

# StaleyNews

Volume XXVII/No. 3

Decatur, Illinois/April-May, 1985

## Increased interest, acquisition expenses affect first half's earnings; positive results expected remainder of year

Staley Continental, Inc. reported earnings on April 25 from continuing operations of \$3,458,000 or 11 cents a share on sales of \$673,296,000 for the second quarter ended March 31, 1985. The totals compared with earnings from continuing operations of \$7,911,000 or 27 cents per share on sales of \$320,160,000 for the same period last year.

For the six months, earnings from continuing operations amounted to \$13,156,000 or 44 cents a share compared to \$14,977,000 or 51 cents per share for the first half of the prior year. Sales for the six months were \$1.2 billion versus \$602,333,000 a year ago.

Sales and earnings for the first half of fiscal 1985 included five months of operations of CFS Continental, Inc., acquired by Staley in November, 1984.

Staley Continental Chairman Don Nordlund said six-month operating results for both of the company's subsidiaries -- A. E. Staley Mfg. Co. and CFS -- were ahead of those for the same period the prior year. The improvement was not reflected in earnings because of increased interest expense and amortization of goodwill related to the company's recent acquisition of CFS, according to Nordlund. He added that these same factors, in addition to some operating

units reporting lower results, affected the comparison of the second quarter with the same period a year ago.

Nordlund said sales of Staley high fructose corn syrup (HFCS) were good, with volumes running well ahead of the prior year. Corn costs were more favorable than a year ago, but were offset by weaker by-product credits and lower selling prices for HFCS.

The Staley industrial and food starch business also benefited from lower corn costs, Nordlund indicated, while sales equaled the previous year's level.

CFS Continental's performance was ahead of a year ago, Nordlund said. The food-service distribution company's real growth in sales (excluding inflation and acquisitions) approximated eight percent for the quarter and nine percent for the six months. Nordlund noted that operation of the new CFS bakery in Kansas City, Kansas, has been encouraging, with minimal start-up expense and a high level of customer satisfaction.

Looking ahead, Nordlund said both Staley Continental operating companies expect to achieve favorable results for the remainder of the fiscal year. Operating profits, cash flow and earnings would be considerably stronger in the second half than for the first six months, he said.

A. E. Staley will operate its corn sweetener and starch facilities at capacity throughout the summer, said Nordlund, including an expansion of HFCS capacity at the Loudon, Tennessee, plant, completed in early May.

The Staley Continental chairman said CFS expects the positive trend of recent years to continue in 1985. CFS is especially optimistic about new distribution techniques and expanded marketing programs aimed at the fast food/limited menu segment of the foodservice industry.

## Corn bran facility for Decatur plant

Construction is under way on a multi-million dollar corn bran facility at the Decatur corn refining complex. Scheduled to be operational by late summer, the new unit will be capable of producing in excess of 20 million pounds of corn bran annually for use as a dietary fiber ingredient in the growing "high-fiber foods" market.

The new production unit will be highly computerized and will employ unique process technology. It is being built on property acquired from Bristol Steel & Iron Works, adjacent to the west end of the plant.

Besides the production facility, which will have more than 4,000 square feet of floor space, a warehouse use is planned.

Staley formerly produced corn bran at the Champaign soybean plant, which was sold earlier this year. The starter material was



**Safety milestone**--Under a banner marking a million hours surpassed April 14 without a lost-timer, members of the Decatur safety committee assemble with Ron McCoy, plant manager, center. From left are Mick Stewart, Billy Bob Davis, Tom Gillum, chairman, and J. B. Webb. More about Decatur plant's safety in a future edition of the "Staley News".

## Portrayal of disruptions in U.S. ag economy and ripple effect brings public awareness of problems, award

Seeking a broader understanding of the catastrophic disruptions to the U.S. agricultural economy wrought by unfair trade practices and blatant protectionism by foreign governments, the Staley Company has produced an award-winning presentation being shown to audiences across the nation. Entitled "Foreign Subsidies: Breaking the Law of Supply and Demand", this 18-minute audio/visual show received first-place honors recently from the Midwest Chapter of the National Agri-Marketing Association. It is also being considered for national acclaim.

More than 25 persons, representing various segments of agriculture and related businesses, were interviewed for the presentation, which was conceived by John Stehr, governmental affairs manager. Photography for this venture was handled by Dave Mjolsness, chief photographer, corporate relations, with scripting provided by the John Volk Company, a Chicago communications firm.

Input for the multiple-projector slide presentation came from as diverse locales as

hailed from the Decatur plant, some 45 miles away, for processing.

Corn bran, to be produced at the new facility, is a low-calorie, 90 percent dietary fiber product, composed primarily of the bran or hull of the corn kernel. Its physical characteristics make it suitable for use in a variety of foods, including breakfast cereals, baked goods and snacks.

Corn bran is incorporated into such food products to increase their dietary fiber content, reduce calories and, in some cases, yield process or product quality improvements.

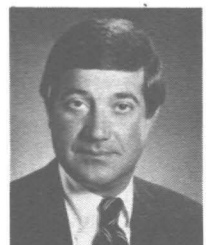
Washington state and Washington, D.C. to Mississippi and the Midwest. Interviewees included leaders in the agricultural community who discussed the plight of many products, among which were sugar beets, sugar cane, corn and soybeans. They delved into unfair foreign trade practices that had a negative impact on raw agricultural products and rippled out from the farmer to suppliers, business, labor, transportation and consumers.

At the heart of the presentation is the fact that corn sweeteners are technologically the most advanced and lowest cost sweeteners in the world. If it were not for the problems highlighted in the show (some created by the U.S. government but most attributable to unfair foreign governmental activities), U.S. corn sweeteners and corn sales could expand enormously.

The program has already been presented to more than 25 audiences with presentations scheduled throughout spring, and several copies are being used by various producer groups. Intended audiences include corn and soybean growers, sugar producers, seed, (Continued on Page 2)

## Cunningham elected corporate vice president

Larry H. Cunningham has been elected a corporate vice president of A. E. Staley Mfg. Co. He continues in his present position with the company as vice president and general manager of starch.



Larry Cunningham

Cunningham joined Staley in 1965. Following several assignments in the company's transportation organization, he joined Staley's industrial products group in 1972. He headed the company's corn sweetener development program as director of marketing prior to assuming responsibility for the company's industrial and food starch businesses in 1982.

He is a graduate of the University of Tennessee where he earned a B.S. degree in business administration.

## Has your child received honors?

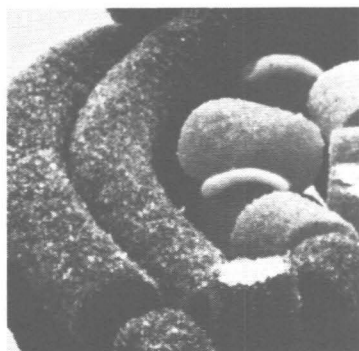
Employees whose children have received honors this academic year or will graduate with the distinction of being valedictorian, salutatorian, orator, or with a similar title reflecting class standing, are asked to notify the "Staley News" as soon as possible. They will be featured in the summer editions of the company's newspaper. Deadline for submitting information for the next issue is June 14.

Information should include the child's name; employee's name, job title and location; the child's school and location; degree (if college graduate); specific honors; activities in school and future plans of the individual. If the student is continuing his or her education, include the school and major to be pursued.

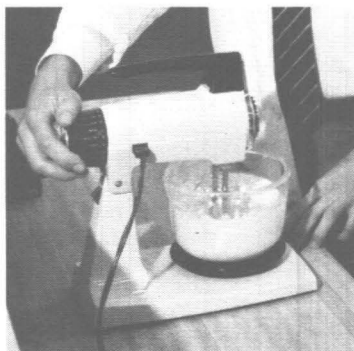
*Pictures will be used of the graduates with distinctions of valedictorian, salutatorian, orator, or similar designations. A class photograph is sufficient and will be returned. Be sure to label the picture with the child's name on the back at the bottom in very small letters, being careful not to emboss the picture.*

Information should be sent in care of the "Staley News" at Staley/Decatur.

# In the News...



Innovation/P2



Experience/P3



Safety/P4

## Starches' potentials gel commendation for Staley Company

While innovations for candy makers are usually slow in coming, the Staley Company has two starches promising new horizons for this particular industry. So attractive are these new products that "Candy Industry" magazine awarded them jointly its prestigious "Most Exciting New Product of 1984" award.

Winning the acclaim in December were "Mira-Gel 463", a cold water swelling starch introduced to the food industry in 1984, and an experimental, quick-setting product, due for commercial production this spring. Both starches are of interest to jelly candy manufacturers and hold great potential for a number of other confections as well.

In making the award, a spokesman of the magazine noted that confectionery suppliers devote time and research dollars to improving candy manufacturing technology. Each year the magazine recognizes advances made by supplier companies with its Technological Achievement Awards program. In behalf of the industry, the awards are given those firms whose innovations are judged to be tops in their category of equipment, materials or ingredients.

Discussing the experimental product, known at Staley as "F4-462", Carl Moore, research scientist, said the new starch is aimed at existing starch jelly candy made in moulding starch systems. "This quick-setting product can be cooked in situations that do not meet the rigorous processing requirements of high amylose starch, but produces gelling properties of a similar magnitude."

This accomplishment means that candy processors who have not switched to high amylose (which sets up much faster than a thin boiling starch and allows a 24-hour turn over in moulded products) because they didn't have high temperature cooking equipment, may now run quick-curing jelly candies in marginal cookers. For a comparison of starch gelling strengths at one, two and 10 days, see the accompanying chart.

The other award winner, Mira-Gel 463, was featured in a fall, 1984 issue of the "Staley News", which described its unique gelling capabilities and applications in food products. Among those extraordinary features is its ability to hydrate and function without heat, actually forming a resilient, demouldable gel, similar in performance to gelatin, when used in high-moisture foods, such as puddings, pie fillings and the like. However, in low-moisture corn syrups or confectionery-type formulations, where many stabilizers are starved for moisture, this starch performs with significantly reduced heating or cooking and in some cases, without heat at all, according to Moore.

