

StaleyNews

Volume XXVII/No. 5

Decatur, Illinois/Aug.-Sept., 1985

New business for Decatur plant, "the carrot" for achieving the impossible

From conception to completion, Staley's new corn bran plant, 134 building in Decatur, was built in only 71 days. Why the hurry? Business -- new business!

Staley's refined corn bran production facility in Champaign, which has been leased since the sale of that plant in January, 1985, was running near capacity. That enviable position turned into a dilemma as well as an opportunity for the starch business group when a major cereal manufacturer told Staley it needed large quantities of premium dietary fiber.

"There was no way we could sell them all of the bran they wanted from the Champaign operation. Only 30 percent of their requirements could be promised," said Tracy Glancy, marketing manager, starch business group, who along with Bob Schanefelt, director, food/industrial research and development, and Larry Cunningham, vice president, starch business group, heard the cereal maker's proposal for a large block of new business. The manufacturer was ready to sign a contract, if Staley could guarantee enough bran.

"Excited about the business prospect, we pursued the challenge," Glancy noted, "to build a plant fast enough to meet their August deadline."

A meeting was scheduled with Bob Mustell, director, starch manufacturing, who agreed that every attempt should be made to acquire the business. Because of the capital investment required, board of directors' approval was necessary.

"We had 10 days to prepare an Authorization for Expenditure (AFE) for the board.... Our engineers had to write a process description, estimates on equipment, structure and auxiliaries to approximate the project's cost with an accuracy of plus or minus 10 percent," said Mustell.

Anticipating the need for a future expansion, some preliminary figures were available. No site had been selected, but Decatur, Lafayette and Loudon were the obvious sites under consideration.

"Moving the project forward, we received swift approval from Staley management and the board," Mustell said.

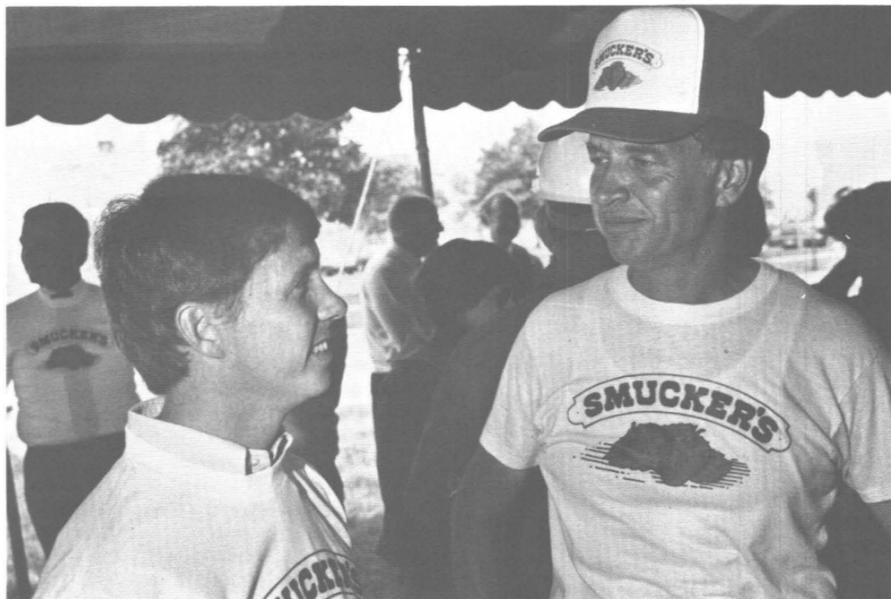
For years the company has invested in training programs aimed at team building. The investment paid off with the new corn bran facility.

"We needed a dedicated group to accomplish our goals," Roger Lester, project manager, noted. "This could not be a two-year venture. Weekends and nights would be required to complete the project on schedule."

Ron McCoy, Decatur plant manager, Ben Cochran, director, construction management, Lester and Mustell decided on the various personnel required for the job. Cochran and Lester put together a team of engineers and purchasing representatives with the support of Warren Trask, group vice president, technical operations.

"We used a modified team approach," according to Lester, the team's leader. "Players included Darcy Ehmann, senior project engineer, and Bill Schwesig, a retiree who served as project engineer; Bert Dirschell, principal structural engineer; Virgil Will, manager, control engineering; Steve Tyler, principal process engineer; Ron Noyes, senior field engineer; Dean Williamson, draftsman, and Steve Jordan, draftsman, designers; Warren Melville, principal process engineer, the Decatur plant's representative; Dana Bennett, operations representative; Dennis Dowell, buyer, construction, and Sheri DeBose, buyer, fabrication, corporate purchasing representatives; and Chuck Sherrill, an

(Continued on Page 4)



Tim Smucker, J. M. Smucker Company president, talks during Smucker's Day with Wayne Martin, vice president, sweeteners. A story follows on page two.



