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A. E. Staley Manufacturing Co., Decatur, Ill.—Return Requested

Staley NEWS

Vol. VII, No. 4

Decatur, Illinois

April, 1965

Revised Salary System Installed Effective April 1

A new salary administration program designed for maximum efficiency and uniformity in measuring and rewarding salaried employee performance went into effect April 1.

Based on three years experience with the Hay Job Evaluation Plan, the new system is geared specifically to meet our needs, within the Company's philosophy that its continued success depends upon the achievements of Staley people.

The new system streamlines many elements in the former plan, and brings forth a number of new features geared to providing a Company-wide approach to job and performance evaluation, increasing the salary administration responsibilities of managers and supervisors.

It grew out of a six-month study conducted by salary administration people working with Staley supervisors.

Under the new plan, all salaried positions based on former point totals ranging from 30 to 400 points are divided into 31 classes.

In rating employee performance, one of five existing ranges will be used in place of the 40 different performance numbers possible under the former program.

This is intended to eliminate the illusion of absolute scientific accuracy in rating individual efforts.

The five performance ranges to be used are:

1. beginning
2. acceptable
3. fully adequate

4. excellent
5. superior

Streamlining the number of job categories from 370 to 31 and eliminating confusing performance-point levels reduces the number of possible levels of employee rating and performance from 14,800 to 155.

Responsibility for writing job descriptions will now be placed with supervisors, in a move designed to best serve both managers and salaried jobholders by first-hand definition of results expected and accountabilities.

Salary Administration, which had formerly written the job descriptions after interviewing supervisors, will now perform an editing function only.

Guidelines on appropriate size and timing of salary increases will be provided for supervisors as an aid in ensuring a consistent Company-wide approach toward rewarding and motivating our performance on the job.

Jobs will be evaluated by an evaluation conference to be made up of division heads or their representatives and members of the Personnel staff. This replaces the old Evaluation Committee, a standing group of managers and Personnel representatives.

Evaluations will be approved by the Salary Policy Committee, composed of the President and the three Group Vice Presidents.

All salaried employees received a detailed description of the new program last week in a letter from President E. K. Scheiter.

Stockholders Meeting To be Held May 10

The Annual Stockholders Meeting will be held Monday, May 10 at 2 p. m. in the Staley Research Center auditorium.

