

Agriproduction 13 TEAM of year

Agriproduction TEAM #13 was named TEAM of the year for 1973 at the annual awards dinner held in February at Decatur.

The achievement was especially notable coming in a year which saw a record dollar savings total generated by the program at Decatur. Some 470 suggestions from the participating teams added up to the record setting total.

The TEAM program is designed to stimulate cost-saving ideas by dividing selected salaried personnel into groups (or TEAMS) which study their respective work areas and make recommendations or improving production, quality, safety, lessening environmental problems or conserving energy.

Agriproduction TEAM #13 compiled an impressive list of accomplishments in sweeping to the title. It was the only TEAM to attain 300 percent of its goal. It also won TEAM of the month six times, suggested 41 completed ideas, finished runner-up for the environmental award and accounted for slightly more than half-a-million dollars in pre-tax savings.

Members of the winning TEAM are Ed Hughes, Phil Bateman, Graydon Capps, Walt Carter, Marvin Cook, Sam Gibbons, Rol Goodman, Marcell Hanson, Richard Hoyt, John Jones and Bill Richards. Dick Fiala, superintendent, technical services, accepted the large "Thinker" award, traveling trophy symbolic of the title on behalf of the winning TEAM. Dick was filling in for Dean Burdick, agriproduction manager, who was out of town. Each of the TEAM members received smaller replicas of the famous statue.

A new award was given this year for the section whose teams compiled the best over-all performance. Dry starch, with a section goal achievement of 198 percent, most ideas evaluated, best average ideas evaluated, and winner of three of five special category awards, took the honor. Dry starch also took the Comeback Award for most improved performance. Other winning TEAMS were:

Top Team

Corn milling #5—Roger Swift, Hoyt Coverstone, Tom Hurst, Jess Jolly, Floyd Lenover, Bill Lindsten, Jim Manuell, Gene Starbody, Bob Swift, Kelly Taylor, Clarence Wangrow, Russell Wilber.

Syrup-dextrose #6 — Ron Wells, Oren Campbell, Koran Capshaw, Bob Clark, Jack England, Howard Hawthorne, Bill Huebner, Tony Jacob, Waymond Ledbetter, Leo Riedlinger, Martin Seidman, Paul Strong.

Dry starch #15—Steve Tyler, Harvey Baker, Henry Burge, Tom Duncan, Henry Hack, John Paczak, Art Peterson, Ken Schuman, Merle Simmons, Jack Tuschhoff, Clyde White, Bob Woodcock.

Agriproduction #13 was the top agriproduction team.

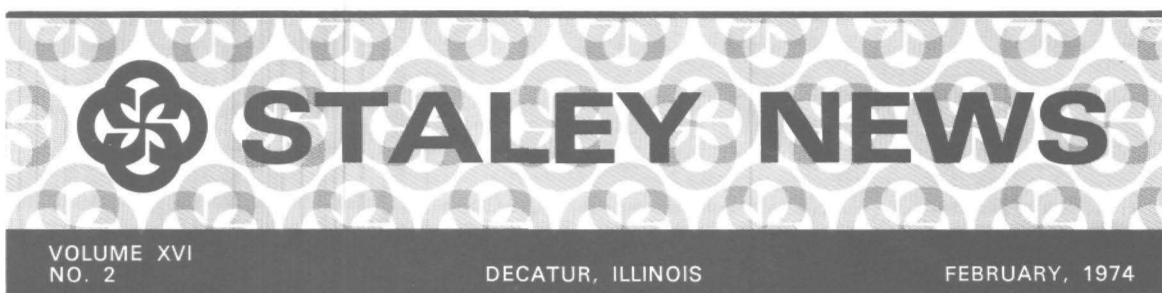
Special Awards

Sanitation—Agriproduction #14—Cliff Reynolds, Bryant Bomball, Bob Cooley, Charles Crowell, Jack Dillman, Richard Haun, Leo Johnson, Bob Richards, Tom Sanders, Jim Warnick.

