

STALEY NEWS

Vol. 3—Page 93

BY AND FOR STALEY PEOPLE

August 15, 1940

WHAT THE STALEY SALESMAN SELLS

Perhaps you have hammered away at your job with the feeling that, after all, nothing very much depended upon it and no one other than your immediate boss really knew what you were doing or how well. If that is true, you should make a trip through our Sales Department and ask some sales executives a question.

The question would be, "Do you have any complaints from customers that can be traced directly to work badly and carelessly done by men in the plant?" The answer will be, "Well, sometimes we get complaints on foreign material in our product, or that a car of feed is too wet or too dry, or that a torn bag of soybean meal has been shipped, but listen.....".

Then you get the story

"When the Staley salesman calls on a customer he isn't selling merely feed or syrup or starch or corn oil. He is selling an organization. He is selling a crew of men and women that have pride in the Staley name. He is selling foremen who know something of his problems and men who are going to make his promises come true. He is selling the man who runs the the transfer car in the Kiln House and the pump man in the Mill House and the packer in No. 20 Building. He is selling dependability, and our maintenance crew is providing it. He is selling accuracy, and our Laboratory is proving it. He is selling service, and our Shipping Department are delivering it.

"This is an unperfect world, and it is true that we get a complaint now and then on the quality of our products or the performance of someone in our plant. We have occasionally lost a customer because of a mistake that could have been avoided, but what we usually get from the gang over there in the plant is the product and service we promised our customers we would deliver."

MUSICIANS TO BE REORGANIZED

Mark Ackerman to Head Band and Orchestra

Staley musicians met last week on the third floor of the office building under the direction of Mark Ackerman, Jr. to discuss plans for reorganizing our orchestra. The talk also ran to the possibility of starting a band if there were enough people interested, and there is the problem. There was enough enthusiasm to start a couple of bands and about three orchestras, but there were too few musicians for even a proper barn dance orchestra. Until music technology reaches a higher state than at present, we will need a performer behind every horn and fiddle. The officers of the Dramatic Club believes that we have the talent right here in the plant, but the problem is how to pry it out.

Families of Employees are Eligible

Membership in our musical organizations will be on the same basis as membership in the Dramatic Club. Husbands and wives and brothers and sisters and children of Staley people are not only eligible but will be welcome. They need not be finished musicians but will require only willingness and a desire to learn.

Clarinet Players Wanted

A complete orchestra, even a small one, requires twenty-seven musicians, eight of which should be violinists and three clarinetists. Of clarinetists we have none, and if you have eaten of the clarinet and found it good, you are especially invited in.

The type of music to be played will depend upon the players. If a majority want classical music, Mr. Bach and Mr. Beethoven will have to stand for it. If popular music is decided upon, the products of Tin Pan Alley are in for a thumping such as is seldom seen. If there are two majorities, there will be two orchestras. The third will get a band.

STALEY GARDENS HAVE DRY SEASON

Drouth and Heat Cut Yield

Our 250 Staley gardeners, who have enjoyed excellent growing seasons and good weather for the past three years on the 78 acres of garden plot set aside for them, are coming to the end of a rather unsatisfactory season. The Corn Belt generally has been short of rain so far this year, and our gardens have suffered badly from the lack. Added to the lack of moisture has been the extreme heat which, when extended over a period of time, burns the pollen of some plants and prevents the fertilization necessary to good production. This is especially damaging to tomatoes, sweet corn, lima beans, and cucumbers.

Our garden supervisor, Mr. Peverly, points out that we have had excellent weather for the last three years and that no one who farms or gardens in this part of the world can expect more than three good seasons out of four. And, though he admits the weather has been bad, he can still show you some gardens that have produced a nice crop in spite of drouth and hot weather.

Dry Season Means Extra Work

In a dry season it is especially necessary that weeds be kept down and that the ground be carefully cultivated and loose so that it will retain and make the most of every drop of water which it receives. There is a plot of hybrid corn just south of Elevator C for which the ground was carefully worked and carefully cultivated after planting, and that plot is paying dividends now.

In every dry season some gardeners get discouraged and abandon their gardens before the year is over. It is worth remembering, however, that there has never yet been a season so bad, even 1936, that there were not some good gardens. They belonged to the fellows whose hoes have produced callouses on their hands.