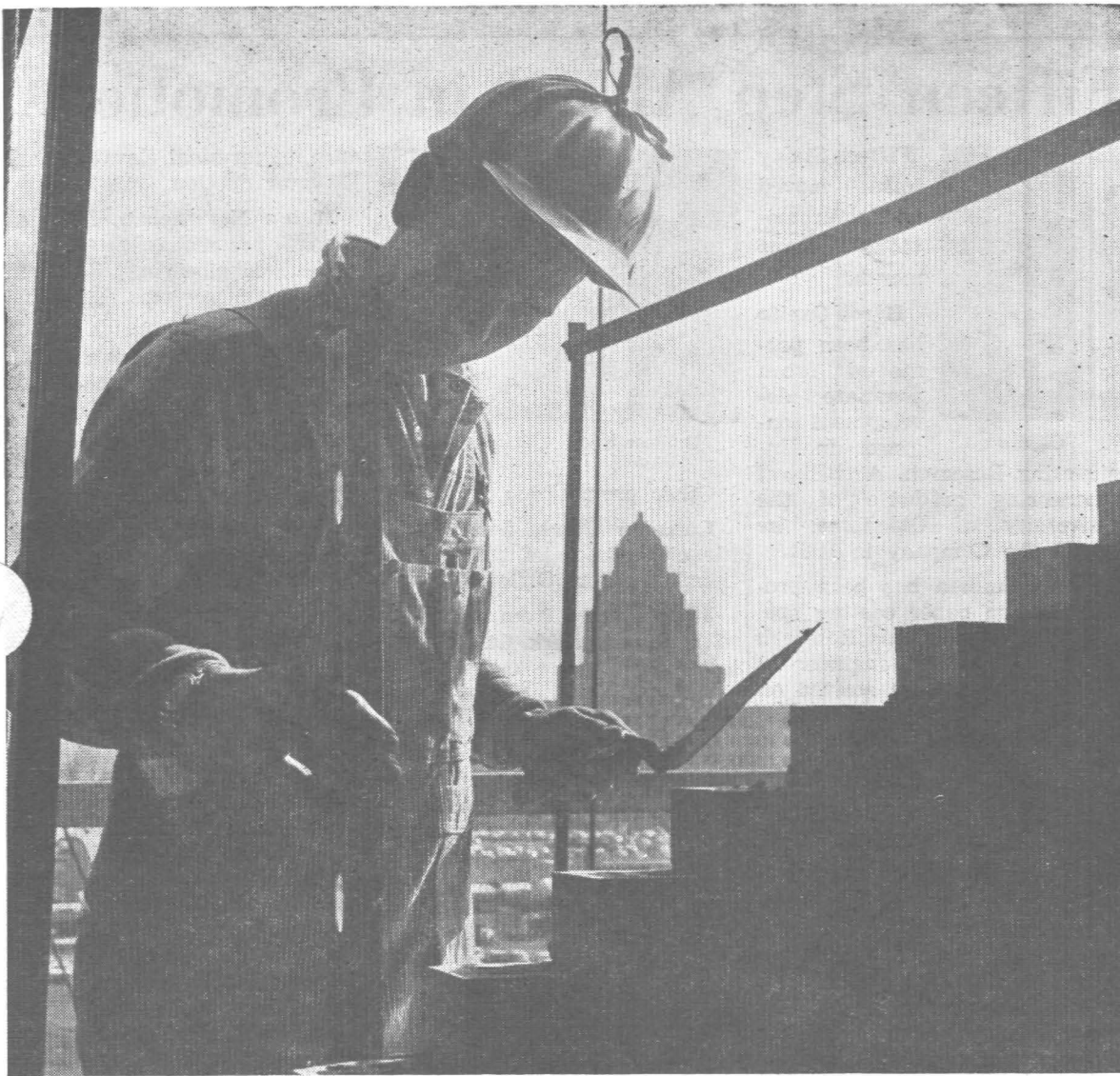
Visiting Staley stockholders will tour the Research Center upon conclusion of the regular business session.

Bloodmobile Here April 15 and 16

The Red Cross Bloodmobile will visit the Staley plant on April 15 and 16.

Headquarters will be set up in 77 Bldg. Hours are from 12 noon to 5 p. m. April 15 and from 6:45 a. m. to 12 noon on April 16.

Co-chairman of the Bloodmobile program are Don Adecock and Emil Schimanski.



DESIGN ON DEXTROSE—Camera-eye frames of center section of new Dextrose Center. (See Staley Administration Bldg. from fourth floor related story, Page 3)

New Industrial Advertising Campaign Features Staley Manufacturing Unit

Industrial Sales has launched a new approach advertising campaign built around the Company's vast production, engineering, research and service resources at work for customers in the food industry.

Dominating the institutional-type ad format is a two-color night scene of the Staley plant with a headline reading "This

plant works for yours."

For repetitive advantage as well as maximum advertising-dollar-mileage, the same illustration and headline will appear above four separate messages on the advantages of Staley corn sweeteners and food starches.

The concept is an extension of the high-powered "broad spectrum" campaign beginning three

years ago, which emphasized the Company's complete product line and technical superiority stemming from development of the basic enzyme technology that opened new horizons for corn sweeteners in foods applications.

Goal of the ad program is to enhance the Company's position as the knowledge leader in the corn wet-milling industry, the firm whose research laid the foundation for and continues to lead the way in development of new and improved products to better serve the food industry.

Spelling out "quality" in terms of the finest products and service, a memo to sales representatives notes, is "the most important way advertising can be used to help you sell."

