon was in operation.

"From the beginning, we computerized all of our systems and hired experienced people to make them work properly," said Glassmire. In developing this system, Mark and Charlie made numerous trips and phone calls between Decatur and Loudon.

"We knew what we wanted from planning and had the knowledge and desire to put the systems in place. Everybody needed attendance reports by teams, employees and departments and the overtime being worked."

The service, which went into effect in September, 1982, provides reports for overtime, vacation, attendance, maintenance work orders and sends in-put to the computer in Decatur for payroll processing. It takes Barbara Vance, accounting clerk, three to four hours Monday mornings to review time cards for accuracy and key the data.

Turning to the purchasing area, Glassmire noted that Ken Parks, purchasing manager, is a local resident who had the inside track on vendors and what they could do for the new  
(Continued on Page 5)

## Old records fall

In keeping with the normal summer upswing in demand for "Isosweet 5500" high fructose corn syrup and spurred by the excitement of Coke and Pepsi approvals for higher use levels of the corn sweeteners in beverages, Lafayette/South production records were dashed April through July.

A grind record set in August of 1981 was passed in April and again in May by a healthy 6.3 percent. June's grind broke the 30-day "high," and in July, the grind topped all previous records.

Total syrup production records were also set in both April and May with the old record of June, 1982, surpassed by 7.5 percent in May. In addition, the single month production record for "5500" set in April, 1981, was broken in both April and May.

All of these new high marks set by production teams were made possible by record-breaking performances from support groups. For instance, steam production set new records for those months and maintenance was on time 98.7 percent from April through July.

Congratulations!

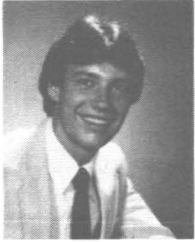
## More honor graduates named



Cheryl Wiescamp



Mary Frances Jolly



Dewayne Jefferson

Three high achievers among the high school graduating classes of 1983 were Cheryl Wiescamp, daughter of Karla, secretary at the Monte Vista plant; Mary Frances Jolly, daughter of Jesse, senior draftsman, Staley/Decatur, and Dewayne Jefferson, son of Max, material handler, Mexico soybean mill.

Valedictorian of Colorado's Del Norte High graduates was Cheryl Wiescamp, who received a number of awards this year. She was named Elk's Teenager of the Year, received the Daughters of the American Revolution (DAR) Good Citizen Award and was named Outstanding English Student.

Her other accomplishments included making Second Team All Conference Volleyball, receiving the Drama Award, and achieving third place in the Accounting State F.B.L.A. Competition. Cheryl was a cheerleader throughout school. Wiescamp will attend Stanford University, Stanford, California, majoring in electrical engineering and computer science.

An Illinois State Scholar, Mary Frances Jolly was Salutatorian of the Class of '83 at St. Teresa High, Decatur. Recognition her senior year included the English Department Award, being named to the JETS (Junior Engineering and Technical Society) Team and inclusion in "Who's Who Among American High School Students."

Her activities included secretary of the Mission Club, of which she was a member three years, and National Honor Society secretary her senior year. She was inducted into that organization as a junior.

Jolly also played junior varsity tennis her sophomore and junior years, was a member of the Pep Club her first two years at St. "T" and earned a seat on the Scholastic Bowl team her sophomore year.

She has been a member of Staley Explorer Post 210, which investigates computer science as a career choice, utilizing Staley personnel and equipment as resources. Mary Frances has served as that organization's president and is currently secretary. She will attend the University of Illinois, majoring in computer science.



With their string of records, Lafayette/South's employees pause for fun.

Mechanical engineering will be Dewayne Jefferson's major, entering the University of Missouri at Columbia this fall. Among his honors last year, Dewayne received the Freshman Engineering Scholarship from Missouri based on his SCAT scores (99 percentile).

Jefferson also received the University of Missouri's Curator Scholarship based entirely upon his academic achievements during the first six semesters of high school. To receive this scholarship, he had to rank in the top three percent of his class. The Mexico High School graduate ranked third in a class of 222, ending up with a 4.91 on a 5.0 grading system.

His senior year, Dewayne, who earned the Sandy Ninger Key Club Award, served as treasurer of the National Honor Society, was class secretary and vice president of both the Key Club and Latin Club.

Other activities included serving on Student Council four years, attending Missouri Boys State, being a homecoming escort and a spring concert king candidate and singing in the Concert Choir.

Athletically, as a freshman Dewayne played basketball and football and made the junior varsity basketball and the varsity tennis teams.

Besides school activities, Jefferson has been active in his church, has assisted with the Kiwanis Club's annual Pancake Day and Peanut Day, and assisted with Key Club's handicapped swimming program and blood drive. Dewayne has also worked 17 hours a week as a pharmacy technician during the school year.

## Staley enters spirit at Hospitality Days

In Murtaugh, Idaho, July 15 and 16 were set aside as Hospitality Days complete with parade, softball tournament, pancake supper and a talent show.

The Staley Company supplied the components for their pancake feed including syrup, Gregg's "Gold 'n Soft" margarine and pancakes for some 200 persons.

Recruiting a few friends, Murtaugh plant employees fielded a softball team. Although they practiced together once, they were eliminated after only one game -- defeated in score but not in spirit, reported John Thompson, plant manager. Pete Flores, foreman, declared, "We had the best looking team on the field with our Staley hats!" Noting there were seven men's teams and four women's teams, Dale Stephens, truck driver, said maybe next year "We better play the girls and have a better chance."

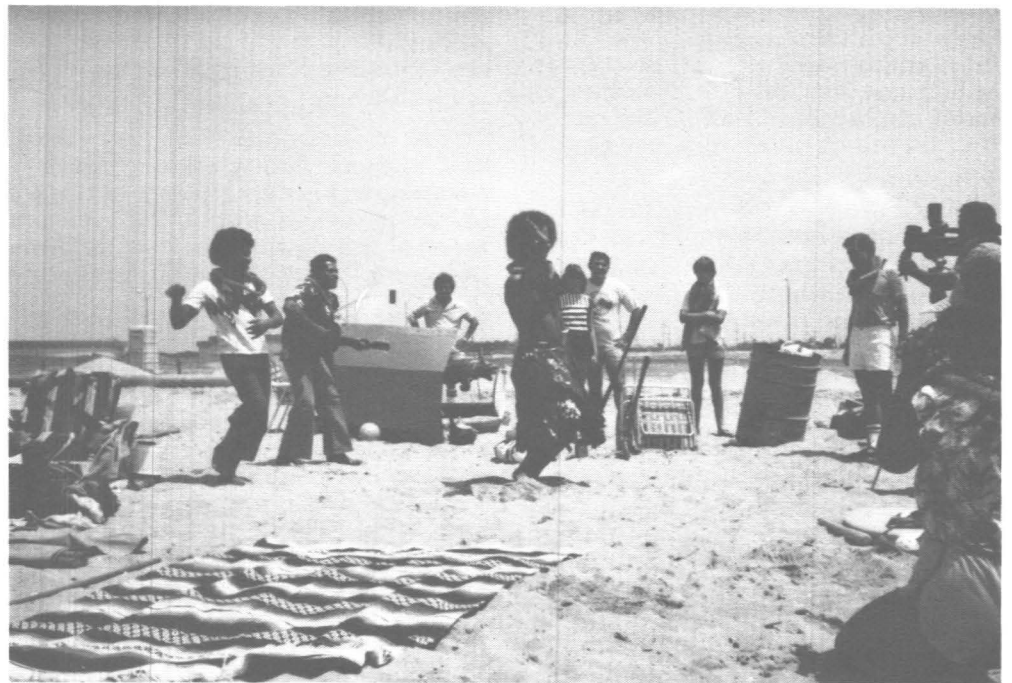
All in all, everyone from Staley had a great time but left with one regret. No one bothered to take pictures.

## Farewell, California; Hello, Illinois

The sun rose early at Huntington State Beach on Saturday, May 14. No other sounds were heard but those of the waves and seagulls.

Somewhere in the distance the sound of cars and heavy footsteps broke the silence. There were only a few at first, carrying with them ice chests, wood, coals and two whole roasting pigs. Albert Vailea, Dave and John Eteaki, Eric Ofahulu and friends appeared (our resident Hawaiians turned Luau experts). The beach was gradually turned into a Luau site, complete with barbecue spit and pit.

Slowly, the crowds emerged, all there for one sole purpose: to bid a fond aloha to Bob Coston, then division manager for Gregg Foods, Garden Grove, now director, national foodservice, food and specialty products, Decatur. With them they brought food, drinks, games, family and friends. Food was

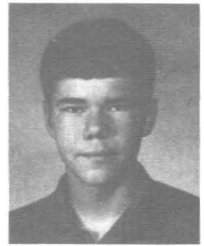


Coston's luau took on an authentic flare with food, music and dance.

## Tops in classes



Carolyn Tate



Tim Pritts

Leaders of their middle school classes were Carolyn Tate, daughter of Leroy, process technician, feedhouse, Loudon, and Tim Pritts, son of Dave, director of personnel, corporate, Staley/Decatur.

Carolyn was Valedictorian of her eighth grade class at Fort Loudon Middle School and achieved the highest grade on the State High School Entrance Examination among her 138 classmates. She received the Daughters of the American Revolution Good Citizenship Award, the girls' basketball scholarship award; and was named "Most Talented" and "Best All Round." Carolyn also received the Presidential Physical Education Achievement Award two consecutive years.

Tim, who was a co-Valedictorian of his eighth grade class in the Decatur Lutheran School Association, was nominated for six Scovill Awards for excellence and received "first place" in two categories -- the most allowed. He was cited for excellence in overall academic achievement and science. He took "seconds" in religion, history and language arts.

in abundance, representing the various cultures of those who prepared it.

With occasions of this sort there's often an element of surprise. In this case, the guest of honor was unaware of what awaited him!

