STALEY NEWS

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More Indicative of Earning Power

Six Month Sales, Profit Up

A. E. Staley Mfg. Co. reports net earnings of $2,186,000 or 83 cents per share on sales of $112,418,000 for the three months ended March 31, 1973.

The totals compare to earnings of $959,000 or 36 cents per share on sales of $82,707,000 for the same period a year ago.

For the six months, net income is $3,162,000 or $1.19 a share, compared with $1,896,000 or 71 cents per share for the previous year.

Sales for the first half of the company's current fiscal year are $206,492,000 compared with $158,118,000 for the prior year.

Chairman A. E. Staley, Jr., described the second quarter and six months results as more indicative of the company's basic earning power than previous quarters, which had been depressed by extremely poor margins on corn syrup and starches. He indicated that heavier demand and improved margins for the company's corn sweeteners and starches were primary reasons for the advancement.

Mr. Staley said that the company's agriproducts, chemicals and international groups continued to contribute positively to corporate profits and the record six months sales volume.

The Staley chairman also noted that sales for a high fructose corn syrup are gaining momentum and that the production facility for the unique new corn sweetener at Morrisville, Pa., is now operating at a more acceptable level.

Mr. Staley said he is optimistic that the positive factors demonstrated in the second quarter will continue for the balance of the year.

	Six Months Ended March 31,1973	March 31,1972
Net Sales	$206,492,000	$158,118,000
Depreciation & Non-Cash Charges	5,371,000	4,384,000
Earnings before Taxes	5,800,000	3,551,000
Income Taxes - estimated	2,638,000	1,655,000
Net Earnings	3,162,000	1,896,000
Net Earnings per Common Share	1.19	.71
Average Shares of Common Stock	2,658,351	2,658,644

	Three Months Ended March 31, 1973	March 31, 1972
Net Sales	$112,418,000	$ 82,707,000
Depreciation & Non-Cash Charges	2,577,000	2,270,000
Earnings before Taxes	4,311,000	1,548,000
Income Taxes - estimated	2,125,000	589,000
Net Earnings	2,186,000	959,000
Net Earnings per Common Share	.83	.36

This Is Your Revised News

This is your first issue of the revised Staley News. You will notice several changes in its appearance from previous issues.

It is our hope that these changes will enable us to satisfy your desire for more information about your company--its people, products, plans and progress.

Remember, this is your newspaper, and you are the judge of how well we meet our goals. Your ideas and contributions are eagerly sought. Let us hear from you.

Dan Hines
Employee Communications Manager

Jackie Dorman is one of the first purchasers of Tolly's new Soy Burger, a ground beef-textured vegetable protein blend using Staley's Mira-Tex. Jackie is secretary to Harold Smith, labor relations supervisor.

Tolly's Soy Burger Uses Staley Mira-Tex

Tolly's Markets, a Decatur-based grocery chain, has introduced a new ground beef-textured vegetable protein blend using Staley's "Mira-Tex."

Mira-Tex is the Staley name for textured vegetable protein sold by the industrial products group in large quantities for institutional use or to grocery store chains. Nutra-Mate, another textured protein product, is sold by the consumer products group.

Tolly's is among the first grocery chains in the nation to offer a textured protein-ground beef blend. There are four Tolly's stores in Decatur and Springfield.

Tolly's will call its product "Soy Burger." It will be 82 percent ground beef by weight and 18 percent textured protein by weight.

Hydrated textured protein is equivalent to meat in protein value, so Soy Burger will be as nutritious as regular ground beef--but at a significant cost reduction. Soy Burger will sell for 79 cents a pound.

The interest in the use of Mira-Tex was prompted by consumer concern over rapidly rising meat costs, and by Tolly's desire to provide nutritional food at the most economical cost for its customers, according to Ron Terrell, buyer and merchandiser for Tolly's meat department.

Mira-Tex textured vegetable protein is made by an extrusion process in 48 building with soy flour as a starting material. Staley sells the Mira-Tex in a dry form to Tolly's, which then prepares its Soy Burger blend.

Textured protein has no distinctive flavor of its own, but instead enhances the flavor of the ground beef product because it enables more natural meat juices to be retained during preparation. Also, Soy Burger can be used in the same ways as 100 per cent ground beef.

Staley is cooperating with Tolly's in the introduction of Soy Burger.

Dick Lockmiller, manager, special products; Mike Campbell, group leader, soy products development; Paul Seaberg, research chemist; Bob Kraudel, food technologist; Chuck Geisen, industrial food product manager, specialty, and Bob Sullenberger, product manager, food protein, worked with Tolly's in the preparation of the Soy Burger blend.

Gene's Work With Youth Rewarding

There is a saying that a man is never so tall as when he stoops to help a boy. That would make Gene Ledger one of the tallest men in Morrisville, Pa.

