

StaleyNews

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While sales volumes up, sweetener prices, margins and soy processing results hurt second quarter earnings

The company on April 20 reported net earnings of \$15,398,000 or 67 cents per share on sales of \$405,350,000 for the second quarter ending March 31, 1982.

The totals compare with net earnings of \$27,824,000 or \$1.25 per share on sales of \$532,281,000 for the same period last year.

For the six months, net earnings amounted to \$31,906,000 or \$1.40 a share compared to \$60,524,000 or \$2.73 a share for the first half of the prior year. Sales for the six months were \$798,404,000 versus \$1,084,590,000 a year ago.

Signs point to alcohol problems

It isn't always easy to spot a drinking problem, especially in yourself. According to Ron Dreier, Staley's employee assistance coordinator, an alcohol problem can't be measured by how many drinks you have each day, how many years you've been drinking, where you drink, or how much you can hold. Nor does it have anything to do with the kind of alcohol you typically use: The "strictly beer" drinker can have an alcohol problem as surely as the person who favors wine or hard liquor.

Instead, how and why you drink, and what alcohol is doing to you. "If you sometimes get drunk when you fully intend to stay sober, if you no longer get as much pleasure from drinking as you once did, if your reliance on drinking has become progressively greater, you may be heading for the illness called alcoholism," Ron said.

Think, too, about how seriously alcohol is

Corn sweetener prices were lower and margins less attractive in the second quarter and six months than for the same periods the prior year, according to Don Nordlund, chairman. He emphasized that the company's corn sweetener sales volumes in fiscal 1982 are well ahead of the previous year.

Nordlund said soybean processing results continue to be unfavorable, due to soft protein demand in the United States and abroad.

Positive earnings contributions were made by the company's grain processing affiliates in Europe and Mexico, according to the chairman. He said Staley foodservice operations also recorded a strong performance.

Looking to the future, the chief executive said demand for corn sweeteners, especially high fructose corn syrups, is excellent and the company anticipates that its corn refining plants will operate at capacity for the remainder of the fiscal year. He added that corn sweetener prices are improving and should strengthen further this summer.

affecting the basic realities of your life: your health and physical safety, your emotional well-being, your family and personal relationships, your work, your financial situation. The more drinking is interfering with these areas of your life, the more likely you are to have an alcohol problem, according to Dreier.

"If drinking has become a problem for you, you have lots of company," the EAP coordinator said. "Alcoholism is an illness suffered by some 10 million Americans, and it does not discriminate by age, sex, race, or income. But, most importantly, it is a treat-



Switching roles, Don Nordlund, chairman, at left, was on the receiving end of the gift line this year at the annual service awards program. Bob Powers, president, presented him his 25-year watch, while Linda Scott looked on.

285 honored at awardees celebration

"Whatever we do in life, we must do so well that whenever it is needed again, we are thought of for the job."

That message was delivered by Dr. Charles W. Jarvis, D.D.S. to some 400 employees, spouses and company guests attending the 35th annual service awards program, April 15, in the Masonic Temple, Decatur.

Lacing his message with humorous anecdotes, the former dentist turned humorist, told the audience, "There are two types of problems--those we can solve and those we can't. We must distinguish between the two."

Dr. Jarvis told of the man who always wished his wife "good luck" whenever she went to the beauty shop and of the bald-headed man who went to a barber and asked him to part his hair!

able illness, with recovery possible regardless of the severity of the symptoms. Like most illnesses, however, the sooner you get help, the better your chances for recovery and the easier it will be.

"If you're wondering whether you should be concerned about your drinking, complete the questionnaire on Page 4 of this month's 'Staley News.'"

"There are obviously things we can do something about and others we can't. We have to distinguish between the two, using our brain and common sense."

Poking fun once again at human nature, he told about the man who purchased a bird like all others in the shop but costing three times as much. The bird was guaranteed to sing and talk. The new owner returned to the pet shop the following day with his bird, complaining that it would neither sing nor talk. The proprietor asked if the bird had a bell--an obvious necessity for making the bird happy enough to sing and talk. That purchase brought no success and neither did succeeding purchases of a perch, ladder, mirror, bath and swing. Finally, the bird's owner appeared one day and announced that the bird was dead. It did, however, speak up just before dropping over and asked, "Didn't they sell any bird seed?"

"We must use common sense and think our way through problems," the speaker reemphasized. Dr. Jarvis pointed to the company's founder and said, "A. E. Staley, Sr. was a thinker and as a result was able to build a fine company. But the road to success...to this anniversary celebration...was not easy. Along the way Mr. Staley invested much thought and common sense."

During the evening, Bob Powers, president, indulged in a few moments of nostalgia, pointing out that the awardees would likely reminisce upon their Staley careers and old friends and acquaintances with whom they worked through the years and shared many good times. "This is an evening made special by the personal memories of each of you," he said.

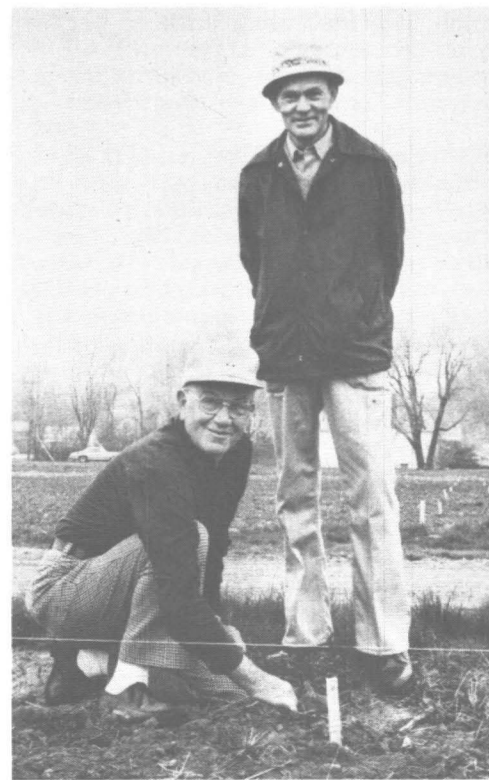
"But--it is also special for the company because this evening causes all of us to reflect on how this organization has grown and changed over the years and--most important--what has made it prosper."

Awardees primary source of growth

"There are many reasons, of course, but none more important than the character of you, our award recipients. To the Staley Company, you have been its primary source of growth and strength in the past and you are our foundation today. Without your dedication and talent, Staley could never have become what it is--a company that we all take pride in.