Following a traditional farewell dance performed by Eric Ofahulu and friend to authentic Hawaiian music, the program changed pace. A recording, comprised of tapes sent from Gregg/Portland, Staley personnel in Decatur and Gregg/Garden Grove, was played supplying the traditional "roast" for Bob.

Highlight of the day was a volleyball tournament, in which all participated. Then campfires were lit and the air took on the scent of roasted marshmallows, guiding the Luau into the night.

As the party broke up, each bid farewell to Coston, expressing the loss felt with his departure.



Roberta Probst, order entry coordinator, syrup, administration, industrial products, Staley/Decatur, tries out the United Way corporate gifts. The pen, equipped with a digital clock, will be given to employees contributing a regular Fair Share, equivalent to four-tenths of one percent of base pay. The calculator, which Roberta is using to balance her checkbook, will be given along with the pen to those giving a Fair Share Plus or at least six-tenths of one percent of base pay. Several other locations also are using these gifts.

## Business approach stretches gifts

(Continued from Page 1)

"Thanks to you it works for all of us," is the banner under which United Way community drives roll in Staley communities late this month and in early October.

Although the Decatur community campaign doesn't officially begin until October, plans for the Staley drive have been completed. Kick off date is October 3 for the company's campaign, which extends through the month of October.

### Increased participation sought

No dollar goals have been set for the Staley/Decatur fund-raising efforts, but increased participation from employees is sought among hourly and salaried. "We'll be looking for more fair-share givers as well as new contributors," said Miller.

Incentives to boost employee giving this year in the "Fair Share" and "Fair Share Plus" categories are a good value, according to Miller, who pointed out that a "depressed economy worked to our benefit in being able to offer these incentives. For the person contributing a regular Fair Share, equivalent to four-tenths of one percent of base pay, he or she will receive a pen equipped with a digital clock. Those giving in the Fair Share Plus range or at least six-tenths of one percent of base pay will receive both the pen and a pocket calculator with case. The pen and case bear the Staley logo.

Some campaigns at other Staley locations will offer the Staley United Way gifts. Employees should be watching for more information about their programs.

Assisting Miller as assistant chairman in the campaign is Dick Fisher, director of manufacturing, agriproducts. Co-chairmen for the hourly campaign are Hubert Crum, 59 building, and Tom Gillum, 28 building.

Captains for the salaried campaign are Dick Fiala, manager, agriproducts engineering, for agriproducts plant personnel; Les Carr, senior industrial engineer, for industrial plant personnel; and Bob Etherton, maintenance/inventory supervisor, food and specialty products, for food and specialty products plant personnel. Pat Mohan, corporate counsel, will serve as captain for administration building personnel and Trish Richmond, group manager, food and agriproducts, research, for research personnel.

Bill Strohl, president of Allied Industrial Workers Local 837 at Staley/Decatur, reaffirms the union's support of this campaign by saying: "Services of the many agencies supported by the United Way are necessary life lines in a healthy community. More people have been turning to them for assistance as layoffs have occurred in Decatur as well as all other communities across the nation. Our ability to take care of this increased service load depends now on how well you and I give. Fewer dollars are being allocated for health and social services by governmental agencies with the idea of letting communities take care of their own problems. We must recognize that our efforts are necessary in building better environments for us and our families.

"A part of our heritage is the outstretched hand of people helping others. There's something very healthy and important to our country in continuing this special American notion of assisting each other through charitable giving," Strohl said.

Crum, who is in his third year as a Staley campaign leader and is Decatur's top blood donor at the Red Cross - a United Way agency - re-emphasizes the importance of helping. "There are greater opportunities today for us who are employed to become more involved in this campaign. It's a good way of providing help to people who need it when they need it. The United Way agencies are committed to improving the quality of life for our residents."

Hubert also serves on the Red Cross Green Thumb's gardening committee and is a resource person to the gardeners. He and his wife, Betty, produced the second-place garden a year ago among the 118 participating families.

His co-worker, Gillum, who also is serving his third term in the campaign, said, "Eighteen local organizations, including 27 services, share in the funds generated by the annual United Way effort to supply Decatur and Macon County's needs that might otherwise go unmet."

Looking at some of those receiving services, Gillum, former co-chairman of the Red Cross Bloodmobile four years, noted, "Blood is available to patients at local hospitals, families have counseling services provided for a multitude of problems and food and shelter are there when disaster strikes.

## Employees asked to "dig" a little deeper for United Way campaigns this fall

"Now more than ever" gifts to the United Way campaigns across the nation take on greater significance as communities are expected to take over more of the financial responsibilities of providing necessary social services for residents. This push is coming at a time when the economy has not regained its health and work forces have decreased in many areas. Fund raising gets tougher. . . .

Leading the United Way campaign at the Lafayette/South plant is Lorraine Mathews, wet mill technician, who will be assisted by Jim Eloff, boilerhouse technician. They have their work cut out for them to outdo the highly successful '82 campaign at that location.

A year ago, employees raised \$25,498, an increase of 165 percent over the '81 effort and made 96 fair-share gifts and another 103 "plus" contributions. That drive was headed by Ed Fain, management resource, who is advising the co-chairmen this fall.

Taking over campaign activities at Loudon is Larry Thomas, personnel administrator, who says they've set no goal to date, but it will be much higher than a year ago because the plant now has a full work force. Last year, Loudon employees brought in \$3,892, an increase of 342 percent over the gifts of the preceding year when only 16 employees were on board. A year ago, 24 made fair-share pledges and nine, fair-share-pluses.

Getting an early start on their campaign this month, Herb Gates, production superintendent, and John Webster, operator, head the Frankfort plant's solicitations. Taking on the office area campaign is Bill Camp, plant manager, who is also running the Clinton County drive.

Frankfort employees a year ago made gifts of \$3,912, an increase of more than five percent over contributions in 1981. Among them were 25 fair-share givers and 13 who were in the "plus" category. While 84 percent of the total work force pledged gifts, 50 percent of them gave fair shares.

With previous efforts greatly appreciated, Monte Vista employees move into their fifth year of unofficial "united" giving to assist

"Then too, youngsters receive a solid foundation, the elderly and shut-ins get health care and hot meals and the developmentally handicapped are given the support they require. That's just hitting a few of the many who benefit from agencies which have a great influence on the quality of life in our home town."

### AIW, a long-time supporter

Strohl emphasized that the "Allied Industrial Workers have long been leaders in support of the United Way concept. It recognized the value of one campaign aimed at the overall needs of a community. . . one campaign which would guarantee that each dollar was raised in the most economical fashion and spent in the most needed way. That's why I'm confident that AIW members will once again respond with enthusiasm to this year's appeal," the union president said.

United Ways rank among the most efficient of all charitable organizations. Expounding on this statement, Dick Fisher noted that efficiency is the key word in doing business the United Way. Only eight cents of every dollar is used to conduct the campaign and for year-round administration. That leaves 92 cents of every dollar contributed going directly into community services.

"By operating like any other well-run business, the United Way delivers the maximum in services for the dollars collected. This is only possible because of volunteers," Fisher pointed out.

Taking over the train of thought on volunteers, Crum said, "United Way is made up primarily of volunteers who work to support a broad range of agencies and human services in their communities. United Ways do more than raise money: They plan for future community needs. . . They allocate the money raised through a systematic review process conducted by volunteers. . . They recruit volunteers.

(Continued on Page 7)

local charities. The employees decided several years ago to initiate their own "appeal" to benefit local non-profit agencies or organizations since no official fund drive is held in that community. Leading their efforts this year is Luciano Espinosa, acting supervisor, a 26-year veteran at the facility. Their campaign will run the first two weeks of October. Although no goal has been set, Espinosa has his eye on exceeding the \$974 in gifts made in 1982 when 36 percent of the employees made fair-share contributions.

A veteran of this fund-raising effort at Gregg Foods in Portland, Dick Hughes, distribution manager, hopes to increase gifts this year over the \$1,379 pledged in 1982. Dick has been involved in heading this drive three years.

Losing track of the years she has chaired the "appeal" among Vico Chicago employees, Myrna Alvarado, office manager, once again is gearing up for the campaign, which a year ago gave \$860 to the Crusade of Mercy. Ten of the contributors made fair-share gifts in that drive, she noted. Myrna will use the pen and calculator gifts as incentives during her campaign in October.

Planning the fund drive at the Des Moines soybean mill, Jim Cooper, traffic manager, who co-chaired the drive a year ago, hopes to exceed the gifts in 1982 when the aggressive campaign, also lead by Edna Hernandez, laborer, boosted employees' contributions 25 percent. Gifts at that location came to \$3,000, with some 65 employees making fair-share pledges.

At Champaign, Ivan "Sug" Boren, plant superintendent, teams up with Todd Goll, merchandiser, to run the October campaign. A year ago, the mill's drive increased pledges 46 percent with contributions totaling \$5,699. Among the 81 percent making pledges, 75 were fair-share givers.

At Van Buren, Jesse Mann and Jon Scott, both new employees and maintenance technicians, will lead the forthcoming campaign.

### Looking for 100 percent support

Bob Bullard, production technician and production scheduler at the Des Moines oil refinery, heads up the campaign, which has been an award winner the first two years at that facility. Approaching 100 percent participation last year when the plant received a silver plaque, the campaign planners would like to see everyone contribute in '83. In '82, employees raised their contributions six percent, making pledges of \$4,229. Among the contributors were 37 fair-share givers and eight in the "plus" category.

The plant manager at Fostoria, Jim Crawford, plans to use the corporate gifts in his campaign. A year ago, employees' contributions totaled \$591, which Crawford would like to exceed this fall.

Sharing the campaign duties at the Mexico soybean mill are Nate Phillips, personnel and safety supervisor, and Jim Wrigley, assistant plant controller. Phillips, who has assisted with the industrial division in the community effort, hopes to get more employees involved in this campaign.

At press time, the campaign was just being organized at Gregg/Garden Grove, where Tom Roberts, retail sales manager, and Connie Maltby, data processing operator, will head the drive.