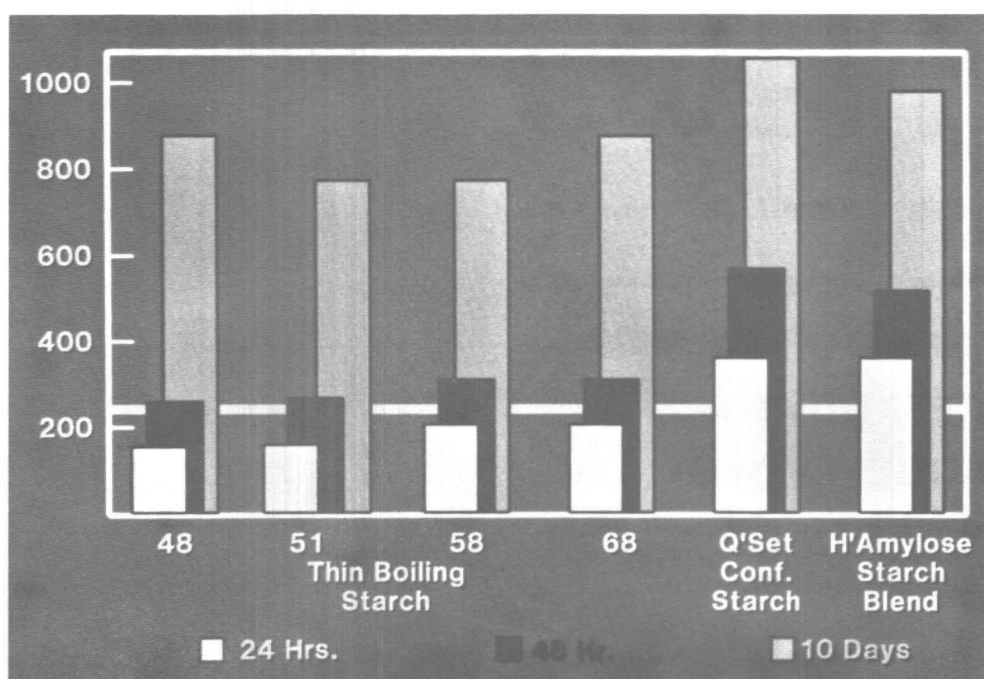
Laboratory work with experimental low-temperature moulding and extrusion processing has demonstrated some interesting prototypes. Moore said, "We are also seeing potential applications for existing confectionery products, using this new functionality for process improvements or problem solving."

### Improves processes

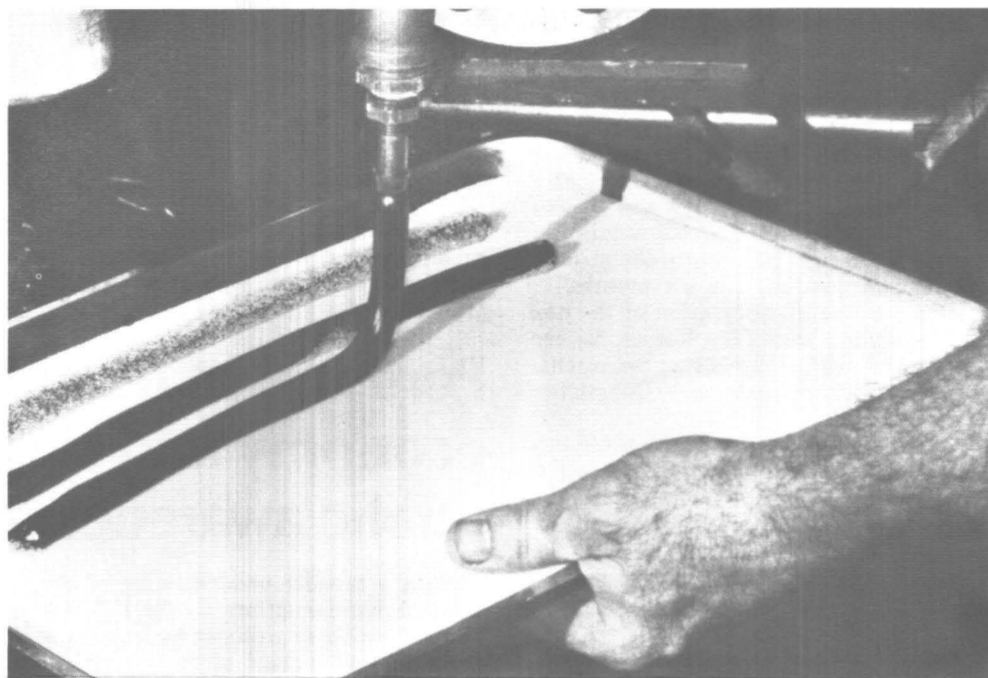
Taking existing products first, the research scientist said, "When added to hot, high-cooked syrup formulations, the Mira-Gel will absorb moisture, thicken and become functional as a setting or firming agent in a matter of minutes. This behavior fits into extrusion or slab procedures where thick, semi-liquid-to-plastic consistencies are shaped and formed. The starch may be useful in adjusting hot extrusion consistency and speeding up curing or setting time on belts or trays."

Moore pointed to preliminary laboratory work with slab caramel, indicating that belt release and cutting properties could be significantly improved. "We are also seeing that finished-product, cold-flow or aeration-collapse may be countered with the addition of this new starch."

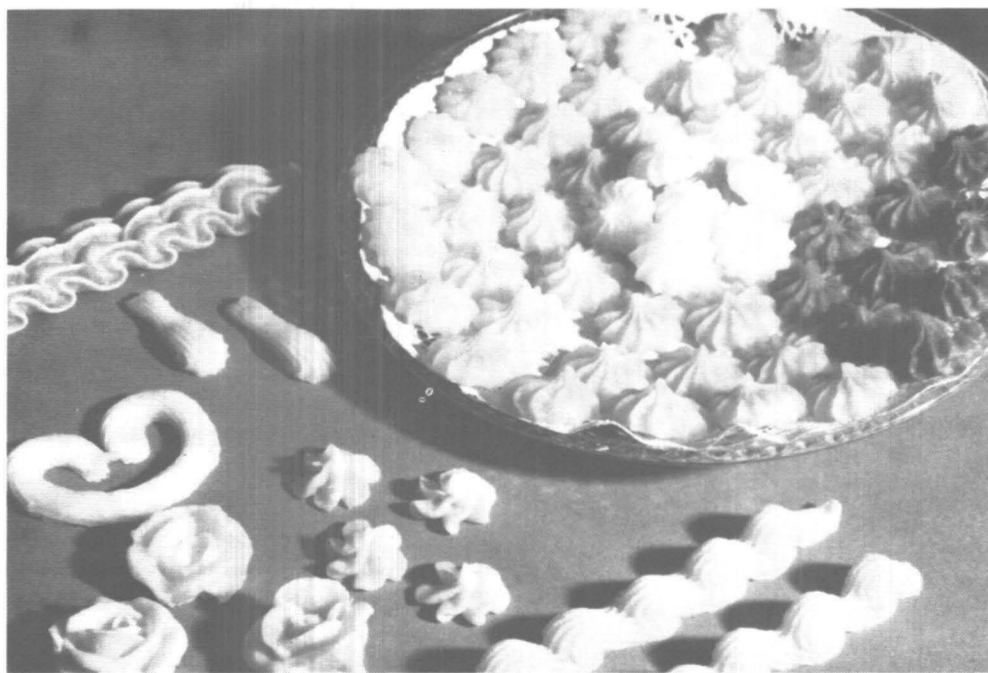
Products currently being considered for Mira-Gel application are licorice extrusion; wire-cut, fondant-based candy pieces; slab taffy; caramel and nougat. In such formulations, Moore said the starch can be added immediately after cooking while the batch is still very hot. He noted that coconut haystacks, which have been made on commercial equipment, are a good example of this application. "We've demonstrated quick initial setting that allows process conversion



New quick-setting starch produces gelling properties similar to those of high amylose starch but without the rigorous processing requirements. This chart shows the quick-setting starch's strength compared with thin boiling starch and high amylose.



This innovation may allow jellybean centers to be produced by cutting extruded jelly ropes into pieces, thereby eliminating starch moulding problems and drying process.



A fondant-textured candy is made with a completely cold procedure using Mira-Gel 463.

from 24-hour-tray-curing to a continuous-belt-and-packaging operation. The final crystallized fondant texture would mature in the package or carton."

New product and processing concepts with this new functionality include a completely cold procedure utilizing high fructose corn syrup, crystalline dextrose and "463" in making fondant-textured candy pieces. (This cold procedure does not seem to work when sucrose is added.) "We have obtained a firm-to-mellow sugar mint texture similar to that of after dinner mints, butter creams or old-fashioned chocolate drops," Moore acknowledged.

Another concept for using this unique gelling property is in hot extrusion of starch jelly candy, a desired alternative to the moulded production. The research scientist said Staley is attempting to use the properties of Mira-Gel 463 in extrusion processing with the main advantage being that the starch cooks out below the boiling point of the syrup in which it is suspended.

Describing the process, Moore said he mixes a cold starch-sweetener slurry, which is fed into a barrel-type extruder, cooked below its boiling point and then extruded as a clear, rapidly-gelling rope of candy. Dependent on the amount of starch used, he can cut pieces directly at the extruder nozzle and tumble them in sanding sugar. These pieces "pan" into the classic jelly egg shape. By reducing the amount of starch, the jelly rope can be fed onto a sugaring conveyor and then cut into pieces of bars following a short curing period. A primary target is to produce a jellybean center by this concept, eliminating starch moulding problems and the associated drying process.... There are still a few technicalities to be worked out with this process, however.

"We are not looking for a replacement of the pregelatinized starches which we make but new opportunities for Mira-Gel," said Tracey Glancy, marketing manager, new product development, starch business group. "Using this completely different type of starch, we are seeing a number of customers working on new product developments."

## Staley Continental offers sinking fund debentures

Staley Continental, Inc. announced April 22 that it will offer \$75 million of sinking fund debentures due 2015 as part of its \$300 million shelf registration of debt securities. The debentures, offered at 99.026% with a 12 3/8% coupon to yield 12.50%, will be sold through underwriters led by Merrill Lynch Capital Markets.

The net proceeds from the sale of the debentures will be used principally to reduce variable rate debt incurred under a bank credit agreement.

## "LYONS" proceeds to reduce debt

Staley Continental, Inc. announced May 8 that it offered \$350 million principal amount of Liquid Yield Option Notes (LYONs) due February 14, 2001. The size of the offering was raised from \$300 million, originally announced. "Liquid Yield Option Notes" is a trademark of Merrill Lynch & Co., Inc. Merrill Lynch Capital Markets is the sole underwriter of the offering.