Behind Dave Pritts, at bat for and chairman of the United Way drive at Staley/Decatur, is Tom Gillum, catcher, the co-chairman of hourly employees' participation. Awaiting turns at bat, from left, are Gene Sharp, president of Local 837; Bob Powers, Staley president; Hubert Crum, hourly co-chairman; and Lou Jacobs, assistant campaign chairman.

Contributions to United Way drives make better life possible: "Thanks to you it works . . . for all of us"

When people are sick or lonely, need help in solving a personal or family problem, or want to enrich their lives with new skills or experiences, whom can they turn to?

Finding help for a problem can be frustrating. People often do without assistance simply because they do not know what is available or where to turn.

However, in many communities across the country, the United Way provides a link between the people with questions or problems and the social services designed to meet their needs.

"We want to make sure that link remains strong," said Dave Pritts, director, corporate personnel, human resources. He is the fund-raising chairman for the 1985 United Way campaign at Staley/Decatur.

"United Way supports the greatest variety of human services for people from all walks of life and all income groups," according to Pritts. "Each year, millions are aided by United Way-funded programs.

"People helping people has been an American tradition since this country was settled," the campaign chairman said. "It's the American way of working together to improve the quality of life in our community. Although we generally hear about United Way at fund-raising time, this organization works for us 365 days a year," Pritts acknowledged.

Commenting on the forthcoming Staley campaigns, Bob Powers, company president, said, "Staley has supported the United Way in all locations at which it has facilities because the company is a public-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.

Continuing, Powers pointed out, "United Way agencies are proven performers. By contributing to this fund drive, we are getting the best buy for our dollars.

"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 added.

While the Decatur community campaign rolled on October 3, the company's drive in that location begins October 7 and runs throughout the entire month.

Among those concerned with the Decatur and Macon County community effort this year to raise nearly \$2 million is Larry Cunningham, vice president and general manager, starch business group, who is chairman of the industrial division. Associated with the United Way for five years, Cunningham was the associate chairman of that division last year. He headed the Staley campaign in 1981. Bill Strohl, laborer, and field representative for the Allied Industrial Workers of America, has accepted the position of associate chairman for the labor participation committee. In addition, Dave Gullette, administrative specialist, corporate information systems, is working as a loaned executive prior to and during the campaign, ensuring that company and business drives get off to a good start by having all of the materials and support required to make them successful.

Although no dollar goals have been set for the Staley/Decatur fund-raising efforts, those spearheading the drive hope to increase the proportion of employees who support the campaign as well as increase the proportion of fair-share and fair-share-plus contributors.

Decatur personnel named

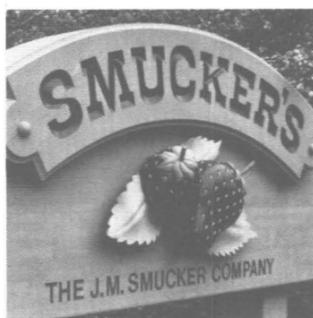
"We'll be looking for more fair-share givers as well as new contributors," said Lou Jacobs, director, corporate engineering, assistant chairman for the Staley/Decatur campaign. Co-chairmen for hourly employees' participation are Hubert Crum, process operator, 59 building, and Tom Gillum, process supporter, 28 building.

Captains for the salaried campaign are John Clifford, director, public relations, for 62 building, aviation and employee benefits personnel; Bob McDaniel, senior research scientist, for research and 59 building employees, and Les Carr, senior industrial engineer, for industrial plant salaried personnel. In addition, Bob Etherton, supervisor, material control, food and specialty products, will serve as captain for food and specialty products personnel; and Mike Pulliam, plant superintendent, oil refinery, for agriproducts refined oil plant personnel.

Gene Sharp, union president at Staley/Decatur, reaffirms the union's support of the 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

(Continued on Page 5)

In the News...



Customer/P2



Celebrant/P3



Participant/P7

Quality, values basis of Smucker's growth: Employees sample premium toppings

"With a name like Smucker's, it has to be good."

More than 4,000 employees at Staley's sweetener plants in Decatur, Lafayette, Loudon and Morrisville can attest to the appropriateness of the J. M. Smucker Company's slogan. In early August, they had the opportunity to taste Smucker's premium dessert toppings served in ice cream sundaes. Gift packages of Smucker's products were also provided for Staley family members to enjoy.

These celebrations commemorated a 33-year relationship between Staley and Smucker's. Staley's "Neto 7350" corn syrup, "Isosweet 100" and "Isosweet 180" high fructose corn syrups are the only major ingredients the Smucker Company buys exclusively from one supplier.

"Staley is our sole supplier (of corn sweeteners) because the company has done an excellent job of providing us with quality, service and technical assistance," said Tim Smucker, president and chief operating officer of the nation's leading manufacturer of jams, jellies, preserves and dessert toppings.