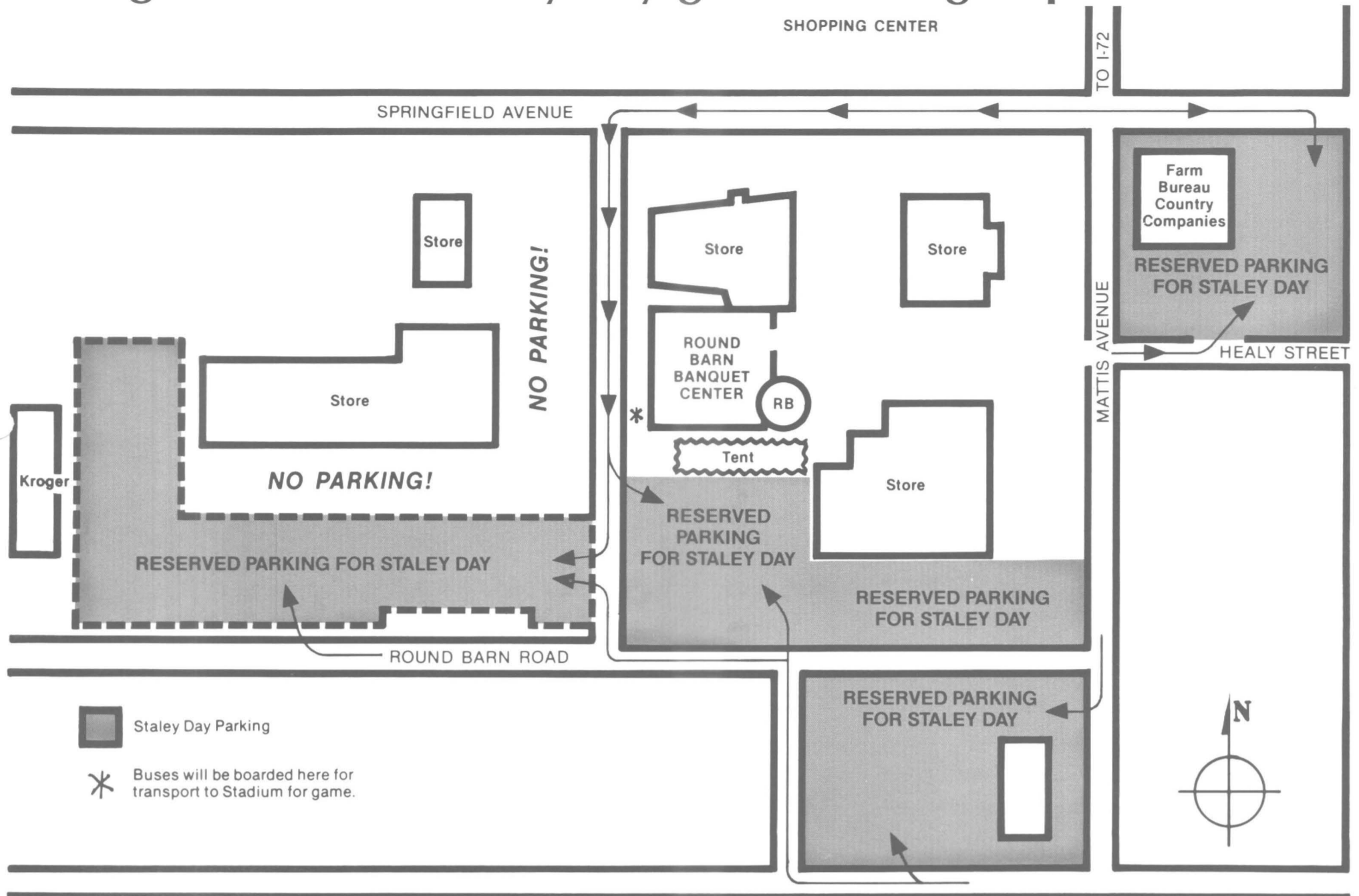
Among Gunther Products employees at Galesburg, the fund-raising effort will be led by Roger Bjork, production manager. A year ago, employees at that location all gave to the campaign, making gifts of \$1,512, for a 15 percent increase over the 1981 effort.

Details of Morrisville's "appeal" were unavailable. However, Bill Brewer, personnel assistant, will head solicitations among salaried employees.

Chairing the drive to raise \$9,600 from among Sagamore's employees in Lafayette is Mark Doyle, monitor in wet milling, who was a co-chairman a year ago, when gifts totaled \$10,487, or 16.5 percent over the goal. Some 132 employees made pledges averaging \$79.45 per contributor.

(Continued on Page 9)

# Parking abundant for Staley Day goes traveling in private vehicles



## Don't forget photos with Honey Bears

(Continued from Page 1)

For those arriving in private vehicles, there will be ample parking space. When the restaurant's parking area fills up, use the church's lot across Round Barn Road or the parking facilities for the Farm Bureau/Country Companies building across Mattis Avenue. They are both close by and open for Staley Day goers.

Transportation from the restaurant to and from the game will be provided by buses, which may be caught well before game time to avoid the rush. Stadium runs will be made about every 15 minutes, beginning at 3:15 p.m.

### Don't miss out

As in past years, the Honey Bears, members of the Chicago Bears' cheering squad, will lead the group in a couple of cheers, after which they will autograph pictures of their squad to be sold for \$1 each. The cheering squad will then pose for photographs with any of the party goers as long as time holds out. Because there's always a long line at the picture area, it's wise to get there early.

Polaroid photographs, priced at \$3 each, will be taken by a professional photographer. Proceeds from the sale of the four-by-five inch colored photographs will go to the George Halas Scholarship Fund, established by the Staley Company. Earnings from that fund are used annually for U. of I. scholarships.

Four live music groups, three of which are veterans of past Staley Days, will keep the beat of the party going inside and out.

Bill Whyte and the Shortline Express, who entertained last year and three years ago, will again be stationed in the main room. This group plays country-western music.

C. B. Kelton and his wife, Teri, well-known throughout Central Illinois, will be located in the upstairs dining room, playing anything from country-western to modern music. A Nashville recording artist, Kelton plays a combination electric organ and electric

## Inventory system keeps ahead of parts, ingredient needs

(Continued from Page 2)

plant. Prior to Staley, Parks had been involved in purchasing positions about 16 years, most of which were in the Eastern Tennessee region. Ken was the first full-time Staley employee on the site, working with Daniel Construction Company as the Loudon construction purchasing agent and signed purchase orders, negotiated subcontracts with Daniel and put together the bids. Ken, who had previously worked at facilities already in operation, enjoyed the Loudon construction challenge.

However, Parks said that "corporate purchasing played a large role in construction of the plant, having a staff member there during the building project and handling the purchase of equipment."

### Challenges abound in supply system

After a year in the construction phase, Parks joined the administrative group to begin planning for maintenance needs and spare parts for the plant. He put the maintenance stores system into effect that controls maintenance inventory and replenishes supplies. "We have 11,000 plus different stock numbers, which constitute many items because we have more than one of each, plus several thousand other spare units in addition to the spare-part catalogue items."

Commenting on this task, the purchasing manager said, "It took all of us to get it done. No individual could take credit for having items on hand at the right time. As with setting up ingredients and supplies, which Bill Baker, assistant buyer, had done, stockpiling spares involves many unknowns. Determining when these items are needed

piano with background tapes, while Teri accompanies him on the flute.

Taking up their old post in the tent will be the Medicare 7, 8 or 9 Dixieland Jazz Band, featured at all the Staley Day bashes. Another group will be stationed in the downstairs lounge.

Food and beverages will be served at locations in which the bands are playing. The fare includes fried chicken and all the trimmings and beverages. Food and beverages cannot be taken on the buses, so fill up at the party!

yet not tying up money on inventory too early was a major concern. But after operating for a year, we have had no shortages."

Because much of the equipment is manufactured in the industrial North, Ken said that parts are never easy to find in their "neighborhood." Because no similar plant has been located in the area, we have to scratch a little harder to get the quality and delivery we seek." A case in point was placing calls to five Atlanta locations, three in Cincinnati and eight in Knoxville one day to obtain just one part. "Local distributors in Decatur, Lafayette or Morrisville would have it or could get it readily," he noted.

Another strategic function of administration is transportation handled by Dan Riley, the traffic manager. Although he served in a similar capacity at the Des Moines soybean mill, the Loudon job has offered a variety of new experiences. In his former agriproducts position, Riley did not use the Decatur order entry system, which belongs to industrial products. "All outside soybean mills were operated as separate profit centers," he said, "and took care of everything on site. That has been the biggest difference in this job."

Dan considers the plant fortunate to have the Southern Railroad with which to work, since half of Loudon's products are shipped out by rail. "It provides one of the best rail services in the country.

"When rail car shortages have cropped up, the Southern's local employees have worked with Staley, making special efforts to get cars set at the plant. They go the extra distance to help us.

"At the outset, we were getting a switch a day for a couple of hours out of Knoxville, but when production picked up, Southern stationed a local engine at the plant seven days a week, eight hours a day, to perform our switching. We use our own engine to unload the grain trains from the Midwest."

Borrowing an idea from Lafayette, Riley keeps a status board on their syrup cars and coordinates the car supply with Decatur. A tight supply forced this method of tracking them. But whether Dan is available or not, at a glance, anyone can tell from this board what Loudon's car position is.

Unique among the corn plants, Loudon moves all of its feed pellets out by truck to a barge terminal about five miles from the

plant. "We backhaul corn from the barge, saving freight," Riley pointed out.

The Loudon personnel staff has also been instrumental in contributing to the success of start-up. That department, with important help from Decatur and other plants, processed more than 12,000 applications to find the 200 technicians who now work at the plant. "The coordination load and hours personally spent on interviewing were enormous," said Don Barkman, personnel manager. "Virtually every exempt employee and also our initial secretarial staff helped with interviewing."

The caliber of persons selected for Staley jobs has been a key ingredient to the plant's success. "Finding the right people doesn't just happen; it's a matter of systematic hard work," said Barkman.