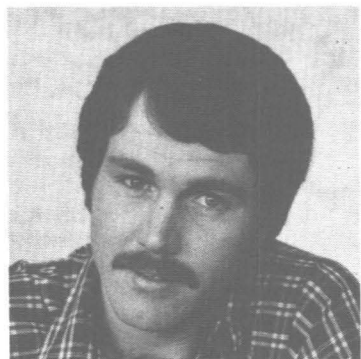
"This evening is an observance of milestones and a recognition of accomplishment--but it is more. It is a reminder that, as in the past, the Staley Company's most important asset for the future is its people. I for one view tonight as a time for us to remember that new plants, new products and new technology do not make a company. It takes people--good people--and Staley has always had more than its share."

Noting an unusually large number of brothers observing service anniversaries, Powers said, "We have the Kuizinas... John, electrical shop supervisor, is a member of our 25-year class, while Ed, mercer operator in 6 building, has 35 years of service."

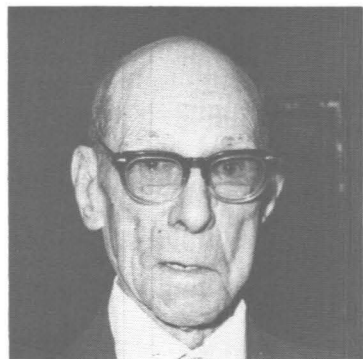


Operation stake out--With green thumbs eager to plant, Bob Luka, Jr., Roy Hornback, observed by Jim Cozad, and Bernie Incarnato, pictured from the left, marked off the 159 plots in the Staley Gardens, Decatur. They were assisted by John Creamer, Chuck Lavery, Emil Schimanski, and Kleon Roe, Emil's brother-in-law, who was recruited for the annual task.

In the News...



Employee/P2



Retiree/P3



Awardee/P4

(Continued on Page 4)

Service, dependability, good judgment key factors in elevator's prosperity

Thirty-five years of careful molding and hard work by the Homann brothers and their diligent employees turned a small town grain elevator into a hub of services for area farmers. During that time, grain storage capacity grew from 20,000 bushels to more than 1 3/4 million bushels! And that's just a portion of the operation that the Staley Company purchased last fall from Warren, Herman and Charles Homann.

One of the more diversified country elevators owned by Staley, this facility is located in the Southern Illinois town of Altamont, population 2,400. Besides grain storage, Homann Grain & Supply Co. offers area farmers custom drying and marketing for grains and a wide variety of soil, seed and feed services.

The story unfolds with George Stroble's decision to sell his elevator back in 1946 when Herman and Warren were completing military service. Warren, who had a teaching degree but no desire to teach, had just been discharged from the Army. Herman was still in the Navy, serving out his final months at the discharge station at Shelton, Virginia. A school principal before entering service, Herman didn't know what he would soon be doing. Brother Charles was in the insurance business in Paris, Illinois, where he is located today.

Hearing that the Altamont elevator, which had been built in 1932, was available, Charles consulted his brothers about a joint venture. Herman thought it would be a good investment, admitting though that he knew nothing about elevators, never having been in one. Warren, on the other hand, recalls he could distinguish soybeans from corn as long as the kernels were still on the cob. Charles, to be a silent partner, arranged the purchase, leaving operations to his younger brothers.

Helping make up for their lack of elevator knowledge, Warren and Herman were bachelors and devoted many hours to learning the operation. Warren began the challenge of marketing grain on May 1, 1946, with a crew of two -- an elevator man and a truck driver. Along in August, Herman joined them.

Looking back on those early months, Warren said, "I started out shoveling coal. We had the opportunity to do a little of everything around here."

As business settled into its own pattern, a division of labors found Warren in charge of the grain handling operations and bookkeeping, while Herman became the merchandiser. (Warren is still with the company, and Herman retired on February 1, although still around Altamont and willing to assist in a pinch.)

Raised in Moccasin, Illinois, about six miles north of Altamont, the brothers were familiar with many of the area people. Along with their eagerness to please customers, their friendliness and long hours of toil, they began to develop their business.

"In those days, we had smaller customers and much of the grain was delivered here by horse and wagon. Not many farmers had pickup trucks," recalled Warren. "There were a number of custom haulers, like the Calhoun boys," he continued, "and we had a '32 Ford and a '46 Chevy truck in which we helped haul farmers' grain to our elevator, giving them a hand at harvest."

Although crops were not nearly as large as they are today, Herman said that farmers back in the '40s usually didn't have big metal bins to store large quantities of grain on their property. Generally, they had only a couple of small bins in a barn or granary and an old-fashioned corn crib of some kind.

Expansions begin

A year after they purchased the elevator, the brothers began expanding. First they purchased 10 used 2,000-bushel government storage bins, which they tore down, hauled in and set up again. These doubled their storage capacity. Grains processed then included corn, oats, wheat and soybeans.

Every year or so thereafter, they built additional bins, until today grains are stored there in two steel Quonsets and 34 tanks--the largest of which holds one-quarter million bushels and the smallest, 10,000 bushels. Some are concrete structures and others, steel. The first one was built about 1948, and the remainder have been spread



Familiar faces and sights around the Homann Grain & Supply Co. are pictured. The elevator is a part of Ging, Inc., a Staley subsidiary, which operates other country elevators at Cowden, Edgewood and Farina, Illinois.

over the years, whenever they could afford more. Herman stressed that whenever they expanded the business they always stayed within their means.

Even the original wooden elevator is being used, having been remodeled in recent years. "This is a good building," Warren pointed out because "it has nine bins, which makes it appropriate for blending or for storing off-grade grain without taking up larger storage bins."

In the earlier days, grain was shipped out of the Altamont elevator by rail with wheat going to Pillsbury in Springfield, Illinois; soybeans to Taylorville and Decatur, Illinois; corn to Decatur and Kankakee, Illinois; Indianapolis, Indiana; Cincinnati, Ohio and St. Louis, Missouri. Oats were purchased for area farm horses in those days and today for race horses, many of which are raised or boarded in the Altamont area.

In business only a couple of years, the Homanns expanded into bagged feeds and in 1957 purchased an abandoned flour mill near their site. They installed a hammermill and began custom grinding and blending feed under their own name, providing feed for cattle, poultry and swine. Originally, they were the Pillsbury feed dealer and then the Nutrena dealer after those feed operations merged, and now the feed line also includes Ralston Purina's products.

At the old mill, they also installed a cleaner and developed a profitable seed cleaning business for grain seeds. In some instances, farmers brought in their wheat, soybean and oat seed for them to clean, and in other cases, the Homanns purchased a bin of seed with a good germination quality, cleaned and bagged it and retailed it to producers. The facility is still in that business, bagging seed under the "house" label.

A wide variety of Embro field seeds were warehoused at this facility by the Embro Seed Co. for dealer pickup, thereby allowing the Homanns to expand their offerings without investing capital. In this way, they would not tie up money in inventory, Warren explained. Today, they handle Embro, Ging and Schultz seeds as well as their own brands.

