



QUIZ WINNERS—Discussing some of the finer points of the 1963 Annual Report are winners of the Staley News' Annual Report Quiz. They are, from left, Clyde W. Sims, second place, George Wack, first place winner, and Mrs. Sally Katzenmaier, third place.

Clyde Sims Second, Mrs. Katzenmaier Third

George Wack Wins Annual Quiz

George Wack, Facilities Planning, is the first-place winner in the new everybody-eligible Annual Report Quiz sponsored by the Staley News. He wins a share of Staley Common Stock.

Second place and a \$25 U. S. Savings Bond went to Clyde R. Sims, Boiler Room, and third prize of \$10 was awarded to Sally Katzenmaier, Law Division secretary.

Of all entries received, 12 came up with perfect scores on the objective section and went into final judging based on their essay-type answer accounting for the Company's "see-saw" net profit pattern of the past ten years.

Reasons why the Company's consistent growth hasn't been clearly reflected in the earnings column varied in order of importance, with nearly all including the essentials of what is popularly known as the "cost-e squeeze".

Staley folks cited increased costs of labor, raw materials and equipment, emphasis on re-

search, expansion and modernization needs, keen competition within the industry and from abroad, declining soybean margins and high taxes as elements in the profit problem.

Quiz participants described a fiercely competitive market that, coupled with rising costs, cut deep into processing margins.

Their suggestion was that re-investing funds to gain and/or retain product leadership through research was a necessity for the well-being of the Company and all employees.

Also pointed out was the fact that competition has rendered it impossible to raise selling prices enough to cover rising costs of men and materials for production.

Solutions offered for how to help a profit comeback were to economize as much as practical across-the-board, and to try and make every production unit—in men and machines—as efficient as possible.

Contestants suggested that employees can help in their own jobs by making top-quality per-

formance a personal thing, that management should continue to search for ways in which our products can be produced better for less.

In sum, the employees responding showed a creditable "feel" for the Staley Company and its problems, with an excellent knowledge of elements directly affecting their immediate work areas. Some need for a better understanding of the total company picture was apparent in the answers, which often dealt with the employee's own work area rather than the Company at large.

New Southwest Dist. Center Opens

Packaging operations are expected to get underway in early May at the Company's new Southwest Distribution Center in Dallas-Ft. Worth.

Construction of the 36,000 square-foot masonry building was completed last week.

Located in an industrial district between the two Texas

cities, the new regional center will supply the complete line of Staley grocery products to retail outlets in Texas, Oklahoma, Arkansas, Louisiana New Mexico and Colorado.

It is the latest addition to the Company's growing nationwide complex of distribution centers, all part of a program launched

18 months ago to streamline our distribution system and provide faster, more efficient customer delivery.

The program provides for consolidation of more than 120 warehousing locations and a dozen packaging plants into 15 distribution centers across the country, including nine with packaging operations.

The first of the Staley distribution centers opened last year in Jacksonville, Fla. and Atlanta, Ga. Others have since been activated in Los Angeles, Portland, Phoenix, Salt Lake City and Scranton, Pa.

Largest of the centers is Scranton, serving 12 states and including a packaging operation.

Smaller centers, to be supplied by the Southwest packaging operation, are starting up in Denver and New Orleans.

Five additional centers in the middle and northern states will round out the distribution program.

Lavery Reelected Fellowship Prexy; Amendments Fall

Charles Lavery, Millrights, was reelected president of the Staley Fellowship Club and two proposed changes in the Constitution and By-Laws were turned down in a light voter turn-out March 26.

Lavery won a second two-year term over Charles O'Dell, Pipe Shop, Walter Rade, 101 Bldg., and Cedric Rybolt, 12-20 Bldgs., listed in order of their finish.

In the contest for vice president, John Guysinger, Electric Shop, won over Harry Utley, Millrights, and Jesse Angel, Oil Refinery, John Creamer, Pipe Shop, and Hedgie Smith, Oil Refinery won out in a four-way race for three governors' vacancies.

Harold Schable, Tin Shop, was unopposed for secretary.

Voting in the election were only 795 of the Fellowship Club's members, down considerably from the 1,124 votes cast last year and 1,132 the year before.

The two proposed Constitution and By-Laws changes carried favorable voting margins, but lost out for lack of the necessary two-thirds majority of those voting.

On proposal number one, for a change to list "a representa-

tive appointed by the Company" among the non-voting members of the Board of Governors rather than "the manager of personnel", the vote was 523 for, 219 against and 153 not voting.

Other non-voting members on the Board are the Club's business manager and treasurer.

(Continued on Back Page)



Lavery

Guysinger



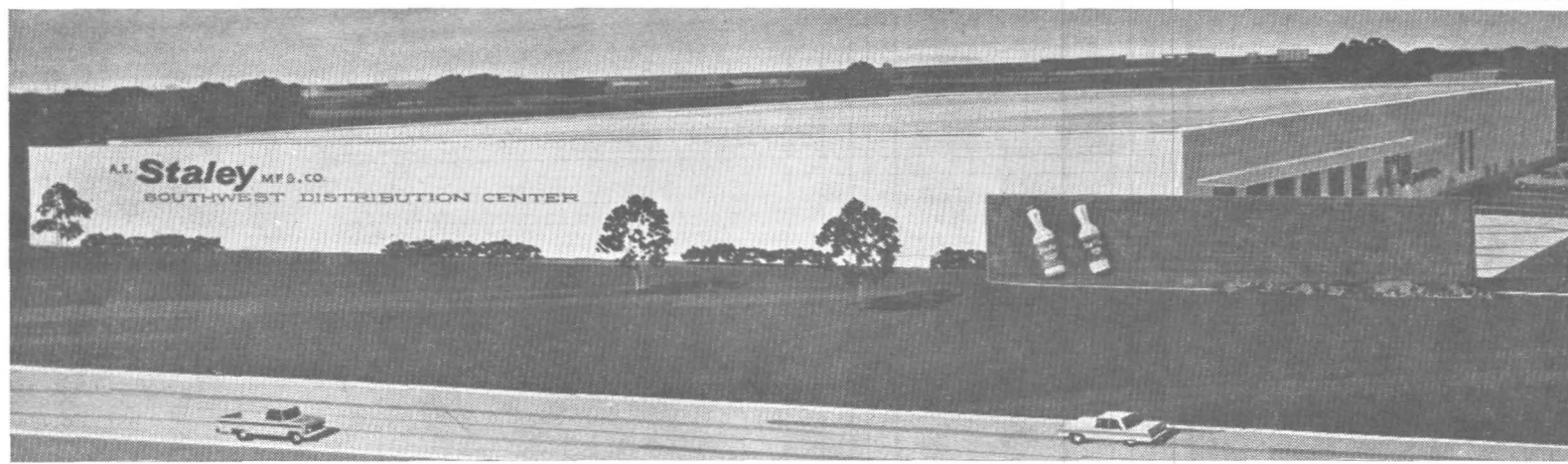
Schable

Angel



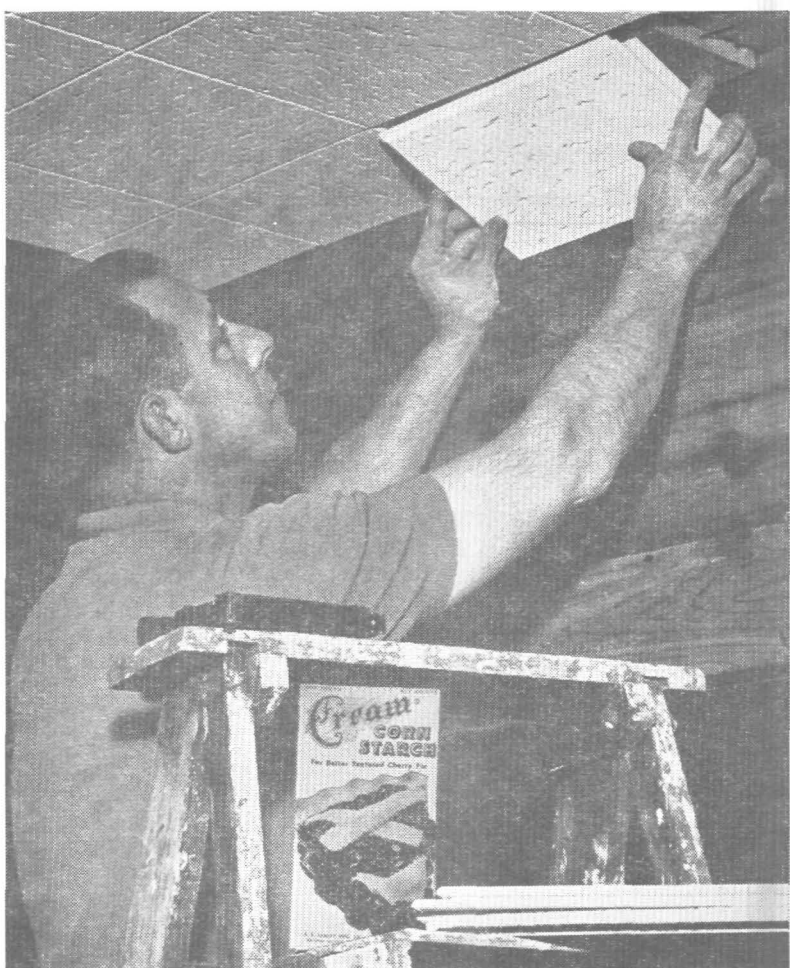
Creamer

Smith



GREAT SOUTHWEST CENTER—Here is the modern new 36,000 square-foot center for our southwest grocery products distribution.