(Continued on page 3)



Agriproduction TEAM #13 took honors for TEAM of the year. Accepting the award on behalf of agriproduction were Jim Moore, vice president, agri-products; Bill Richards; Dick Fiala; Jack Jones; Dick Hoyt; Rol Goodman; Walt Carter; Marcell Hanson; Sam Gibbons; Marvin Cook and Phil Bateman.



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Lockport on around-the-clock schedule

Editor's Note: In February, the Lockport Plant began producing Sweetone dried molasses concentrate pellets around the clock. A significant milestone in the plant's brief history, agreed. But, like the tip of the iceberg, more lies beneath, unseen and often unknown to all but those directly involved in the events that have

taken place. News takes a look beneath the tip.

History does repeat itself. And when that happens at Staley it can mark a technological breakthrough that promises rewards to our customers and to the company.

Witness the Lockport Plant. When it recently began around-the-clock production, it marked not only the culmination of a six year project, but the second time in 20 years that Staley had taken a once-discarded material and found a valuable use for it in the area of livestock health and nutrition.

During the 1950s, Staley developed a process using soybean hulls in molasses-based products such as Sweetone dried molasses concentrate and Sweetlix medicated feed blocks. The hulls, which were once considered of little or no value, were used in the process as a carrier—the material which absorbed molasses. Sweetone provides an energy source for cattle. Sweetlix blocks offer vitamins and energy.

The success of these products led other manufacturers to enter the field and soybean hulls themselves were discovered to have a nutrient value equal to oats. This meant the demand for them increased, driving up the cost.

(Continued on page 4)

Impressive results for Sta-Puf Blue

Sta-Puf Concentrate rolls up impressive results in test areas, exceeding profit, share-of-market and cases sold goals set earlier, reports Ed Herzog, product manager.

As a result, the concentrated fabric softener is now being "rolled out" into the Jacksonville and Miami areas. Next scheduled roll-out is in June in the greater Chicago, Pittsburgh, Louisville, Minneapolis, Green Bay, Peoria and Decatur areas.

Herzog notes that the push represents the biggest effort for a fabric softener since the introduction of Downey by Proctor and Gamble several years ago.

Citizenship a family affair for Kurt Hitsch

Since its earliest days, this nation has welcomed people from around the world, offering them an opportunity to become a part of the unique experience called America.

Even today, the story continues as people who were once newcomers in a strange land accept this as their own country by becoming United States citizens.

That's why it is easy to understand the excitement of Kurt Hitsch, his wife Trudy, and their children, Ann and John. On Jan. 28, they, too, became U.S. citizens. Another daughter, Judy, was too old to automatically become a citizen as did the younger children, but she will start the process next year on her 18th birthday.

Kurt is a project engineer in corporate engineering. He and his wife are originally from Germany. They lived in Canada from 1957 to 1966 when they moved to the United States. Kurt worked for a Denver-based company before joining Staley in January 1972. It was in June 1973 that he and his family decided to take the steps to become U.S. citizens.

"We gave it a lot of thought," Kurt recalls. "We decided that we would never return to Germany because the opportunities offered in America could not be equalled.

"No other country could provide the chances for professional advancement and personal enrich-

ment for myself and my family as we know here."

Kurt notes that as a boy he grew up under the Nazi dictatorship—a fact which emphasizes even more the advantages of living in a democratic society.

"That was the greatest advantage we saw to becoming U.S. citizens," he explains. "The amount of freedom that exists in this country is unknown anywhere—even in the 'new Germany.'"

The citizenship process is a long, tedious one. Reams of paperwork must be completed. Background checks are made. And an applicant must have two U.S. citizens as witnesses who have known him for five years.

This last stipulation presented problems because Kurt had moved twice while living in this country. So Bob Magruder, maintenance manager, and his wife, Carol, acted as witnesses and a couple from Denver mailed letters vouching for the Hitsch family. The court accepted the testimony of the Magruders plus the Denver family as meeting the requirements of the law.

This hurdle was followed by written tests on the American system of government which both Kurt and his wife had to take. Finally, in the middle of January they received word that they would become U.S. citizens on Jan. 28.

