

Staley NEWS

Published monthly, exclusively for employees of the A. E. Staley Manufacturing Co.

Vol. VIII, No. 4

Decatur, Illinois

APRIL, 1966

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

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Company Sales Set 2nd Quarter High



FUTURE HOME OF VICO PRODUCTS—This is the future home of the Company's Vico Products Company on Chicago's Elston Avenue. Office facilities will be located in the one-story structure in the foreground while processing and storage areas are to be

arranged in the three-story structure immediately behind. Vico's future home is adjacent to another manufacturing concern, larger building at right, in a complex of buildings. Moving of some equipment will begin soon.

Company sales, boosted by continued strong demand in both industrial and consumer lines, established a new second quarter mark and extended the string of consecutive quarterly sales records to six.

Net sales of \$61.3 million for the second fiscal quarter ended March 31 eclipsed last year's record second quarter sales of \$53.2 million by slightly more than \$8 million.

Net income of \$2.4 million represented a 38 per cent increase over \$1.7 million net income for the same period a year ago.

Earnings for the quarter were \$1.04 per share, a gain of 29 cents over the 75 cents per share reported in the similar period of 1965.

For the first six months of the fiscal year, Company net sales of \$120.7 million are \$13.5 million ahead of last year's first half sales of \$107.2 million.

The increased sales and income figures reflect the continued high level of industrial sales, together with sales increases in specialty products, grocery products and refined oils.

While soybean milling volume and margins have declined somewhat, a continuation of good sales volume for the balance of the year is expected, based on optimistic forecasts from the food, paper, textile and other industries served by the Company.

Contributing to both the record second quarter totals and the Company's fine first half of the fiscal year were record March sales of \$22.2 million.

One of the most remarkable factors in the Company's second quarter sales figures was the performance of Industrial Sales, a perennial leader in Company sales volume.

Despite suffering from competitive price erosions for starch and syrup, Industrial Sales managed to produce a second quarter sales gain of 7 per cent more than the same quarter last year.

Preparations for Moving Company's Vico Products Department Under Way

Relocation of the Company's Chicago-based Vico Products Department in a larger building, which will provide expanded processing area and greater centralization of its operations, got under way recently.

Currently located in a two-story building on North Oakley Avenue, Vico Products' processing equipment will be moved in blocks to an extremely well-constructed building on Elston Avenue.

Moving of the equipment will be carried out over a nine-month period in a manner permitting partial production to be maintained during the transition.

Stan Tolin, general manager in charge of manufacturing and sales for Vico Products, said the move would be completed early next year. While here a few days ago, he said the project had been launched during the early part of April with construction of new office facilities in the Elston Avenue building.

The office area is expected to be completed and occupied by mid-June. A three-story building, Vico's future home contains twice the floor space, approxi-

mately 22,000 square feet, of its present process area.

Tolin said the larger building and rearrangement of processing equipment is expected to boost production capacity while efficiency of the department's overall operations will be increased by having all its facilities under one roof. Currently, Vico's office, process and storage facilities are located in three different buildings.

In addition to the office, extensive remodeling work will be performed in the laboratory and processing areas. Installation of new equipment and improvements to present equipment will also aid Vico's operations in its future home.

Tolin said a large spray dryer is among the new equipment expected to provide the greatest increase in the department's production of an extensive line of flavoring agents, extracts and other ingredients, widely used in the food and pharmaceutical industries.

It will be particularly beneficial in the production of several new hydrolysates under development in the laboratory, he added.

Railroad facilities adjacent to the Elston Avenue building are an additional advantage of the new location. Vico currently relies on trucks for transporting its products.

In addition to Tolin, Staley people involved in coordinating the relocation are L. E. Doxsie, Vice President, Corn Division; and T. C. Garren, manager of the Technical Services Department.

Soybeans Continue Upsurge

The resurgence of the Company's Feed Marketing Division continued in the second quarter, following on the heels of its positive turnabout in the preceding quarter.

Just as in the first quarter, it again played an important role in the Company's operations. While the division's improvement was not quite as dramatic as the first quarter, its progress for the first half is a major factor in one of the Company's best first six-month periods in recent years.

What are the reasons for the prolonged soybean rise?

Involved in the remodeling work, layout of equipment and improvements at the new location are Harold Graves, project engineer; Harland (Bud) Taylor, chemical engineer; and John Janostak, industrial engineer.

Vico Products became a department of the Company when it was purchased by Staley in 1964.

Ed Lane, manager of the Feed Marketing Division, said it is "essentially due to unusually sustained domestic demand for soybean oil and meal, coupled with good export demand for soybean meal."

"In the final analysis, however, the outstanding performance of the Manufacturing Division during this period can't be over emphasized. The men out in the plant have continued a fine job of maintaining a high grind rate," Lane said.

Dave Hopkins, Painesville plant manager, and employees there also drew plaudits from

Lane. "The Painesville plant has run at full capacity the entire first half of the fiscal year," he said.

Will the soybean upsurge continue into the third and fourth quarters?

Lane said projected increases in poultry population and the numbers of hogs and cattle to be fed appear favorable for the rest of the year. "However, competition has toughened up and the margins were reduced in the second quarter. There are just too many factors related to the market to make a safe prediction," he said.

OFFICE & RESEARCH STAFF PREMIUM SPECIAL BUS SERVICE

Morning Arrival: Research Bldg. - 7:20, Office Bldg. - 7:45
 Afternoon Departure: Research - 4:27, Office Bldg. - 4:35

PREMIUM SPECIAL BUS SERVICE FOR OFFICE AND RESEARCH STAFF

- Personalized routing to within at least half a block of your residence.
- Monthly flash pass.
- Automatic billing with self-addressed envelope to pay by check or M. O.
- Costs only \$6 to \$9 per month, depending upon distance.
- Renovated coaches with attractive new seating.
- Reliable—Convenient.
- Limited to 36 persons per route.
- To reserve a seat and relax to work call 423-7779

15 Employees Step Ahead In Recent Promotions

Fifteen Staley employees have moved ahead in promotions in recent weeks.

Cecil D. Griffin, who had been a Grocery Products salesman in Kansas City for the past six years, has been promoted to territory manager of the Kansas City office. He joined the Company in 1956 as a Grocery Products salesman in the southwest Kansas area and covered the Dallas market area for three years before moving to Kansas City.

Edwin M. Hughes, a draftsman in the Engineering & Maintenance Section since joining the Company in 1959, has been named area maintenance engineer in the section. A native of Decatur, he attended Millikin University.

Donald S. Novicoff has been promoted from cost accountant to senior corporate accountant in the Control Division. He joined Staley in 1965 as a junior cost accountant. He holds B.S. and M.S. degrees in accounting and finance from the University of Nebraska.

C. Thomas Strahle has moved from area maintenance engineer in the Engineering & Maintenance Section to plant electrical engineer in the section. A graduate of Purdue University, he had been an area maintenance engineer since 1964. Strahle joined the Company in 1959 as an engineering draftsman and was a junior engineer for four years after that.

Paul E. Thomes, an Industrial Sales trainee since joining Staley in 1965, has been named Industrial Sales representative in the Philadelphia office. A native of Milwaukee, Wis., he holds a B.S. degree from Purdue University.

Richard L. Winkleblack, formerly supervisor of statements in the Control Division, has been appointed supervisor of corporate accounting. Since joining the Company in 1961, he has held the positions of permanent assets accountant, cost accountant and senior cost accountant before being named supervisor of statements. A native of Litchfield, Ill., he is a graduate of Millikin University.