Gene, who works as a process operator in wet milling at the company's Morrisville plant, has compiled a record of working with youngsters that would be difficult to top. He has been active in Cub Scouts and Boy Scouts, the Catholic Youth Organization, Little League and Babe Ruth League baseball, and is recreation chairman of a neighborhood group comprised of families from 220 homes.

His interest in young people was prompted by his three sons, Eugene, Jr., 16; Mark, 13; and Michael, 10.

"Kids need a helping hand," he observes. "Otherwise, they will lack direction, and perhaps fall into trouble.

"Trouble can happen to any group of kids regardless of what racial or economic group they are from. The best way to avoid it is for adults to spend time with them and give them the guidance they need and want."

One outstanding result of Gene's belief that adults must provide organized and well-supervised activities for children arose when he worked with a group of parents to have a basketball team for the local Roman Catholic parish.

It might have made a plot for the popular TV series, "Bridget Loves Bernie," in which a Catholic girl marries a Jewish boy. Gene is Jewish, but his wife, Mary, is Catholic.

When the priest announced there would not be enough money to support a team one year, Gene joined with some other fathers (who were Catholic) and laid plans for a series of fund-raising events to insure there was a team. Fortunately, their efforts drew the attention of a wealthy parish member who contributed the cost of uniforms and equipment.

Ironically, Gene's boy did not make that particular team, but Gene had no regrets about his efforts.

"I believe that supervised activity can teach kids much about life," he explains. "There must be a winner and loser. A person can't succeed at everything he does, but that doesn't mean he quits."

A notable example of the character-building aspects of losing arose during a model rocket competition sponsored by the scout troop to which Gene's son belonged.

"My boy had a rocket that I was sure would win," he muses. "But I made a mistake in preparing it for firing and we lost. It hurt, but my son learned from that. It was my mistake, but he found out that things like that happen, and there will be other chances to win."

Gene says the most memorable moment he has had working with youngsters came when a scout troop he was working with went to West Point, N.Y.

"That took a lot of effort on the part of everyone," he recalls. "We picked up and sold scrap. We also sold newspapers and had bake sales, and finally got the money for the trip. It was a thrill to see such a historical place, and I'll never forget it."

Gene believes there are additional pressures on children today that were not faced by previous generations. He is particularly concerned about the abuse of drugs, and tells of attending a parish meeting at which a boy told his history of drug abuse.

"I was shocked," Gene says. "This boy had been in the same Cub Scout troop as my boy, and I never suspected he was using drugs. I wouldn't have even known what the signs were at that time."

For that reason, Gene supports educational efforts to inform both children and parents of the dangers of drug abuse.

Gene also encourages other adults to become active in working with young people.

"Parents should show an interest in what their children are doing," he says. "And even for those people without children there are rewards in youth work."

And children appreciate the time that is spent with them, as Gene can testify. One of his proudest possessions is a framed certificate from the local Cub Scout organization thanking him for the time he has spent working with youngsters. It didn't cost much to print, surely, but Gene knows it was given as a genuine expression of gratitude which money cannot buy.

Gene Ledger poses with mementos of his many years of working with youth groups in the Morrisville area. The framed certificate is in appreciation of his work with the Cub Scouts.

In the News...

Keever Products Improve Our Way of Life

Plant Manager Bill Salter has been with Keever for 26 years. He cites employee loyalty and skill, plus new marketing opportunities available since becoming a part of Staley, as the basis for a bright future for Keever.

Columbus, Ohio--Famous for the outstanding football teams of Ohio State University which is located here, Columbus and its more than 1 million population could hardly be blamed if it gave only passing notice to the unassuming plant of Staley's Keever Division.

Yet, the facility must be judged not from its rather small outward appearance, but by the activities within. And it is here that products are springing forth that touch the lives of almost everyone and make possible many of the items which help create a better way of life.

The 56 employees of Keever Division are turning out a host of wheat starch and gluten products that become a part of items we all come in contact with everyday--ranging from the cereals we eat to the magazines we read.

"We produce three basic lines of products," notes Plant Manager Bill Salter. "One serves the paper industry. Our starches, in the proper combination with printing inks, make 'carbonless' carbon paper a reality.

"And other starches are used to bond wood fibers to make high-quality paper. Yet others are used to 'coat' the enamel-type papers used in magazines."

(Bill explains that wheat starch is especially desirable for this last application because of its whiteness.)

What about other uses of Keever products?

"As might be expected, laundries are a big market for our starches," Bill continues. "And a growing market has been the use of our wheat gluten by a leading cereal manufacturer to give its product a wheat flavor and to increase the protein content of the cereal (wheat gluten is extremely high in protein)."

Also, wheat gluten contains all but one of the amino acids necessary to sustain life, Bill observes. The missing one is found in milk, so the gluten in the cereal when mixed with milk provides an adequate amount of the life-giving substance to sustain an adult.

