

# STALEY NEWS

VOL. 1—No. 16

BY AND FOR STALEY PEOPLE

April 15, 1938

## Precious Jewels of Commerce

The major duties of the Feed Sales Department are to merchandise corn gluten feed, corn oil meal and soybean oil meal in such a manner as to secure the greatest net returns to the company. The problems that this presents are multiplied by such factors as season, distance, business fluctuation, human nature and a score of other things.

Mr. H. T. Morris, Manager of Feed Sales, says, "The Staley Company has established an enviable reputation in the feed industry for integrity, quality and service. In reality, these are the Precious Jewels of Commerce, which the *"House of Staley"* has accumulated through years of painstaking effort and which must be carefully guarded. These jewels are ours only as long as we move forward in our efforts to provide our customers with constantly better quality products at fair prices. When we become lax, we rob ourselves."

### *For Example*

"Some specific case problems may be of interest. In the case of corn gluten feed, the buyer has been in the habit of and likes to buy commodities for shipment at his option or desire. We have had to get the buyers to accept our gluten feed when it is possible for us to make shipment, rather than on some date specified by them. This is because starch processing operations are not steady and we have to move feed quickly when we have it. We don't always succeed but we must keep trying because the problem is always with us."

"Incidentally, one of our most effective weapons in building good will and a constant demand for our corn gluten feed, despite irregular operations, is a certificate of analysis which points out, in no uncertain terms, the integrity of the company and the *constant* high quality of our product. We sincerely believe that this service has been one means of securing our full share, or more, of business which means more hours of operation for our plant. This shows what close co-operation among all Staley employees can accomplish because every man in every department is involved in making this service possible."

### *Work and Risk In Soybeans*

"In soybean oil meal merchandising, we have had to meet many problems, most of which are different than those of gluten food. Staley's pioneered the soybean processing industry in America and the very word "pioneer" bespeaks patience, hard work and vision."

"Pioneering the soybean industry meant investing money in a plant to produce a product which was unknown to the American people. It means years of research and experimentation to produce a good product; it means years of encouraging and helping growers to raise soybeans; it meant replacing, to a certain degree, old and satisfactory products; it meant assuring our customers that once they incorporated soybean oilmeal in their products, we could and would act as a dependable source of supply."

"We have successfully overcome many of the obstacles. To-day we are shipping soybean oilmeal into practically every state in the union and many foreign countries, to be used for feeding to cattle, sheep, horses, mules, hogs, all classes of poultry, foxes, dogs, rabbits, fish and as a fertilizer for fine wrapper tobacco, lawns and golf courses."

"The Staley company has gained a reputation for integrity, quality and service in this new and lusty industry which has meant much and will mean more to all Staley employees and to the city and state in general."

"Again co-operation among employees in the Soybean plant, the Laboratory, Shipping, Order and Sales Departments, with a full measure of credit to everyone, has made this possible."

"Any business succeeds only as it wins public approval. There is

## THIS IS PERFECT SHIPPING MONTH

### T. C. Burwell Heads National Campaign

Manufacturers and Railroads all over the country are hoping to make April a *PERFECT SHIPPING MONTH* and are reminding each other of the job they owe their boss, "Mr. Customer," and how they can improve upon their service to him.

They are reaching out a long arm, extending the hand of good will through perfect packages, delivered on time, attractively packed, which are the best silent salesmen a company or a railroad could have. Through perfect packages, they hope to indicate their interest in a product that carries through every stage of production and distribution until the customer is reached.

Well stenciled packages, barrels, or what not, with the customer's name and address straight and in the center of the label, make attractive packages which are the final proof of interest in the fellow whose business we seek.

### *Gogerty In Charge Here*

This year, Mr. T. C. Burwell, head of our own Traffic Department, has been singled out to manage the National Campaign. Mr. Burwell had charge last year as well and it was largely through his interest that Perfect Shipping Campaigns were begun in 1937. Tom Gogerty, head of our own Shipping Inspection, is managing our part in the campaign and his posters are to be seen around the plant urging everybody connected with the shipment of goods to make an extra effort to sell our products with perfect packages.

no better way to win public approval than for each man to do his job well. Through a good job, well done comes *integrity, quality and service*. THE PRECIOUS JEWELS OF COMMERCE.

