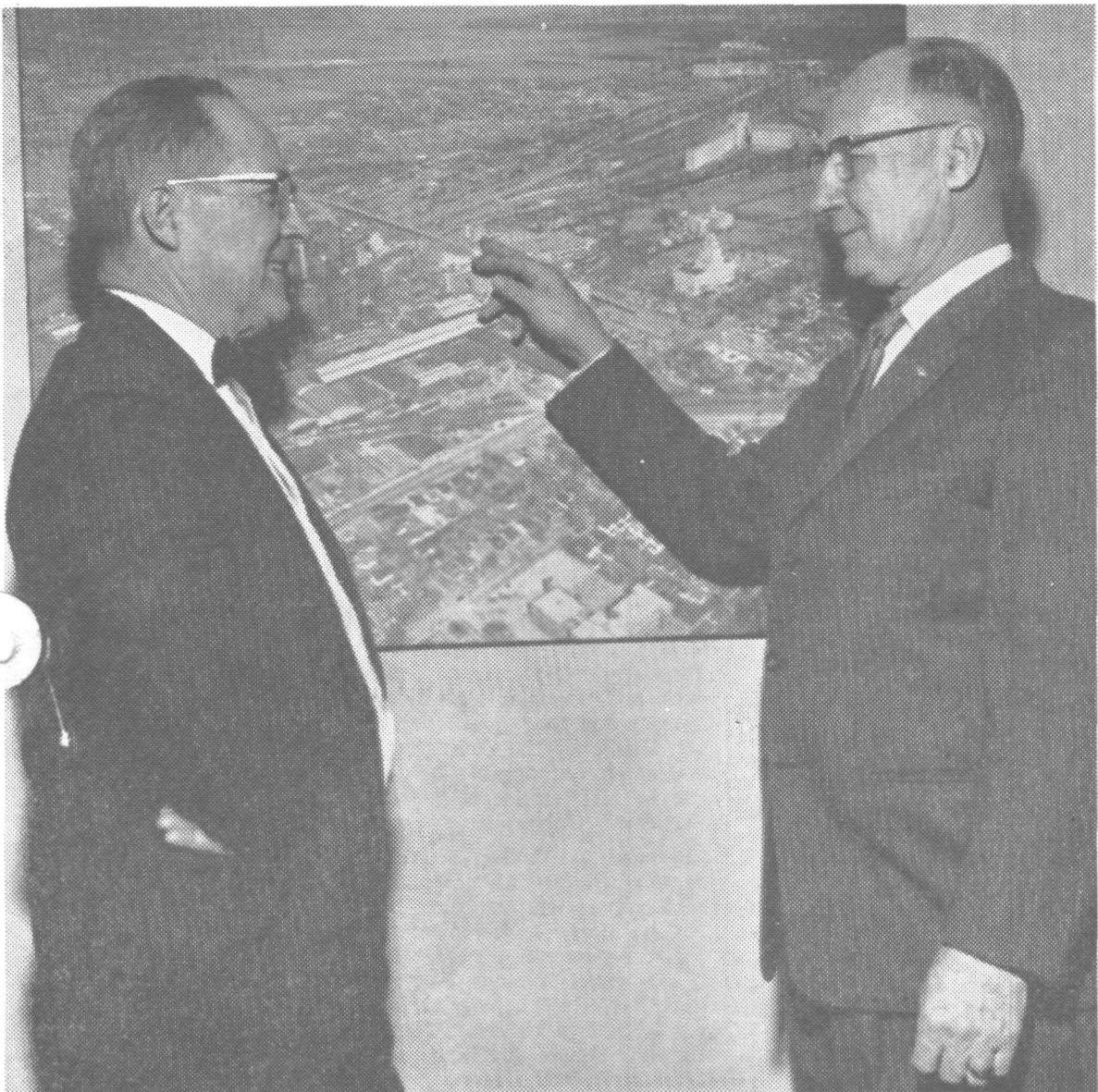


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COX BROTHERS VIEW CHANGE— Ira, left, and Irvin Cox look at an aerial photograph of the plant and reminisce about the growth of the Company in the years they have been at Staley. Each has 44 years service with the

Company. They are one of a number of employee brother teams who will be attending the 21st annual Service Awards Dinner Jan. 25. Ira is foreman in 17 Building-Bulk Syrup and Irvin is Engine Room foreman.

Company Marks First Direct Grain Export With Sale to Scotland Firm

Another Staley first was established recently with the sale of three shipments of corn, totaling some 480,000 bushels, to a Glasgow, Scotland, distillery. The Staley Company has sold grain to foreign countries on many occasions, but the contract with the Scotland distillery represented the first direct export sale of corn made by the Company, according to Gene Cottle, Grain Division manager. Many of the Company's finished products have and are now being sold directly to firms and countries abroad, but whole grain had not previously been sold in direct export.

Earlier grain sales to foreign countries have been handled through export firms in this country, who purchased the grain from Staley and conducted the transactions with foreign buyers.

"The Staley Company is well suited for direct export sales of grain because of our elevator facilities and grain-handling equipment. Although this is our first venture into this area of grain merchandising, we hope to do more of it if and when the opportunities arise and are advantageous to the Company," Cottle said.

Working out the details for the grain sale to the Glasgow firm were **Walt Malloy**, grain buyer and merchandiser, and **Charles Wilhelm**, supervisor of Export-Import Services, who handled transportation arrangements for getting the corn to Scotland.

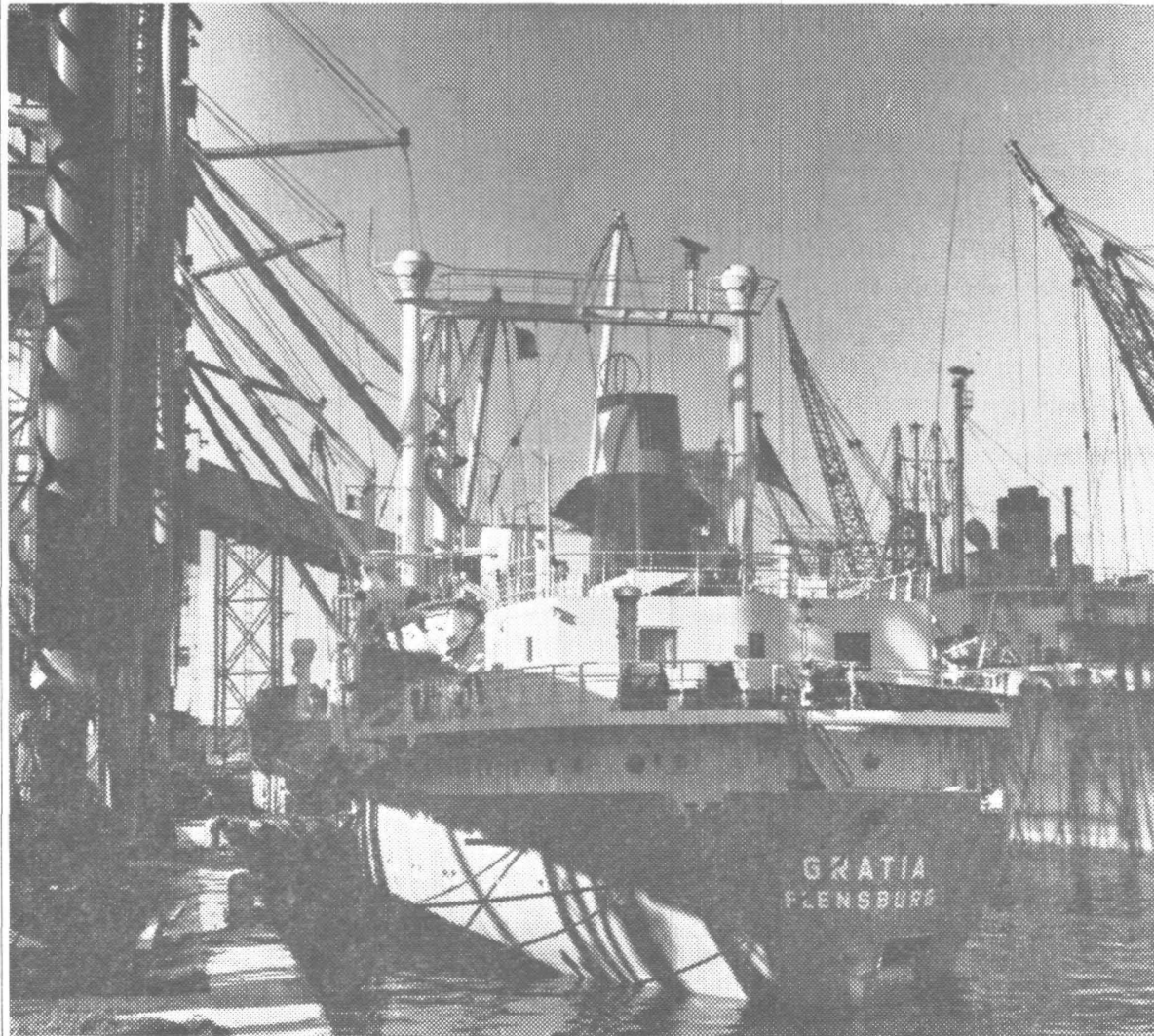
Lew Smith, superintendent of the Soybean Processing and Elevators Section, and **Dean Burdick**, assistant section superintendent, coordinated the efforts of the Terminal Elevators crew in getting the corn properly conditioned and loaded out

here for its trip to the port elevators.

