Staley NEWS

Published monthly, exclusively for employees of the A. E. Staley Manufacturing Co.

Vol. VIII, No. 2 | Decatur, Illinois | FEBRUARY, 1966 | A. E. Staley Manufacturing Co., Decatur, Ill.—Return Requested

West German Plant Begins Production

PATTERN OF PROGRESS—Construction of the new addition to the Black Warehouse is moving along at a rapid pace with the structural steel and galvanized iron siding in place. Although the west end of the addition is virtually open, workmen who like to make a more formal entrance have installed a door. The 25,000-square-foot addition is about 50 per cent complete, with an asbestos cement roof expected to be in place soon. Occupancy of the building is scheduled for April.

The Company's new joint venture chemical plant in St. Tonis, West Germany is now in production, adding yet another dimension to the expanding worldwide Staley processing network.

Completion of equipment installation in the new plant in December and the recent startup closed out a comparatively brief period of less than six months of construction and gearing up activities.

Located on the three-acre plant site of Henricks & Sommer at St. Tonis by Krefeld, the new building houses a large-scale reactor system which is producing "Ubatol" polymer emulsions primarily for use by manufacturers of floor polishes within the European Economic Community (EEC).

Hendricks & Sommer, manufacturers of synthetics, will operate the plant for the joint venture.

St. Tonis-Krefeld is a highly industrialized area, strategically located for deliveries throughout Europe. Krefeld reportedly has the largest specialty tank car system in Europe.

In announcing plans for the new facilities this fall, Chairman A. E. Staley Jr. said the move was designed to provide swift and efficient service to meet growing industrial demand for polymer emulsions in EEC nations.

Lincoln L. Redshaw, President of the Company's UBS Chemical Division, who has been involved in key phases of the evolvement of the West German plant, reported it was operating smoothly in the early stages of production while on a recent trip here.

Redshaw cited the roles played by **Jack Derby, Dave Gullette** and **Bob Magruder** in bringing about the fast startup.

Derby, pilot plant engineer at the UBS plant in Marlboro, Mass., directed the gearing up and training of process operators.

Gullette, European area manager, Staley A. G., Fribourg, Switzerland, coordinated the site selection for the joint venture.

Magruder, project engineer, designed the new facilities in cooperation with UBS engineers.

Redshaw said the plant is geared to produce the full range of "Ubatol" products. Initial production emphasis will be on emulsions for use by manufacturers of floor polishes, paints and surface coatings, he added.

Other "Ubatol" products are used widely in the shoe, leather processing, finishes and adhesives industries in the U.S. and Canada, where the Company's UBS Chemical Division has plants in Cambridge and Marlboro, Mass.; Lemont, Ill.; and Ajax, Ontario.

Principals in the new West German company, Kunstharze GmbH, are the Staley European affiliate, Staley A. G. of Fribourg, Switzerland, and Zerolit A. G. of Zurich, Switzerland, a wholly-owned subsidiary of the Permutit Company, Limited, London.

Spain Plant Startup Slated For April

Startup of production at the new Santander, Spain plant, tentatively scheduled for April 1, will ring up the curtain on the Company's first overseas venture in soybean processing.

Under construction for more than a year, the plant complex features the most modern equipment for producing soybean oil and meal by the solvent extraction method.

Among the plant's products will be "Hi-Pro-Con" 50 per cent protein soybean meal, "Sta-Sol" lecithins, "Staley" 44 per cent soybean meal and degummed soybean meal.

Following completion of the two-story main preparation and extraction buildings, a one-story office building, a boiler house and related plant facilities, a 250,000-bushel storage elevator will be erected.

Preparation of the plant has involved more than 40,000 miles of travel for several Staley-Decatur employes, particularly **Tom Myers,** project engineer, and **W. B. Bishop,** Facilities Planning Director.

Others crossing the Atlantic on the project include President **Donald E. Nordlund; Earl M. Bailey,** Overseas Division Manager; **Charles C. Jensch,** Vice President, International Division; **Ed Lane,** Feed Marketing Division Manager; and **John Shroyer,** Export Sales Manager.

Located on a waterfront site at the southern tip of the Bay of Santander, the plant is situated only five miles from an important Spanish port, where soybeans for the plant's use will be unloaded and stored. The soybeans will be transported by truck from the port warehouse to the plant.

Santander is a resort city of 100,000 population in northern Spain. It is approximately 200 miles north of the capital city of Madrid, where the Company has administrative and sales offices.

Soybeans will be imported from the U.S. in 5,000-ton shiploads at the onset. As the plant reaches full production, cargos are expected to reach 10,000 tons.

The plant will have a daily processing capacity of 8,000 bushels of soybeans when fully operational, and will employ some 50 persons.

The Spanish plant will be operated by a joint venture company owned equally by Staley's Swiss affliate, Staley, A. G., and Spanish interests. The name of the joint venture company is Sociedad Iberica de Molturacion, S. A. (SIMSA).

Spanish principals forming the joint venture with Staley are members of Sociedad International de Comercio, S. A., a leading firm in the grain and feed trade in Spain, widely known as SONACO.

Upon announcement of the expansion move, Chairman A. E. Staley Jr. said, "The joint venture will apply our Company's long experience in soybean processing technology to the particular needs of the Spanish economy, and further expand our overseas interests."

The SIMSA plant is one of only five soybean processing plants in Spain. The Staley Company was invited to build a plant there by the Spanish Government, which is seeking to meet increasing demand within the country's economy for soybean oil and meal.

Locke Named Controller

Appointment of **Charles S. Locke** as Company controller has been announced by **W. R. Boyer,** Vice President, Finance. The appointment was effective Mar. 1.

Locke

Locke had been manager of accounting since joining Staley in March, 1964.

He succeeds C. V. Glynn, who resigned to accept a position as controller for an east coast electronics firm.

Prior to joining the Company, Locke had been associated with West Virginia Pulp and Paper Co. for six years, and had served on the audit staff of Price, Waterhouse & Co. New Orleans, La., before that.

A native of Laurel, Miss., he holds a M.S. degree in accounting and a B.S. degree in business administration from the University of Mississippi.

STREAM OF VISITORS—An estimated 750 persons attended the Credit Union's afternoon open house Feb. 20. This line of visitors was part of what was virtually a steady stream of people into the new building. At left, retired Staley employe Bill Lowen and Claude Cox, Credit Union president, admire one of the plants sent by well-wishers. At right is "B" Renshaw, one of the credit union employes who helped direct the visitors through the building.

Credit Union Open House

Company's Formative Years Traced By First Staley Personnel Manager

"No one who wasn't here in 1925 can fully appreciate how this Company has changed and grown. It looks as though this Company is fulfilling the vision of Mr. Staley as he saw it many years ago."

This was one of many observation made by **A. J. (Andy) Percival,** first Staley personnel manager, when he recently visited the plant for the first time since 1937.

"I well recall his **(founder A. E. Staley Sr.)** far-sighted vision when this very building (the Administration Building) was being constructed. While there were some who thought it was being built on too large a scale for the town, or the Company, Mr. Staley's only concern was that maybe it wasn't being built big enough.

"He knew where this Company was going. He seemed to have his hand on the pulse of things at all times," Percival said.

He recalled some of the changes instituted during his 12 years with the Company from 1925 to 1937.

One of the first procedures inaugurated after Percival joined the Company was the Extra Board. "In a Company like this, where it is necessary to be operating as fully as possible, the Extra Board was a way to protect against having a number of employes off with sickness or absence."

Other programs he had a hand in starting were the messenger service, an employe hospitalization plan, and a safety program.

Percival, who came from his home in Bradenton, Fla., to be the honored guest for the Credit Union's open house activities, said he thoroughly enjoyed the opportunity of "seeing many familiar faces and renewing old acquaintances" during the open house Feb. 20.

That evening, he spoke at a dinner at the Ambassador Inn, attended by past Credit Union directors, charter members, state and national credit union officials, state representatives and city and Company officials.