Additionally, wheat gluten is used by bakeries and other food processors for its benefits to texture and freshness and whenever a high protein material and the taste of wheat is desired.

Starts with Flour

The manufacturing process at Keever does not begin with the raw grain, as it does at many other Staley operations, but with flour already processed by suppliers.

The flour is then subjected to a series of kneading and washing steps to extract the wheat starch and gluten and prepare each for the processes it must yet undergo.

One of these steps is a "sieving" process to separate the wheat fiber from the starch. The gluten, meanwhile, is flash-dried and then ground to a fineness equivalent to flour. (However, the finished product is pure gluten, and the only resemblence to flour is the ground texture.) The final step for the starch is drying. After these steps are completed, the materials are ready for use by Staley customers.

Salter points with pride to the efforts of the employees who man these operations, crediting them with building and maintaining the Keever reputation for quality.

Salter's observation regarding the role of employees to the operations points up a significant element of the Keever story--since its founding in the early part of this century, it has maintained a close-knit employee group. This is evidenced by the fact that the majority of the employees are "long-service"-20, 25 and 30 years or more.

Heading this group is Lawrence Montoney, a watchman who joined the company in 1928. Jim Todd, a quality control technician, has 43 years of service. And Salter's assistant manager, Harry Logsdon has 35 years.

Since becoming a part of Staley in 1968, Keever has gained nationwide marketing opportunities that were not possible before, Salter points out. He adds that he is confident these will favorably affect the future of the Keever Division and its employees.

So, when the red-jersied Ohio State Buckeyes trot onto the playing field this fall, the thousands of wildly cheering fans might do well to pause for a moment and cast a look toward the south end of Columbus where, as they have done for so many years, the Keever employees will be producing important and versatile products--only now as a proud part of Staley.

A continuous wash separates gluten from the flour. Wash operator Ray Maynard checks on one of the steps in this process, right.

Employees Respond to Girl's Need for Blood

One of the things Keever Plant Manager Bill Salter is proudest of is the employee force. He is quick to point out to visitors that it is "almost like a family," with friendships built through many years of working together.

Idle words? Not hardly, as evidenced by the case of Nannie Sue Brown, 9-year-old daughter of Keever employee Dennis Brown.

Nannie Sue underwent open heart surgery on Sept. 25, 1972. She had a bleeding hole in her heart and the operation was vital if she were to live.

Fortunately, the surgery was successful, but 17 pints of blood were required. Dennis' fellow employees at Keever responded by replacing the blood pint for pint, a significant accomplishment from a small group.

Nannie Sue is still under a doctor's care and a decision regarding more surgery will soon be made. And as one employee has pointed out to News, the Keever people stand ready to help again. . .another example of ways that people---working together and helping each other--make a company.

STALEY NEWS

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

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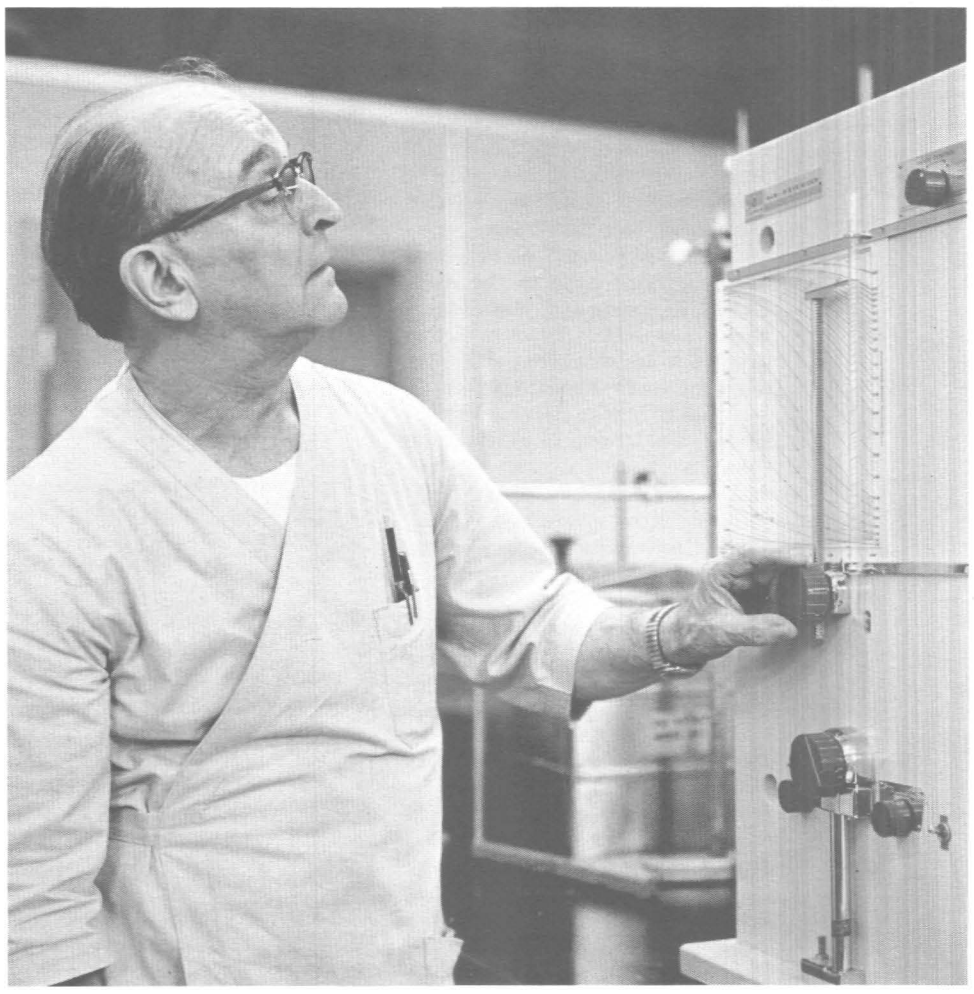


