

StaleyNews

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Tradition of giving helps build better communities: Your support of United Way is a great investment in the future

"People helping people has been an American tradition since the beginning of this country. Neighbor lends hand to neighbor. . . and friend reaches out to friend," says Dick Fisher, director of manufacturing, agriproducts. He is the fund-raising chairman of the 1984 United Way campaign at Staley/Decatur.

"That's the American way of working together to improve the quality of life in our communities. Soon, you will have the opportunity once again to become a part of this fine tradition, through your support of the United Way campaign.

"Although we generally hear about United Way at fund-raising time," Fisher said, "this organization works for us 365 days a year." Touching on its scope of influence, he said, "It helps people help themselves through a multitude of community services for the elderly, local youth programs and foster care. It also helps run blood banks and facilities for the physically handicapped. In fact, our donations help provide literally hundreds of services that make life a lot better for everyone."

The Decatur community campaign holds a kick-off hoedown on September 27, while the company's drive gets under way October 2 and runs through the month. Solicitor meetings at headquarters will be held on October 1.

No dollar goal has been set for Staley/Decatur's fund raising, which instead will seek increased support from employees.

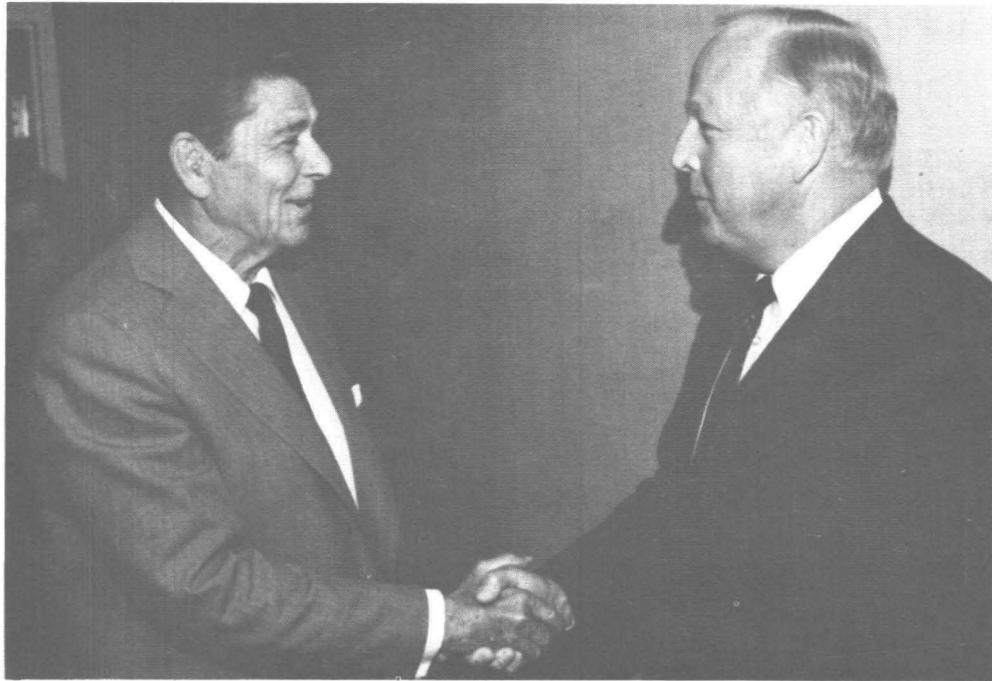
"We choose to concentrate on raising the number of fair-share givers and attracting new contributors," said Fisher. "We'd like to get all employees into the program!"

Efforts at Staley/Decatur a year ago brought in more than \$150,690 from employees, a new campaign high and an improvement over the 1982 drive of more than five percent. Of the 1,058 fair-share contributors, 27 percent went the additional two-tenths of one percent to become fair-share-plus contributors.

Assisting Fisher with the corporate campaign is Dave Pritts, director of personnel, corporate administration. Co-chairmen for hourly participation are Hubert Crum, process operator, 59 building, and Tom Gillum, process supporter, 28 building.

Captains for the salaried campaign are Pat Mohan, corporate counsel, corporate law

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President Ronald Reagan and Don Nordlund greet each other prior to the community forum in Decatur. Panelists, including Nordlund, told the president and audience of the problems confronting the farmer and agribusiness.

Foreign competitors' protectionism hurts U.S. farmer and agribusiness

Despite a seemingly bright, unlimited future, created by advanced technology and genetic engineering, all is not well for the farmer and agribusiness, Don Nordlund, Staley chairman, told President Reagan during his recent visit to Decatur.

Nordlund and several other panelists focused on areas of existing and potential problems in their presentations to the president and an audience of some 600 persons gathered for a community forum with the president at Millikin University on August 20.

Reagan's stop in Decatur was part of his trip to see not only strides the state is making to strengthen and diversify agribusiness but also to gain a better understanding of problems confronting this sector.

Speaking on behalf of agribusiness, Nordlund said, "We are concerned, Mr. President, that U. S. agriculture may not have the economic strength to realize its full potential. This concern centers around the aggressive protectionism being practiced by our foreign competitors.

"I am not referring to policies of third world countries designed to achieve an adequate food supply for their hungry people. Rather, I am talking about practices of developed nations that go beyond protecting their agri-industries to the promotion of their expansion by closing their doors to our products and by subsidizing exports into world markets."

Staley's chairman said, "The impact of this aggressive protectionism on our agricultural sector can be measured today in terms of shrinking share of world markets, burdensome surpluses, closed processing plants and lost jobs."

Nordlund acknowledged that "the obstacles to achieving free trade are many and

Buyer sought for specialty feeds

Staley, which plans to sell its specialty feeds division, is holding talks with several interested parties. The division produces and markets a line of fortified molasses feed blocks for cattle sold nationally under the trade name "Sweetlix."

Production facilities are located at the corn refining complex in Decatur. Some 30 persons are employed in the manufacturing operation.

complex. . . . There are no simple, quick solutions. The problems created by protectionism have been developing for decades. Unfortunately, there are clear signs that they will become more severe unless faced realistically."

The chief executive officer pointed out, "Your administration has taken important steps in that direction by protecting our domestic sweetener industry from the unfair competition of heavily subsidized foreign sugar and by standing firm against the European Community's threats to limit the access of our corn gluten feeds to their markets. It is our hope that you will continue on this course.

"Let me assure you, Mr. President, that we share your desire for a free market, but first we must have a fair market. Neither the farmer nor agribusiness can compete with the treasuries of foreign governments."

Looking to the immediate future, Nordlund said, "In drafting the 1985 farm bill, our lawmakers must not hand over more of

(Continued on Page 2)

Vice president heads chemicals

Gary W. Granzow has joined the company as vice president and general manager of the chemicals from carbohydrates business unit. His background will allow the company to take greater advantage of anticipated future growth in the area of carbohydrate chemicals.



Gary Granzow

Since 1979, Granzow has been vice president of planning and commercial development for the Process Division of Universal Oil Products, Inc., Des Plaines, Illinois. His experience with that corporation, which he joined in 1965, included assignments in research, product development and commercialization and general management. In addition, Granzow spent five years in London, England, primarily negotiating sales of petrochemical projects for UOP in Europe, Africa and the Middle East.

Staley's new vice president was graduated from the University of Illinois in 1963 with a B. S. degree in chemical engineering. Thereafter, he earned a J. D. degree from John Marshall Law School in Chicago.

Granzow is a registered patent attorney and a member of the American Bar Association, the Illinois Bar Association and the American Institute of Chemical Engineers. He is also a member of the Village, Town and Tennis Club of Lake Bluff, Illinois, (a community service and social organization) and in the past sat on the Zoning Board of Appeals in Oak Park and had been very active in boy scouting while his three sons were growing up.

Fall tournaments set for Staley keggers

Employees, retirees and their spouses are invited to participate in two bowling tournaments being held in the Midwest during October and November.

The first event will be the Second Annual Charles Ogden Memorial Singles and Doubles Tournament, October 20 and 21, at the Elston Lanes in Lafayette, Indiana. That facility is located at the intersection of Indiana 25 and 43. For additional information about that event, sponsored by the Lafayette/South plant, contact Fred Hettinger, stores coordinator.

Spouses for the first time are invited to bowl in the 24th Annual "Russ Dash" Singles Tournament slated for November 10 and 11 at the Eldorado Bowl, 1234 West Eldorado Street, Decatur, Illinois. Entry forms for that event will be available early in October, according to Roy Finney, retiree, who is in charge of the tournament.

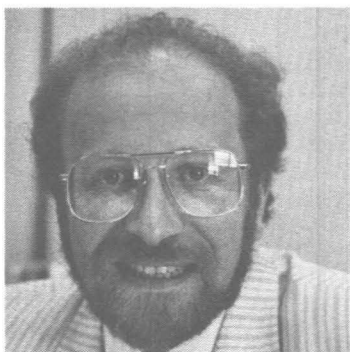


Preparing for the campaign kick off at headquarters are, from left, Hubert Crum, kneeling, Bob Powers, Dave Pritts, Bill Strohl, Dick Fisher and Tom Gillum, who hold down a United Way flag in front of the plant gate.

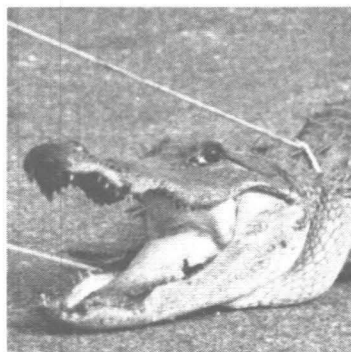
In the News...



Winner/P2



Citizen/P5



Visitor/P6

Indiana plants score high safety marks

Both the Frankfort soybean mill and Sagamore corn refining plant have achieved safety milestones this year. Frankfort passed its three-year mark without a lost-time injury on March 22 and Sagamore tallied up two-years without a disabling injury on July 24.

Continuing their streak through the end of August, the 60 employees at Frankfort had worked approximately 467,000 hours since their last lost-timer.

"They, in fact, lead all the agri-division plants in both years worked and hours accumulated without a lost-time injury," said Bob Moore, senior safety engineer, corporate environmental sciences and safety. "This closely knit group of employees actually reinforces safety at Frankfort by watching out for one another."

In recognition of the three-year mark, the National Safety Council and Travelers Insurance Company each presented the plant with commendations. And the plant awarded each employee a memento -- a smoke alarm for the home.