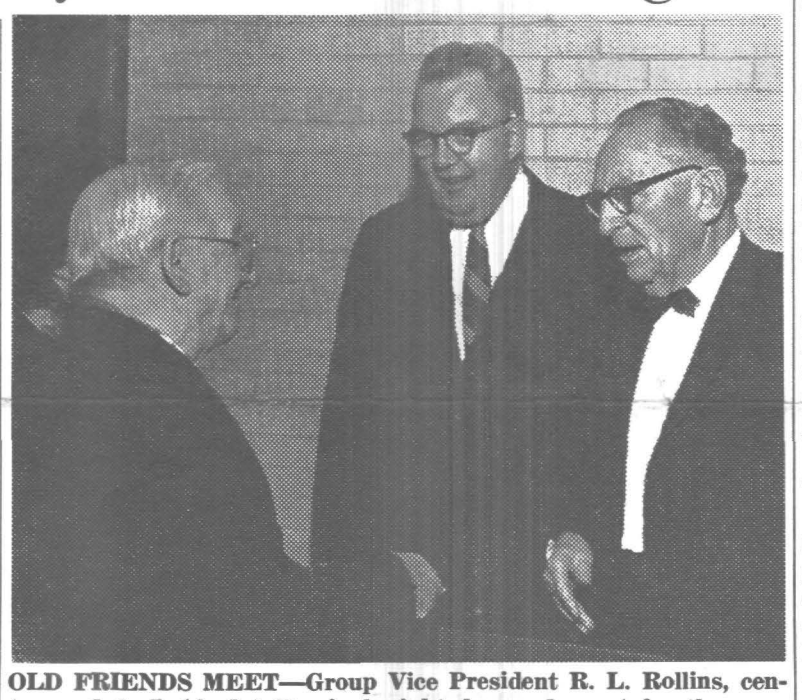
Other speakers at the event were:

Decatur Mayor Ellis B. Arnold, who gave the welcoming address

E. S. Lair, supervisor of the Credit Union Division of the Illinois Department of Finance, who traced the history of the Staley Credit Union and presented Credit Union President Claude V. Cox with the organization's original charter

R. L. Rollins, Group Vice President, who spoke of the conditions existing when the Credit Union was organized and some of its early trials and tribulations.

During his address, Percival summed up his visit to Decatur and the Staley Company by saying, "After more than a quarter of a century, it has been nice to be back home again."



OLD FRIENDS MEET—Group Vice President R. L. Rollins, center, and A. J. (Andy) Percival, right, honored guest for the open house activities, enjoy a chat with retired Staley employe, Thomas Scotty) Cheyne, during the Feb. 20 open house.

NEW EQUIPMENT SHOWN—Nathan Foreman demonstrates how the Credit Union's driveup window facilities work for Staley employe Donald Plankenhorn, his wife and family. The Plankenhorn children from left are Jacob (held by his father), Mark, Malea and Royal.

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Rex Spires, Editor
Lee Jeske, Photographer
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14 Employes Promoted

Fourteen Staley employes have moved ahead in promotions in recent weeks.

Sam D. Roller has been appointed assistant sales manager in Refined Oil after having been sales representative for the Company's Grocery Products Division office in Cleveland, Ohio, since 1960. A Decatur native, he joined the Company in 1953 and moved up to the grocery products sales staff in 1959 after holding posts in Office Services and the Soybean Division.

George R. Virgil has been named to the new position of assistant superintendent of dry starch production. Virgil had been a foreman in the Production Department since April, 1965, and was a technical representative on the Company's paper industry sales staff for five years prior to that. A native of Oak Park, Ill., Virgil holds a B.S. degree in chemistry from the University of Illinois.

Joseph A. Ballarino advanced to senior systems analyst in the Systems Department. Holder of a B.S. degree in accounting from Indiana University, he had been a systems analyst since joining the Company in November, 1964.

John W. Huebschmann has moved from senior development chemist to senior applications chemist in Applications Research. A chemical engineering graduate of John Hopkins University, he joined the Company in 1957.

James B. May has been named a senior chemical engineer in Process Engineering & Technical Services. He has been a chemical engineer since 1950, when he joined the Company on a continuous basis. He is a graduate of Purdue University.

Robert E. Sullenberger has been promoted to technical paper representative in Paper Industrial Sales. Holder of a B.S. degree in applied science from Miami University, he joined the Company in June, 1963, as a paper sales trainee.

Other promotions:

Robert M. Barnett, from messenger, Mail, to physical inventory clerk, Production Control.

Clifford M. Grant, from hourly roll to clerk-dispatcher, Plant Protection

William L. Harminson, from messenger, Mail, to clerk, Process Service

Richard E. Lawhorn, from hourly roll to draftsman, Electrical & Mechanical Engineering

Roller **Virgil**

Ballarino **Huebschmann**

May **Sullenberger**

Donald Neideffer Jr., from hourly roll to messenger, Office Services

Mabel H. Reatherford, from control report clerk to utility clerk, Sales Order Service

Barbara E. Taylor, from credit and statement clerk, Credit, to control report clerk, Sales Order Service

Robert G. Woodcock, from hourly roll to estimator, Electrical & Mechanical Engineering.

Military Leaves . . .

Thomas E. Bissey, Transportation Department

Dennis Dean Forbes, Electrical & Mechanical Engineering

John E. Keys, Extra Board

Barney D. Newberry, 44 Building

Donald E. Oestreich, Extra Board

Robert J. Smulik, Control Laboratory.

Completion of New Home Marks Banner Year for Credit Union

More members, more savings, more loans, a new secretary and a new director, and completion of its new home were the 1965 highlights for the Staley Employes Credit Union.

Election of officers and directors was the primary item of business at the organization's annual meeting.

The new secretary elected was **Paul L. Breyfogle,** superintendent of the Dry Starch Section, who succeeded **Richard E. Schuman. E. O. Kaul,** operations supervisor, Research Staff & Services, was elected a director.

Other officers and directors re-elected were:

Claude V. Cox, president
R. Gehl Tucker, vice president
C. W. Taylor, treasurer

Harry Atkins
Koran Capshaw
Ralph Clifton
Joseph M. Hilberling
Noble C. Owens
Henry A. Scherer
T. A. Wheatley

The Credit Union gained 90 members during the year, bringing total membership to 4,134. They held total shares of $5,522,909, an increase of $246,745 over the previous year.

A total of 4,605 loans were issued to 2,664 members, who borrowed a record $2.9 million in 1965. Dividends paid to shareholders amounted to $204,029.

Total Credit Union assets reached a record high of $6.4 million, up from slightly more than $6 million in 1964.

DIRECTORS WATCH COMPUTER IN ACTION —Staley directors received a brief demonstration of the Company's "Honeywell" 200 computer's diversity prior to their regular board meeting this month. Here, directors watch the computer printing unit in action in the Data Processing Center. From left are Nat Kessler, President Donald E. Nordlund, Chairman A. E. Staley Jr., Robert H. Davidson, Vice Chairman E. K. Scheiter, Robert K. Schell and R. L. Rollins.

Staley Directors View Computer Capabilities

The Staley Board of Directors received a demonstration of the versatility of the Company's computer and how its capabilities will be utilized in the new *Total Information System* prior to the February Board meeting.

Demonstrated was the forecasting and inventory control program for dry starch products, now in the process of being designed and installed. This will represent the Company's first computer application in the field of finished goods.

While the same basic system will be used for maintenance supplies and manufacturing supplies and ingredients, attention is initially being focused on *finished goods.*

A building block approach is being used whereby all major product lines will be integrated into the Total Information System.

H. Lee Crouse, manager of the Corporate Information System, explained to the Directors the role of the so-called "inventory simulator" in the forecasting and inventory control program. This allows goals to be set and expected inventory results to be appraised before action is taken to change inventory levels.

From this program are expected to come more efficient customer service and reduced inventory levels.

By handling some of the routine aspects of inventory control, personnel actively engaged in this area will be allowed to apply more time to more important related duties.

The new systems concept, to be in full service by 1968, is designed to provide the timely and accurate information needed for systematic planning and management of all Company operations.

A Honeywell 200 computer is being utilized in the early phases of the program. As the program advances, additional computer facilities are to be installed.

New Sub-System Nears Completion

The new personnel administration sub-system, another project in the Company's Total Information System program, is now in the final stages of completion and is scheduled to be operational by April 1.

As part of this sub-system, the new employe number recently assigned to you is the key to computer processing of personnel data and new information for the purpose of providing complete, accurate and timely information on every employe.

The personnel administration sub-system incorporates new procedures for manual as well as computer processing of personnel information in the areas of Employment, Training, Salary Administration, First Aid, Safety, Personnel Records, and Employe Benefits.

Code Horn Usage Cut

Plant Paging System Provides Greater Production Efficiency

Have you noticed some of our foremen and supervisory plant personnel listening to a little device that looks suspiciously like transistor radio?

That's exactly what it is, but they aren't listening to music or the latest world news. These devices are special radios.

When you see **John Homan** or **Paul Breyfogle,** to name a couple of the 44 employes who carry the devices, pause to listen, they are receiving an important message from **Plant Superintendent Bob Schwandt** or another supervisor.

Perhaps, the message is that they are needed immediately in another part of the plant. Or it might be instructions to go to the nearest phone and call the message sender to talk over a particular problem in detail.

The net result of this radio paging system has been increased efficiency in meeting the day-to-day production crises which arise in the plant and improved communications between vital manufacturing personnel.