The brick and masonry structure is situated in an attractive new industrial tract between Dallas and Ft. Worth, Tex.



CORN ON THE CEILING—When the Staley News advertised for do-it-yourself who planned to put on wall tile, Norma Knop, Standards, volunteered hubby Bob, pictured above. The photo, illustrating a helpful tip of dusting hands with corn starch to avoid unsightly perspiration smudges on tiles, has been used in a number of publications across the country.

Nine Climb Promotion Ladder

Nine were advanced in promotions last month.

Jack Erickson was promoted from industrial sales representative at the Corn Division's St. Louis Office. Erickson joined the Company in 1954 after graduation from Millikin U. as a photographer in Public Relations. He joined Industrial Sales in 1957 as a senior salesman.

Also moving up in Industrial Sales ranks was **Charles Geisen**, who was advanced from industrial sales representative to senior industrial sales representative at the Cleveland Office. Geisen, an Xavier University (Cincinnati) graduate, joined Industrial Sales in 1958 and began as a salesman at the St. Louis office.

On the local scene, **Richard D. Hoyt** was advanced from millwright to assistant foreman of the Millright Shop. Hoyt started here in 1950, worked in the Feed House and the Garage, entered the apprenticeship program in 1960 and graduated in 1963.

Other promotions:

Staley Welcomes

Clifford Dunnigan, Cost Accounting
Lynn Elder, Engr. & Maint.
James Faulhaber, Printing & Mailing
Lyle Lane, Specialty Feeds
Rosalie Lauerman, Market Rsch.
Alyce Livingston, Chemical Rsch.
Charles Locke, Mgr. of Accounting
Milton Nevrenchan, Engr. Rsch.
Jean Norris, Ind. Sales, Chicago
Eugene O'Riley, Chicago Clearing
Dilip Patel, Engr. Rsch.
John Scarpero, Jr., Groc. Prod., St. Louis



Hoyt



Geisen



Erickson

Fredric Bardfield, from reclamation clerk to stock control clerk, Storeroom and Reclamation.

Robert Fisher, from stock control clerk, Reclamation, to price clerk, Purchasing.

Nelda Koontz, from statistical clerk to pricing clerk, Marketing Research.

Donald Kush, from hourly roll to assistant foreman, 20 Bldg. Bag Room.

Theodore Sederwall, from messenger, Printing & Mailing,

to physical inventory clerk, Production Control.

Richard Webb, from messenger, Printing & Mailing, to reclamation clerk, Storeroom & Reclamation.

Everett W. Brown retired as senior mechanic in the Electric Shop after 30 years continuous service. He started as an electrician's helper, moved up to mechanic in 1943 and was made a senior mechanic in 1946.

Sam Boulware is retiring May 1 as 1 Bldg. repairman after 20 years service. He had worked as an ash pump operator in 1 Bldg., and prior to that in the Oil Refinery, Starch Drying and on the Extra Board.

Millard Fairbanks was a voluntary early retirement from Stores, after a 20-year career that included work on the Extra Board.

Retiring from the London Office were **L. C. Ambrose** and **Harry Tompkinson**, with 37 and 36-year service records, respectively (see related story on this page.)

Staley NEWS

Vol. VI, March, 1964 No. 5

Bruce Shaeffer, Editor
Lee Jeske, Photographer

Thirty-Nine Celebrate Anniversaries

Thirty-nine Staley folks mark anniversaries of 880 years service in March and April.

Leading the list are **William Barter**, Tin Shop, **John Durchholz**, 2 Bldg., and **Russell Trowbridge**, Tin Shop, who have reached the 40-year mark in their careers with the Company. Other celebrants are:

35 Years

Ross S. Alverson, Chgo. Ofc., Apr. 17

30 Years

Clyde Billings, #2 Bldg., Mar. 27
 William E. Dunham, Tin Shop, Mar. 14

Albert P. Edwards, #17 Pkg., Mar. 2

Roy A. Heffington, Millw., Shop, Apr. 2

Clyde W. Hoyt, I & C Shop, Apr. 7

Mrs. Neva C. Long, #17 Clk., Mar. 6

Ivan W. Mulvey, #111 Bldg., Mar. 15

Carl Napierski, Cont. Lab., Apr. 12

John F. Querrey, Recla., Apr. 25

Thomas J. Walsh, Elec. Shop, Apr. 24

O'Dell Woodcock, #20P & 118, Mar. 31

25 Years

John T. Creamer, Pipe Shop, Mar. 13

Robert I. Fain, Elec. Shop, Mar. 13

Chase A. Fitch, Cont. Lab., Mar. 21

Lawrence E. Hebenstreit, #25/28 & Elev C., Mar. 23

Kenneth M. Johnson, Tin Shop, Mar. 31

Euell Perkins, Lub. & Oil, Mar. 16

Harold E. Schable, Tin Shop, Mar. 23

20 Years

Ralph C. Blair, Ofc. Serv., Mar. 2
 Donald L. Falk, Gen. Ledger Acctg., Mar. 1

Samuel W. Green, Extra Bd., Apr. 11

Marian A. Maurer, N. Y. Ofc., Mar. 1

Opla B. Shaw, #9 Bldg., Mar. 3

Vernon Steele, Plant Cl. Up., Mar. 20

to physical inventory clerk, Production Control.

Richard Webb, from messenger, Printing & Mailing, to reclamation clerk, Storeroom & Reclamation.

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Barter

Durchholz

Trowbridge

Alverson



Billings

Dunham

Edwards

Heffington



Hoyt

Mrs. Long

Mulvey

Napierski

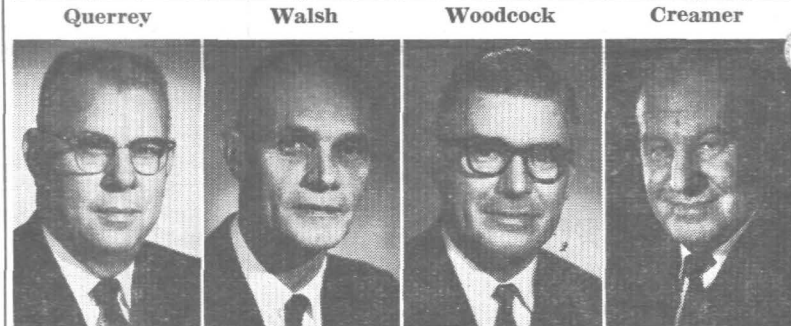


Querrey

Walsh

Woodcock

Creamer



Fain

Hebenstreit

Perkins

Schable

15 Years

William R. Eichenberger, Mkt. Dev. Div., Mar. 1

Estella Launtz, Exec. Secy., Apr. 16

Warren L. Wollrab, Pilot Plant, Mar. 1

10 Years

Robert E. Hahn, Ind. Sales Div., Mar. 1

Lorraine S. Reynolds, Distr. Div., Mar. 15

Charles W. Turner, Appli. Rsch. Apr. 1

5 Years

Roy R. Broeren, Groc. Prod. Rep., (Wisc), Mar. 9

Rosemary Noel, Advertising Div. Apr. 1

William A. Rennert, Maint. & Eng. Dept., Apr. 13

Clarence W. Schultz, Jr. Chgo. Clearing Hse., Mar. 26

Kenneth H. Swanson, Ind. Sales (Cleve.), Mar. 1

Eight Staley Folks to 'Life of Leisure'

Seven Staley veterans retired in February and March, after combined service careers averaging more than 30 years.

Leading the list was **Thomas Barbee**, who retired after a 42-year career, all in the Mill House. He started as a reels and shaker washer, then moved up to mill operator, the position he held at retirement.

Franz Saloga retired as senior mechanic in the Pipe Shop after 40 years service. He started in the Pipe Shop as a helper, moved up to mechanic in 1933 and had been a senior mechanic since 1944.

Retiring from the London Office were **L. C. Ambrose** and **Harry Tompkinson**, with 37 and 36-year service records, respectively (see related story on this page.)

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Board, 48-49 Bldgs., and the Warehouse.

Jesse Joyner retired as a pellet packer in 48-49 Bldg., where he spent most of his 18 years with the Company. He started on the Extra Board.

Two London Office Stalwarts Retire

According to the record, two employees of the Staley London Office retired last month.

For the record, those two chaps just happen to be the ones who got the London office started, then saw it through some mighty lean war years, and have since guided it consistently upward.