Their safety mark also prompted a congratulatory letter from Dick Fisher, director of manufacturing, agriproducts, Ken Robinson, division vice president, agriproducts, and Phil St. Clair, group vice president, agriproducts, noting that achievement "represents a substantial effort in and concern for protecting Staley's most valuable asset -- its people. It also reflects attention to goal and to detail that denotes an outstanding plant."

"Our safety achievement can be attributed to the employees who care about working safely," said Garry Saathoff, plant superintendent, Frankfort. "I don't know that we have done anything really special to promote safety, but we keep working at it."

After reaching the three-and-one-half-year mark in September, the employees look forward to four years, which will almost coincide with a half-million hours worked without a lost-timer.

Only a short distance up the road at Lafayette, Sagamore employees recently set production and shipping records and did it safely. They completed two years without a disabling injury at 12:01 a.m., July 24, and by the end of August had worked a total of 822,282 hours since their last lost-time accident.

Combined with their safety performance, the employees there set impressive production marks, starting off with a 30-day grind record in June, which was followed by a 31-day grind record in July. In fact, June's high was surpassed in July by 40,723 bushels. Also for the month of July, they set records for production and shipments of waxy products.

To let employees know the importance of their safety achievement, free rolls and coffee were served on each shift and each employee received a commemorative cap the 24th. Later that day, Rich Voteau, plant manager, and Ron McCoy, director of operations, sweeteners, took the opportunity to present them with the National Safety Council's plaque for their earlier achievement of a half-million hours worked without a lost timer.

In addition, Tom Fischer, executive vice president of the Industrial Products Group, and John Homan, vice president of industrial manufacturing, later visited the facility and not only remarked on that safety achievement but also on their production records and the cleanliness of the plant.

Helping establish this safety record, much credit goes to the plant's safety committee, according to Mike Brattain, sanitation specialist and safety director. He succeeded Joe Lift last spring in the safety position when Lift retired.

The committee is responsible for initiating an annual plant safety program, making systematic plant inspections and observing and reporting unsafe conditions and practices. In addition, they are to report employees' safety suggestions to the committee, make safety recommendations to management and the Executive Safety Committee and pursue the study of safety talks, films and other educational activities



Showing off Sagamore's National Safety Council award are, from left, Rich Voteau, plant manager, Bob Corbin, union president, and Charlie Buhrmester, personnel manager.

in committee meetings. The committee has undertaken an employee home safety program as well, through which a magazine, "Your Health and Fitness," is sent to each home.

Current members of the safety committee include Tom Jaques, senior process engineer, chairman; Dave Klinker, maintenance foreman, Don Pearson, maintenance coordinator, Tom Obermiller, process control monitor, wet mill, Jeri Lawhead, starch modifier, and Jim Clifton, commodity handler.

"Many of the safety activities got a good foothold under Lift's supervision," said Brattain. "Joe is a strong advocate of working safely in a safe environment."

"But despite all of these programs, the obvious factor in keeping the safety record rolling has been the employees' dedication to working each day without an injury. They have made millions of decisions to work safely over these past two years," said Voteau.

"Sagamore demonstrates what can be done with a cooperative effort of a dedicated management-union safety committee," according to Bob Moore. "They are all interested, enthusiastic and do a terrific job on accident investigations and preventing reoccurrences, program review and hazard inspections."

"Sagamore has a well established, formal safety program which they periodically review and strengthen, thus keeping it dynamic. They are an example to all other Staley plants," said Moore.

The next major goal is a million personnel hours worked without a disabling injury. . . expected early in '85.

Decatur retirees to hold annual meeting Oct. 26

The ninth annual meeting of the Staley Retirees Association will be held on October 26 in the Masonic Temple, Decatur. Dining room doors will open at 4:45 p.m. and will be closed at 5:30 p.m.

To allow more time for visiting prior to dinner, retirees are invited to meet in the large lounge off the main lobby any time after 3 p.m.

Some 1,319 invitations were mailed September 22 to retirees and surviving spouses, a number of whom live out of state. Those planning to attend the event must respond by October 12.

If living in the Decatur area, they may call Hoyt Coverstone on 877-6345, Skeeter Moore on 877-6253 or Dorothy Tefft on 877-5734 and make reservations. Those living a distance from Decatur who received reply cards with the invitation should mail those to Dorothy Tefft, secretary-treasurer of the organization.

Planning the annual reunion are the association's officers -- Hoyt Coverstone, president; Clif Reynolds, vice president, and Dorothy Tefft; members of the executive committee -- Hylia Hoyt, Harry Atkins, Frances Noland and Tom Wheatley; plus the advisory committee -- Skeeter Moore, Pauline Cable, Sam Jones and Paul Breyfogle.

Innovative negotiations lead to award

Ronald E. Crowley's innovative railroad contract negotiations involving one of Staley's bulk sweetener distribution facilities have netted him the company's second Extraordinary Achievement Award. Crowley is traffic manager of sweeteners for the Industrial Products Group at Staley headquarters.

"Specifics of Crowley's work cannot be disclosed because of a confidentiality clause in the contract," according to Pat Murphy, general manager, industrial transportation. "However, his achievement is extraordinary and has eliminated specific costs on this particular project that would ordinarily be borne by Staley. His innovative approach will be the standard on future projects of the Staley Company."

Crowley, who has been with Staley three and one-half years, has a variety of transportation experience. Previously, he was assistant manager of transportation economics for the Mead Corporation in Dayton, Ohio, where he was employed 12 years. His first position with Staley was as manager of special projects in industrial transportation.

"Announced last fall, the award program was initiated to recognize an individual's or group's outstanding contribution to business results," said Bob Powers, president.

This program applies to any employee or employees not covered by labor agreement or management bonus. Cash awards range from \$500 to \$5,000, depending on the significance of the accomplishment. Awards greater than \$2,500 are reserved for achievements and personal contributions of the most substantial nature, Powers pointed out.

"The key ingredient for nomination is that contributions must have required unusual creativity, foresight or innovation or an unusually sustained application of abilities or dedication, which we believe Crowley displayed in these successful negotiations. In addition, the achievement must result in substantial improvement in company profit, progress, knowledge or desired business outcomes," said Powers.

Until recent years, rail transportation was heavily regulated and was bound by tariffs. The Staggers' Act of 1980 basically deregulated transportation to the point of allowing railroads and shippers to enter into contracts. . . contracts not dissimilar from those entered into every day in other segments of the business world.

"Deregulation has opened up a whole new world for Staley transportation, totally different from prior practices of complete regulation and disclosure of agreements," said Crowley. "The challenge for Staley since 1980 has been to deregulate, innovate and negotiate."

"Today's transportation manager must be in tune with marketing and sales," he continued. "We are no longer just tariff readers; we are expected to be innovative salesmen as well."

"Staley's business unit concept allows transportation personnel a distinct advantage--being involved in discussions about expansions or new projects in our particular area of concern," said Crowley. "Knowing our business unit's plans well in advance allows us time to research and ex-



Ron Crowley is award winner.

plore a variety of possibilities for moving materials and products to Staley's advantage.

"By the end of this fiscal year, we will have approximately 80 percent of the sweetener shipments moving under contract. These efforts have substantially reduced the cost of transporting raw materials and products, as well as improving Staley's image and service to our plants and customers," the award winner said.

Dividends declared

Directors of the company on July 10 declared a regular quarterly dividend of 20 cents per common share, payable September 4 to shareholders of record August 13. The regular dividend of 94 cents per share was declared on the company's \$3.75 preference stock. It is payable September 20 to shareholders of record September 6.

Policies need backing

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our declining share of world markets to foreign competition. History proves that our domestic farm legislation cannot unilaterally create fair global agricultural policies. We must have the full cooperation of other nations--which has not yet occurred.

"In working toward more equitable world policies," Staley's chairman said, "the United States must first be prepared on a selective basis to use our economic power and comparative advantage to maintain our share of world agricultural trade. Exemplary actions and patience have not worked. We must face up to the world of agriculture as it is, not as we would wish it."

Concluding his remarks, Nordlund said, "Working as a team, the farmer, agribusiness and government can decide on a program of self-defense to be used judiciously and in a responsive manner--but nevertheless to be used, for the hour is late for American agriculture."



Planning the Staley retirees' meeting are, standing, from left, Tom Wheatley, Hoyt Coverstone, Paul Breyfogle, Dorothy Tefft and Hylia Hoyt. Seated, from left, are Skeeter Moore, Frances Noland, Pauline Cable and Clif Reynolds.

Tailgate affair September 22 offers good entertainment

Editor's Note: *Staley Day activities will be moved to 2:30 p.m. at the Round Barn Restaurant because the game between the Fighting Illini and Michigan State has been changed to 7 p.m.*

With game time 1:05 p.m., Staley Day festivities will return to the morning hours on Saturday, September 22, when Staley families will gather at the Round Barn Restaurant in Champaign to prepare for the clash between Illinois and Michigan State.

Due to the popularity of the Fighting Illini, the company received only 2,000 tickets -- 300 less than in recent years. For this reason, employees or retirees with season tickets have been asked to sit in their regular season seats to allow more Staley people to attend the game. Special arrangements will be made for those season ticket holders to attend the pre-game activities by calling Brenda Smith in public relations, Decatur (extension 2135).

Joining the entertainers again this year will be four Honey Bears to whip up enthusiasm of party goers. In addition, there'll be plenty of foot-stomping or toe-tapping live music, an abundance of food and good cheer. . .and, of course, the football game for good measure.

To help make this a Staley party and turn back the crashers, Staley's security staff will be stationed once again at all entrances to the restaurant and tent. To gain entry, party goers must wear their special badges bearing their names and dependent children will be further identified by age on the badge. Employees will be expected to show their Staley photo identification cards, while retirees will need some type of proof that they have worked for this company.

Price the same

One of the better entertainment bargains this fall, Staley Day activities are priced at only \$7.50 a person -- the same as in 1983. That price includes the pre-game party, transportation to and from the stadium and the football game.

Unlike last year when Staley Day participants were able to sleep in, have a leisurely

breakfast and then drive to Champaign, the festivities will roar from 9:30 a.m. until 12:30 p.m. at the Round Barn, 1905 West Springfield.

The local crowd will be joined by the Staley gang from Decatur, Lafayette, Frankfort, Galesburg and possibly Chicago area locations of Vico, the commodity office and Re-Mi; the country elevators; Mexico and Van Buren.

Revelers arriving on Route 72 from the west take the first Champaign exit. At the first traffic signal, they turn right and drive south on Mattis about two blocks to the Round Barn, corner of Mattis and Springfield streets. If arriving from the east on Interstate 74, they take I-57 to I-72 and proceed in the same manner to the party site.