### LARGE BALLOT EXPECTED IN FELLOWSHIP CLUB ELECTION

The annual election of Fellowship Club officers, which takes place next Tuesday, April 19, is being heralded with the usual good fun and friendly rivalry between the candidates and their sponsors.

In comparison to former years, however, the party platforms are not flooded with quite so many promises of bananas, horseradish and applesauce but it is still true that the best natured politics to be found anywhere are to be found right here at Staley's.

Votes will be cast in the following places:

- Firehouse—7 a. m. to 11:30 a. m.
- 3rd Floor Administration Building—12 to 2 p. m.
- Firehouse—2:30 p. m. to 4 p. m.
- Firehouse—10:30 p. m. to 11:30 p. m.

FELLOWSHIP CLUB DANCE  
 APRIL 16  
 ORLANDO HOTEL  
 Dale Lyman's Orchestra

## THE RECORD

	FEB.	MAR.	TOTAL THIS YEAR
TOTAL INJURIES	204	278	692
EYE INJURIES	34	64	155
NO GOGGLES	10	9	44
REPORTABLES	8	16	38
LOST-TIME	1	5	9
DAYS LOST	8	33	92
*WAGES LOST	\$43.52	\$203.52	\$524.48
LATE REPORTS	10	14	34

\*FIGURED AT 68c PER HOUR. (STALEY AVERAGE RATE FOR 1937).

### BRIX-RHODES SWITCH JOBS

Two recent office changes of interest are those involving the change in the Credit Union Personnel and the Paymaster's office. Gene Rhodes, who had been attached to the Credit Union for the last two and one-half years and has been responsible for the accounts as well as statistics on loans to members, has been transferred to Mr. Bass' department.

Hugo Brix, who just celebrated 10 years of company service, is our new Credit Union accountant.

Oddly enough, the change is in the nature of a promotion for both of them. Each is entering a different type of service but the opportunities provided by their new jobs offer more activity in the line of their individual interests.

In the future, that male voice that greets you over the Credit Union phone will be that of Hugo rather than Gene.

### EMPLOYMENT IN ILLINOIS

The tabulation and analysis of reports received by the Illinois Department of Labor, from 6,310 manufacturing and non-manufacturing enterprises in the State showed decreases of 1.4 per cent, in employment and 1.5 per cent, in payrolls during January and February.

Decatur was listed among the cities in the State reporting increases during the last several months. Here employment increased 2.1 per cent, and the amounts used for payroll purposes was 11.7 per cent, larger.

### NOW THERE ARE FOUR PERFECT DEPARTMENTS

Which have maintained clean Safety records since 7 a. m., June 20, 1937. The Reclamation Department lost their membership in the Survivor's Club early in April when a late report showed up at First Aid.

The departments still in the "Club" have a record of 299 days without a lost time accident, late report of injury or reportable accident scored against them.

#### THEY ARE:

Department	No.	Foreman
Engine Room	16	Earl Leek
Cafeterias	15	Miss Case
Elevator A	13	Harry Casley
16 Building	34	Phil Wills

## IS

# SAFETY YOUR BUSINESS?

*Roy Rollins, Director of Safety*

If you were one of the fourteen men who reported late to the First Aid last month you probably already know what Mrs. May thinks about people who say, "Well, I would have come in when I did it but I didn't think it would amount to much."

If you haven't heard her argument perhaps you'd better review it right now and see if you can think of an alibi that will stand up against it. Here is the argument: Mrs. May says, "It isn't your business to think an injury doesn't amount to much. This company retains a doctor and two nurses whose job it is to determine what your injury amounts to and what should be done about it. You have a job and you are expected to take care of it. We have a job also and it begins as soon as you are injured but we can't do our job unless you come in. Every injury, no matter how small, is capable of causing serious infection and it is our business to prevent that from happening. When you decide that your injury doesn't need attention you are taking our job into your own hands and, without medical training, you may find that you have a bigger problem than you can handle. You'll have to come in then and our job will be four times as hard as it would have been at first."

"You are not being fair to Dr. Fitzpatrick, Miss Farthing and me when you stay away and you surely know that you are not being fair to yourself and to those who depend on you."

Do you have an answer for that argument? If you haven't, don't come in and say, "I didn't think it amounted to much."