L. C. Ambrose and **Harry Tompkinson** for many years were the London Office.

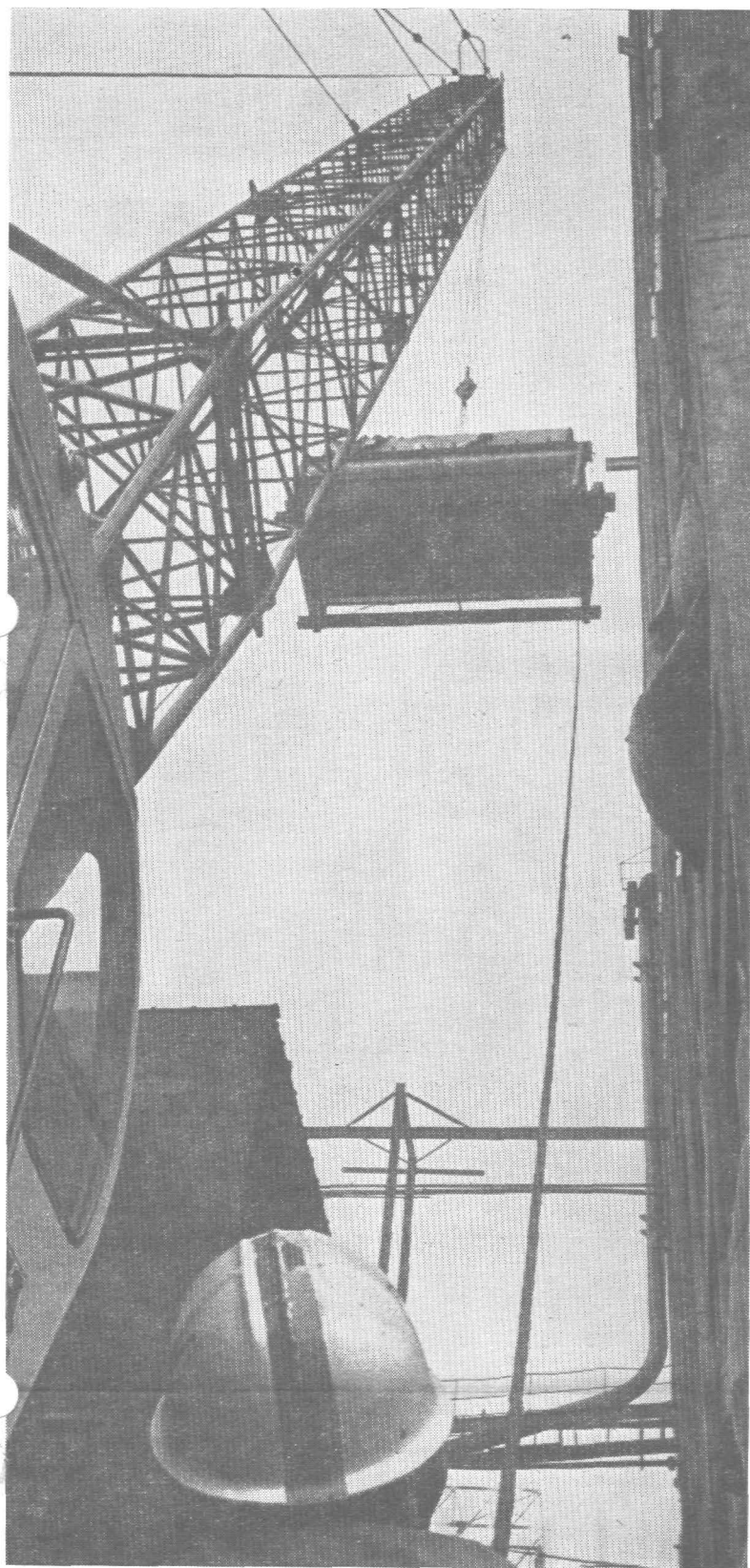
Ambrose joined the Company as managing director when the London Office was opened in January, 1927. The following August, Tompkinson signed on to direct the organization's sales. Both were later named directors of Staley London.



Tompkinson

Ambrose

Now, some 37 years later, they've both retired, leaving behind a sound, growing organization, and taking along the gratitude and best wishes from management and a host of "by-mail" acquaintances throughout our international organization.



BIG LIFT—One of the new precoat filters is on its way up to the 10th floor of the Syrup Refinery under the strong arm of a giant 100-ton truck crane imported from Chicago for the occasion.

Expansion Program Gets a 'Big Lift'

The Staley expansion program got a "big lift" recently—just about as big as they come, in fact.

It came in the "person" of a 100-ton truck crane, largest of its kind on the market. The 137,000-pound giant was leased from a Chicago firm for hoisting of new precoat filters to the 10th floor of the Syrup Refinery two weeks ago.

It took five semi-trailers to transport the boom and other parts that had to be stripped off the self-propelling cab to come under highway weight limits.

Approximately 170 feet of the crane's 300-foot reach was used to lift the 15-ton filters into place 10 floors above the ground from the northwest corner of the Refinery.

The crane, about twice the size, weight and capacity of our largest model, sells for up to \$200,000, depending on the number of "extras" desired. It is leased at the rate of \$1,000 a week, complete with a supervisor for putting it together.

The precoat filters are used to separate oil, protein and fibrous materials from syrup as it comes from the continuous converters. The solids are then returned to the Feed House for use in gluten feeds, and the liquid goes on to decolorizing and final conversions.

In other phases of the Refinery expansion - modernization

project, work is near-complete in the enzyme area, erection of new steel in the ion exchange area is almost finished, and piping is being installed on new carbon filters.

At the Steep House, work has been completed on the first set of new stainless steel steep tanks, while new equipment installation is moving along on schedule in the neighboring Mill House and Feed House.

Next month's expansion agenda includes start-up of construction of the new Feed House addition in addition to continued work at the Syrup Refinery, Mill House and Steep House.

Groundbreaking Set for First Phase Of Dextrose Bldg.

Bidding on construction of footings and warehouse facilities for the new dextrose unit and a Boiler Room Addition will open this month, with contract awards expected by May 1.

Groundbreaking ceremonies for the first phase of construction on the new dextrose building are tentatively scheduled for mid-May. Construction of the new production facility is a major element in the Company's \$10-million-plus expansion program now underway and slated for completion next spring.

The Boiler Room addition will house another new boiler capable of generating 150,000 pounds of steam an hour for manufacturing processes.

Addition of the new boiler is another part of the program to gear milling facilities for full-scale production of liquid and crystalline dextrose in addition to supplying greater demands for high conversion syrups as sweeteners.

All that Glitters???

Tax Cut Great—But Beware!

Extra cash from the tax cut may be just great—but beware—lest there be an unhappy ending to the story come tax-time next year.

Payroll deductions are now being made at the 1963 rates of from 14 to 70 percent, but we are actually being taxed at the higher 1964 rates of from 16 to 77 percent.

So when it comes time to settle up with Uncle Sam next April, many may find themselves owing more than expected.

You can guard against a tax-time jolt by changing your number of dependents at the Payroll Dept. Taking off one dependent exemption for the rest of the year will in most cases avoid ending up with an unexpected tax bite to pay at this time next year.

Technical Group to Hear U of I Professor

Dr. Louis D. Volpp, associate director of the University of Illinois graduate school of business administration will discuss business methods at the Thursday, April 23 meeting of the Staley Technical Society.

At the March meeting, Dr. William J. Hoover, administrative vice president of the Corn Industries Research Foundation, outlined the functions of the Foundation and its relationship to the Staley Company.



... heads Foreman's Club

Scott Page Named Foreman's Prexy

Scott Page was named president of the Staley Foreman's Club in the annual membership election Feb. 17.

He succeeds Ornan Williams, who automatically begins a three-year term as trustee. Other past presidents now serving trustee terms are Paul Breyfogle and Eldo Riedlinger.

Other new Foreman's Club officers are:

Koran Capshaw, vice president
Paul Strong, treasurer
Arnold Metzger, secretary
Named committee chairman for the coming year were:

Wibb Falk, Membership
Dick Hopkins, Welfare
Emil Schimanski, Entertainment

Ed Lashinski, Food
Tom Moran, Auditing
Estol Smith, Rules & By-Laws

The current Foreman's Club membership roster stands at 347 active members.

Accident Rate Down In First Two Months

There have been less than half as many lost-time accidents over the first two months of this year as compared with the same period a year ago, according to this month's safety report.

Five lost-time accidents were recorded for January and February, 1964, as opposed to 12 in 1963.

Three of the lost-time injuries occurred in February, along with six doctor's cases.

There have been 19 doctor's cases so far this year, four more than a year ago.

Secretarial Training Course Underway

The first class in a new secretarial training program is nearing the midway point in a twelve-week course designed by the Training Dept.

Enrolled in the session are 15 Staley secretaries and stenographers. Classes meet every

Staley Bowlers Off to Tourney

Thirty-five Staley bowlers will travel to Dayton, Ohio April 11 to compete for \$15,000 top prize money in the National Industrial Team Tournament.

Approximately 5,000 teams from all over the country are participating in the annual meet, largest of its kind in the nation. Prizes will be awarded to the top 500 teams.

Seven of the 14 teams from Decatur are made up exclusively of Staley employees.

Staley bowlers attending are:

Don Adcock
Bob Koshinski
Clarence Koshinski
Walt Koshinski
Robert Fain
Robert Swift
Howard Hawthorne
Bus Coulson
Dusty Cook
Jack Galloway
Bill Rennert
Wayne Stewart
Everett Leisner
Gene Nixon
Dick Hoyt
Shelley Heiland
Frank Conroy
Mel Workman
Bob Hoots
Richard Blaylock
Bob Mills
Ed Monical
Ted Liermann
Ray Bundy
Louis Murphy
Merle Blair
Bob Crowder
Bob Leisner
Forrest Wilmot
Ken Binkley
Tom Adams
Arnold Mitchell
Dane Atkins
Jerry Dilbeck
Russell Helton

On stand-by call is Russ Dash, secretary of the Decatur Bowling Association.

Military Leaves . . .

Michael Edie, Extra Board, 4 yrs.

Wayne Parker, Cont. Lab., 4 yrs.

Welcome Back . . .