Wilhelm said the first shipment of corn was loaded out at Norfolk, Va., in early December. The second shipment was loaded at Philadelphia, Pa., Dec. 26 and the final shipment of the 480,000-bushel sale was scheduled

for loading and departure from Philadelphia in mid-January.

The second shipment was loaded aboard the steamship S/S Gratia, which was making its maiden voyage. Each shipment was scheduled to take approximately 15 days to arrive in Scotland, Wilhelm said.



GRAIN LOADED FOR SCOTLAND—The second of three shipments of corn sold by the Company to a Glasgow, Scotland, distillery is

loaded at the Port Richmond Grain Elevator, Philadelphia, Pa., aboard the steamship S/S Gratia.

A. E. Staley Manufacturing Co.

Decatur, Ill.

Staley NEWS

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January, 1968

500 Staley Employees To Gather for Annual Service Awards Dinner

More than 500 Staley employees marking milestones in their service careers are expected to gather Thursday evening, Jan. 25, in the Masonic Temple for the Company's 21st Annual Service Awards Dinner.

They will be representing a grand total of nearly 59,000 years service at Staley by all employees who have been with the Company 10 years or more.

Chairman **A. E. Staley, Jr.**, who marked his 42nd year with the Company in 1967, will address the gathering as he has done at a number of previous service awards dinners, including the first one in 1948.

Guest speaker for the evening will be **Dr. Charles E. (Chuck) Irvin**, lecturer and consultant in sales, management development and communications. A doctor of education, he taught at Oberlin and Allegheny colleges and at Ohio State and Michigan State universities before becoming

a full-time lecturer and consultant 10 years ago.

Regarded as one of the most versatile speakers in America, he is also the author of a book, "How to Sell Yourself, Your Ideas, Your Products." A staff speaker for General Motors Corporation for 13 years, Dr. Irvin conducts management development seminars for General Dynamics Astronautics Corporation at Cape Kennedy, Fla., in addition to a busy lecturing schedule.

Master of ceremonies for the evening will be **Roy A. Roller**, Office Janitors Group, who is one of 25 employees to be honored for 35 years service.

Heading a group of 57 active employees with 40 or more years service is **Ed Lashinski**, plant electrical engineer, who reached the 49-year service mark during 1967. Included in this group are five "guests of honor" who will receive 45-year awards.

They are **Eric Augustine**, Instrument and Control Shop; **Earl Bray**, Engine Room; **Lynn Hettinger**, Control Lab; **Elmer Lashinski**, Mill House; and **Otto Sutter**, New York Industrial Sales District office manager.

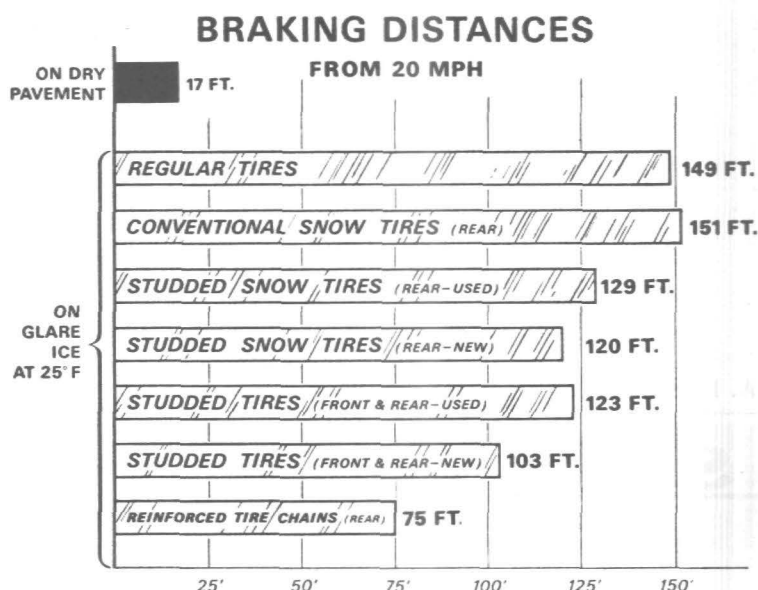
In all, some 280 employees will receive awards for 10, 25, 30, 35, 40 and 45 years service.

In addition to the 56 employees receiving 10-year shield pins, 90 employees with 30, 35, 40 and 45 years service have a choice of diamond-bearing jewelry fashioned on the Staley shield.

Featured at the dinner will be 135 silver service anniversary celebrants, one of the largest groups of 25-year employees in Staley service awards history. They'll each receive a gold watch as a special tribute on this milestone in their Staley careers.

Slated to be in attendance in addition to the awardees will be all active and retired employees with 35 or more years service, active employees with 26, 28, 32 and 34 years service, and retired employees with 25, 27, 29, 31 and 33 years service with the Company.

Chairman of arrangements for the Service Awards Dinner this year is **W. F. (Bill) Sprague** of Industrial Relations. **Kathleen Poe**, Personnel, is his general assistant. A group of 20 other employees will assist them with various activities connected with the event.



(Braking distances shown above do not include reaction time which normally adds another 22 ft. to the braking distances)

TEST FINDINGS—The latest test findings of the National Safety Council's study on winter driving disclose that regular tires on glare ice may require close to nine times as far to stop as on a dry pavement. The council points out that regardless of the type of traction device employed—even with tire chains—far slower than normal speeds are a must on icy pavements.

Here Are Tested Tips On Safe Winter Driving

In view of severe winter weather conditions being experienced in areas throughout the country, drivers of Staley vehicles, Company salesmen and other employees may find the winter driving information and tips below helpful. The information was derived from material issued by the National Safety Council.

The principal hazards of winter driving, in addition to those normally encountered the year round, are inadequate traction caused by wet, snowy and icy pavements and reduced visibility.

In its study of winter-driving problems, the National Safety Council has found that the two most important factors in safe driving are the condition of the vehicle and its equipment and the individual's own driving habits.

The council recommends a complete tune-up and check-up of your vehicle, with particular attention on brakes, tires, lights, defroster and windshield wipers.

Few drivers recognize the extreme hazards of driving on snow or ice-covered pavements, or at least fail to drive accordingly, says the council.

Tests have shown, for example, that the braking distance on snow and ice may be from three to nine times as far as the normal, dry pavement distance. This obviously means that speeds on slick pavements must be reduced considerably. The distance between you and the vehicle ahead must be increased, and any type of maneuvering—whether accelerating, braking or steering—must be performed with great care.

When driving on a slippery surface, the council says to keep a steady foot on the accelerator, and try to maintain a smooth, even speed. Sudden changes in speed, either by accelerating or braking, can throw you into a skid as can sudden, abrupt turns.

If you do go into a skid, turn the steering wheel in the direction the rear-end of the vehicle is skidding. When you feel you are pulling out of the skid, straighten out the steering wheel to regain control. Slamming on the brakes is an almost certain invitation to disaster, the council warns.

The National Safety Council's winter test projects have debunked two popular misconceptions about traction on slippery pavements—letting air out of the tires and adding weight to the trunk. It has found that the disadvantages outweigh the advantages.

Reducing tire pressures provides little increase in traction and reduces cornering ability, tests show. Likewise, adding weight in the trunk increases traction only slightly and makes steering more difficult. In most cases today, the trunk space is well behind the rear axle and as a result, adding weight behind the axle actually reduces the weight on the front wheels where it's needed for maximum steering control.