Smucker was only one of the featured guests at "Smucker's Day" in Decatur, August 9. Other dignitaries from Smucker's included J. D. Milliken, vice president; Gary Rasor, corporate purchasing manager; and John Negrelli, corporate buyer, ingredients. Accompanying them were Bruce Chaney and Jim Chaney, from Bruce Chaney & Company, brokers of Staley's sweeteners. Together, they assisted Decatur personnel with serving sundaes and meeting employees.

Legendary beginning

Some time after Jonathan Chapman (Johnny Applesseed) established his orchards in Ohio, Jerome M. Smucker, in 1897, opened a small apple cider mill for his family and nearby farmers in the community of Orrville, Ohio. As the popularity of his cider grew, Mr. Smucker added facilities to cook apples with cider to make an apple butter from the recipe his grandfather, David Smucker, had brought with him from the Pennsylvania Dutch country.

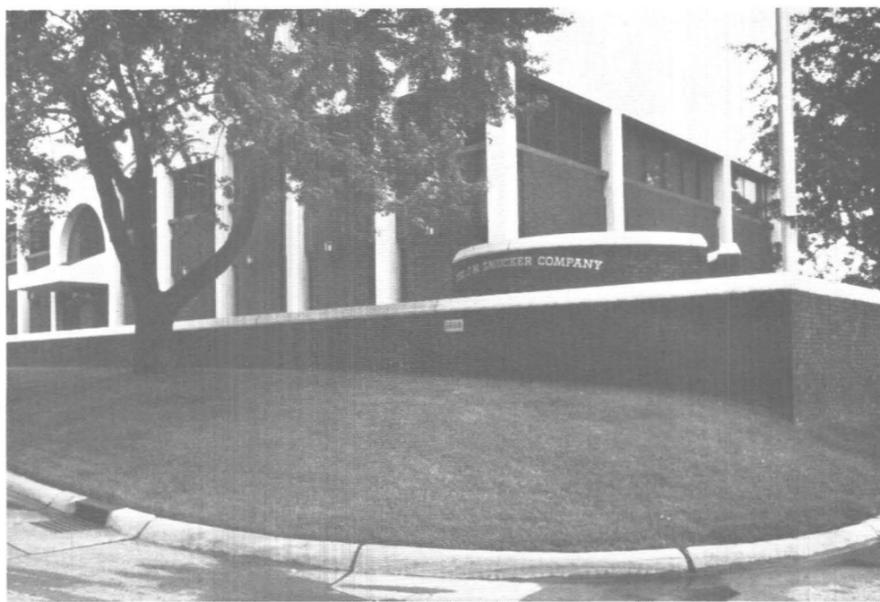
His apple butter was another success, and, in the 1920's, a full line of preserves and jellies was added to Smucker's cooking vessels in Orrville. Spreading the family's fame, in 1935 Smucker's began expanding far beyond Orrville into the state of Washington, a forerunner of Smucker's large Pacific Northwest fruit processing operations. Its products reached national distribution in 1942 when the first shipment of preserves and jellies was sent from Orrville to Los Angeles.

Growth was spurred with the purchase in 1963 of Mary Ellen, Inc., a West Coast manufacturer of jams and jellies. Two years later, Smucker acquired a peanut butter processing plant in New Bethlehem, Pennsylvania. That same year, the company also listed its shares on the New York Stock Exchange. Then, in 1979, Smucker's purchased The Dickinson Family, Inc., a manufacturer of gourmet preserves and jellies, sold to fine hotels, restaurants and specialty food stores throughout the country.

Most recently, Smucker's acquired Knudsen & Sons, Inc., of Chico, California, a leading supplier of natural fruit and vegetable juices to produce stores and supermarkets. Currently, there are more than 50 flavors of juice blends carrying the company's label, seven flavors of sparkling juices, a number of varietal fruit juices and a sports thirst quencher, "Recharge".

Right at home

Corporate offices of the J. M. Smucker Company are on Strawberry Lane, Orrville, Ohio, site of the principal preserves and jelly plant. Although the company began doing business next door to its headquarters in 1897, Smucker's was not incorporated until 1921. A fitting symbol of the company's 88-year heritage is the J. M. Smucker House, located directly beside the main entrance to corporate headquarters. Restored to its original appearance and decor, the home of the founder is used to display company memorabilia and as a place in which to entertain business guests.



Smucker's corporate offices are located on Strawberry Lane, Orrville, Ohio.



A small representation of the company's famous fruit spreads is shown.



Chris Riley, Staley secretary, marketing manager, sweeteners, displays the gift packages of Smucker's toppings that employees at Staley sweetener plants received on Smucker's Day.

Generally referred to as "Smucker's", a name which is also a registered trademark, the company has approximately 1,400 employees and operates 11 plants. It manufactures and markets food products, including preserves, jams, jellies, orange marmalade, dessert toppings, fruit butters, low caloric preserves and jellies, fruit and fruit products, fruit syrups, pancake syrups, fruit puree and fruit juice concentrates.