Norma Harmeier, Steno-Clerical

John March, Printing & Mailing

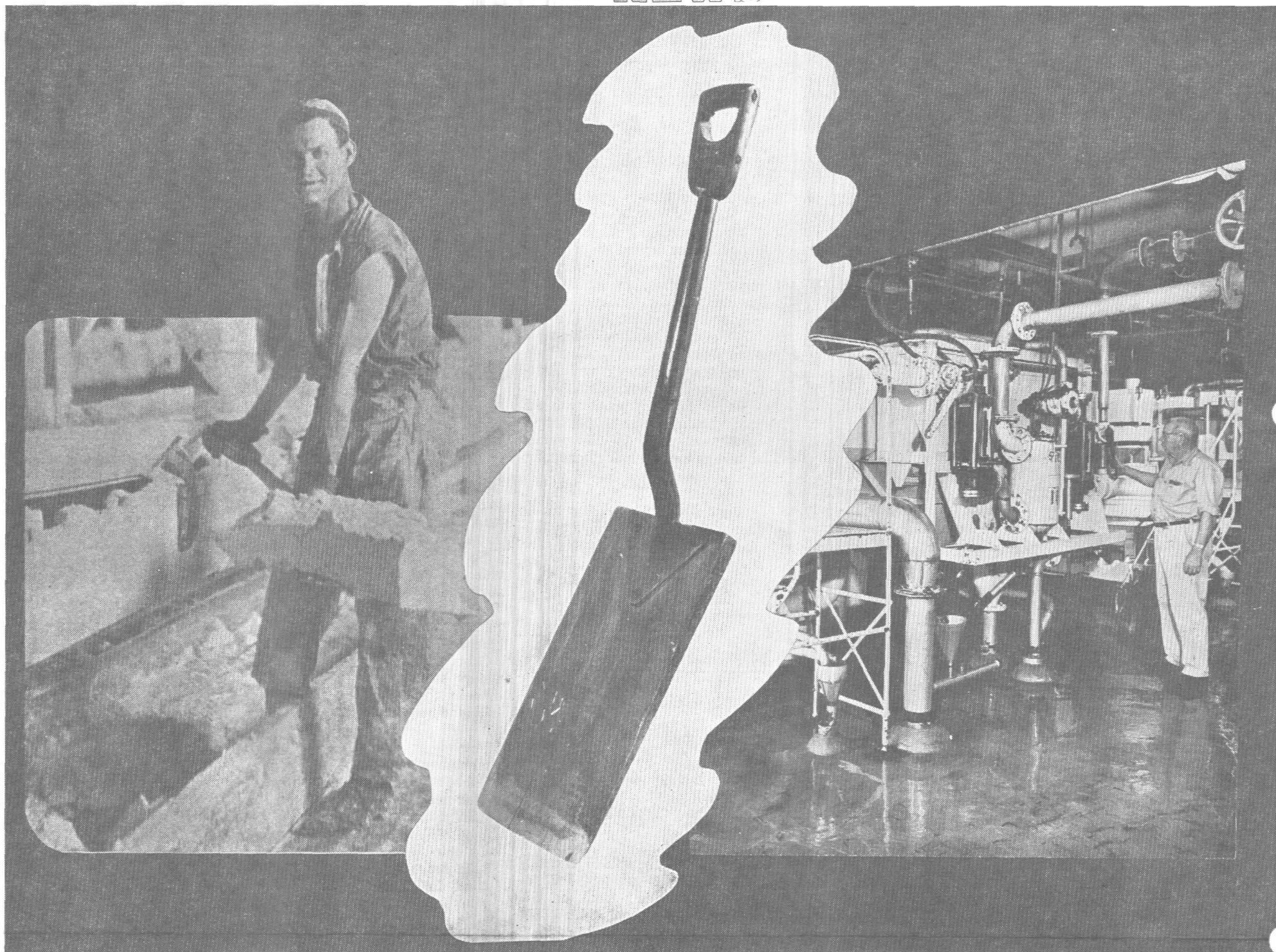
Donna Wyant, Crude Oil



CLASS IN SESSION—Participants in the Company's secretarial training course listen attentively to instructor Charles Gregg. They are, from left around table, Mary Doherty, Betty Collier, Audrey Koshinski, Teresa Lamb, Marjorie

Schroeder, Ann Benson, Marilyn Cooley, Joyce Hullinger, Jo Culumber, Mary Dalluge, Barbara Wessel, Ruth Ann Hollar, Norma Guysinger, and Ann Martens. Not pictured is Judy McNutt.

Instructing the course is Charles Gregg, high school business - secretarial training teacher and business consultant. Plans for future courses will be announced at a later date.



Relics from the past . . .

Grueling Starch Shovel Job Bowd to Better Ways

How do you suppose it would be to toss around 150-pound weights for a living?

That was the job of a starch shoveler, and up until 1928 the shovelers and their unique shovels played key roles in our corn processing activities.

Starch shovelers were a group of Herculean souls who commanded premium pay for manipulating starch shovels with machine-like regularity to transfer wet starch cakes from tables in the old Table House to belts that carried it along for drying.

A starch shovel (pictured above) is a curious-looking device with a flat, polished 22-inch



Jim Bean

. . . last of the starch shovelers still active here.

In an era when mechanics were drawing 40 and 50 cents an hour, starch shovelers earned up to \$300 a month for wielding their deft blades 11 to 13 hours a day and compiling some fantastic manual production levels on piecework.

A 1923 Staley Journal commended shoveler "Bert" Cheyne (pictured above) for having moved 150,000 tons of wet starch in his ten-year career. It was reported at that time that Cheyne, a 140-pounder, lifted a staggering average of 105,000 pounds of wet starch a day.

Starch shovelers reported for work early each day to prepare their tools for the grueling task ahead. Experienced men wore

out an average of two shovels a week.

It seems that many of the outstanding shovelers were slightly built, sinewy fellows that had mastered a coordinated motion. Old timers recall that the work broke down some of the biggest and brawniest specimens inside an hour.

The starch shoveling job was eliminated in 1928, and the shovelers went on to other areas of the process structure.

In their place, Mercos, filters, and since last year Dorrclores separate the gluten and starch, including in their high-speed fully mechanized operation the work formerly done by the shovelling teams.

Ten Mercos now working at that phase of the process turn out some 3,500,000 pounds of dry starch a day, equivalent to 7,000,000 pounds of the wet cakes that contained about 50 percent water in the day of the shoveler.

One former starch shoveler is still active here, and one shovel that we know of is still around.

The shoveler is Jim Bean, now a 111 Bldg. Operator, who has vivid recollections of a five-year stint behind the heavy shovel.

Jim looks back to the day shoveling was discontinued with mixed emotions. "It was tough work, but it was also tough to forego that pay. We made three times as much as other process workers for less hours worked. Guess in the long run it was best, though."

"Starch shovelers worked in teams of two . . . they were a closely-knit bunch," Jim recalls. He remembered quotas of 200 cars or about 60,000 pounds a day, and shovelers' delight at being permitted to fill more than 200 (they were paid by the car).

By Jim's time, shovelers were restricted to an eight-hour day, so records like Bert Cheyne's 105,000 pounds a day, compiled over 11 to 13 hours days, were never to be challenged.

The last known starch shovel around here is a gift to the Company from **Floyd Hazenfield**,

who shoveled from 1916 to 1928, then went on to complete a 40-year continuous service career as a mechanic in the Machine Shop.

Floyd kept his shovel as a souvenir when the process was discontinued, and left it to the Company when he retired in 1961.

The shovel remains in our archives today, a symbol of one challenging test to the strongest of men in days gone by, one of the many processes that has bowed over the years to better ways.

Brussels Seminar Headed by Glynn

Comptroller Charles Glynn was chairman of a two-day seminar sponsored by Management Centre/Europe last month in Brussels, Belgium.

The seminar concerned use of a direct costing system for improved profit-planning and control. Assisting in the presentation were corporate executives from Belgium and Germany.

The organization was founded by the American Management Association.

Glynn worked the program in with a round of the Company's European affiliates and joint ventures.

Congratulations . . .

Jack Erickson, Industrial Sales, elected president of the Mid-South Dairy Technology Society, Memphis, Tenn.

Junior Achievers End on High Note

The Staley Junior Achievement Company is selling the last boxes of "Taste-Rite" peanut brittle and preparing their annual report which will accompany stockholders' dividends in May.

The miniature company closed production March 25.

In a preliminary financial statement, JA officials reported sales of 1,750 boxes of peanut brittle for volume of \$1137.50. Wages of \$450 were slightly less than last year because of a workers' vote to waive sales commissions when the company's stock value dropped off recently.

A 10 per cent return on investment to the company's shareholders is anticipated.

This is the first in a series of articles on relics from years gone by. In coming editions, we will take up some of the tools and techniques that forged our path to progress before being replaced with swifter, more efficient methods to keep pace with the demands of the times.