New Fabric Conditioner Added To Commercial Laundry Line

"Fluftex," a new fabric conditioner concentrate specially formulated by Staley Research for use in commercial laundries, was introduced to the laundering industry this month.

The blue, paste-consistency fabric conditioner was shown in extensive testing to offer commercial launderers a host of unique production advantages in addition to finished-product improvements.

Fluftex is produced in concentrate form for economical handling in 5-gallon pails and 55-gallon drums. It is designed for use in commercial, linen supply, industrial, institutional and diaper laundries.

It adds yet another dimension to the Staley line of commercial laundry products.

The Company has been a leading supplier of a wide range of industrial laundry starch for

Employees Pledge \$45M to Hospital

Staley employees opened their hearts and their pocketbooks to the tune of \$45,332 for Decatur & Macon County Hospital's building fund.

A total of 1,056 Staley folks pledged funds to the drive for an average employee-gift of \$42.94.

more than 50 years.

Managing Fluftex sales and promotion will be Chuck Brauer, laundry products manager in the Special Products Dept. of Industrial Sales.

Staley Photographer Wins Top Award

Staley photographer Lee Jeske has been awarded the Jack Allsup Memorial trophy for his prize-winning entries in annual competition sponsored by the Associated Photographers of Illinois.

The presentation was made in ceremonies capping the APPI's annual convention and showing March 29 in Peoria.

Jeske becomes the second recipient of the Allsup Award, named in honor of the late Jack L. Allsup, former Staley chief photographer nationally acclaimed for his industrial photography. Mrs. Norma Allsup presented the award.

Color prints of the Staley plant and a tank car switching at night were awarded first and second place in the industrial category.

A unique tone-line print of a Staley researcher at work copied first prize in the commercial category.

In all, the Staley photographer carted home two trophies and two award plaques from the annual competition among some



PHOTO HONOR—Staley photographer Lee Jeske accepts Jack Allsup Memorial Award for year's best non-portrait work in competition among Illinois professional photographers. Presenting the award is Mrs. Norma Allsup.

375 prints submitted by professional photographers throughout the state of Illinois.

The award-winning photos will be displayed in the plant, office and research center.

Sixteen Staley Folks Mark April Service Anniversaries



Kibler

Sixteen Staley folks are celebrating anniversaries of a combined total of 300 years service with the Company during the month of April. Leading the list is 40-year-old man **Harold Kibler**, Merco Dept. foreman at the Mill House. He has worked at the Mill House since 1950 after spending a number of years in the old Table House.

Others marking service anniversaries this month:

35 Years

Kenneth Higdon, Stores & Reclamation, April 22.

30 Years

Albert Adcock, 13-21 Bldgs., April 29.

Hershel Coffman, Tin Shop, April 14.

25 Years

Mrs. Juanita Kopetz, 17 Bldg., April 14.

20 Years

Clark Briggs, Grocery Products, St. Louis, April 25.

Byron Fast, Engineering & Maintenance, April 9.

Sylvester Graves, Mill House, April 3.

Melvin Losier, Garage, April 10.

William Maline, Boiler Room, April 19.

10 Years

Selby Bilderback, Grocery



Higdon



Adcock



Coffman



Mrs. Kopetz

Products, Kansas City, April 1.
Louis Maryfield, Grocery Products, Kansas City, April 1.

5 Years

Richard Dean, Sales Service, April 14.

Dempsey Fox, Painesville, April 19.

Mrs. Gloria Majoris, Painesville, April 28.

Billy Whelchel, Industrial Sales, Atlanta, April 25.

Congratulations . . .

Ralph Dombroski, Industrial Sales regional sales manager, elected first vice president, Chicago Dairy Mixers Assn.

Fifteen Step Ahead in Promotions



Capito

Fifteen Staley folks moved up in promotions last month.