In addition, Smucker's makes peanut butter; peanut butter and jelly combined ("Goobar Jelly"); industrial fruit products, such as bakery and dairy fillings; honey spread; fruit and vegetable juices; carbonated juice beverages; ketchup and mustard.

Smucker's products are sold throughout the United States primarily to wholesale grocers, cooperative buying groups and retailers. In addition, gift packages of food are sold by direct order from a catalogue or through sales representatives to commercial concerns. Products are also sold internationally by export brokers.

Quality first

The principal objectives throughout Smucker's history have been to provide production plants with the maximum quality fruit at the lowest possible price and to provide to the industrial foodservice and retail customers high quality fruit, processed and custom packed to their order.

Quality is the byword at Smucker's, where all products are made according to the most rigorous specifications, maintained from raw material to finished product by stringent quality controls.

Since quality begins in the fields, Smucker's buyers travel extensively to find the very best berries, citrus fruits and pineapples. A full year's supply of each fruit is bought when it is at the very peak of the crop to assure uniform quality throughout the year.

Fruits and berries are kept fresh before processing by rapid transportation to one of the fresh fruit processing plants. There fruit is washed, sorted, quick-frozen and shipped to one of the preserving plants, at which it is quick-cooked in special vacuum kettles at low temperatures to retain flavor and color

until it is used.

Smucker's has been a technical leader in the preserves and jelly business. It was the first to use twist-off caps for glass, instead of the old-fashioned, pry-off lid, to protect all the fresh fruit flavor. The company developed the process of "essence recovery", which captures, condenses and returns the cooling vapors to the kettle, thereby retaining all the fresh fruit flavor. Smucker's also pioneered aluminum cup portion control containers; the continuous production line concept; and rotary coil vacuum processing.

In 1972, the company voluntarily began to label every preserve and jelly with a complete list of ingredients. Its preserves and jellies are made from fruit or fruit juices, corn sweeteners, sugar as well as fruit pectin and citric acid. There are no preservatives in Smucker's regular line of preserves and jellies.

Another testimonial to the high quality of its products is that USDA inspections, which are optional, have been made at Smucker's facilities for more than 35 years. Products are rated for consistency, color, flavor and purity, and every jar of Smucker's preserves and jellies carries the U. S. Grade "A" designation - the highest given by USDA.

A highly competitive business, the company competes with chain stores that manufacture or sell their own brands, generic brands, those of other producers primarily in the business of manufacturing preserves and jellies or are highly diversified and have these products among their many lines.

Quality speaks for itself: Sales for fiscal 1985 were \$230 million. Quality has always set these products apart from others. An innovative company, Smucker's has never relied exclusively upon its "tried and true" product lines. In fact, in May the company introduced "Smucker's Fresh Frozen Preserves" into test markets. Made with a patented process, these preserves, although frozen, are in spreadable form, and after opening, are kept in the refrigerator like any other preserves. The fruit flavor is pronounced and fresh because of the special process. Also introduced recently is a honey sweetened peanut butter, allowing the company to offer a high quality product to those desiring a stabilized peanut butter.

Growth and success continue

Continuing the trend of several years, the company's sales growth in fiscal 1985, which increased seven percent over the preceding year, was predominantly in the grocery and foodservice markets.

Smucker's share of the national fruit spread (jams, jellies, preserves) market reached an all-time high in grocery market sales. Its regular line of preserves and jellies is increasingly augmented by the low sugar fruit spreads (half as sweet as the regular line), which are the fourth largest selling branded fruit spread in the country.

In spite of increasing competition in the ice cream topping market, Smucker's continues to be the leading producer of not only toppings but also fruit syrups. Toppings comprise both the spoonable type, which includes hot fudge, chocolate, butter-scotch and caramel, and the topping that hardens into a shell-like coating on ice cream, "Magic Shell".

The company has benefited from the increase in meals eaten away from home, growing along with the entire "dining out" industry. Its high quality Dickinson's brand continued to gain wider distribution as did Smucker's own brand of foodservice items, which come in a variety of sizes, ranging from handy individual portions to eight and one-half pound containers.

Industrial sales efforts have been rewarded in supplying fruit-based ingredients to manufacturers of bakery, dairy and other types of end products. In addition, Smucker's has formed a foreign sales corporation to handle details of the distribution and sale of export products, a market area with much potential.

In all of this activity, Smucker's has held to the same basic beliefs of the company's founder: to produce quality products; to maintain the highest standard of business

(Continued on Page 8)



Some 2,000 Staley employees, retirees and family members spent Saturday, September 7, at Staley Day festivities held at the Round Barn restaurant and the University of Illinois in Champaign. Between cheers and beers, the crowd got steamed up for the Fighting Illini's football game, which was a disappointment to Illini fans. Nevertheless, the day was rated "A-1" for Staley fun and fellowship.

Team sets sights high; builds quality corn bran plant at Decatur in 71 days

(Continued from Page 1)

electrical engineer from the Decci Corporation.