Hughes

Novicoff



Strahle

Winkleblack

Other promotions:

Robert M. Barnett, from physical inventory clerk, Production, to sales service coordinator, Grocery Products

Delbert D. Burke, from sales service coordinator, Grocery Products, to office supervisor, Chicago Clearing House

Beverly J. Myrvold, from messenger, Office Services, to utility clerk, Administrative Services

Fran Reeves, from file clerk to audit and reconciliation clerk, Inventory Planning & Control

Wanda Roberts, from invoice clerk to general ledger clerk, Auditing

Edith M. Scott, from messenger, Office Services, to file clerk, Inventory Planning & Control

Margaret L. Smith, from senior transcription operator, Steno, to secretary, Labor Relations

Judith C. Tish, from file clerk, Administrative Services, to invoice clerk, Corporate Accounting.

Carolyn A. Walker, from messenger, Office Services, to file clerk, Corporate Accounting.

U.S. population is expected to increase at least 10 per cent in the next decade, resulting in much larger food and feed requirements, according to the American Feed Manufacturers Association.

More Riders Needed On Employee Bus Routes

Two home-to-work special bus service routes for Staley Office and Research personnel are still in need of a larger number of riders if they are to continue on a regular basis.

Only minor response has been shown to the two routes, plotted and designed to reach the largest number of Office and Research employees possible, since they have been in operation the last few weeks.

To stimulate response, the Decatur City Lines last month offered free trial rides to interested employees. The offer has been extended. (A clip-out coupon accompanies this story.)

Here are street descriptions of the routes as they are presently being run:

ROUTE S-1

Starts at East Grove Road and Phillips Drive in the extreme southeast part of the city;

Winds around Phillips Drive to Ridge Lane Drive and Hackberry Drive;

West from the north end of Hackberry to South Franklin Street;

North to Imboden Drive; West on Imboden to Medial Drive;

North on Medial to 7th Drive and 6th Drive to South Franklin Street;

Across lake and east on Lake Shore Drive to Silas Street;

North on Silas to Cantrell; East to Jasper Street;

North on Jasper to Clay Street;

East to 22nd Street; and North to the Administration Building and Research Center.

ROUTE S-3

Originates at Oakland Avenue and 1100 Block West North Street;

South on Oakland to West Main Street;

West to Cobb Avenue; North to West William Street;

West to Woodlawn Avenue; South to West Main;

West to Oakcrest Avenue; North to West William;

West to Westlawn Avenue; South to West Main;

West to Redwood Lane; South to Wood Street;

East to Linden Street; South to Forest Avenue;

East to Westlawn; South to Sunset Avenue;

East to Dennis Avenue; North to Forest;

East to McClellan Avenue; North to Decatur Street;

East to Fairview Avenue; South to Sunset;

East to Oakland; North to Macon Street;

East to College Avenue; North to Wood Street;

East to Jackson Street; North to Prairie Avenue;

East to 20th Street; North to William;

East to 22nd Street; and North to Administration Building and Research Center.

Military Leaves . . .

Douglas W. Daily, Yards
Kenneth E. Eaton, Extra Board

Edwin L. Fouts, 48 Building
Lynn Dale Robertson, 75 Building

Stephen C. Sinclair, 34 Building.

Staley Welcomes

Linda A. Anderson, work order clerk, Engineering & Maintenance Department

Aaron W. Burchell, senior programmer, Systems

Linda L. Calhoun, junior clerk-typist, Engineering & Maintenance Department

Barbara A. Cameron, stenographer, Administrative Services

Collins C. Cochran Jr., Grocery Products-Atlanta

Donald E. Creamer, junior technician, Chemical Research

Delores A. Curley, clerk-steno, Kansas City

Paul E. DeMoss, industrial engineer, Process & Methods Engineering

James E. Eastman, associate research chemist, Chemical Research

Steven C. Francis, trainee, Industrial Sales-Atlanta

Gretchen Fritz, messenger, Office Services

Kevin L. Gallagher, utility lab man, Research-Staff & Services

Sharon E. Kuizinas, assistant analytical chemist, Chemical Research

Dale L. Lockart, technician, Applications Research

Eleanor M. Maltese, clerk, Industrial Sales-Chicago

Sharon S. Reynolds, keypunch-verifier operator, Data Processing

Janice F. Rice, clerk-typist, Salary Administration

Ann M. Seidman, technical librarian, Research-Staff & Services

Sam H. Shanklin, feed nutritionist, Feed Marketing

Joyce E. Sidener, chief invoice and distribution clerk, Distribution

James L. Stephens, associate research chemist, Chemical Research

Richard L. Swanson, salesman, Grocery Products-Chicago

Doris E. Trauernicht, messenger, Office Services

Michael F. West, messenger, Office Services

Stanton J. Wolz Jr., Grocery Products-St. Louis

Geraldine F. Young, programmer, Systems.

Request for One Week of Free Trial Special Bus Service Rides

Name _____ Tel. No. _____

Home Address _____

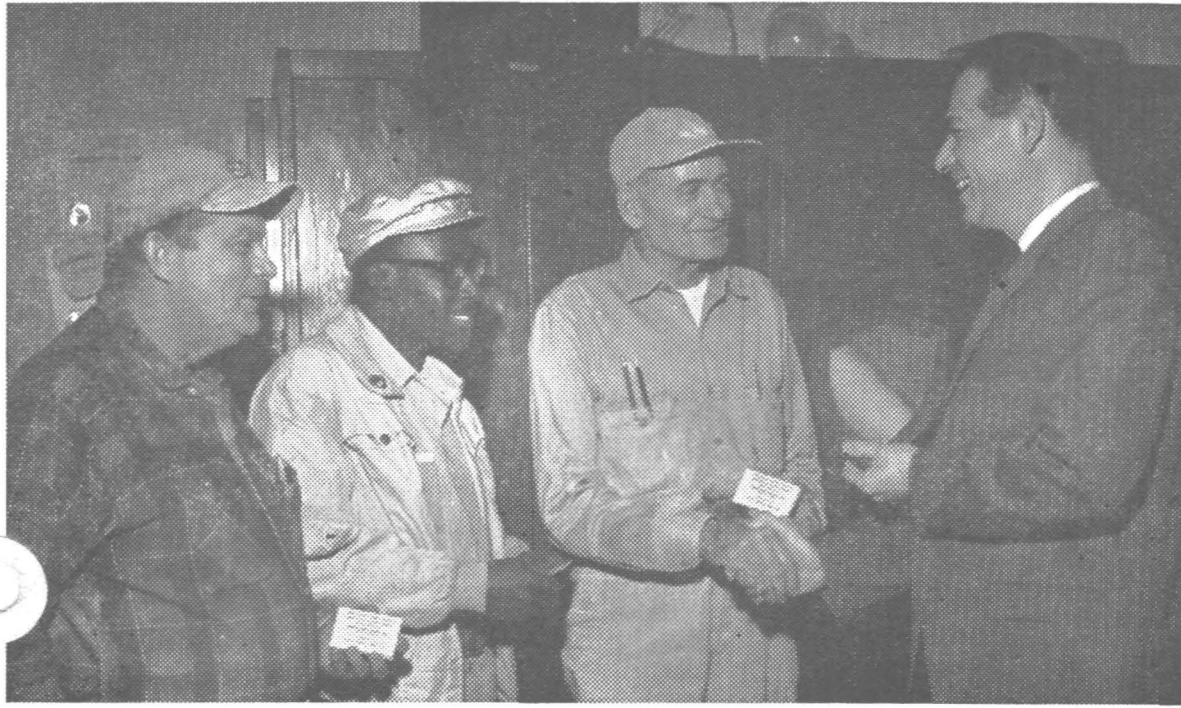
Nearest Cross Street _____

Do you work in Research Bldg.? or Adm. Bldg.