While many will arrive in buses from distant plants, those driving private vehicles will find ample parking. When the restaurant's parking area is filled, use the church's lot across Round Barn Road or the parking facilities for the Farm Bureau/Country Companies building across Mattis Avenue. They are both close and open to Staley Day goers.

Transportation from the restaurant to and from the game will be provided by buses, which may be caught well before game time to avoid the rush. Stadium runs will be made about every 15 minutes beginning at 10:45 a.m. Don't wait for the final bus leaving at 12:30 though. That vehicle will carry the party workers who will be eating their snack about the time the crowd clears out.

Don't miss out

As in past years, the Honey Bears, members of the Chicago Bears' cheering squad, will lead the group in a couple of cheers, after which they will pose for photographs with any of the party goers as long as time permits. Because there's always a long line at the picture area, it's wise to get there early.

Polaroid photographs, priced at \$3 each, will be taken by a professional photographer. Proceeds from the sale of the four-by-five-

inch colored photographs will go to the George Halas Scholarship Fund, established by the Staley Company. Earnings from that fund are used annually for U of I scholarships.

Four live music groups, two of which are veterans of past Staley Days, will keep the beat of the party going inside and out.

Illinois, a country rock group which plays all of the new and recent favorites, will be stationed in the main banquet room.

C.B. Kelton and his wife, Teri, well-known throughout Central Illinois, will be located in the upstairs dining room, playing anything from country-western to the tunes of today. A Nashville recording artist, Kelton plays a combination electric organ and electric piano with background tapes.

Taking up their familiar post in the tent will be the Medicare 7, 8 or 9 Dixieland Jazz Band, featured at all the Staley Day bashes. Another group called Dusty Rose will be stationed in the downstairs lounge. They play country and easy listening music.

Food and beverages will be served at locations in which the bands are playing. The fare includes fried chicken, all the trimmings and a host of beverages. Food and beverages cannot be taken on the buses though. . .so fill up at the party!

Worth noting . . .

Bruce Raak, manager, personnel administration, and Reeder Miller, vice president of corporate transportation, have been elected officers of the Decatur Mental Health Center's board of directors. Raak is first vice president and Miller, treasurer.

Staley's Wednesday night bowling team in Mexico, Missouri, won the "Champion of Champions Tournament." Team members are Larry Karhoff, senior supervisor; Stan Wilson, extraction operator; Jim Owens, boiler operator; Frank Koper, utility man, and John Tiller, utility man.

Financial results well ahead of 3rd quarter in 1983

The company reported net earnings of \$12,319,000 or 43 cents per share on sales of \$584,005,000 for the third quarter ended June 30, 1984.

The totals compared with net earnings of \$1,245,000 or 2 cents per share on sales of \$423,552,000 for the same period last year.

For the nine months, net earnings stood at \$20,906,000 or 71 cents a share compared to \$8,478,000 or 29 cents a share for the prior year. Sales for the nine months totaled \$1,614,760,000 versus \$1,184,208,000 for the same period of fiscal 1983. Net earnings for the nine months a year ago included an extraordinary gain of \$3,736,000 or 16 cents per share resulting from a debt-for-equity swap.

Chairman Donald E. Nordlund said the earnings improvement was largely the result of a more favorable market for the company's corn sweetener products.

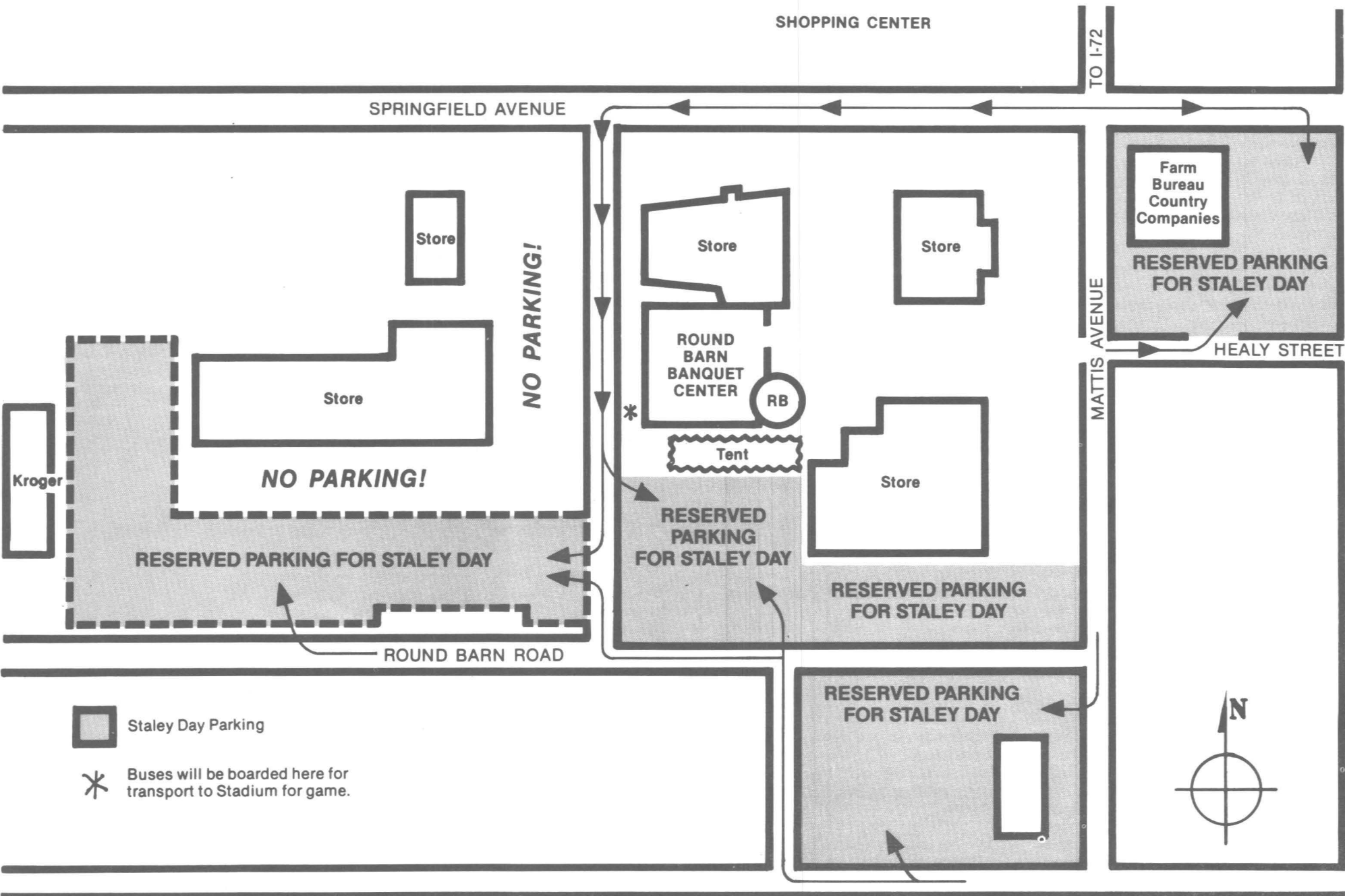
Pricing for high fructose corn syrup was more attractive than a year ago and sales of the product were running well ahead of last year, according to Nordlund. He credited the price improvement to a more balanced supply-and-demand situation and the increased sales to continued growth of high fructose as a sweetener in soft drinks.

The Staley chief executive noted that soybean milling results were improved over a year ago, although still not at a satisfactory level. Better processing margins were due in part to a strong market for soybean oil. The positive oil market also resulted in an excellent performance by the Staley refined oils division.

International operations made a good contribution in the third quarter, Nordlund pointed out.

The fourth quarter is expected to be the company's strongest earnings period of the fiscal year. The chief executive cited a continuation of improved market conditions for corn sweeteners as the principal reason.

Parking abundant for Staley Day goers traveling in private vehicles



United Way increases the capacity of people to care for one another

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and patent division, for 62 building, aviation and employee benefits personnel; Bob McDaniel, group manager of chemicals from carbohydrates research, for research and 59 building employees, and Les Carr, senior industrial engineer, for industrial plant personnel. In addition, Bob Etherton, supervisor of material control, food and specialty products, will serve as captain for food and specialty products plant personnel, and Dick Fiala, manager, agriproducts engineering, for agriproducts plant personnel.

Campaign supported

Commenting on the forthcoming Staley campaigns, Bob Powers, president, said, "The company endeavors to be a community-spirited corporation, deeply interested in its employees, their families and their communities. Staley supports and urges employees to become involved in civic programs, including this all-important combined appeal for health, welfare and character-building services.

"The company has always been proud of its employees who readily have accepted responsibilities of good citizenship. We count on you once again to invest in your communities. . .and in your future," Powers said.

Bill Strohl, union president at Staley/Decatur, reaffirms the union's support of this campaign by saying: "United Way and members of Allied Industrial Workers Local 837 have a long history of working together to improve the quality of life in our community. United Way's network of agencies and programs provides much needed services for our membership as well as the community at large.

"I know that in order for United Way to continue its important work, we must also continue our support," said Strohl. "We take pride in the opportunity and effort to reach out and meet the needs of our co-workers, families, friends and neighbors.

"I am proud to endorse United Way," the union president said. "I urge you to give generously and continue AIW's proud tradition of commitment to and support of this organization's mission -- to increase the organized capacity of people to care for one another. There's something very healthy and important to our country in continuing this special American notion of helping each other through charitable giving. Our efforts help build better communities for us and our families."

Gillum, who is serving his fourth term as co-chairman of the hourly campaign, said, "Eighteen local organizations share in the funds generated by the annual United Way effort to supply Decatur and Macon County's needs that might otherwise go unmet."

Looking at some of those services, Gillum said, "Everyone in the community receives dividends through these agencies. Some provide adult services. . . . Others offer case-work and counseling. . . . Still others specialize in child welfare or assist the community during emergencies. . . . Some hope-giving agencies provide general health and neighborhood services while others deal with rehabilitation. . . . And then there are those that almost everyone has been a part of from childhood on, like scouting, the 'Y' or Boys Club, which provide character building and recreational pursuits.

"Perhaps when you think of United Way agencies you forget that meals-on-wheels for a shut-in or the program which makes sure blood is available for you and your loved ones in times of emergencies are among important services offered through United Way-supported organizations. And they are available to all of us."

His co-worker, Crum, also in his fourth term as co-chairman of the hourly campaign, is not new to United Way agencies. He's the top blood donor in the community and re-emphasizes the importance of helping.