Did he or his family ever have second thoughts about the citizenship process because of such things as the Vietnam war dissent, racial riots, or drug-related problems of young people?

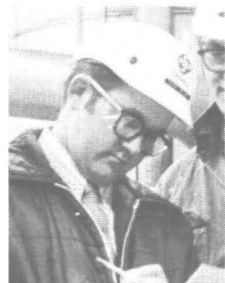
"Never," Kurt replies emphatically.

"The strength of this country lies in its willingness to report on such matters—which occur in all countries but are suppressed. We are sure our country will emerge much stronger as a result of these trials."



Macon County Clerk Bill Tangney, left, explains voting devices to new citizens Kurt Hitsch, far right, and his wife Trudy. Looking on are the Hitsch children, left to right, John, Ann and Judy.

In the News...



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Moe T. Vator picked as creature's name



Gee, Dad, that's great! That's what Sam Jackson's family says about the 10-speed bike he won for coming up with the winning entry in the "name the creature" contest. Looking on are, left to right, son, Mathew, wife Annie and daughter Samantha.

When christening time for the company's energy conservation creature came, Sam Jackson got to play Godfather.

Sam of Decatur data processing suggested "Moe T. Vator" as the winning name out of more than 500 entries.

"I picked up on the 'motivator' theme because I believed this character was to lead Staley employees by his example and his actions.

Bingo! The Vico Department in Chicago has incorporated the highly popular game into a unique safety program. Each employee is given a bingo slip and a number is selected at random each day. The first person who gets five numbers in a row wins \$5, but if a lost time accident occurs before anyone scores a bingo, the game is automatically started again.

Dividend Declared

The board of directors declared a regularly quarterly dividend of 35 cents per common share payable March 6 to shareholders of record Feb. 25. The usual dividend of 94 cents per share was declared on the company's \$3.75 preference stock.

"When he was introduced in Staley News, it was pointed out that he wasn't anymore pleased than the rest of us with the situation. But he was going to do his best and hoped we'd pitch in, too."

Sam said it was the first time in his life he has won anything, and he was so sure that he wouldn't win this time, he and his wife had already made plans to buy bikes for summer cycling.

Because there were so many entries, it was decided to have three honorable mentions. George Donelan, industrial food product manager, N.E., in Boston, James Ward, maintenance lubricator, Morrisville, and Alvin Fennig, Galesburg, took honorable mentions. Donelan submitted "Sir Vyvol," Ward suggested "Hughes A. Littleless" and Fennig entered "Mr. B. T. Uhe."

Jackson rides off on the new 10-speed bike as grand prize, while Donelan, Ward and Fennig each get a 3-speed bike.

Judges Nancy Muirhead from the Decatur Chamber of Commerce and Sue Barry, editor of Illinois Power *Hi-Lines*, pored over the more than 500 entries for nearly two hours before selecting "Moe T. Vator" as our hairy friend's new name.



Members of the Morrisville Safety Committee study a report. Left to right, Joseph Cavanaugh, warehouseman; Chuck Harvey, shift foreman; Frank Beebe, employee relation specialist; Tom Lee, maintenance mechanic, electrician, and Larry Byford, process operator feed house

Safety awareness brings results

"Safety is an attitude. We should use safety rules as an expression of an attitude for developing a personal safety awareness." This is the hypothesis of Steve Lockhart, our corporate loss prevention supervisor, as he tackles a tough job.

Steve notes that the Staley safety record last year was one of the best in recent years. "Although many companies have safety and loss prevention programs similar to Staley," states Steve, "our attitude toward loss prevention gives us an advantage in the fight to reduce personal and property losses."

During fiscal 1973, corporate safety statistics showed total reportable accidents down by 10 percent from 1972 while the frequency rate was down 37 percent and the severity rate was down 70 percent. Frequency is related to the number of lost time accidents and severity is related to total days lost due to an accident. Analysis of the corporate record reveals:

Decatur—1973 performance was the best ever at Decatur. Decatur Safety Director Tom Ellison attributes the achievement to employee awareness and practice of accident prevention by eliminating unsafe habits or conditions before an injury occurs.