Clip coupon and send to Public Relations, 62 Bldg., 1-W, or call 423-7779 (Decatur City Lines) to register.



NECK AND NECK—Auto race driver Mario Andretti, right, explains racing techniques to Wayne Blick prior to speaking at the April Foremen's Club meeting.



FIRST WEEK'S WINNER—General Superintendent Nat Kessler, right, congratulates Foreman Earl Beals, Starch Drying and Grinding Department, and awards a plaque for the department to display. On hand to receive the free dinner tickets for department employes were Cedric Rybolt, left, and Thomas Cooper.

Plantwide Cleanup Contest Department Winners Named

The four weekly departmental winners in the April Plantwide Cleanup Contest have been announced by General Superintendent Nat Kessler.

- They are:
- Starch Dryer and Grind Department, first week's winner; Earl Beals, foreman
 - Grocery Products Packing and Loading Department, second week's winner; Harry Atkins, foreman
 - Mill House, Steep and Elevator A Department, third week's winner; Henry Colbert, foreman
 - Electric Shop, fourth week's winner; Dean Burdick, foreman

These departments were declared the winners on the basis of their percentage of improvement in eliminating housekeeping violations noted in the previous week's inspection in each instance.

For their efforts, each department was presented a plaque. In

addition, every employe holding a job title in the winning departments received two tickets for complete dinners at Swartz Restaurant.

Kessler said he is gratified by the response to the cleanup campaign. "The job that is being done in almost all segments of the plant is excellent. Our plant looks better than it has ever looked, and I hope we can all continue our efforts to keep it this clean and take extra steps in areas where improvements can still be made."

He added that the continued efforts of all Manufacturing Division personnel should result in fewer accidents and produce a more pleasant place to work.

"Because of the interest created by the free dinner prizes, it has been decided to extend the competition by starting a monthly award program," Kessler said.

Beginning in May and continuing to the end of the year, there will be the same kind of inspections conducted and one department selected each month for the free dinner prizes. "This will give those who have not won before a new opportunity," Kessler said.

Although the campaign has been deemed successful, not all departments of the plant have met the challenge. Those where more improvements is still needed now have a chance to show what they can do.

"We have taken a big step towards our goal of bringing the entire plant up to top housekeeping condition, so let's try to keep and expand on the gains made in this cleanup drive," Kessler said in calling for renewed efforts.

"It is extremely important to all of us that we have a clean plant," he concluded.

Company Cooperates In Drive Boosting U. S. Savings Bonds

The Company is cooperating in a current U. S. Treasury Department program to encourage employes to buy Savings Bonds through the Payroll Savings Plan.

A letter from President Donald E. Nordlund and envelope stuffers explaining the advantages of the savings plan are to be included with employes' paychecks.

In a letter to all employes, President Nordlund said, "The U. S. Treasury Department has again asked us to bring to your attention the Payroll Savings Plan for buying U. S. Savings Bonds. We are pleased to do this and to send you information on the 'Star-Spangled Savings Plan.' The plan represents a campaign to increase the buying and holding of U. S. Savings Bonds through the Payroll Savings Plan.

"We believe it is good for every employe to have some kind of regular savings plan. If you are not already investing in U. S. Savings Bonds through our Payroll Savings Plan, you may wish to consider this as a plan for savings. You should note that the rate of interest on U. S. Savings Bonds has now been increased to 4.15 per cent," he said in the letter.

Effective Dec. 1, 1965, the interest rate on Series E and H Bonds was increased from 3.75 to 4.15 per cent, compounded semi-annually, when held to maturity. E Bonds purchased on and after that date will mature in only seven years; semi-annual interest checks on H

Bonds will be larger than before, starting in June, 1966.

Literature sent out by the Government emphasizes the tax advantages of bond savings, particularly for use after retirement or for financing your children's education.

Interest on E Bonds is exempt from state and local income taxes, and federal tax may be deferred until the bond is redeemed.

All E Bonds carry an optional automatic 10-year extension privilege beyond maturity, and keep earning interest.

Beyond their tax advantages, the Government information stresses a guaranteed return with little or no risk of loss, easy conversion to cash or other types of bonds and the patriotism involved in supporting the Government, particularly with the escalation of the war in Vietnam.

For the individual, bonds can be viewed as a direct expression of belief in the Government and its functions.

For the Government, long-term holdings ease debt managing problems and lower the cost of necessary borrowing, bringing a more stable and easier managed debt by spreading the indebtedness among millions of small investors.

Goal for the 1966 Silver Anniversary Savings Bond campaign is to enlist 1.2 million new participants in the Payroll Savings Plan throughout the country. This would increase the number of participants to more than 9 million.

Sewer Loss Program Shows Good Results

The second month of a plantwide program to reduce sewer losses, by monitoring losses both at the process source and at selected sampling points in the plant sewer system, is nearing the finish and good gains are being made, General Superintendent Nat Kessler reports.

Kessler saluted Manufacturing Division personnel for their efforts in the drive. Because of this cooperation, "recent sewer loss results have improved terrifically," he said.

"The lower losses have produced the added benefit of improved submerged culture treatment plant operation. We have made some changes at the culture plant to take advantage of reduced waste loads and are planning further installations to improve treatment efficiency," Kessler said.

In addition, machinery is being installed to handle the organic sludge produced in the treatment plant to help in the further reduction of losses.

Kessler explained that while result averages have been good, they have been helped by the fact that parts of the plant have not been required to operate seven days every week during the past several months.

"In the summer when we are the busiest, the dry weather generally causes low flow in the river, so the Sanitary District needs all the help our plant can give them by holding losses down," he added.

"We are well on the way to reaching the goal that has been set, although gains have been made during relatively light operating schedules. We are determined to reach this goal and build in a permanent system to keep it at that level or below," he said.

Alchemist Club Officers Elected

W. R. Armstrong, Applications Research, has been elected president of the Staley Alchemist Club, a group formed to study the fundamental principles and techniques of investment practices.

Officers elected at a recent meeting for the coming year were:

- W. R. Armstrong, Applications Research, president
- W. H. Hill, Engineering Research, vice president
- Lois Crouch, Research, secretary
- Lester P. Hayes, Applications Research, treasurer-agent.



SECOND WEEK'S WINNERS—Dry Starch Section Superintendent Paul Breyfogle, center, reads inscription on plaque presented to Foreman Harry Atkins, Grocery Products Packing and Loading Department, for second week's cleanup award. Robert Harmeier, department union steward received dinner tickets for distribution to employes.



'MISS SPRING'—Margaret Crouch, Research Library, who was Staley Women's Club candidate in recent Miss Outdoors contest, was named Miss Spring at Sports-A-Rama Show.

Seven Long-Time Employees Retire in Recent Weeks

Seven long-time Staley employees retired in the past month after compiling more than 240 years of continuous service among them.

They averaged slightly more than 34 years experience with the Company.

Leading the list was **Earl C. Wheeler**, shift foreman in 16 Building, who completed 43 years with the Company upon his retirement. He began his career in 17 Building and held various positions during his 31 years there. He became a shift foreman in the Dry Starch Section in 1954.