Bob West, manager of the Design Engineering Department, who was project engineer for incorporation of the "Motorola" VHF paging system, explained that the devices only receive messages.

"A walkie-talkie system would be too easily jammed by interference from within the plant," he said.

West added that the paging system has a range of 20 miles and the receivers are fixed on the specific frequency of the transmitter which is located in 77 Building.

"When a number is dialed into the transmitter, it sends out a tone code signal which goes to all the receivers. However, each receiver contains an electronic lock, which is only released when that particular coded signal is sent," he said.

Additional equipment is installed in the basement of the Administration Building, where the paging equipment is hooked into the telephone switching system.

All messages are monitored at the main gate by the guard, who is also responsible for sending out the system's call letters in accordance with federal regulations.

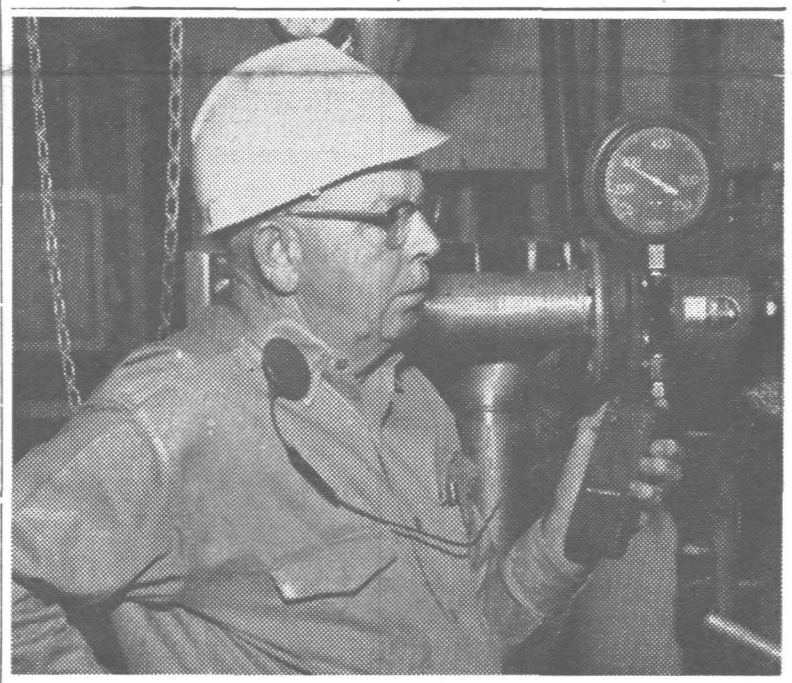
By monitoring the messages, the guard is aware when emergency situations arise and can contact **Plant Fire Chief Morris Fisher,** who carries a receiver. Plant protection employes are also equipped with pagers.

Night Superintendent Jim Fuson is among those who have found the pagers to be a valuable tool.

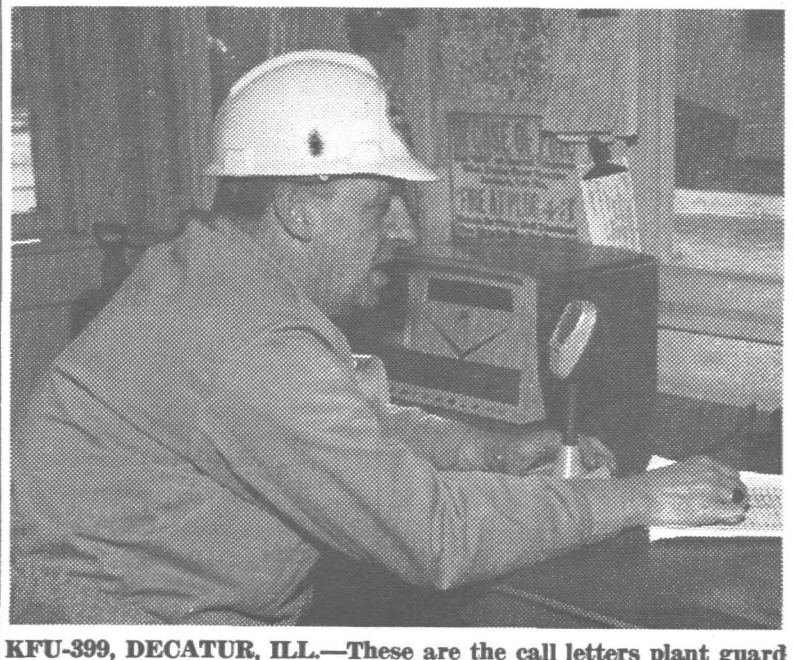
"In the process and maintenance sections, the new system has resulted in more rapid restoration of production after mechanical breakdowns because of the decreased delay in contacting the necessary personnel.

Fuson added, "From my experience with the system, I believe it allows supervisory personnel, who are responsible for large areas of the plant, more freedom for visitation of departments and discussion of any problems which might occur."

The paging system is also a welcome addition from the viewpoint of employes who work near code horns. These are no longer used for summoning foremen to the phone. They are now used strictly for emergency purposes.



MESSAGE RECEIVED—Harold Kibler, Merco foreman, receives a message on his handy pocket pager now being used by major foremen, supervisory production personnel and plant protection employes.



KFU-399, DECATUR, ILL.—These are the call letters plant guard Bill Winters sends out every half hour in accordance with regulations concerning use of the airways for such purposes as the new radio paging system.

Bold, New "Mira-Cleer" 225 Marketing Plan Given Trial

Within the past few days, some 300 independent retail bakers received five-pound boxes of new "Mira-Cleer" 225 in their morning mail.

This is the initial trial phase of what is probably the first direct mail sampling program in our industry.

The bold, new marketing plan stems from our confidence that one trial with "Mira-Cleer" 225 is all it will take to sell bakers on its superiority in specific baked goods.

Product Manager Bob Smith also points out that while small bakers don't individually account for sufficient volume to warrant increasingly expensive sales calls, they collectively represent a significant market for starch.

There are approximately 5,500 small, independent bakeries across the country.

"Mira-Cleer" 225 is the latest in a long line of new products developed by Staley Research for the food industry.

A nongelling food thickener designed expressly for fruit pie fillings, "Mira-Cleer" 225 imparts controlled viscosity, sparkling clarity, improved flavor and uniform stability to such fillings.

A specially modified corn starch, it performs equally well in both frozen and fresh-baked pies. Its unique properties enable pies to undergo numerous freeze-thaw cycles without loss of quality.

Use of "Mira-Cleer" 225 in fruit pie fillings is further enhanced because of its ability to resist shrinkage and remain unchanged at refrigerated storage temperatures.

The offering of "Mira-Cleer" 225 to the retail baking industry on a trial basis follows the introduction last fall of two other food starches in this line. "Mira-Cleer" 300 and "Mira-Cleer" 340.

Starches in the "Mira-Cleer" series offer a number of advantages as thickeners and stabilizers in pie fillings, cream style corn, frozen and canned foods, gravies, soups, baby foods and retorted food items.

141 Staley Folks Mark Service Anniversaries

One hundred forty-one Staley employes have celebrated service anniversaries since the first of the year, ranging from five to 45 years.

They account for a total of 2,685 years continuous service to the Company.

Leading the list is **Perry Conley,** shaker and mill maintenance man in the Mill House, who completed 45 years on Jan. 4. He started in the Yards, moved to the Mill House in 1945, and has worked in that building for the past 20 years.

Other employes who celebrated service anniversaries in January and February are:

40 Years

Hollis H. Hise, Purchasing Division, Jan. 4

Frank J. Kekeisen, Corn Division-St. Louis, Feb. 8

Jesse E. Parker, 20P Bldg., Feb. 3

Leo L. Provin, Tin Shop, Feb. 25

Joseph D. Yarborough, 20P Bldg., Feb. 4

35 Years

Cletis A. Quillen, Boiler House, Jan. 24

Harley E. Strohl, 111 Bldg., Jan. 4

30 Years

Ted L. Appenzeller, 48 Bldg., Jan. 16

Albert H. Artze, Pipe Shop, Jan. 18

Paul E. Atchason, Tin Shop, Jan. 25

Dwight K. Ball, Transportation Dept., Jan. 20

Michael Duggan, Machine Shop, Jan. 18

Daniel J. Fitzgerald, Control Lab., Feb. 6

Kenneth W. Heffington, Pipe Shop, Jan. 18

Joseph M. Hilberling, 77 Bldg., Jan. 9

Adrian A. Morris, Control Lab., Jan. 19

Scott B. Page, 20 Bldg., Jan. 18

Hallie Poe, Millwrights, Jan. 24

Charles E. Roberts, Tin Shop, Jan. 16

Leo T. Schimanski, 77 Bldg., Jan. 14

Joseph J. Slaw, 11 Bldg., Jan. 18

Donald E. Tueth, Chemical Engineer, Feb. 6

25 Years

Everett W. Brown Jr., Millwrights, Jan. 5

James W. Hurley, Dextrose Product Manager, Jan. 1

Helen E. Kilrain, Painesville, Feb. 3

Virgil L. Reed, Millwrights, Jan. 1

Paul G. Troxell, Chemical Engineer, Jan. 1

Maurice Workman, Elevators C & D, Jan. 1

20 Years

Boyd W. Allen, 6 Bldg.-Merco, Jan. 30

James A. Allen, Mill House, Jan. 4

Ralph S. Bates, 2 Bldg.-Engine Room, Jan. 15

Emery W. Blaylock, Pipe Shop, Feb. 6

Paul E. Bork, 77 Bldg. P & R Feb. 25

Vernelle W. Brooks, Mill House, Jan. 16

Roy D. Bradshaw, Tin Shop, Jan. 3

John H. Brown, Control Lab., Jan. 21

Joseph B. Brown, Syrup Refinery, Feb. 25

William A. Bruns, Chemical Research, Jan. 16

William F. Carr, 11 Bldg., Jan. 11

Patricia V. Colavecchio, Painesville, Jan. 16

Ralph L. Creek, 59 Bldg., Jan. 9

Jesse D. Cummings, Control Lab., Feb. 1

Oscar E. Dinger, 16-116 Bldgs., Feb. 22

Donald O. Donovan, 77 Bldg.-Garage, Jan. 15

Howard L. Duncan, Feed House, Jan. 22

John R. Easterly, Industrial Sales, Jan. 23

William F. Fryman, Inositol, Jan. 11

Homer E. Gardner, 101 Bldg., Feb. 1

James K. German, Extra Board, Jan. 29

Murrel Sage Hall, Feed House, Jan. 18

Horace D. Hanselman, 77 Bldg.-Garage, Jan. 15

Harland H. Harroun, Grocery Products Division-St. Louis, Jan. 21

Robert E. Hawthorne, 77 Bldg. P & R, Jan. 17

Samuel H. Jones, 77 Bldg.-Stores, Jan. 22

Edward J. Michener, Boiler House, Jan. 14

Harry G. Morgan, Elevators C & D, Jan. 14

Russell D. Myers, Tin Shop, Jan. 3

Alvie L. Paine, Yards, Feb. 6

Joseph L. Pettus, 17 Bldg., Feb. 25

Bernard L. Quigley, 62 Bldg.-Janitor, Jan. 3

William R. Richards, Oil Refinery, Jan. 16

Betty L. Roderick, Process Engineering & Technical Services Dept., Jan. 9

John W. Rutherford, Elevators C & D, Jan. 15

Marion F. Savage, Yards, Jan. 7

Robert L. Schuerman, Distribution Division, Feb. 1

Harold R. Smith, Shipping Inspector, Jan. 14

Jordan L. Smith, Yards, Jan. 22

Elmer M. Tomlinson, Engineering & Maintenance Dept., Jan. 1

Richard H. Tong, Oil Refinery, Jan. 21

Henry Volle Jr., Grocery Products Division Manager, Jan. 1

David W. White, Elevators C & D-Pipe Shop, Jan. 3

Gerald L. White, Administrative Services, Jan. 29

Melvin C. Workman, Pipe Shop, Feb. 28

15 Years

Leslie G. Anderson, Syrup Refinery, Jan. 24

Orville Bell, Mill House, Feb. 7

Irwin D. Blickenstaff, 59 Bldg., Jan. 9

Solomon Briggs, Elevators C & D, Feb. 7

Richard H. Buckley, 16-116 Bldgs., Jan. 15

Raymond E. Bundy, Control Lab., Feb. 21

Leslie E. Carr, Marketing Service Dept., Jan. 31

Luther E. Childress, Elevator A, Jan. 11

Charles Conaway, Boiler House, Jan. 18

Russell E. Cook, 77 Bldg.-Garage, Jan. 16

Ernest S. Creek, 17 Bldg., Jan. 24

Kenneth Floyd Crum, 20S Bldg., Feb. 8

Donald E. Dance, Stores & Reclamation, Jan. 15

Floyd E. Dickerson, 59 Bldg., Jan. 11

George M. Donelan, Industrial Sales—Boston, Feb. 19

Herschel C. Dowdell, 77 Bldg.-Plant Cleanup, Jan. 24

Robert E. Eaton, Roundhouse, Feb. 13

Ivan R. Eastman, 17 Bldg., Jan. 2

Louis J. Feriozzi, 20S Bldg., Jan. 5

William G. Fleming, 17 Bldg., Jan. 25

Robert E. Hatch, Boiler House, Feb. 13

Harold T. Johnson, 19 Bldg., Feb. 13

Robert E. Jones, Engineering & Maintenance Dept., Feb. 2

Richard H. Kitchens, 11 Bldg., Jan. 31

Darrell W. Law, 59 Bldg., Jan. 4

Roy M. Logan, 59 Bldg., Jan. 15

Roscoe D. Long, Chemical Engineer, Jan. 4

Dewey F. Mathews Jr., Oil Refinery, Jan. 12

Merle H. Mathias, 12-26 Bldgs., Jan. 19

Glenn L. McMahan, Control Lab., Feb. 7

James O. Melton, 17 Bldg., Jan. 12

William J. Mundwiler, Syrup Refinery, Jan. 3

C. Everett Patrick, 59 Bldg., Jan. 4

Harold C. Payne, 77 Bldg.-Plant Cleanup, Jan. 5

Robert D. Potts, 20P Bldg., Jan. 3

Bertrand H. Ray, Painesville, Jan. 29

George J. Rubenacker, Boiler House, Jan. 25

Virgil R. Rutherford, 5-10 Bldgs., Jan. 4

Harold J. Ryan Jr., 77 Bldg.-Garage, Jan. 2

James E. Ryan, 101 Bldg., Jan. 19

Wendell G. Smart, 12-26 Bldgs., Jan. 15

Paul F. Smith, 77 Bldg.-I & C, Feb. 27

Delbert E. Staggs, 101 Bldg., Jan. 11

Fred A. Tapscott Jr., Pipe Shop, Jan. 23

Lester L. Varner Jr., Painesville, Jan. 22

Melvin C. Vowell, Yards, Jan. 23

Paul J. Weikle, 17 Bldg., Jan. 3

Harry A. White, 77 Bldg.-Garage

Wayne E. Williams, 111 Bldg., Jan. 25

Robert G. Woodcock, Engineering & Maintenance Dept., Jan. 4

Wilbur D. Workman, Feed House, Jan. 10

10 Years

Hunter L. Kickle Jr., Applications Research, Feb. 16

Fred P. Meusel, Painesville, Jan. 16

Donald E. Nordlund, President-Executive Division, Feb. 27

Ruth A. Schultz, Overseas Division, Jan. 10

Melba J. Stockdale, Engineering & Maintenance Dept., Feb. 2

5 Years

Josephine Bankus, Industrial Sales—Boston, Feb. 6

Roland W. Best, Applications Research, Feb. 27

Marnabelle Caldwell, Data Processing Dept., Jan. 3

Gary D. Carlson, Chemical Research, Feb. 20

C. LaRue Drischel, Credit Union, Feb. 15

Ralph W. Fels, Industrial Sales—St. Louis, Feb. 20

R. Neil McDonald, Process Engineering & Technical Services, Feb. 27

Carl O. Moore, Applications Research, Feb. 2

H. Wayne Renshaw Process Engineering & Technical Services, Jan. 30

William P. Taylor, Data Processing Dept., Jan. 16

Ward J. Woodard, Transportation Dept., Jan. 23.

Conley Hise Kekeisen Parker

Provin Yarborough Quillen Strohl

Artze Atchason Ball Duggan

Fitzgerald Heffington Hilberling Morris

Page Poe Roberts Schimanski

Tueth Hurley Reed Troxell

Two Staley Veterans Retire

Two long-time Staley employes retired in January after compiling more than 66 service years between them.

Homer E. Stuart retired as rigger leadman in the Yards Department, where he spent his entire 42-year career. After nearly 12 years in Yards supply, he moved to rigger leadman, maintaining that position for his last 30 years with the Company.

George W. Kuizinas, who retired as cooler operator in 17 Building, completed nearly 23 years at Staley. After a five-month stint on the Extra Board, he moved to the Syrup House holding positions of glucose drawer and glucose weigher before becoming cooler operator.

Stuart Kuizinas

New Learning Concept Used To Train Employes

A new concept of systematic training—learning by guided doing—is being used to give Staley employes a better understanding of process operations and their individual roles in overall production performance.