This department has been active in other important areas as well. Training and safety have been coordinated by Larry Thomas, personnel administrator. Participative management systems require much training. "Each new technician received a week of orientation to the plant and its procedures followed by at least another week of area training before starting to learn his or her individual job.

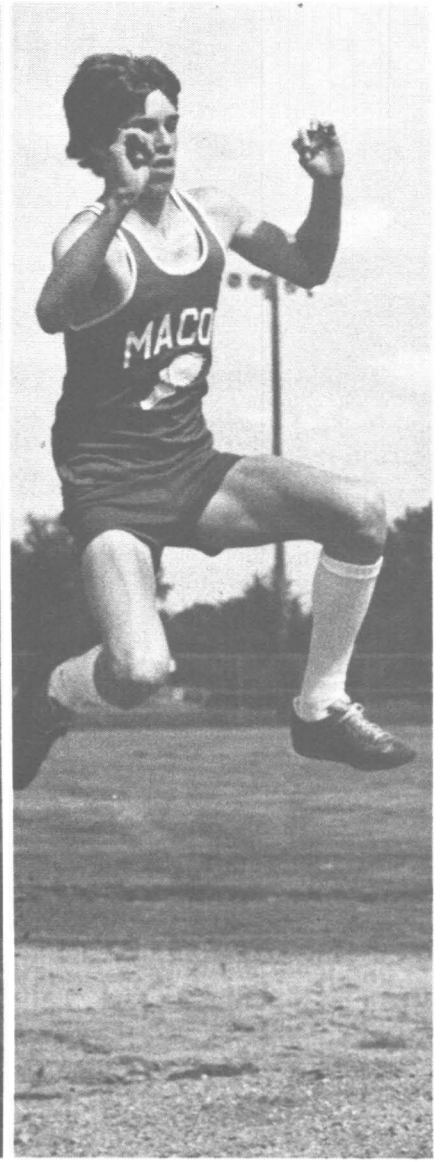
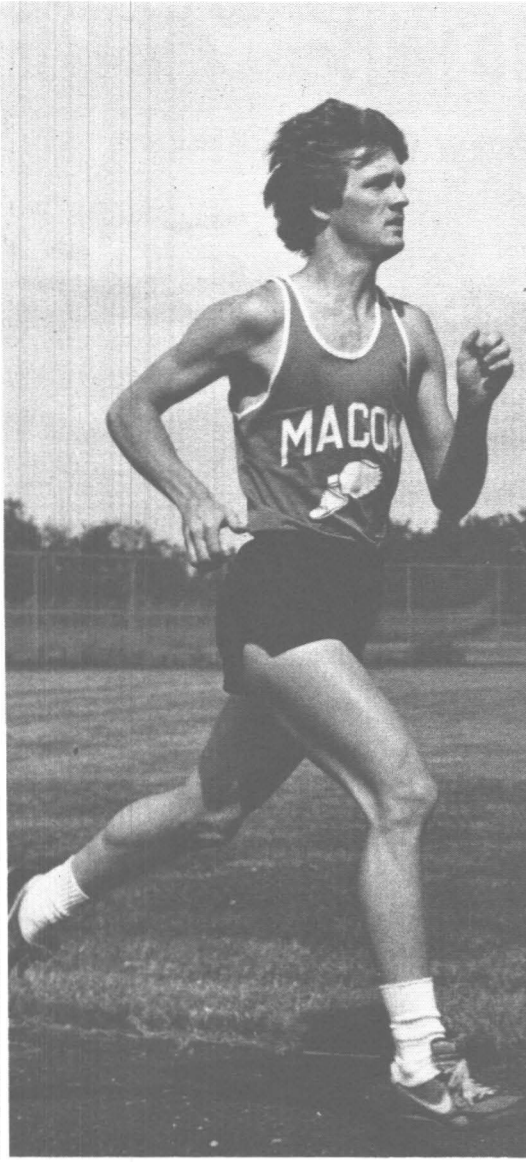
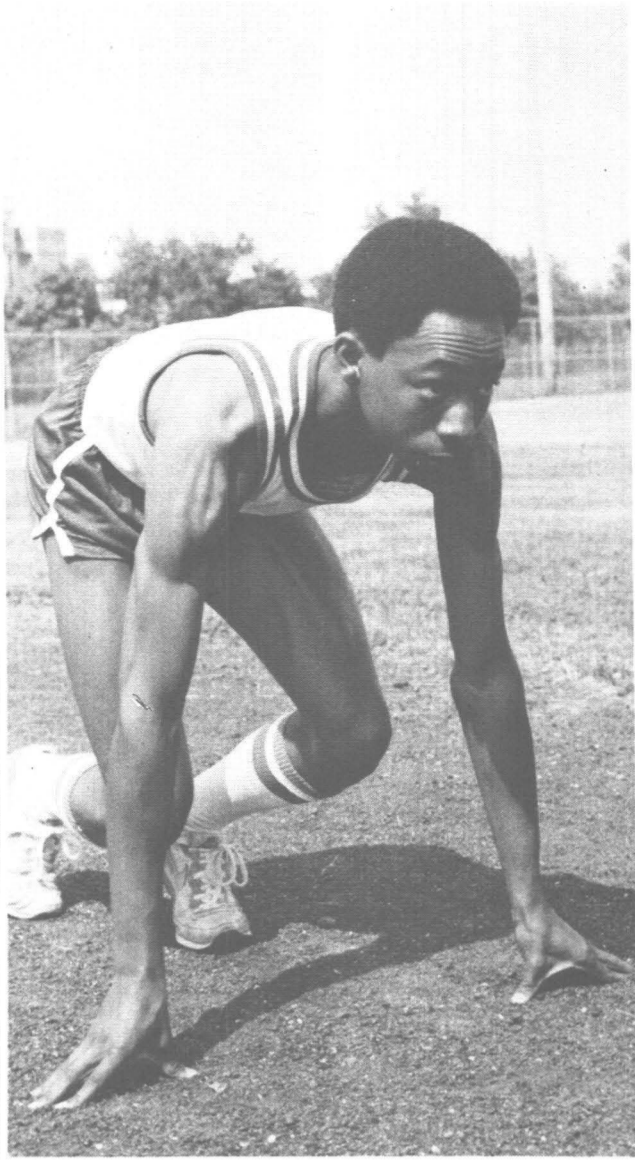
"Everyone, including outside start-up help, contributed to the training effort," Larry remarked. "This has also helped our safety record. We've had only one lost-time accident since August, 1982. For a new plant start-up and a new work force, that's not bad," he continued.

One special challenge facing the personnel staff was to develop many features of the participative management system. Unlike traditional systems that use standard policies and procedures for every plant, most of the ones at Loudon were specially developed.

"We borrowed any good idea we could find inside and outside Staley and added some creativity of our own," Barkman explained. "If you only knew the endless hours of discussion and rewriting that went into some of the systems," he commented. "The majority of things work reasonably well, and our attention is now focusing on improving what we have, instead of creating additional systems and structures." Part of those improvements include research on a new shift schedule and a planned plant-wide organizational effectiveness survey.



Not all were sad--Although rain didn't dash the spirits of the Staley/Decatur employees and retirees on their annual outing to a Cub/Cardinal game June 18, Cardinal fans had a rough day watching their "boys" take a sound thrashing. At least the bus ride was fun!



Working out on the Staley track are, from left, Tom Tozer, practicing a long jump; Bob Jelks, preparing to run; Brett Creager, warming up for a run; and Todd Pritts, triple jumping.

## Track captures fancy of Illinoisians

Culminating a year of hard earned triumphs, four children of Staley/Decatur employees made it to the qualifying rounds of the state track and field events. And one of them had only taken up his "specialty" this spring.

With cold rainy weather the first part of the season, few dual meets were held in small school competition, according to Brett Creager, a senior this fall at Macon High. The son of Ed, supervisor, starch packing, industrial products, won the 800- and 1,600-meter events and anchored the 3,200 relay, in which Macon was also victorious at the Pana Open -- their first large meet of the season. From there, he went to the Arthur Invitational, in which Creager won the 800 and 1,600 and anchored the winning 3,200 relay team.

At the Rochester Invitational, Brett broke three meet records, going under the two-minute mark in the 800 and winning the 1,600 in 4:43. The 3,200 relay was also won by quite a margin. Thereafter, Creager went on to win all three of his events in the Macon County and conference meets.

In the small school sectional, Brett broke the old record of 4:32 in the 1,600, a distance he ran in 4:29. Then in the area best, Brett was determined to leave his mark in the 1,600, winning the event in record time of 4:26.76 (the former area best being 4:28.52)

Creager competed in the state finals, finishing seventh in the mile with a time of 4:25.14, faster than his qualifying time the previous day of 4:25.80.

Throughout his first three years of high school, Brett maintained a 4.0 on a 5 point system and hopes to earn a college scholarship. He wants to continue running as well as obtain a good education. Although he played football as a freshman and sophomore, he focused on track this past year.

A jumper since sixth grade, Tom Tozer, son of Ralph, supervisor, starch packing, industrial products, is a senior at Warrensburg Latham High. Besides long jumping, Tozer high jumps and runs the 1,600-meter relay. He was doing very well until suffering a back injury last spring, which took some of the power out of his jumping and running.

In the first five meets, Tozer took "firsts" in long jumps with a jump of 21 feet 1 inch at the Eureka district, then sprang 21 feet 9 at the Macon County meet, setting both a county and school record. At the Piatt County meet, he continued his string of successes with a 21 foot 6 jump and then went 20 feet 8 at the Rochester Invitational -- the same distance he produced at the

Mahomet area best. In the Decatur area best, he took a second, sailing 21 feet 8 $\frac{1}{4}$  -- losing the title by one-half inch. Capping off the year, Tom placed ninth in the small school state qualifying rounds for long jumping.