Winter Driving Tips

The council says winter driving will be much safer if drivers will heed the following six basic tips, arrived at through extensive testing:

1. Get the "feel" of the road by accelerating carefully to see if wheels spin; or brake gently to see if they skid. Reduce speed accordingly.
2. Increase your following distance. It takes three to nine times as far to stop on snow and ice as on dry pavement.
3. "Pump" your brakes to slow or stop—don't jam them on. An intermittent pumping action three to five times per second keeps the wheels rolling and helps maintain steering control.
4. Have good tires with good treads. Better yet, use snow tires which provide half again as much pulling power in snow as regular tires.
5. Always carry reinforced tire chains in the trunk of your car for use during severe snow and ice conditions. They provide four to seven times as much traction on snow or ice as regular tires.
6. Keep your windshield and windows clear at all times. Replace streaking wiper blades gone dead from exposure to sun, wind and oily road film. Be sure that your windshield washer solution contains adequate anti-freeze.

Plant, Office Posts

Nineteen Receive Promotions

Nineteen employees have been promoted to new plant and office posts in recent weeks.

Stevenson L. Bennett, a junior programmer in the Corporate Information Systems Division since joining the Company a year ago, has been appointed programmer in the division. Prior to joining Staley, he served in the U. S. Air Force for 12 years.

A. David Brandyberry, an industrial engineer since coming to Staley nearly a year ago, has been promoted to senior industrial engineer. Before joining the Company, he was an industrial engineer with the Perfect Circle Division of Dana Corporation, Hagerstown, Ind., for eight years. He holds a B. S. degree in industrial engineering from Ohio State University.

Donald L. Brown has been promoted from Production Department relief foreman to shift foreman in the Wet Starch Section. Before he was promoted to relief foreman a year ago, he held various positions in the Maintenance Section over a five-year period. He joined the Company in 1960.

Leslie E. (Les) Carr, packaging supervisor in the Grocery Products Division for the past four years, has been promoted to industrial engineer in the Industrial Engineering Department with responsibilities in the Manufacturing Supplies Section. Prior to being named packaging supervisor, he held a number of positions in the Grocery Products and Manufacturing divisions since 1951 when he joined the Company.



Roller Nevrenchan

Two Appointed To Assistant Manager Posts

Sam D. Roller has been appointed assistant manager at the Chicago Clearing House. **Milton Nevrenchan** has been named to succeed Roller as assistant manager, Refined Oil Sales.

A 14-year Staley veteran, Roller has been assistant Refined Oil Sales manager for nearly two years. Prior to that, he had been a sales representative for the Company's Grocery Products Division office in Cleveland, Ohio, for six years.

A Decatur native, Roller 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.

Nevrenchan has been product manager-laundry products in the Special Products Department for the past year. A native of Blue Island, Ill., he joined the Company in 1964 and held posts in the Research and Distribution divisions before joining the Special Products Department.

Nevrenchan attended the University of Illinois and graduated from Eastern Illinois University.

Jim D. Friesner, assistant to the supervisor, Manufacturing Supplies Section for more than two years, has moved up to packaging supervisor in the Grocery Products Division. Before the Manufacturing Supplies post, he held positions in the Feed Marketing, Distribution, Grocery Products, Transportation, Manufacturing and Research and Development divisions. He joined Staley in 1958.

Raymond J. Gibson has been promoted to industrial products facilities supervisor in the Distribution Facilities Department. He has been a distribution facilities engineer for the past two years, and was plant sanitation engineer for four years before that. He joined the Company in 1958, after receiving his B.S. degree in civil engineering from Iowa State University.

Richard C. Mosier, a junior chemical engineer since joining the Company a year ago, has been promoted to chemical engineer. Before coming to Staley, he was with Armour Agricultural Chemical Company for two years. He is a graduate of the Missouri School of Mines and Metallurgy, Rolla, Mo.

J. Michael Lents has been promoted from junior programmer to programmer in the Corporate Information Systems Division. A graduate of Millikin University with a B.S. degree in business administration, he joined the Company's Systems Division in January, 1967.

Harold E. Richards has been promoted to building foreman of 12-26 Buildings in the Dry Starch Section. He had been a foreman in 20 Building packing and loading for the past two years. Prior to that, he held a number of positions in the Dry Starch Section during his 20-year career at Staley.

Donald L. Ritchie has been promoted from sales representative to retail feed sales specialist in the Specialty Feeds Department. Prior to joining Staley in 1967, Ritchie was a salesman for Kraft Foods, Indianapolis, Ind., for six years. A native of Indiana, he attended Indiana Business School in Kokomo.

E. Garry Saathoff, an engineering draftsman in the Electrical and Mechanical Section since joining the Company two years ago, has been promoted to Production Department relief foreman. Before coming to Staley, he was with J. C. Stevens and Associates consulting engineers in St. Louis, Mo., for three years.

Everett W. Tetley, technician in Applications Research since coming to Staley in 1962, has been promoted to process service engineer in the Engineering Research Department. A native of Pana, Ill., he attended an electronics institute in Omaha, Neb., before joining Staley.

Richard L. Vail has been promoted to junior industrial engineer. He had been an engineering draftsman in the Electrical and Mechanical Section for the past five years. He joined the Company in 1958.

Other promotions: **Beverly A. Daniels**, from clerk-typist to clerk-analyst, Industrial Engineering

Steven M. Grimm, from truck driver, Office Services, to terminal elevators clerk, Terminal Elevators



Bennett Brandyberry



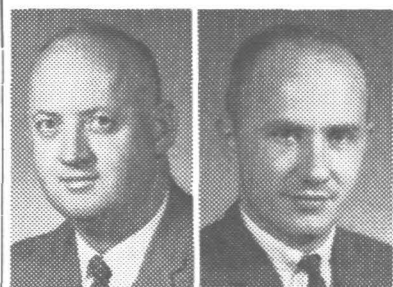
Brown Carr



Friesner Gibson



Lents Richards



Ritchie Saathoff



Vail

Donald D. Musick, from senior clerk, Soybean Extraction, soybean meal scheduling coordinator, Materials Control

Larry K. Shaw, from process service clerk, Engineering Research, to record clerk, Transportation

Donna M. Wayne, from messenger, Office Services, to clerk-typist, Industrial Engineering

Eugene D. Wooters, from terminal elevators clerk, Terminal Elevators, to senior clerk, Soybean Extraction Section.

Luke Grace Rescues Youth From Icy Lake

Quick action by Staley employee **Luke H. Grace** recently led to the rescue of one of two teen-agers who had fallen through the ice while skating on Orange Lake near Grace's Newburgh, N. Y., home.

The two boys broke through the ice 125 feet from shore, where the water is approximately 12 feet deep.

According to a newspaper account of the accident and rescue, Grace, who is eastern regional sales manager, Paper Industry Sales Department, was able to rescue one of the youths by using a ladder and rope to reach him as he clung to the broken ice.

The other boy was apparently unable to get back to the surface, where he and his companion had fallen through the ice, and drowned.

The Newburgh "Evening News" reported Grace's actions as follows:

"Hall (the youth) was rescued by Luke H. Grace, a lakeshore resident, who used a ladder and rope to get to the gaping hole in the ice where the lad clung desperately to the jagged edges.

"Mr. Grace reported that the ice was no more than an inch thick at the point that the boys went under the water.

"Sales manager for a starch manufacturing concern, Mr. Grace said that his two daughters, Patricia, 17, and Cathleen, saw the accident from their home and called him."

The newspaper went on to report that three other youngsters, who had been skating with the two who fell through the ice, were able to skate to safety.

Grace has been at Staley for three years, all in paper industry sales capacities.

Staley Officers Re-Elected To Refiners Board

Chairman **A. E. Staley, Jr.**, and President **Donald E. Nordlund** were re-elected to the board of directors of Corn Refiners Association, Inc., recently.