The major tool in this new concept is a new process trainer, which can be visually arranged and programmed to represent and actively simulate many of the processes used in Staley plant operations.

While well established in many industries, simulated training is new to the food processing industry. Staley is the first in the industry to use the trainer and apply the new concept it affords to its training program.

The history of this method is traced to the well-remembered Link Aviation trainer of World-War II days when pilot trainees "flew" in a replica of a full-size cockpit under simulated flight conditions, but were actually on the ground where there was no possibility of loss of life or equipment.

Plant Superintendent W. R. Schwandt, said, "As part of the operator's training, time is devoted to solving problems representative of system upsets, shutdown and startup, and emergency situations requiring immediate action.

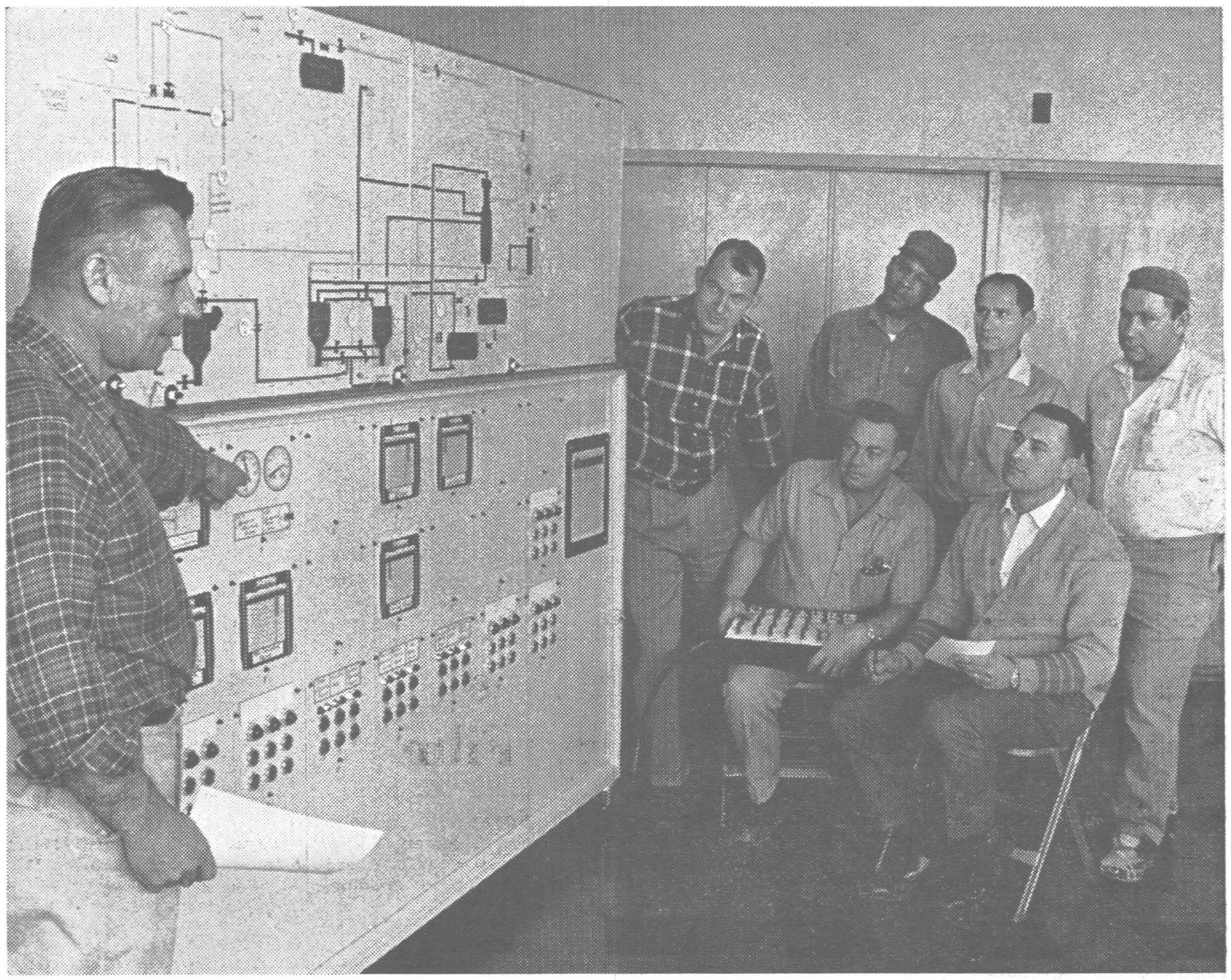
"These range from problems which may arise daily in one of our processes, or once or twice in several years. The result is that the operator has gained years of experience in a matter of hours without danger of injury or damaged equipment," he added.

The trainer was initially used in a four-week program of full-time training for the employes who manned the Dextrose Building at startup.

Attesting to the value of this training, **Section Superintendent Dave Mitchell** said, "There were no delays to our startup attributable to operators' unfamiliarity with equipment."

Since then, the trainer has been used to refamiliarize some 70 operators on systems in the Oil Refinery and 16 Building.

Other training programs contemplated for the near future using the new concept include "Sweetone" and "Sweetlix" operations, 47 Building; pod machines, 29 Building; shutdown and startup procedures, 101 Building; and "Mira-Cleer" reaction, 116 Building.



LEARNING BY DOING—The bleaching process used in 16 Building is simulated on the trainer, allowing process operators to visualize the system in its entirety. Here, John Paczak left, 16 Building shift foreman, instructs a group of operators on one phase of the system while Art Peterson, seated left, controls the action of the simulator with the training console. Emil Schimanski, supervisor of manufacturing training, watches the presentation along with process operators Jim Lowery, seated next to Peterson, and from left standing, Harold Laskowski, William Carter and John Carter.

During the training sessions, the process operators are instructed by their foreman with assistance from the training staff. Sessions have been conducted on a three-shift basis.

Emil Schimanski, supervisor of manufacturing training, and Glen Shelton, Training Section, gather information from chemical engineers, maintenance and instrumentation personnel and generally assist the foreman in training methods, techniques and presentation.

Preliminary to actual guidance on the trainer, the operators are thoroughly familarized with an outline of the physical layout of the process, its operating variables and general operating procedures.

One at a time, the operators are given the opportunity to take their place at the board and, under the direction of the instructor, go through the procedure of starting up or shutting down the unit on manual control.

Effectiveness of this concept of training has been well founded. A number of studies tend to prove that most people generally remember 10 per cent of what they read, 20 per cent of what they hear, 50 per cent of what they see and hear, and as much as 90 per cent of what they say as they do something.

Handy Driveup Pay Window Receiving Increased Use

Staley hourly employes have a new way of receiving their paychecks — a handy driveup pay window, one of the first such industrial facilities of its kind in the area.

And they apparently like the new idea. Paymaster Ernie Williams reports that more than 200 employes a week are now using the recently-installed pay window and are enjoying the added convenience of being able to get their checks from their automobiles.

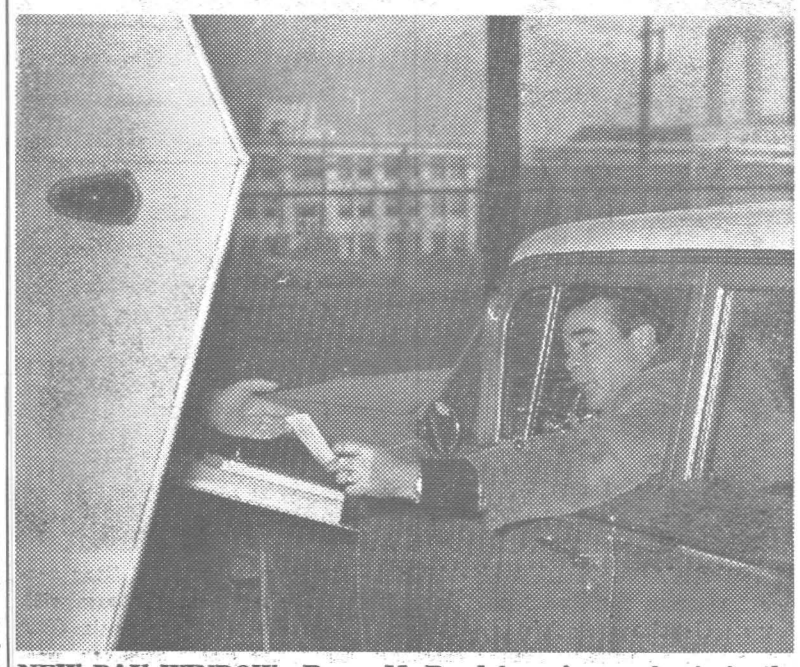
Staley engineers designed and built the window into the payroll trailer, located under the Staley viaduct.