Tozer, who also plays football and baseball, has claimed a couple of honors during high school, maintaining a 4.4 on a 5.0 grade system. A member of the National Honor Society, he serves as its vice president and was named "Student of the Quarter" the final period of the year. Tom was selected to attend Boys State at Charleston this summer, studying American government in action. Looking toward college in another year, he hopes to study sports medicine at Appalachian State College in Boone, North Carolina.

### Five-foot improvement

A first-year track man at Macon High his sophomore year, Todd Pritts improved his triple jumping distance more than five feet during the season. Usually playing baseball in the spring, Pritts was talked into track instead by the track coach. Trying all events the first couple of practices, he settled on the triple jump as his "event."

In his first meet against St. Teresa and Blue Mound, Pritts, son of Tom, quality assurance supervisor, manufacturing services, industrial products, jumped 35 feet 6 inches. A week later at the Moweaqua and Tower Hill competition, he increased his distance two feet. Then in the sixth round of competition at Moweaqua's freshman/sophomore meet, he broke 38 feet. Another two weeks and two meets later, Todd added another two inches and then cracked the 39-foot mark, May 12, at the Meridian freshman-sophomore meet, going 39 feet 4. Todd exceeded the 40-foot mark in the sectional, May 21, placing second with a distance of 40 feet 6 inches and then added another four inches at state.

An all round good athlete and straight A student, Todd was inducted into the National Honor Society last year as a sophomore. Besides baseball and track, he also plays basketball.

Already proving that practice helps the cause, Bobby Jelks, a sophomore this fall at MacArthur High in Decatur, won his way through meets last season down to the state level. He is a son of Bob, assistant fireman, 1 building. A runner with the Staley Decatur Track Club eight seasons, Bobby compiled quite an impressive record beginning with winning the 60-meter dash at a freshman-sophomore meet in Sterling. At the

## Allocation process insures accountability

(Continued from Page 4)

"Agencies and services which request funding from United Ways must be tax-exempt and demonstrate that they are providing necessary community services," said Crum. "The decision to support these agencies and services is made by volunteers who review budgets, general management and service delivery costs among other factors."

Gillum added that this needs assessment and allocation process allows volunteers to help solve community problems and meet community needs. This process is what makes United Way unique -- it insures accountability and allows the flexibility to see that new and emerging agencies and programs have a chance to receive the community's support."

Serving on the budget committee of the United Way of Decatur and Macon County is Other Summerlott, controller of industrial products. In fact, he's the associate chairman of this group.

city's freshman-sophomore meet, he took first places in the 100- and 200-meter dashes and anchored the 400- and 800-meter relays to "firsts."

Then in the city varsity meet, Jelks finished with two "seconds" in the 100- and 200-meter dashes. At the Capital Conference varsity meet, he placed third in the 100 and second in the 200-meter dashes and ran a leg on the 400- and 800-meter relay teams, which finished first. At the Peoria relays for freshmen and sophomores, he anchored the 400 and 800 relays, tying the school's record 400 relay time of 44.9 and breaking the school's 800 relay record, completing the distance in 1:33.9.

At the sectional varsity meet, Jelks claimed third in the 200 meter with a 22.65. The 400 relay team on which he runs placed second and broke the school record with 42.4 then came in second in the 800 relay.

His first year of high school track, Jelks qualified for the area best track meet in the 200 meters with a 22.65 and ran on the winning 400- and 800-meter relay teams. Bobby also ran on the 1,600-meter relay that claimed second in that competition. Although Jelks ran in the state qualifying rounds, an honor for a freshman, he and his teammates didn't make the finals.

Be watching for the names Creager, Jelks, Pritts and Tozer as the track season rolls around. With their string of successes the fellows have already compiled, you can bet they'll be heard from again.

United Way's philosophy is based on the belief that local volunteers are in the best position to judge their community's needs so they should make financial decisions, according to Miller. He said, "They evaluate the performance of the agencies on a year-round basis and make sure your money is spent wisely. . . placed where it does the most good."

The Staley/Decatur fund drive chairman is familiar with volunteering, having worked on campaigns as well as with agencies. Miller headed the fund drive for the Food Section of the Industrial Division in the 1974 campaign. From 1975 through 1977, he was chairman of the entire division's efforts. He's also been section chairman of the initial gifts group and currently serves on the board of the Visiting Nurses Association, a United Way agency. Chuck was a co-chairman of the Staley/Decatur drive a year ago.

Emphasizing the role of local voluntary services, Fisher said that these have always been a vital complement to government services. "Voluntary services are targeted to handle needs unmet by government programs. Segments of the population, such as the working poor and the middle class, for whom government services are of limited assistance, can often find help through voluntary programs.

Continuing, Fisher said that historically, government has assumed primary responsibility for the costs of education, health care, public assistance to the poor and aged and some other social services. However, since federal funding decreased sharply between 1980 and 1982 with the redefined federal role in funding many social programs, voluntary organizations are being called upon to help provide services formerly supported by government alone. That's another reason why United Way campaigns are so important this year."

"The success of this community appeal for funds lies in the willingness of everyone to support United Way," said Gillum. "That's why we need more employees carrying the load. A few dollars a month from each of us would give the community a tremendous boost."

"When you're asked to give the United way, remember the wealth of personal satisfaction your gift allows -- then give generously. When you reach out to others and provide for their specific needs," said Miller, "you'll know the meaning of that statement -- 'In giving, we receive!'"

# 177 with 2,630 years of service celebrate summer anniversaries



Chester Boggs



Clifford Newlin



Margaret Shepherd



George Spates



Arnold Bork



Jack Brown



Bud Colter



Gareth Cowgill



Al Dobbins



Joseph Gentry



Leonard Knox



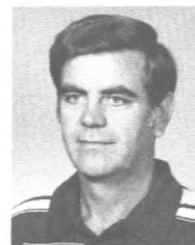
Clyde Largent



Charles Michels Jr.



Robert Pence



Billy Walker



William Kimberly



Harold March



Doris Morgenthaler



Velva Morrison



John Rasche



Andrew Stutes

## 40 Years

GEORGE CRISMAN, waste treatment chemist, technical, manufacturing, industrial products, Decatur  
DONALD DYE, senior mechanic, 5 & 10 building, Decatur  
LYNDELL WHITE, process operator 2, 5 & 10 building, Decatur

## 35 Years

CHESTER BOGGS, senior painter-roofer, 77 building, Decatur  
JACK BURCHAM, weighmaster, 28 building, Decatur  
CLIFFORD NEWLIN, conversion unit operator, 20 building, Decatur  
MARGARET SHEPHERD, supervisor, communications, corporate office services, corporate finance, Decatur  
CARL SIMROTH, production supervisor, oil refinery, agriproducts, Decatur  
GEORGE SPATES, maintenance technician, stores, maintenance, manufacturing, industrial products, Decatur

## 30 Years

MERLE ALCORN, process operator leadman, 9 building, Decatur  
WILLIAM BEALS, senior mechanic, 77 building, Decatur  
ARNOLD BORK, utility man, 101 building, Decatur  
FLOYD BRANDON, senior mechanic, 77 building, Decatur  
CHARLIE BROWN, maintenance man, soybean milling, agriproducts, Fostoria  
JACK BROWN, carbon operator, 5 & 10 building, Decatur  
JAMES CARDWELL, boiler operator, soybean milling, agriproducts, Fostoria  
CARROLL COLTER, manager, corporate computer center, corporate information systems, corporate finance, Decatur  
GARETH COWGILL, senior mechanic, 1 building, Decatur  
ALPHONDUS DOBBINS, cooler operator, 17 building, Decatur  
JOSEPH GENTRY, laborer, 101 building, Decatur  
LEONARD KNOX, superintendent, dextrose, syrup refinery and dextrose, manufacturing, industrial products, Decatur  
CLYDE LARGENT, development engineering helper, 59 building, Decatur  
OTIS LIVINGSTON, process operator leadman, 9 building, Decatur  
RONALD D. MCCOY, production planner, sweeteners, administration, industrial products, Decatur  
CHARLES MICHELS JR., maintenance superintendent, stores, maintenance, manufacturing, industrial products, Decatur  
RICHARD NICHOLS, Merco operator, 6 building, Decatur  
ROBERT PENCE, sales promotion manager, corporate relations, Decatur  
ROBERT SOWERS, senior mechanic, 31 building, Decatur  
EUGENE TIMMERMAN, senior mechanic, 101 building, Decatur  
FLOYD TURNER, service driver, 77 building, Decatur  
BILLY WALKER, senior mechanic, 77 building, Decatur  
EDWARD WOOD, process operator 2, 5 building, Decatur

## 25 Years

WILLIAM KIMBERLY, principal development engineer, chemicals from carbohydrates, research, Decatur  
HAROLD MARCH, civil engineer, engineering services, corporate engineering, Decatur  
DORIS MORGANTHALER, secretary to the group vice president, corporate finance, Decatur  
VELVA MORRISON, secretary to the corporate credit manager, financial, corporate finance, Decatur  
JOHN RASCHE, process engineering manager, process engineering, corporate engineering, Decatur  
ANDREW STUTES, oiler, maintenance, soybean milling, agriproducts, Champaign

## 20 Years

EVERETT ALLEN, senior mechanic, 101 building, Decatur  
NORMAN ANDERSON, designer, project engineering, corporate engineering, Decatur  
FRED BARDFIELD, supervisor, west scale house, manufacturing services, manufacturing, industrial products, Decatur  
JAMES BEALS, senior mechanic, 77 building, Decatur  
ROGER CLARK, supervisor, syrup shipping, syrup refinery, manufacturing, industrial products, Decatur  
LEE CROUSE, director, corporate office services, corporate finance, Decatur  
MARY DALLUGE, purchasing manager, construction/equipment, corporate purchasing, Decatur  
DAVID DINGMAN, senior mechanic, 61 building, Decatur  
EARL DONALDSON, associate project engineer, technical, manufacturing, industrial products, Decatur  
HAROLD GOOD, field engineer III, project engineering, corporate engineering, Decatur  
JOE GRINESTAFF, superintendent, 111 building, protein, food and specialty products, Decatur  
DENNIS HONNOLD, marketing manager, protein, food and specialty products, Decatur  
JAMES HORN, senior tax specialist, corporate control, corporate finance, Decatur  
CAROLYN JONES, senior billing clerk, administration, industrial products, Decatur  
HOWARD LARCOM, senior project engineer, manufacturing, industrial products, Morrisville  
LEON NOLTING, senior process engineer, manufacturing, industrial products, Morrisville  
EDWARD REINHART, elevator operator, soybean milling, agriproducts, Fostoria  
BARBARA SHEAY, secretary, administration, industrial products, Decatur  
LINDEN SHEPARD, manager, refined oil division, agriproducts, Decatur  
MICHAEL STRATMAN, area maintenance manager, manufacturing, industrial products, Loudon  
MICHAEL WALSH, PS mixer operator, 20 building, Decatur