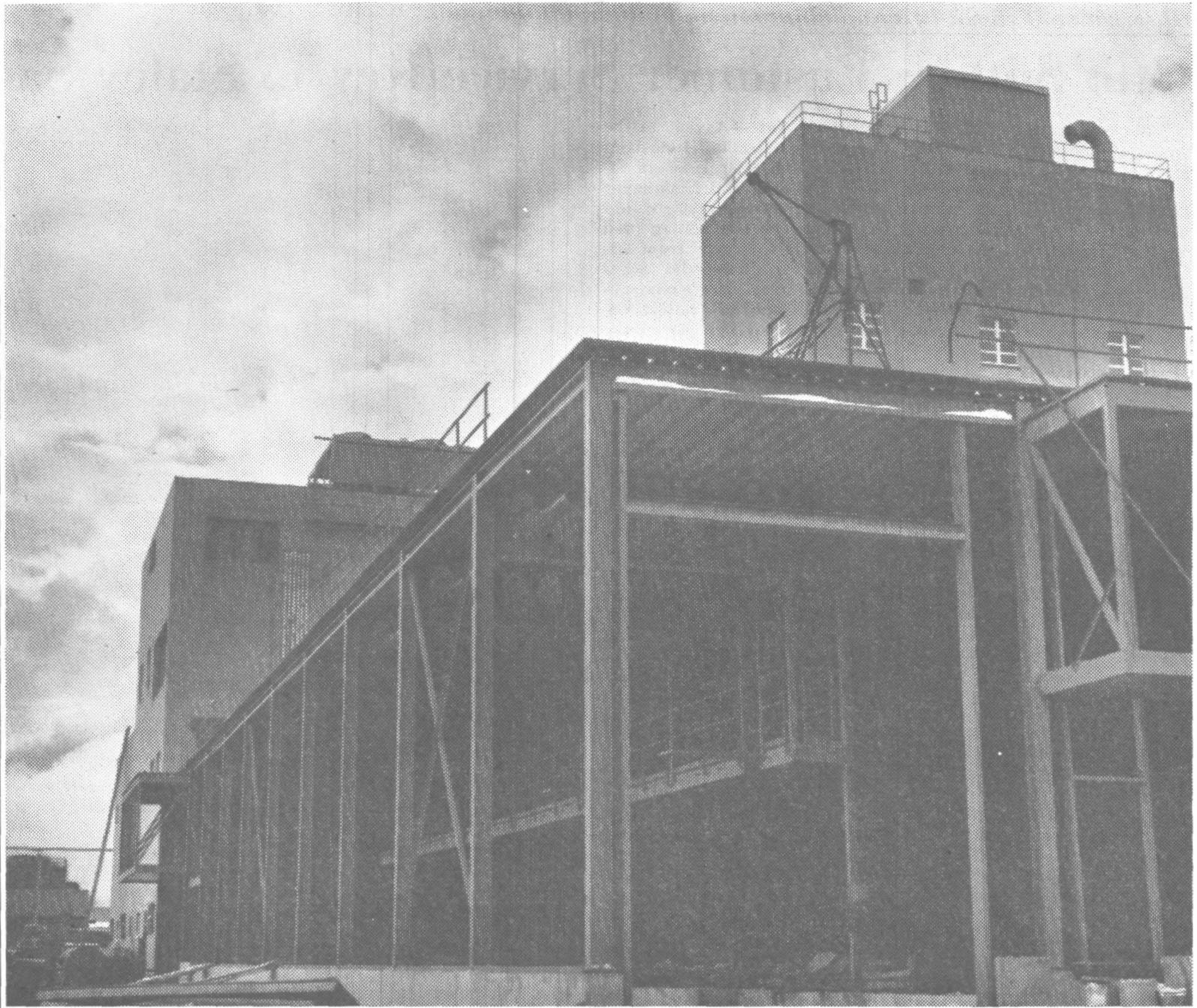
Dr. James W. Evans, president of the American Maize-Products Company, was elected chairman of the board, succeeding Robert S. Fisher, chairman of the board of The Hubinger Company, who was the association's chairman in 1966 and 1967.

Thomas R. Scanlan, vice president of the corn refining division of Anheuser-Busch, Inc., was elected vice chairman of the Washington, D. C., corn wet millers' organization to succeed Dr. Evans.

Robert C. Liebenow, former president of the Chicago Board of Trade, was re-elected president. He became the association's first full-time president in 1965.

The non-profit national association serves 11 corn wet-milling companies which manufacture starch, syrup, sugar, oil, gluten feed and gluten meal and other products from corn.

Annual utilization of corn by the member companies exceeds 200 million bushels per year.



DEXTROSE WAREHOUSE STEEL ERECTED—All steel for the expanded Dextrose warehouse has been erected and installation of insulated steel paneling for the exterior is expected to begin soon. Inside work on installation of equipment, piping and

wiring is well underway on the process building addition in left background. The expansion will result in a significant increase in the production of "Staleydex" dextrose to meet growing demand.

Paint Shop Receives Cleanup Trophy

The Paint, Roof, Clean-up and Brickmasons Department, the only three-time winner of monthly competitions in the recent Plant Cleanup Contest which concluded in September, has been named recipient of the traveling trophy now being awarded to departments showing the greatest average percentage improvement over par in the sanitation inspections.

Foreman **Leo Kelly's** crew was awarded the trophy by Plant Superintendent **Bob Schwandt** for display in the department during January, or until another department turns in a higher average percentage improvement for a month. During December, the Paint, Roof, Clean-up and Brickmasons Department recorded a 50 per cent improvement over par.

Close behind in the tabulations were 2 & 54 Buildings—Engine Room and Water Treatment with a 48.3 per cent improvement and the Pipe Shop, recipient of the traveling trophy for November, with a 47.7 per cent improvement over par.

In all, 15 departments topped par in December. In addition to the top three, they included:

- 17 Building—Small Machine Shop
- 6 & 8A Buildings—Merco
- 12 & 26 Buildings—Starch Drying and Grinding
- 111 Building—Inositol
- 34 Building—Warehouse No. 3



TROPHY PRESENTATION—Plant Superintendent **Bob Schwandt**, right, congratulates department employees during presentation of the cleanup traveling trophy to the Paint, Roof,

Cleanup and Brickmasons Department. Left to right are **Herschel Dowdell**, **Jim Beals**, **Paul Bork** and Foreman **Leo Kelly**. The department had the best cleanup record for December.

- 17 Building—Bulk Syrup Feed House
- 16, 116 & 16A Buildings—Modified Starch
- 32, 33, 17 & 20 Buildings—Grocery Products Packaging and Shipping
- Boiler Room
- 20P & 16E Buildings—Starch Processing

- 22, 47, 48 & 49 Buildings—Soy Flour.

As part of the revised cleanup campaign format, sanitation inspectors are selecting the CLOD they find most frequently during the month and noting it with the results for particular emphasis the following month. In December, emphasis was on

detailed cleaning in places such as ceilings, walls, ledges and equipment supports.

In January, sanitation emphasis is on putting employee items such as coffee cups, candy wrappers, used cigarettes and food scraps in the proper waste receptacles available in each department.

Observations From a 40-Year Selling Career

Otto Sutter: 'Customer Service Key to Staley Sales Effort'

"All company activity revolves around a sale—that little piece of paper that represents a customer's order. But that order is only as good as the people who back it up by producing a quality product and getting it to the customer when he wants it and how he wants it."

This observation was made in a recent interview by Otto Sutter, whose 45 years at Staley—40 in Industrial Sales capacities—have made him keenly aware of the importance of a total employee effort in keeping the Company ahead of its competition.

Sutter, who has been connected with the Company's New York Industrial Sales District office all four decades of his sales experience, the last 30 years as district manager, added, "In today's marketplace, the big factor in success or failure boils down to customer service."

"You either do a better job of it than the next fellow or you don't really set the gears in motion with a sale. That's not to say a sale can't be made on the merits of a product once, or maybe twice. It can, but that won't continue on an enduring kind of repeat order business. That can only be built up through consistently good customer service," he explained.

Sutter noted that the necessity for the extra effort in customer service has intensified in recent years as a greater number of companies demand more sophisticated products, narrower specifications on products and tighter delivery schedules.

To assure that customers in the New York District are receiving good service, he encourages his men to air any problems at no-holds-barred sales meetings. If complaints are not being handled quickly enough; if deliveries are held up without explanation; or if a customer is being billed incorrectly, it's brought up, discussed and not dismissed until it's solved.

"There's nothing disloyal about a salesman who sticks up for his customers. Rather, it's the highest form of loyalty, for no Company can long exist without satisfied customers. We are grateful to the salesmen who tell us when an error has been made, and so are the customers they serve," Sutter said.