Erastus R. Tipsword, package line operator in 20S Building, compiled more than 40 years service. He started as a brick-masons helper in 1925, moved to the Packing House in 1945 and to 20S Building in 1949, where he was loading leadman and bag room leadman before becoming package line operator in 1961.

Arthur Cummings, who retired after 37 years with the Company, worked the last 25 of those years in the Oil Refinery, where he held positions of bleacher operator, Sta-Sol operator, tank farm tender and winterizer operator. He started on the Extra Board in 1928.

Theodore Shondel, a senior mechanic with Millwrights for 23 years, retired with a total of 33 years experience. He began his career with the Company in 1932, working in the Feed House his first 10 years.

Ora F. Fisher, who retired after nearly 33 years at Staley, was a senior mechanic in the Pipe Shop since 1949. He started on the Extra Board in 1933 and moved to the Pipe Shop 11 years later.

Ervin Guyse, who retired after nearly 32 years with the Company, died unexpectedly April 27. During his last 20 years at Staley, he was a truck driver



Cummings Fisher



Tipsword Wheeler

tractor operator and bulk trailer operator, Garage. He started as a shoveler in Elevator C in 1934.

Herman Harris, leadman and weighman at Elevator A, retired after 20 years with the Company. He moved to Elevator A as a shoveler shortly after he began on the Extra Board in 1945.

Staley Women's Club To Hear Floral Artist

A representative from McManus Florists will demonstrate the art of flower arranging at the monthly meeting of the Staley Women's Club at 6:30 p.m. Thursday, May 19, at the Sirloin House.



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Rex Spiers, Editor
Lee Jeske, Photographer



Fifty Veteran Staley Employees Observe Service Anniversaries

Fifty Staley employees celebrated service anniversaries in April, ranging from five to 40 years. However, there were none in the 35-year group for the month.

They account for a total of 1,055 years continuous service to the Company.

Leading the list is **Isaac York**, Merco shift foreman in the Dry Starch Section, who completed 40 years service April 3. After working in the Boiler House for nearly 20 years, he moved to third shift leadman in the Table House in 1945. In 1950, he became repairman in the Mill House and held that position until 1957 when he was named Merco shift foreman.

Other employees who celebrated service anniversaries in April are:

30 Years

John A. Guysinger, 77 Bldg.—Electric Shop, April 18

Wilbur K. Johnson, 77 Bldg.—Machine Shop, April 22

Raymond R. McGlade, Millwrights, April 23

Jerry L. O'Riley, Production Department, April 22

25 Years

Willard J. Blaase, 77 Bldg.—Pipe Shop, April 15

Wayne Blick, Production Department, April 17

Oliver D. Compton, 17 Bldg., April 16

Clyde R. Crawford, 77 Bldg.—Tin Shop, April 14

Lowell A. Davis, Control Lab., April 16

Donald E. Dugan, Production Department, April 18

Dale Durnil, Millwrights, April 15

Earl W. Eschbaugh, Yards, April 17

Ernest Force, Millwrights, April 18

Harold (Bill) Garner, 77 Bldg.—Pipe Shop, April 17

Barton N. Gharrett, 2 Bldg., April 15

Raymond Hunk, 101 Bldg., April 17

John R. Jones, 44 Bldg., April 14

Eugene Kaler, 9 Bldg., April 15

Emerson E. Lawhorn, 77 Bldg.—Pipe Shop, April 15

Carl Leming, 111 Bldg., April 15

James F. McLaughlin, Millwrights, April 18

Gladys Mier, Sales Order Service Department, April 7

William D. Moorehead, 40 Bldg., April 17

Emmett L. Page, 77 Bldg.—Machine Shop, April 16

Arthur E. Peterson, Production Department, April 15

Clarence Rader, Millwrights, April 15

Raymond R. Reinhold, 77 Bldg.—Tin Shop, April 14

James D. Rodgers, Control Lab., April 17

Charles Sampson, 77 Bldg.—Pipe Shop, April 18

Woodrow Waller, 9 Bldg., April 15

20 Years

Helen Armstrong, Process Engineering & Technical Services Department, April 21

Bryon Creel, Painesville, April 8

Gus G. Greanias, Process Engineering & Technical Services Department, April 25



York Guysinger Johnson McGlade



O'Riley Blick Compton Crawford



Davis Dugan Durnil Eschbaugh



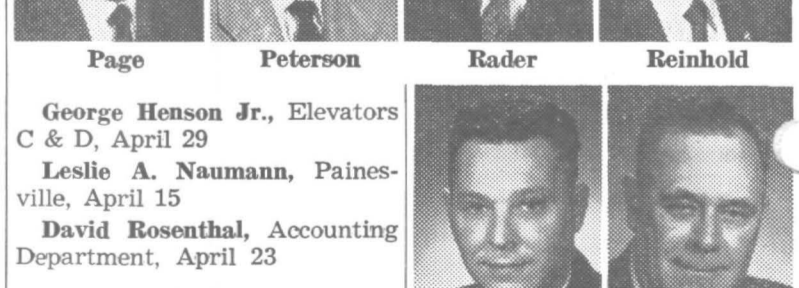
Garner Gharrett Hunk Jones



Lawhorn Leming Mier Moorehead



Page Peterson Rader Reinhold



George Henson Jr., Elevators C & D, April 29

Leslie A. Naumann, Painesville, April 15

David Rosenthal, Accounting Department, April 23

15 Years

Corwin O. Acker, Painesville, April 18

James T. Matthews, Civil Engineering Section, April 1

Howard G. Morton, Painesville, April 17

10 Years

Donald W. Allen, Grocery Products—St. Louis, April 30

David F. Banfield, Roundhouse, April 25

Russell M. Foster, 29 Bldg., April 24

Jon F. Hosler, Yards, April 27

Harold L. Martin, 77 Bldg., April 24



Rodgers Waller

Henry M. Staley, Treasurer and Assistant Secretary—Financial Division, April 6

5 Years

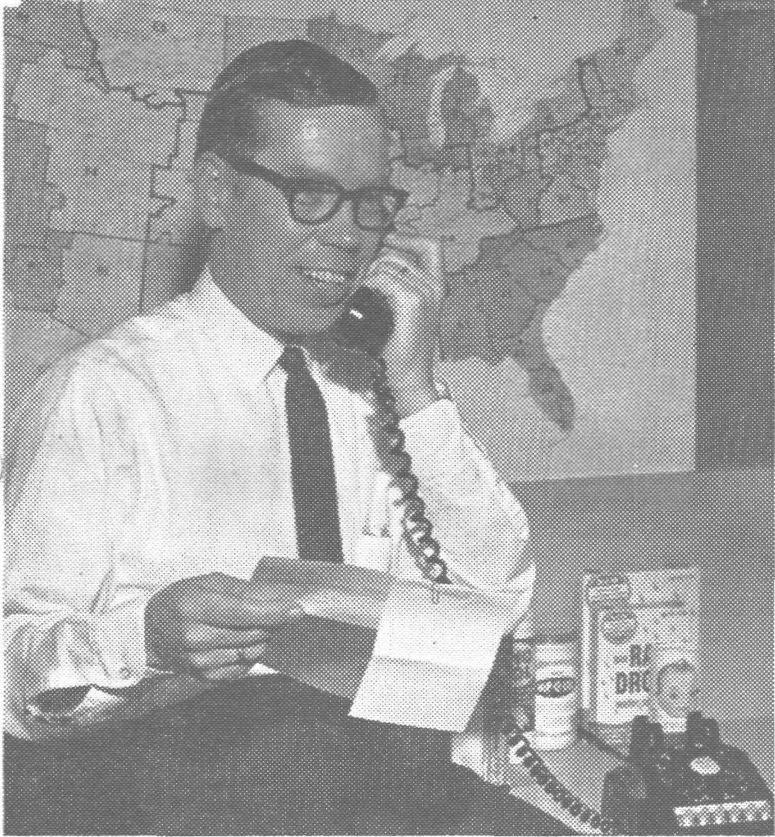
Sharleen S. Fonner, Administrative Services, April 24

William E. Hebenstreit, Applications Research, April 5

Francis Person Jr., Industrial Market Development, April 3

Richard L. Winkleblack, Cost Accounting, April 18.