Byron Capito has been promoted from associate development engineer in Engineering Research. A chemical engineering graduate of the University of Oklahoma, he joined the Company in 1961.

Ken Schuman has been promoted from paper coating specialist in Applications Research to process service engineer in Process Service. He started on the Extra Board in 1942 and worked most of the next 15 years in the Control Lab before advancing to technician at the Paper Lab in 1957. He had been paper coating specialist since 1963.

Ernie Wittke has been promoted from service clerk to assistant supervisor of rail equipment in Transportation. He started as a messenger in 1957, moved up to billing clerk in Transportation during the same year, then advanced to senior damage & claims clerk in 1961, was named senior billing clerk in 1962 and had been service clerk since 1963.



Schuman



Wittke

Other promotions:

Lorraine Claus, from junior file clerk to relief communications operator, Office Services.

Joyce Conley, from messenger to junior file clerk, Office Services.

Donald Crews, from messenger to Xerox & Addressograph operator, Printing & Mailing.

Jerome Groniger, from retail salesman, Grocery Products—Cleveland, to territory manager, Grocery Products—Atlanta.

Patricia Hicks, from messenger to utility clerk, Steno-Clerical.

Evelyn Keller, from relief communications operator to junior communications operator, Office Services.

Nancy Klebe, from junior clerk to billing clerk, Transportation.

Lee Nave, from reclamation clerk, Engineering & Maintenance, to terminal elevator clerk, Elevator Section.

ance, to terminal elevator clerk, Elevator Section.

Milton Nevrenchan, from associate process research technician, Engineering Research, to export services specialist, Transportation.

Henry Scobell, from junior technician to assistant analytical chemist, Chemical Research.

Carol Trowbridge, from utility clerk to junior sales expense clerk, Steno-Clerical.

Jerrel Zimmerman, from technician to paper coating specialist, Applications Research.

Cancer Drive Now Underway

The annual Macon County Cancer Drive is being conducted throughout the month of April.

Employees will have an opportunity to give during a house-to-house solicitation by volunteer workers.

General chairman for this year's drive is Assistant Treasurer **Henry Staley**. Advertising Manager **Frank Julsen** is directing publicity for the campaign.



His lifetime gets longer every minute

It's a good deal longer than it used to be, ten or twenty or thirty years ago. And it gets longer every day, thanks in large part to medical research. Over a million men and women are alive today, cured of cancer. Research helped find the answers that saved their lives. Research takes time. And money. The American Cancer Society spent over \$12,000,000 last year alone, to find still more of the answers. Yet \$2,000,000 in research applications, approved by the Society, could not be financed for lack of funds. Your dollars are desperately needed to help speed the day of victory over this dread disease. Send your check today to CANCER, c/o Postmaster.

AMERICAN CANCER SOCIETY

Bohlke Heads Systems Dept., Suhomske, See Promoted



Suhomske



See



Bohlke

Three promotions have been announced in Corporate Information Systems by **Lee Crouse**, division manager.

Wayne Bohlke has been promoted from senior systems

analyst to manager of the systems dept.

He joined the Company in 1963 as an industrial engineer and had been senior systems analyst since the formation of the Corporate Information Systems Division last September.

An Iowa State University graduate, he is currently working toward his MS degree in industrial engineering at Bradley University.

Don Suhomske has been promoted from systems analyst to senior systems analyst.

A 1955 Millikin University graduate, he joined the Company in 1964 after two years as a systems analyst with Olin Mathieson Corp. and eight years with Wagner Castings Co.

Jim See has been promoted from junior systems analyst to systems analyst.

He joined Staley in 1963 as a management trainee and advanced to the systems staff in May, 1964. He is currently completing requirements for his BS degree in psychology from Millikin University.

Two Long-Timers In Retirements

Two long-time Staley employees recently after combined careers spanning more than a half-century with the Company.

Off to greener pastures are **Herb Decker**, senior project engineer, and **Eddie Prell**, rigger helper in the Yard Dept.