"It all comes back to the idea that beyond everything else we may offer the customer, it is every employee's responsibility to do his part in seeing that the customer gets a quality product and good service on every order he gives us."

He explained that when one of our salesmen calls on a customer, what he is actually selling is the Staley Company—its integrity and its service. "Many



Editor's Note—A visit to the Company's New York Industrial Sales District Office and an interview with District Manager Otto Sutter provides insight into the challenges of selling and sales support, drawn from his 40 years of Industrial Sales work at Staley. His comments on these subjects reflect the awareness of our people on the sales "firing line" of the importance of a team effort by all employees in contributing to the Company's ability to compete successfully in today's marketplace. His other comments reflect the nature of the man himself, who is among those at Staley highly-regarded by his associates and our customers alike.

of our customers, especially the newer ones, have never seen our plants and production facilities. Their image of the Company then is represented by the sales and technical people who call on them, the Staley products they use and the service we give them.

"It is necessary to satisfy our customers on all counts in order to retain them as regular customers. This is what keeps our plants running at full tilt and, on an individual basis, provides job security for each of us at Staley," Sutter said.



He noted that in his four decades of sales work at Staley, the Company has made great strides in developing products to meet customer demand, and increasing production and customer service efficiency.

"When I first came to the Staley office here in 1927, the New York office had only been open a little more than a year. All we had to offer were a couple of kinds of syrup in two different concentrations and a few varieties of starch. There were no tank cars or tankwagons and all syrup was delivered in drums.

"The large number of products Staley has available today go a long way in giving our salesmen a better opportunity to offer our regular customers and prospective customers something to make their products more marketable, or their processes more efficient and profitable," Sutter said.

During his long sales experience, he said two of the most important Staley product developments have been "Sweetose" corn sweeteners and dextrose. "When 'Sweetose' came out prior to World War II, it marked the introduction of an entirely new concept of using sweeteners as a replacement or supplement to sugar which, of course, was then in short supply. Selling 'Sweetose' was a salesman's dream because it filled a strong need and consequently was in great demand.

Dextrose, in its various food applications, has the same kind



Otto Sutter discusses a customer order with Marian Maurer, office manager.

of appeal to industrial consumers, he indicated.

"The Company has grown tremendously over the past 45 years. One of my first jobs at Staley was wheeling brick for the then new Starch Table House. There aren't many people around who remember that building, but it was an important one in its day.

"Later, Lowell Gill hired me as a sample carrier in the lab. Those were pretty exciting days for a youngster just out of high school. I recall doing some work for Harry Watson when he was in the midst of some development work on 'Stayco' starch, another big product in the Company's growth," Sutter reminisced.

While working at Staley in those days, he was attending Millikin University in his spare time. "I've always felt there was no substitute for education, or learning more about your job. It's a never-ending process."



Putting that philosophy into practice, Sutter has taken courses at nearly every institution of higher learning in the New York City area—Columbia University, New York University, City College of New York and the Henry George School of Economics.

Despite being away from Decatur for 40 years, he has retained a keen interest in Millikin University over the years. He has been a member and officer of the New York Chapter of the Millikin Alumni Association for many years. For his long-standing support of the univer-

sity, he was presented the Millikin Alumni Loyalty Award during commencement activities in 1964.

"You know, I've been very fortunate to have had such a fine working relationship with the Staley Company these many years," said Sutter, who has often been cited by others as one of the prime Staley examples of how an individual can pull himself up by his own bootstraps.

"I was hired by a stroke of chance. I had gone out to the plant looking for summer work after graduating from high school. Red Smith, who was timekeeper then told me there

was no help needed that day, but I hung around for awhile and was just about ready to give up when Jim Galloway came by and asked me if I wanted to do some cleanup work. I jumped at the chance.

"Little did I realize then that I would be spending a major part of my life in the most exciting city in the world. Staley people are the finest anywhere to work with, and I'll always be grateful to the Company for having given me the opportunities it has. It has been very interesting and satisfying and I'm sure it will continue to be in my time ahead with Staley."

Cantor Appointed Manager Of UBS Polymer Laboratory

Appointment of Harry A. Cantor as manager-polymer laboratory at the UBS Chemical Company, a division of the Staley Company, has been announced by Dr. Robert M. Powers, UBS director of research and development.

Cantor comes to the UBS Chemical Company from Kem Products Corporation, Brooklyn, N. Y., where he was technical director for the past five years.

Prior to that, he was employed in research at Celanese Corporation, Summit, N. J., for seven years.

A native of Florida, Cantor holds a B.S. degree in chemistry from City College of New York and a M. S. degree in chemistry from New York University.

Cantor will be located at the UBS chemical plant in Cambridge, Mass., where he will supervise research and development efforts on UBS polymer products and prospective products.

His appointment follows the organization of a newly-created polymer development group for UBS headed by group leader Dr. Donald L. Johnson and staff-

fed by Dr. David R. Smith, senior research chemist; Jerrel L. Zimmerman, associate research chemist; and Howard Peterson, research technician.

This was preceded by the naming of Dr. Powers as director of research and development for the UBS Chemical Company, which has plants in Marlboro, Mass.; Lemont, Ill.; and Ajax, Canada, in addition to the Cambridge plant.



Cantor

Corn Sweetens Your Table Salt

Every time you use a salt shaker to pep up the taste of food, you're probably adding a small quantity of dextrose—or corn sugar—as well, according to Corn Refiners Association, Inc.

This somewhat confusing state of affairs seems completely logical to table-salt manufacturers. Dextrose is used as a stabilizer for potassium iodide, a compound added to salt for its iodine content. Iodine is an essential trace element in human nutrition.

The dextrose keeps the potassium iodide from separating out of the salt. Sweetening salt is a widespread practice among salt processing firms, encompassing most of the industry, it is reported.

Spotlight on New York

District Office Employees Support Company Sales Effort Across Nation

Handling inquiries from customers and brokers about prices and shipping information, maintaining a record and reporting inventory position of the district warehouse, dispensing information about the Company and its products to prospective customers, contacting carriers to trace and expedite shipments—these are some of the jack-of-all-trades duties of an office manager in one of our district offices.

In New York, Marian Maurer has been handling these duties and a variety of others necessary to support the sales activities of our Industrial Sales district office.

Her job requires a thorough knowledge of customer order requirements, prices, warehouse inventory procedures, Company policy and general district office procedures. After 23 years in the Staley New York District office, she feels familiar with her duties.

"But not to the point of boredom I assure you," Marian says. "The pace around here is such that you don't have time to be bored. There is always something new cropping up to keep you interested."

Marian, a native New Yorker who was educated in New Jersey, came to the New York office on a one-day job and it turned into a career. "I was sent here by an agency to do some casual work, not intending to be here for more than that day. As it turned out, Mr. Sutter needed someone full time to work in the office, I was offered the job and 23 years later, here I am."

Being several hundred miles away from the home office, what has been the biggest single factor in maintaining good customer relations and service?

"Good cooperation from our people in Decatur," Marian said. "The most important thing we need is information, and often we need it quickly to keep the customer satisfied. This is a continuing need as the Company adds new products, acquires other companies and products and the volume of business increases."

"When we call people like Wendell Ray, Russ Dash, Helen Wangrow, Kathy Reedy, or Bill Wiegand, they're always willing to help and get us the information we need no matter how insignificant it sometimes may seem. Sure, we get the feeling we're pretty far removed from the Company headquarters at times, but it's comforting to know there are people in Decatur to help out when it's needed."



Marian Maurer keeps a customer posted on his order.



Helen Casey sends a telex message to home office.

Assisting Marian with the clerical work of the New York Industrial Sales District office are Mildred Nolan, a clerk whose primary duties include manning the telephone switchboard, and Helen Casey, who handles a good share of the stenographical load.

Together with Otto Sutter, New York District manager, and the sales representatives working in the district, they make up an important Industrial Sales team. To our customers in the New York area, they are the Staley Company, just like their counterparts in Staley district offices, located in Atlanta, Boston, Chicago, Cleveland, Kansas City, Los Angeles, Philadelphia, St. Louis and San Francisco.

A native of Pittsburgh, Pa., Miller holds a B. S. degree in industrial management and a M. S. degree in business administration from Duquesne University. He has also done advanced work at the University of Chicago and the Illinois Institute of Technology.