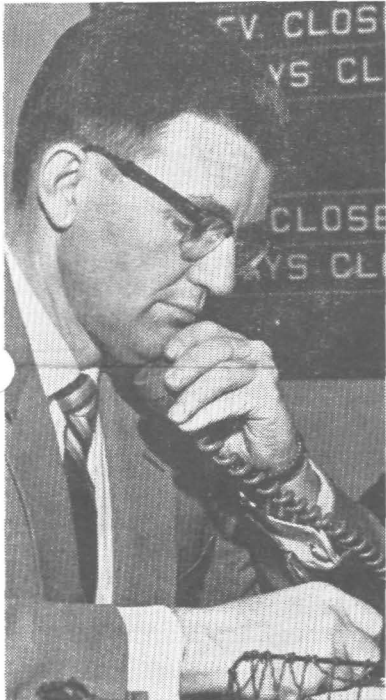
blade honed to razor-sharp edge. It was shellaced to prevent the wet starch from sticking, and the blade-edge had to be sharpened daily to permit slicing in on the wet starch with maximum ease, if there is such a thing as ease when you're lifting and turning a shovel with about 150 pounds of wet starch on it all day everyday.

Rough Road . . .

Painesville Pits Winning Spirit Against Soybean Market Sag



Plant manager Dave Hopkins maintains close check with price changes flowing in over the wire.



Lyle Wiegand is in constant contact with Painesville customers over the telephone.

Painesville 'News' Reporter Named

Mrs. Gloria Majoros is the Staley News correspondent from the Painesville plant.



Mrs. Gloria Majoros

Gloria, senior clerk in Payroll and Personnel at Painesville, will keep tabs on general happenings involving Painesville people.

She has been a member of the Painesville office staff since 1960, and is a native of the Ohio community.

Unusually poor conditions in the soybean business over the past few months have had major impact on our Painesville processing operations.

Since December, Painesville has been down about a third of the time, operating all the time on a week-by-week basis, with process employees never knowing from one week to the next how many days they'd put in.

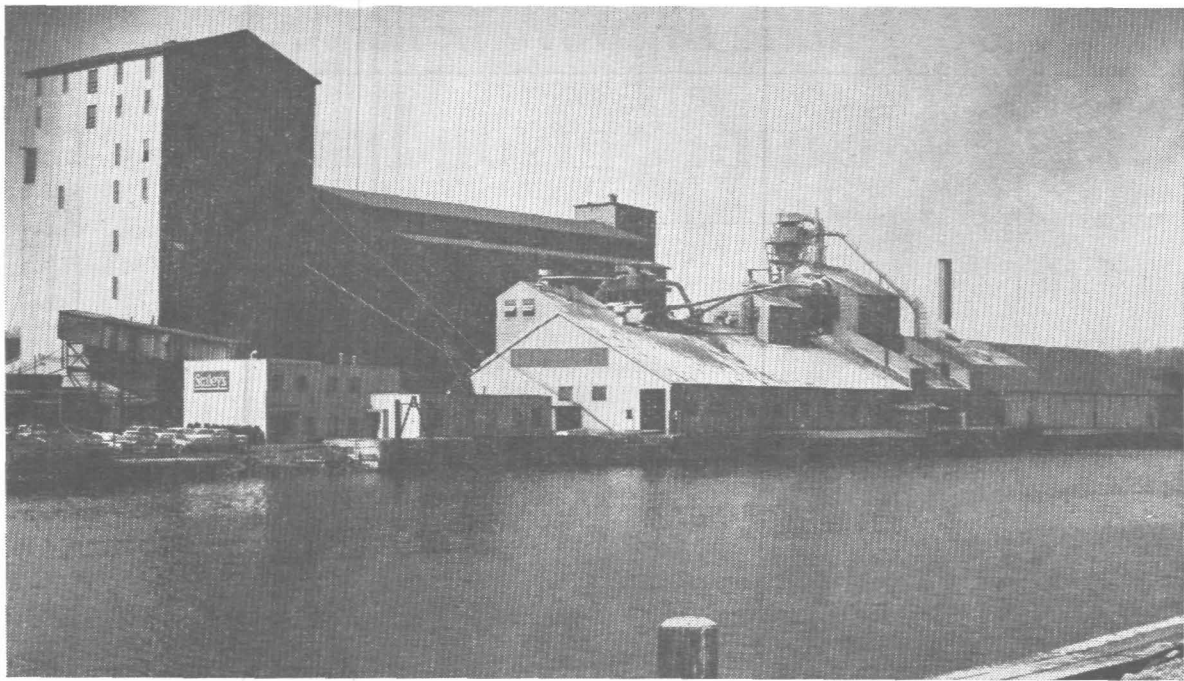
A mighty depressing set of circumstances—yes. But you'd never know it, to take a look and have a talk with Painesville folks when they're on the job.

They're hoping things will get better, of course. It's not easy to feed a family on half a week's wages. And Painesville folks are doing something about it. They're doing what they can to help cure a situation that many would say was quite out of their hands. That hope is typified by record production highs when the process is on, along with highest quality meal and oil produced.

What they seem to be saying (with performance) is that if the soybean business is declining, it won't be because of poor quality or less-than-top production levels, at the Staley Company, at least. If it's possible in the soybean business today, Painesville's going to pay its way.

A visitor from Decatur cannot avoid a prideful glow at seeing the Painesville spirit, along with a silent thanks for a full week's work back home.

Here are a few of the scenes our cameras captured in a day at Painesville.

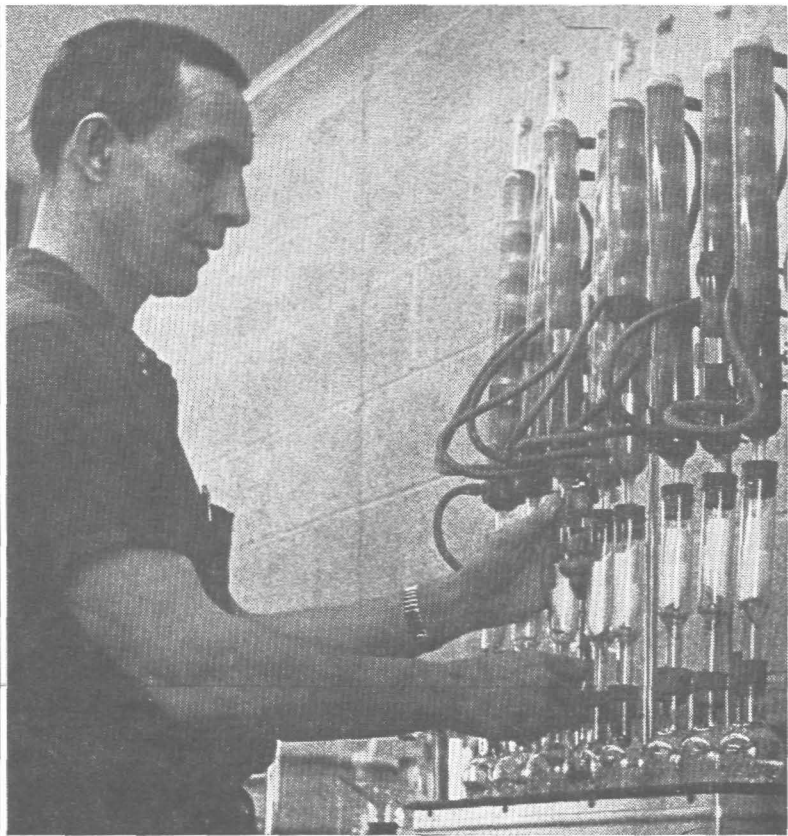


Here's the Painesville operation from the other side of the Grand River. Office Building is in the foreground with the sign, with process build-

ings right on the river and the giant elevator across the railroad track in the background.



Foreman Ollie Alenen, who directed the Decatur visitors on a tour of the plant, pauses for the camera during an explanation of the giant process control panel (background).



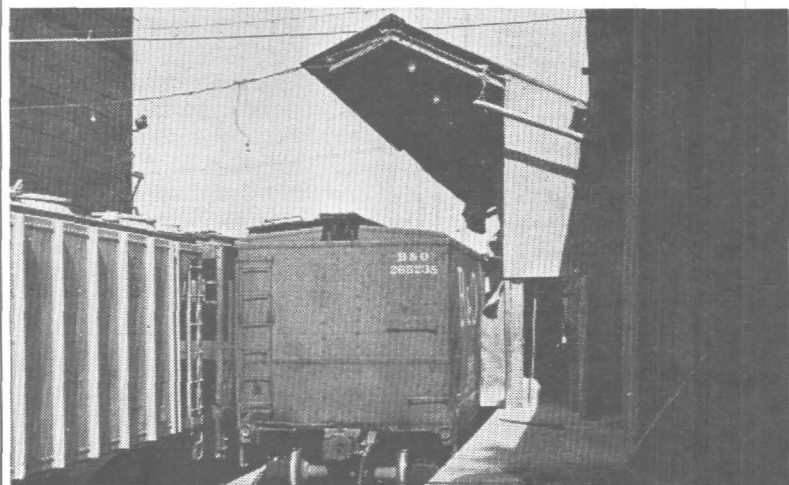
Sam Morton puts all Painesville products to the test in the Control Lab before they are shipped to customers.



Mechanics James Greenfield, left, and Leslie Naumann adjust chains holding a bearing they are working on.



Glen F. Willoughby makes an adjustment in the preparation panel in the Painesville bean process plant.



Another load of Staley soybean meal is on its way from the Painesville loading dock. Soybean oil is shipped by barge on the Grand River during the summer months.



"Red" Kerven, left, outlines a process plan with Tom Myers and Nat Kessler during a recent visit to Painesville.

Portrait of Public Improvements . . .

Oakley Dam, Sewer Improvement on Civic Horizon



OAKLEY LEADER—Robert J. Murphey, a Staley Director, leads panel progress report on the Oakley Dam.