Don't feel too smug if you weren't in that little group of fourteen forgetters. The record doesn't show many repeaters. It just shows a lot of men who suddenly, "didn't think it amounted to much."

MEMBERS OF THE NATIONAL  
SAFETY COUNCIL

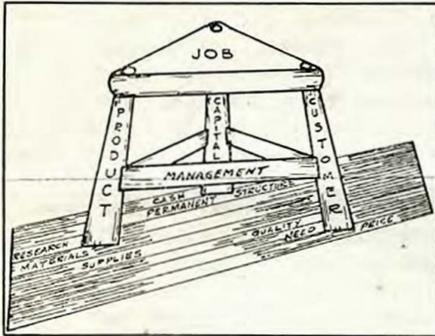
Published Twice Each Month  
By and For The Employees Of

**THE A. E. STALEY  
MANUFACTURING COMPANY  
DECATUR, ILLINOIS**

J. M. Richey

Editor

All news and suggestions should be given the editor by the 10th and 25th of each month.



THE BASES OF A JOB

The essential factors which constitute an industrial job may be represented by a triangular stool which receives its support from three sources, a *product* for which there is a sale, *customers* who wish to buy the product and *capital* with which to purchase the supplies, machinery and buildings. Binding these together, like the cross bars on a well constructed stool, is the *management* which secures the capital and brings the customer and the product together through sales, at the same time attending to the fair distribution of the income from sales between labor and capital. At the top is the job holder who provides the skill and effort that goes into the production of an acceptable product.

Omit any of the above and there would be no jobs.

If we had *customers* and *capital* but were without a good *product*, to pay our way, there would be no jobs.

If we had the *capital* and the *product* but were without customers we could not sustain ourselves and soon there would be no jobs.

Likewise, we might have *customers* and a *product* but if we lacked the necessary *capital* with which to finance our inventories, distribution, customer's credit, machinery, buildings and tools, we

could not continue, even if the workers were on the job.

If we had *customers*, *workers*, and the required *capital* but were without *management* capable of uniting these into efficient harmony, then a breakdown would result and the jobs would disappear.

If we had the *product*, the *customers*, the *management* and the *capital* but lacked the necessary able *workers* (jobs) to produce a desirable product, then the combination would not be a complete one and all would suffer.

SEVEN  
STEPS  
TO

- F**rown on achievements of others.
- A**tttempt to compel others to believe as you do.
- I**nsist a thing is impossible because you can't do it.
- L**et things which cannot be altered bother you.
- U**nfaithful use of time and materials.
- R**efuse to cooperate.
- E**xplain rather than perform.

WHAT FIRST AID EXPENSE IS MET BY THE FELLOWSHIP CLUB?

That is the question a number of people asked before filling out their survey blank which the "Club" recently mailed to all its members.

Mrs. May, our nurse, has summarized the "Club" sponsored benefits in this manner:

"We are anxious to do anything we can to make you more comfortable or help you improve your condition of health while on the job. In order to do this, the Fellowship Club provides drugs and supplies to take care of common ailments, colds, headaches, etc. In addition, cold shots are provided during most of the year, for all who wish them. This service, however, is limited to your staying on the job. Should your condition be such that you must lose time, then your help must come from your family physician and we are glad to co-operate with him in any way but, it must be under his orders."

TO LOAN

"The Fellowship Club has purchased bed pans, ice bags, hot water bottles, electric fans, etc., to loan to our men and women for use in the home."



More soybeans are produced in Illinois than in any other state in the union.

Manchuria is the largest producer of soybeans in the world—producing an average crop of 160 million bushels.

Instructions worth giving are worth repeating — One blow will seldom drive a nail.

Although soybeans were grown in China 3,000 years before the birth of Christ, they were not introduced into the United States until 1804, and not used commercially until the early 1900's.

Medium matured corn loses 11 per cent of its weight when its moisture dries out.

A mule can't pull when he is sitting down and a horse can't pull when he is kicking.



By Bill Brumaster

Fifty-fifty at LaSalle, March 25, when the Staley bowlers paid a return visit to the Westclox team. Our five star outfit composed of Brix, Stewart, I. Smith, Garrett and Captain Woodworth, dropped their contest by 117 pins. Talbot, Despres, Brumaster, Anderson, and Captain Alverson, who make up the also bowlers team, won their match by 109 pins.