Morrisville—Although still considered a new facility, the plant continues to improve, showing a 35 percent decrease in the frequency rate and 60 percent decrease in severity rate in 1973 compared to the previous year. A safety committee of employees has been formed and meets regularly.

Staley Chemical—This division shows improvement and is expected to have its best year in 1974 although its overall performance in past years has not been up to the national average for chemical plants.

Other locations showing improvement included Cicero, Detroit, Charlotte, Houlton, VICO Chicago, Redd Concentrate/Labs, Oak Brook and Galesburg. Steve commends Plant Manager Gary Prince and the Arlington, Texas, consumer products employees for having only one reportable injury since becoming part of Staley last June.

During the coming year, all locations will be participating in a corporate safety program entitled "Take Time To Be Safe." Monthly topics will be selected from the most frequent accidents which occurred in 1973 and safety material on that subject mailed to each location for use in their respective accident prevention programs. Ac-

cording to Steve, "Everyone is looking at the same problem or hazard as it affects their area. This hopefully enables us to reach a solution which eliminates the chance of personal injury or property loss."

"Communication is a key element to the effectiveness of any loss prevention program," says Steve. "I encourage everyone to report possible hazards and preventive measures as soon as possible to their safety committee. Safety at Staley is the responsibility of all employees."

Recently, a new publication called *OSHA News* was circulated to managers to assist them in understanding the Occupational Safety and Health Act. The *OSHA News*, along with future articles in *Now and News*, indicate company efforts to develop a safety awareness.

Retirements

William F. Leek, senior mechanic, sheetmetal

Rex Amon, grain unloading operator, 28 building

James Robertson, stores project clerk, 77 building

Margaret Grant, cleaner, plant clean-up, 77 building



Slow down! Good advice from Moe T. Vator who reminds employees that jackrabbit starts and excessive speed waste gasoline, which is in increasingly short supply.



The past and the present of the National Football League merged when Bobby Douglass, quarterback for the Chicago Bears, visited Staley to kick off the Decatur YMCA membership drive. Bobby and Al Zick, employee benefits manager, discuss the Decatur Staley's, forerunners of the Bears. That's "Papa Bear" George Halas seated in the front row of the picture of the 1920 team. Zick was a team captain for the "Y" membership drive.



The Morrisville expansion progresses and sights such as this are common throughout the plant. When completed the expansion will increase Morrisville capacity for production of IsoSweet by 50 percent.

Staley starches a hit with Prince

If this is Wednesday, it must be Prince spaghetti day.

The popular food company has even become so prominent as to be the subject of the Peanut's cartoon strip—a singular achievement. But then not many have achieved the old world flavor found in Prince Macaroni Italian dishes, so popular throughout the East.

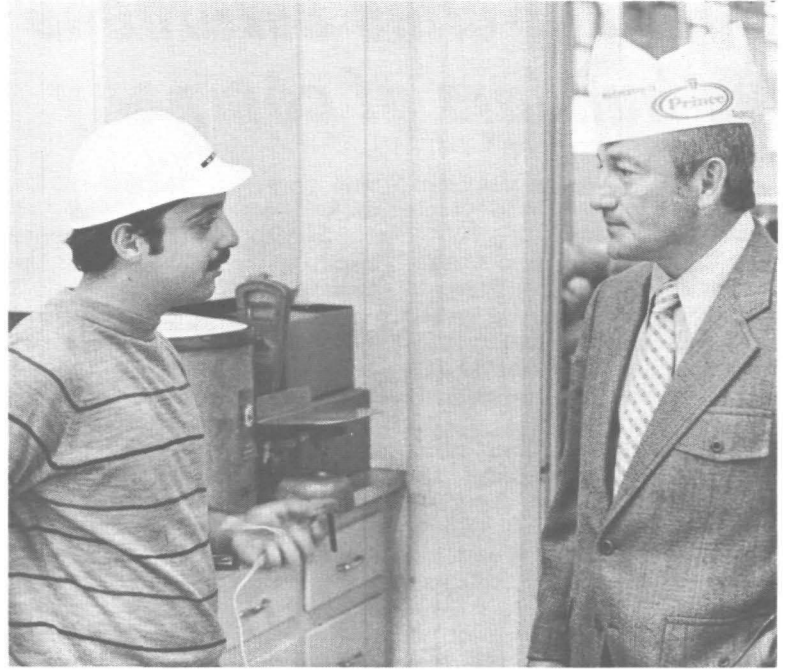
On the East Coast, heavily populated with native-born and first generation Italian-Americans, genuine taste and flavor is important. And this is where Staley's Thin 'n Thik 65 modified food starch becomes a part of the Prince story.