Product Managers: Key Roll in Company Success



Bob Pence, one of five product managers in the Grocery Products Division, checks progress of "SnO-Bol" introduction on West Coast.

In today's constantly-changing, highly-competitive business world, propelled along at bewildering speed by the increased buying power of consumers, marketing a product is an infinitely complex matter.

A quality product at a competitive price is still essential, but is far from being the only facet of the success formula. This is primarily due to technological advances and research techniques which have turned out an ever-widening variety of products from which consumers can choose.

New products, greater affluence, increased competitive pressures—all demand new marketing approaches. At Staley, they have fostered the evolution of a new organizational framework—the product manager concept.

This concept was instituted here within the past five years to keep pace with rapidly-shifting market conditions. Today, management views the system as a successful one—in fact, as being responsible for much of the success in both industrial and consumer marketplaces.

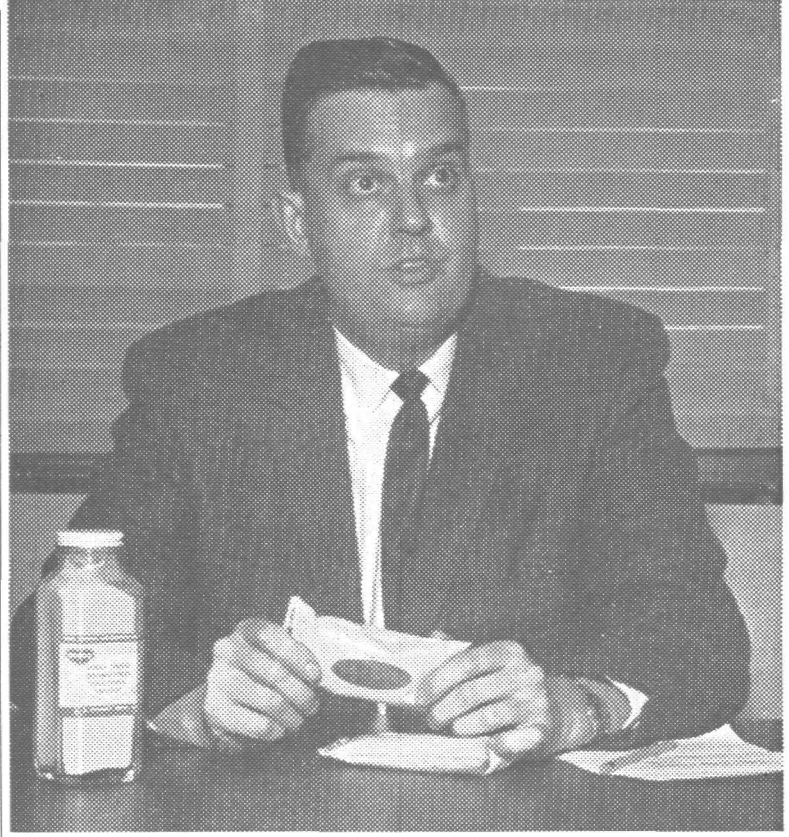
What is a product manager? He, perhaps more than any other individual in the Company, is charged with the responsibility for his assigned product, or products, reaching the right people at the right price, at the right time, in the right shape, size, package and color.

His duties are, at the same time, simple and complicated. He is responsible for one product, or one line of products, but he has to understand many related factors—the materials that go into the product, the manufacturing methods used, the packaging, labeling, pricing, advertising, distribution, field sales and customers' needs.

The product manager concept is employed in the Corn Division and the Grocery Products Division, but in necessarily different forms because of the nature of the markets involved—industrial sales and the consumer public.

Corn Division Vice President L. E. Doxsie and Henry Volle, Grocery Products Division Manager, nevertheless agree on these major advantages of the product manager concept:

1. Greater attention is focused on the performance of each product. This allows fewer voids than many other forms of marketing organization in which individual products get lost among the many.



Jim Johnson, one of six product managers in the Corn Division, explains advantages of Vico Products line of flavor enhancers.

2. The product manager becomes an information center to which higher management can turn for quick and specific up-to-date information on any product in the line.

3. Because the product manager knows how well the product is proceeding against plan, he is instantly aware of problems as they arise and can coordinate efforts more quickly to resolve them.

Product managers in the Corn Division and their responsibilities are:

- Chuck Brauer, laundry products
- James Hurley, dextrose products
- Frank Janes, soy flour, inositol, lecithins, calcium phytate
- Jim Johnson, Vico Products Department products
- Otto Lucht, brewing products
- Bob Smith, food starches
- In the Grocery Products Division, they are:
- Mike Dotson, "Sta-Puf," "Sta-Flo," pancake and waffle syrup
- Bob Pence, "Rain Drops," "Sno-Bol," "Diaper-Sweet," other starches and syrups
- Bob Corman, new products
- Dick Purcell, military products
- Walter Schultz, institutional products in addition to his duties as sales service manager.

By focusing all his efforts and coordinating those of others on his assigned products, the product manager re-introduces into a larger business some of the same all-encompassing skill originally provided by its founders.

It's easy, as a business grows and specialized services multiply to reduce costs and increase efficiency, to lose sight of its ultimate purpose—namely, to assure the continued satisfaction of the customer who judges a supplier, not by his plants, offices, organization charts or operating techniques, but primarily by his products. It's a product manager's purpose to keep this fact in sharpest focus for all segments of the Company.

It's remarkably easy for smart, aggressive people in a larger business to lose sight of the fact that it's the customer's needs and attitudes, not our own, that determine whether the Company will continue to grow and prosper. Unless customers want and will continue to use a product, the capacity to produce it is of little consequence. Representing the customer to all other ends of a business becomes then one of the major responsibilities of a product manager for his assigned products.

By being in contact with all phases of the business—sales, manufacturing, distribution, advertising, research and finance—which affect his product's opportunity to grow in volume and profit, the product manager is charged to understand these other viewpoints without ever losing himself to them. In so doing, he alone can keep abreast of the constantly changing factors of volume, costs and selling prices which act together to determine the product profits for which he is responsible. It is he who has first to see a change required in one of these factors to adjust for a change in another which might adversely affect the product's success.

All in all, product managers are a new breed in our business, developed out of a special need to meet the ever-increasing challenges of successfully marketing that which has sustained any company's existence and the livelihood of its employees — its products.

A Pay Cut? No, It's A Withholding Hike

Most Staley employees will find their paychecks a little lighter when they receive their first wages in May. No, it's not a pay cut, but greater withholding amounts for Federal income tax.

As of May 1, the new federal tax law became effective whereby the previous "flat 14 per cent across the board" income tax withholding rate was replaced by graduating scale rates ranging from 14 to 30 per cent.