Jim Todd checks particle size of wheat granules. The testing device is accurate to 1/25,400 of an inch.

Finished product ready to be shipped is loaded by Greg Moore, left, and Vic Davis. Bob Locke is the fork lift operator.

Winners in the Staley News bowling tourney were, left to right, Robert Hutchings, handicap division; Judy Steele, women's scratch, and John Polley, men's scratch.

Hutchings, Polley, Steele Top Bowling

Robert Hutchings, John Polley and Judy Steele were winners in the 12th annual Staley News bowling tournament. All are employed at Decatur.

Hutchings, an office janitor, won the handicap division with a 557 scratch and 96 handicap for a 653 total. Polley, a pipefitter, was the leader in the men's scratch division with a 612, and Judy's 525 was top scratch score for women. Judy, a senior time clerk, also had the high single game for women--189--and Polley's 233 was high game for men.

More than $400 was paid in prizes to 32 bowlers. Complete handicap results follow:

Name	Location	Scratch Score	Handicap	Total Score
Robert Hutchings	*62 bldg.*	*557*	*96*	*653*
Paul Hendrickson	*63 bldg.*	*519*	*121*	*640*
Jeffery Lahniers	*62 bldg.*	*511*	*128*	*639*
Everett Patrick	*59 bldg.*	*554*	*78*	*632*
R. (Zeb) Eaton	*round house*	*582*	*49*	*631*
George Pinney	*63 bldg.*	*506*	*123*	*629*
Ray Scrimpsher	*satellite #4*	*489*	*139*	*628*
John Polley	*31 bldg.*	*612*	*15*	*627*
Densil Nixon	*44 bldg.*	*562*	*65*	*627*
Charles Streaty	*63 bldg.*	*572*	*51*	*623*
Donald Etling	*77 bldg.*	*538*	*85*	*623*
Dorothy Tefft	*62 bldg.*	*450*	*171*	*621*
Jerry Voelker	*77 bldg.*	*498*	*121*	*619*
Clarence Koshinski	*77 bldg.*	*553*	*65*	*618*
Velda Lindsey	*63 bldg.*	*448*	*168*	*616*
Chester Sharp	*20 bldg.*	*536*	*78*	*614*
Nancy Richardson	*62 bldg.*	*484*	*150*	*614*
Richard Bodine	*31 bldg.*	*542*	*69*	*611*
Larry Auton	*9 bldg.*	*520*	*90*	*610*
Robert Hackert	*118 bldg.*	*544*	*65*	*609*
Patrick Simms	*77 bldg.*	*535*	*74*	*609*
Carl Grant	*retired*	*586*	*22*	*608*
Darrell Schoneman	*31 bldg.*	*530*	*78*	*608*
Charles Yonkius	*retired*	*516*	*90*	*606*
Roy Finney	*77 bldg.*	*503*	*99*	*602*
Dorothy Collins	*62 bldg.*	*494*	*108*	*602*
Edwin Tilley	*77 bldg.*	*543*	*58*	*601*
Jerry Zimmerman	*63 bldg.*	*543*	*58*	*601*
James Degand	*20 bldg.*	*514*	*87*	*601*
Noble Tarter	*35 bldg.*	*521*	*78*	*599*
Denny Durbin	*9 bldg.*	*503*	*96*	*599*
Jim Napier	*yard dept.*	*489*	*110*	*599*

Staley Cold Water Starch Introduced

A new cold water swelling starch specifically designed for use in cold formed snack items that are expanded by baking or frying has been introduced by the company's industrial products group.

New "X-Pand'r" starch is especially recommended by Staley to bakers and snack producers that are interested in adding snack items to their product lines with a minimum of additional equipment and expense.

The starch has the unique ability to yield a non-sticky dough that can be shaped using conventional extruders, sheeters, stamping devices or other forming equipment without applying extreme pressure.