Oakley Reservoir To Offer Area Water Wonderland

A panel of experts told Decatur residents that the Oakley Dam project would solve a serious community water problem while at the same time opening a vast new recreational wonderland.

Officials from the U.S. Corps of Engineers, State of Illinois, a planning consultant and local leaders detailed background and outlined progress and prospective benefits of the local-state-federal financed project.

Here, in capsule form, is a portrait of the Oakley program:

- Conceived in 1939 as a flood control project, now considered economically feasible by the Federal Government for water supply, with a big bonus in recreation and conservation values.

- Interest in the project rekindled in 1952 by Decatur civic leaders as solution to area water needs.

- Total project cost: \$32.5 million. Decatur's share: \$5 million, to be paid over a 50-year period, \$250,000 a year, by water users. Spent to date: \$325,000 for area land surveys, sub-surface explorations. Now appropriated: \$75,000 for continued preliminary work on dam location.

- Project completion date: 1972. Timetable: 1965, land acquisition for dam; 1966, dam construction starts; 1970 dam completion. Earth dam, 3,500 ft. long, approximately 55 ft. high.

- Reservoir will be 8 miles long, covering 2,400 acres (Lake Decatur is 13 miles long, covers 3,300 acres).

- Shoreline planning emphasis placed on facilities for public use. Included in current plans are State Park, County Park, picknicking areas, boat docks, forest preserve.

- Expected to attract some 340,000 visitors—6,000 to 8,000 a weekend—from 100-mile radius.

- Decatur's financial stake based on vital water need. Lake Decatur, originally constructed to serve community of 44,000, has lost one-third of capacity (now 6 billion gallons, 4.05 available for use) through silting. Situation serious from April to October, when 62 percent of City's 11.9 million

From conception to dedication, public improvements are usually long, hard struggles—the products of years of effort by forward-looking citizens.

On Decatur's civic horizon today are two such improvements, both born of the needs of a growing city.

They are the Oakley Dam, a City-State-Federal project to solve an impending local water crisis; and sewer improvements, a less glamorous but equally important problem area that imposes severe penalties for failure to plan in advance and anticipate tomorrow's needs.

Progress reports on the Oakley Dam project and sewer needs were presented at the recent Town Meeting, with two Staley leaders playing key roles. Robert J. Murphey, a Company Director, was chairman of the Oakley session; and Roy Rollins, Vice President, served on a panel composed of Sewer Advisory Committee members.

Both projects address themselves to existing needs and those of the future. Both involve elements basic to all our lives. Both involve sizeable expenditures, but offer savings for prompt, well-organized approaches.

Both are of primary concern to the Company—and both affect every employee.

gallon-a-day use occurs. Predicted that by '65 use will go up to 12.6 million gallons a day, cutting the reserve to only a tenth what it was just three years ago.

- Oakley area to have finest plan of any similar-type development in Illinois or central U. S., according to the State Director of Conservation. William Lodge bases prediction on state-hired land-use studies, first of which were unveiled at the Town Meeting. Plan to be coordinated with construction plans. There are two similar projects now underway in Illinois: at Carlyle and Shelbyville.

Although born of flood control needs and reawakened by a local water crisis, the recreational aspect of Oakley was viewed as "no small by-product" by Col. John C. Mattina of the Corps of Engineers. A mushrooming population with more free time than ever was cited as a significant economic and social advantage to area cities.

Using similar projects as a guide, strong public interest seems to be the major spur for speeding work toward completion. This can be done by backing the Oakley Advisory Committee and indicating your support to Congressman William L. Springer and other officials.

Today's average consumer can choose from 8,000 items in food stores, spending less of his income on food than ever before.



SEWER FINDINGS—Robert Grohne, Keynoter for the Sewer Advisory Committee, refers to City sewer map during a Town Meeting report. Seated at far right is Roy Rollins, Staley vice president and a committee member.

Immediate Work Necessary to Meet City Sewer Needs

Expenditure of some \$10 million for storm and sanitary sewer construction is necessary to meet current needs and establish a sound base for the future.

This is one of the major recommendations presented by a panel of Sewer Advisory Committee members at the Town Meeting.

The Committee was appointed last summer by the Sanitary District to study the community's sewer situation and recommend a program of future planning and operation.

After an extensive survey of the current system, including interviews with Sanitary District and City officials, outside experts and two public hearings, the Committee presented the following recommendations to "improve the planning, financing, construction and operation" of the Decatur sewer system:

- *Sanitary District should continue to build and maintain the interceptor system and disposal plant, using present tax levy and bonding power but coordinating plans with the City and Regional Planning Commission.

- *Immediate proposal of a substantial addition to the system, to be financed by bonds and subject to public referendum.

- *City development of lateral sewer system within corporate limits, to bring together private property owners and the interceptor system.

- *Elimination of the present City sewer tax and use of a new sewer rental charge instead.

- *Immediate steps by City to modernize storm sewer system; with goal of getting construction underway in near future.

- *Coordination of all future sewer planning between City Plan Commission and Sanitary District.

Other recommendations included expansion of the Sanitary District Board of Trustees from three to five members. Currently, one Trustee is appointed each year for a three-year term.

The report traced construction of the City's original sewers from the 1880's with Decatur becoming the state's first chartered Sanitary District outside Chicago.

Also cited was the fact that Decatur's geographical dimensions of 26 square miles are second largest in the State.

"The City has been fortunate that no serious troubles have arisen from difficulties acknowledged over the past 10 years,

Polio Shots Slated For Sunday, April 5

Public polio immunization clinics will be held Sunday, April 5 at 24 Macon County schools, including 17 in Decatur.

Clinics will be open from 11 a. m. to 7 p. m. to give Sabin oral vaccine to all residents.

Goal of the program is to completely free Macon County of the threat of polio.

To accomplish this, medical officials say two feedings of the oral vaccine are necessary. Second feeding will be on June 7.

Vaccine will be available at the following schools:

Decatur:

Eisenhower
Eldorado
Enterprise
Gastman
Grant
Harris
Johns Hill
Lakeview
MacArthur
Mound
Muffley
Pershing
St. Thomas
South Shores
Stephen Decatur
Ullrich
Woodrow Wilson

Macon County:

Argenta High
Blue Mound High
Harristown Elementary
Macon High
Mount Zion
Warrensburg High

Foremen to Hear About Safe Driving

Staley foremen will tune in on "The Secrets of the Space Driver" at their Monday, April 20 meeting.

Glenn Marshall, exchange repair foreman for Illinois Bell Telephone's Decatur Office, will outline the Bell System's program for driver safety in business and as it pertains to pleasure driving.

At the March meeting, the Foreman's Club heard 1964 prospects for the Decatur Commodores from Jim Doster, president of the Decatur Baseball Ass'n., and Richie Klaus, team manager.

the report said, but the community must recognize that "heads in the sand will lead to some serious and expensive headaches in the not-to-distant future. This isn't a problem we can let slide for our children to solve", it concluded.

Staley Singles Bowling Set for April 19

Some 200 employees are expected to compete for 50 prizes in the 3rd annual Staley Singles Bowling Tournament, Sunday, April 19 at The Bowl.

All Staley employees are eligible to participate. Deadline for entries is Noon, April 12. Entry blanks may be obtained at the Extra Board office, from Sam Jones in 77 Bldg., or at the Administration Bldg. from Bonnie Jess, Dorothy Collins and Russ Dash.

In addition to the regular prizes, trophies will be awarded to the man and woman scoring highest in scratch competition.

Defending Staley Singles champ is Bob Koshinski.

Millions Are Viewing Sta-Puf, Sta-Flo Ads

More than 17 million readers are viewing ads for "Sta-Puf" fabric softener rinse in a host of ladies' publications, and untold millions began seeing the "Sta-Puf", "Sta-Flo" story on daytime television March 31.

"Sta-Puf" print ads are directed straight to the prime buying audience via McCall's, Ladies Home Journal, Congratulations, Dr. Spock's Baby and Child Care and Baby Care Manual.

Nationwide television viewers now see and hear reasons to buy both "Sta-Puf" and "Sta-Flo" on NBC's "Your First Impression", seen locally each day at 11 a.m. on WICS, Channel 20, Springfield.



CANDIDATE—Teresa Freeman represents the Staley Women's Club in a "Miss Outdoor" contest being held in conjunction with the annual Sportsorama April 3-5 at the Decatur Armory.

As Contract-Time Approaches . . .

Spotlight on Wages, Fringe Benefits . . . and Profits

Fringe Benefits More Than Double In Past 12 Years

Fringe benefits—the so-called unseen blessing in our pay checks—have more than doubled for hourly workers over the past 12 years.

For the most part, these benefits are invisible boosters to wage levels that have been increasing almost as fast, with a net result that most folks overlook the fringe gains and see only the fatter weekly pay checks.

Since 1951, fringe benefits have jumped from 32.4 cents per hour to nearly 80 cents an hour, or around \$1,600 a year for every Staley hourly employee.

Because fringe benefits are not ours to have, hold and spend as we choose, few give much thought to them.

Some fringes, for example, pay for benefits many people think the government provides. The combination of Company-paid social security, state and federal unemployment compensation and workman's compensation is worth more than 16 cents an hour to every hourly man and woman working here. For hourly workers alone, this costs the Company more than a half million dollars a year.

Some fringe benefits show up in cash to the worker. These, to the tune of \$1.5 million a year for hourly people, include vacation and holiday pay, shift, Sunday, holiday and overtime premiums.