To help instill in everyone the sense of urgency required by this project, Cochran, Lester and Mustell held motivational seminars and then added incentives, such as celebrations, as milestones were reached.

The team immediately began the business of designing the project in the field office. It consisted of two trailers on the site of property recently acquired by Staley from Bristol Steel & Iron Works. The site is adjacent to Staley's Decatur starch operation.

Renovate or build

It became apparent with the short construction target, renovation of an existing building seemed more feasible than new construction. However, using an existing building would mean compromises and renovations, the cost of which could not accurately be determined. At that point, the team had a decision analysis session to look at 48/49 buildings versus a new facility. At the end of the session, they believed the existing facility could be ready by July 1 and the new structure, by mid-August. Both would cost essentially the same.

"We had to learn if marketing could wait four-to-six weeks for a new plant with fewer compromises for the same cost as a renovated facility or if they required the bran plant by July 1, the date finally targeted for a realistic completion," said Lester.

The question was posed Tuesday night, April 2.... By Wednesday morning, Larry Cunningham gave the word. "Build new!"

The team decided to set its sights high and have the new plant running in the same time it would have taken for the renovation. Although they were building during the spring months, normally a rainy period, they were willing to take the risk.

Contractors, secured by Dowell, were selected because of their performance on previous Staley projects. Dennis E. Roby & Associates would handle the civil/structural engineering; Ornamental Iron, steel fabrication; and Fisher-Stoune, the general construction.

The team and contractors met on Saturday, April 6, in Roby's office. They developed an optimistic schedule, dotted with milestones, which committed contractors to construction deadlines.

"The key to our rapid construction progress was having many dedicated, devoted personnel working solely on this project. Essentially, the Staley engineers involved were assigned to this single project. Another significant factor was the willingness to expend engineering hours to get the job moving. From the civil/structural phase, we expended more engineering hours in a short period than on any other job of a similar size," according to Bert Dirschell. He monitored progress of the steel fabrication and was there to answer questions when needed.

"To build a new structure, the existing buildings and foundations had to be removed. Accomplishing this, by mid-April, we started driving piling for foundations," Dirschell related. "Nine days later, the first steel shipment was delivered, and by May 6 the first precast concrete had arrived. These were momentous dates because steel generally requires six to eight weeks for delivery after designs are completed. We had it three weeks from the beginning of the design stage."

In the meantime, Steve Tyler began work on the process with the assistance of Darcy Ehmann and Dana Bennett. Both were formerly at the Champaign plant. From them, Tyler learned about the existing process and the equipment which eventually could be salvaged from that operation.

Equipment became one of the biggest obstacles. Used equipment, meeting Staley specifications, was virtually non-existent. Fabrication time for new equipment ranged from four to six months. Compounding these obstacles was the fact that the Champaign plant could not be dismantled to



With a concerted effort, the new corn bran plant at Decatur was built in time to meet a large customer's delivery date. The facility began processing in July and, by month's end, took over the entire bran manufacturing responsibility, thereby allowing the former facility in Champaign to be closed.

Corn bran boosts food fiber

Adding to the fiber content of many processed foods is "Staley Refined Corn Bran", a new product for the Decatur plant. Until the end of July when the new facility was turning out bran, the product had been processed at a facility formerly owned by Staley in Champaign.

Because of the company's unique process, the fiber is of premium quality and about 30 percent higher in dietary fiber than competing brans.

"Our process improves the bran from a cleanliness standpoint as well as making improvements in flavor and odor," said Tracy Glancy, marketing manager. "Most of the trace amounts of starch, protein and fat are removed in this processing phase."

"No one else makes a grain bran in this manner," according to Glancy. "Other processors separate the husk or bran portion from the remainder of the grain in a dry milling process. They only air classify to remove the foreign material. Staley is obtaining the highest dietary fiber source available from a grain product due to the way in which we are processing the starting material."

"Our product may be used as a primary source of crude or dietary fiber, to supplement naturally occurring fiber or to replace fiber lost through processing. With its low caloric content in addition to low levels of oil, starch and protein, Staley Refined Bran provides a processor with a number of unique benefits," Glancy explained.

Continuing, she said, "Compared to brans that are high in oil, for example, it works to extend product shelf life by minimizing potential flavor problems. We have demonstrated the use of our corn bran in several products which traditionally incorporate dietary fiber -- breads, cookies, crackers, cereals, snacks and health foods. Besides adding to the existing fiber in these foods, it may also serve to accentuate natural texture or increase the absorption of fats and water," Glancy noted.

Why the interest in dietary fibers?

Health professionals have found that this substance plays an active and important role in alleviating certain disfunctions of the circulatory and digestive systems. They further suggest that an increased intake of dietary fiber can be beneficial for many individuals to help void absorbed fats and water wastes, naturally. The common recommendation is for the average person's daily diet to include about 25 grams of fiber.