"There are greater opportunities today for us who are employed to become more involved in this campaign. It's a good way of providing help to the people who need it when they need it. The United Way

agencies are committed to improving the quality of life for people.

"One of my favorite programs is the Green Thumb gardening project of the Red Cross, which was initiated in Decatur by Al Dobbins, process operator, 17 building, a number of years ago and has spread to national prominence. I serve on that committee locally and am a resource to the gardeners, who supplement their food supply in this way."

Volunteers make it work

Explaining the accountability of this organization, Pritts said, "United Way is made up primarily of volunteers who work to support a broad range of programs and services in their community. They research and plan for future community needs. They allocate money through a systematic review process conducted by volunteers. They recruit and train volunteers and also provide information and referral services to help put people in touch with the service they need. United Ways are community problem solvers!"

Continuing, Pritts said, "The United Way movement is a flexible system that has responded and adapted to changing social conditions and human needs. It has a commitment to assessing community needs and directing funds where they are needed the most, always balancing the cost with community benefit. The organization sees itself as a resource for the community, not just one part of it. United Way is committed to its mission to increase the organized capacity of people to care for one another."

Looking at its history, Fisher said United Way's roots reach back to the formation of Denver's Charity Organization Society in 1887. But United Way as we know it today evolved in the '20s, '30s and '40s. During those decades, business and labor leaders joined together to conduct a single, efficient, workplace fund-raising drive, thus reducing the number of charitable appeals and answering the employees' and employers' desire for a single campaign.

"Not just any agency can become a member of United Way," Crum pointed out. "Organizations requesting funding must also be tax exempt and demonstrate meeting community needs. Local volunteers decide whether to support these programs and services after reviewing budgets, general management, service delivery costs and other factors. Thus, these volunteers, representing all segments of the community, serve to help solve community problems and meet community needs."

Taking over his train of thought, Gillum said, "This volunteer needs assessment and allocation process makes United Way unique. It ensures accountability and allows for the necessary flexibility to see that new and emerging services and programs have a chance to receive community support. All United Ways have this volunteer process in common, regardless of how much they raise or the number of services they support."

Very efficient organization

Fisher noted that United Way ranks among the most efficient of all charitable organizations because of volunteers. The latest available statistics show that the average administrative and fund-raising cost of United Way is less than 10 percent of available dollars. If each charitable organization supported by United Way were to raise money entirely on its own, fund-raising costs would be significantly higher. In addition, companies, like Staley, which offer payroll deduction for these contributions help keep United Way fund-raising costs low.

"United Way's costs also are minimized because so many volunteers contribute their time and talents. One such instance was an audio-visual presentation prepared for solicitors a year ago at Staley and used throughout the community. Tom Gillum wrote a script which was produced by Bob Pence, now retired, Dave Mjolsness, corporate photographer, and the members of Theatre 7."

To meet new and emerging needs, Crum acknowledged that United Way has changed its funding patterns. "Highest growth



Using United Way gifts are Diana Nichols, chief clerk, refined oil, left, with the clock, and Judy Katt, senior technician, research, putting pictures in the album.

areas," he said, "have been women's crisis centers, child welfare services, vocational services, rehabilitation centers and services to the elderly. United Way supports services for people from all walks of life and all income groups. Services of member agencies, often viewed as 'middle class' or 'traditional,' reach heavily into the inner city and ethnic or lower income neighborhoods."

Continuing, Pritts said, "Historically, government assumed a primary responsibility for the costs of education, health care, public assistance to the poor and aged and some other social services. However, since federal funding decreased sharply in recent years with the redefined federal role in funding many social programs, voluntary organizations are being called upon to help provide services formerly supported by the government alone. That's another reason why United Way campaigns are increasingly important."

The co-chairmen agree that the success of this community appeal lies in the willingness of everyone to support United Way. A few dollars monthly from each of us would give the community a tremendous boost.

As an incentive to give to the 1984 drive, employees at Staley/Decatur and some other Staley locations have an opportunity to receive a photograph album, which will hold 120 pictures in separate compartments, and a digital quartz desk clock, depending on their generosity.

By giving a regular fair share, equivalent to four-tenths of one percent of base pay, an employee will receive one of the albums with the Staley logo imprinted in gold on its back cover. By giving another two-tenths of one percent of base pay or a total of six-tenths, an employee will be given the acrylic clock with the logo imprinted in black beneath the time piece.

Twirler charms judges

Becky Grider's baton twirling routines are earning her plenty of fame in the Southeast. She's claimed three titles in only six months -- quite an accomplishment for any individual but particularly for a seven year old.

The daughter of Ronnie Grider, technician in the feed/extraction area of the Loudon corn refining plant, she began acquiring titles in 1984 with being named "Miss Tennessee Valley Twirling Queen" in Knoxville competition. Then Becky was selected "Miss Dogwood Majorette" among twirlers in an Atlanta, Georgia, contest. Most recently, she won the state title of "Miss Majorette of Tennessee" in the intermediate division at Nashville.

These titles are her rewards for years of training and long hours of practice. Becky has been a student of Kathy Thrower at the East Tennessee Twirling Academy four years.

Joining the leisure life . . .



James Wideman



Beverly Hoots

Effective July 1, 1984

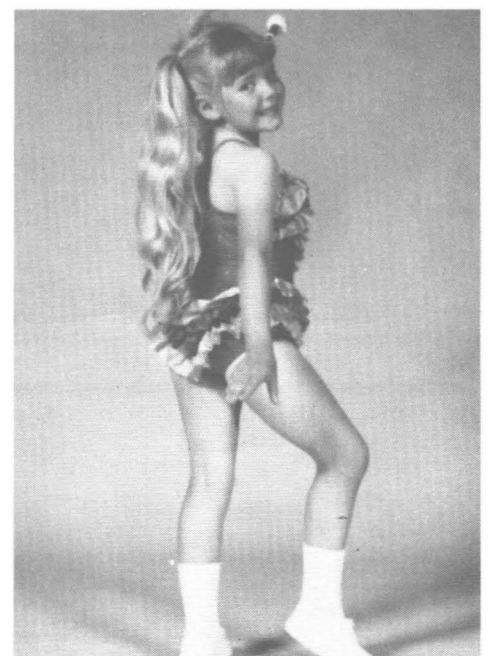
GEORGE SMITH, senior process operator, 16 building, Decatur
JAMES WIDEMAN, director, international process engineering, corporate development/international, Decatur

Effective August 1, 1984

BEVERLY HOOTS, export documentation coordinator, soybean milling, agri-products, Decatur

"Gifts made at Staley/Decatur can be transferred to recognized United Way agencies outside of Macon County. However, this request should be made at the time of the solicitation," said Gillum. "Contributions may be made through payroll deductions or by cash," he added.

"The United Way works the way you want it to work. Not as a handout. . .but as a helping hand. And that's why we think it's a very good investment," agreed the Staley/Decatur co-chairmen--Crum, Fisher, Gillum and Pritts. "If we don't all care about our community, who will?"



Becky practices her baton routine.



Between trips abroad to help licensees, Guy Buchner works at his desk.

Buchner gains citizenship, right to vote

Guy Buchner, Staley's senior international engineer, gained his U.S. citizenship on May 18 at naturalization ceremonies held in Springfield, Illinois.

Commencing at 1 p.m. in a court room, the proceedings took only one hour, but that time was crammed full of activity. Each of the 44 applicants received a recommendation from an immigration officer that he or she be allowed citizenship. Then the judge swore them in. Each pledged to uphold the U. S. Constitution and to bear arms in defense of the country, if ever required to do so. Thereafter, there were a number of speeches made by senators, Daughters of the American Revolution, a representative of the Springfield mayor's office and by U. S. Representative Richard Durbin.

A native of St. Maur Des Fosses, France, Buchner received his B.S. degree in chemical engineering at Ensic, France, and came to the U. S. for additional studies in chemical engineering at the University of Minnesota, a school with a fine reputation in that field, he said. Buchner had completed two years of graduate school and was working on his Ph.D. when he married Jackie, also a native of France, who had already become a U. S. citizen.

The only question he ever had about changing citizenship occurred at the time of marriage when Guy made a decision to work in the U. S. rather than return to Europe with his new family. (Besides Jackie, that family includes Vesna, 19, a senior at Southern Illinois University, Carbondale, and Vania, 15, who is a senior at Stephen Decatur High.) Buchner took a job as a process engineer with The Pillsbury Company in Minneapolis.

"I rapidly found that working in Minnesota was a better life for me and my family. Once I made that decision, I wanted to become a citizen and vote." Explaining, Guy said, "Residents pay as many taxes as citizens and receive the same benefits. The only difference in privileges between a citizen and resident is that as a resident I could not vote."

If married to an American, one must wait three years to apply for citizenship. Guy was actually a resident six years before becoming a citizen. He applied in January of 1982 and was called up for a naturalization interview, which was an oral examination, in Springfield last September.

"We were told in that communication the areas upon which we would be quizzed." For that "interview," Guy read the federal publication for people preparing for naturalization.

His interview had to satisfy several requirements -- that he was a good citizen and upheld the laws of this country. He also had to possess knowledge of U. S. history, the Constitution and the laws. Guy studied a good deal before this interview and found the questions were easily answered.

The immigration inspector, who happened to be a woman, asked him to define the "Bill of Rights" and to name two of those rights. Then she wanted to know what he could do as a U.S. citizen that he could not do as a resident. Buchner replied that "Citizenship would allow him to vote or cancel someone else's vote." The inspector was satisfied.

The official conducting his interview could readily tell that he had studied the appropriate documents. While she was not seeking a detailed or in-depth knowledge of U. S. history or the other documents, she wanted to be certain that a candidate knew his or her basic rights.

"Reading about American society and its laws was very enlightening," said Guy. "It just reinforced my feeling of safety and freedom in living here. I had no qualms about becoming a U. S. citizen and I'm pleased to finally be one."

Guy's journey to Decatur took place in the spring of 1980. After working with Pillsbury two years, he interviewed with Bob Schanefelt, director of food and agri-products, research, for a position in the pilot plant. While talking with him, Dr. Schanefelt suggested Buchner also interview with the international division, which also had an opening. And so it was that he joined Staley's international division in June, 1980.

The first day on the job, Jim Wideman, then director of international process engineering and now retired, presented Guy with his new business cards, which read "Guy Buchner, international engineer". Guy recalls Wideman telling him, "That is what we have decided to call you."