## 15 Years

MARION BAILEY, ion exchange operator, 5 & 10 building, Decatur  
THOMAS BILYEU, production helper, 44 building, Decatur

NEIL BORDEN, territory manager, starch business unit, industrial products, Langhorne  
ANDREW BRANNON, commodity handler, manufacturing, industrial products, Sagamore  
DONALD CALDWELL, cleaner, 101 building, Decatur  
LEMUAL CREEK, extraction tower operator, 11 building, Decatur  
THOMAS DISHON, commodity handler, manufacturing, industrial products, Sagamore  
DECURTIS EUBANKS, process operator, drying, 9 building, Decatur  
MAURICE FERGUSON, senior mechanic, 31 building, Decatur  
RICHARD HAUN, production supervisor, specialty feeds, food and specialty products, Decatur  
WILLIAM HENSON JR., utility laborer, 35 building, Decatur  
RICHARD HUGHES, physical distribution manager, Gregg's, Portland  
JAMIE LEACH, senior inventory clerk, maintenance, manufacturing, industrial products, Decatur  
HUBERT LINN, senior mechanic, 31 building, Decatur  
LOWELL MCKINLEY, staff accountant, control, agriproducts, Decatur  
MICHAEL NOLAND, controller, food and specialty products, Decatur  
VICKI PICKEL, preparation operator, 101 building, Decatur  
WILLIAM REYNOLDS, lead operator, 44 building, Decatur  
RICHARD RODENBARGER, process control operator, feed house, manufacturing, industrial products, Sagamore  
WAYNE SCHMAHL, senior mechanic, 77 building, Decatur  
ROBERT SCHWENT, ion exchange operator, 5 & 10 building, Decatur  
FELIX SENA, operator, manufacturing, industrial products, Monte Vista  
MORRIS SHAVER JR., senior mechanic, 1 building, Decatur  
EDWARD STICKROD, process control monitor, refinery, manufacturing, industrial products, Sagamore  
GARY STILL, senior mechanic, 1 building, Decatur  
WILLIE TAYLOR, cooler operator, 17 building, Decatur  
KENNETH TOCA, supervisor, steam, utilities, manufacturing, industrial products, Decatur  
GARY WEHCKING, stores coordinator, 80 building, Decatur  
SAMUEL WHITE, production helper, 44 building, Decatur  
WILSON WHITE JR., senior mechanic, 77 building, Decatur  
FLOYD WILLIAMS, senior mechanic, 77 building, Decatur  
EUGENE WOODBY, area superintendent, dry starch, manufacturing, industrial products, Decatur  
PAUL ZECK, senior mechanic, 31 building, Decatur

## 10 Years

SUSAN ANDERSON, chief accounting clerk, control, agriproducts, Decatur  
JERRY ATKINS, plant purchasing agent, manufacturing services, manufacturing, industrial products, Decatur

ROBERT BRATTAIN, sanitation technician, manufacturing, industrial products, Sagamore  
OSCAR BRENNECKE, area superintendent, wet mill, corn milling, manufacturing, industrial products, Decatur  
JEFFREY DELANEY, process control monitor, refinery, manufacturing, industrial products, Sagamore  
BERNARD DEMIDIO, instrumentation technician II, manufacturing, industrial products, Morrisville  
LYNN GRIDER, marketing manager, refined oil, agriproducts, Decatur  
HARVEY HOWE, utility operator, soybean milling, agriproducts, Frankfort  
EDWARD KOMP, quality assurance technician, manufacturing, industrial products, Morrisville  
LEO LAMBERT, dextrose operator, manufacturing, industrial products, Morrisville  
SHARON LOTH, administrative assistant, sweetener business unit, industrial products, Langhorne  
RONALD MASON, warehouse receiver, manufacturing, industrial products, Morrisville  
BRENDA MCCOY-SMITH, employee activities coordinator, public relations, Decatur  
RONALD NEWHOUSE, utility operator soybean milling, agriproducts, Frankfort  
RICHARD NOLTE, shift repairman, 1 building, Decatur  
PARKER PATTERSON, boiler mechanic, manufacturing, industrial products, Morrisville  
KEN ROBINSON, divisional vice president, soybean milling, agriproducts, Decatur  
WALTER SCHAFER, maintenance mechanic, manufacturing, industrial products, Sagamore  
DONALD SPRAY, utility operator, soybean milling, agriproducts, Frankfort  
GEORGE SPRENGER, maintenance mechanic A, electric shop, manufacturing, industrial products, Morrisville  
DONALD STILLWELL, laborer, soybean milling, agriproducts, Frankfort  
DAVID TRAXLER, electronic technician, computer process control, corporate engineering, Decatur  
JOE VAZQUEZ, process control monitor, refinery, manufacturing, industrial products, Sagamore  
OSCAR WASHINGTON III, senior microbiologist, manufacturing services, manufacturing, industrial products, Decatur

## 5 Years

PAMELA ADAMS, assistant traffic supervisor, manufacturing, industrial products, Sagamore  
THOMAS AMES, merchandiser, soybean milling, agriproducts, Des Moines  
SHAIK AZIM, utility laborer, Gregg's, Garden Grove  
WILLIAM BARNETT, service laborer, 6 building, Decatur  
JAMES BLAHA, production superintendent, soybean milling, agriproducts, Mexico  
DAVID BUECHLER, senior project engineer, technical, manufacturing, industrial products, Decatur  
THOMAS BRYAN, office administrative coordinator, Gregg's, Garden Grove  
ROGER CAMPBELL, process supportman, 9 building, Decatur  
DIANA CLARK, technologist, food and agriproducts, research, Decatur  
ROBERT COULSON, senior maintenance supervisor, soybean milling, agriproducts, Des Moines  
LAURA DAWSON, freight payable clerk, control, industrial products, Decatur  
KELLEY DEARDORFF, stenciller-cleaner, 20 building, Decatur

(Continued on Page 9)



# 61 pass five-year anniversary

(Continued from Page 4)

RONALD DOBROWOLSKI, roving operator A, manufacturing, industrial products, Morrisville  
 WILLIAM EISCHEID, quality operator, manufacturing, industrial products, Morrisville  
 LEONARD ESTELL, receiving/shipping clerk, corporate office services, corporate finance, Decatur  
 THOMAS FEATHER, technician, wet milling, manufacturing, industrial products, Lafayette  
 STANLEY FINN, production worker, Gregg's, Portland  
 THOMAS GATHRIGHT JR., quality control manager, manufacturing, industrial products, Loudon  
 DONALD GEARY, project engineer III, manufacturing, industrial products, Sagamore  
 FREDERICK GOCHENAUR, warehouse foreman, Gregg's, Garden Grove  
 TERRI HAFORD, statistical clerk, control, agriproducts, Decatur  
 RICK HEACOCK, extraction tower operator, 11 building, Decatur  
 CHRISTOPHER HILL, meal loader, soybean milling, agriproducts, Des Moines  
 DANIEL HIRE, laborer, soybean milling, agriproducts, Champaign  
 JOHN HORN, technician, refinery, manufacturing, industrial products, Lafayette  
 DEBRA HOWARD, laboratory technician, Gregg's, Portland  
 BARBARA INCARNATO, purchasing clerk, corporate purchasing, Decatur  
 JACKIE JACKSON, chemical operator, 16 building, Decatur  
 SEBRAN JOHNSON, pellet operator, manufacturing, industrial products, Morrisville  
 CANDY JONES, margarine production worker, Gregg's, Portland  
 CHRISTIAN JUNGE, captain, aviation, corporate administration, Decatur  
 MITRI KHASHRAM, production worker, Gregg's, Garden Grove  
 FRANK LUCIANI, roving operator, manufacturing, industrial products, Morrisville  
 LARRY LUJAN, operator, manufacturing, industrial products, Monte Vista  
 JOE MARTINEZ, operator, manufacturing, industrial products, Monte Vista  
 DONALD E. MCCOY, director of operations, sweetener business unit, industrial products, Decatur  
 THOMAS MCCOY, helper, 29 building, Decatur  
 NANCY MCHENRY, receptionist, manufac-

turing, industrial products, Lafayette  
 ROBERT MENSAH, substitute ion exchange operator, manufacturing, industrial products, Morrisville  
 BARRY MIDKIFF, reactor operator, manufacturing, industrial products, Morrisville  
 DONALD MILINKOVICH, senior instrument engineer, engineering services, corporate engineering, Decatur  
 NANCY MILLARD, production clerk/stenographer, manufacturing, industrial products, Morrisville  
 GLORIA MYERS, administrative secretary, sweetener business unit, industrial products, Langhorne  
 VICTOR ORTALIZA, production worker, Gregg's, Garden Grove  
 ELMER PATTON, supervisor, oil and feed loading, corn milling, manufacturing, industrial products, Decatur  
 MELVIN PENNINGTON, maintenance man, Gregg's, Portland  
 BARBARA PERRY, technician, refinery, manufacturing, industrial products, Lafayette  
 JOSEPH READNOUR, process supportman, 11 building, Decatur  
 DAVID REPERT, process control specialist, manufacturing, industrial products, Sagamore  
 JEFFREY RICKEY, deodorizer operator, 29 building, Decatur  
 JOHN ROLAND, motor services specialist, refined oil, agriproducts, Decatur  
 ROGER SCROGGINS, laborer, soybean milling, agriproducts, Champaign  
 GLENN SIMPSON, assistant administration building superintendent, corporate office services, corporate finance, Decatur  
 JUDITH SLY, process engineer, technical, manufacturing, industrial products, Decatur  
 MARY SMITH, warehouse worker, Gregg's, Garden Grove  
 EULA SPATES, PS drier operator, 20 building, Decatur  
 DONALD STROHACKER, process engineer, process engineering, corporate engineering, Decatur  
 LINDA TAYLOR, plastics packer, Gregg's, Portland  
 AARON THOMAS, assistant roll dryer operator, manufacturing, industrial products, Morrisville  
 RITA WINTER, utility operator, 11 building, Decatur  
 LINDA YOKEM, purchasing clerk, manufacturing services, manufacturing, industrial products, Decatur

Marian Fennig has been appointed Knox County treasurer to fill the unexpired treasurer's term until general elections in November, 1984. The wife of Alvin, maintenance superintendent, Gunther Products, Galesburg, has worked in the treasurer's office 16 years, most recently as chief deputy treasurer during her predecessor's illness.