With current concern for the foods eaten and their effect on the body, Staley Refined Corn Bran joins the list of ingredients that seems to have a positive influence on processed foods.

canalize equipment that was usable until the new facility was operational because customers needed a steady supply of product.

The purchasing effort was well coordinated with Sheri DeBose purchasing equipment, Denny Dowell securing the contractors and Dale Carter purchasing the electrical controls.

"Normally, we would receive bids on equipment, but there was not enough time to do so in all cases," said DeBose. "With so little time to outfit the plant, a variety of techniques was used to get the job done. Discussing equipment needs with vendors, we told them that certain items were required by specific dates, asked if they could provide them and what the cost would be for rapid service. Staley received very good cooperation from vendors," she said.

Vendors pressed for items

"We negotiated to keep the prices reasonable. For instance, a critical, long lead-time item was needed for the process, and the vendor had a rental unit. Meeting the deadline with a new unit was out of the question economically. A deal was struck to utilize the rental unit until the new unit was available," DeBose said.

"Frankly, we were lucky to obtain some equipment," she continued. "Staley wanted a specific press, which would normally take six months lead time. In this case, Dowell and I found the company had a similar press in a Chicago warehouse. This one piece could have held up the entire operation. By asking questions in different ways over and over again, we were able to find required items. One week the outlook for equipping the plant was bleak; the next week, things fell into place."

"On this particular job, we called vendors weekly and sometimes more often to expedite deliveries. We had to push to keep everyone on target. With persistence, we even received some pieces earlier than expected and only a few orders exceeded deadlines," according to DeBose.

"As far as contractors were concerned, they were selected by their past performance for Staley and were asked for their best and

most competitive rate and fee structure," said Dowell. "We were able to achieve more favorable time and material rates because of the way the project was organized. At all times, we were frank with these people, many of whom have local ties and have done business with Staley in Decatur for years," said Dowell.

"The contractors and some suppliers became attuned to the team concept through their involvement in daily meetings, held to keep the fast-paced project on target," DeBose explained.

In fact, the field superintendent for the general contractor appreciated the project commitment because, with Staley team members on site to help, he received answers to his questions directly rather than hours later, Dowell noted.

If contractors had not met schedules they were committed to and if the equipment had not arrived on time, the plant would not have been completed on target. "On May 31, the steel-framed, precast concrete building, with a cast-in-place concrete roof, was ready for finishing," said Dirschell. "Although we intended the building to be completed by the first of June, most of the major pieces of equipment were installed by that date as well -- an unexpected development. From June 1 to July 1, we installed piping and the electrical portions of the process, painted the building, insulated and applied the finishing touches to the structure."

Check-out procedures began on July 3 with static and hydraulic testing of the equipment, verifying motor rotations and circulating water throughout the process. The process itself was started on July 10, the day operators learned the plant would function at or beyond capacity. Two weeks later, after extensive evaluation, the first product was approved for shipment. The plant has been producing good product ever since.

The process is directed by a Programmable Loop Controller (PLC), a form of computer with special application used only in process or equipment control, according to Virgil Will. The PLC turns pumps, agitators, fans and blowers on and off, changes diverter

(Continued on Page 5)

HFCS operating expenses cut: Rasche's idea rewarded

Although he had not worked on high fructose corn syrup (HFCS) projects for years, John F. Rasche drew on his years of knowledge and experience to suggest a way in which the company could save approximately \$1 million annually at one manufacturing site. For devising a process improvement for the HFCS refining system at Lafayette South, Rasche, process engineering manager, corporate engineering, Decatur, has been awarded the company's fourth Extraordinary Achievement Award.

"His idea provides a more cost-effective separation of HFCS from other materials in the refining stream," said Lou Jacobs, director, corporate engineering.

"Announced two years ago, the award program was initiated to recognize an individual's or group's outstanding contributions to business results," said Robert M. Powers, company president.

The program is open to any employee or employees not covered by a 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 a most substantial nature, Powers said.

"To be nominated for the award, contributors must possess unusual creativity, foresight or innovation or an unusually sustained application of abilities or dedication. We believe John Rasche displayed all of these attributes with his improvement to the high fructose system," Powers said.

"John's award-winning idea required considerable expertise with HFCS processing," according to Jacobs.

That was the case. Prior to moving to corporate engineering in November, 1979, Rasche was group leader of sweeteners engineering in the pilot plant. He was involved with high fructose from the company's earliest work with that sweetener, continuing on through completion of the Lafayette South plant. Initially working with the 42 percent product, he was involved with its various changes -- from trying soluble enzymes in Decatur to using a fixed enzyme in a batch mode and finally advancing to columns. Then the awardee worked on fractionation, which allowed Staley to make a 55 percent product known as "Isosweet 5500".

With his extensive background, Rasche was invited to a troubleshooting meeting, September 5, 1984, called by Roger Leiser, director, technical, for personnel from all of the HFCS operations. Leiser wanted the group to share problems, solutions if any existed, and to otherwise apply a group approach to seeking answers.