Imagine the dilemma of an Italian chef who finds that his once rich tomato paste is now thin. This situation faced the management at Prince about a year ago when it began receiving word from institutional users that the sauce with its canned meatballs was turning thin after processing.

Jack Erickson, Staley specialty manager for the East, was quick to realize an opening for the Staley Thin 'n Thik line.

He knew that the problem facing Prince was caused by starch breakdown. As temperatures during retort (cooking) were increased to assure the desired center can temperature, the starch would form a barrier. The heat caused too rapid thickening, so the only alternative was to lower the temperature and increase the amount of retort time—thereby increasing the cost of preparing the food—or to increase the temperatures—which would cause the starch to often break up and the paste to become watery.

Staley Thin 'n Thik starches, however, have a controlled thin to thick viscosity range that causes the starch to remain thin during



George Gallagher, right, industrial sales representative discusses Staley Thin 'n Thik starch used by Prince Macaroni of New Jersey with a Prince supervisor. Prince is a leading producer of Italian foods on the East coast.

initial cooking and thicken only after the desired center temperature has been attained.

Prince officials were somewhat skeptical at first.

"When we put in the first can it looked like water," recalls Frank Brodro, general manager for Prince.

"Right then, I was ready to call the whole thing off. But since it was only an experiment, I decided no harm would be done."

Surprise! The Thin 'n Thik 65 did the job. What had gone in thin and watery was thick and rich in the can following retort.

The tests were extended and were repeatedly successful. As a result, Prince began using Thin 'n

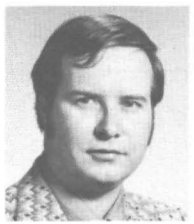
Thik 65 for all its canned meatballs and sauce.

Today, Prince retorts its meatballs at 240 degrees for 240 minutes. In addition to maintaining product quality, there has been a slight production increase. Only equipment limitations have prevented further gains.

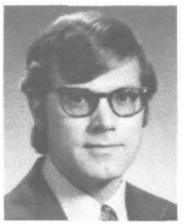
Additionally significant sales gains have occurred—10 percent since Prince started using Thin 'n Thik.

The real Italian flavor—economy—good taste, that's the Prince story and Staley helps make it possible.

But then what else would you expect from a company that makes Snoopy's favorite spaghetti?



James Kimberly



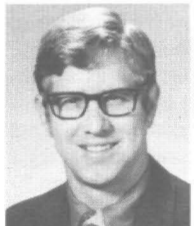
Mike Lents



Donald Brown



William Taylor



Robert Thomasson



Gerald Miller

On the move

CORPORATE

James Kimberly from technician to associate food technologist, research & development, 63 bldg.

Brenda McCoy from rates and commerce clerk to clerk steno, public relations

Brenda Keeper from messenger to purchase order typist, purchasing

CONSUMER PRODUCTS

Nora Peterson from credit correspondent to senior clerk, consumer.

Chris Smith from senior clerk to customer services clerk, consumer.

Terry Wood from financial analyst to manager promotion and planning, consumer.

INDUSTRIAL PRODUCTS

Donald Brown from assistant labor relations supervisor to building foreman, 9 bldg.

Gerald Miller from shift foreman, 5 & 10 bldg., to assistant labor relations supervisor.

Barbara Pangle from administrative secretary to office manager, Chicago.

David Zollinger from technician to chemist, Vico products.

CORPORATE

Mike Lents from systems analyst to systems analyst programmer.

William P. Taylor from systems analyst to systems analyst programmer.