Storage for feed and seed soon became a problem. Learning of an abandoned wooden school house, they purchased it, tore it down and reclaimed the lumber to build a warehouse adjoining their old mill. Once again, the brothers displayed ingenuity in cutting construction costs.

Up until the advent of the combine, the Homanns had a very good trade in crushed cobs for chicken and hog litter. Some was even used in dairy barns instead of straw. Progress eliminated that business though.

Another early venture, almost from the outset of their elevator purchase, was the fertilizer business, selling a bagged product early on. They began blending bulk fertilizer materials about 20 years ago. "Most farmers have a preferred mix for their soil," explained Herman, "and if not, we would find out what type of fertilizer they needed. We

sent soil samples to an agronomist for analysis and then were able to prescribe what the farmer should put on his soil to increase yield." Herman pointed out that for some farmers, 100 bushels an acre of corn was a big crop, while others shot for far more. "Not all soil, though, has the same capacity for production, but with proper fertilization and crop rotation methods, soil can be rebuilt with time. And limestone is necessary in the process," he added.

Fertilizer, good venture

"This has been a very good business venture," said Warren, "because every producer will have to purchase fertilizer! Generally they prefer blends of potash, phosphate and nitrogen or just potash and phosphate. These fertilizer components are shipped in by rail and hopper cars--phosphate originating in Florida, potash in Canada and ammonium nitrate from various plants where it is manufactured.

As a full-service enterprise, the elevator has fertilizer spreaders, which farmers rent to spread their blends. In addition, the company is in the limestone business, bringing that product in from a quarry near Nokomis, Illinois. "If a farmer needs limestone, he gives a location description of the field to one of the elevator employees, who will go out and spread it for him," explained Herman.

When a potential problem seemed to be developing with rail transportation some 10 years ago, the brothers moved in a positive direction and entered the trucking business to carry their grains to market. (The elevator's trucking fleet includes four trailer/tractors, five pickups, four two-ton grain haulers, two fertilizer spreaders and two bulk feed trucks.)

The fact that the Homanns recognized a potential problem and took a positive stance is one of the key reasons for their operation being such a success. They did not wait for a disruption in service, but came up with a workable arrangement until rail transportation improved, becoming once again a dominant means of transportation for their business.

Since last fall, most of the grain again is leaving the elevator by rail with the return of a good car supply and the initiation of decent rates, according to Herman. Even moving soybeans a short distance to Taylorville was more economical by rail, figuring the cost to be about three cents per bushel less expensive than by truck.

"Trucks can't move volume like rail cars and multi-car units. In addition, trucks have to wait in long lines for unloading and are a hardship on highways," said Herman.

Using rail transportation, the brothers pointed out that the elevator could have money in the bank before farmers came in for their cash. Trucking grain meant that money was tied up for a couple of weeks, and they might have had to borrow to pay off the farmers. "When you buy and can't liquidate, it's costly," Warren noted.

The elevator will purchase farmers' grain any

time. Some will bring it in at harvest, indicating they want to sell it then. Others indicate they want it stored. Some store grain to defer taxes until the following year. Others hope the market will improve so they store it, observed Herman.

Customers have changed over the years, becoming larger and more sophisticated but are basically from the same area. The elevator has more than 300 customers who rely on Homann Grain & Supply Co. for various and sometimes overlapping services. Some sell or store their grain there. . . buy feed. . . or purchase fertilizer or seed. While older customers are no longer farming, many of their children or even grandchildren are now doing business with the elevator, coming from as far as the Kaskaskia River on the west, Wright's Store on the northwest, over to the Wabash River on the east and about six miles south of town.

Harvest times begin with wheat around June 25, extending through July 10 with the "Fourth" being one of the busiest days at that facility. Soybeans start coming in about mid-September and continue on with corn beginning around the second week in October. The amount of moisture will alter harvest--corn maturing much earlier in a dry year and being delayed by a late wet spring.

As grain arrives at the elevator, the trucks are weighed and a scale ticket prepared, indicating whether it's for storage, purchase, mill use or exchange. If selling only one load, the farmer will receive a check for it. If grain is being stored, the farmer will be given a warehouse receipt, which is like a bank's "C.D." for grain. When the farmer sells, the elevator pays him for the amount of grain minus storage and drying fees. If he sells only half, he receives another receipt for the other portion. He can also obtain a government loan on which to operate, using grain as security.

Everything unloaded is logged by Frances Davis, giving ticket number, name of customer, and the grain's disposition. Herman recalls looking at the log each morning and selling out the prior day's purchases to stay nearly even on inventory.

Philosophizing about the business, Herman said, "We learned that we would never go broke taking a profit." He pointed out that their elevator might not always have had the lowest price for fertilizers and might not always have paid the top price for grain, but "we strived for quality in all of our products and services. . . And a deal once made was always a deal. That, a farmer could depend upon."

Homann Grain & Supply Co. is a part of Ging, Inc., a Staley subsidiary, which operates other country elevators at Cowden, Edgewood and Farina, Illinois.

Employees at the Altamont facility include Glenn Alwardt, Clyde Barr, Frances Davis, Gary Flora, Arlon Hammer, Dwight Homann, Warren Homann, Robert Kilzer, Roedell Kline, Larry Koss, Doyle McEndollar, Ray Morris, Harold Muchow, Mike Neihaus, Randall Steben, Monte Summers and Eugene Tappendorf.

Country elevator network, link with farm and processor, is outgrowth of commitment to agribusiness

As the nation's largest corn refiner, Staley processes almost 300,000 bushels of corn per day in facilities at Decatur, Illinois; Lafayette, Indiana; and Morrisville, Pennsylvania. And when the Loudon, Tennessee, plant is on line, it will require an additional 70,000 bushels per day. Together, these processing facilities use more than 100 million bushels of corn each year.

But, corn is only part of the Staley story. A major soybean processor as well, the company's plants in Decatur and Champaign, Illinois; Des Moines, Iowa; Frankfort, Indiana; and Fostoria, Ohio process in excess of 100 million bushels of soybeans annually.

The logistics of procuring and transporting these tremendous quantities of grain for its plants called Staley's attention to the role of the country elevator, the crucial link between farm and processor.

With a commitment to continued growth in agribusiness, Staley, in 1976, began developing its own network of country elevators. . . a business which would complement the technical, production and distribution expertise that has made the company a leader in grain processing.

To keep shareholders abreast of this facet of agribusiness, a film presentation, focusing on the elevators, was prepared for their annual meeting. Through this media, they learned that in the 1970s, Staley management became convinced that a network of country elevators would be a natural adjunct to its other growing agribusinesses, offering unique growth opportunities, while broadening the company's base in agriculture.

And so it was that six years ago, the Livergood Grain Company of Sullivan, Illinois, became the company's initial entry into the commercial country elevator field. Livergood facilities are located at Chipps, Coles, Findlay and Sharpsburg, Illinois.