A year ago, Buchner was promoted to senior international engineer. His position with Staley focuses primarily on process engineering. He provides technical assistance for existing licensees or affiliates in Japan, Korea, England, Mexico, Belgium and Argentina. Guy also becomes involved in engineering design work and start ups of new plants or expansions. In fact, he spent the summer working on the Uruguay venture -- a new corn plant that will produce high fructose corn syrup.

Congratulations, Guy!

Staley team steps off \$1,431 for benefit

Captain Rudy Guerrero and his 26-member Staley Walkathon Team from Lafayette/South walked to help the March of Dimes fight birth defects last spring. Aided by generous sponsors, the walkers averaged \$55.06 a person for a total of \$1,431.76 in support of the cause.

Not only did they raise a lot of money but they did it in style, according to the plant newspaper "Fructose Flyer." Decked out in Staley tee-shirts and caps, all completed the 30 kilometers (18 miles), and four of them ran the distance, crossing the finish line first.

The team included Larry Schumpert, Susan Hutson, Roger Swift, Janet Summers, Debra Fording, Harlan Richards, Kim and Christina

Employees asked to lend their support to combined appeals of United Way

Staley employees again have the opportunity to show an interest in and concern for the future of their home towns through gifts to the United Way or the Crusade of Mercy. As long as there are unemployed residents. . .as long as there are shut-ins. . .as long as there are needs for blood. . .as long as there are disasters. . .as long as there are hungry people. . .as long as there's a long list of needs to be fulfilled in the community, United Way campaigns will need everyone's help.

Plans are well under way at Staley locations for these important fund drives.

Co-chairmen of Morrisville's 1983 United Way drive, the most successful ever at that location, team up again for what they hope will be an even better campaign. Leading the drive are Ronnie Saus, maintenance mechanic A, pipe fabrication shop, who is serving his second year, and Bill Brewer, personnel assistant, who returns for his eighth season with the United Way effort. A year ago, employees made gifts of \$13,052 or 17.9 percent more than in 1982. Union participation increased 38.7 percent.

Besides increasing overall gifts, Saus and Brewer hope to get more employees giving in the fair-share or fair-share-plus ranges, in which 64 gifts qualified a year ago. Fair-share pledgers net a Staley quartz digital clock and those making a "plus" contribution will receive another gift. Morrisville's incentives also include a couple of grand prizes.

Losing track of the number of years she has chaired the "appeal" among Vico/Chicago employees, Myrna Alvarado, office manager, once again is gearing up for the campaign, which a year ago gave \$800 to the Crusade of Mercy. Eight of the 17 contributors made fair-share gifts in that drive, she noted. Myrna will use the corporate United Way gifts as incentives and hopes to increase employee participation to 22.

At Champaign, John Zanker, merchandiser, shares the drive leadership with Bob Pothast, plant superintendent. A year ago, the mill's effort increased pledges 12 percent with contributions totaling \$4,647. Some 65 made gifts in the fair-share, fair-share-plus ranges.

Among Gunther Products employees at Galesburg, the fund-raising effort will be led by Don Strohacker, production manager. In 1983, those employees increased gifts 12 percent with pledges of \$1,690.

Chairing the drive among Sagamore's employees at Lafayette are Tim Weaver, process control operator, refinery, and Sue Kassen, manager, production control and distribution, both new to the campaign roles. The drive in 1983 raised \$13,329, which was a 27 percent increase over '82 gifts.

Steve Buchanan, technician in operations, and Mike Leaders, foreman, pilot plant, head up the United Way effort for Des Moines oil refinery, where in 1983 employees contributed \$5,727 or 36 percent more than in 1982. Ninety-seven percent of the personnel at the refinery invested in United Way with 70 percent of them fair-share or fair-share-plus contributors.

In the Des Moines community campaign, Norm Smallwood, superintendent of the oil refinery, has been recruited as a captain to work with the drive at several businesses.

Effort merits award

At Lafayette/South the campaign has Lorraine Mathews, technician, wet mill, Cathy Jenkins, plant office clerk, and David Nichols, maintenance technician, as co-chairmen. Mathews, who was overall chairman a year ago, will serve as the coach, while Nichols is trainee for that leadership position next year. In 1983, the effort at that location merited a United Way Gold Award for raising \$29,046, or 13.9 percent more than the preceding year. Among participants, 141 were fair-share-plus and 63, fair-share contributors.

Sharing campaign activities at Loudon are Larry Thomas, personnel administrator, who headed the drive there a year ago, and Jim Dawson, maintenance technician. Loudon employees in '83 raised \$4,570, which amounted to 17 percent more than their gifts in 1982. Those making fair-share pledges numbered 20 with another six giving in the "plus" category.

Leading the campaign again at Gregg Foods/Garden Grove are Connie Maltby, data processing operator, and Jim Crawford, the accounting manager. Their efforts a year ago brought in \$1,611.

Planning the fund drive at the Des Moines soybean mill are Edna Hernandez, laborer, and Jim Cooper, plant transportation manager, who are both repeating in leadership roles. Their campaign in 1983 sparked employee giving, which totaled \$5,416 or 77 percent more than their contributions in 1982. United Way presented the mill's employees a Silver Award for their results helped along by 70 making fair-share gifts and 50, fair-share-plus donations.

Sharing campaign duties again at the Mexico soybean mill are Nate Phillips, personnel and safety supervisor, and Jim Wrigley, assistant plant controller. Employees became involved in the campaign last year, according to the co-chairmen, who noted that they more than doubled their goal, bringing in \$3,384 for that community's drive. Among the contributors were 35 making fair-share and 23, "plus" donations.

The United Way drive conducted among Gregg Food employees at Portland will be led by Merle Sharp, vice president and general manager. A year ago, those employees' gifts earned them an Award of Appreciation from United Way for increasing contributions by 142 percent to \$2,631.

Ralph Senteney, plant manager, and Doug Pringnitz, merchandiser, lead the effort among employees at Fostoria, where Doug was a campaign solicitor last year. Employees in '83 pledged \$573 in the drive, increasing their gifts four percent over the previous year.

With a goal of 10 percent more than employees gave to the United Way effort at the Frankfort mill in '83, Dick Brandon, plant controller, and Herb Gates, production superintendent, are ready to kick off plant canvassing. The fund drive last year produced \$5,006, an increase of 28 percent over gifts made in 1982 with 35 employees making fair-share gifts and another 20 pledging "plus" contributions.

Chairing the 1984 county United Way drive is Bill Camp, plant manager of the Frankfort mill. He repeats in that leadership position.

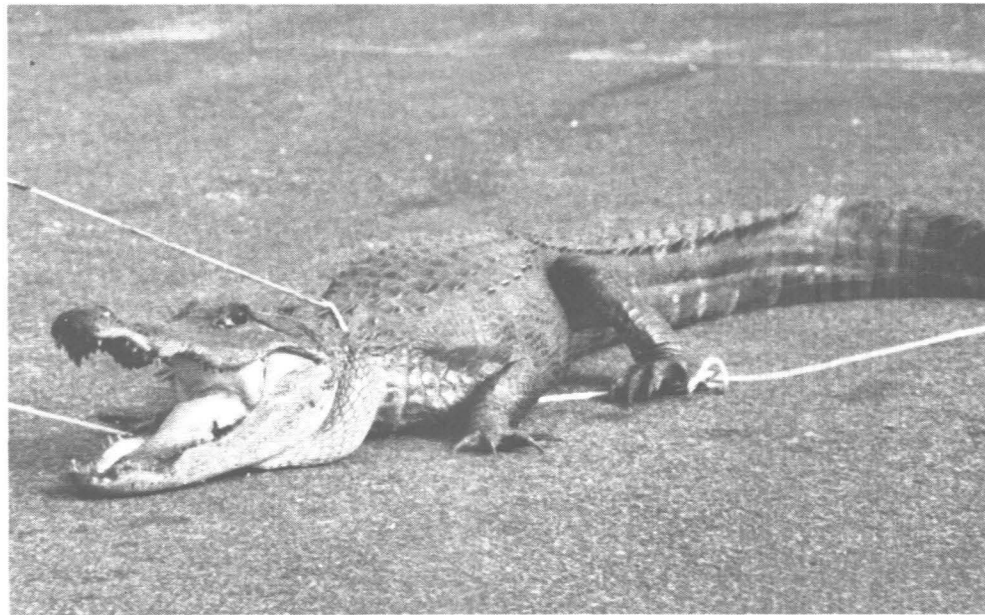
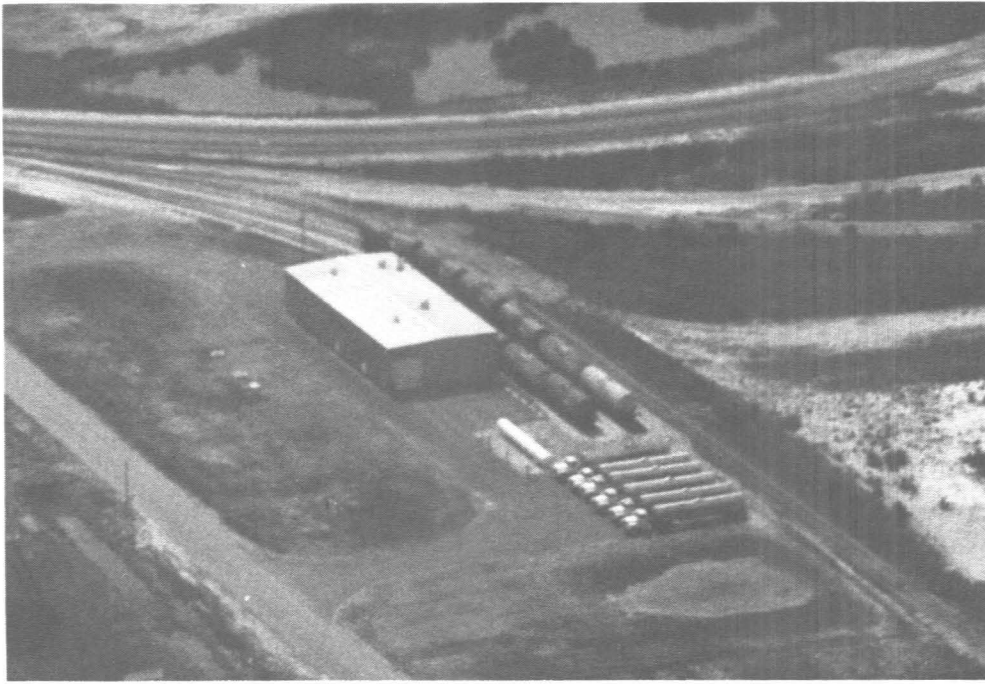
At press time, campaign leaders had not been selected at the Monte Vista facilities but there will be a drive there again this year. Although no formal United Way exists in that community, employees have set up their own program, selecting non-profit agencies to receive contributions, which a year ago totaled \$944.