The offering will result in proceeds to Staley Continental of approximately \$84 million or \$97 million assuming full exercise of the underwriter's over-allotment option. The proceeds will be used principally to reduce variable rate debt incurred under a bank credit agreement.

LYONs are described by Merrill Lynch as zero coupon notes that have no periodic interest payments. Each LYON can be converted into 12.12 common shares of Staley Continental. Under certain conditions, the company may redeem LYONs at various redemption prices. At specified times beginning in 1988, the company may be required to purchase LYONs at the option of holders. LYONs are not common stock equivalents, according to a recently issued ruling of the Financial Accounting Standards Board.

## Foundation cracking

(Continued from Page 1)

chemical and equipment dealers, farm managers, labor organizations, bankers, transportation clubs, civic and service organizations, business clubs, agricultural economics faculty and students and farm bureaus.

Against a background of rolling farm land, the narrator tells his audience that agriculture is America's greatest natural resource.... This nation's economy over the last 100 years has been built, in large part, on incredible production gains in agriculture.... U.S. farmers are the most efficient on earth.

In fact, American's high standard of living... the entire economy... is built on an efficient, productive agricultural foundation, which is cracking. Farm failures have increased dramatically, and unless the major problems facing farmers are addressed and solved, the entire structure of agriculture in the United States will be seriously weakened.

Illustrating the farmer's growing problem, a farm equipment dealer said that over the first 26 of his 30 years of business, there were virtually no reposessions. However, in the last four years, that firm has had 16 reposessions with another eight or so possible.

Telling another side of his plight, a farmer notes that Americans have forgotten about the grain embargo the U.S. government imposed in 1973, but other countries still remember it and bring it up as a reminder of the United States being an unreliable source of supply.

Then a Midwest farm manager for a bank tells the viewers that people with money to invest would rather buy certificates of deposit than invest in some venture like agriculture.

(Continued on Page 6)

Staley's extruded jelly work has established a very interesting laboratory process and defined some important processing conditions. There'll be more to hear about the award-winning starches as they are used to "gel" candy makers' confectionery dreams.

## First-hand experience helps sales efforts

Stirring up recipes incorporating Gunther Whipping Agents and Specialty Blend mixes has given three of Staley's key marketing and sales personnel for those products in Europe and the United Kingdom a better understanding of their amazing scope of capabilities and applications.

Spending time with Paul Gibson, associate food technologist, in the research center kitchen at Staley/Decatur headquarters recently were Hans ten Kate of Niticel in Holland; Gregory Wallyn of Industrial Proteins Limited, London, and James King, sales manager of Staley International, Inc., Amsterdam branch office.

Their four-day orientation to the Gunther product line provided them with an understanding of the unique traits of the various specialty aerating agents and dairy product replacers, gaining an insight into the individual characteristics of each as well as their wide ranging functions and applications. Then they rolled up their sleeves and tried their baking, confectionery and dessert-making skills on a number of products including a candy nougat, and dinner finales such as cakes, ice creams and mousses.

Wallyn stated that they had replaced half of the whole eggs required in an Australian Cake with "Gunther D157A Whipping Agent", giving it a more moist texture. "We study data sheets at great length but until now have never appreciated following recipes and actually cooking," he said.

Looking over the recipes they were using, ten Kate said not all of the ingredients are readily available in Europe since these recipes are American versions of food products. However, most ingredients pose no problem, either being the same or similar to those called for in the Staley recipes. Only minimal ingredient substitutions would have to be made on the home front to duplicate these food products, he concluded.

"It's helpful to know just what these formulations are supposed to look like," said ten Kate. "We'd never know for sure without this kitchen experience."

All in all, the visitors found their days with Staley personnel very rewarding, giving them an opportunity to learn more about the products, the company and its employees, many of whom they have known by name but never met.

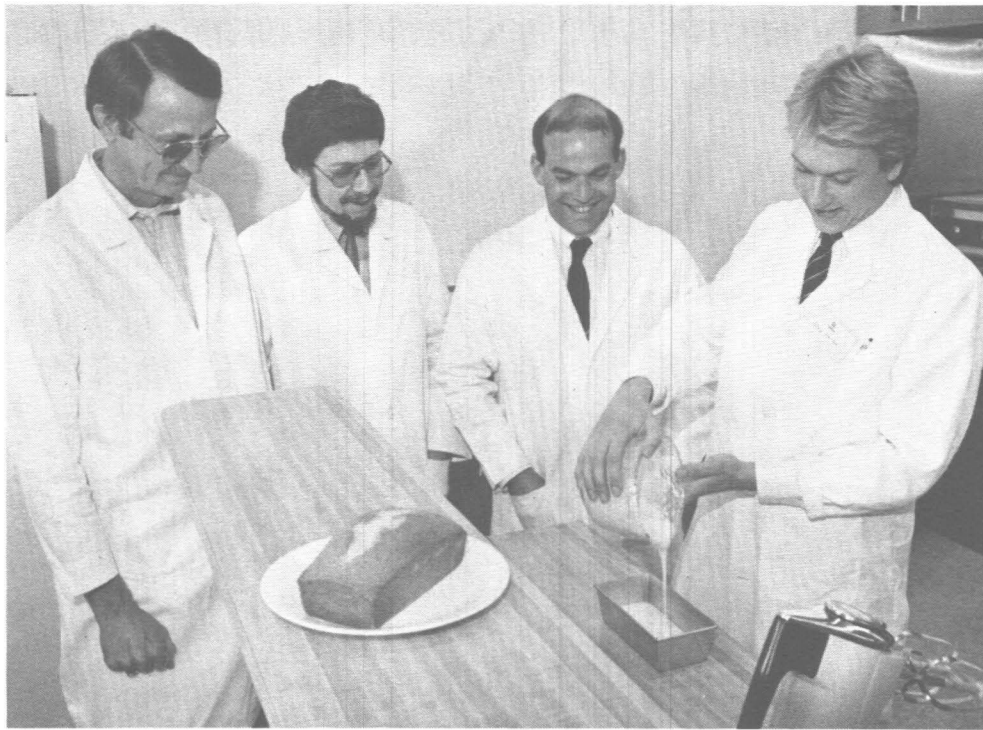
None of them were unfamiliar with Staley, however. Ten Kate's family's relationship with the company extends back many years when his father, B. ten Kate had his first ties with the Staley Company. In fact, that friendship began more than 10 years ago, when Niticel (a ten Kate subsidiary) was the trading office for Staley. Hans' father is the holding company's chief executive officer.

Niticel is the exclusive distributor of the Gunther Products in the Netherlands and does handle other Staley soy proteins plus lecithin. Ten Kate's firm, which uses 30 tons of lecithin a week, primarily in its animal feed business, also purchases Staley lecithin when the price is right, he said.

Hans has worked for Niticel three years and is responsible for sales of Gunther Products in Holland and sales of Niticel products throughout Europe. His personal experience with Staley pre-dates working for the family firm. While he was with the Dairy Equipment Company (DEC) in 1982, ten Kate went to Decatur headquarters for a day to share information about DEC's spray drying equipment with Staley.

Unlike ten Kate, this was Wallyn's initial trip to the United States and Staley headquarters, a place with which Tony Wallyn, his father, is well acquainted. Greg's father owns Industrial Proteins Limited and has been at headquarters on a number of occasions. That firm has been affiliated with Staley as product distributor five years, and, prior to that, purchased products from Staley, Loudon.

Because of their track record in sales, Industrial Proteins received the exclusive distributorship for all of Staley's soy-based products - concentrates and textured soy proteins as well as Gunther Whipping Agents and Vico products, which they sell in the British Isles and Ireland. They also have



As Gregory Wallyn prepares his second cake ever, the first in the foreground, incorporating Gunther D157A Whipping Agent, he is observed, from the left, by Paul Gibson, Staley researcher, James King and Hans ten Kate. They were studying the capabilities of Gunther Whipping Agents and Specialty Blend mixes to better understand their many applications.

## Employees give 'til it helps—the United Way

Staley employees can be proud of their concern for others displayed by their generous giving in the united appeals for funds—United Ways, Crusades of Mercy or Community Chests—conducted annually in communities across the country. Where no established drive was held, some employees again supported local charities.

A growing number of employees followed corporate fair-share guidelines in determining their pledges, with those giving a fair share pledging four-tenths of one percent of base pay, and employees designated fair-share-plus contributors, giving six-tenths of one percent of base pay. Incentives to increase pledges to those levels included a quartz digital clock and leatherette photograph album, given at many locations.

For the third consecutive year, Lafayette/South employees surpassed their campaign goal, which had been increased 15.3 percent over the preceding year's goal, raising 13.8 percent more dollars than in 1983.

"Our goal for this drive was \$30,000 and contributions totaled \$33,050," said Kathy Jenkins, plant office clerk, and chairman of the Lafayette/South effort. With nearly 88 percent participation in the plant, 45 employees gave fair shares and another 165 made gifts at or above fair share plus. In fact, Lafayette/South had the highest average-per-contributor gift in Tippecanoe County, Indiana.

Jenkins thanked the plant solicitors as well as her co-chairmen Lorraine Mathews, technician, wet milling, and David Nichols, technician, maintenance, for their assistance. "Most importantly, our employees once again proved goals were made to be exceeded!" she said.

Campaign fever was also at a high pitch among Loudon employees, who came up with a 45 percent increase in donations over those raised in 1983. Contributions totaled \$4,535, with 18 employees pledging their fair shares and another 11, making "plus" gifts. Co-chairmen of the drive were Larry Thomas, personnel administrator, and Jim Dawson, maintenance technician.

distributors for those products in Ireland, the Midlands of England and Scotland.

Wallyn, who is in marketing with Industrial Proteins, has worked for the family firm four and one-half years. His brother is also involved in the accounting end of the business.

King, who has been with the Staley International office in Amsterdam since January, 1982, is not a newcomer to Decatur. He was once employed in commodities by ADM, headquartered in Decatur, and lived in Decatur on that company's behalf in 1975.

Armed with their new appreciation for the Gunther whipping "spirit", the visitors eagerly returned late in April to their sales tasks, well equipped to spread the word about Gunther's own special way of putting the air into products and keeping it there!

## Hoffman named officer, director of holding company

Robert B. Hoffman has been elected vice president and chief financial officer and a director of Staley Continental, Inc.