Employees Begin Retirement

February

JOSEPH ANDROSKI, foreman, Marlboro, Staley Chemical

GEORGE DUSTIN, regional manufacturing manager, industrial products.

CARL GRANT, mechanic, millwright shop.

CARL GRUNERT, shift foreman, oil refinery, agriproducts.

MAHLON KELLEY, mechanic, pipe shop.

NORMAN LENTS, night superintendent, industrial products.

NYLE PUCKETT, flash drier operator, 9 bldg.

HANS WOLFF, director, food and agriproducts, research and development.

March

SYLVESTER HINES, conversion unit operator, 20 bldg.

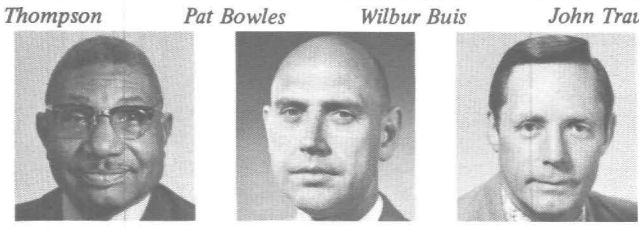
HARLEY MIZE, senior inspector, 60 bldg.

HENRY VOLLE, JR., district manager, Staley products, West Coast, consumer products.

EZRA WELTON, flash drier operator, 9 bldg.

They Observe Anniversaries

Michael Paczak *Arthur Thompson* *Pat Bowles* *Wilbur Buis* *John Traughber* *Jack Grant*



Sylvester Hines *Alvin Morgan* *Wayne Stanley*

JANUARY ANNIVERSARIES

40 YEARS

MICHAEL PACZAK, plant protection director, industrial products.

ARTHUR THOMPSON, chemical engineer, corporate engineering

30 YEARS

PAT BOWLES, 3rd floor drier operator, 12 bldg.

WILBUR BUIS, utility man, 40 bldg.

JOHN TRAUGHBER, converter A operator, 16 bldg.

25 YEARS

JACK GRANT, field engineer-civil, corporate engineering.

BILL HAMILTON, JR., plant manager, Kearny, Staley Chemical.

ALVIN MORGAN, food technologist, research and development.

15 YEARS

CHARLES BOWLES, ion exchange operator, 5 & 10 bldg.

JIM FRIESNER, manager sales administration, consumer products.

CHARLES GEISEN, industrial food product manager specialty, industrial products.

ELSIE KOSHINSKI, keyed data equipment operator, corporate information systems.

MALCOLM MEEK, merco operator, 6 bldg.

ROBERT RAGSDALE, press washer, 9 bldg.

JOHN REYNOLDS, pipefitter.

ROBERT SCHNELL, chemical engineer, industrial products.

CLAYTON SNYDER, applications chemist, research and development.

DELBERT THOMAS, conversion unit helper, 20 bldg.

VIRGIL WILL, project engineer, corporate engineering.

MARVIN ZINN, shift foreman 12-26, industrial products.

10 YEARS

JACK ABELL, senior technical representative-textile industrial products.

5 YEARS

LEO DELHAUTE, management accountant, industrial products.

FLOYD EADS, loader, 34 bldg.

THOMAS FREARSON, district manager, Wagner Philadelphia, consumer products.

JULES GAUTHIER, quality control technician, Vico products, industrial products.

RON HOY, feed press puller, 9 bldg.

DONALD JESSE, loader, 34 bldg.

GENE MARQUIS, ion exchange operator, 5&10 bldg.

LOWELL MCDONALD, lift truck operator, 48 bldg.

MARY RIEDMAN, statistical clerk, industrial products.

GARY SHEUMAKER, engineering draftsman, corporate engineering.

JAMES SLADE III, relief clerk, dry starch, industrial products.

JAMES STOWELL, senior research chemist, research and development.

JOSEPH TORTORICE, millwright

ROGER VANDOREN, production helper, 44 bldg.

RICHARD WILLIAMS, chemical engineer, industrial products.

JIM WILLSEY, loader, 34 bldg.

FEBRUARY ANNIVERSARIES

30 YEARS

BASIL CARTER blender, 75 bldg.

15 YEARS

IONE GARVER, telephone operator, corporate information systems.

JESSE MULLINS, laborer reliefman, Keever

RAYMOND RESCHETZ, technical sales representative, industrial products.

10 YEARS

JOSEPH ANDROSKI, foreman, Marlboro, Staley Chemical.

PAUL BAUGHMAN, electrician

FREDERICK BOLIEK, operator A, 118 bldg.

JOAN GOSNELL, maintenance secretary, industrial products.

MARY LEISNER, jr. communication clerk, corporate information systems.

ISABELLE MCNAMARA, jr. order processing clerk, international.

ARLONE RITTER, division secretary, purchasing.

DALE SEIBER, project engineer, corporate engineering.

JERRY SHAW, loader, 34 bldg.