Robert Thomasson from systems analyst to systems analyst programmer.

Marcia Severns from casual roll to messenger, office.

AGRIPRODUCTS

Susan White from casual roll to sales inventory & utility clerk.



Paul Kalem



Chuck Willard



Roberta Noonan



Virgil Schniederjan



Edna Sims



Herb Roszell

Anniversaries

45 YEARS

Hansel Wetherholt, senior mechanic, electric shop

35 YEARS

Paul Kalem, lub serviceman, lubrication & oil, 42 bldg.

Charles Willard, receiving and shipping supervisor, corporate information systems

30 YEARS

Roberta Noonan, accounts payable clerk, agriproducts

Virgil Schniederjan, roller mill operator, extraction & process, 101 bldg.

Edna Sims, senior corporate records clerk, corporate information systems

25 YEARS

Herbert Roszell, director of administration, proteins division, agriproducts

20 YEARS

Gene Kessinger, product manager, Gunther

15 YEARS

Larry Kaufman, senior mechanic, satellite I

Willie Newbon, pump & tank operator, 5 bldg.

Janice Petzel, division secretary, industrial relations

10 YEARS

Thomas Brabender, utility labor, yards

Mary Carpenter, office manager, industrial products, Charlotte

Clifford Dunningan, director corporate accounting, consumer products, Oak Brook

Alyce P. Livingston, technician, research & development

James Proctor, clockman, plant protection

George Scanlon, shift foreman, dextrose, industrial products

Jerry Voelker, senior mechanic, roundhouse

George Witt, utility driver, transfer

5 YEARS

Terry Johnson, utility clerk, agriproducts

Shirley Malulatis, key punch operator, Staley Chemical, Keamy

Lois Mayberry, shop clerk, satellite V, industrial products

Edward Morrison, industrial sales representative industrial products

Marjorie Oldham, clerk typist, industrial products

TEAMS

(Continued from page 1)

Quality—Dry Starch #15, Steve Tyler, Harvey Baker, Henry Burge, Tom Duncan, Henry Hack, John Paczak, Art Peterson, Ken Schuman, Merle Simmons, Jack Tuschhoff, Clyde White, Bob Woodcock.

Environment—Dry starch #16—Larry McLaughlin, Otis Chenoweth, Joe Grinestaff, Charles Jones, Ken Moser, Leo Pressley, Harold Richards, Mylo Roberts, Chester Sharp, Darrell Spicer, Mike Stratman, Marvin Zinn.

Utility Conservation—Dry starch #15—Steve Tyler, Harvey Baker, Henry Burge, Tom Duncan, Henry Hack, John Paczak, Art Peterson, Ken Schuman, Merle Simmons, Jack Tuschhoff, Clyde White, Bob Woodcock.

Safety—Corn milling #1—Rich Williams, Wayne Blick, Don Brown, Don Carroll, Bill Dodd, Larry Hale, Shelly Heiland, Steve Hynds, Bill Litz, Charles O'Dell, Jerry O'Riley, Lawrence Voyles.

Members of winning TEAMS each get a share of stock.



Women's Club officers and trustees for 1974 are, seated, left to right, Dixie Hedden, president; Fran Noland, recording secretary; Roberta Probst, trustee; Dorothy Collins, treasurer. Standing, left to right, Betty Otta, trustee; Dorothy Tefft, trustee; Irene Peyla, corresponding secretary, and Sue Fonner, vice president.

More than 600 attend 27th service awards dinner

Speaker cites awardees as builders of company

"You're in the greatest business in the world—the people business."

That was how guest speaker Cavett Robert described Staley to more than 600 active and retired employees who attended the 27th annual service awards dinner held Jan. 17 at the Masonic Temple in Decatur.

"You could have a great storm destroy all the buildings and plants of Staley but, it would rise again," Robert continued. "But let something happen to the people of Staley and even if the buildings should stand, Staley would never recover. That's because it is people who represent the true assets of a company." He called the awardees "the builders—of communities, companies and countries."

Robert noted that to build the success Staley has known, recognition of this fact is essential. Hence the entry of any successful company into "the people business."