When in 1977, the Ging Company of Farina, Illinois, with a tradition of grain merchandising going back to 1885, joined Staley's growing country elevator system. Ging elevators served South Central Illinois farmers with elevators in Edgewood, Cowden, Farina (the headquarters facility), and Altamont. (The recently acquired Homann Grain & Supply Co. of Altamont is highlighted in a separate story in this issue of the "Staley News.")

The combined storage capacity of these elevators now stands at more than seven million bushels, though in a year's time, they will handle well over 21 million bushels of grain.

Discussing the functions of the company's country elevator network, Stan Soldner, president of Ging, explained in the film that "the first responsibility of the country elevator is to provide a cash grain market to customers. Another important responsibility is to supply grain storage to area farmers--an important source of income.

"Our elevators also supply the farmer with small seeds--grasses and clover, certified seed grain, fertilizers, chemicals and feed--things that help the farmer do a better job. After all, the better the farmer does, the better we do. . . ."

"There is one other thing that goes with the country elevator business. The elevator tends to be the community's commodity clearing house and business social center. . . ." Stan pointed out.

To Staley, its country elevator network is more than a raw material supply source. Each elevator is a separate and profitable facet to the ever-growing business of agriculture as well as a grass roots link with the farm community.

Elevator operation highlighted

The film takes viewers through the elevator's operation showing that as grain arrives, the truckload is weighed at the elevator's scale house. From each truckload, multiple grain samples are taken and graded. Grain damage is noted, and foreign material and moisture content are scientifically determined, since all affect the market value of the grain. Moisture content is particularly important at this point, for "wet" corn must be dried be-

fore it can be stored for any extended time, shareholders learned.

From the scale, grain goes to the unloading area that is designed to handle almost any configuration of carrier. The incoming grain drops into a receiving pit where powerful augers lift it through the elevator's external conveyors or "legs" to a predetermined destination. Separate storage areas are maintained for each crop.

Outgoing shipments by rail or truck are destined for a variety of users, the film offers. Wheat may go to a Springfield, Illinois, or St. Louis, Missouri, miller. . . Soybeans may be headed to mills in Central Illinois or directed to terminal elevators for shipment to foreign ports. . . Routes taken by corn may be more varied with some earmarked for southeastern chicken operations, southwestern cattle feeders or to terminal elevators for export. More than 30 percent of U. S. corn and 40 percent of U. S. soybean production is destined for foreign markets. The country elevator also is the important link in supplying corn refiners across the nation, like Staley.

The terminal or export elevator serves a somewhat different function than the country elevator, Jack Livergood, president of Livergood Grain, explains in the film. "While country elevators serve the farm community, generally within a 10-mile area, receiving and shipping relatively small quantities of grain, the terminal train-loading elevator is a collection point for large quantities of grain from a more extensive geographic area. The grain is then shipped by unit trains to barge or ship-loading facilities to feed the growing foreign demand.

"Staley recognized the opportunity offered by the export grain market, and constructed a high-speed, train-loading facility at Coles Station, some five miles northwest of Mattoon, on the Illinois Central Gulf main line."

The Coles Station operation is a showplace of grain handling technology that can load 120 hopper cars of a "unit train" in less than 24 hours. Each train carries more than 400,000 bushels of Central Illinois grain to the port of New Orleans for overseas shipment, helping to improve America's balance of payments and to feed a hungry world.

The outlook for Staley country elevators is bright, according to the film, narrated by radio personality John Duremeus. As world demand for feed grains and protein increases, American technology will strive to produce larger and larger crops. In fact, between 1981 and 1999, the nation's corn crop is expected to increase almost 60 percent, wheat, 35 percent and soybeans, 35 percent based on historical trends! The magnitude of such increases assuredly will tax the present grain handling system. Staley, through its network of country and terminal elevators, intends to play a growing role in gathering, processing, and distributing the bounty of American agriculture.



Triple A's Best--First-place winner in Staley Triple "A" bowling this year are the Rattlers, who are pictured, in the front row, left to right, Ed Tilley, Vern Myer and Gary Wright. Back Row, from the left, are Bruce Walsh, Bud Ellegood, Dennis Ritchhart and Jack Doore. They claimed the number one position in the league with 100 1/2 wins, 47 1/2 losses and were six and one-half games out in front of their closest contenders, the Loners.



Staley's oldest retiree, Archa C. Taylor, right, is shown with a couple of the party goers celebrating his 99th birthday. Mike Paczak, who once was Taylor's supervisor, is in the center.

Staley retiree is 99 years young

Archa C. Taylor isn't rocking his way through retirement. He's mingling with neighbors and even hops an occasional bus to spend the day downtown in Decatur with other old timers.

Staley's oldest retiree turned 99 on April 29 and was honored by family members, friends and Staley colleagues at a party on May 1. More than 100 people turned out for the pie and coffee affair held at Swartz Restaurant.

"Dad has never been given a party in his honor," said his daughter-in-law, Barbara Taylor, "so we decided to do it right." Engraved invitations were sent out to those with whom Archa wanted to visit, requesting "No presents please, just your presence please."

Those attending with a Staley connection included retirees Earl Beals, Bryant Bean, Wilbur Buis, George Carnahan, Fred Deckard, Ora Fisher, Ed Mansholt, Mike Paczak, Earl Traugher and Dave White.

Worth noting . . .

Keeping pace with Phyllis Schwandt of Decatur takes some doing. Her time of 1:26.38 hours in the 10-mile Perrier Cherry Blossom race in Washington, D. C. will be submitted for consideration as a record for 60-year-old females. Her time is about 1 1/2 minutes under the 1981 listed record. The Washington time, however, is not a "personal best" for her, having been timed in 1:23.04 hours in the Whitmore Park race last September. A loss of more than one minute reaching the starting line and a 30-miles-an-hour head wind added considerable handicap in the Washington race. Phyllis is the wife of Bob, vice president, industrial products.

Also Glen Niles, Bill Bell, Joe Brown, Dorothy Ray, Dennis Durbin, Luther Mayberry, Elzie Lourash, Margaret Shepherd, Donald White and Lyndell White, employees of the company, were at the celebration.

Did he enjoy his day? You bet. Archa only sat down once during those two hours, taking time out to eat a piece of pie. During the remainder of the party, he went from person to person reminiscing.

And what tales he recalls about his Staley years! One Archa spins about a co-worker who always brought fried chicken for lunch. But one day he went without because the fellows got a little hungry on the job. Of course, no one knew who had polished his lunch off, but some thought perhaps Archa, being a fried chicken lover, might have had his fingers in it! Then there was the time someone got a surprise dressing to go home--a shoe full of syrup. . . . And the stories roll on.