5 YEARS

WAYNE CROW, area manager, agriproducts.

WILLIAM EIDE, engineering draftsman, corporate engineering.

CAMERON FERGUSON, associate development engineer, research and development.

KENNETH GILMORE, bulk packer, 48 bldg.

DAVID HAYS, sample carrier, 60 bldg.

WILLIAM HUNT, utilityman, 12 bldg.

GEORGE LOVE, cleaner, 20 bldg.

NANCY MADSEN, cashier clerk, financial.

JOE RUSSELL, feed press puller, 9 bldg.

JAMES SCHABLE, sample carrier, 60 bldg.

SAUNDRA SIMPSON, control clerk, corporate information systems.

ROGER TATE, press puller, 111 bldg.

PAUL TROXELL, JR., computer console operator, corporate information systems.

FLOYD TURNER, utility leadman 44 bldg.

BILL WALTERS, press puller, 111 bldg.

MARCH ANNIVERSARIES

30 YEARS

SYLVESTER HINES, conversion unit operator, 20 bldg.

DONALD HUFFMAN, lead maintenance man, Keever.

WAYNE STANLEY, machinist.

20 YEARS

ERNEST ARMITAGE, shift foreman, solvents, Staley Chemical.

WILMA SIDWELL, secretary to manager, specialty products, industrial products.

15 YEARS

EDWARD BECK, applications chemist, research and development.

BETTY KNEPPER, researchtechnician, research and development.

ERIC REARDEN, senior technical representative, leather, Staley Chemical.

JERREL ZIMMERMAN, senior applications chemist, research and development.

10 YEARS

DAVID BAILEY, pipefitter.

STOY BLISS, machinist.

EVERETT BROWN III, pipefitter.

STEPHEN CRANE, boilermaker.

GENE CRICKMAN, car bracer, 20 bldg.

MAX FULTZ, I&C mechanic.

MICHAEL GRANDON, pipefitter.

CLIFFORD LEWIS, boilermaker.

FORD LEWIS, I&C mechanic.

EARL SNEARLEY, JR., manager, specialty feeds, agriproducts.

5 YEARS

DENNIS ADKESSON, associate development engineer, research and development.

DAVID FOLDEN, cleaner, 48 bldg.

CAROL JACKSON, services clerk, transportation.

BARRY JAMES, manager, exports, international.

DONALD MORTON, chemical engineer, industrial products.

RICHARD OLSON, project engineer, corporate engineering.

SCOTTY OOTON, manierre loader, 20 bldg.

EVELYN SMITH, secretary, Chattanooga, consumer products.

LARRY VAN DOREN, chemical engineer, industrial products.

Breen Named in Industrial Sales

David C. Breen has joined the company's industrial products group as a technical sales representative.

In his new position he will be responsible for the sale of Staley starches, seasonings and proteins to food processors throughout Southern California.

Prior to joining Staley, Breen was associated in a purchasing capacity with the dairy and candy manufacturing operations of Arden Mayfair, Inc., City of Commerce, Calif.

Breen has a B.A. degree in liberal arts from the University of Arizona, Tucson.

Griffel Named Agriproducts Nutritionist

Gilbert W. (Bill) Griffel, Jr. has joined the agriproducts group as a feed nutritionist. Griffel will be involved in development of livestock healthcare products for farm and feedlot.

Before joining Staley, he had been associated with Kansas State University, Manhattan, Kan., as a graduate research assistant.

Griffel holds a B.S. degree in agriculture from Western Illinois University, Macomb, Ill., and M.S. degree in ruminant nutrition from Southern Illinois University, Carbondale, Ill.

He will be located in Decatur.

Staley Chemical 'Teamwork' Lands Ford Account

Trite, but so true--teamwork wins in business as in sports.

A good example is the teamwork shown between the Staley Chemical polymer and adhesives laboratories in developing a new one-step adhesive for bonding vinyl landau tops on Ford autos.

The story began in Detroit more than 18 months ago. In calling upon the Ford automotive assembly division at Dearborn, Mich., Harold Pickles, Staley Chemical sales representative, learned that the company was interested in finding a one-step adhesive to take the place of a two-step product being used to adhere the popular vinyl tops to its automobiles. (A two-step adhesive must be applied to both surfaces to form a bond. A one-step need only be applied to one surface.)

Staley Chemical had shared the landau top two-step business at Ford with another competitor for a number of years.

Ford would derive multi-advantages from switching to a one-step adhesive. One application step would be completely done away with, resulting in a labor savings on the production line; the need for a flange adhesive (required with the two-step adhesive to assure good bonding on the edges of vinyl) could also be eliminated for a materials saving; and finally, the need to mask and then unmask the car body around the vinyl top would be eliminated--more production time and materials saved.