One of the problems which clicked with the award winner was seeking a cost reduction in the HFCS process, while allowing an increase in the fractionation system's capacity. Thinking through that process, Rasche suggested a solution. Leiser and Greg Hausmann, superintendent, technical, Lafayette South, were receptive to the idea and encouraged him to follow through.

Shortly thereafter, Rasche explained the innovation to Jacobs, who noted, "It was very involved. Rasche had to have a thorough understanding of the inner workings of the HFCS process to develop his idea. He recognized the potential and pursued it."

Ideas must be tested and proven though. From the time Rasche discussed his theory until its implementation, nine months passed.

After writing a proposal, Rasche met with Gin Liaw, group manager, food and industrial products engineering, Larry Peckous, senior development engineer, and Kerry Denison, technologist, to explain the manner in which this process alteration should run. The pilot plant personnel believed it would work and were willing to test it.

"After the first few weeks of trials in October, they knew the proposal would work," said Rasche. "However, they continued to work with it for about four months to determine the best conditions for use. Based on their results, an AFE was prepared and approved April 8 for the process improvement."



John Rasche, left, receives a check and congratulations from Bob Powers, president, for his suggestion of a processing improvement in the high fructose refining system, which will save approximately \$1 million annually at one plant.

Base gifts on ability to contribute

(Continued from Page 1)

agencies and programs provides much needed services for our membership as well as the community at large.

"Giving and the amount we give are personal matters and personal decisions. Each of us must weigh our ability to contribute and build a better community for our families," Sharp said.

Gillum, who is serving his fifth term as co-chairman for the hourly employees' participation, said, "Nineteen local organizations and services share in the funds generated by the annual United Way effort to supply Decatur and Macon

The project progressed very well, according to Rasche. The first installation was completed and started up the end of May. With its success, installations continued on other HFCS equipment at Lafayette South.

Of his award-winning contribution, Rasche said, "In addition to research personnel -- Liaw, Peckous and Dennison, it involved many others, including Bruce Dwiggin, principal process engineer, who was involved with the design and start-up; Mike Leeper, senior process control engineer, and Jeff Dehn, senior control engineer, who worked on controls; and Dale Seiber, the project engineer. Also, Larry Schwab, senior process engineer, Lafayette South, assisted with the AFE and justification and then worked on the project with Greg Hausmann."

"The idea is adaptable to Staley's other 5500 HFCS plants as well," said Rasche. "This improvement decreases the amount of new equipment otherwise required to increase plant capacity and at the same time has considerable potential for saving operating costs."

His Extraordinary Award is not Rasche's first Staley honor. He was one of two initial recipients of the research and development Achievement Award in 1980. Rasche received that citation for significant contributions to innovations in Staley's starch conversion processes.

Rasche joined Staley in 1958, following graduation from the University of Missouri at Rolla, with a B.S. degree in chemical engineering. Initially, he worked with starch reacting projects, such as process development for "Mira Cleer" and waxy food starches.

Several years later, his career path moved him to the syrup area, concentrating mostly on enzyme conversions and refining process improvements. He even had a short tour in the soy protein concentrate program, working on that design for the Decatur plant.

Thereafter, Rasche returned to syrup, focusing his attention on the development of isomerization and fractionation of HFCS before moving to corporate engineering to work on the design and construction of the Des Moines oil refinery. Most recently, he has been assigned to the "Horizon Project" for the chemicals from carbohydrates group.

County's needs that otherwise might not be met."

Giving an overview of those services, Gillum said, "Everyone in the community benefits in some way by these agencies. Some hope-giving agencies provide general health and neighborhood services while others deal with rehabilitation.... Some offer casework and counseling.... Others provide adult services.... Still others specialize in child welfare or assist the community during emergencies.... And there are those that almost everyone has been a part of from childhood on, such as the 'Y', Boys Club or scouting, which all provide character building and recreational pursuits."

"Besides the usual programs, the community organization has added a new venture grants program giving short-term support for development or stabilization of new or untried agencies to provide services. The programs this year funded adolescent peer and parent support groups, student assistance programs, identification and tracking systems for infants born at-risk, a substance abuse program for youngsters, health education and screening for seniors, a prevention network for adolescent suicide and an adult literacy program," Gillum explained.

His co-worker, Crum, also in his fifth term as co-chairman of the union portion of the Staley/Decatur campaign, is not new to United Way agencies. He's the top blood donor in the community and re-emphasizes the importance of helping. Crum has a personal reason for giving to United Way, which is told in the story entitled "Gift of life returned".

Pointing out a new direction the organization has taken this summer, Crum said, "The United Way in this community has joined with the American Heart Association to allow the agency to introduce its 'Heart at Work' program to local businesses. This education program concerns high blood pressure, smoking, weight control, exercise and early warning signs of heart problems. This is just another good example of the way in which the United Way is committed to improving the quality of life for residents in Macon County."