The newer sliding scale is designed to bring the individual's payroll deductions closer to the amount of his final income tax deductions for the year.

The new system will be welcomed by those who have been faced with large amounts of income tax due the Government each year, because the graduated rates will consume more of their regular pay. Thus, they may find themselves in the position of getting back money from the Government rather than having to pay after the end of the year.

For those who normally receive refunds at income tax time, it will mean a larger refund, or a little more than for a little less now in regular paychecks.

The graduated rates are included in two separate rate schedules, one for single persons and heads of households, and the other with wider brackets to take account of statutory income splitting, for married persons and surviving spouses.

All married persons were required to file a new Employee's Withholding Exemption Certificate (Form W-4) with their employer if they wished to have tax withheld from them based on the rates applicable to married persons. Deadline for this was May 1.

The Company is required to compute withholding on the basis of the rates applicable to single persons (which are higher) if a married employee failed to submit a new form by the deadline.

All employees were asked to

submit a new W-4 form to be sure that their records were correct and up-to-date.

Dr. Bralley Named To State Technical Advisory Council

Appointment of Dr. J. A. Bralley, Vice President for Research and Development, to the State Technical Services Advisory Council has been announced by Gene H. Graves, director of the Illinois Department of Business and Economic Development.

In the announcement, Graves said, "The State Technical Services Act of 1965 is designed to stimulate programs to disseminate technology to business and industry usefully."

The responsibilities of the council are to review the annual program plans and to evaluate them in terms of the purposes of the Act. Composed of business and industrial leaders throughout the state, the council will act in a consulting capacity in helping to formulate policy and long-range plans for administering the Act.

More Staley Employees Injured, But Less Time Lost From Job

More Staley employees were injured, but they lost considerably less time from the job during the first six months of this fiscal year, compared with the same period a year ago.

Since Sept. 30, 1965, we have had 1,108 First Aid cases, 279 more than a year ago, and 60 reportable accidents, four above last year's total for the same period.

However, only 23 Staley employees were involved in lost-time accidents, an improvement over the total of 27 for the first six months a year ago.

The frequency rate of accidents thus far this year is 8.31

lost-time injuries per million man hours worked, compared to 9.99 in the same period last year. Severity is 214 lost-time injuries per million man hours, a substantial decrease from 545 for the like period a year ago.

Twelve of the 23 lost-time accidents occurred on the first shift. Records show that nine injuries happened during the first part of the shift and nine in the second part, somewhat contrary to previous studies.

Following is a breakdown of the areas where lost-time accidents occurred using the 14 general categories employed by Safety in compiling the records. De-

partmental records are included in a "Safety Box Score" posted on plant bulletin boards.

	Lost-Time
Specialty Feeds	3
Elevators	2
Syrup Refinery	2
Oil Refinery	2
Dry Starch	5
Soybean	1
Maintenance	7
Wet Starch	1
Laboratories	0
Mfg., Gen. Offices	0
Plant Protection	0
Pilot Plant	0
Shipping	0
Office Janitors	0



BOWLING WINNERS—Melba Stockdale and Maury Brumaster display their trophies for winning their respective scratch division titles in the 5th Annual Staley Singles Bowling Tournament, while Dave Clark, men's handicap division winner, shows his grip on the ball.

Brumaster, Clark, Stockdale Win In Staley Singles Bowling Event

Maury Brumaster, Dave Clark and Melba Stockdale captured the top prizes in the 5th Annual Staley Singles Bowling Tournament held April 17.

Brumaster, 77 Building, won the men's scratch division title with a three-game series of 647, edging out last year's champ, Don Adcock, 77 Building, by seven pins.

Clark, Roundhouse, squeaked by Brumaster in the men's handicap division, totaling 690 pins.

In contrast to the tight competition in the men's divisions, Mrs. Stockdale, 77 Building, won the women's scratch division championship in comparative ease. She totaled 582 pins while runnerup Dorothy Collins, Order Processing, had a series of 533.

There were 35 cash winners in all, with prizes ranging from \$30 to \$3.50 depending upon placement. Winners in the men's and women's scratch divisions received trophies in addition to cash prizes.

Tournament chairman Russ Dash, Distribution, said the tourney continued its steady growth with this year's 160 entries comprising the largest field yet.

The top bowlers and their scores, including handicap, were:

- Dave Clark, Roundhouse, 690
- Maury Brumaster, 77 Bldg., 689
- Melba Stockdale, Maintenance, 672
- Joseph White, Plant Protection, 667
- William A. Rennert, Maintenance, 657
- Floyd McElroy, Pipe Shop, 656
- David Miller, Grain Dept., 650
- John Polley, Yards, 649
- Don Adcock, Millwrights, 646
- Vernon Meyer, Roundhouse, 644
- Russ Dash, Distribution, 644
- Richard Blaylock, Pipe Shop, 641
- Derald Schoneman, Yards, 637
- Jerry Gersmehl, Control Lab., 636
- Marilyn Kay Bentz, Office Services, 635



Ira Cox, 17 Building, holds plaque he received for being "the most enthusiastic bowler."

- Dorothy Collins, Order Processing, 634
- Frank Lewis, Control Lab., 632
- Cliff Martin, I & C, 629
- John Andrews, 59 Bldg., 629
- Edward Boyle, 20 Bldg., 627
- Art Peterson, 16 Bldg., 625
- Everett Leisner, I & C, 624
- Roger Clark, 111 Bldg., 624
- Wendell Bryant, 59 Bldg., 624
- Floyd Adcock, 101 Bldg., 623
- Melvin Grolla, Machine Shop, 620
- William R. Thompson, Yards, 617
- Ronald C. Kornewald, Mill House, 616
- Leroy Dean, Pipe Shop, 615
- Fred C. Ridlen, 20 Bldg., 615
- Walter Molloy, Grain Dept., 613
- Bud Campbell, 5-10 Bldgs., 612
- Dean Burke, Grocery Products, 609
- Maurice Smith, Electric Shop, 609
- Roy Hornback, Jr., Yards, 609.

Safety Department Plans Vacation Travel Display

The Safety Department is making plans for an extensive display during the first part of June, emphasizing the importance of vacation travel safety.

The display will be located at the main gate and travel safety informational materials will be distributed to employees.

New 'Lawn-Eze' Product Attains Good Response

A new Company product, "Lawn-Eze," is receiving good early response in the Decatur, Chicago and Detroit areas where it is initially being sold.

"Lawn-Eze" is a joint development of Staley and the Anderson Peat Co. of Morrison, Ill.

The laboratory and field-tested product is designed to solve problems typical of the average home lawn bare spots and thin areas. It contains four necessary lawn builders:

Certified Grass Seed—A highest quality certified mixture of grass seed found to produce a beautiful, disease resistant, vigorous lawn.

Fertilizer—A 4-2-2 mixture of total nitrogen, phosphoric acid and soluble potash provides two or three times the amount of required starter fertilizer for rapid lawn growth plus controlled release of organic plant nutrients required during the initial growing season.

Germination Medium—A peat-based carrier retains moisture and is highly-effective in aiding grass seed germination. It provides an improved distribution of fertilizer and seed.

Erosion Control—A chemical binder, when wetted with water, takes on soil-holding properties which retard erosion. This enables the grass seed to be held in place throughout the germination period. This new binder is available only in "Lawn-Eze."