Tough Stipulations

As usual, Ford had some tough stipulations. The new one-step adhesive had to be usable in the existing adhesive application systems at the auto plant assembly lines. Ford also demanded that the one-step adhesive give equal or better performance than the two-step adhesive that it had been using.

In Kearny, Staley Chemical Adhesives Lab Manager Bud Childs called on the Automotive Group (Al Amidei, supervisor; Rod Dawnkaski, chemist; Bill Flynn, technician) to immediately run a feasibility study to decide what basic approach to take and to discover what materials were available upon which to base a new adhesive.

One of the more obvious avenues was to develop a one-step "wet adhesive"--not so difficult to create but, in Staley's opinion, hard to use in the Ford production line situation. As it turned out, all of Staley Chemical's top competitors decided to go in this direction.

The technical people chose an entirely different approach--a one-step DRY method. This would make the landau top installation similar to the large scale application of masking tape. While this particular method or approach would solve many of Ford's production line problems associated with a one-step system, Staley knew full well that such an adhesive generally lacked necessary strength characteristics--especially hot strength.

New Polymer Sought

The adhesives people knew that a new polymer had to be found that would not only flow like a pressure sensitive adhesive, but then cure and exhibit high temperature resistance. (The latter was important so the vinyl roofs would resist high summer temperatures.) A new unusual polymer was needed as a base for such an adhesive.

The adhesives group began searching outside of the company for an existing polymer on which to build its new product, but the search proved fruitless. The biggest problem was that no supplier could produce new test polymers and respond to suggested changes in sufficient time in order to allow the company to meet Ford trial deadlines.

With pressure mounting daily, the adhesives group turned to the Staley Chemical polymer group (Bill Finn, manager; Carlos Mendoza, senior chemist; and John McLaughlin, technician). The challenge was a new one for the polymer people. They had done little work in solution polymerization, but the stakes were such that they decided to give it a try.

Advantages of the two groups working in the same building soon became apparent. Day-to-day contact could be maintained. Five-minute impromptu meetings and brainstorming sessions were held in hallways. Bill or Carlos would stick his head through the doorway of Bud Childs' office and ask his opinion or request him to view a test in progress.

A feeling of mutual admiration grew between the groups. Childs recalls, "We began to realize and appreciate that we had a first class polymer lab right under our own roof."

Odor Problem Overcome

Throughout the testing, a major problem was the predominant polymer odor associated with all of the polymers being developed. Ford objected to the odor. "We loved it," says Rod and Carlos, "but Ford didn't see it the same way.

"We did everything to mask it and still not affect desirable physical properties," they recall.

"We tried various essences like leather, lilac and eucalyptus--which was our favorite for quite a while. We would apply the scented polymer to a paper, then have a secretary run in the room and tell us if she liked the smell, "recalls Bill Flynn with a smile.

While the essences didn't work, a hard six months of creative chemistry and lengthy looks at some 30 to 40 polymer creations finally resulted in a product that had the desired physical characteristics and not the odor.

The polymer was taken last spring to the Staley Chemical pilot plant, then located in Marlboro, Mass., for scale-up from the test tube to 50-gallon batches of adhesive. Close cooperation had been needed before between the two groups, but was especially required now. Paul Herman, Marlboro pilot plant manager, readily loaned his services to the team.

As each 50-gallon batch was run, it was evaluated by the adhesives group. This analysis was fed back to the polymer people so changes (described by Finn as "often fundamental") could be made before the next batch was run. In most instances, these changes were requested by the adhesives group to make the product more usable under Ford's production line conditions. Eight 50-gallon batches were run before the pilot plant advanced the adhesive to the next round — 500-gallon batches.

About six or seven 500-gallon batches were run, again with slight changes made between each run. And all the time, the pressure of the Ford trial dates loomed larger on the calendar.

Just to make life a little more exciting for the polymer and adhesives people, the pilot plant was relocated--right between the 500-gallon and 1,000-gallon batches. New owners of the Marlboro plant let Paul Herman run a one-man testing program on the 1,000-gallon batches to wrap up the project at the pilot plant stage.

Succeeds in Trials

No sooner were the pilot plant runs finalized than the adhesives group rushed the product to Ford for review and approval in a series of trials at the big automotive firm's Atlanta plant. The trials were conducted over a 90-day period and initially consisted of the adhesives application on 50 to 100 cars at a time.

Several competitive products were also on hand for the trials. As the tests progressed, however, the competition began falling by the wayside. At the end of the trials, Staley Chemical and its new A-325 one-step adhesive stood alone. At present, over 12,000 cars have been built using Staley Chemical's "masking tape" approach.

Was it all worth it? Yes!

Not only did Staley stay in the adhesives business at Ford, but it now is confidently looking for an increased share.

A-325 adhesive is scheduled for use at other Ford assembly plants across the country.