Raised in Kentucky, at age nine Archa helped plow an acre field with a man who guided the plow pulled by two cows, which Taylor steered around the field. This job took them two days. When he turned 16, he carried a 32-mile mail route on horseback three days a week for two years. When Archa left Kentucky, he joined the L & N Railroad and later arrived in Decatur to work for Staley.

He joined the company on December 31, 1919, in the yard department, new construction area and spent most of his years as a refinery open converter and neutralizer operator. Mr. Taylor retired on April 30, 1953. While at Staley, in his spare time, he managed to build 31 homes, which he rented. Taylor still owns one of them. After retiring from the company, he continued working as a repairman and carpenter for J. D. Johnson.

Hard at work most of his life, Taylor is now taking it easy and points out that he enjoys camping and taking a vacation each year with his son's family. "We camp often in the summer, and a year ago, visited Disney World." The highlight of his trip to the land of amusement was listening to the bands and chatting with passersby. He's never known a stranger.

Taylor's secret to longevity is easily but emphatically stated. "I never indulged in drinking, gambling or staying out at night. I joined a church and lived a Christian life!"

Armed with many friends and a good sense of humor, Archa looks forward to each new day. . . Happy 99th and many happy returns!

NOTE: Anyone who missed Archa's birthday, may stop by 420 East Kellar Lane, Decatur, or give him a call on 875-0665. He enjoys a good visit or chat.

93 centuries of service portray unique partnership

(Continued from Page 1)

Richard and Wilber Hector, each with 35 years of service, were among the awardees. Richard works in 5 & 10 building as a third-shift evaporator operator while Wilber is coordinator in the storeroom. And a third brother, Virgil, retired from the company several years ago.

Powers noted that since he spent a number of years in research, he would be remiss in not mentioning two of his former colleagues—Rolland and Bob Short. "Rolland is a 25-year awardee and Bob is a 30-year employee."

"Other brothers being honored include Marshal and Richard Spain, with 25 and 30 years of service respectively. Marshal is assigned to 9 building and Richard works in the pipe shop. The Rigsby brothers—Clifford and Guy—are both being honored for 35 years with the company. Clifford is a senior mechanic in 77 building and Guy, a repairman in 11 building.

"On behalf of the company," Powers said, "I want to express appreciation and extend congratulations to all of tonight's award recipients and especially to our 25-year group. Thank you for a job well done."

Long-lasting partnerships at Staley

Emcee Wayne Martin, vice president, industrial sales and marketing, pointed out that the 285 awardees had 93 centuries of service—a notable achievement and a unique partnership that has stood the test of time, setting Staley apart from most companies.

Throughout the evening, as Martin introduced the groups being honored for their loyalty and dedicated service, he examined this unique partnership.

Leading off the festivities Martin said, "Forty-five years of service is an unbelievable accomplishment. . .not only in terms of being blessed with long years of life, but also with a good marriage between employee and employer. Few achieve this milestone with one employer! This group includes Fred Bahlow, Michael Duggan, Charles "Jed" Ellis, Harry Robinson and Joe Slaw. Since reaching this mark, Fred, Mike and Joe have joined the retiree ranks.

"The 45-year group has every reason to be proud of their record with the company as do all of our awardees here tonight, who represent a total of more than 9,330 years of combined service.

"Another 32 persons, who joined the company between 1941 and 1942 are being honored. Together, these 40-year celebrants have more than 1,280 years of service with the company."

While Martin was a trainee, he recalls that Art Peterson, a 40-year classmate, took the time "to explain to me how to modify and dry starch. He has always been one to explain things to others." And recently a new sales manager had a similar experience and exclaimed to Martin about the patience of Staley employees in general as they shared their knowledge with him. "This sharing of experience and knowledge typifies the 40-year group," Martin said.

Taking note of the 35-year class, the emcee mentioned those 129 employees had worked more than 4,515 years for Staley. Among that group, Dwight Engle along with 45-year awardee Jed Ellis and 25-year celebrant Graydon Capps invest long hours arranging transportation for agriproducts and together have worked 105 years. He singled out several others including Bob Schuerman, Dean Cox and John Crabtree, who typify the 35-year class by doing the little extras to help others. "That is what makes this group special."

Turning to the next class, Martin said, "Coming on board between 1951 and 1952 were 67 employees recognized for their 30 years of dedicated service. Together they have compiled 2,010 years with the company."

Among the 30-year group, the emcee noted Charles Walker, an associate, who has invested many Saturday afternoons or even Sundays showing customers how to get syrup out of a tank. "That is dedication." Martin also acknowledged Helen Zindel, a member of this class, who followed Wendell Wimmer,



Some 400 turned out April 15 for the 35th annual service awards dinner at which 285 awardees were honored. Of the group, 52 received 25-year watches.

a retiree out of the 40-year group, in making sure that customers have the correct prices on their invoices. . . "This kind of dedication is a trademark of this group."

Tradition began in 1948

Coming to those receiving special recognition—the 52 employees in the 25-year class, Martin said, "This is your night and we honor you with your pictures in our awards book, following a tradition which began in 1948. Since joining the company, collectively you have worked more than 1,300 years."

This tireless, hard-working group included some of Martin's classmates—Powell Clary, Bob Emmons, Hunter Kickle and Ron Kornwald; and associates Gene Hyland, Tom Protzman, Bill Sprague, Henry Staley, Tom Wheatley and Norville Williams; as well as Wayne's first secretary, Wilma Cloney.

"This 25-year group is unique in that you have had the opportunity to be a part of this company during the years in which the company has achieved unprecedented success and growth. Much of the credit for making Staley what it is today rests with one of the 25-year awardees tonight. He has been the guiding force that has led the Staley Company through its greatest period of success and growth. In large measure due to his foresight, energy and courage, the company has grown dramatically in the past decade. In 1970, the company was basically a corn plant and a soybean mill and today there are five corn refining plants, five soybean mills and more than 20 manufacturing sites in this country alone.

"More remarkable—as sales and earnings have increased and new plants have sprung up—the importance and recognition of people also has risen. Under this man's leadership, a refreshing new and even more positive meaning has been given to the words 'employee relations' at Staley. Because of his interest

in employee relations, he usually hands out the recognition and awards at these dinners, but tonight he is the recipient. It is my privilege to ask you to join me in recognizing with a round of applause—the chairman of the board of the Staley Company—Don Nordlund."

Coming to the conclusion of the festivities, Martin found it appropriate to reflect a few moments on the company and the awards program. He said, "Throughout my 23 years with Staley, I've had the opportunity to work closely with many other corporations—first in a purchasing capacity and more recently in sales and marketing. I've gained an insight into not only their organizations but also into their employees' feelings toward them. From all that I have seen over the years, I can truly say that Staley cares more about its people than any other company. . . And the loyalty is returned. In fact, this program tonight is just one such caring gesture.