The new product is used:

1. To obtain a more uniform stand of grass.
2. To prevent washing of newly-sown grass seed.
3. To provide a convenient and economical means of application of all materials for a vigorous lawn.
4. To eliminate the need for use of straw or burlap for seeding of moderate slopes and terraces.
5. To permit the home owner or professional landscape gardener to obtain good results with relative ease.

"Lawn-Eze" is applied using conventional dry fertilizer or seed spreaders. For new lawns, one 50-pound bag covers 250 square feet.

Some Decatur home owners, who have used "Lawn-Eze" already this spring, are reporting good results in seed germination and retardation of washing and soil erosion.

The Decatur Park District has become so interested in this latter advantage that it is using "Lawn-Eze" on a one-acre plot at Faries Park Golf Course. The Park District is seeking to cover the large bare spot, southeast of the clubhouse, with a sturdy stand of grass for eventual use as a practice fairway.

During its field-testing, "Lawn-Eze" was used to cover part of a sloping fairway on the golf course and has exhibited its versatility on this hard to maintain area.

Hieronimus Appointed Chief Internal Auditor



Hieronimus

Appointed to manager of cost accounting.

Appointment of James A. Hieronimus as chief internal auditor has been announced by W. R. Boyer, Vice President, Finance.

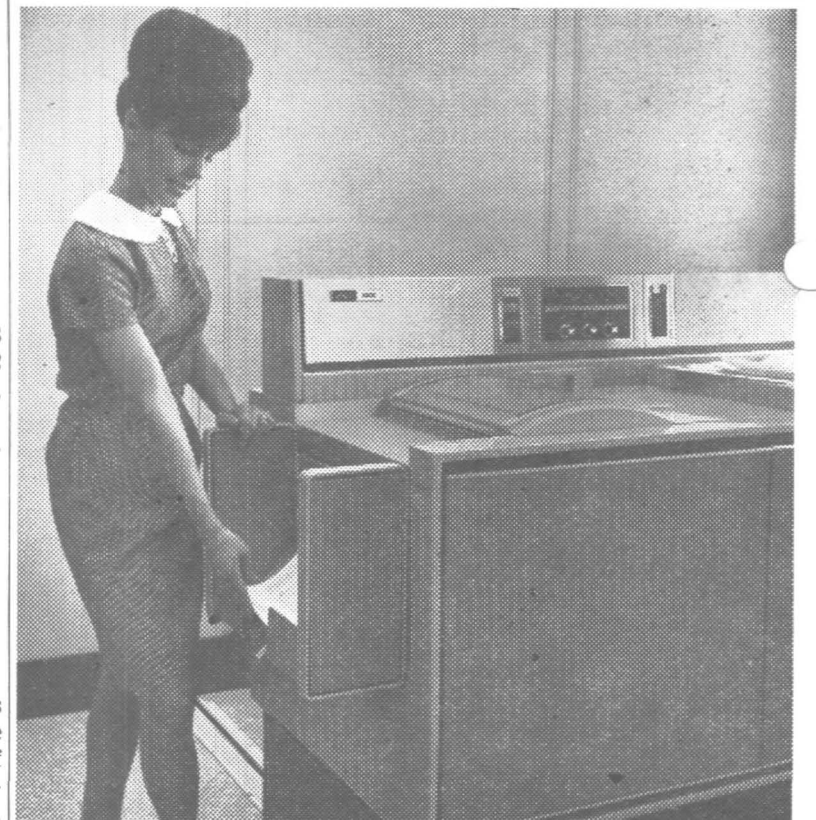
Hieronimus had been supervisor of corporate accounting for the past two years. In his new position, he will be responsible for supervising the application of accounting, financial and operating controls throughout the Company.

A native of Sedalia, Mo., he holds a B. S. degree in accounting from Central Missouri State College.

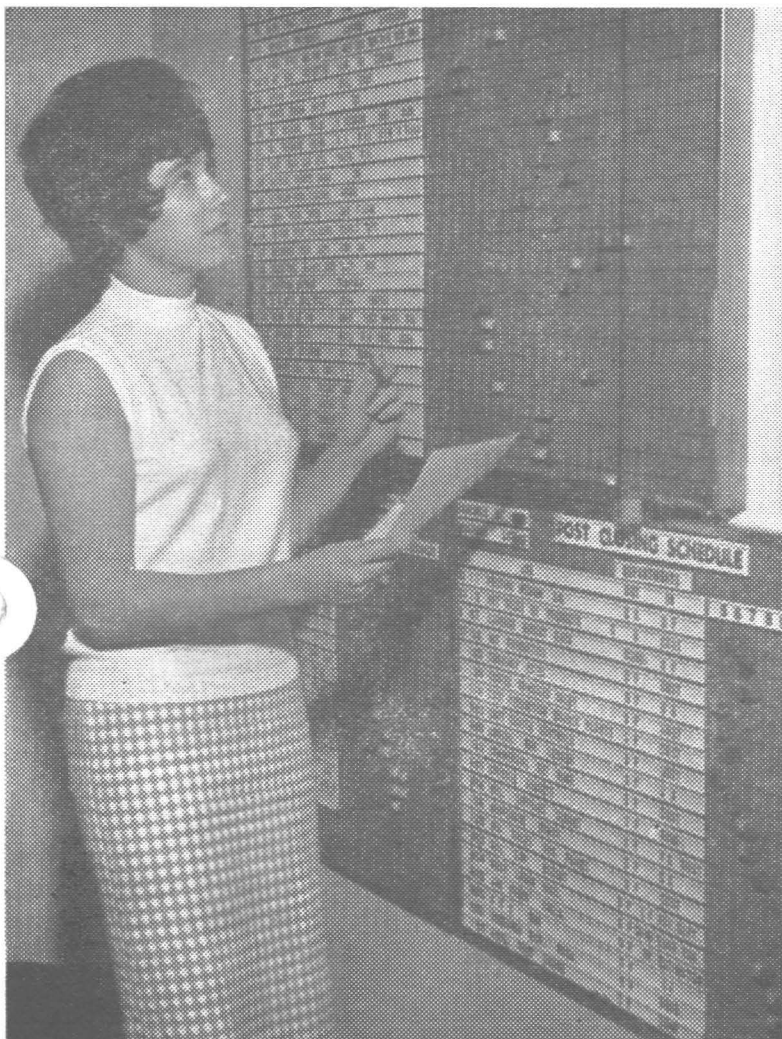
He succeeds Robert E. Tassinari, who was recently promoted to manager of cost accounting.



FLOOR POURED—A workman scatters cement dust over the freshly poured floor in the addition to the Black Warehouse. The 25,000-square foot addition is now virtually complete.



NEW ZEROX MACHINE—Kay Jones, messenger, demonstrates the operation of the new Zerox 2400 duplicating machine now in operation in the Research Center. The versatile machine can produce 40 copies a minute or 2400 an hour.



Doris Morgenthaler, secretary to Company Comptroller, posts schedule boards, using monthly and quarterly financial reports.



Janet Somers, secretary to Group Vice President, Marketing, takes a message.



Marilyn Cooley, left, Corporate Information Systems secretary, and Frances Noland, Corn Division secretary, discuss a data report.

National Secretaries Week

Staley Secretaries Aid Smooth Flow of Business

The office secretary is an important contributor to the smooth functioning of many businesses.

In observance of National Secretaries Week, April 24-30, the secretaries at work in the accompanying photos, snapped by Staley photographer Lee Jeske, are representative of many others like them at Staley to whom the honor of their special week is accorded.