Arthur "Pete" Peterson, foreman in 116 building, was master of ceremonies for the evening and added a personal touch to the introductions of those receiving special recognition, and calling the event "a special evening which has become a tradition at Staley."

President Donald E. Nordlund welcomed the group, noting that Staley has been built upon a tradition of sound relationship

with people—a tradition started by A. E. Staley, Sr.

Service was, as the program noted, truly "the keynote of the dinner."

Forty-nine employees marked their 25th year of service with Staley. Two employees—Russell Dash, now retired, and Robert Siweck, supervisor, stores and reclamation, were recognized for observing 45 years with the company in 1973.

The employees at the head table—each of whom marked 40 or more years of service with the company during 1973—totaled more than six centuries of service. And nearly 275 retirees attended the function.

With such service records, it is easy to agree that Staley truly is "in the people business."



STALEY NEWS

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

Manager, Employee Communications.... Dan Hines
Manager, Visual Communications.... Lee Jeske
Assist. Photographer... Roy Enloe



Bob Siweck, who celebrated 40 years with Staley shows off his service pin to Nat Kessler, right, vice president, technical. Bob is supervisor stores and reclamation.



Mr. and Mrs. Clarence Rader paused after the dinner. Helen was a 30 year awardee while Clarence was observing 32 years. Helen is a senior analyst, 60 building, and Clarence is a senior mechanic in the mill-wright shop.

Lockport example of Staley innovation

(Continued from page 1)

As one of the patentees of the molasses feeds and blocks, Ken Wright, technical director, agri-products, saw the cost of soybean hulls increase from \$10 a ton in the 1950s to as high as \$80 a ton in 1973.

Ken recognized that a new suitable replacement carrier would have to be found. The answer was forthcoming when he investigated the possibilities of

using bagasse, the residue from sugar cane after the juice has been extracted. At the same time, Louisiana State University was conducting research into the use of bagasse, formerly a waste-material of sugar cane, used only as fuel or dumped.

Also, 60 percent of this country's sugar is grown in Louisiana, so Ken scheduled a visit to that state in 1967.

There he met with sugar officials who were equally anxious to find uses for the bagasse. Ken recalls today that the sugar companies cooperated fully with him in his investigations.

However, a problem presented itself. The harvest for sugar cane is roughly 90 days—from October 15 to January 15.

Further investigation revealed that the Valentine Pulp and Paper Company had been using the rough, fibrous part of the bagasse for paper production. The pith was then discarded or burned. Because the paper mill used the bagasse on a year-round basis, Staley would be guaranteed an adequate supply of pith to use in the Sweetone and Sweetlix products. Hence, the decision to locate in the Lockport area near the Valentine plant.

The Lockport facility has been backed by years of extensive research and as Ken notes, "All the principles involved in the production have been proven sound."

Ken continues that patents will be applied for on this new Staley-developed process.

"In 20 years, we have seen two products formerly considered to be of little value integrated into a manufacturing process as an important ingredient in quality feeding products," he concludes. "This is an excellent example of Staley's leadership role in agri-industry."

Earl Snearley, manager, specialty feeds, says that most of the Sweetone dried molasses has historically been sold to smaller feed operations. The new Sweetone pellets from Lockport now promise to open two new market areas which formerly used liquid molasses instead of dried.

The first is major feed processors, who would purchase the pellets in large quantities for addition to their own finished feed. The second potential new market is large feed lot operations, primarily more in the Texas panhandle, western Kansas and Colorado. Plans call for the eventual production of granules as well as dried molasses blocks at Lockport.

"Twenty people are currently employed at the plant," notes Tom Scott, plant manager.

Tom says the plant is currently making a 42 percent sugar product but expects to reach a 50 percent product. This guarantees the American farmer an economical yet highly nutritious feeding element, he explains.



Tom Scott, seated, plant manager for Lockport, discusses production with Buddy Breaux, left, production and maintenance coordinator, and Ray Poche, plant superintendent.



Billy Hadaway, left, operator, and Tom Barker, leadman, discuss operations in the control room at Lockport.

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