Robert B. Hoffman

Hoffman joins Staley Continental from Castle & Cooke, Inc., where he served as executive vice president and chief financial officer. Previously, he had been with FMC Corp. as vice president and chief financial officer. Hoffman had been associated with W. R. Grace for 11 years in financial capacities prior to moving to FMC.

He holds a B.A. degree from Cornell University and an M.B.A. degree from Harvard University.

Hoffman is a director of the Kemper Group of Mutual Funds and The Hibernia Bank, California.

Morrisville employees raised \$13,379, a two percent increase over 1983 gifts to the United Way of Lower Bucks County, said Ronald Saus, maintenance pipefitter, and Bill Brewer, personnel administrator, who led the effort. Fair-share contributors numbered 18, while another 42 employees gave in the fair-share-plus category.

Besides the individual gifts to the fair-share and "plus" givers, Morrisville had an additional incentive—a drawing for two VHS units from among employees making the generous fair-share, fair-share-plus gifts. Steve Dunlop, administrative manager, and Michael Franzosa, syrup loader-refinery, were the winners.

Donald Strohacker, manager of the Gunther Products plant at Galesburg, reported employee pledges of \$1,644 to the community fund raiser. Four employees made fair-share pledges and another four, fair-share-plus gifts.

Staley/Decatur received a certificate of appreciation from the United Way for its level of participation and average gift per contributor. Pledges and contributions of Decatur participants totaled \$155,744, a new campaign high. Of the 1,366 making pledges, 1,041 were fair-share or fair-share-plus contributors.

Statistics compiled for the Decatur campaign showed that overall-per-employee-giving was up an average of 7.6 percent with hourly gifts increasing 18 percent and salaried, 4.2 percent.

The successful campaign was led by Dick Fisher, company campaign chairman, managing director, international products; Dave Pritts, associate campaign chairman and director of personnel, corporate, and Tom Gillum, process supporter, 28 building,

(Continued on Page 8)



Displaying the certificate of appreciation from the United Way are Dick Fisher, left, and Hubert Crum, who are accompanied by Dave Pritts, far left, and Tom Gillum, all of whom shared the campaign responsibilities.

# "I Think Safety" buttons, espousing safety consciousness, capture Sagamore's spirit

In the 18-year history of the Sagamore plant (the last three under Staley's direction), employees for the first time topped a million hours without a lost-time injury on February 4, 1985, and the safe work days continue to roll in.

"I didn't do it.... The supervisors and superintendents didn't do it.... It was definitely a team effort that produced these safety results," said Rich VotEAU, plant manager. "It took the efforts of all of us to achieve this milestone. Just taking the extra minute to prevent injury has paid off," VotEAU told the employees as he congratulated them on their accomplishment.

Continuing, he said, "The safety committee has done its job keeping you aware of the industrial hazards that are always present, but you took the time to be safe. For that, you can take the credit. You have also proven that where safety is concerned you are your brother's keeper."

Larry Cunningham, vice president of the starch business group, said in a letter to VotEAU, "We should hope this is just a beginning on your string of manhours worked safely. Now that you're a millionaire, let's hope you can get to be a multimillionaire."

"I know the record took tremendous dedication and attention from every Sagamore employee. Clearly this is a plant accomplishment, and our continuing safety record at Sagamore is the responsibility of every individual at the plant."

Charlie Buhrmester, involved in the safety program at Sagamore before moving into personnel management, said in his 17 years at the facility, he has never seen a record like the current one. In fact, prior to this period, he can't recall a year they didn't have a lost timer.

"With participative management and the establishment of the executive safety committee, which rules on safety expenditures and major safety-related changes, the safety climate has turned around," said Buhrmester. "Until then, safety did not receive the emphasis it does now."

Mike Brattain, safety superintendent, agrees that greater strides have been made in safety since the executive safety committee was formed. "The committee listens to what employees say. If there is anything wrong, we want to know about it. Knowing is the first step to altering or correcting situations. Employees will tell us what they like or don't like if someone will listen to them."

In addition, Brattain notes that good safety equipment and its diligent use have paid off for safety. "Obviously, hard hats tell their own story. You have only to look at the abrasions or dents to know that scalps were saved. Safety glasses, required in the shops and modification areas, have made a good impact on decreasing the incidence of eye injuries, and we hope the new Wise Owl Club will bring even greater awareness to using proper equipment, particularly that protecting eyes."

Along with the increased emphasis on safety has come safety promotions, awards and any number of ways to keep safety foremost in everyone's mind," said Buhrmester. "Our management is committed to safety and its associated programs."

"Unfamiliar with safety promotions, I was uncertain of their impact on safety. However, I soon noticed that every day of the bingo game played last year, I looked at my card and tied right in with it. Currently, I'm very careful to have that safety button, stating 'I Think Safety', with me on the job," the personnel manager acknowledged.

"The 'I Think Safety' buttons, our newest safety awareness promotion, should help keep safety foremost in all of our minds," said Brattain, "because it requires that the employees have it with them in their immediate work areas to qualify for a safety drawing. Following a work week, during which there was no lost timer or recordable incident, the safety committee will draw a name and a member will observe that employee for safety performance and then check to see if the button is present. If either the person fails to have the button or is doing the job in an unsafe manner or without appropriate safety gear, another name will be drawn for the gift certificate."



Bob Powers, Staley president, at left, presents the National Safety Council's Award of Merit to Rich VotEAU, plant manager, commemorating Sagamore's 1,000,000 hours worked without a lost-time injury. Looking on, from the left, are Warren Trask, vice president, technical operations, Bob Corbin, union president, Bob Mustell, director, starch manufacturing, and Larry Cunningham, vice president and general manager, starch.

Credit for this unusual safety reminder goes to Tom Jaques, senior process engineer and former safety committee member. It's a take off on the book, "The Little Engine that Could", which, of course, successfully made it up its "mountain".

While many employees display the button on their work apparel, some have found an ingenious method to be sure it's always around while they're at Sagamore. Jim Burris, lubricator and coordinator of the first responders or medical alert group, has glued his to his pager, which he wears at all times in the plant. Others have them pinned to their hard hats, suspenders or wallets. There is some merit to having it attached to an item always with them on the job. Larry Weston, commodity handler, group leader, observes. He was caught without his button, left at home one day on the refrigerator!

Only with the plant nine months, Mike Alting, commodity handler in syrup load out, says these buttons have stirred up a lot of conversation among employees. "Just by looking at it every day as you pin it on or add it to your hat, you think about safety."

As far as Russell Fiedler, chief operator-refinery, is concerned, "Safety promotions, such as the buttons, are just another way to keep us thinking about safety. Also helping work safely is the fact that employees get along well and work well together," said the 13-year employee.

## Plant strives for safety

"We have a good, safe operation," according to five-year employee Jim Quinlisk, vacation-relief commodity handler. "Because things are working well, I probably would not recommend changing programs. Those promotions do their job. They make us think a little more about safety. Here the plant strives for safety: Other companies have posters on the topic, but the safety issue is not forced. Management really is committed to safety at Sagamore."

"Everybody is doing as much as possible with the safety program and communications," said Jim Blye, storeroom clerk. "However, it's up to the individual to keep this performance going."

Continuing this train of thought, Harold Mann, utilities operator, who has worked at the plant 17 years, said, "Our impressive safety record is the accomplishment of everyone. We have all worked at it and made it what it is."

An 18-year veteran at Sagamore, Larry Weston, said, "We work as a group and try to watch out for our fellow workers constantly. I think employees are conscious of safety. I have seldom seen anyone doing an unsafe act."

Fellow commodity handler, Bob Moffitt, who's been at the plant 13 years, said, "Anything could be unsafe if you don't work at it. We have had appropriate training to work safely and our day-to-day goal is to work safely."

"We're proud of our record," said Tom Dishon, commodity handler. This is a very safe operation, and we work together to

keep it that way. Employees don't get angry if they're reminded about an unsafe act that could have caused an accident. They don't want to see our record halted.

"I personally can remember an incident that could have hurt me very badly," said Dishon. "My cigarettes fell out of my pocket as I leaned over an auger. Automatically, I reached for them before realizing, just in time, that if I had stuck my hand in to retrieve them, it would have been gone along with the cigarettes. Accidents happen that quickly."

"The company shares our pride in this accomplishment and compliments us on the length of time we have worked safely. The realization that safety records are respected and encouraged by the Staley Company makes us feel good," said Dishon.

"Management really believes in safety. We have everything we need to perform our jobs safely or it's obtained quickly," said Roy Lester Goodman, commodity handler. "As far as I'm concerned, this facility is much safer to work in since Staley acquired it because the company tries diligently to keep equipment maintained and running well. Good maintenance is very important to safety."

Harold Miller, a monitor in the refinery and Sagamore veteran 15 years, can't see why they won't continue their safety achievement indefinitely. "We must keep our eyes open and watch where we are going. We're all safety conscious. Oh, there's something that can be done to improve safety from time to time, but management reinforces our safety environment. There could be hazards on my job if I worked unsafely. I really believe if I keep my eyes and ears tuned to what I am doing and remain alert to safety, I can get through my work day safely. Planning the safe approach to each task, though, is also an important safeguard. I firmly believe accidents happen when thinking ceases."

Employees believe they are well trained and equipped to perform jobs safely. In fact, Bob Corbin, process control monitor-refinery, and union president, said, "Everything related to safety has improved at Sagamore. Safety is a high priority. Anything of a safety nature receives prompt attention. No one wants to be disabled or hurt; thus, we try to work safely. If we have a 'near-miss', it is seriously investigated and those involved are talked with. It seems to help -- employees are not having as many injuries. The company works well with the union on safety matters."

"The best feature of our overall safety program is our orientation to chemicals, other hazards and the safety equipment employees are required to wear. Getting new employees started on safety before they ever go to their assigned jobs is very important to the safe operation of the plant," Corbin said. "I believe we are on target with safety. I don't think we can say we are 'there', but we're moving right along."

Mike Alting, who had his safety orientation last year, said, "We have all the elements for a safe operation -- training is thorough, safety equipment is very good, the operation is well maintained and employees work

harmoniously. Once in awhile, when the pace gets hectic, though, we need to slow down and watch our step out here, particularly during winter when ice can give us a nasty spill, especially going up and down tank car and truck ladders."

"There's no reason why we can't continue our safety record with everyone well equipped with knowledge and safety gear," said Phil Katter, production scheduler and 13-year employee. "Although I have never been through orientation like new hires receive today, the training is thorough because they know what they are doing by the time they get out on the floor."