Miller Appointed Materials Control Dept. Manager

Appointment of **Charles J. Miller** as manager of the Materials Control Department in the Materials Control Division has been announced by Kent N. Mittelberg, division director.

Miller has been a senior systems research engineer in the Corporate Information Systems Division since July, 1965, when he joined the Company.

Prior to joining Staley, he was an industrial engineer at U. S. Steel Corporation in Chicago for five years and at Crucible Steel Company of America, Pittsburgh, Pa., for five years before that.

A native of Pittsburgh, Pa., Miller holds a B. S. degree in industrial management and a M. S. degree in business administration from Duquesne University. He has also done advanced work at the University of Chicago and the Illinois Institute of Technology.

Boyer Elected

W. R. Boyer, vice president, Finance, was recently elected a member of St. Mary's Hospital Advisory Board, a group of business and civic leaders who advise the hospital's administration on various matters brought before the board.

Engineer Awarded Four Shares of Staley Stock In Employment Program

Gary Prince, a chemical engineer, was recently awarded four shares of Staley Common Stock in connection with the employee "talent scout" program initiated by the Employment Section more than a year ago.

Prince was presented the four shares by **Jim Stocker**, Employment Section supervisor, for having referred two professional level job candidates to the Company who were subsequently hired.

The employee referral program was introduced as a means of tapping a new source for gaining contacts with prospective employees in addition to the Employment Section's regular college recruiting and employment advertising programs.

The program is aimed at meeting Staley employment needs for college graduates, with or without experience, in the following professional fields:

- Chemistry and Research
- Industrial Engineering
- Mechanical Engineering
- Chemical Engineering
- Marketing
- Accounting
- Programming
- Systems Analysis
- Management Training

Stocker said there are continuing needs for employees in these job categories as the result of Company expansion and the largest demand for college-trained people in the past 25 years.

"Colleges and universities across the country are turning out thousands of graduates each year, but the demand by business and industry for people in these fields of study far exceeds the number available for employment," he said.

For new employees and others who are not familiar with the employee referral program, here is a review of how it works:

Employees may refer job candidates either by completing the form below and sending it to Jim Stocker, Administration Building, 1-W, through the Company mail, or by calling Stocker at 566, or **Bill Schoettle** at 360.

A letter will be sent to the person referred, explaining that his name has been given to the Staley Employment Section as a possible job candidate.

All applications by referred persons will be given consideration and will be answered. If the referred applicant is hired following regular Staley employment procedures, two shares of stock will then be awarded to the employee who submitted the candidate's name.

Regardless of the outcome, the employee making the referral will be notified of the results.

Prince, who has been with the Company less than a year, caught the spirit of the employee referral program, and is now a Staley stockholder.

"Every employee is eligible to participate," Stocker said. "We've had a few referrals in addition to Gary's, but we'd like more. It's a relatively simple way to receive two shares of Staley stock and help the Company at the same time."

Name of person referred _____ Date _____

Address of person referred _____
 Street City State

Phone _____ Present occupation _____

Employee making referral _____

Department _____



ONE OF MANY CALLS—Mildred Nolan plugs in one of many calls she handles in busy Staley New York office.



'TALENT SCOUT' AWARD—Jim Stocker, left, Employment Section supervisor, presents four shares of Staley Common Stock to Gary Prince, a chemical engineer, who was awarded the stock for having referred to the Company two professional level job candidates who were subsequently hired.



COMMUNICATIONS SEMINAR—George Prust, Personnel director, facing camera at left, explains a point about Personnel interviewing during a communications seminar conducted recently for a group of Eastern Illinois University students and their instructors. The students were studying business communications and had

visited a number of industrial firms in the area in addition to Staley. Participating in a question-and-answer session with the students were, from Prust's left, Jim Stocker, Employment supervisor; Dave Pritts, Training supervisor; and Wayne Martin, assistant purchasing agent. Each gave individual presentations.

Blake, Summerlott, Sullivan Move To New Control Division Positions

Arthur B. Blake, Other H. Summerlott and Donald A. Sullivan have been named to new positions in a reorganization of the Control Division announced recently by Comptroller Charles S. Locke.



Blake has been budget director, has been named manager of operations planning, a new department created to provide increased direction to future Company development. He will also be responsible for economic



Sullivan and **Summerlott** evaluation of capital expenditures. Summerlott, who has been manager of Cost Accounting, has been named manager of Cost Control, responsible for corporate budget activity, standard costs, inventories, operating performance reviews

and cost analysis. Sullivan, formerly manager of Corporate Accounting, is now manager of Accounting. He is responsible for all the Company's accounting and accounting systems, reporting and statistics.

In the division's reorganization, the International Accounting Department is unchanged, remaining responsible for directing the accounting of our foreign subsidiaries and aiding our international management in financial matters.

Locke said the reorganization was effected to better meet present and future demands in these vital areas of Company operation.

Lund, Thanos Appointed To Product Managers

Herbert W. Lund and Nicholas J. Thanos have been appointed product managers in the Grocery Products Division, F. W. Julsen, marketing planning manager, Grocery Products Division, announced recently.

Both have been assistant product managers in the division for the past year.



Lund will handle all marketing activities associated with "Staley" table syrups, "Hip-O-Lite" marshmallow creme, "Cream" corn starch, "Sno-Bol" toilet bowl cleaner, and "Staley" corn oil.

Thanos will handle "Rain Drops" water softener, "Diaper Sweet" diaper deodorizer, and "Cream" baby powder.

In connection with these appointments and product assignments, Julsen also announced grocery products' brand reassignments, involving Mike Dotson and Bob Pence, senior product group managers.

Dotson's marketing responsibilities will be centered on "Sta-Puf" fabric softener, the Company's leading volume grocery product. Pence will handle "Sta-Flo" spray and liquid starches, "Sta-Flo" fabric finish, and "Cameo" and "Quick Elastic" brand starches.

Bob Corman, test product group manager, will continue to handle "Lightning White" laundry whitener and brand products in regional test markets.

Lund joined the Staley Company as an assistant product manager in June, 1966, after being with the Kroger Co. in Peoria for five years. He is a graduate of the College of Commerce of the University of Illinois.

Thanos, a Mount Clemens, Mich., native, is a graduate of Ball State University, Muncie, Ind.

30 Employees Observe Service Anniversaries

Thirty veteran employees mark service anniversaries in January, ranging from five to 40 years with the Company. They account for 520 years service at Staley.

Heading the list is William E. Robinson, product inspector in the Shipping and Inspection Group, who will reach the 40-year milestone in his Staley career Jan. 28. He has been a product inspector for nearly 25 years. His entire career has been spent in the Control Lab, where he started as a sample carrier.

Employees celebrating service anniversaries, ranging from five to 35 years, in January include:

35 Years
Glenn R. Finley, Soybean Extraction, Jan. 4
Fred Oak, Steep House, Jan. 11

30 Years
Michael Paczak, Plant Protection, Jan. 4

25 Years
A. Richard Thompson, Chemical Engineering, Jan. 4

20 Years
Louis D. Bailey, Storeroom, Jan. 6
Pat Bowles, 16 Building, Jan. 13

15 Years
Wilbur E. Buis, Plant Protection, Jan. 13
Charles I. Sullivan, UBS, Jan. 18

10 Years
John F. Traugher, 16 Building, Jan. 20

5 Years
B. A. (Al) Morgan, Industrial Marketing, Jan. 1
Jack A. Grant, Civil Engineering, Jan. 2

15 Years
Ludwig Zenz, Process Engineering & Technical Services—Morningstar, Jan. 5

10 Years
Charles R. Bowles, Syrup Refinery, Jan. 6
R. Ray Estes, Chemical Research, Jan. 15

5 Years
James D. Friesner, Grocery Products, Jan. 6



Finley Oak



Paczak Thompson



Bowles Buis



Traugher

Charles R. Geisen, Industrial Sales—St. Louis, Jan. 27

Raymond J. Gibson, Materials Control, Jan. 6

Elsie L. Koshinski, Systems, Jan. 20

Malcolm H. Meek, Mill House, Jan. 15

Daniel B. Miller, Jr., UBS, Jan. 1

Robert C. Ragsdale, Feed House, Jan. 15

John A. Reynolds, Pipe Shop, Jan. 6

Robert A. Schnell, Engineering Research, Jan. 28

Clayton E. Snyder, Applications Research, Jan. 22

Delbert G. Thomas, 20 Building, Jan. 7

Virgil A. Will, Electrical & Mechanical Engineering, Jan. 6

Marvin P. Zinn, Dry Starch Section, Jan. 1

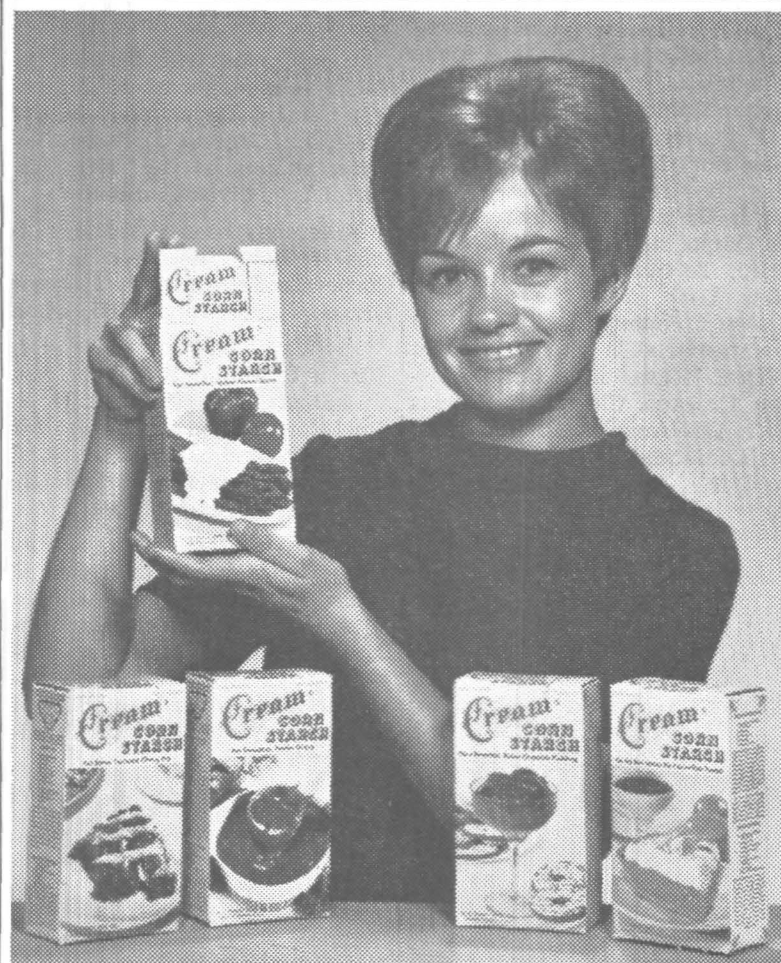
5 Years
Jack S. Abell, Industrial Sales, Jan. 1

Joyce A. Koger, Financial, Jan. 28

Bulk of Corn Bought By Refiners Comes From Illinois

Corn refiners purchased more than one-half of all the corn they bought in 1966 in the state of Illinois, and another one-third was purchased in Iowa, the second in an annual series of industry transportation surveys shows.

Railroads continued to furnish the bulk of the transportation used by refiners, although there was a significant increase in the use of barges for some product shipments. Truck usage also increased on both incoming and outgoing traffic.



NEW RE-SEALABLE 'CREAM' PACKAGE—Diane Bosch, Salary Administration clerk, displays "Cream" corn starch package with new re-sealable top for photo accompanying news release to home economics and packaging magazines and metropolitan newspapers, announcing the innovation.

Staley Profiles

Two Veteran Production Foremen Retire After Long Staley Careers

Two veteran production foremen, **Earl Beals** and **Henry Colbert**, each with Staley careers spanning more than 40 years, retired in December.

Colbert, with 43 years service, and Beals, with slightly more than 40 years, closed out somewhat unusual careers in that each was associated with one area of production throughout his Staley employment.

Colbert's long experience in the Mill House included 20 years as foreman and 14 more as an assistant foreman. Beals contributed his efforts in the area of starch production, holding positions in the old Table House and Kiln House. He became shift foreman of 13-21 Buildings in 1952 and building foreman of 12-26 Buildings in 1962.

Colbert's experience in the operation of the Mill House qualified him as somewhat of an authority on wet starch processing. To derive some of the benefits of this experience, he was asked to put down on paper many of the aspects of production he carried around in his head.

He accepted the challenge, and for his last few months at Staley, he wrote steadily. The result is a valuable reference source for Wayne Blick, his successor, and other supervisory employees in the Wet Starch Section. In the form of a manual, his writing pertains to nearly every facet of wet starch processing, from what to do in breakdown and shutdown situations to recommendations for reducing starch losses.

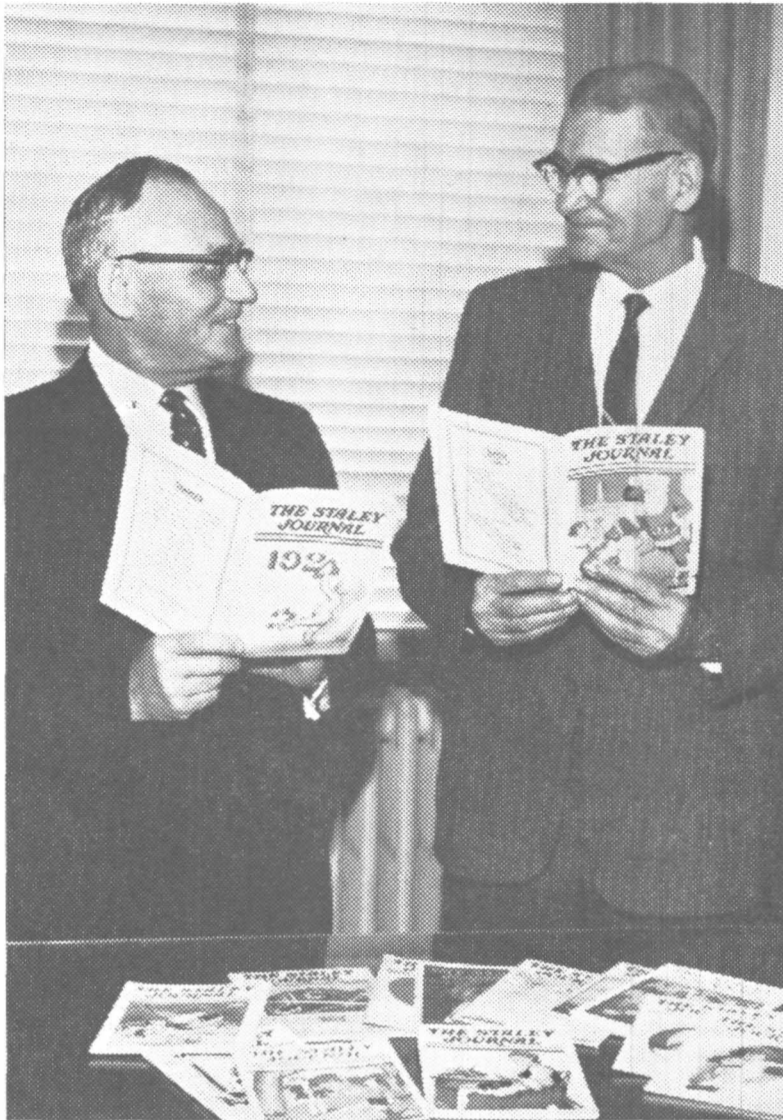
Colbert, who joined the Company shortly after coming to the United States from Germany as a young man, said he has seen the Mill House progress from a daily grind of 35,000 bushels of corn to more than 100,000 bushels.

His immediate retirement plans include a trip to Clearwater, Fla., for him and his wife. After that, he says he intends to remain active keeping busy in his woodworking shop where he makes cabinets and frames for his oil paintings which he plans to spend a lot of time on too.

Beals said he and his wife also plan a trip to Florida this winter to visit relatives and old friends in Miami, Tampa and St. Petersburg.

One of the last of the original starch shovelers at Staley, Beals recalled that the work was hard but the pay was good. "An average shovelful of starch weighed around 125 pounds. The starch was shoveled onto trays and loaded into railcars, 28 trays to a car.

"Two shovelers would load a car and we got paid by the number of cars we could load in a day. I was making approximately \$1.25 an hour. That may not sound like much, but that was real good money in those days. There were a lot of people



REMEMBER WHEN?—Henry Colbert, left, and Earl Beals recall their early days at Staley while going through Staley Journals of the mid-1920s. Colbert joined the Company in 1924, Beals in 1927.

around town working for \$1 a day," he said.