Decker joined the Company in 1943 as a structural engineer and also served as office engineer before advancing to senior project engineer. He directed work on the new Staley Dextrose Center now nearing completion.

Prell worked his entire 31-year career with the Company in the Yards.

Staley Welcomes . . .

J. Kay Christensen, supervisor of motor services, Transportation.

Robert M. Derr, Jr., messenger, Printing & Mailing.

Lawrence R. Gentile, senior market research analyst, Market Research.

David C. Kyle, sales representative, Specialty Feeds.

Joseph J. May, group leader, consumer product development, Applications Research.

Verena P. Robinson, tub file clerk, Data Processing.

Rebecca Taylor, messenger, Office Services.

Use Drains With Caution



Drains are not catch-alls. Some materials should be kept out of them completely; others react violently when mixed with water in a restricted space. Find out which is which, particularly if you're a new employee. Report promptly any clogged or damaged drains you see.



FIGHTIN' 44—Here is the team that will run the new Dextrose plant. They began a comprehensive four-week training program April 5 under the direction of 44 Bldg. Foreman Jack Mauzey, far left. Shown gathered around a process simulator leased for the training are, from left, Cliff Creekmur, John Jones, Ray Grunert, Jack Swarthout, Art Adams, Ivan Mulvey, Cliff Martin and Ben Kelly. Seated at the classroom table, from left, Bob Heffington, Lewis Harpstrite, John Collins, Sam Robinson, Maxwell Anderson and Phil Meyers.

Employee Training Begins for Dextrose Operation

Staley employees are learning the operation of some of the most advanced process equipment there is, in the final countdown to startup of production of "Staleydex" crystalline dextrose in soon-to-be-completed 44 Bldg.

A four-week program of full-time training under the direction of Building Foreman Jack Mauzey began April 5, against a backdrop of the last days of construction and installation activity at the dextrose center.

struction and installation activity at the dextrose center.

Taking part in the comprehensive training program are the 14 Staley employees who will be working in the ultra-modern new production facility.

Their schedule includes classroom sessions led by Mauzey and other specialists from Manufacturing and Training, work on a process simulator leased for the project, and on-the-job familiarization with the equipment they'll soon be running.

Emphasis is on proper operating methods, safety, sanitation and quality.

Within the next few weeks, the Staley-developed process that is credited with having opened a host of new dextrose applications will be yielding superior-quality products for use in the food, pharmaceutical and other industries.

The addition of crystalline dextrose rounds out the Company's complete line designed to serve any customer needs for corn sweeteners.

Foremen to Hear Pro Grid Standout

Jackie Smith, standout tight end for the St. Louis Football Cardinals, will be the guest speaker at the Monday, April 19 meeting of the Staley Foremen's Club.

Smith, number one tight end for the Big Red as a sophomore last year, appears through the cooperation of the Falstaff Brewing Co.