Laboratory hazards differ somewhat from those around the plant, Dick Barger pointed out. The lab analyst, who has been with the plant 13 years, said, "We have many chemicals that could be hazardous; however, with proper safety equipment, we can safely handle the acids and caustics. I am responsible for my own safety as far as putting on safety equipment," he said. "If it's provided, the least we can do is wear it."

A laboratory aid, Mick Moore, who has been employed at Sagamore 13 years, said, "We have a considerable amount of safety training, but it's all a good investment. We have been taught how to safely work with the chemicals and acids used on our job."

Another lab aid, Clarence Haynes, at the plant 16 years, added, "We have some of the finest safety equipment available. On the job, I wear rubber gloves and apron, safety glasses or whatever is required to protect me."

"We have everything we need to do a job safely," said Tony Giancola, who works in the instrument shop. "The storeroom has never been out of any type of safety equipment we might need. If safety items were not readily accessible, some might think they are not needed; hence, we have everything we need either in our possession or spotted around the plant within easy reach."

"Keeping this record rolling will depend on each person," believes Harold Mann. "In the final analysis, safety comes down to the individual and job he or she does wearing protective equipment and avoiding hazards out there," the utilities operator pointed out.

"If we are cautious and wear our safety apparel, we should be able to continue this safety record," according to Dick Eberhardt, maintenance laborer. He's been at Sagamore 15 years.

"The first thing to think about before starting a job is safety," said Russell Lerch, maintenance mechanic, and employee 16 years.

"Because of the nature of my work on chemical valves and lines or gauges, I wear much equipment to provide overall protection from face shield to rubber gloves and rubberized rain suit," said Dave Reppert, process control specialist.

"Aside from safety equipment, we have some good safety procedures that will prevent someone starting equipment while it is being repaired. We have danger tags to hang on the control panel for such equipment out of service, informing the operator so he or she doesn't try to start it," said Mark Doyle, process control monitor-wet milling, who has been there seven years.

## Awareness important

"Hazards on my job? There are none...other than burns from steam lines, hot syrups or motors!" related Judy Kendell, vacation-relief-refinery. "Nevertheless, I can perform my job safely because I'm aware of what I am doing. I've had adequate training, and I'm well supplied with equipment - muffs, gloves, safety shoes and goggles. If something out of the ordinary is required, I just check it out of the storeroom. We have it all."

New to the plant last September, Leon Mays, vacation relief monitor in the refinery, said, "Staley is more safety conscious than any of my former employers. They all stressed safety, but the program here is much better. There aren't the injuries." He noted the cleanliness of the Sagamore

(Continued on Page 5)

# Record speaks for the safety training, equipment received by employees

(Continued from Page 4)

operation and lower level of noise. "This cleaner environment is much better for working safely and the people here make you feel welcome. They are friendly from top management on down. I have been able to enjoy my work; therefore, my attitude toward safety is good. My training on safety during orientation was excellent. We had an in-depth explanation of chemicals, hazards and the types of problems that could occur if we are not careful. This word of caution is all that is required to get my attention."

"Training is on-going at Sagamore," says Randi Briscoe, process control monitor-refinery. The two-year veteran says, "I was trained in wet milling, my first job area, and then had additional training when I bid into the refinery. I had to train in the field as well as on the board, spending most of the training period out in the field where alertness is always important. Everyone must stay alert to stretch our safety achievement indefinitely, but, by working together, we'll keep it going."

"Our record speaks for the safety training and equipment personnel receive at Sagamore," said Larry Mowrer, laboratory analyst and union vice president. "We have good union/management participation on safety. If there is anything we believe could be done to improve safety, it is taken care of."

"We have fire training to learn how to extinguish various types of fires. In fact, we had a very realistic drill recently during which we had to evacuate the plant. It was done seriously, and we learned the lesson well because about a month later there was a real emergency when a chemical was emptied into a dumpster and reacted with moisture. With the training we had, the emergency was handled well. We learn from our experiences, and the safety committee has provided us with some good exposure to what can happen in the work place," said Giancola.

"The company has held seminars and training to make us more aware of how to protect ourselves from accidents. We have been well versed on the hazards that are there and the accidents that can occur," according to Larry Garrison, chief storeroom clerk and a 15-year employee.

"As long as everyone keeps concentrating on safety, we'll keep our record rolling," Gilbert Gipson, chief analyst-laboratory, believes. "Brattain and the safety committee are doing a very good job running the safety program -- The Wise Owl awards; the accident investigations, which are well publicized to call attention to the hazards; good safety equipment and training all figure into the safety picture. My only mishap in 18 years was a cut finger from a broken stirring rod."

"Our plant is very safe, but we all work to make and keep it that way. Employees are interested in safety, and those on our safety committee are doing an exceptionally good job taking care of safety-related items and implementing safety suggestions," says Bill Emery, a maintenance mechanic and plant veteran of 18 years.

Current safety committee members and their jobs at the plant are Jim Clifton, chief commodity handler; Mark Skiles, maintenance mechanic; Jeri Lawhead, starch modifier; Don Pearson, wet mill maintenance coordinator; Dave Klinker, maintenance foreman, and Ralph Neth, process chemist, chairman.

Communications concerning safety from management and the safety committee are far more frequent than years ago," recalls Jim Blye. The safety committee appoints a group to investigate every accident, 'near-miss' or hazardous situation, and, on a departmental basis, we regularly discuss their findings; thus, everyone is aware of any potential dangers."

"Employees become more aware of safety and its pitfalls while serving on safety investigating committees," according to Gary Jones, senior process control specialist, who has been at Sagamore 15 years. These groups are randomly selected, often including a member from instrumentation as well as a mechanic. "By studying accidents and 'near-misses', and making suggestions for the prevention of similar incidents, the investigating committee takes an active part in the safety program and is more in tune with what they are doing day-to-day in a safe manner. We are seeing our suggestions implemented as solutions."

"During our communications sessions, held at least monthly, we study and discuss new projects or unsafe situations and ways to make the tasks safer," said Larry Weston. "By sharing ideas, we reach the best solution."

We have become more adept at exposing potential hazards than in my earlier years with the company," says Wayne Miller, maintenance mechanic and 16-year employee. "The idea of safety takes root, and we seek out the lurking hazards."

"Anything could be unsafe if you don't know the proper way to do it," said William Thomas, lubricator, taking care of utilities. He has been in the lubrication department 17 years and observes, "I must be all eyes. If I see anything unsafe, I report it to my supervisor, and it will be dealt with promptly."

"Safety consciousness is a big item for continuing the string of days worked safely," points out Rodolfo Jimenez, process control monitor-refinery, who had the last lost-timer. "My accident likely could have

been prevented had I been thinking fully about what I was doing. I slipped and fell off a ladder in the syrup load-out area, breaking my heel. That accident reminds me to keep my thoughts on the job and watch my footing."

"Great care is essential to and must be taken in all pursuits to keep our record going," agrees Jeff Delaney, process control monitor-refinery and employee there 12 years. Delaney related that very early in his career, a hose came down on his feet. "The contents of that hose contained a substance that not only ruined my shoes but also made my feet hot. I had to bury those shoes."

"Most accidents could be avoided," Jack Reppert believes. When he broke his finger, Reppert was snowed in, working 12 hours on, 12 off during a shortage of employees. "I was exhausted from working many hours and was not fully conscious of my actions or I likely could have avoided the situation. Tiredness is a factor in accidents. Reactions are better when we are rested."

"No one wants to get hurt," said Larry Fultz, vacation relief waste treatment operator. But Fultz believes that "accidents will occur. Being careful just cuts the opportunities."

Also having an impact on accident opportunities are inspections, seen as a good investment by Rick Emery, plant superintendent. When he was a maintenance coordinator in the warehouse, he had a routine monthly maintenance inspection and found many things that needed attention before they broke. "It was time well spent."

"Safety items receive priority treatment," says Dan Van Laere, maintenance mechanic.

Explaining, Bob Ford, another maintenance mechanic, told of several malfunctioning safety showers which were repaired as soon as discovered, requiring overtime to complete the job. "We handle safety items right away."

"Good maintenance of equipment pays off," says Don Rennick, chief operator, wet milling, an 18-year veteran. "If we see things that need repairing, we have safety work orders that we turn in. Something that constitutes an immediate hazard is reported on a special work order that must be resolved within 24 hours. A routine safety work order requires a repair job within two weeks."

Preventive maintenance is also a major part of Sagamore's safety success, according to Larry Snapp, chief operator-wet milling, an 18-year veteran. In fact, Snapp is looking for possible safety problems in chemical processing, while studying ways the plant can improve chemical safety with the introduction of new materials. The study has been under way for more than a year.

"We are compiling an index on all the hazardous chemicals and the types of problems that could develop with their use. Another facet of this project is making drawings, which will be readily available, showing the location of all the chemical lines and safety valves. In case of leaks, employees, by tracing lines, can locate valves rapidly to minimize danger. In addition, safety showers are marked clearly for quick access should they be required."

"Equipment failures cause accidents," Jack Reppert, a maintenance mechanic, states. "We had a chain hoist break with a motor hanging on it. Someone could have been injured badly had they been working under it. The chain, designed to handle the weight, just broke internally. We use chains in lifting every day, but now we'll likely be more aware of their condition. Experience is a great teacher."

While Dan Pate, operator, waste treatment, believes the safety program is good as far as it goes, he sees more changes in his area. A recent audit in waste treatment pointed out items he mentioned such as rusted guards around sewers and the need for a hoist for use with the submarine. An AFE was approved in February covering these projects soon to be taken care of.

## First responders vital

"Our emergency response team is also a key part of Sagamore's safety success," according to Jerry Evans, storeroom clerk and 18-year employee. Prior to the team being formed, Evans served as a multi-media first aid instructor at the plant.

A member of that emergency response team is Jim Pfrommer, process control monitor-wet milling, who says, "My own safety record has improved because of that work. Its service is vital to a victim of cardiac arrest, seizure or major accident. In some instances, time is critical to the survival of the victim. We can begin emergency procedures before the ambulance or rescue service arrives. Members are very efficient and have had the ultimate in training."

Jim Burris has been a strong force in developing the emergency response team of 27 volunteers and serves as its coordinator.

"The first responders, a medical alert group, carry pageboys by which they can be reached when an emergency arises," said Burris. "We meet monthly and during the meeting have some type of training, a requirement to remain certified by the state."