He said one of the biggest changes he has seen at Staley, other than the physical growth of the plant, has been in starch drying. "When I first started, it took from 22 to 24 hours to dry a carload of starch. With our flash driers, larger amounts can now be dried in 45 seconds."

Both men agreed they would return to Staley on occasion to see how the grind was going and to visit old friends. Colbert summed up their feelings when he said, "After 40 years with the Company, you can't just walk away and forget all the friends you've made and experiences you've had. We'll come back from time to time."



NEW OFFICERS—These are the new officers of the Staley Women's Club, installed at the club's January meeting. In front, left to right, are Kathy Greene, vice president; Kathleen Reedy, president; and Mary Christerson, corresponding secretary. Standing, left to right, are trustees Nancy Richardson, Vera Bryan, Jeanette Weakley and Agnes Rommel. Not present for photo was Beverly Seitz, recording secretary.

Seven Employees Retire To Life of Leisure

Seven veteran employees have retired in recent weeks, including five with 40 or more years service. They account for a total of 262 years at Staley, an average of more than 37 years service.

The seven retirees and their years of service are:

- Willard E. Kearns, 41 years**
- Clarence W. McGeehon, 41 years**
- Isaac York, 41 years**
- Willie L. Barnes, 40 years**
- Earl E. Traugher, 40 years**
- Frank Meyers, 34 years**
- Charles A. Farris, 25 years.**

Kearns had been assistant foreman of the Electric Shop for the past 16 years. Before that, he had been a senior mechanic in the Electric Shop for nearly 10 years. He joined the Company in 1926, working on new construction.

McGeehon had been a shift foreman in the Oil Refinery for the past 20 years. Prior to that, he was an equipment operator in the Oil Refinery for five years. Before moving to the Oil Refinery, he held posts in 16 Building, Elevator C and 17 Building in addition to stints on the Extra Board.

York was a shift foreman in the Merco Group, Wet Starch Section, for the last 10 years of his Staley career. Before that, he was a repairman in the Mill House for seven years, and worked in the old Table House for five years. He started in the Boiler House.

Barnes has been lead loader in 111 Building for the past seven years. Before a brief period as a syrup packing line operator in 17 Building, he was a centrifuge operator and neutralizer operator in 111 Building. He began his long career at Staley as a shoveler in the Elevators Section.



Kearns McGeehon



York Barnes



Traugher Meyers



Farris

Traugher, ion exchange operator in the Syrup Refinery for the past eight years, spent most of his career in the Syrup Refinery, where he also held posts of filter operator and closed converter operator. He started at Staley in 1927 as a helper in the Garage.

Meyers, who has been records clerk in 17 Building-Bulk Syrup for the past four years, had previously put in 19 years in the Syrup Refinery, where he held a number of positions. He joined Staley in 1933, starting on the Extra Board.

Farris had worked in the Yard Department for slightly more than 20 of his 25 years at Staley. He held posts of rigger, rigger helper, and track labor leadman in the Yard Department. He started his employment in 1942, working on the Extra Board.

Don Adcock Adds To Bowling Trophies With Tourney Victory

Don Adcock, Millwrights Shop, added another trophy recently to his collection of bowling awards by winning the scratch division title in the 37th annual Herald and Review Men's Singles Bowling Tournament.

Adcock, who has been a perennial leader in local individual league play, won the tourney, which concluded Jan. 14, by rolling a series of 662 on games of 191-226-245.

Fire Prevention Methods, Controls, Reduce Number, Severity

A cleaner, more orderly plant, improved communications and increased employee awareness of the importance of fire prevention practices are some of the major factors attributed to a sharp decline in the number of fires at Staley in recent years.

For example, the number of fires here in the past two years added up to less than one-third of the total for the previous three years.

Equally important, most of the fire calls in the past few years have involved relatively minor damage. In many cases, fire preventive heat-sensing devices have been activated, extinguishing the fires almost immediately, according to Mike Paczak, Plant Protection director.

Jim Cozad, superintendent of the Utilities and Specialty Feeds Section which includes the Plant Protection Department, added that new heat-sensing and pressure suppression devices have been installed on many pieces of equipment throughout the plant in recent years. These precautions, coupled with engineering changes and the addition of newer equipment with built-in fire controls, have resulted in a marked decrease in the severity of the fires which have occurred, he said.

Engineering changes have included sprinkling systems, automatic carbon dioxide foaming systems and so-called "wet water" automatic systems.

In addition to a cleaner plant, which in itself represents a basic fire prevention factor, Paczak noted that certain procedures, instituted in the past few years to decrease the possibility of fire, have helped too. An example is the permit which employees must obtain before using spark, heat, or flame devices for cutting and welding.

Check List

In addition to requiring authorization from the appropriate supervisory people involved, depending on the building where the equipment is to be used, the permit contains a precaution check list for the employee to follow.

The check list includes making sure the area is clear of flammables, fire doors are operative, a safety tag is in place if moving equipment is involved, fire extinguisher equipment is on hand and other precautions.

Other safeguards include regular fire prevention inspections by Plant Protection employees and insurance Company inspectors, training of employees in how to use a fire extinguisher and increased emphasis on fire prevention in the new foremen's orientation program.

Plant Protection inspections include regular testing of automatic fire preventive devices to make sure they are fully operative, tests of fire extinguishers and fire hose and checks of employee protective equipment contained in each building.

"It is also notable that more employees seem aware of their responsibility in fire prevention. This is very helpful in eliminating the possibility of human error in starting a fire," Cozad said.

"It may appear to some employees that we're overcautious at times when it comes to fire prevention, but most of them realize that following safe practices in this regard results in their own protection," he said.



EQUIPMENT CHECK—Left to right, Morris Fisher, Walt Smith, Charles Yarborough, Tom Boyd, George McFarland, Zeb Eaton, Larry Ward (on back of truck), Joe Slaw and Sherwood Howard check over equipment before a firefighting training session. Although the Staley fire crew is not called upon as frequently as

in former years because of a reduction in the number of fires, the group of Plant Protection employees and employee fire volunteers from other departments throughout the plant maintain readiness with regular fire drills and special emergency drills. Each shift has a group of employees trained to fight fires.

Staley Firefighting Team Alert to Emergencies

When a fire alarm sounds in the plant, most employees pause in their work and wonder what's happening. But, for a key group of employees, the alarm is a signal to get moving.

They are the Staley firefighting crew, made up of Plant Pro-

tection employees and employee volunteers from sections throughout the plant.

Mike Paczak, Plant Protection director, explained that there are a total of 65 employees, divided somewhat equally by the three shifts worked at Staley. On each shift, there is a repre-

sentative group to answer fire emergencies.

Directing their efforts when a fire occurs are Jim Cozad, section superintendent with supervisory responsibility for the Plant Protection Department; Morrie Fisher, Plant Protection foreman; and Paczak.

Acting as assistant fire chiefs are four shift foremen. They include Glen Clark, Ed Hale, Robert Bilyeu and Clifford Grant.

Paczak said the employee volunteers receive basic training in firefighting and participate in regular drills, for which they are excused from their regular jobs. The only other qualifications for being a Staley volunteer fireman are physical fitness and willingness. Some volunteers are also selected for their mechanical abilities, which may be helpful during some fires, he said.

Quick Reaction

The purpose of having a volunteer fire unit within the plant is for quick reaction to a fire which has less possibility of spreading if caught early, Paczak said. Once the Decatur Fire Department arrives, the volunteer's job is to assist them, added.

"In many cases over the past few years, our own firefighting units have been able to extinguish fires before the arrival of city firemen. Fortunately, we haven't needed them on many occasions, but it's reassuring to have them as a backup when we do," he said.

Because of improved fire prevention equipment and methods, which have resulted in fewer fires, the Staley firefighting team has not been called upon as frequently as former years, but they maintain a state of readiness with regular drills and special training situations such as major emergency drills.

"And that's the way we'd like to keep it," Paczak said.



DIGGING A TUNNEL—Workmen dig around the 24-inch water main, which carries all of the plant's water supply, in preparation for construction work on a new building to go in just east of 34 Building-Warehouse. The new building will

house dry starch blending equipment, which will be moved from the west end of 16 Building to make room for additional starch processing facilities in that building. The entire improvement project also involves other changes.