It costs more than \$35,000 a year to grant time off—with pay—for hours not worked. This payment for time not worked includes union business, Credit Union and other meetings, military make-up and jury duty.

Probably the most significant thing about fringes, however, is the dollar-and-cents aspect that no one can see—ever. If they had to be purchased individually, these fringe benefits would cost a great deal more than the cents-per-hour they represent. Many simply could not be purchased by the individual worker.

With labor contracts covering some two million workers and nearly every major industry up for negotiation this year, this is the season for fact.

Every conceivable fact and figure will be hauled out on the bargaining table in the months ahead, as both unions and management parley for mutually satisfactory contract settlements with no interruption in the normal production schedule.

In this month's 'News' we are focusing on the bread 'n butter of most collective bargaining sessions: wages and fringes.

This is the second in a series of special 'News' coverage of important issues in today's changing world of industrial relations.

We will appreciate your comments, and also your suggestions on other subjects you would like to see discussed in future articles. Just write or call the editor, Staley News.

Profits Lag Behind In Growth Pattern

At the Staley Company and across the nation, employee earnings and sales are increasing rapidly, leaving lagging profits in what otherwise would appear as boom times.

Since 1955, total personal income in the U. S. is up nearly 50 per cent to pace all economic gains. Following close behind is the gross national product, the total value of all goods and services, which has increased about 45 per cent.

Total profits of the nation's business and industry have increased only 10 per cent over the same period, and this on the crest of the 1963 upswing.

Figures for the Staley Company closely parallel those of the nation in total sales and profits, and run significantly

(Continued on Page 8)

Wages At Staley Top Local, State, National Average

Average hourly wages at the Staley Company rank substantially above the average paid in the community, within the industry, in the State of Illinois and in manufacturing across the nation.

For example, the average hourly worker here earns \$12 a week more than the average manufacturing employee in the State of Illinois, and over \$18 a week more than the average manufacturing employee in the nation as a whole.

The gross weekly pay of the average Staley hourly employee comes to some 30 cents an hour more than the state average and around 40 cents an hour more than the average manufacturing employee in the U. S.

The difference is even greater when compared to all workers in the nondurable goods field. On the average, these employees gross about \$88 a week, or \$30 less than the Staley average.

The differences are fairly wide between higher and lower paying industries. The Staley average of \$118 tops them all:

Food and kindred products, \$94.48
Textile mill products, \$69.43
Paper and allied products, \$105.90
Chemicals and allied products, \$112.88
Leather and leather products, \$66.00.

*Source: Bureau of Labor Statistics.

Since 1951, the spread between Staley wages and general manufacturing averages has widened. In 1951, the average gross weekly pay was \$63.34 nationally, compared to \$65.44 for the Staley Company.

In the past 12 years, average pay has increased about \$37 a week across the nation, and around \$54 a week here.

These figures include net earnings and premium pay, but not other fringe benefits, which added to our current pay average total more than \$3.30 an hour that the average Staley hourly employee earns.

Flash Answers . . .

Staley Folks Present Their Ideas On What Determines Fair Wage

There are scores of factors that go into determining what a proper wage should be, and widespread debate over which are the most important goes on and on, gaining particular momentum as contract time approaches.

Here is what Staley employees have to say on the subject, as they respond to the question: **What do you think are some of the most important things that determine what a proper wage should be?**



Ernest Karcher, 1 Bldg.: Probably the skill required to perform a job well is the most important thing. Also important are the working conditions and the hazards involved in doing the job. I think another major factor is the person's ability on the job. If one fellow can do the same job better, I think he should make more money. This holds true for workers hired to do the same job. I think the guy who works harder and produces more or better should be paid more because he is contributing more. Behind a desk or out in the plant, I think this is very important.



Raymond Wells, Extra Board: I think how much you need to know to perform a given job well, and how much one has to do on that job are the major elements to be considered when determining the proper rate for a job. Knowledge needed for the job includes training, education and on-the-job experience. The more education and training needed, and the more experience, the better a worker will perform on a job, the better product he'll help turn out, and the more he should receive in pay. I also feel that if the Company is able to pay more, it should.



Donald Fuiten, 34 Bldg.: I think the physical as well as the mental demands and responsibilities of the job should be taken into consideration. Naturally, higher pay comes with jobs of higher responsibility. But I think how hard a job is should also be considered, along with the conditions under which the job must be performed. Throwing bags in 34 Bldg., for example, is mighty rough work. Beyond that, I think the costs of food, rent, clothing and other things should be considered when setting wage rates. The worker needs at least enough to handle basic needs, and he should earn enough to have some left over for other important things. For instance, I hope to make enough in my job to set some aside to provide a college education for my two children.



Eric Augustine, I & C: My feeling is that every employee should be paid enough in wages and fringes to meet basic needs, and have some left over for other things he and his family may want. Trouble is that everybody tries living beyond their means trying to keep up with the other fellow, who in turn is probably trying to keep up with the first guy anyway. I think that living conditions and money needed to pay taxes should be important considerations when setting wage rates for a job.

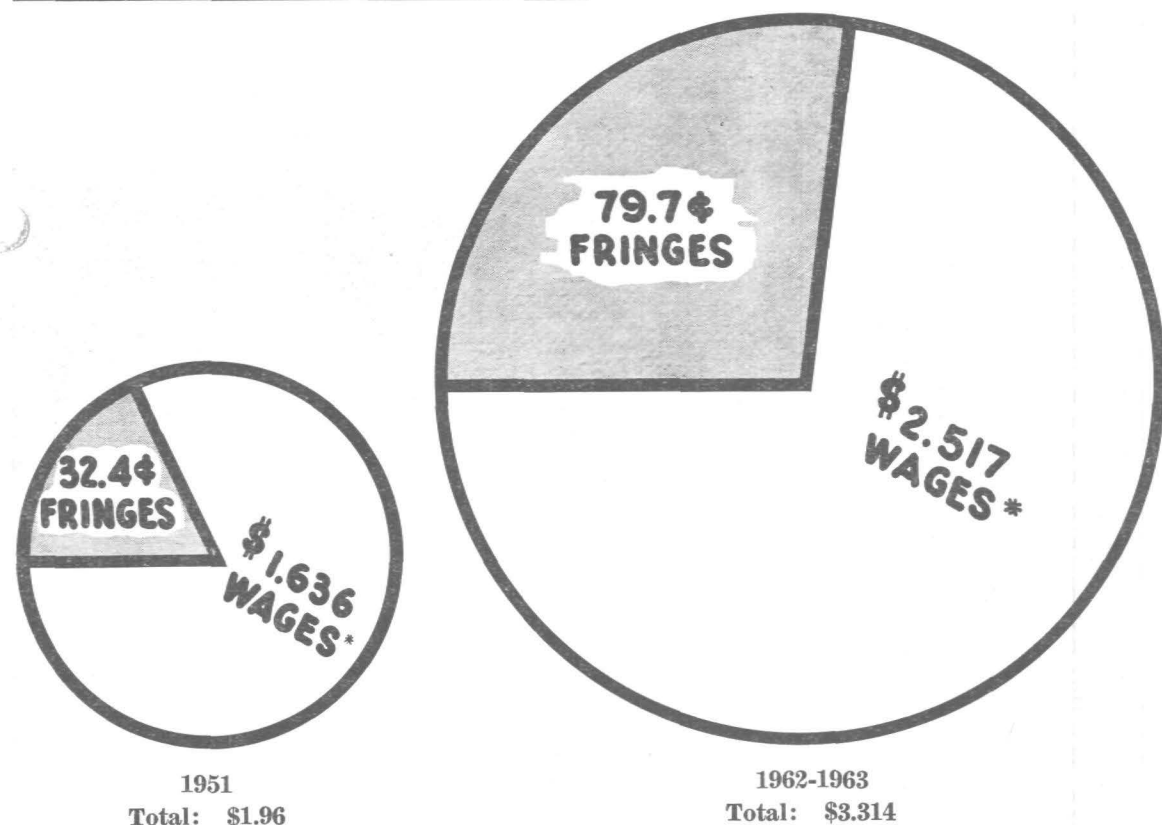


Ezell White, Cont. Lab.: I think the working conditions of the job, the possible hazards in performing the job, are among the most important considerations for setting the proper rate of pay for a job. I also think that general wage rates in the community and the nation, and rates paid by other companies in the area and the industry for the same jobs should be considered. The job should pay as much here as it pays for other plants.



Hans Goldmann, Yards: I suppose the cost of living should be a major consideration—to give workers at least close to as much real income or buying power from one year to the next. But actually, it seems every time you get a raise, you're worse off, not better. You make more money, you have to pay a higher percentage in taxes, then prices go up so you have to spend more just to have the same things you had in the first place. I think both prices and wages should be frozen. Then we'd know where we stood, and maybe the government wouldn't be going so far in debt. Things would level off. They've got to stop somewhere. Wages go up, prices go up, and nobody gains.

Growth in Wages, Fringes at Staley



*—Indicates straight-time hourly wages only; total wages, including overtime averaged \$2.945 in 1963



NEAT DESIGN—A touch of added eye-appeal is given to new "Staley" corn oil packs by Rose Lacy, Financial. This photograph accompanied news releases announcing current availability of the new-size, new-design packs.

'Staley' Corn Oil In New-Size Packs

"Staley" pure corn oil is now available in new sized glass packs styled for easy pouring and convenient handling.