**YOUR HEALTH
AND
YOU**

By L. May, R.N., *Plant Nurse*

An industrial First Aid department is not established and maintained primarily to take care of major injuries. It does take care of such cases of course, until the doctor arrives, but its big job is to prevent the infections which come from minor wounds; from scratches, splinters, burns and foreign bodies in eyes. Too many times these injuries, because they are small, are neglected by the average person. That neglect is the cause of 95% percent of all our infections.

Germs are everywhere. They are in the water you drink, the food you eat, the air you breathe. Never put a cut finger into your mouth. Don't blow on it after it has been cleaned. The mouth is a fine breeding ground for germs and they are looking for a break in the skin by which they may enter the blood stream. Putting a cut finger in your mouth or blowing on it makes their job easier.

Never put your fingers or a cloth or handkerchief on a wound of any kind. If you get it in the plant come to First Aid and, after it is dressed, *keep your bandage on until you are released.* If it happens at home use an antiseptic immediately and cover it with sterile gauze.

If swelling, pain or redness appear see a physician at once. All cases of blood poisoning are caused by neglected wounds.

WHO IS THE BEST PITCHER?

We Need a Horseshoe Tournament

If you ask around the plant as to who the best horseshoe pitcher is the usual answer is that we have several good ones. Any discussion about which one of them is actually out in front finally has to degenerate into a mere argument because we don't have a system of settling it. This wasn't always the case. We used to have some real horseshoe tournaments around here and when they were over the local pitchers knew who they had to say Mister to until the next one came along. We have more throwers now than we ever had before and the quality of the throwing looks pretty good. But who is the top dog?

There is also the question of style. Bill Brumaster tosses his shoe with a bowling ball motion. Claude Thornborough is an exponent of the eccentric double-wobble-one-time-over-and-I-hope-it's-good system while Diz Wills claims to be the best left handed pitcher in No. 16 Building. Bus Woodworth throws them high and they light solid. The one and a quarter turn pitchers still argue with the believers in one and three quarter tossing but—we need a tournament to settle this thing.



The first \$5.00 that appears is going to buy a Cabinet Baby Philco with walnut finish in good condition and the next \$12.00 will carry away a Maple Buffet in prime condition which is only three years old. See Jack Swarhout at the Expeller Room or call 2-5743.



Blank's decided to build a new building and they put Joe in charge of the job. Joe was a good foreman and his crew knew their business so the job was close to completion in record time; close enough, in fact, that the company officials decided to inspect it. They told Joe they would like to go through the building on Monday morning so Joe came out on Sunday to see that everything was in shape.

Everything looked good except the top floor and Joe found a pile of unused brick up there near the elevator shaft. The elevator had not been installed yet but there was a rope and sheave hanging in the shaft and Joe had an idea. He found a barrel, tied the rope around it, went to the basement and tied the loose end of the rope to a post, went back up, hung the barrel in the shaft, filled it with brick and went to the basement to untie the rope and lower the barrel.

As soon as he had untied the rope he made an interesting discovery. The rope had tangled around his arm and the barrel of brick was just a bit heavier than he was. So Joe started up the shaft on his end of the rope and the barrel started down. They met midway and Joe fought a gallant but losing battle to hold onto the barrel. It got away, however, and went on down. Joe went to the top floor. When the barrel landed in the basement it hit so hard that the bottom was broken and the bricks fell out. Joe had the worst of it again because now he was heavier than the barrel so he started down and the barrel started up. They met at the mid point again and fought viciously but the barrel got away. So Joe went down and lit on the pile of bricks and the barrel hit the roof so hard that the staves fell out and came down on top of him. His bosses inspected the job the next day but Joe inspected the ceiling of his hospital room.

HERE IS OUR SAFETY SCORE

LOST TIME ACCIDENTS—	
To August 1, 1940.....	25
To August 1, 1939.....	25
DAYS OF LOST TIME—	
To August 1, 1940.....	487
To August 1, 1939.....	247

We are behind last year's total in days of lost time but we can still beat it. Last year's total was 667 days lost.

ACCIDENTS don't just happen—they are caused.