Regardless of the location, gifts to the United Way or Crusade of Mercy make a big difference in the way communities are able to provide necessary services during the coming year. It's up to everyone to do his or her fair share. . .

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. Cathy Landreth



Layout of the Cocoa bulk station shows trucks under which the alligator took a nap before its removal by an animal control warden.

'Gator raid turns into croc' of a tale

"Do we get 'gator pay? How about hazardous duty pay?"

Those two questions confronted Dick Williams first thing one morning last spring. The manager of warehousing at Staley headquarters was just beginning a very unusual conversation with John Allen, manager of the bulk syrup station in Cocoa, Florida.

Although Williams was aware of alligators in the vicinity, he was just then learning that the bulk station's employees -- Theron Chandler, Richard Davis and Allen -- had a low-slung, four-legged visitor the previous day.

Recounting the experience, Allen said they had been loading trucks and parking them in the lot for their drivers to pick up later. From the guard house of the industry across the street, he received a telephone call about interesting activity around the trucks. The caller cautioned that the drivers should be very careful kicking their tires because a six-foot alligator had crawled under one of the vehicles where it was taking a siesta. It had been there most of the afternoon.

To handle the reptile, Allen called an animal control warden, who arrived on the scene to "tame" or remove the beast from the property.

"These critters are protected by law," said Allen. "At one time that was necessary because they were being killed at a very rapid rate for their skins and meat. Now, there's a healthy population in this area."

In fact, alligators are a frequent sight in their industrial park area. Across the street from the Staley station, little ones, two to three feet in length, swim in a ditch which always contains water, and a stand of water behind the bulk station is referred to as Gator Hole.

"If they become too much of a pest," said Allen, "our only recourse will be to fence us in... or fence them out."

Worth noting . . .

Executive director of the Decatur Day Care Center, Beverly Whitsitt, has received the Outstanding Social Work Award of the Council of Community Services of Decatur and Macon County. The wife of Ken, senior draftsman, engineering services, corporate engineering and purchasing, Decatur, received the award for her work at the day care center, where she has been the director 10 years.

**** *

Rains haven't dampened desire to help

Few youngsters know much about fund raising and aren't keen enough on it to bicycle for hours on a small two-wheeler through pouring rain to earn money for a "cause." Jason Raak is the exception.

A bicyclist only one year, Raak decided at age five to ride in the American Cancer Society's Bike-A-Thon held in Decatur. That was three years ago, and now he has three such events behind him.

Not expecting to make a day of it, father Bruce, who cycled along, didn't try to discourage Jason from his pursuits as rain began falling early that morning. Bruce, manager, personnel administration, figured his son would give out in a mile or so any way, being the youngest participant on a fairly rugged course.

Spurred by a desire to "help raise money for that organization," Jason was determined to keep riding regardless of the wet circumstances. Much to father's surprise, Jason rode three complete circuits of that five-mile course and still wasn't ready to quit, but reluctantly gave in. . . a wet, muddy spectacle. Not eligible for a prize that year because he was so young, Jason nevertheless pedalled far enough to collect \$124 in contributions.

During the second event on a new, improved course, young Raak clocked 24 miles, adding \$324 to the Cancer Society's fund raiser in spite of another downpour. For having the highest contributions in his age category, Jason received a dirt bike.

When pledge sheets were distributed in 1984, Raak was eager. This time, under sunny skies for a change, he rolled up \$590 in contributions going 35 miles and claimed a 10-speed for topping pledges of others in his age group.

Staley was there

Staley/Decatur participants in the Cancer Society's recent Bike-A-Thon in that community brought in \$8,404 and earned some prizes for their efforts. Among the 7-to-12-year-olds, Jason Raak took home a



Jason Raak shows off his newest Bike-A-Thon prize.

bicycle and trophy for the highest contributions (\$590); Mark Benson, son of Jan, direct order pricing clerk, second -- an AM/FM cassette stereo with \$252; and Joey Flies, son of Terry, maintenance clerk, plant wide, and Gary Kajander, coal specialist, purchasing analyst, third -- five record albums with \$249.

In the 19-to-35 category, Jan Benson won first place, netting her a Holiday Inn visit with \$1,468 in contributions. Also in that division, Danny Goebel, staff accountant, took second place -- a Polaroid Camera -- with \$552 and Jackie Warfield, senior inventory clerk, third -- a dinner at a local restaurant with \$504.

In addition, Steve Carnie, son of Bill, director, corporate taxes, won first place for the 13-to-17-year-olds, acquiring a bicycle and trophy with \$1,010 in pledges. In the 36-and-over category, Bill Anderson, director of purchasing, a long-time winner, took first place with contributions of \$2,387, receiving a family portrait setting, and Larry Avery, senior research chemist, was third, claiming a video review membership for his \$526. The Bensons also won a family prize.

Thompson measures self against peers

While Olympic athletes were preparing for their special competition, Maurie Thompson was getting ready to compete in his own track and field endeavors at the White River State Park Games, July 21 and 22, in Indianapolis.

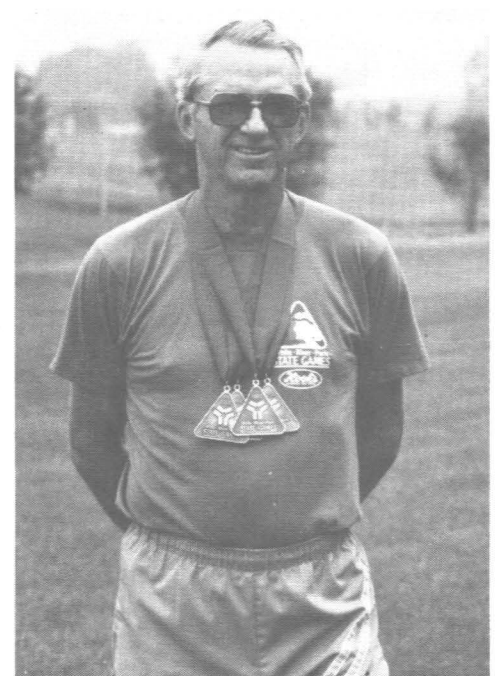
The instrument technician at Lafayette/South won a second-place medal in the pole vault and three thirds in the 100-meter dash, high jump and long jump competition among senior division entries -- men from around Indiana who are 50 and older. Victory in the long jump escaped him by only a half-inch and in the 100-meter dash by a foot, according to a story in the "Fructose Flyer," the employee's newspaper at that location. Competition was extremely tough, he admitted to that reporter.

Thompson's interests in track and field are late blooming. He attended a very small high school in Southern Indiana where they didn't have these sports. Only recently did Maurie discover athletic competition when many his age have turned to less strenuous activities.

"I just wanted to see how I compared with people my own age," he said.

Last spring, Thompson learned about the White River Games and decided to give them a try. He worked out twice a week with the Purdue Track Club and in June won all four events in his age group at regional competition, which qualified him for the Indianapolis affair. Prior to that, Maurie had been a fast walker, covering seven or eight miles an outing. In fact, on the 18-mile hike for the March of Dimes, he finished first among all who walked the distance without jogging any of it.

To date, his best in the pole vault has been nine feet; in the high jump, four feet, eight inches; in the long jump, 16 feet, one-fourth inch and his fastest time in the 100-meter, 13.08 seconds.



Maurie Thompson wears his four latest track medals earned in senior competition.

Not totally satisfied with his performance, Thompson is trying to perfect a few of his techniques. For instance, he is trying to learn "this backward business" in the high jump.

Getting in shape to perform this type of exercise is always strenuous, but when you're over 50 and just beginning, it takes a lot of fortitude. According to Staley's newest track star, "I didn't know a body could get this sore!"

Worth noting . . .

Dennis Gentry, losses supervisor, utility section, industrial manufacturing, Decatur, has completed the requirements to become certified as an industrial wastewater treatment plant operator as well as a water treatment plant operator. Both certificates are awarded by the State of Illinois Environmental Protection Agency and require course work and an examination.

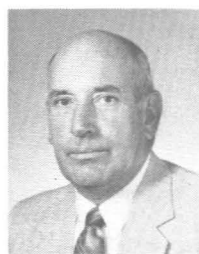
143 employees celebrate 2,510 years of service over July and August



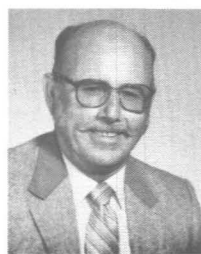
Alice Towne



Joseph Adams



George Bray



Marcus Clark



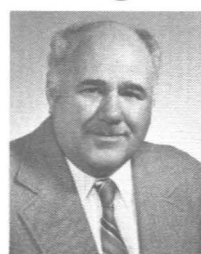
Cecil Davis



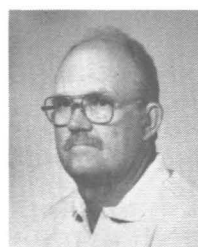
Dewey Gosnell



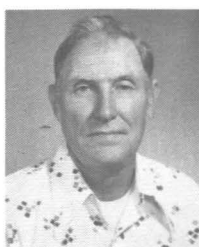
Floyd Horn



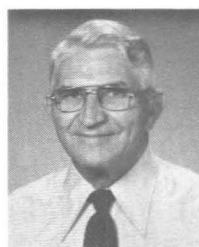
Wilbur Morrison



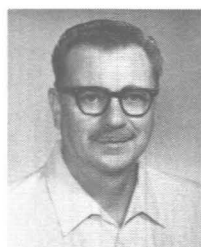
Robert Poe



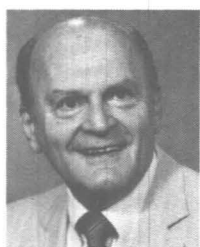
Robert Quick



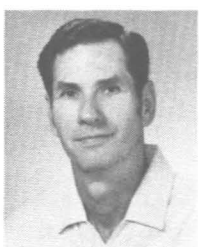
Norman Rodgers



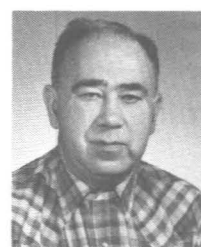
Paul Short



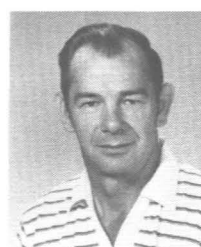
John Bolas



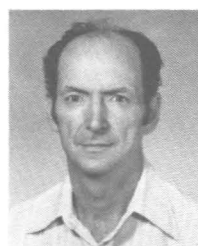
Thomas Radley



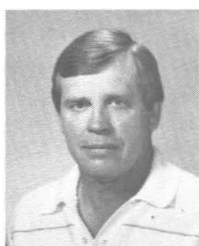
Robert Sinnard



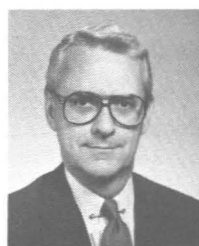
Roy Book



Ronald Kitchens



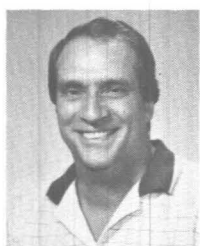
Edward Lacy



Leland Miller Jr.