"Most of the team members have received 40 hours of advanced training at a local hospital and must be recertified annually on their cardiopulmonary resuscitation

(Continued on Page 6)



Sagamore employees agree the safety record is earned by team effort and continuous attention to the job. Safety consciousness must be maintained to keep the safe days rolling!

# Agriculture in trouble: Unfair foreign trade, blatant protectionism blamed

(Continued from Page 2)

From a sugar beet grower in the Red River Valley, the audience learns that he didn't mind "competing against a foreign sugar beet grower", but he "couldn't compete against foreign governments, which wield a lot more power than 1,600 growers locally".

An agriculture student, who had been reared on a farm, is undecided about returning to the farm or seeking another job. "The knowledge I've gained in school..., the knowledge that my father has to offer me are no guarantees that the external factors won't defeat me," he tells viewers.

Pointing out the significant decline in property prices, a farmer in Washington state said that in 1975 he was offered \$2,000 an acre, which seemed a lot of money then. Some time later, he sold it for less than that, and, today, it would sell for around \$1,300, if it sold, but there's no buyer.

The presentation points out that in spite of abundant resources, advanced technology and farmer efficiency, American agriculture is in trouble. When agriculture hurts, the farmers are not the only ones who feel the pain. Disruptions in the agricultural economy cause ripples...felt throughout America.

Cited as contributions to agricultural ailments are poorly developed government policies; a strong dollar, which makes exports more expensive, and the inability of many developing countries to purchase U.S. food.

## Most crippling influences

Headlining the problems, though, seem to be unfair trade practices and blatant protectionism by foreign countries. They are using politics to undermine the economic strength of American agriculture. Such practices cause trade disruptions that hurt everyone.

With a third of U.S. crop land allocated to exports, the health of the agricultural economy depends on access to world markets, the show points out. However, in recent years, agriculture has had to contend with more and more trade barriers and competition heavily subsidized by foreign governments. More countries are restricting agricultural imports through the use of quotas, duties and variable levies, while at the same time, many of the United States' competitors benefit from export subsidies and restitutions, profit guarantees, tax relief and other forms of assistance. Actually, from 1981 to 1983, U.S. agricultural exports dropped from nearly \$44 billion to less than \$35 billion.

Meanwhile, other countries have used aggressive protectionism and subsidies to build their own foreign trade. For example, the European Common Market (EC) in the past few years has become the world's first or second largest exporter of beef, sugar, wheat, flour, pasta, wine, pork and raisins.... The Japanese built refineries and processing plants in Brazil that will exist for decades.... The Brazilian government directly subsidizes the price of soybeans to the farmers. (This is the type of unfair competition this country faces in the world market.)

"The single most important syndrome in the world is the effect of unfair trade practices by other countries," says Sheldon Hauck, president of the National Soybean Association.

Bearing this out, between 1973 and 1983, the U.S. share of world soybean meal net exports declined from 78 to 30 percent. For the same period, the U.S. share of world soybean oil net exports declined from 68 to 29 percent for the same reasons — foreign subsidies.

The presentation notes that Brazil has had at least five specific subsidies that give its processing industry a major advantage over the United States. Then too, differential export taxes have made crushing margins in Brazil and Argentina two-to-three times what they are in the United States. For this reason, Brazil and Argentina sell nearly all of their soybeans as oil and meal, while America's share of the market for value-added products diminishes.

A spokesman for the Norfolk Southern Railroad said, "Rail business is directly impacted

by the reductions in overseas sales of many agricultural products and very specifically by grain and soy products that are not being shipped today, which were being shipped three or four years ago."

"That's due to the subsidy and the unfair competition we faced on the world scene with regard to soybean meal exports and oil exports," according to Ken Bader of the American Soybean Association.

## Market turns around

Turning to feed grains, just a few years ago, Europe was a major market for such U.S. products. In fact, the U.S. Feed Grains Council, a major market development organization, had 10 offices in Europe alone. Now there are none.

By contrast, Europe today has an abundance of corn and wheat. European farmers are prospering and expanding their operations. Corn and wheat prices have been as much as \$2 per bushel higher than in the United States.

Over the last 10 years, U.S. corn exports to the European Community have dropped from a high of 29 million metric tons to less than five, while the EC expanded its grain exports. Europe in 1983 exported 15.5 million metric tons of wheat and wheat products, most with the help of export subsidies.

In another important area to the American agricultural economy, the EC recently has taken the first steps to reduce imports of corn gluten feed, a corn by-product exported by the United States. However, this country has a treaty with the EC stipulating that there will be no quota or levee against corn gluten feed, according to the president of the National Corn Growers Association.

Another corn farmer notes if the EC imposes a quota on corn gluten feed, other commodities will follow — soybeans and soybean meal, for instance. They're a \$7 billion market.

The sweetener industry is one more example of foreign government interference in the law of supply and demand, the Staley presentation makes clear. The EC uses an isoglucose quota to keep the production of corn sweeteners at minimal levels. However, in the United States, where farmers have been given a chance to compete fairly with sucrose sugar, low-cost sweeteners have captured nearly half of the sweetener market.

Even though the use of corn sweeteners has grown dramatically in this country during the past decade, the United States is the largest importer of sugar in the free world. That makes the country highly vulnerable to foreign trade policies and export subsidies established by the major exporting countries.

A sugar beet grower from Minnesota said that "the EEC subsidizes their growers at such a high level, they can afford to grow more sugar than they need, sell it at a terrific loss and still blend out a very good profit. That low-priced sugar is dumped in the United States, and that's the stuff we compete with."

The fact is that the largest exporters of cash sugar in the world are the EC countries plus Brazil, Australia, Thailand, the Philippines and South Africa, which all subsidize. In the past 10 years, the EC has increased sugar production 52 percent and Brazil, 51 percent. By contrast, this country has reduced sugar production 30 percent over the same period. During the last decade, the EC has moved from a net importer of sugar to the world's largest exporter.

Noting the serious nature of the sugar beet grower's problem, David Carter of the U.S. Beet Sugar Association, said, "Once the American industry went out of business, then American consumers would be at the mercy of roller coaster prices and could, in effect, be held captive for their food supply."

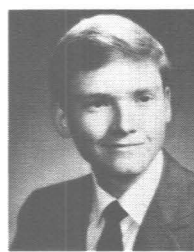
The film emphasizes that the U.S. Sugar Program must be continued to prevent serious injury to domestic cane, beet and corn sweetener producers by less efficient but government-subsidized foreign producers.

Sugar, corn, soybeans and wheat are just

# Haas, Morgan co-valedictorians



Gregory Haas



David Morgan

Gregory Haas and David Morgan are co-valedictorians of their 1985 graduating classes in Decatur, Illinois. Haas is the son of Leroy, shift coordinator, 5 & 10 buildings, Staley/Decatur, and Morgan, the son of Vern, maintenance superintendent/administration, manufacturing, for the starch business group in Decatur.

Mixing academic accomplishments with music throughout his high school years, Haas is graduating first out of 294 students at Eisenhower High School. He has compiled a perfect grade point over his four years of school (5.0) and is co-valedictorian with five other classmates.

Besides being named an Illinois State Scholar his senior year, Greg has been designated a James Millikin Scholar at Millikin University, Decatur and has received a congressional nomination to the Air Force Academy. Haas was named to the National Honor Roll his senior year and has been a member of the school's National Honor Society since a sophomore. He also received the Bausch & Lomb Science Medal this year for his achievements in that discipline. Haas has been listed in "Who's Who among American High School Students" both junior and senior years.

Other honors acquired include, as a freshman, the National Science Olympiad Medal in biology and a Science Merit Award from the U.S. Achievement Academy. As a junior, he received a Student Leadership and Service Award from the U.S. Achievement Academy, the Rensselaer Math and Science

a few of the U.S. farm products suffering the effects of unfair foreign competition.

The presentation notes that even though only three percent of Americans farm, 22 percent rely on agriculture for jobs. Agriculture is the largest contributor to the U.S. balance of payments. Losses of farm exports have helped push the trade deficit to record levels.

Other negative effects on the overall economy tainted by the farmers' plight include difficulties in passing tax referendums in rural areas. Only a small percentage of the referendums throughout Illinois have been successful in the past few years. Farmers are using equipment longer, causing a slump in equipment sales. Some chemical dealers used to give farmers six months of credit interest free. That practice has been cut to 30 days, and, at 60 days, one chemical dealer cuts them off.

Looking at the problem another way, Abner Womack of the University of Missouri, said, "For every 100 million bushels we lose in wheat exports, we lose about 25 cents on wheat prices. For every 100 million bushels we lose in corn exports, that's 17 cents in corn prices. For every 100 million bushels we lose in soybean exports, that's about 80 cents in soybean prices."

Suggested actions made by the American Soybean Association spokesperson include making sure political leaders know the importance of having a national export policy and the importance of working to strenuously and aggressively get these other countries to reduce and eliminate their unfair subsidies and export policies.

"If we look at the broad perspective, the broad trade protectionist issues, the subsidy problems, the subsidy programs of our competitors, we can be united on these issues and speak out for agriculture," a farmer tells the viewers.

Finally, the audience learns that free trade doesn't mean fair trade. The laws of supply and demand have been broken and thrown away. The new law is one of survival. The law of survival demands an end to unfair foreign government direct and indirect intervention in U.S. market access. Only then can the American farmer succeed and return to prosperity.

Medal and was designated a National Merit Commended Scholar.

All four years, Haas has played trombone in the Symphonic Band, Pep Band and Marching Band and in the Jazz Band his last two years of school. In addition, he was a member of the Spanish Club as a freshman and Eisenhower's Academic Bowl and Junior Engineering Technical Society (JETS) teams his senior year.

Looking to the future, Haas has been accepted by the College of Engineering at the University of Illinois and Millikin University. At Millikin, he has received a \$1,500 James Millikin Scholarship plus a Valedictorian Scholarship for the same amount. If he attends the U of I, Greg will major in computer engineering; whereas at Millikin, he will enter a curriculum of computer science with a mathematics minor.

David Morgan shared his position as co-valedictorian with another classmate at Stephen Decatur High. He has been named a National Merit Finalist as well as an Illinois State Scholar.

Morgan received the "Outstanding Chemistry Student" award in 1983 as a sophomore and the Illinois Science Teachers' Association Award in 1984 as a junior at Stephen Decatur.

The 17-year-old has been listed in "Who's Who among American High School Students" and is a member of the National Honor Society. He has been involved in the Spanish Club.