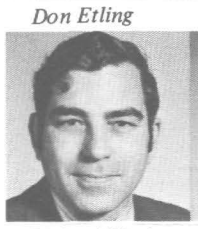
Beyond the Ford business, the close cooperation between the polymer and adhesives groups created a new awareness for potential attractive marketing areas for Staley Chemical. Teamwork wins--trite, but so true.

Their teamwork paid off with Ford. Left to right, Bill Finn, John McLaughlin, Al Amidei, Paul Herman, Carlos Mendoza, Bill Flynn and Bud Childs. Rod Dawnkaski is not pictured. They are members of the adhesives lab and polymer lab who combined to develop a one-step dry adhesive for Ford's use in applying landau tops.

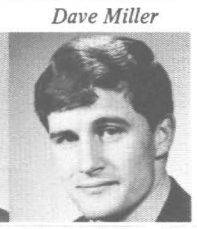
On the Move

Don Etling

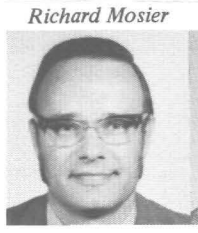
Dave Miller



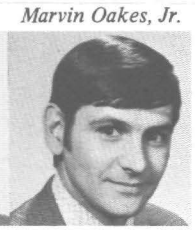
Richard Mosier



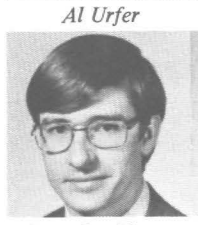
Marvin Oakes, Jr.



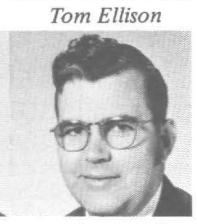
Al Urfer



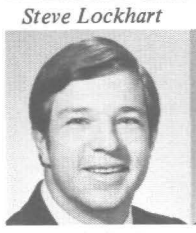
Tom Ellison



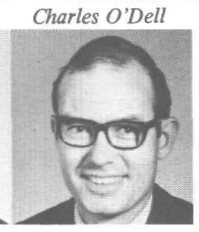
Steve Lockhart



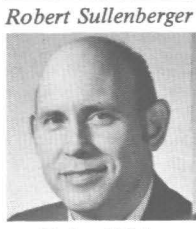
Charles O'Dell



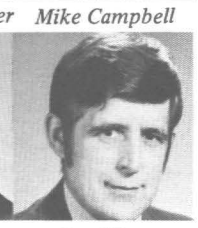
Robert Sullenberger



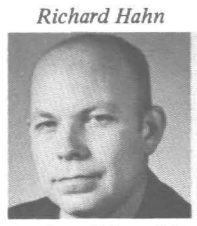
Mike Campbell



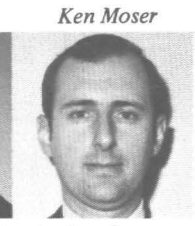
Richard Hahn



Ken Moser



Robert Schanefelt



Robert James

CONSUMER PRODUCTS

DIANE HONN from home economist technician to technician.

MARVIN OAKES, JR., from buyer, packaging and printing, to assistant product manager.

AL URFER from lab head, household products, to group leader, household products.

CORPORATE

PAT ALEXANDER from clerk-typist to senior statistical clerk, corporate information systems.

TOM ELLISON from assistant extra board foreman to director of safety, industrial relations.

STEVE LOCKHART from assistant labor relations supervisor to loss prevention supervisor, financial.

SUE RHODES from rates and commerce clerk to technical systems department secretary, corporate information systems.

JUDY STEELE from file clerk, industrial products, to senior time clerk, financial.

INDUSTRIAL PRODUCTS

GAIL BLAKE from accounting and personnel records clerk to sales and accounting clerk.

CHARLES O'DELL from night maintenance supervisor to night superintendent.

LISA HELM from messenger to junior accounts payable clerk.

JOAN MARCH from junior accounts payable clerk to accounts payable clerk.

JERRY PERKINS from technician to technical paper trainee.

ROBERT SULLENBERGER from senior technical salesman, paper, to product manager, food protein.

RESEARCH AND DEVELOPMENT

MIKE CAMPBELL from senior food technologist to group leader, soy products development.

RICHARD HAHN from group leader, food applications, to director, food and agriproducts.

DAVE KOCH from utility technician alternate to technician.

KEN MOSER from lab head, industrial starch development, to group leader, industrial starch development.

ROBERT SCHANEFELT from senior food technologist to group leader, food applications.

STALEY CHEMICAL

ROBERT JAMES from staff assistant, adhesives, to technical representative trainee, adhesives.

AGRIPRODUCTS

DON ETLING from industrial engineer to senior industrial engineer.

LINDA FOLEY from photocopyist to relief utility clerk.

DAVE MILLER from account manager, refined oil sales, to cash grain manager.

MARY ANN MONTGOMERY from record posting clerk to senior clerk, oil refinery.

RICHARD MOSIER from chemical engineer to senior chemical engineer.

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