\*\*\*\*

Both athletically and academically inclined, Mark Whitsitt, son of Ken, senior draftsman, was a National Honor Society member at Stephen Decatur High School where he played football four years, was Student Council parliamentarian and participated as a team member in the JETS (Junior Engineering Technical Society) competition sophomore through senior years. He was Outstanding Biology Student as a sophomore and wrestled as a freshman.

Outside of school activities, Mark has been vice president of Staley's Explorer Post 210, president of the Methodist Youth Fellowship, a member of the Church Youth Choir and Bell Chorus and was district representative for the Conference Council on Youth of the United Methodist Church. In addition, Whitsitt was a volunteer teacher aide at the Decatur Day Care Center. This fall, he is attending Illinois Wesleyan University majoring in biology-pre-medicine.

\*\*\*\*

Dean Garcia, a senior this fall at Monte Vista High, received the Masonic Award for being the Outstanding Junior Boy, the Spade of Honor during the Junior-Senior Prom of 1983 and an Academic Award for Excellence in Spanish for three years. The son of Rufino, assistant production coordinator at the Monte Vista plant, also received the Athletic Award for lettering in baseball for three consecutive years. He shared honors for being selected Most Valuable Player and finished the season with the highest batting average of .522. Dean was selected to First Team All-Conference AA. Upon completion of high school this year, Garcia plans to attend Regis College in Denver for drafting and engineering studies.

## Worth noting around Staley

A student at Adams State College, Alamosa, Colorado, Michelle Waller has been elected head cheerleader for the coming academic year. She is the daughter of Don, western area manager, Monte Vista.

\*\*\*\*

Greg Wiescamp took a pocket full of honors this year as an eighth grader at Del Norte Middle School. The son of Karla, secretary at the Monte Vista plant, received the Outstanding Eighth Grade Band Award and top grade awards in spelling, science, reading and English. He placed first at the Del Norte Science Fair and received honorable mention at the Regional Science Fair at Adams State College. Greg also earned the school's Wrestling Award.

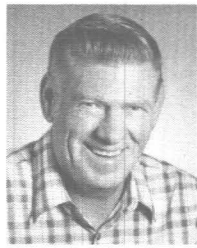
\*\*\*\*

Angel Sveen, daughter of Pete, waste water treatment operator, Gregg Foods-Portland, has been named Citizen of the Year by her school. The eight-year-old attends Lynch Park Elementary School in Portland. Her accomplishments include being named Citizen of the Month in September, 1982, achieving academic excellence and playing league softball. Replying to the question of why she won her most recent award, her father said, "It's simple. She's an angel!"

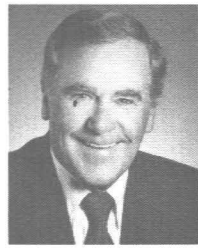
\*\*\*\*

Outstanding musician and athlete, Scott Davis received the John Philip Sousa Award as outstanding band member and was band president as well as earning letters in football and basketball during 1982-83 at Sargent High School, Monte Vista, from which he graduated this year. The son of Sue, administrative assistant at the Monte Vista plant, will be attending Pueblo Community College in Pueblo, Colorado, this fall, majoring in auto mechanic management.

# Joining the leisure life . . .



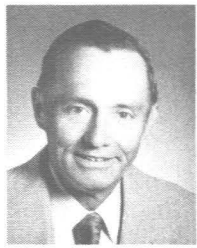
Virgle Rambo



Oren Campbell



Roscoe Cook



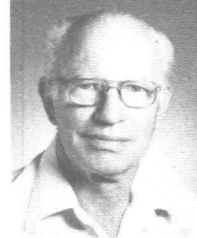
John Fields



William Fryman



Ada Highley



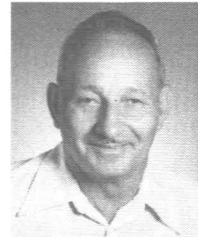
Derald Schoneman



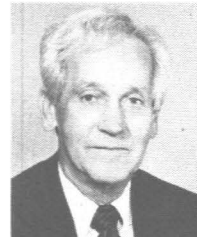
Donald Kush



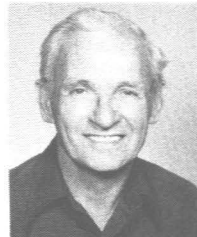
Robert Kampf



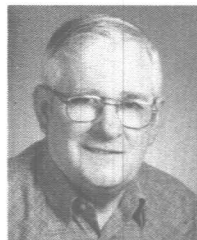
James Melton



William Miller



Lyle Gray



Charles Murray Jr.

Effective May 1, 1983

VIRGLE RAMBO, lubrication serviceman, 101 building, Decatur

Effective June 1, 1983

OREN CAMPBELL, senior supervisor, refining, syrup refinery, manufacturing, industrial products, Decatur  
 OTIS CHENOWETH, maintenance planner, rebuilding, maintenance, manufacturing, industrial products, Decatur

Moving on to high school this year, Robert Garcia, also a son of Rufino, was voted Most Valuable Player in football at Brumfield Junior High, Monte Vista, for the 1983 season. He scored four touchdowns and is expected to be a great asset to the high school team. He played fullback and middle linebacker.

\*\*\*\*

An eager student, Vida Maes, had perfect attendance for the 1982-83 year at East Elementary School, Alamosa, Colorado. Father Leroy is roll operator at the Monte Vista plant.

\*\*\*\*

## Agency visits coming

(Continued from Page 4)

To gain a greater understanding of the services offered by the United Way of Tippecanoe County, one agency will be emphasized annually with the focus in 1983 on the Wabash Center at which furniture is made and sold or refinished by handicapped persons. Doyle said co-chairpersons will tour the agency and then the opportunity will be offered to all employees.

Co-chairpersons named for this drive and their campaign areas are Charlie Buhrmester, in charge of paper work; Sue Kassen, front office; Maggie Farrell, in-plant supervision; Robert Corbin, the union president, refinery personnel; Lesley Nelson, feedhouse, waste treatment and utilities; "Hoot" Gipson, laboratory; Dick Engler, maintenance department; Sharon Lawler, laborers and starch modifiers; Tom Dishon, commodity handlers and dry starch; Hural Brown, steephouse; and Doyle, wet mill control and monitors.

Staley employees again have the opportunity to show an interest in and concern for the future of their home towns. "Now more than ever" gifts to the United Way or the Crusade of Mercy will make a big difference in the way communities are able to provide necessary services this coming year. It's up to everyone to do his or her fair share. . . .

JOHN COLEMAN, operator, 44 building, Decatur  
 ROSCOE COOK, senior mechanic, 77 building, Decatur  
 ROBERT COOLEY, maintenance coordinator, corn milling, manufacturing, industrial products, Decatur  
 HUSTON DORSEY, reel tender, 20 building, Decatur  
 JOHN FIELDS, stores operator, 80 building, Decatur  
 WILLIAM FRYMAN, superintendent, power plant, utilities, manufacturing, industrial products, Decatur  
 HERSHEL GAWTHORP, tank car cleaner, 17 building, Decatur  
 JAMES HAMMER, ion exchange operator, 5 & 10 building, Decatur  
 ADA HIGHLEY, lead operator, sewing room, 64 building, Decatur  
 ROGER HITE, maintenance coordinator, facilities, maintenance, manufacturing, industrial products, Decatur  
 ANDREW HORN, dryer operator, 28 building, Decatur  
 VERNE PARKS, supervisor, refining, syrup refinery, manufacturing, industrial products, Decatur  
 DERALD SCHONEMAN, rigger leadman, 31 building, Decatur  
 DONALD SULLIVAN, assistant to the controller, corporate control, corporate finance, Decatur

Effective July 1, 1983

DONALD KUSH, maintenance planner, wet milling, manufacturing, industrial products, Decatur  
 ROBERT KAMPF, senior painter-roofer, 5 & 10 building, Decatur  
 JAMES MELTON, supervisor, syrup shipping, syrup refinery, manufacturing, industrial products, Decatur  
 WILLIAM MILLER, project coordinator, maintenance, manufacturing, industrial products, Decatur  
 DOROTHY RAY, sewing room operator, 64 building, Decatur  
 CLYDE SIMS, repairman, 1 building, Decatur

Effective August 1, 1983

KENNETH ALEXANDER, lead operator, 44 building, Decatur  
 LYLE GRAY, mechanic, 77 building, Decatur  
 CHARLES MURRAY JR., mechanic leadman, 77 building, Decatur  
 ROBERT NIHISER, maintenance coordinator, rebuilding, maintenance, manufacturing, industrial products, Decatur  
 JAMES WALKER, rigger leadman, 77 building, Decatur

## The Staley News

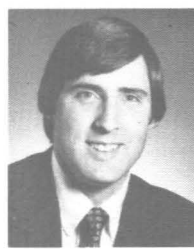
The "Staley News" is published monthly for Staley employees and retirees by Corporate Public Relations, Decatur.