What makes the perfect secretary? Nothing special except fortitude, perception, an encyclopedic memory, humor in adversity and plenty of grit, according to the National Secretaries Association.

In addition, the secretary's attributes may and often do include, at the Staley Company, a fundamental knowledge of the language of the Company's business operations and a familiarity with Company history.

These handy helpers perform a wide variety of tasks for their bosses, and in so doing help keep the Company moving along in an orderly fashion. The secretary is virtually indispensable in a complex business such as ours.

The various facets of a secretary and her job could be explored at great length, but could hardly be better explained than in this essay written by Lois Crouch, secretary to Dr. J. A. Bralley, Vice President for Research and Development:

WHAT IS A SECRETARY?

A secretary is a human dynamo with carbon paper on her face; She's the smartest, yet the dumbest, member of the entire female race. She can remember where she filed something ten years ago, yet forget confidential information the moment someone starts to pry.

She can smile at the boss and say "Sorry, I must have misplaced it" when she knows darned well he has what she's looking for in his briefcase.

She can aim a piece of paper

at a typewriter and grind out a letter without a single erasure, and she can figure out the meaning of the world's worst looking shorthand character.

A secretary can get rid of the most conniving salesman without letting him know her boss just plain doesn't want to see him. She can roll out the red carpet for the Company brass and make them think her boss is the most valuable man in the place.

A secretary is a politician, statistician, mathematician, peacemaker, prophet, psychologist, listening post, mind reader, sounding board—yet, a real human being in a blue dress.

She has perfect health and never loses a day's work, but she never squeals when the gold-brick office gal uses a doctor's slip so she can get her hair done.

What is a secretary? She's the gal Friday whose every move helps her boss up the ladder of success. Her prime concern is to save every precious moment she can of her boss's time. She is a monument to the image of a kind soul, and her callousness never shows through her ever-ready smile.

She is thoughtful—a real friend in the time of need. A secretary is loyalty in high-heeled shoes; a martyr to the cause of her Company.



Jane Stickel, Public Relations secretary, stuffs information kits for a tour group.



Alice Brooks, Manufacturing Training office, checks in text books from training course.



Lois Crouch, secretary to Vice President for Research and Development, pauses from her work on a calculating machine to greet a visitor.



Marjorie Miller, Overseas Division secretary, takes dictation from her boss, Earl Bailey, Overseas Division manager, in course of busy day.



Group Vice President R. L. Rollins awarded the Staley Stock certificates to Kenneth Hill, left; Carl Minton, second from left, and Daniel Edgecombe, at extreme right.

Allen M. Koleff Named Honduras Plant Manager



Koleff Appointment of **Allen M. Koleff** as manager of the Company's joint venture corn processing plant now under construction in Honduras has been announced by **C. C. Jensch**, Vice President, International Division.

He had been a chemical engineer in Facilities Planning for a year. Most of that time, he was involved in the engineering and construction phases of the Honduran plant, Almidones de Centroamerica, S. A. de C. V., or "ALCASA."

Koleff joined the Company in 1961 as a junior process engineer and advanced to process engineer in 1963 before moving to Facilities Planning last year.

A native of Chicago, he holds a bachelor of science degree in

chemical engineering from the Illinois Institute of Technology.

Koleff and his family will soon be moving to San Pedro Sula in the north central coastal region of Honduras, where the plant is located.

Construction of the Honduras plant has been progressing well, with the target date for start-up of production slated for late this year.

Corn starches, primarily for use in the Central American food, textile, brewing, paper & corrugating industries, and oil for use in food processing, will be produced at the plant. Corn gluten feed, another by product, will serve the expanding number of cattle and poultry being raised in Honduras and Central America.

The Staley Company and business interests from Honduras and Mexico are associated in the joint venture corn processing plant.

Bloodmobile Session Results In Best Total In Eight Years

Five hundred thirty-eight pints of blood were collected during the Red Cross Bloodmobile's 13th annual visit to the Staley Company April 21 and 22, the highest total received here in the past eight years.

The collection topped last year's count by a wide margin—65 pints—and was the fourth highest total since the Bloodmobile began visiting the plant in 1953.

A total of 606 persons registered to give blood, but there were 68 medical rejects compared to 45 last year when 518 persons registered.

When Louis Feriozzi gave a pint of blood on the first day of the annual visit, he became the 9,500th Staley employe, or member of a Staley employe's family, to donate to the Bloodmobile, a record unsurpassed by any other single organization in Macon County, according to Red Cross officials.

Another highlight of this year's session was the presentation of a pin to **Floyd Adcock**, 101 Building, for his donation which made him a nine-gallon donor.

The Company offered three shares of Staley stock as an incentive for the blood drive, and it was believed to have contributed to the exceptional turnout. In addition, 20 children's tickets to the circus, and 40 tickets to the Decatur Commodores opening day baseball game were given away in drawings held following the blood collection.

Employees winning one share of Staley Common Stock each were:

- Daniel E. Edgecombe**, 101 Building
 - Kenneth D. Hill**, Yards
 - Carl B. Minton**, Millwrights.
- Winning four circus tickets each were:
- Evelyn Riddle**, Transportation Department
 - Gehl Tucker**, Administrative Services
 - Dean DeVore**, Credit Union
 - Ora E. Lamb**, Control Lab
 - Joe Barry**, 118 Building
- Names drawn to receive four baseball tickets each were:
- Floyd Wheeler**, Pipe Shop
 - R. B. Sparks**, Programming
 - Robert Garretson**, Personnel
 - Paul Nixon**, Pipe Shop
 - Thomas M. Fisher**, Export Sales
 - Lawrence E. Sutherland**, 14 Building

Melvin Chapple, 16 & 116 Buildings

Richard D. Hoyt, Maintenance

Larry Young, Garage

Homer F. Altevoigt, 12 & 26 Buildings.

Blood drive co-chairman **Emil Schimanski**, supervisor of Manufacturing Training, and **Harold (Bill) Garner**, Pipe Shop, saluted all the employes involved for their support in making the Bloodmobile session one of the most successful yet.

Bishop to Speak To Foremen's Club

W. B. Bishop, Facilities Planning Director, will show slides of the construction progress and facilities of the Company's joint venture soybean processing plant in Spain and corn processing plant in Honduras during the Staley's foremen's Club meeting, Monday, May 16.

The meeting at the Elks Club will begin with a social period at 5:30 p.m., with dinner beginning about 6 p.m. It will be the club's last meeting until September.

In addition to slides of the sites of the two plants, Bishop will show scenes of the cities where the plants are located and surrounding points of interest.

The Spain plant is expected to begin production in May, while the Honduras plant is under construction. The latter is not expected to begin production until late this year.

Wright to Speak At AFMA Convention

K. N. Wright, director of feed nutrition, Feed Marketing Division, will be one of the featured speakers on the opening day of the 58th Annual American Feed Manufacturers Association Convention in Chicago May 11-13.

Wright will speak on "The AMFA Quality Control Outline" during the afternoon session.

Associated with animal nutrition work for 25 years, he has been a member of the AFMA Nutrition Council since 1959, and is currently serving on the Council's Executive Committee.

Wright had previously served as chairman of the Council's Nutrition Applications Committee and as secretary of the Ingredients Committee.



Marge Schroeder gave a helping hand to blood drive co-chairmen Emil Schimanski, left, and Harold (Bill) Garner during drawings to pick winners of stocks and circus and baseball tickets.



This was the general scene in the blood collection center in 77 Building as Red Cross nurses took care of some of the 538 donors during the two-day plant session.