Morgan plans to study engineering at the University of Illinois and later attend law or medical school.

# Team effort for safety necessary

(Continued from Page 5)

(CPR) skills. Every three years they will come up for recertification by the state as a first responder," Burris related.

"We have a couple of litter carts for the response team's use in transporting the first aid box containing their equipment and supplies as well as oxygen and blankets to the victim. Last year the response team had five or seven calls for assistance, a couple involving chest pains as well as helping a construction worker who fell into a manlift excavation," the emergency response team coordinator said.

"An ambulance or fire protection unit will arrive in less than 15 minutes; however, in the meantime, the response team is on the site ministering to the victim. We are prepared to handle a host of emergencies until assistance arrives and can reach any part of the plant in five minutes or less."

Contributing to the overall protection of the employees at Sagamore, Burris is also the safety equipment coordinator. As part of his monthly surveillance of safety apparatus, Jim checks all 260 to 270 fire extinguishers in the plant, ensuring they are ready for use. He also inspects the four manlifts to detect any defects which maintenance personnel correct immediately. On the self-contained breathing apparatus, he examines the face mask, air cylinder and alarms to be sure they are ready for action and also checks the four oxygen units. His inspection list also includes the 30 gas masks and filters, on which he reports the condition and type of canister. Duplicate copies of his equipment reports are sent to 10 supervisors as well as Brattain for the safety file.

Besides his involvement with the emergency response team and inspections of safety equipment, Burris has a key role in safety orientation of new employees as well as re-training all others with equipment on a periodic basis.

"Total safety is impossible," said Burris. "It is up to the individual. We can set standards and goals for employees, but each must carry them out in work routines or the documents are meaningless. Even though our safety committee and Brattain are doing a very fine job with safety, the operation is only as good as the people working together in it. It takes a team effort to work safely."

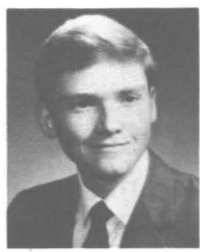
## State scholars named from Decatur



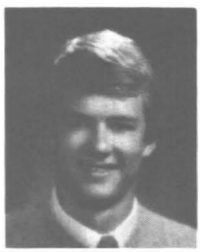
Cynthia Grieve



Gregory Haas



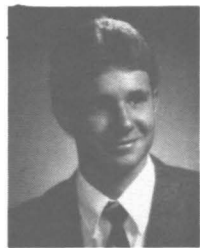
David Morgan



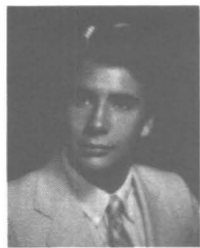
George Smith



Christine Herzing



Keith Lehnhardt



Jon Zindel

Seven children of Staley/Decatur employees have been recognized by the state scholarship commission as Illinois State Scholars. They are Cynthia Grieve, Christine Herzing, Keith Lehnhardt, David Morgan, George Smith, Jon Zindel and Gregory Haas.

Students are selected on the basis of college entrance examination scores and their class rank at the end of their junior year. Each receives a certificate of merit. Besides this honor, these student's have compiled a number of other achievements and have been involved in a host of extracurricular activities during their years of high school.

For instance, Cynthia "Cindy" L. Grieve, a senior at Eisenhower High, has been named a National Merit Commended Scholar. The daughter of Judy, financial assistant, corporate finance, is a High Honor Roll student and has received magna cum laude and summa cum laude National Latin Awards. She is involved in honors programs in English and history. Cindy plans to attend Western Illinois University at Macomb next fall.

Among her high school activities has been the Eisenhower Flag Corps for three years, serving as its co-captain, two years. She lettered in the activity. Grieve has been a member of the French Club, several years and served as an office assistant for the school. She has been listed in "Who's Who among American High School Students".

In the community, Grieve has volunteered as a Candy Striper for two years at St. Mary's Hospital and has been both a volunteer and employee in the hospital's gift shop, three years. In addition, she has been a community volunteer for food drives, door-to-door collections and scouting as well as assisting with the fingerprinting of children in St. Mary's security division.

A member of 4-H for six years, Grieve served as president and held a number of chairmanships. She received a 4-H County Project Honor and other awards in that organization over the years.

Christine K. Herzing, a senior at St. Teresa High School, also has been named a Commended Student in the National Merit Scholarship program. The daughter of Arnold, manager, project engineering, manufacturing, starch business group, has received the Ralph O. and Mabel F. Hunter Merit Scholarship, College of Agriculture, at the University of Illinois, where she will major in agricultural sciences/genetics.

Her other academic achievements have included membership in the National Honor Society her junior and senior years and being listed on the High Honor Roll at St. Teresa from 1982 to 1985. She participated in the Junior Engineering Technical Society (JETS) competition in 1984 and 1985 and for three years attended MacMurray College's enrichment program for gifted and talented students.

Herzing's school activities include PomPon Squad during her senior year; girls' track team as a sophomore; Drama Club and Mission Club, all four years, and the school band, three years.

She has been listed in "Who's Who among American High School Students" and "Who's Who in American Baton Twirling". Herzing won the title of "Teen Age Miss Majorette of Illinois" in 1984 and represented the state at the National Twirling

Competition at Notre Dame University in 1984.

Her outside interests include ballet, jazz, tap, modern dance and gymnastics, for which she has taken lessons since the age of three. She has won first place in both "Regency" and "USA" talent competitions. Herzing has also attended both student and instructor training sessions of the "Chicago National Association of Dance Masters".

Keith Lehnhardt, the son of Bill, senior research chemist, research, corporate technical, is a senior at MacArthur High, where he has participated on the Junior Engineering Technical Society (JETS) and Math competitive teams, as well as working on the Commencement Committee his final year of high school. Lehnhardt's other activities throughout high school have included band, his freshman year; track, all four years, specializing in pole vaulting; Student Council, as a sophomore, and the golf team, his second and third years.

Looking to the future, Lehnhardt plans to attend Western Illinois University, majoring in mathematics and chemistry.

### Named national finalist

David Morgan has been named a National Merit Finalist as well as an Illinois State Scholar. He also has received the "Outstanding Chemistry Student" award in 1983 as a sophomore and the Illinois Science Teachers' Association Award in 1984 as a junior at Stephen Decatur High School. The 17-year-old son of Vern, maintenance superintendent/administration, maintenance, manufacturing, starch business group, has been listed in "Who's Who among American High School Students", is a member of the National Honor Society and has been involved in the Spanish Club.

Morgan plans to study engineering and later attend law or medical school.

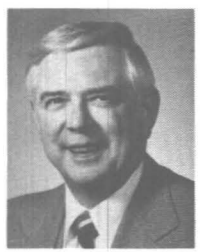
A background of academic achievements, athletics and music have filled George F. "Skip" Smith's high school years at Eisenhower. The son of Frank, director, sales/marketing, ethanol business group, Smith played football for four years, two of which were on the varsity team. He also played basketball, his freshman and sophomore years and then played in a church basketball league as a junior and senior.

During his four years at Eisenhower, Smith has sung in the school's choirs, was a member of the Concert Choir, three years and the Tiptones swing choir, his sophomore and junior years. He was named to the All-States Honor Chorus as a junior and senior, performing in Springfield and at the nationals in Chicago during 1983-84 and in Peoria in 1984-85. In addition, Smith's singing talents were used in a quartet for "The Music Man" his freshman year. He also has sung 14 years in the choirs at Woodland Chapel Presbyterian Church, where he is a member of the youth group.

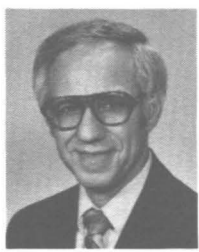
Smith's other activities have included membership in the Staley Engineer's Computer Club for three years and participating on the Junior Engineering Technical Society (JETS) team, his senior year. Smith has been listed in both of the 1984 and 1985 editions of "Who's Who among American High School Students".

(Continued on Page 8)

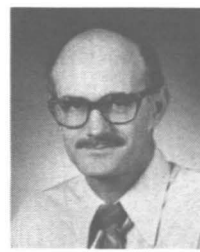
## 65 compile 930 years of service



Reeder Miller



Kent Dart



Richard Dean

### 40 Years

MELVIN LOSIER, senior process operator, facilities, Decatur

### 35 Years

REEDER MILLER, vice president, corporate transportation, corporate administration, Decatur

### 25 Years

KENT DART, senior research chemist, food and agriproducts research and development, research, corporate technical, Decatur  
RICHARD DEAN, tax specialist, corporate control, corporate finance, Decatur

### 20 Years

PAUL BRADFORD, maintenance coordinator, facilities, maintenance, manufacturing, starch business group, Decatur  
GARY DUEZ, maintenance technician, manufacturing, sweetener business group, Loudon  
RICHARD FERGUSON, process supporter, 77 building, Decatur  
DANNY GAMBLE, senior mechanic, millwright, syrup and dextrose, 5 and 10 buildings, Decatur  
RUFINO GARCIA, production coordinator, manufacturing, starch business group, Monte Vista  
FRED GREEN, process supporter, 16 building, Decatur  
FERRELL HENDRIX, process operator, 20 building, Decatur  
RONALD HODGES, process operator, 47 building, Decatur  
JOHN JORDAN, senior mechanic, pipe shop, 77 building, Decatur  
THOMAS JORDAN, process supporter, 118 building, Decatur  
SALLY KATZENMAIER, secretary, vice president, administration/government relations, corporate administration, Decatur  
JERRY KLINE, process operator, 44 building, Decatur  
DANIEL KNUTT, process supporter, 17 building, Decatur  
ORA LAMB, process operator, 1 building, Decatur  
PHILIP LAWRENCE, process operator, 20 building, Decatur  
ROBERT MERROW, senior mechanic, 2 building, Decatur  
JAMES NAPIER, senior process operator, 77 building, Decatur  
ROBERT PARRISH, process operator, 77 building, Decatur  
THERON REDFERN, night coordinator, manufacturing services, starch business group, Decatur  
EMERY SCRIMPsher, senior mechanic, electric shop, 77 building, Decatur  
ROBERT STALLINGS, senior mechanic, instrument and control, 77 building, Decatur  
JERRY TRIMMER, process supporter, 118 building, Decatur  
LONNIE WILBER, process operator, 12 building, Decatur