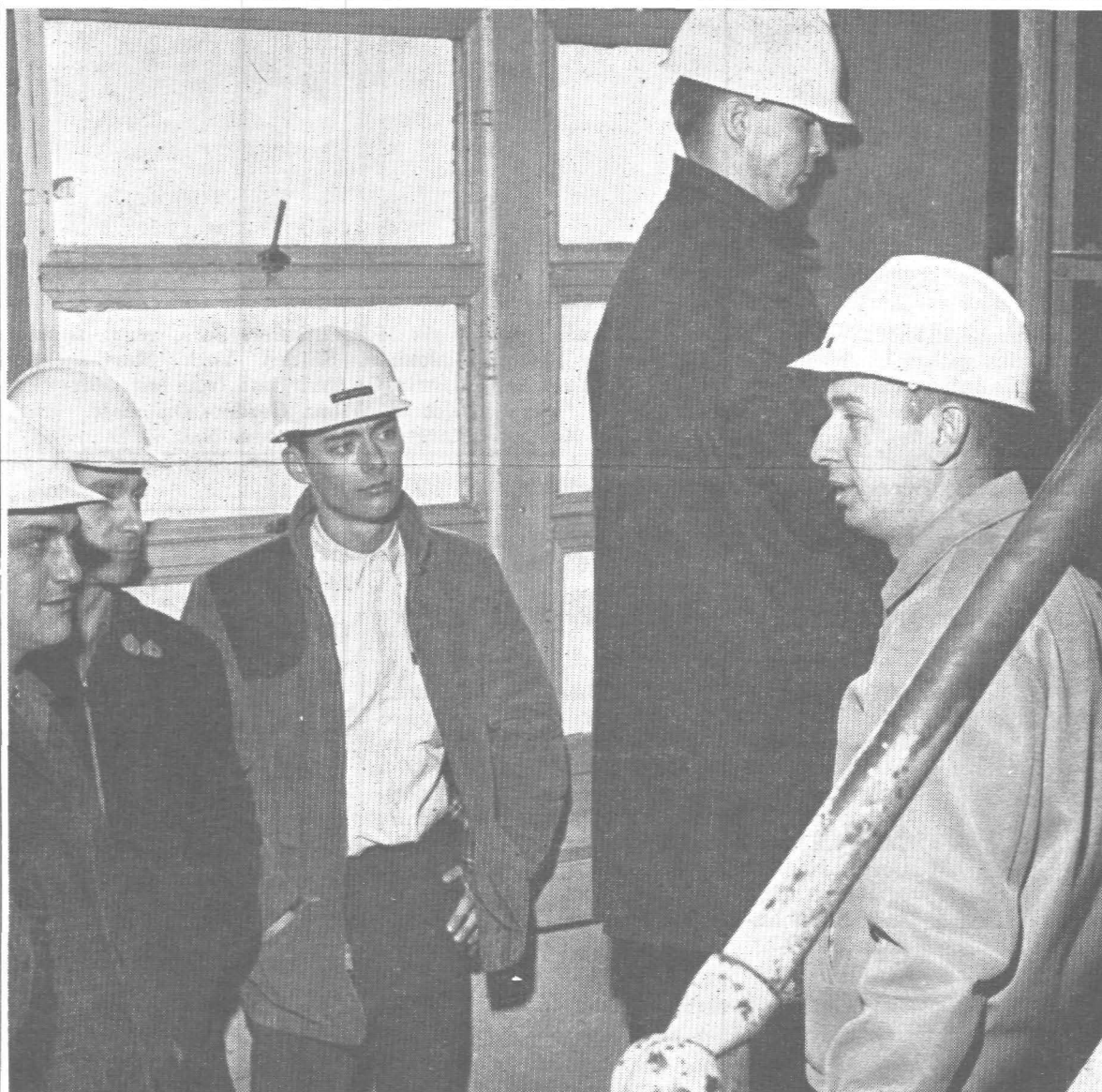
The 6-4, 215-pounder caught 47 passes for 657 yards last year, second high on the Cardinal's team.

The dinner meeting begins at 6 p.m. at the Elks Club.

Maintenance Crew Patches Roadways

More than 40 tons of black-top have been applied to the 25 miles of roadway on Company property during the past month, as Maintenance crews wasted little time in mending wounds of a rough winter.

Spring-thaw road patching work is complete on most of the Company's major thoroughfares, in preparation for the annual road improvement program currently in planning.



MAN HOISTED—Safety Director Bill Sprague, left, explain proper way to ride man-hoist to right, and assistant Jerry Perkins, third from new employees during safety orientation session.

New Employees Learn Safe Route

Safety is a must. Observe all safety regulations religiously. The safe route is always the right route.

Bits of wisdom like these are familiar to all Staley employees. Anyone who's been here for a while knows them by heart, and recognizes their importance.

To new plant employees, who hear them for the first time during a safety orientation session on hiring-in day, they're early testimony to the top-priority spot safety occupies in the Company.