"Our awards program originated with Gus Staley, son of the founder, who liked the idea of having at least one special day set aside each year when he could tell the long-service employees how much their loyalty and efforts meant to the growth and stability of the company. . . Then as now, Staley awards are given as a keepsake and constant reminder of the company's appreciation for your efforts. . . your thoughts. . . and your accomplishments. These are present in the tangible and enduring monuments represented by the steel, concrete, equipment, skills and know-how that comprise our company. Without your aid, these accomplishments could never have come to pass.

"It has been my pleasure to be with you men and women who have helped make the Staley Company the outstanding organization it is today."

Can EAP help you?

(Continued from Page 1)

Ask yourself the following questions and answer them as honestly as you can. This test has been developed by John Hopkins University Hospital, Baltimore, Maryland.

	YES	NO
1. Do you lose time from work due to drinking?	___	___
2. Is drinking making your home life unhappy?	___	___
3. Do you drink because you are shy with other people?	___	___
4. Is drinking affecting your reputation?	___	___
5. Have you ever felt remorse after drinking?	___	___
6. Have you gotten into financial difficulties as a result of drinking?	___	___
7. Do you turn to lower companions and an inferior environment when drinking?	___	___
8. Does your drinking make you careless of your family's welfare?	___	___
9. Has your ambition decreased since drinking?	___	___
10. Do you crave a drink at a definite time daily?	___	___
11. Do you want a drink the next morning?	___	___
12. Does drinking cause you to have difficulty in sleeping?	___	___
13. Has your efficiency decreased since drinking?	___	___
14. Is drinking jeopardizing your job or business?	___	___
15. Do you drink to escape from worries or trouble?	___	___
16. Do you drink alone?	___	___
17. Have you ever had a complete loss of memory as a result of drinking?	___	___
18. Has your physician ever treated you for drinking?	___	___
19. Do you drink to build up your self-confidence?	___	___
20. Have you ever been to a hospital or institution on account of drinking?	___	___

If you have answered YES to any one of the questions, there is a definite warning that you may have a problem with alcohol.

If you have answered YES to any two, the chances are that you are a "problem drinker."

If you answer YES to three or more, you definitely have problems with alcohol.

If you have any concerns at this point, contact your local Employee Assistance Program office, or call the EAP coordinator in Decatur, 8-654-4444 on the "Sta-Net" company telephone system from outside Decatur; extension 4444 if from a Staley/Decatur telephone; or (217) 423-4444 from your home. Confidentiality is assured.

Speed not a factor for Dr. Ed's Relaxed Runners, who seek FITNESS!

Whatever speed one likes to jog is just fine with Dr. Ed's Relaxed Runners. Whether walkers, joggers, runners or racers, they all have one common interest -- physical fitness.

"Because of the nature of this organization, there's no limit to the number of members we can have, and, in fact, the more who join, the better for all--employees, families and company alike," says Dr. Ed Goldberg, executive medical director. Dr. Goldberg and Steve Casper, physical fitness director, are credited with getting this organization rolling, knowing that physically fit employees are not only healthier but also more productive and less prone to injury and absenteeism.

Some of the company's active runners from the Decatur work force were consulted by Casper and Dr. Goldberg to establish guidelines and to obtain their ideas for a successful club. Among the people involved were Joe Empen, manager, Gunther Products, Decatur; Ken Moser, group leader, products and process, starch processing, research and development, Decatur and Bob Schwandt, vice president, industrial products, Decatur.

Established in May, 1981, the group now has 75 members in Decatur alone, with employees around the country becoming satellite members. Still under the guidance of Dr. Goldberg and directed by Casper, most of the club's activities are oriented to Decatur members but both agree that some future activities hopefully will allow others to take part at their own locations.

This organization functions to provide incentives to participants as well as companionship, recognition for accomplishments, education on running with fewer injuries and competition or noncompetitive outings with each other. In addition, the membership presents a good image of the Staley Company to the community and emphasizes the company's concern for physical fitness throughout the community.

Open to any employee or family member, the club's purpose is multifold but is basically to provide activities and encouragement for not only the fitness-minded but also the competitive runners (Staley Striders) as well, who are regular participants in distance runs and marathons around the country. In Staley events, minors must be accompanied by a parent.

To qualify, one must agree to undertake some type of regular exercise program involving walking, jogging or running and set some specific goals. As the initial 30-day goal is met, that person will receive his or her official Dr. Ed's Relaxed Runners club tee-shirt.

Thereafter, for achieving 100, 200, 300, 500, or 1,000 miles, a member also will receive the club's tee-shirt with the distance inscribed. Mileage will be accumulated in one-year intervals, beginning with an individual's club application date.

Staley Strider singlets are available to those interested in competitive running. A year is allowed to qualify for the singlet, which is given for completing 25 miles of racing. Any combination of races during the year adding up to 25 miles, from five-kilometer races to marathons, will earn the singlet. Fun runs, however, are excluded from this mileage category.

This recognition as well as club activities are the responsibility of the company's physical fitness director, who is assisted in planning events for the Decatur group by members of the Relaxed Runners Club--Doug Varvil, food scientist, food and agriproducts, corporate research, Decatur, and Dick Radasch, supervisor, rate quotations, administration, industrial products, Decatur. While many activities will be local, some special runs are under consideration to allow members at other locations to participate simultaneously. For the occasional weekend runs in Decatur, members living within driving distance are encouraged to take part.

Throughout the fall, a number of runs were held, consisting of one-, three- and five- or six-mile courses, at which members chose their paces and whatever distance pleased them. These were essentially group runs for fun.

To get runners off to a good start, Casper conducted several clinics on warming up and cooling off exercises, necessary to prevent injuries. These exercises also were high-



Members of Dr. Ed's Relaxed Runners are pictured on an outing through one of Decatur's parks. They generally run specified distances of one, three or five miles at their own paces with no pressure to keep up with the leader of the pack.

lighted in an article which ran in the June-July, 1981 issue of the "Staley News." Helping to teach good training habits and a relaxed frame of mind, the physical fitness director also held periodic meetings at the Staley cinder track with the beginners to check their pulses and make sure they were exercising sensibly.

Anyone interested in joining the club or organizing a chapter at a Staley location outside of Decatur should contact Steve Casper, Decatur headquarters, for information. He may be reached on Decatur extension 2103.

What's it all about

While the majority of members in the organization are men, there are several women who have found the running club helpful, including Janice Metzger, secretary/clerk, protein, food and specialty products, Decatur, who has been running and taking physical fitness classes the past four years. She is interested in taking advantage of an opportunity to exercise because she has more energy after a good workout. In addition, the organization has given her a chance to meet other employees with similar interests.

Another member, Wayne Martin, vice president of industrial sales and marketing, has been running seriously more than two years. A college athlete, Martin said there were years between then and now when he didn't tackle any physical outlets on a regular basis.