New 1½-pint and 1½-quart containers are designed in an hourglass shape for handling ease and eye-appeal on the shelf and in the kitchen. A handle has been added to the larger size for homemaker's further convenience.

Also featured are redesigned full-color double spot labels using the familiar Staley shield trademark.

The new packs replace pint and quart sizes. Gallon cans of Staley corn oil will continue to be available.

Staley corn oil has been marketed nationally to consumers since 1960. It was previously sold to restaurant and food processing users only.

Growing sales volumes increasing consumer preference for pure corn oil, with rising public interest in the nutritional and dietary values of unsaturated fats.

More on Profits . . .

(Continued from Page 7)

ahead of the nation average in growth of employee payments over the period.

Since 1955, employee payments have more than doubled here, from \$11 million to \$24.7 million. Sales of the period have risen from \$150 million to last year's record of \$185 million.

The Company's \$5.5 million net profit last year was some six per cent below the 1958 level and less than four per cent better than our 1958-1963 average.

The pattern of growth has been steadily upward in employee payments and sales, compared to an up-and-down pattern in profits that pretty well depicts the nationwide profit dilemma.

Nationally, there are wide differences in the profit levels among major industries. Contrary to the prevailing downward trend are some drug and chemical firms, which show net profits of from 15 to 25 per cent compared to the national average of 4.6 per cent.

Most analysts of the profit skid agree that the main causes are intense and increasing competition, costs rising across the board, and the inability of many industries (ours included) to

Tank Car Deaths Tragic Reminder Of Safety Needs

On Tuesday, Feb. 18, an employee of a Champaign vegetable oil refinery was found lying motionless, face up at the bottom of a tank car from which he had been cleaning corn oil.

Some time later, his foreman traveled the same fatal route in an attempted rescue mission.

The coroner's jury ruled "death by asphyxiation." Overheating oil in the bottom of the car had sapped the air of oxygen, posing certain death to all who entered.

This type of tragedy could happen here, but it never has, thanks to a keen awareness and diligent exercise of safety precautions.

There are scores of potential danger areas in our plant, including grain bins, starch and oil storage tanks in addition to the thousands of tank cars that are cleaned and loaded here each month.

This danger can be, and is, averted by carefully following the prescribed rules.

Before entering a tank car or enclosed storage area, all employees should use a "sniffer" apparatus to test the oxygen level in the air. If the air contains 21 percent oxygen, it's safe. Less than 21 percent, and it is potentially dangerous. Between 6 and 10 percent and it's fatal.

If the reading is anywhere under 21 percent, an air blowing device will quickly bring oxygen up to a safe normal level.

In all cases, whatever the oxygen reading, a second employee is on standby duty outside the enclosure, ready to aid if needed. This is a guarantee against conceivable breakdown of the measurement device, or some unforeseeable hazard.

Safety officials emphasize the precautionary formula regularly to all cleaners and inspectors, and to Maintenance Section employees whose work could take them into these potential danger areas.

boost prices as costs go up.

On the low end of the profit-pole are some heavy equipment manufacturers, supermarkets and variety stores. Net profits for several leaders in these businesses dipped below 1 per cent last year.

Combines College with Work . . .

A Formula for Personal Growth

A Staley mechanic who feels that men, like machines, can be rapidly outdated in these times of constant change is taking a giant step toward doing something about it.

Mike Duggan, senior mechanic and a 28-year man here, now a senior at Millikin University, recalls that the thought struck him one day in 1961 that he was becoming "outdated, behind the times".

"It wasn't a very pleasant feeling," he remembers, "kind of like the world was passing me by."

That's when Mike enrolled, under the Company's cooperative education program, at Millikin, after a 23-year absence from the classroom.

Mike had originally started at Millikin in 1938, but his academic career was interrupted by World War II. After discharge from the service, he came back to work at the Company, went on to complete the mechanics' apprenticeship, but never took up his collegiate studies again.

Since 1961, life's been a busy—sometimes hectic—struggle for Mike. Between three classes (nine hours a week), twice that much time in study and second shift work in the Small Machine Shop, he averages up to 67 hours a week.

A typical school-work day starts when he leaves home at Mt. Zion around 8:30 a. m. He spends most of the morning in class, then studies at the library until work time. He arrives back home again at about 11:30 p. m., when, if he doesn't have to hit the books, he can hit the hay.

The curriculum for his business-industry major is a combination of industry-related and general education courses.

He takes subjects like job evaluation, time & motion study, materials testing and production management, in combination with economics, philosophy, history, marketing, communications and literature.

Why is he going to all this added effort to get a college degree?

"Primarily, because I want to better myself on the job," Mike says. "I want to be the best mechanic I can, and I think this means acquiring knowledge and understanding of more than just tools and machines. Today, the competent mechanic must know the whys in addition to the hows if he is going to contribute the maximum to his job."

"I think we've just scratched the surface in automation—over the next 5, 10 or 20 years we'll find ourselves in completely different work surroundings."

"Machines become obsolete. So do products. The same thing can happen to men. But men can do something about it."

Mike looks to changes in our products to back up his theory. He points out that we couldn't sell the same syrup today that we did 10 years ago, and suggests that the Company would probably be out of business if it clung to cube starch, for example, and didn't adapt to changing wants and needs.

Individuals, he feels, must adapt in the same way. And he regards a well-rounded education as the most potent weapon



STUDY-TIME—Mike Duggan, Staley mechanic and a senior part-time student at Millikin U. spends his time between morning classes and 2nd shift work at the library.

with which individuals can prepare for continuing change.

Wouldn't return to the college classroom be pretty rugged after a 23-year absence?

"There's no denying it. It's rough. Those studies don't come easy. But I feel that it's the most important thing I can be doing with my off-work time, for myself and my family too," Mike says.

Speaking of family, how do they fit into this schedule? "That's what weekends are for. They understand, and they agree with my thinking."

"I feel that through education I am bettering myself. I feel fortunate to have the opportunity, and I am grateful to the Company for making it possible (through the cooperative program available to all employees)."

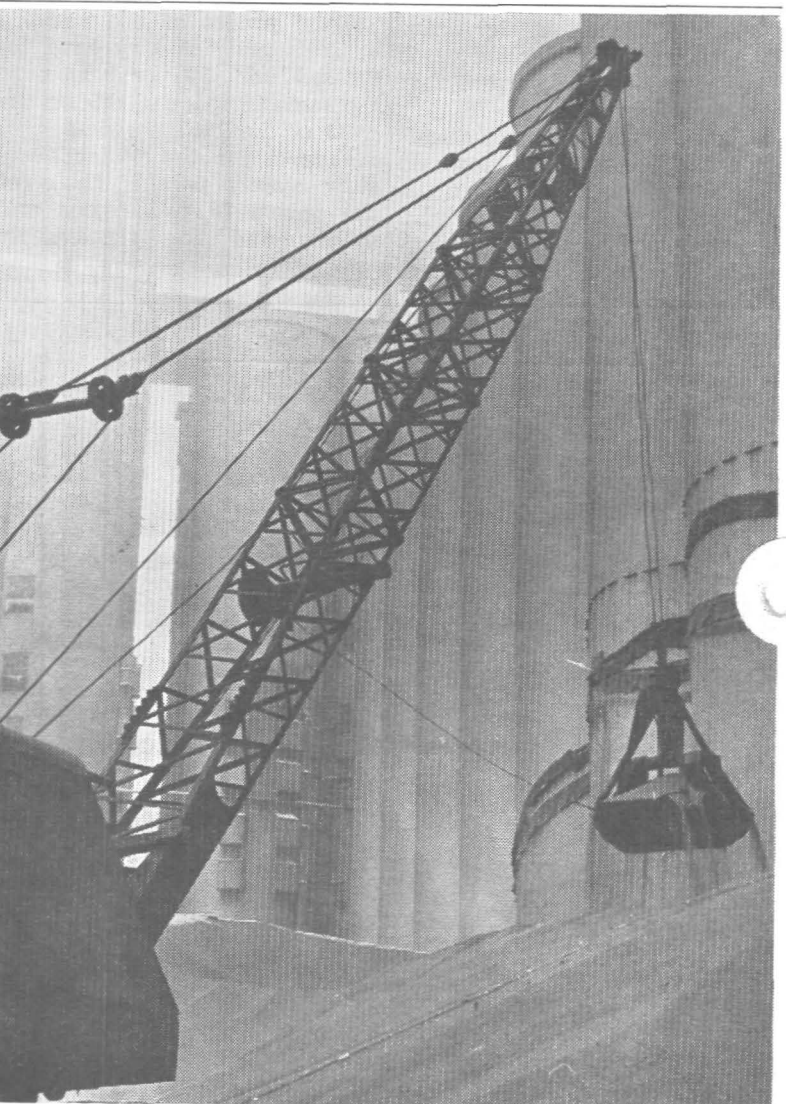
Fellowship Club Election Results . . .

(Continued from Page 1)

On proposal number two, changing the language concerning funds for miscellaneous Club activities, 338 were in favor,

224 against, with 164 not voting.

The funds takes care of such things as employee gardens, the handicraft and scout house, and flowers for funerals.



MOUNTAIN DOWN—Crane shovels soybeans toward openings at the bottom of elevators in recent three-day removal of "soybean mountain" built up at harvest time when elevators were filled to capacity. Approximately 240,000 bushels had been piled under canvas tarp alongside the elevators.