It has been requested that employes using the new facility for the first time enter the west lane of the circular drive by the pay trailer, so they will be on the correct side of their cars to receive checks from the window.

The pay trailer is now open to employes driving up to get their checks from 8 a.m. to 2:30 p.m. and 3:45 p.m. to 4:45 p.m. every Thursday.

In addition, regular pay trailer walkup hours of 6 a.m. to 4:45 p.m. will be maintained.

NEW OFFICERS — These are the new officers of the Staley Women's Club who were installed at the group's January meeting. Seated from left are Janice Woolen, president; Helen Zindel, vice president; and Kathleen Reedy, recording secretary. Standing from left are Peggy Albert, corresponding secretary; Martha Burge, treasurer; and trustees Esther Elder and Audrey Koshinski. A third trustee, Marie Lyons, was unable to be present when photo was taken.



NEW PAY WINDOW—Roger M. Randol, senior mechanic in the Round House, was the first Staley employe to use the new driveup pay window in the payroll trailer.

FOREMEN'S CLUB OFFICERS—These are the new officers of the Staley Foremen's Club elected at the February membership meeting. From left are John Homan, president; Paul Strong, treasurer; Wayne Blick, vice president; and Don Brown, secretary.

Papers by J. W. Robinson Detail New Candy Results

J. W. (Bill) Robinson, senior applications chemist, is the author of two papers, one of which was published recently in "The Candy Industry and Confectioners Journal." The second is due for publication soon.

The first paper, printed under the headline, "High Corn Syrup Content Possible in Hard Candy," outlines some outstanding new results in candymaking, following extensive laboratory and commercial plant testing with "Neto" A Corn Syrup, the Company's high-maltose-low dextrose corn syrup.

Among the advantages found in the "Neto" A tests were that high maltose corn syrups in hard candy offers better color stability and resists moisture pickup during storage more effectively than with regular corn syrup.

Robinson's latest paper, entitled "A New Method for the Production of Starch Base Jelly Candy," ise due to be printed in a trade publication in early March.

Robinson

This paper states how starch base jelly candy can now be cooked, cooled, sugar sanded and packaged in less than one hour by using a revolutionary new process developed by the Company's Research Division.

The new method, described in a U.S. patent, utilizes the quick gelling properties of "Mira-Quick" C, the Company's new high amylose content corn starch. The advent of "Mira-Quick" C makes the new, faster candymaking process possible because it contains 60 per cent amylose, giving it a distinctive quick-setting characteristic.

Dividend Declared

The Company's Board of Directors declared a regular dividend of 30 cents per share on common stock in a meeting here Feb. 8.

Payments will be made March 8 to stockholders of record Feb. 18. The usual dividend of 94 cents per share was voted on the Company's $3.75 preference stock. It will be paid March 20 to stockholders of record March 4.

Staley Products' Applications Shown In Candy Industry Film

A major consumer of Staley corn syrups, corn starches, lecithins and dextrose is the candy industry.

At its February meeting, the Staley Foremen's Club saw a film, distributed by the National Confectioners Association, which illustrated the application of many of these products in making candy.

In addition to showing some fascinating glimpses of candymaking processes, the theme of the film, called "Wonderful World of Candy," was that candy plays many roles.

It can be a child's reward for good behavior, or it can, in an emergency, save a life. It is equally at home at a formal dinner or on the battlefield. It is the perfect gift, or it is an everyday household staple. It provides nutrition and quick energy.

Despite its many advantages and benefits, certain fallacies concerning candy have become widely accepted in the areas of weight control, dental health and complexion care.

Brochures accompanying the film use facts taken from the movie to dispel these fallacies by pointing out the findings of some of the latest research in these areas.

For example, candy is often blamed for adding excess weight, but overweight is directly related to general overeating. Good dental health does not depend so much on the foods consumed, but more regular and thorough brushing of the teeth.

In the same vein, candy has been falsely blamed as a factor in skin blemishes when cleanliness, a well-balanced diet, and adequate amounts of fresh air, rest and sunshine are the important factors in maintaining a clear, healthy complexion.

The confection industry is one of the largest and most important in the country. It uses an estimated 752 million pounds of corn products and 40 million pounds of butter, fats and oils in producing more than three billion pounds of candy a year.

Contributing to these totals every year are many products in the Company's lines of syrups, sweeteners, dextrose, starches, lecithins (soybean derivatives), and oils for margarines and cooking.

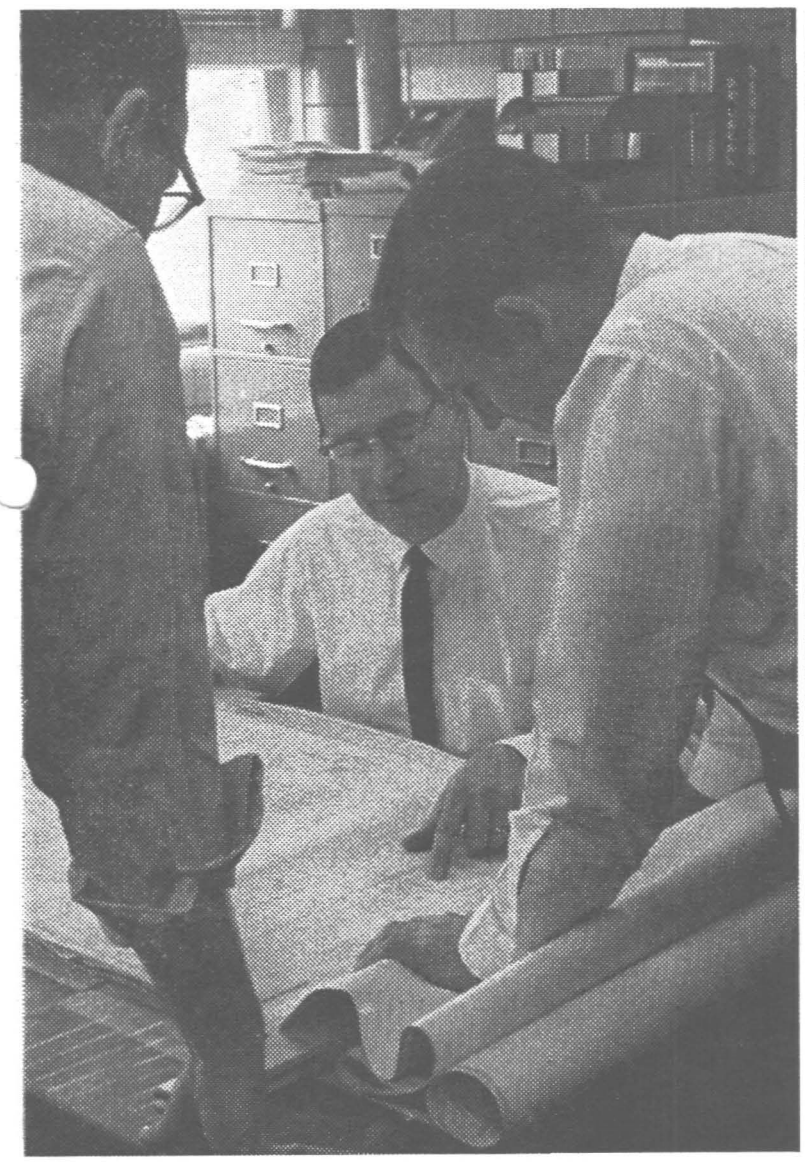
Sorry . . .

Thomas E. Moran, Distribution Division, and Willard A. Carter, Sr., 19 Building, were inadvertently reported in the January **Staley News** as having retired. This was erroneous and we regret the mistake.

FOREMEN'S CLUB SPEAKER—Ron Hunt, left, All-Star second baseman for the New York Mets baseball team, chats with Koran Capshaw, retiring president of the Staley Foremen's Club prior to the January dinner meeting. Hunt, the guest speaker, provided an enjoyable evening with inside baseball anecdotes about Casey Stengel, Mets players, Yogi Berra, opposing players and the Mets owner, Mrs. Payson.

SWEET SPECIAL—Messenger Judy Riedel enhances this grocery store display describing a special offer being made to shoppers buying "Staley's" Waffle and Pancake Syrup. Customers receive a handy spatula with their syrup purchase. With the special offer, they may order an 11-inch "Teflon" griddle and nylon fork and spoon set by enclosing the label, or cap liner, from the bottle and $2.79 with the order.

Staley Engineers: Key Part In Company Progress



Chemical engineers Jim May, left, and Rod Simms, right, look over some blueprints with Cliff during consultation. The scope of a chemical engineer's activities includes meetings with his colleagues to go over process flow sheets, design and other factors related to a project. Meetings with other engineers often help shed light on a complex project, helping to speed it toward completion.