Gilbert Spray



Michael Watson

40 Years

ALICE TOWNE, secretary, commodities, industrial products, Decatur

35 Years

JOSEPH ADAMS, supervisor, oil and feed loading, corn milling, manufacturing, industrial products, Decatur
 ARCHIE BEALS JR., senior mechanic, 2 building, Decatur
 RICHARD BLAYLOCK, maintenance supervisor, corn milling, manufacturing, industrial products, Decatur
 JOHN BOYER, senior process operator, 20 building, Decatur
 GEORGE BRAY, process operator, 77 building, Decatur
 MARCUS CLARK, senior process operator, 77 building, Decatur
 GEORGE COLLINS, process supporter, 34 building, Decatur
 CECIL DAVIS, senior mechanic, electric shop, 77 building, Decatur
 FOUNTAIN DIXON, senior mechanic, electric shop, 77 building, Decatur
 THOMAS DUNCAN, supervisor, starch modification, dry starch, manufacturing, industrial products, Decatur
 GEORGE FINCH JR., maintenance superintendent, utilities, manufacturing, industrial products, Decatur
 DEWEY GOSNELL, superintendent, power plant, utilities, manufacturing, industrial products, Decatur
 FLOYD HORN, senior mechanic, brick masons, 77 building, Decatur
 WAYNE HOUSER, senior process operator, 77 building, Decatur
 WAYMOND LEDBETTER, supervisor, refining, syrup and dextrose, manufacturing, industrial products, Decatur
 ROBERT METZGER, service operator, 77 building, Decatur
 WILBUR MORRISON, supervisor of steam, utilities, manufacturing, industrial products, Decatur
 ROBERT POE, process operator, 118 building, Decatur
 ROBERT QUICK, senior mechanic, machine shop, 77 building, Decatur
 NORMAN RODGERS, service supporter, 77 building, Decatur
 PAUL SHORT, process operator, 6 building, Decatur
 WILLIAM SLOAN, senior process operator, 77 building, Decatur
 WOODROW SMITH, night maintenance coordinator, manufacturing, industrial products, Decatur
 DELBERT STOUT, supervisor, process, dry starch, manufacturing, industrial products, Decatur
 BOBBY WALKER, senior mechanic, electric shop, 77 building, Decatur
 IVAN YORK, service operator, 52 building, Decatur

30 Years

JOHN BARBER JR., senior process operator, 77 building, Decatur
 JOHN BOLAS, national account executive, sweetener business unit, industrial products, Ohio

DAVID GULLETTE, administrator, export sales, soybean milling, agriproducts, Decatur
 THOMAS RADLEY, senior mechanic, pipe shop, 77 building, Decatur
 ROBERT SINNARD, process supporter, 6 building, Decatur
 JOHN TUSCHHOFF, group manager, food and agriproducts research and development, corporate research, Decatur

25 Years

DUANE BENEDICT, senior mechanic, round house, 77 building, Decatur
 ROY BOOK, senior mechanic, electric shop, 77 building, Decatur
 JESS BRADFORD, process operator, 118 building, Decatur
 GERALD COCHRAN, process operator, 5 building, Decatur
 RONALD KITCHENS, process operator, 44 building, Decatur
 EDWARD LACY, senior mechanic, instrument and control shop, 77 building, Decatur
 CHARLES MARLATT, utility laborer, 99 building, Decatur
 NORMAN MATHIAS, senior process operator, 16 building, Decatur
 LELAND MILLER JR., vice president and treasurer, financial, corporate finance, Decatur
 LEWIS RINEBOLD, director of aviation, corporate aviation, Decatur
 LARRY SHEAY, process operator, 20 building, Decatur
 GILBERT SPRAY, extraction operator, soybean milling, agriproducts, Frankfort
 MICHAEL WATSON, senior mechanic, machine shop, 77 building, Decatur
 ANTHONY YONKER, senior mechanic, electric shop, 77 building, Decatur

20 Years

CHARLES ANDREWS, process operator, 80 building, Decatur
 DAVID BEALS, utility clerk, soybean milling, agriproducts, Frankfort
 JACK DILLMAN, group commodity accountant, control, agriproducts, Decatur
 JAMES FRANKLIN, production supervisor, protein, food and specialty products, Decatur
 CARL GREGORY, process supporter, 17 building, Decatur
 IRENE LEISCHNER, secretary to the vice president, corporate research and development, Decatur
 CHARLES MCNUTT, A maintenance laborer, soybean milling, agriproducts, Champaign
 JAMES MOLLOHAN, process supporter, 5 building, Decatur
 JOHN RICE, senior mechanic, machine shop, 77 building, Decatur
 GLEN SHELTON, manager, organizational development, industrial relations, corporate administration, Decatur
 STANLEY WINSLOW, lead boiler operator, manufacturing, industrial products, Houlton

15 years

NORMA BECKHAM, peripheral equipment operator, corporate information systems, corporate finance, Decatur

GARY BRITTON, senior draftsman, engineering services, corporate engineering and purchasing, Decatur
 ALDIN CURRY, production supervisor, food extraction, protein, food and specialty products, Decatur
 JOHN DEMPSEY, territory manager, sweeteners, sweetener business unit, industrial products, Kansas City
 JOHN FREEMAN, utility laborer, 52 building, Decatur
 CLIFTON HARPER, maintenance laborer, soybean milling, agriproducts, Frankfort
 TERRY HALE, power systems operator, 2 building, Decatur
 SUE KASSEN, manager, production control and distribution, manufacturing, industrial products, Sagamore
 JOHN KIDD, senior mechanic, pipe shop, 77 building, Decatur
 TOMMY KIER, process supporter, 99 building, Decatur
 GARLING MUMFORD, A operator, Vico Products, food and specialty products, Chicago
 PAUL NIEHAUS, plant manager, soybean milling, agriproducts, Des Moines
 THOMAS OBERMILLER, process control monitor, wet milling, manufacturing, industrial products, Sagamore
 WILLIAM ROHLER, laborer, manufacturing, industrial products, Sagamore
 TERRY SHAW, mechanical engineering supervisor, engineering specialties/general facilities, corporate engineering and purchasing, Decatur
 LOUISE SMITH, secretary, group controller, control, agriproducts, Decatur
 EARL SPEAK, commodity handler, manufacturing, industrial products, Sagamore
 DAVID STROCHER, process supporter, 16 building, Decatur
 KENNETH TATUM, utility laborer, 20 building, Decatur
 STEVEN TYLER, principal process engineer, process engineering, corporate engineering and purchasing, Decatur
 RONALD YOUNG, supervisor, feed drying, corn milling, manufacturing, industrial products, Decatur

10 Years

RANNIE BATES, senior mechanic, round house, 77 building, Decatur
 WALTER BECK, process operator, 9 building, Decatur
 HUGH BROWN, maintenance mechanic A, manufacturing, industrial products, Morrisville
 TERRY CARTER, process supporter, 59 building, Decatur
 JOHN CICHOCKI, expeller and flaking operator, preparation, manufacturing, industrial products, Morrisville
 RICHARD DHERMY, senior process operator, 1 building, Decatur
 BRUCE DRAKE, process supporter, 1 building, Decatur
 CONRAD EISENACH, foreman, mayonnaise, Gregg Foods, food and specialty products, Portland
 CRAIG EVERMAN, laborer, soybean milling, agriproducts, Champaign
 ROBERT GARREN, process operator, 9 building, Decatur

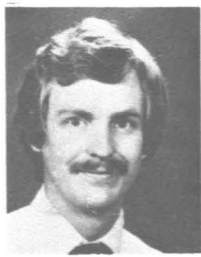
ROGER GERMAN, process operator, 60 building, Decatur
 TIMOTHY GILLESPIE, process supporter, 20 building, Decatur
 KENNETH HALL, process operator, 28 building, Decatur
 LARRY HAWTHORNE, buyer, manufacturing supplies, purchasing, corporate engineering and purchasing, Decatur
 RICHARD HELBLING, reactor operator, manufacturing, industrial products, Morrisville
 PATRICK HORAN, dryer lead operator, manufacturing, industrial products, Morrisville
 STEVEN JOHANSON, shipping clerk, Gregg Foods, food and specialty products, Portland
 MICHAEL JUDGE, roving operator A, manufacturing, industrial products, Morrisville
 ROBERT KUCHINSKI, roving operator A, manufacturing, industrial products, Morrisville
 ROBERT LIVINGSTON, service cleaner, manufacturing, industrial products, Morrisville
 MICHAEL LOWE, process supporter, 34 building, Decatur
 DALE MARKS, senior production supervisor, soybean milling, agriproducts, Des Moines
 FRANK NOVATKOSKI, maintenance mechanic A, manufacturing, industrial products, Morrisville
 BRYAN O'TOOLE, warehouse packaging palletizer, manufacturing, industrial products, Morrisville
 GERALD PARKS, senior supervisor, refining, syrup and dextrose, manufacturing, industrial products, Decatur
 DAVID PENNY, process supporter, 75 building, Decatur
 JAMES PURDUE, senior research chemist, food and agriproducts, research and development, Decatur
 LARRY RIGG, process supporter, 47 building, Decatur
 STEVEN SCHAAAL, utility laborer, 118 building, Decatur
 GLEN SMITH JR., process operator, 111 building, Decatur
 MICHAEL STARK, process operator, 28 building, Decatur
 DALE STEPHENS, truck driver B, starch business unit, industrial products, Murtaugh
 JUDITH STEWARDSON, data input operator, corporate information systems, corporate finance, Decatur
 BRUCE TUCKER, dryer operator, Gunther Products, food and specialty products, Galesburg
 JOSEPH TULIBACK JR., wet milling supervisor, manufacturing, industrial products, Morrisville
 JAMES WALDRON, boiler mechanic, maintenance, manufacturing, industrial products, Morrisville
 SUSAN WOODARD, stores dispatcher, maintenance, manufacturing, industrial products, Decatur
 DAVID YOKLEY, senior process operator, 5 building, Decatur