### 15 Years

SAMMY ASHINHURST, utility laborer, 29 building, Decatur  
SUE ATTEBERRY, corn feeds sales coordinator, commodities, Decatur  
WILLIAM BAKER SR., manager, plant transportation, manufacturing, sweetener business group, Loudon  
DAVID CHAPMAN, senior mechanic, instrument and control shop, 77 building, Decatur  
JOHN COOK, senior mechanic, instrument and control shop, 77 building, Decatur  
VIRGIL CONLEY, process supporter, 80 building, Decatur  
JERRY GALLAGHER, quality assurance sweetener supervisor, syrup and dextrose, manufacturing, starch business group, Decatur  
DENTON LARIMORE, senior process operator, 99 building, Decatur  
KENNETH SHUEMAKER, senior process operator, 99 building, Decatur  
JOHN SIMMONS, quality assurance manager, manufacturing, chemicals from carbohydrates, Van Buren

DANIEL SPAUGH, senior process operator, 5 building, Decatur  
NATHAN TAYLOR, process control operator, wet milling, manufacturing, starch business group, Sagamore

### 10 Years

BARBARA BAUM, refinery/process clerk, syrup and dextrose, manufacturing, starch business group, Decatur  
RANDY DAMERY, senior process operator, 12 building, Decatur  
ROBERT DEVAULT, bacteriologist, manufacturing, starch business group, Sagamore  
DONALD NORVILLE, foreman, Gunther Products, proteins, Galesburg  
SHERRIE OTTA, assistant buyer, manufacturing services, manufacturing, starch business group, Decatur  
JAMES ROARICK, senior process operator, 5 and 10 buildings, Decatur  
ROGER WORKMAN, process supporter, 12 building, Decatur

### 5 Years

GENE BREWER, instrument technician, technical, manufacturing, starch business group, Decatur  
MARK BRICKER, grain sample collector, corn milling, manufacturing, starch business group, Decatur  
LAWRENCE CULLEN, senior business systems designer, corporate information systems, corporate finance, Decatur  
ROBERT HERMANN, manager, maintenance, manufacturing, starch business group, Decatur  
DAVID HEIDEL, process engineer, process engineering, engineering, corporate technical, Decatur  
ANTHONY HOLT, draftsman, manufacturing, sweetener business group, Lafayette/South  
RICHARD JOHNSON, staport leadman, manufacturing, starch business group, Decatur  
GARY KAJANDER, coal specialist/purchasing analyst, purchasing, corporate technical, Decatur  
CATHY LANDRETH, secretary, director, chemicals from carbohydrates research and development, corporate technical, Decatur  
TIMOTHY MORGAN, security coordinator, manufacturing services, manufacturing, starch business group, Decatur  
GORDON MULLENDORE, technician, wet milling, manufacturing, sweetener business group, Lafayette/South  
RONALD NOYES, senior field engineer, construction management, engineering, corporate technical, Decatur  
TERESA PATRICK, secretary, corporate information systems, corporate finance, Decatur  
LARRY ROCHESTER, technician, utilities, manufacturing, sweetener business group, Lafayette/South  
EDWARD SELLECK, technician, maintenance, manufacturing, sweetener business group, Lafayette/South  
EDWARD SCHALK, senior buyer, manufacturing supplies, purchasing, corporate technical, Decatur  
DEBRA STOVALL, technician/refinery, manufacturing, sweetener business group, Lafayette/South  
RICHARD VEECH, senior draftsman, technical, manufacturing, starch business group, Decatur  
JAMES WRIGHT, technician, maintenance, manufacturing, sweetener business group, Lafayette/South

## Staley News

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

Manager, Employee Communications . . . . . Sue Muckensturm

Photographer . . . . . Dave Mjolsness

Typographer . . . . . Brenda Smith

# Joining the leisure life in March/April On the move around Staley



Walter Carter



Wilma Downey



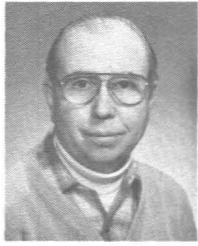
Morris Birkhead



Edward Boyle



Harriet Houk



Jesse Jolly



Vera Bryan



Dean Christman



Evelyn Knorr



Theodore Liermann



Rue Copeland



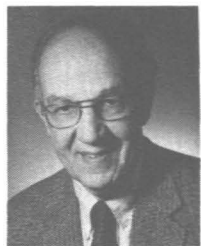
Mervin Kinert



Mary Merrill



Thomas Protzman



George Nichols



Donald Peck



Helen Rigsby



Charles Schollmeier



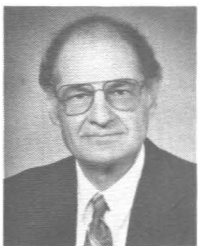
Norma Reatherford



Patricia Smith



Jane Sumpter



John Tuschhoff



Donald Thompson



Alice Towne

## Effective March 1, 1985

CHARLES BAKER, field engineer III, construction management, engineering, corporate technical, Decatur  
 WALTER CARTER, assistant manager, corn feeds, commodities, Decatur  
 WILMA DOWNEY, data control clerk, corporate information systems, corporate finance, Decatur  
 THOMAS DUNCAN, supervisor, starch modification, dry starch, manufacturing, starch business group, Decatur  
 HARRIET HOUK, crude oil scheduling clerk, refined oil, Decatur  
 JESSE JOLLY, senior draftsman, engineering specialties and general facilities, engineering, corporate technical, Decatur  
 EVELYN KNORR, senior telex operator, corporate information systems, corporate finance, Decatur  
 THEODORE LIERMANN, senior development engineer, chemicals from carbohydrates research and development, research, corporate technical, Decatur  
 MARY MERRILL, supervisor, warehousing and inventory audit, administration, industrial products, Decatur  
 THOMAS PROTZMAN, director, advanced research and development, research, corporate technical, Decatur  
 WILLIAM RICHARDS, senior production supervisor, refined oil, Decatur  
 HELEN RIGSBY, supervisor, order and invoice processing, control, agriproducts, Decatur  
 CHARLES SCHOLLMEIER, senior development engineer, food and agriproducts re-

search and development, research, corporate technical, Decatur  
 JANE SUMPTER, hourly payroll analyst, payroll, corporate finance, Decatur  
 JOHN TUSCHHOFF, group manager, starch technology, food and agriproducts research and development, research, corporate technical, Decatur  
 SOPHIE WHITE, secretary, director, chemicals from carbohydrates research and development, research, corporate technical, Decatur

## Effective April 1, 1985

LAWRENCE BEAN, senior mechanic, round house, rebuild, Decatur  
 MORRIS BIRKHEAD, senior electrical engineer, engineering specialties and general facilities, engineering, corporate technical, Decatur  
 EDWARD BOYLE, supervisor, Decatur rail service, manufacturing services, starch business group, Decatur  
 VERA BRYAN, staff nurse, medical and environmental affairs, corporate finance, Decatur  
 DEAN CHRISTMAN, product service coordinator, quality assurance, research, corporate technical, Decatur  
 RUE COPELAND, secretary, director, quality assurance, research, corporate technical, Decatur  
 FRANCES HERRON, sales coordinator, refined oil, Decatur  
 MERVIN KINERT, senior estimator, project engineering, engineering, corporate technical, Decatur

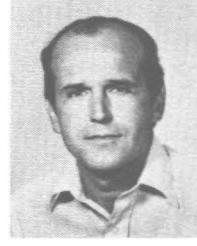
## On the move around Staley



Laurel Eihusen



Alan Bales



Donald Klinker

## CORPORATE

LAUREL EIHUSEN, from senior corporate utility engineer, to principal utility engineer, specialties/general facilities, engineering, technical, Decatur  
 LARRY PECKOUS, from development engineer, to senior development engineer, food and industrial research and development, research, technical, Decatur  
 ALAN BALES, from product formula chemist, to product service coordinator, quality assurance, research, technical, Decatur.

## STARCH BUSINESS GROUP

DONALD KLINKER, from superintendent, feed drying, to superintendent, wet milling, corn milling, manufacturing, Decatur

## SWEETENER BUSINESS GROUP

ALAN KAELBLE, from associate process engineer, to process engineer, manufacturing, Morrisville

## Scholars have varied interests

(Continued from Page 7)

His hobbies include snow and water skiing as well as music. Smith has been a member of the Pep Band, all four years of school and plays piano, electronic and organ keyboards. His full-time hobby is writing musical scores and lyrics.

The Smiths will host a German exchange student for six weeks this spring, and Skip will visit the "sister city" near Hamburg, Germany, following graduation. He plans to attend the University of Illinois next fall.

The senior class president at St. Teresa is Jon Zindel, who's also a member of Student Council. Zindel ranks seventh in his class, is a member of the National Honor Society and has been on either the High Honor Roll or Honor Roll all four years of school, achieving an accumulative grade point of 3.7.

The son of Helen, manager, price development, administration, sweetener business group, has been a member of American Field Service for four years and the Drama Club,

two years, appearing in two school plays. He also participated on the Scholastic Bowl team a year. Zindel lettered two of his four years playing football and also played two years of tennis for the school. He is currently a member of St. Teresa's guitar group. Zindel is listed in "Who's Who among American High School Students".

Other outside interests have included the youth group at Our Lady of Lourdes Church, where he appeared in a variety show. Zindel has also played ice hockey 12 years in the Decatur Youth Hockey Association.

Jon plans to attend either Loyola University in New Orleans, Louisiana, or Boston College and study business management and marketing.

Gregory Haas, a senior at Eisenhower High, is a co-valedictorian of his graduating class and is featured in a separate article. Haas is the son of Leroy, shift coordinator, 5 and 10 buildings.

## Leaders gratified

(Continued from Page 3)

and Hubert Crum, process operator, 59 building, who co-chaired the hourly participation. Captains for the efforts were Pat Mohan, corporate counsel; Bob McDaniel, senior research scientist; Les Carr, senior industrial engineer; Bob Etherton, supervisor, materials control, and Dick Fiala, administration manager, general research.

Decatur's co-chairmen were very gratified with the way in which Decatur employees accepted their responsibilities of good citizenship and invested in their community, which has had its economic problems for several years.

Because the economy is still lagging in some Staley locations, the need remains strong for involvement in the fund drives...and Staley employees have proven their interest by investing in the future of their communities.



A. E. Staley Mfg. Co.  
 2200 E. Eldorado St.  
 Decatur, IL. 62521

Address Correction Requested

BULK RATE  
 U.S. POSTAGE  
 PAID  
 Permit No. 49  
 Decatur, Ill.