In a technical industry, the balance of progress rests substantially on the shoulders of engineers—and their ability to get things done.

This is especially true in the highly competitive corn and soybean industry.

There are a multitude of examples around the Staley plant which bear out the importance of contributions made by engineers to the Company's success.

A prime illustration of Staley engineering in action is our recently-completed, $10 - million-plus expansion program, and one of the most evident outgrowths of that program—the Dextrose Plant.

From development to startup, the coordinated efforts of Staley engineers were instrumental in meeting a demanding timetable which was hampered by several trades disputes, weather factors and delayed deliveries in addition to the expected process shakedown difficulties.

Involved in the construction sequence was the broad spectrum of engineering abilities found at Staley. Engineers hold 38 different positions in 12 general job categories in the Company organization.

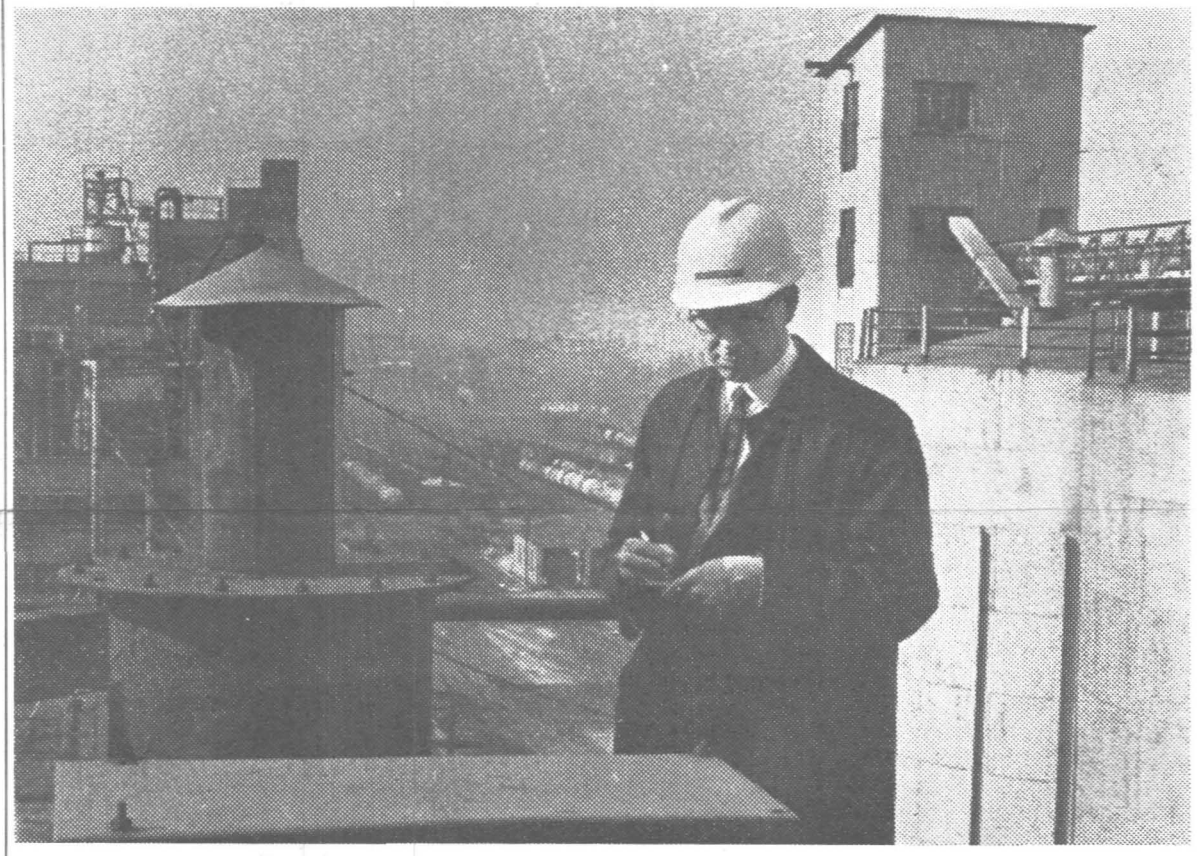
More than 170 graduate engineers are employed at the Decatur plant, spanning virtually every segment of the Company's diverse technically-oriented operations.

In this group are engineers actively engaged in their particular fields and those who have advanced to various management posts on the basis of their knowledge and abilities.

Today, the demands on Staley engineers are greater than ever as they are called upon to design and build new plants and production processes, to expand existing facilities, to handle customers' specialized engineering needs and to redesign equipment to make products more efficiently and inexpensively.

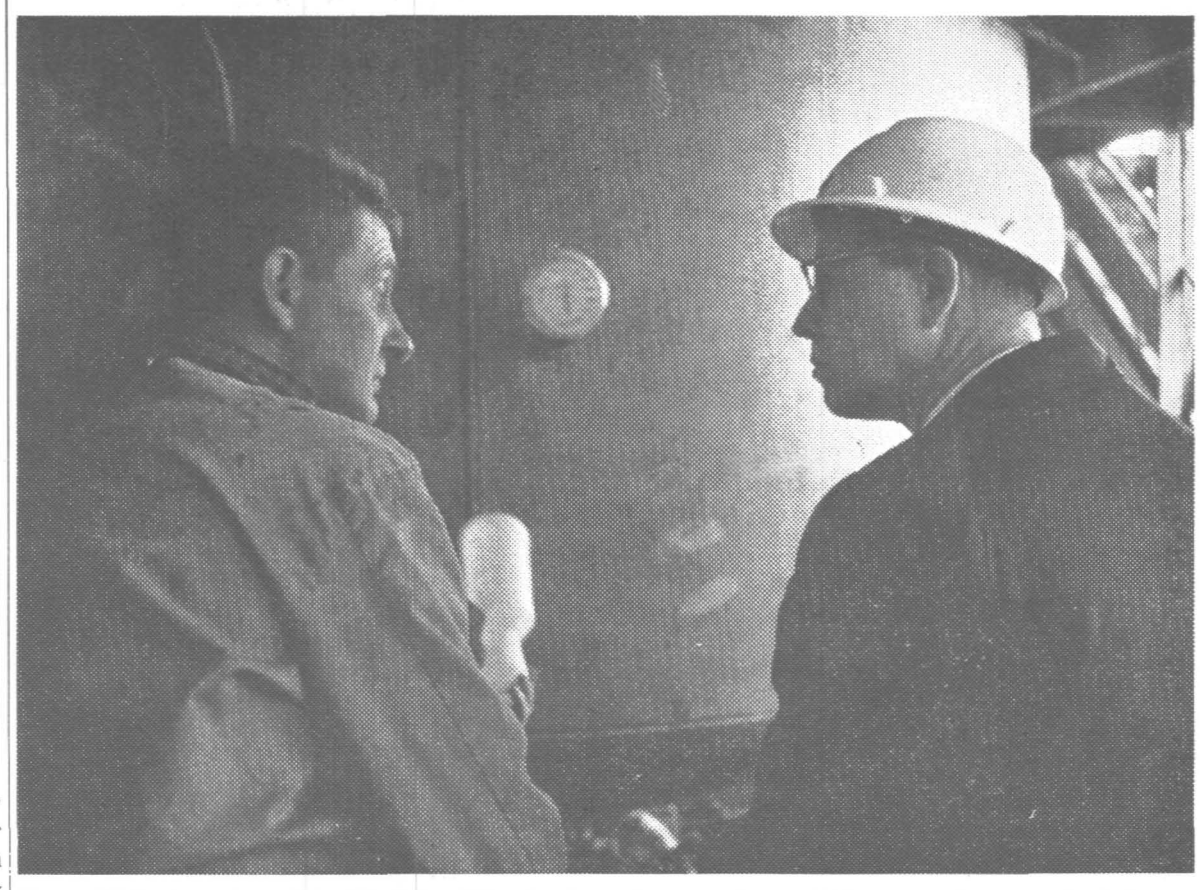
The challenges and problems an engineer faces are often complex and demanding, calling for ingenuity, flexibility and a far-reaching knowledge of engineering practice and theory. The photos of chemical engineer **Cliff Reynolds,** taken during a portion of a normal working day, offer a hint of the scope of chemical engineering at Staley today.

Pictured at various locations around the plant, Cliff logs several miles a week in his job as a "troubleshooter"— finding the source of a problem and remedying it as quickly as possible to maintain production efficiency.



Chemical engineer Cliff Reynolds takes notes for a project involving a process for making a new product, which will necessitate some rearrangement of equipment. The equipment he is checking here on the roof of 47 Building may be revised.

Cliff and process operator, Matthew Chapman, check the weight, length and quality of a "Sweetlix" block. Cliff has provided continuing engineering assistance in quality control of this operation since he was involved in startup of "Sweetlix" production. Staley chemical engineers have key roles in the startup of new production processes because of their familiarity with the project.