5 Years

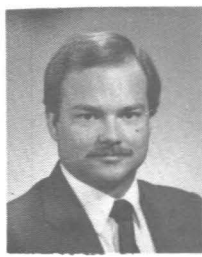
THOMAS AURAND, laboratory manager, food and agriproducts research and development, corporate research, Decatur
 MICHAEL BAY, computer operator, corporate information systems, corporate finance, Decatur
 TERRY BEASEY, utilities, maintenance technician, manufacturing, industrial products, Lafayette/South
 REBECCA BENTON, elevator operator, soybean milling, agriproducts, Des Moines

(Continued on Page 8)

29 promoted around the company



Michael Livergood



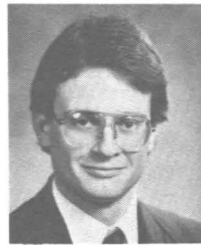
Daniel Walker



Thomas Wagner



Jane Barnett



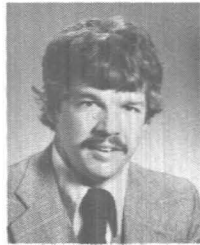
John Zanker



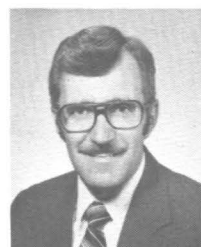
Robert Geri



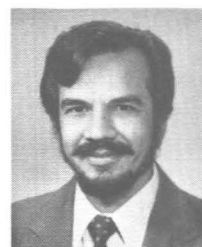
Janet Cushing



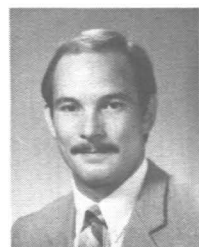
Art Hemmerlein



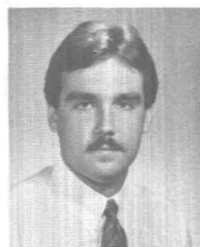
Doug Hope



Ashwin Madia



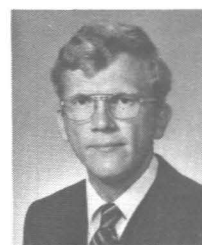
Brian Mosley



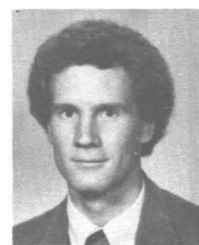
Brian Tompoles



Robert Magruder



Roger Sinram



Gary Towne



Anna Weaver

AGRIPRODUCTS

JOHN GUYMON, from production supervisor, to staff process engineer, refined oil, Des Moines
WILLIAM HAUSMANN, from process engineer, to production superintendent, refined oil, Des Moines
MICHAEL LIVERGOOD, from merchandiser, to merchandiser III, soybean milling, Mexico
KEVIN MONDAY, from extraction operator, to production supervisor, soybean milling, Fostoria
DANIEL WALKER, from accounting analyst, to accounting manager, control, Decatur
JOHN ZANKER, from merchandiser I, to merchandiser II, soybean milling, Champaign

CORPORATE

ROBERT GERI, from captain/training director, to captain, chief pilot, aviation, Decatur
DOUG HOPE, from project manager, to senior project engineer, project engineering, engineering and purchasing, Decatur
RICHARD HOYT, from senior field engineer, to construction superintendent, engineering and purchasing, Loudon
CYNTHIA JORDAN, from senior technician, advanced research, to associate chemist, polymerizable products department, engineering and purchasing, Decatur
ASHWIN MADIA, from senior laboratory manager, to senior research scientist, advanced research, research and development, Decatur
ROBERT MAGRUDER, from director, project management, to director, corporate project engineering, engineering and purchasing, Decatur
PEGGY MCNEELY, from office messenger, office services, to clerk-typist, medical and environmental affairs, finance, Decatur
TIMOTHY NEWTON, from senior draftsman, to designer, engineering services, engineering and purchasing, Decatur
WAYNE RUSSELL, from field engineer II, to field engineer III, engineering and purchasing, Decatur
ROGER SINRAM, from technician, oil refinery, Des Moines, to chemist, food and agriproducts research, research and development, Decatur
THOMAS WAGNER, from captain, all crafts, to captain/operations manager, aviation, Decatur

INDUSTRIAL

JANE BARNETT, from microbiology technician, to assistant microbiologist, technical quality assurance, manufacturing, Decatur
JANET CUSHING, from supervisor, inventory and customer service, to

supervisor, order processing, starch, administration, Decatur
THOMAS EGGERS, from territory manager, sweeteners, to territory manager, sweeteners, sweetener business unit, Florida
ART HEMMERLEIN, from project engineer, to senior project engineer, manufacturing, Decatur
ARNOLD HERZING, from principal project engineer, to manager, project engineering, manufacturing, Decatur
DAWN MOWEN, from visual information processing clerk, to customer information/entry coordinator, administration, Decatur
BRIAN MOSLEY, from staff project engineer, engineering services, to associate project engineer, manufacturing, Decatur
WILLIAM PALARDY, from chemical engineer, to senior process engineer, manufacturing, Morrisville
ELMER PATTON, from supervisor, oil and feed loading, corn milling, to night maintenance coordinator, Decatur
BRIAN TOMPOLES, from merchandiser I, to merchandiser II, export corn coordinator, commodities, Decatur
GARY TOWNE, from management accountant, control, to sales specialist, ethanol business unit, Decatur
ANNA WEAVER, from supervisor, sweetener order processing, to assistant manager, order processing, systems, administration, Decatur

Fun for all

Amidst the trees and hills in the San Juan Mountain Range about 15 miles southwest of Monte Vista, Staley employees and their families from Monte Vista and Rio Grande facilities gathered for a Staley picnic on July 21. In the area at that time, Steve Tyler, former plant manager at Monte Vista and now principal process engineer in Decatur, turned up with his family for the event.

Besides games of volleyball, football, horseshoes, and jarts, some adventuresome souls hiked the "hills." High point of the afternoon was a drawing for gifts donated by local merchants. Every employee took a gift home.

Organizers for the picnic, featuring a barbecued steak and hamburger dinner, were Sofie Medina, operator; Ed Trujillo, operator; Bennie Atencio, operator; Rufino Garcia, assistant production coordinator, and Ray Ruiz, roll operator, who provided an entertaining day for the Monte Vista gang.

Worth noting . . .

Jim Hale has recently completed the course and passed tests for Wastewater Treatment Operator III from the State of Arkansas. He is the quality control technician at Van Buren.

Five-year service recognized

(Continued from Page 7)

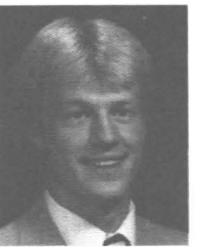
KAREN BLUM, technician, laboratory, manufacturing, industrial products, Lafayette/South
DEAN CARRE, laborer, soybean milling, agriproducts, Des Moines
JEFF DAVIS, meal room operator, soybean milling, agriproducts, Des Moines
LINDA DORMAN, institutional sales, Gregg Foods, food and specialty products, Portland
DUANE DOTSON, wet milling technician, manufacturing, industrial products, Lafayette/South
RANDY DOTSON, senior technician, food and agriproducts research and development, corporate research, Decatur
JOHN DOXSIE, marketing manager, corn syrup and dextrose, sweetener business unit, industrial products, Decatur
DANIEL FLYNN, maintenance mechanic A, manufacturing, industrial products, Morrisville
STEVEN GARRELS, production supervisor, soybean milling, agriproducts, Des Moines
ALDEN HAYES, extraction operator, soybean milling, agriproducts, Des Moines
PATRICK MOHAN, corporate counsel, corporate law/patent, Decatur
VIVIAN NEAL, accounts receivable clerk, corporate credit, corporate finance, Decatur
JOHN PIKULIN, plant manager, Gregg Foods, food and specialty products, Garden Grove
MARGARET POLILLO, staff nurse, medical and environmental affairs, corporate finance, Decatur
RICHARD POYNER, extraction operator, soybean milling, agriproducts, Champaign
NAWAF RUSTOM, line operator, Gregg Foods, food and specialty products, Garden Grove
LINDA SALAZAR, foreman, Gregg Foods, food and specialty products, Garden Grove
RONALD SAUS, maintenance mechanic A, manufacturing, industrial products, Morrisville
JUDY SHARP, payroll clerk, financial, corporate finance, Decatur
DENNIS TAYLOR, maintenance electrical technician, manufacturing, industrial products, Lafayette/South
LOUIS WADE, production supervisor, soybean milling, agriproducts, Des Moines
LARRY WIAND, laborer, soybean milling, agriproducts, Des Moines
CATHERINE WORKMAN, clerk-typist, manufacturing services, industrial products, Decatur



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

Address Correction Requested

Tops across board



Mike Collier

Scholarship, sports and class leadership played an important role in the high school years of Mike Collier, a 1984 graduate of Blue Mound High. He's studying computer science at Blackburn College in Carlinville this fall.

Mike's high school career earned him a \$500 leadership award from Blackburn and the Lydia Heidelbaugh Trust, presented each year to a Blue Mound senior.

During high school, the son of Delmar, process supporter, 99 building, Staley/Decatur, was a member of the National Honor Society both junior and senior years; a member of the American Field Service Club as a junior and senior, serving as president his last year; and class president both junior and senior years.

In sports, Mike earned four varsity letters in cross country, track and basketball, the latter being the sport in which he received many additional honors.

Collier served as captain of the basketball team his last two years, was named Most Valuable Player his sophomore year, and received the Hustler and Best Defensive awards his senior year. He also earned the Robert Uhl Freethrow Award as a sophomore and junior. Tallying up 1,386 points throughout his high school basketball career, he was third in the school's scoring history.

In tournament play, Mike was named WSOY's Most Valuable Player in the Macon County Tournament his senior year and named to the All-Meridian Conference second team his junior year and first team as a senior. Collier also made the Macon County All-Star Team his senior year.

Filling in the hours not consumed by school activities and studies, Mike has been a "Herald & Review" newspaper carrier the past five years.

Worth noting . . .

The Staley sponsored T-ball team in the Khoury League at Mexico, managed by supervisor Dewey Qualls, went undefeated, and won first place. Playing on the team is Dewey's son, Shawn.

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