The Company's standard safety rules and their reasons for being, the need for and availability of personal safeguards, and a common-sense approach to safe conduct on the job are included in a 30-minute presentation delivered to all new plant

employees by Safety Director Bill Sprague.

Following the presentation, new employees get acquainted with a device on which safe practices are of critical importance—the man hoist. They see and hear the proper way to ride the hoist, then try it out.

In his talk to new employees, Sprague emphasizes that every safety regulation is a matter of common sense.

"Take the restrictions on smoking and carrying matches or lighters, for example. When we realize that a fire could burn up our jobs for many months to come, it only stands to reason that maximum precaution must be exercised," he said.

"Everyone wants it that way," Sprague added.

Sprague cautions new employees against taking short-

cuts, noting that many seasoned pros around the plant are reminded the hard way—with a trip to first aid and possibly some costly lost time in addition to pain and discomfort.

"Forget the shortcuts," he urges, "you'll save time in the long run."

And, he advises, forget horse-play too, it's a temptation and it's fun, but save it for after hours, it can turn out to be a painful and costly luxury on the job.

After hearing of the need and availability of safety glasses, shoes and hats for restricted areas, and learning the both-hands-both-feet, face forward method of riding the man hoist, the new employees are ready for their new jobs, hopefully as dedicated new recruits in the effort to wipe out plant accidents.



CHAMPS—Jo Ann Taylor, Distribution, copped the ladies crown and Don Adcock, Millwrights, won both the scratch and handicap titles in the annual Staley Singles Bowling Tournament April 4. Some 150 Staley folks participated.



TAKE A LETTER???—Forty-one of the Company's secretaries gather in Administration Bldg. for photo to commemorate their annual "week." Identification (whew): Around table clockwise: Lois Crouch, Marge Schroeder, Helen Friesner, Ann Brunson, Norma Guysinger, Marilyn Cooley, Catherine Kessler, Madonna Mundy, Lorraine Reynolds, Martha Huffman, Doris Morganthaler. Sofa, rear: from left, Beverly Blakeman, Shirley York, Martha Shinall, Estella Launtz. On chair, left, from left: Mary Dalluge, Delores Michels, Wilma Gordon. On chair, right foreground: Marge White, Frances Noland. Standing, left to right: Beverly Collingwood, Jane Ernst, Judy Sadowski, Pat Fletcher, Marge Miller, Wilma Cloney, Rosemary Curtis, June Frymire, Jacque Devore, Wilma Sidwell, Judy Wilhelm, Kathryn Sheehy, Doris Heiland, Velda Morrison, Arlone Ritter, Dawn Drury, Janice Petzel, Ruth Hollar, Barbara Sheay, Ann Martens, Mary Christerson.

Marion Foley to Direct TIS Changeover in Manufacturing



Foley

intendent Nat Kessler.

Assignment of Chief Industrial Engineer **Marion Foley** to direct the implementation of the Total Information System in Manufacturing has been announced by General Superintendent Nat Kessler.

Foley will be in charge of liaison between Manufacturing and Systems, utilizing experience in both industrial engineering and plant management to assist section superintendents and foremen in the forthcoming systems changes.

Foley has worked as a chemical engineer, elevator superintendent and manufacturing foreman in addition to industrial engineering during his 20 years with the Company.

He will devote full time to the Total Information System project for an interim period.

In his absence, questions on regular industrial engineering projects may be directed to industrial engineers **Henry Scherer**, labor reports, clerical staff; **John Janostak**, maintenance, switching; **Neal McDonald**, dry starch, wet starch, inspection; **Tony Epolito**, warehousing, soybean section; and **Gus Greanias**, plant general, grocery products.

Staley Employee Receives Patent For Jelly Candy

A patent has been issued to **Bill Robinson**, applications chemist in our Foods Lab, covering a new process he developed for producing starch-base jelly candy.

Robinson's invention is designed to improve candy quality by the high pressure cooking of mixtures of starch, sugar, water, and corn syrup.