Here, Cliff stops to talk with John Wheeler in the "Sta-Puf" and "Sta-Flo" mix tank area in 17 Building. Cliff questioned John about the plant cleanup phase of the operation to gain information for a project to help reduce plant losses.

SNACCO WORK NIGHT—Employe advisers of the Staley-sponsored Junior Achievement firm, SNACCO, help high school members of the firm mix, weigh and package their product, "Party Mix," in preparation for more sales. From left are, Dave Stuckey (adviser), Karen Eckles, Jackie Fleming, Bill Wiegand (adviser), Glen Shelton (adviser), John Rowe, Lin Shepard (adviser), Pam Owen and Linda Nanna.

Retired Staley Paymaster Gets First Medicare Card

A retired Staley employe and his wife have the distinction of holding the first two Medicare health insurance identification cards issued in the Decatur Social Security District.

Louis H. Brand, paymaster at Staley for 47 years prior to his retirement in 1961, and his wife, Ruth, were presented the cards in a brief ceremony Jan. 31 in the Administration Building. E. C. Straub, Decatur Social Security District office manager, made the presentation.

The red, white and blue identification cards they received serve to confirm that the holders are covered by Medicare, which becomes effective July 1.

Medicare, the Social Security legislation passed by Congress this past summer, will have far-reaching effects on Staley employes, retirees and the Company itself.

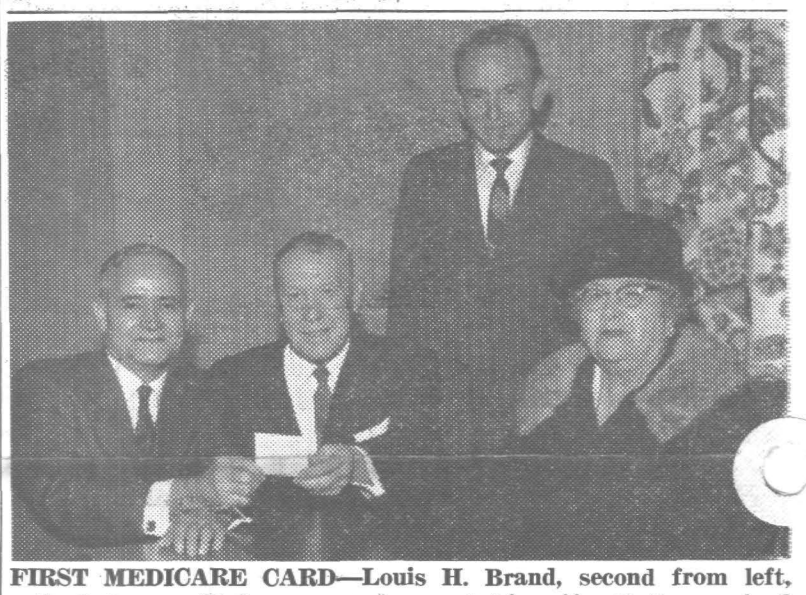
Active employes are already noticing an effect in their paychecks. As of Jan. 1, 1966, 4.2 per cent of our wages up to $6,600 started being deducted for Social Security. This compares with last year's rate of 3.625 per cent which was deducted from the first $4,800 you earned.

For example, if you earned $6,600 last year, you paid $174. This year, you'll pay $277.20 on the same amount of earnngs, an increase of $103.20.

The Company, meanwhile, will continue to match employe payments into the Social Security coffer. As a result, the Company will pay approximately $250,000 more in 1966 for this purpose.

Most of the new 4.2 per cent tax rate—3.85 per cent—will finance previously established Social Security programs, which have increased benefits going into effect this year. These include retirement, survivors and disability insurance.

The remaining .35 of one per cent—or $23.10 of the first $6,600 of your earnings — will go toward the financing of the new Medicare program.



FIRST MEDICARE CARD—Louis H. Brand, second from left, retired former Staley paymaster, and his wife, Ruth, received the first two medicare health insurance identification cards in the Decatur Social Security District recently. E. C. Straub, district office manager, left, made the presentation. Joe Day, standing, Social Security official, was on hand to witness the ceremony.

Staley JA Firm Scores Success

Junior Achievement is a program designed to help high school students understand the operation of our American system of free enterprise by organizing and managing their own miniature company.

Recognizing the value of such a program, the Staley Company was highly instrumental in getting Junior Achievement established in Decatur. The Company has sponsored a JA firm since the program was instituted here in 1957.

This year's Staley-sponsored firm is called SNACCO. Its 22 student members from Decatur high schools prepare, package and sell a party snack mixture which contains various kinds of cereals, mixed nuts and pretzels. These ingredients are blended with spices and margarine during a half-hour baking process.

After preparation of the tasty treat, the students package the mixture in polyethelene bags and sell it at 65 cents a half pound.

SNACCO's product has proven to be so popular that more than 1,100 bags of "Party Mix" have been sold with two full months remaining in this year's program. By exceeding the Feb. 1 sales goal of 900 bags, the firm passed the break-even point and is assured of returning a 6 per cent dividend to the 83 persons who initially purchased one share of stock at $1 per share.

Staley supports the program each year by providing interested employes to act as advisers to the students. This year's team of advisers are:

Dick Hanson, Process Engineering & Technical Services

Glen Shelton, Training Section

Lin Shepard, Salary Administration

Dave Stuckey, Control Division

Bill Wiegand, Inventory Planning & Control.

The advisers meet with the students in the JA business center on Monday nights to coordinate company activities and manufacture their product.

At year's end, the company is dissolved, but the students will have gained the benefits of a first-hand practical business experience derived from active participation.

Staley Welcomes

William E. Albrecht, utility lab man, Research Staff & Services

Ralph A. Bales, research technician, Chemical Research

Nancy L. Bell, stenographer, Refined Oils — Los Angeles

David H. Frellsen, office manager, Commodities Accounting

Duane R. Mazeska, margin clerk, Commodities Accounting

George W. McGrath, senior systems analyst, Systems

Judy L. Riedel, messenger, Steno-Messengers

Russell A. Sager, buyer-Manufacturing Supplies, Purchasing

Edith M. Scott, messenger, Steno-Messengers

Joseph L. Slade Jr., junior technician, Chemical Research

Shirley A. Unekis, chief clerk, Cost Accounting

Jeanette P. Weekly, Flexo operator-Industrial, Sales Order Service

David Zimmerman, research technician, Chemical Research

James M. Zinniel, sales representative, Industrial Sales — Kansas City.

JA OPEN HOUSE—Adviser Dick Hanson and some of the Staley-sponsored Junior Achievement firm's officers manned the SNACCO booth at the recent JA Trade Fair. From left are Roberta Farlow, purchasing agent; Sherry Bridgewater, vice president of sales; Hanson; and David Thompson, president.

Phillips Named to New Post At Company's Canadian Plant

J. Allan Phillips has been named to the new position of corn, soybean and consumer products marketing manager for Staley (Canada) Limited, Ajax, Ontario, a wholly-owned subsidiary of the Company.

Charles C. Jensch, Vice President for International Operations, said the position was established in recognition of increasing product demand and the need for on-location market and facilities planning, looking to future expansion of Canadian operations. Canadian marketing activities had formerly been carried out from the Company's offices here.

Phillips was formerly a senior industrial sales representative at the Company's Philadelphia district office. A graduate of the University of Maryland, he has been on the Industrial Sales staff since joining the Company in 1960.

In the new position, Phillips will direct Canadian marketing operations for Staley industrial and consumer product lines.

The Company formulates and packages a number of consumer products at the Ajax plant, including "Sta-Puf" fabric softener and "Sta-Flo" liquid and spray starches. The line of "Ubatol" polymer emulsions, also produced at the plant, will continue to be marketed through the Company's UBS Chemical Division.

Facilities in Toronto and Montreal serve as warehousing and distribution centers for Staley U.S.-produced corn starches and sweeteners, vegetable oils and other products for use in foods, beverages, papers, textiles, pharmaceuticals and other industrial applications.

Vico Products' Stanley Tolin To Speak Here

Stanley Tolin, general manager in charge of manufacturing and sales for Staley's Vico Products Department, will speak on "Vico Products Department Operations" at the March 10 dinner meeting of the Staley Technical Society.

A social period will begin at 6 p.m., with dinner at 6:45 p.m., in the Decatur Club.

Tolin holds B.S. and M.S. degrees in chemical engineering from Brooklyn Polytechnic Institute and has been associated with Vico Products since 1953.

Vico Products Company was purchased by Staley in 1964. The department produces an extensive line of flavoring agents, extracts, and other ingredients, which are widely used in the food and pharmaceutical industries.