Published Twice Each Month
By The Personnel Department

For The Employees Of
**THE A. E. STALEY
MANUFACTURING COMPANY**
DECATUR, ILLINOIS

W. G. Reynolds, Manager of Personnel
Roy L. Rollins, Editor

WHY DEMOCRACY FAILS

Democracy failed to meet the crisis in France, and now the French suffer for that failure. In its place there seems to be arising another total government which says that the citizen's only value is the amount of service he can render to the state. Whether overjoyed or dismayed by the failure of France, every government and every people needs badly to understand it.

Why did France fail? The favorite explanation is that the politicians were corrupt; that no great leader appeared; that no one really understood the danger until it was upon them. These explanations are good, but don't go far enough.

Why were the politicians corrupt? Why are they ever corrupt? The answer is because the boss allows it. *In this country, you are the boss.* You are so busy earning a living and enjoying yourself that you forget that ours is a government *by the people*, and when things go wrong you excuse yourself by saying that all politicians are crooked and should be put in jail. All the while you are doing nothing. You haven't written a letter to your representatives to tell them what you think of the issues they must decide. Worse, you probably don't even know their names.

Our country *can* escape the fate of France, and all of us believe that it will. But if it does, it will be because you remembered finally that ours is a government *by the people* and started doing your part of the job. Until you do, you don't even have the right to criticize politicians. They are merely reflecting your state of mind, and if you don't tell them what it is, it is not surprising that their decisions don't please you. Politicians will be just as honest as the people they work for. Leaders will be strong

only if they have strong backing. Dangers will be seen only if we are alert. You have a job to do—one that has not been well done lately. It is time you were at it.

99.97% PURE

Much of the buying we do reflects the advertisements we read and hear and for that reason it is good to check up occasionally and see whether or not those advertisements are telling us the truth. There is a great deal of comfort in a recent report on that subject by the Federal Trade Commission, one of whose jobs it is to check the truth of advertising.

Last year the Commission examined over 875,000 advertisements in magazines and catalogues and over the radio. They laid aside 56,000 for closer scrutiny and made careful investigations in 723 cases. Of those 723, they took action against 286 for untruthful advertising. Thus, of nearly 1,000,000 advertisements checked, only .03% were adjudged untruthful by our Government. The American advertising man has a record there of which he may rightfully be proud. His performance, over a period of one year, was 99.97% pure.

NEWS ITEM—JOB HUNTS MAN

If you are completely satisfied with the job that you are doing and feel that you can always handle it, it may be that you can stay there until you no longer have a need for any sort of a job. It may be - - - but it may not. Much as we might like to do so, we can't stand still in the business world. We have to keep on finding better and cheaper ways of doing our job or make way for the company who will find them.

Those better and cheaper ways, if you are unprepared for them, may cut right down through the middle of your job and leave you stranded. That will depend on you. It may be, when the new way comes, that you will be prepared for it and that you will be the man to handle it. If that is the case, you will profit by the change.

Industry always has more tough jobs to do than it has the men to do them. In times when men are hunting jobs that pay thirty cents an hour, jobs that pay \$10,000 a year are hunting men. There are always plenty of opportunities, but they go only to the men who were not satisfied with their jobs or the way those jobs were being done - - - the men who prepared themselves to handle a new job or found a way to improve their present one.



A new plastic bonded plywood has been developed which is stronger, pound for pound, than steel.

* * *

Last year the United States raised 1000 times as many soybeans as it raised in the year 1922.

* * *

The word boy can be defined as a noise with dirt on it.

* * *

The soybean industry is now a hundred million dollar business. It has doubled its size every four years thus far.

* * *

Judging by the conflicting reports from Europe, the God of War must have changed his name from Mars to Ananias.

* * *

A million tons of soybean oil meal was produced in this country in the 1939-40 season. Over 95 percent of it was fed to livestock and poultry.



By Tony Romano

The Staleys played a return engagement with the Taylorville Merchants at our field on August 4th in an effort to even the score for an earlier beating. They were taken 10 to 3 for their trouble. Boyle, Griffin and Hilberling got two hits a piece out of the Staley total of nine but five bobbles on the field, combined with the eleven hits the Merchants made off the pitching of Doolin and Hilberling, decided the game.

★ ★ ★

The Watertower Dads, having been beaten by our Softballer's at Alton two weeks ago, came to town July 28th with an attack like last year's Yankees and a defense like this year's Reds. The totals: for the Watertower Dads, 14 runs, 14 hits, no errors; for Staley's 3 runs, 3 hits and 5 errors. Schultz and Siweck pitched to Artze and Withrow. Artze hit a homer with one on but the rest of the punch was lacking.