One advantage of the process is in "stringiness," or the tendency of good-quality starch-base jelly candy to form a long string at the point of separation when the candy is pulled apart.

Another is in providing a cooking method that permits the use of wider ranges of optimum temperatures in producing the various candies.

The process consists of cooking a mixture of starch, water and sugar (sucrose and dextrose), then after cooking adding hot corn syrup and then cooling to form the starch-base jelly candy.

Secretaries in Spotlight During National 'Week'

Secretaries across the nation join together to re-emphasize the idea that "Better Secretaries Mean Better Business" during National Secretaries Week, April 18-24.

Included in the "and-brains-

STS Hears About Brewing Innovations

"The Brewing Industry—Accent on New Innovations" was the subject for the discussion at the Thursday, April 8 meeting of the Staley Technical Society.

Guest speaker was Nick Schleifer, vice president and technical director for the Falstaff Brewing Co., St. Louis, Mo. Schleifer is past president of the Masters Brewers' Assn. and a veteran of 20 years in the brewing business.

too" throng are 50 gals who make up the Staley Company's secretarial corps. (pictured above).

Secretaries Week was originated by the National Secretaries Association in cooperation with the U. S. Department of Commerce "to bring recognition to all secretaries and to inform the public of the secretary's contribution to the educational, professional and civic growth of the community."

It also serves, according to the sponsors, to remind secretaries of their responsibilities to their employers and to their profession.

From the Rostrum . . .

Harold Ellsworth presented a talk entitled "Are You Receiving a Return on Your Investment?" to Delta Nu Alpha transportation fraternity on Industry Night, March 3.

Ken Schroeder discussed "The Management Process" before Beta Iota Mu fraternity at Millikin University March 23.

Kenneth Brobst and **Clarence Lott** present a paper on the determination of some components in corn syrup by gas-liquid chromatography of the trimethylsilyl derivatives April 28 at the 50th annual meeting of the American Association of Cereal Chemists.

Chairman Staley, President Scheiter Re-elected to CIRF Board of Trustees

Chairman **A. E. Staley, Jr.** and President **E. K. Scheiter** have been re-elected trustees of the Corn Industries Research Foundation.

Re-elected for a third term as president of the Foundation was **Marion J. Martin**, president of Penick & Ford, Ltd.

Elected vice president was **Robert S. Fisher**, chairman of the board of The Hubinger Co.

Trustees also re-elected **Dr. William J. Hoover** administrative vice president; **Dr. John T.**

Goodwin, Jr., vice president for research; and **Robert D. McMillen** vice president for public relations.

The foundation, headquartered in Washington, D.C., is a non-profit national organization serving the 11 major corn refining firms, manufacturers of starches, syrups, sugar, oil, feed and other corn derivatives.

CIRF conducts industry-wide research, technical service and public information programs.

Decorating Hints For Staley Gals

Interior Decorating will be the subject for discussion at the Thursday, April 15 meeting of the Staley Women's Club.

A representative from a local furniture store will lead the discussion, then offer suggestions to help solve individual home decorating problems.

The dinner meeting is slated for 6:30 p.m. at the House of Gabriel. **Pat Fletcher** is accepting reservations.

JA Business Year Ends on High Note

The Staley Junior Achievement Company closes out a year highlighted by increases in both sales and profits on April 28.

The teen-agers' business organization produced and sold 1,600 boxes of "Krunch Co." peanut brittle for \$1160 over the year. Profits from these sales will enable the company to pay the maximum 6 percent return on investment to its 71 stockholders and also made a contribution to the central JA organization.

Over the year, the organization's 17 employees earned some \$250 in wages, salaries and commissions on sales.

Awards for the outstanding junior achievement work of the year will be passed out May 6 at the annual "Futures Unlimited" banquet.

Advising the JA group this year were Staley employees **Kent Mittelberg**, **Gib Anderson** and **Chuck Branney**.