Manager, Employee Communications . . . . . Sue Muckensturm  
 Photographer . . . . . Dave Mjolsness  
 Typographer . . . . . P.J. Braun

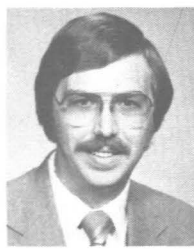
# 47 promoted around Staley



Robert Kirgan



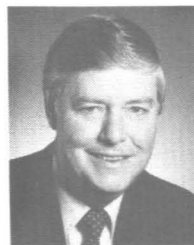
Chris Petersen



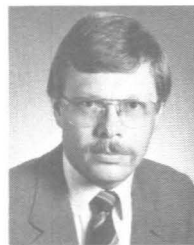
Leon Baker Jr.



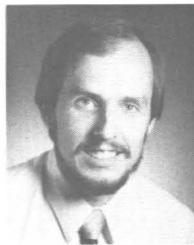
Mary Dalluge



James Guthrie Jr.



Gary Kajander



James McCollum



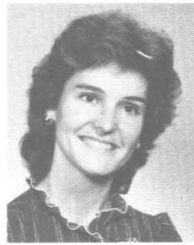
Glenn Simpson



David Skogberg



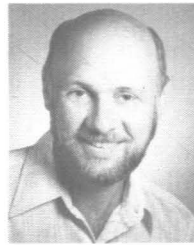
Larry Manning



Cheryl Beery



Tracey Glancy



William Morris



Lesley Nicholson



Charles Phegley

## AGRIPRODUCTS

STEPHEN ANDERSON, from area plant engineer, manufacturing, industrial products, Loudon, to plant engineer, refined oil, Decatur  
 JAMES BELL, from staff process engineer, to associate process engineer, refined oil, Decatur  
 ROBERT KIRGAN, from production clerk, to laboratory supervisor, soybean milling, Mexico  
 CHRIS PETERSEN, from plant engineer, to production superintendent, oil refinery, Decatur  
 CAROL SHIVERS, from receptionist, to secretary, refined oil, Des Moines

## CORPORATE

LEON BAKER JR., from computer operator, to supervisor, shift operations, corporate information systems, finance, Decatur  
 DIANA BOSCH, from benefits clerk, to administrative assistant, savings plans, industrial relations, administration, Decatur  
 MARY DALLUGE, from buyer, construction, to purchasing manager, purchasing, Decatur  
 DENNIS EDWARDS, from associate computer process control engineer, to computer process control engineer, engineering, Decatur  
 JAMES GUTHRIE JR., from systems soft-

ware analyst, corporate information systems, to communications consultant, corporate office services, finance, Decatur  
 GARY KAJANDER, from buyer, manufacturing supplies, to coal specialist/purchasing analyst, purchasing, Decatur  
 CHRIS LIVERGOOD, from legal secretary, to junior legal assistant, law, administration, Decatur  
 JAMES MCCOLLUM, from associate food technologist, to food technologist, food and agriproducts, research, Decatur  
 RICHARD NYBOER, from associate chemist, to chemist, advanced research and development, research, Decatur  
 TERRY SHAW, from project engineer, to senior project engineer, project engineering, engineering, Decatur  
 GLENN SIMPSON, from night building superintendent, to assistant administration building superintendent, corporate office services, finance, Decatur  
 DAVID SKOGBERG, from senior food scientist, to senior laboratory manager, food and agriproducts, research, Decatur  
 JANET SOMERS, from senior legal assistant, to administrative supervisor, legal, law, administration, Decatur  
 ANITA WINSLOW, from staff nurse, to occupational health nurse, medical, finance, Decatur  
 CAROLYN WORKMAN, from bookkeeper, to dental claims clerk, medical, finance, Decatur



Triple "A" champs--The Loners were the winners in the Staley/Decatur Triple "A" League this season. Members of that team shown, from the left, are Everett Patrick, Denzil Nixon, Pat McClure and Denny Ward. Absent from the picture were teammates Larry Auton, Jerry Dilbeck and Darrell Law.

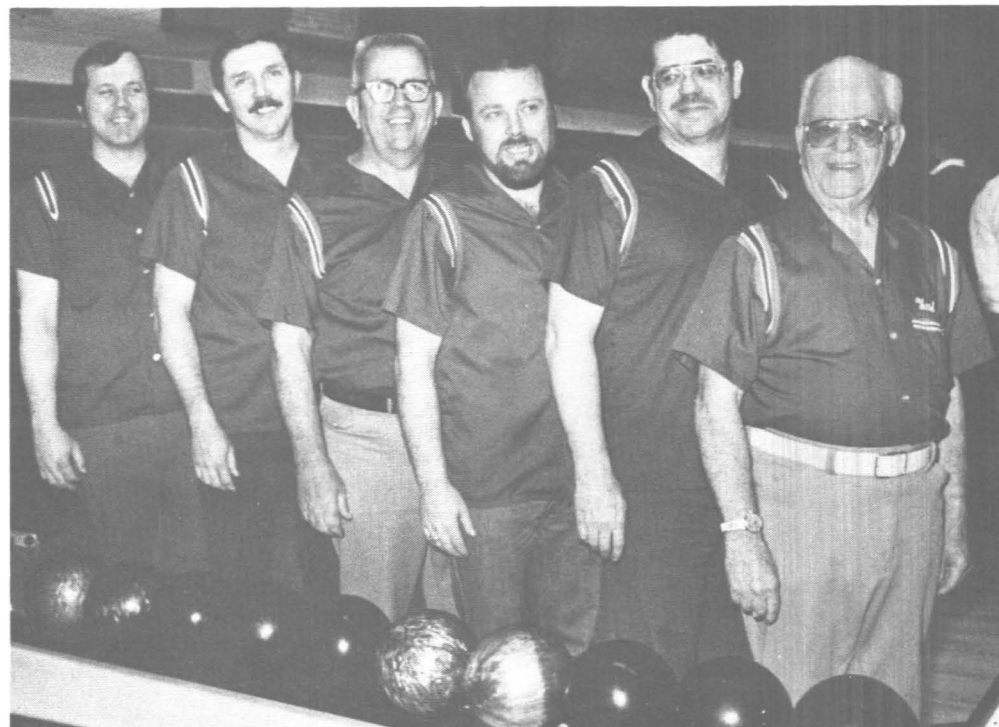
## FOOD & SPECIALTY PRODUCTS

LEO JOHNSON, from production supervisor, to production coordinator, specialty feeds, Decatur  
 LARRY MANNING, from area specialist, to area manager, Bowling Green, Kentucky

## INDUSTRIAL

DEBORAH ADAMS, from junior accounts payable clerk, to senior accounting clerk, finance, control, Decatur  
 MILDRED ALLEMANG, from messenger, corporate office services, to maintenance clerk, plant-wide, maintenance, manufacturing, Decatur  
 CHERYL BEERY, from computer programmer, corporate information systems, corporate finance, to assistant manager, order processing, administration, Decatur  
 NANCY BREWER, from document distribution clerk, corporate information systems, corporate finance, to maintenance clerk, dry starch, manufacturing, Decatur  
 DAVID BUECHLER, from project engineer, to senior project engineer, technical, manufacturing, Decatur  
 JOHN DUGAN, from quality assurance technician, to senior quality assurance technician, manufacturing, Morrisville  
 VICKI DUNCAN, from data input operator, corporate information systems, corporate finance, to visual information processing clerk, administration, Decatur  
 HELEN FRIESNER, from secretary, sweetener marketing, to secretary to the vice president and general manager, sweetener business unit, Decatur  
 KATHLEEN GAY, from clerk typist, to chief accounting clerk, manufacturing, Sagamore  
 TRACEY GLANCY, from project manager, corn bran, to marketing specialist III, product development, starch business unit, Decatur

JERRY HARRIS, from senior plant engineer, to maintenance manager, manufacturing, Loudon  
 DOUGLAS HAWXHURST, from staff process engineer, to associate process engineer, technical, manufacturing, Decatur  
 JAMES HICKS, from maintenance technician, to night coordinator, manufacturing, Loudon  
 ALAN KAEUBLE, from staff process engineer, to associate process engineer, manufacturing, Morrisville  
 ROBERT KELLY JR., from pool foreman, maintenance, to maintenance coordinator, utilities, corn milling, manufacturing, Decatur  
 DOROTHY LOEB, from central shop clerk, to maintenance clerk, plant-wide, maintenance, manufacturing, Decatur  
 ERIC LUTZ, from staff process engineer, to associate process engineer, manufacturing, Loudon  
 WILLIAM MORRIS, from central laboratory manager, to technical superintendent, manufacturing services, manufacturing, Decatur  
 LESLEY NICHOLSON, from marketing specialist, industrial starches, to marketing specialist III, performance product, starch business unit, Decatur  
 GERALD PARKS, from supervisor, to senior supervisor, refining, syrup refinery, manufacturing, Decatur  
 MICHELLE PETERS, from visual information processing clerk, to sweetener price coordinator, administration, Decatur  
 CHARLES PHEGLEY, from buyer, equipment, corporate purchasing, to administrative manager, manufacturing, Decatur  
 RANDY PLANK, from staff process engineer, to associate process engineer, manufacturing, Loudon  
 CHRISTINE RILEY, from purchasing clerk, corporate purchasing, to secretary, marketing, sweetener business unit, Decatur  
 DEBORAH STRONG, from purchase order typist, to senior purchasing clerk, manufacturing services, manufacturing, Decatur



Misfits overcome--Although their team's name might indicate otherwise, the Misfits gave the other teams in the Staley National League a fit this bowling season, claiming the championship with 164 wins, 132 losses. Team members, pictured left to right, are Fred Shaffer, Larry Voyles, Lyndell White, Mike Dulaney, Bob Bandy and Karl Webb.



A. E. Staley Mfg. Co.  
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 Decatur, IL. 62521

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