★ ★ ★

In a double header at Staley field August 3rd the Baby Bens of Westclox beat the local Pontiac Girls team 9 to 3 in a well played game and the Big Bens, who had won the first game of the series at LaSalle-Peru earlier in the year, lost to the Staley Softball Team 9 to 8. Sapp gave the Big Bens only 6 hits while his mates, principally Coulson, Hilberling and I. Smith, were getting seven. Lawrence Withrow hit a homer with two on in the 5th inning.

★ ★ ★

The same battery, Sapp and Rinehart, led the Staley's to a 6 to 5 win over the State Farm Mutual team at Bloomington the next night in a tough game. Both teams had five hits. Withrow, who was playing 3rd base, saved the day with an odd double play in the 3rd inning. He picked up a hard hit ball, tagged the man going to third and then ran down the batter on the way to second while everyone stood around with their mouths open.

THE STORY BEHIND THE PROCTOR-SCHWARTZ

Perhaps you have wondered, when you saw new equipment being installed in the plant, if there was a story behind it. There is, and usually it sounds like this.

Starch drying had long been an unsatisfactory step in our process. The tray cars, which needed three pounds of steam to dry one of starch, had been replaced with steel cars which did the job with 1.3 pounds of steam and were efficient enough to retire a third of our kilns from service, but there was still cause for complaint. One and three-tenths pounds of steam was too much. Steel cars were expensive. They dropped starch in the kilns. It had to be cleaned up. Some of it was wasted. It took 20 hours to dry starch, and sometimes that meant a 20-hour wait before we could ship a rush order. Everyone admitted that these were disadvantages, but no better method was known. We were doing as good a job as our competitors. We were looking for something, but we didn't exactly know what.

A Possible Answer

Several years ago one of our executives visited an exhibit of equipment used in the chemical industry and saw a continuous belt drier which the Proctor-Schwartz Company had adapted to the drying of clay and lithophone. He asked if they had ever tried it on starch, and they said they didn't think it would work. Two years later he saw them again and asked the same question. They said that they had experimented with starch and thought they had an answer. They outlined it to us, and our Manufacturing Committee tried to fit it to our problem.

In the discussion these facts appeared. In addition to the disadvantages outlined above, there were new problems. Kiln dried starch was not so good for cubes or grits because its moisture varied. Our grind had increased, and more drying capacity was needed. We had either to buy more cars and use our reserve kilns or install some new type of drier. The Proctor-Schwartz would cost no more than new cars, and its maintenance and operating costs should be lower. It seemed that it would produce starch with a uniform

moisture content and that the starch would dry within an hour. As against these advantages were some possible disadvantages. The equipment was relatively untried on our product. Maybe the screen would corrode quickly. Maybe wet starch would clog it. Maintenance might be excessive. Maybe our customers wouldn't like the starch it produced. The matter took careful thought, because if the drier didn't work, we would have a \$50,000 lemon on our hands and would still have to buy cars and go back to the kilns. There was no exact experience to guide our choice, but it seemed, on the basis of what was known, that the chance was worth taking. So the drier went in - - - and the worrying started for those who had been responsible for its selection.

They had something to worry about. Everyone can remember good ideas that didn't work, and, while the drier was being built, the failure of the suction unloader on soybeans was fresh in everyone's mind. The unloader had been carefully engineered and was purchased only after visits to installations which were operating successfully on corn. But, on soybeans, it just hadn't worked. The beans were streamlined, and the air didn't pick them up; it slipped around them. They were extremely abrasive, and the maintenance was terrific. We had been forced to abandon it. Maybe the drier wouldn't work either.

But it did. The corrosion was worse than had been expected at first, and some dirt got into the starch for a while, but: a pound of starch could be dried with nine-tenths of a pound of steam; the product was better for cubes and grits; the maintenance was lower; and - - - the starch went through the drier in 45 minutes rather than twenty hours.

We Want A Better One

Should we be satisfied now and settle down to dry starch this way forever? Well, no. When you are satisfied you are finished. We are already thinking that nine-tenths of a pound of steam is quite a bit, that 45 minutes is a long time, that even a pound of starch a day is too much to waste.