"Between Dr. Goldberg's promotion of physical fitness and attending Stanford University's executive program in 1980, which had an optional health enhancement class, I have regained an interest in regular exercise."

When he entered the school, Martin weighed 195 and came home several months later weighing 170 pounds. Since then, he has continued to run for his health about four times a week, averaging 15-to-20 miles a week and has kept his weight at about the 170 level.

"I've found that I have more energy, look better and feel more alive."

Wayne learned in the Stanford program the secret of warming up and cooling down, which Casper has introduced to Staley employees in the club. These exercises take five-to-10 minutes prior to running and about as long thereafter, while muscles are pliable to change. Before learning these exercises, Martin would run and collapse, which resulted in sore muscles the following day. Now his cooling down exercises keep soreness to a minimum.

Limbering up, Wayne works on the ankles, calves, thighs, stomach and neck. Then he gradually works at increasing his heart beat by running the first mile at a slow pace, picking up speed for the next couple of miles, and slowing his pace for the final mile. Thereafter, he goes through his set of exercises for the ankle, calf, thigh, and abdomen, allowing the heart rate to slow down gradually, while the blood circulation returns to its normal course.

A very competitive person on the job, Wayne does not want to run competitively. He once timed his runs but now leaves his watch at home.

"I enjoy running for the health aspects. Both my blood pressure and weight are significantly lower, attributable to exercise!"

A year ago at Thanksgiving Tom Scott, project supervisor, project engineering, Staley/Decatur, ran his first race in the Decatur Turkey Trot. He warmed up to this event by running for several preceding months. The running club, as Scott sees it, will allow him to learn about running greater distances from those who have already done so. "Mutual support from the group forces me to try a little harder," he says.

Scott enjoys running in the winter, even in shorts, and has found if there is no wind that he's comfortable at 30 degrees F. in togs worn indoors at 70 degrees. A stocking cap, gloves and maybe a light nylon jacket are about all that are needed if the sun is shining.

Recently, Scott ran in a 15-kilometer event and was feeling good about his progress at the eight-mile point when a little gal passed him. "Women can run just fine," he said. "There's always a gal who can beat me!"

A beginning runner last spring, Willard Goff, lead operator, 111 building, Decatur, hoped the club's activities would help him lose weight. Starting off, he ran a little and walked a little and finally put the distance together. Now he's running four-to-five miles four times a week. Although the pounds have been slow in budging, the inches are melting away.

A veteran of the grueling Boston Marathon, Vince Albert, senior mechanic, pipe shop, Decatur, says this club is another opportunity to learn more about running and to obtain information about races. As Albert sees it, at least 50 percent of good health is physical conditioning.

"When I see older people having a difficult time getting around, it spurs me to keep moving. I hope to be running when I'm 100, and I take every opportunity to get out there and go," says Vince.

Taking a serious interest in running last year, Tom Swift, director, chemicals/carbohydrates, general, industrial products, Decatur, joined the club to talk with experienced marathoners about diets and training aids and to obtain more practical knowledge about long-distance events.

"Unless you talk with someone who's been there, there's no way to know what that 24th mile does to you mentally," according to Swift.

Even the physical fitness director gains from his association with club members. According to Casper, "When competition is of interest, training with someone else is very beneficial. Several runners training together will probably work at a more intense level than an individual training alone. The majority of the time, I get my quality running in when training with others."

Worth noting . . .

At a district band contest in Alamosa, Colorado, Monte Vista Junior High's marching band took "first" in field competition and "second" in parade competition this school year. Youngsters in the band who are Staley/Monte Vista employees' children are Jennie Espinosa, daughter of Max, lead mechanic and Annie Sanchez, daughter of Robert, roll operator. Karl Giesing is the son of Cindy, purchase order and cost analyst, Lafayette.

Stacy Myers, training supervisor, industrial relations, Decatur, is president of the Kentucky Communication Association, an organization of educators, business and industrial leaders, focusing on the importance of communications skills. He was elected to this position before joining the company last year and completes his term in the fall.

The Staley Pin-Ups took first place out of 16 teams in the Commodore Girls Bowling League in Decatur. Team members from Staley included Debbie Reed, accounts receivable bookkeeper, corporate finance, Paula Wopat, associate microbiologist, starch processing, research and development, Kathi McCluggage, senior payable clerk, control, industrial products, Shirley Tevz, secretary to controller, industrial products, Adelle Stiles, senior accounting clerk, corporate development/international, Brenda Owens, accounting clerk, industrial products, and Jodi Doyle, senior accounting clerk, industrial products. Doyle carried "high average" in the league with a 156, and "high game" of 254 and was fourth in high series with a 559. Debbie had the fourth highest average with a 151, fifth highest game of 215 and the fifth highest series of 551.

Senior nursing student at Southern Illinois University, Edwardsville, Joanne Riedman, made the Dean's List for the fall term. She is the daughter of Jackie, receptionist in 63 building, Decatur.

Alice Elder, computer programmer, corporate information systems, Decatur, receives her MBA from Illinois State University in June. Beginning the program in 1978 at Sangamon State, she completed the degree requirements in December. "Slow going," she says, "taking two courses a semester!"

Staley News

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

Manager, Employee Communications Sue Muckensturm
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65 celebrate anniversaries



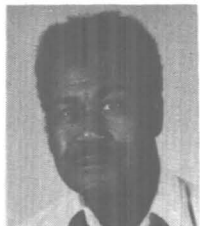
Clark Kikolla



Edward Ecklund



Calvin Gillespey



Marion Page



Elvin Hanson



Ada Highley



Glen Hartman



Nello Caluzzi



Raymond Blaase



Walter Carter

40 Years

CLARK KIKOLLA, chief grain sampler and genetic corn merchandiser, grain, agriproducts, Decatur
 EDWARD ECKLUND, rebuilding and fabrication specialist, maintenance, industrial products, Decatur
 ELVIN HANSON, production supervisor, 29 building, Decatur
 ADA HIGHLEY, sewing room lead operator, 20 building, Decatur
 RAYMOND BLAASE, senior mechanic, pipe shop, Decatur
 LEON JESS, records clerk, 17 building, Decatur

35 Years

WALTER CARTER, assistant manager, corn feeds, commodities, industrial products, Decatur
 CALVIN GILLESPEY, systems maintenance analyst, corporate information systems, corporate finance, Decatur
 MAURICE CARTER, merco operator, 6 building, Decatur
 MARION PAGE, senior mechanic, electric shop, Decatur
 EDWARD STEVENS, senior mechanic, round house, Decatur
 PERCY TOLLIVER, advanced helper, 2 building, Decatur
 GLEN HARTMAN, preparation operator, 101 building, Decatur
 LYLE ADAMS, feed operator, 48 building, Decatur
 WILLIAM CARTER, lubrication serviceman, 42 building, Decatur
 CLIFFORD RIGSBY, senior mechanic, tin shop, Decatur
 RUSSELL SMITH, repairman, merco system, 6 building, Decatur
 FORREST TERRY, switch engineer, soybean milling, agriproducts, Des Moines