\* \* \*

In the master group, Brix chalked up a pretty pair of fingers to annex a 601 score and top honors for his team. Despres led the novice group with a 575 total.

\* \* \*

The Staley Cubes, Centennial school volleyball champs, won the Recreation Association title three games to one. The Staley Lions, victors at John's Hill, were the victims and winners of second place for the city.

\* \* \*

The consolation game, played between the Hill Toppers from Centennial and the Staley Office from John's Hill, was won by the Hill Toppers.

\* \* \*

Syl Iven's name, picture and bowling score made the news when he bowled a 719 in the Herald and Review Tourney. Syl placed second for individual honors.

\* \* \*

The ABC Tournament at Chicago which drew seventeen Staley Bowlers saw a record attendance this year. Five thousand teams with twenty-five thousand bowlers converged on the big city.

\* \* \*

Cash prizes are awarded on the competitive basis with none but top scores placing in the money. When the Staley group left Chicago, Jack Mintun's score was among the pay dirt group. With several thousand to roll and several weeks to go the exact value of his position was undetermined, however, Jack's score appears to be worth between two and three hundred dollars.

BETTER LAWNS WITH SOYBEAN OIL MEAL

One of the finest and most inexpensive fertilizers for lawns is found in the combination of three pounds of soybean oil meal, one pound of spent bone charcoal and one-fourth pound of potassium chloride. The potassium chloride may be omitted if desired, the other two essentials are convenient to Staley employees.

This information was gleaned from Mr. K. J. Maltas, our Western Sales Manager, who has had considerable opportunity to watch the results of experiments where soybean oil meal has been tested out as a fertilizer.

Low Cost Source of Nitrogen

Several important points about fertilizers were mentioned by Mr. Maltas which are of interest to anyone who has tried and dispaired of cultivating a velvety textured lawn. The first was that soybean oil meal contains nitrogen in just the right amount for grass. Most commercial fertilizers, he said contain smaller amounts of nitrogen and cost five to ten cents a pound against 1½ cents on the part of soybean oil meal.

Does Not Leach Out Rapidly

In addition to the price consideration, the nitrogen contained in our meal is given up slowly during the course of the summer where other fertilizers, being uncooked, give it up with the first good soaking. This means that one application of our meal will give the grass a full lunch basket for the summer in place of a hearty meal all at once.

For best results, Mr. Maltas advises that, the fertilizer should be spread on thinly and not to exceed 4 pounds to each 100 square feet.

In case it is desirable to use the meal as a fertilizer for plants which produce stems, he advised the addition of both the spent bone charcoal and potassium chloride because of the necessary elements which they contain for use in the formation of the woody stems.

Hobby vs. Horse

It may be pitting one man's hobby against another man's horse but "Dad" Simroth, who keeps our lawn the best lawn in town, has a preference for one of the commercial brands of fertilizer and when approached about what he used on

our lawns mentioned his favorite but said that he checked with what Mr. Maltas said except to advise that our meal be used sparingly. Otherwise, it was an excellent as well as an economical product for lawn cultivation. "Follow up the use of fertilizer with a good soaking, no matter what kind you use," says "Dad."

YES—THE COURSE OF INSTRUCTION

IN "Practical English and Effective Speech," published by the Better Speech Institute of America, located in Chicago, Illinois, and advertised in one of our local papers, is the same course that was introduced to more than 200 Staley employees several years ago through the Personnel Department.

This answers a number of questions that have been coming to the Personnel Department during the past several weeks and perhaps a good many that have not reached us yet.

JUST A REMINDER

That you are the one to benefit by reporting your change of address promptly. A number of foremen have reported that it is sometimes difficult to divide work evenly because it is impossible to locate some of their men to notify them to come to work.

If you have moved, Rule No. 1, should be to INFORM THE TIME OFFICE, AT ONCE.



FOR SALE: 1930 Chevrolet Coach in good condition. Reasonable. Red Owens, 335 S. 20th St.

FOR SALE: Garden tractor, fair shape. Also 1 acre tract in Greenwich Gardens. Here's pay dirt, dirt cheap. Phone Co 839-3, or write E. W. Timmerman, R. R. 5.

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DANCE  
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Dale Lyman's Orchestra