30 Years

NELLO CALUZZI, janitor, soybean milling, agriproducts, Des Moines

20 Years

ROBERT KRAUDEL, research chemist, starch development and applications, food and agriproducts, Decatur
 WANDA ROBERTS, properties clerk, corporate control, corporate finance, Decatur

15 Years

SAMMY BLEDSAW, supervisor of starch modification, 16 building, Decatur
 THOMAS BRANSON, manager of corporate transportation, corporate administration, Decatur
 RAY YORK, administration building superintendent, 62 building, Decatur
 DAVID BRANDYBERRY, project control supervisor, engineering services, corporate engineering and purchasing, Decatur
 JAMES THOMPSON, production supervisor, 99 building, Decatur
 LOIS ADAMS, secretary, international engineering, corporate development and international, Decatur
 CARHELL TYUS, utility loader, 75 building, Decatur

10 Years

PHYLLIS LAUGHNER, computer program operator, soybean milling, agriproducts, Frankfort
 JOHN KOUSHARENKO, shift foreman, manufacturing, industrial products, Morrisville
 WILLIAM DRESBACK, senior technician, new products, chemicals and carbohydrates, research, Decatur
 RANDOLPH MILLER, materials scheduling coordinator, manufacturing, industrial products, Morrisville
 TIMOTHY WILLIAMSON, boiler leadman, manufacturing, industrial products, Houlton
 KEITH SAUNDERS, dextrin leadman, manufacturing, industrial products, Houlton
 RICHARD GARROW, maintenance mechanic trainee, manufacturing, industrial products, Morrisville
 DAVID SCHAFFER, warehouse packer and palletizer, manufacturing, industrial products, Morrisville
 JIM KINGERY, C maintenanceman, soybean milling, agriproducts, Champaign
 KATHLEEN BURK, accounting clerk, soybean milling, agriproducts, Champaign

5 Years

JAMES VOGES, technician, utilities, industrial products, Lafayette
 WILLIAM CARNIE, director of corporate taxes, corporate control, corporate finance, Decatur
 ROSE PRUETT, data input operator, corporate information systems, corporate finance, Decatur
 JANET LANGOS, transportation coordinator, Gregg Foods, food and specialty products, Portland
 ELDRIDGE BOWLBY, assistant fireman A, 1 building, Decatur
 NICKY BUCKLEY, process supportman, 11 building, Decatur
 BRYAN CHAPPLE, development engineer helper, 59 building, Decatur
 LOIS CONOVER, pump and tank operator, 5 building, Decatur
 NANCY HAFLER, pump and tank operator, 5 building, Decatur
 DELL HUNT, office janitor, 62 building, Decatur
 WILLIAM LONG III, cleaner, 1 building, Decatur
 GREGORY SMITH, warehouseman, 34 building, Decatur
 EDDIE SMITH, JR., extraction tower operator, 11 building, Decatur
 KEVIN BROWN, process supportman, 5 building, Decatur
 RICHARD BROWNLOW, loader, 34 building, Decatur
 REX CHAPMAN, assistant drier operator, 28 building, Decatur
 KAY FELLER, office janitor, 62 building, Decatur
 SCOTT GISINGER, warehouseman, 34 building, Decatur
 TIMOTHY GOSNELL, cleaner, 99 building, Decatur
 RICHARD LANDGREBE, operator, 6 building, Decatur
 DALE REED, analyst, 99 building, Decatur
 GARY SILEVEN, loader, 34 building, Decatur
 TERRI DEXTER, plastics packer, Gregg Foods, food and specialty products, Portland
 BICH HOANG, production worker, Gregg Foods, food and specialty products, Garden Grove
 SON VU, line operator, Gregg Foods, food and specialty products, Garden Grove
 WILLIAM NIEDRINGHAUS, meal loader, soybean milling, agriproducts, Des Moines
 DELMAR HAMMOND, maintenance mechanic B, soybean milling, agriproducts, Des Moines



Nail down third-Champaign's bowling team placed third out of the 14-team Champaign-Urbana Utility League. Team members included, from the left, Jerry Miller, Tony Fulfer, captain, Mike Bean, Gerald Bazzell and Mark Dennis. Also on the team were Chris Payne, Tim Chapman and Ed Wisehart, the last two as alternates.

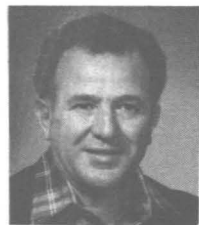
On the move around the company



Steven Maher



Frank Orthofer



Lou Feriozzi



Micheal Bean

RESEARCH

STEVEN MAHER, from group manager, paper technical service and development, starch processing, to section head, food and industrial starch research and development, Decatur
 FRANK ORTHOFER, from senior research scientist, proteins venture group, food and agriproducts, to section head, protein and oils research and development, Decatur



James Riley



David Brandyberry

INDUSTRIAL

LOU FERIOZZI, from relief night superintendent, to superintendent, starch processing and shipping, industrial products, Decatur
 SUE DAVIS, from utility clerk, to administrative assistant, manufacturing, industrial products, Monte Vista

AGRIPRODUCTS

MICHEAL BEAN, from merchandiser, Champaign soybean processing plant, to senior merchandiser of export meal, soybean milling, agriproducts, Decatur
 BARBARA ROBINETT, from office messenger, corporate office services, to relief utility clerk, control, agriproducts, Decatur

CORPORATE

DIANA BOSCH, from relief utility clerk, control, agriproducts, to benefits clerk, industrial relations, corporate administration, Decatur
 JAMES RILEY, from associate process engineer, to process engineer, corporate engineering and purchasing, Decatur
 DAVID BRANDYBERRY, from estimating supervisor, to project control supervisor, engineering services, corporate engineering and purchasing, Decatur



A. E. Staley Mfg. Co.
 2200 E. Eldorado St.
 Decatur, IL. 62521

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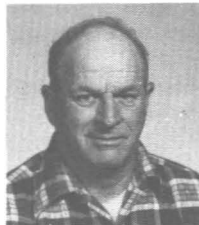
Joining the leisure life . . .



Lester Snyder



Gerald Sims



James Everman

Effective March 1, 1982

LESTER SNYDER, preparation operator, soybean milling, agriproducts, Fostoria

Effective April 1, 1982

GERALD SIMS, preparation operator, 101 building, Decatur
 JAMES EVERMAN, maintenance man, agriproducts, Frankfort
 CHARLES WORLDS, conversion operator, 10 building, Decatur

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