"This new affiliation shows us that United Way is interested in promoting good health, and other partnerships in the health area will be announced with this campaign," said Crum.

Tracing the United Way's history to 1887, Gillum said, "The Charity Organization Society was formed in Denver to combine a number of separate charitable fund-raising drives into one annual appeal. The concept behind that first joint fund drive was simple: combining the fund-raising efforts of many organizations reduces costly and competing demands for money and volunteers and, in the long run, helps more people more efficiently."

"This is all true today," Gillum acknowledged. "Yet, in many other ways, United

(Continued on Page 9)

Process raises dietary fiber

(Continued on Page 4)

valve positions and sequences the devices as required. Besides contributing to a smoother operation, the PLC eliminates the need for intense operator attention, said Will. In addition, a Fisher Provox system is used for the analog controls or continuous measurements, managing temperatures and flows.

Even with the PLC and Provox continuously watching the operation, every two hours two operators will monitor the system to make certain everything is running as specified. If for any reason equipment is in trouble, alarms will alert the operators, who may be elsewhere in the building.

Discussing the continuous process he has worked with for six years, Bennett said, "Other corn bran processors use a dry method, which only gives them about a 60 percent dietary fiber. Staley's product, which goes through washing, drying and grinding in the new facility, is much higher in dietary fiber. The washing stages remove the trace-amounts of starch, fats, proteins and other materials so that we can achieve a higher dietary fiber," he said.

"Building on the team concept and plant programs to provide a structure which allows operators to have overall control of their job, the staffing of the operation is unique to Decatur," said Mustell. "It consists of a start-up superintendent, Bennett, and the operators. Every employee performs all phases of operation. Extensive training was provided. Success is evidenced by the responsibility for all operations being transferred to the operators on July 22. The Decatur plant should take pride in this accomplishment."

"Although the plant was built in 71 days, we are proud of the quality of the design and construction," said Lester. "We had an inspection early in July from a major cereal manufacturer, who was surprised we had completed the project and had built such a fine facility. Subsequent orders from this customer have indicated their belief that we have capability and capacity to meet increasing demand...thus supporting the quality of this project."

"Contributing to the success of this venture, credit starts with the marketing people, who identified the market potential; Robert Powers, president; the board, who had the foresight to approve the venture; and the corporate staff and Decatur plant personnel, who made it happen," said Mustell. Very supportive plant personnel included Ron McCoy; Eugene Woodby, area superintendent, dry starch, of which corn bran is a part; Joe Kerns, plant personnel manager; Oscar Brennecke, area superintendent, wet mill, whose 9 building personnel supply the bran; George Virgil, utilities manager; and the officers of Local 837 of the Allied Industrial Workers of America AFL-CIO.

A key link exists between 9 building and the bran processing facility. In order to get the bran prepared for use, pre-processing of the corn hulls in that facility compliments the bran refining process. At 9 building, the hulls are dried, screened and milled prior to being sent to the bran plant.

Nine building personnel continued supplying the Champaign plant, which ran through the end of July, while 134 building was under construction. During process start-up, it had to supply both operations. (With the bran operation now in Decatur, an obvious cost-savings is the former transportation charge paid to haul the starting material 48 miles to Champaign, Mustell said.)

Summing up the feelings of Staley team members, Dirschell said, "I have nothing but praise for our suppliers and contractors, who brought the project together in an impressive way."

"This was a community effort as well," added Mustell. "The contractors and construction people brought as much enthusiasm to the project as Staley personnel. Without their support, we could not have accomplished our project on such a tight schedule. Staley is very appreciative of their efforts in bringing a new business to the Decatur plant."

Don't hibernate; dig in: Decatur provides tools for physical fitness

Responding to the national trend toward improving overall health, Staley is opening a Sta-Fit Center in Decatur. Good health is the goal of physical fitness.

"People with fit and active lifestyles are healthier, happier, more energetic and have greater resistance to stress and other lifestyle diseases," said Dr. Edwin E. Goldberg, vice president of medical and environmental affairs.

At the outset, membership in the 2,500-square-foot exercise facility, located in the former Mississippi Valley Structural Steel office building, will be reserved for Staley/Decatur employees. If a study of their exercise habits indicates there will be sufficient space and equipment to accommodate additional members, then the center eventually may be opened to retirees and family members.

"I urge all employees to take full advantage of this fine facility," said Dr. Goldberg.

The Sta-Fit Center is an outgrowth of two pilot programs conducted at corporate headquarters. Based upon the success of a fitness program for executives and an aerobic dance class for women, the decision was made to expand physical fitness opportunities to all Decatur employees.

"The programs proved feasible and showed improved health and fitness for participants," said Dr. Goldberg. "Based upon that experience, we believe the benefits more than justify the necessity of bringing fitness programs to all Decatur employees. My hope is that everyone will find the time and desire to use the center."

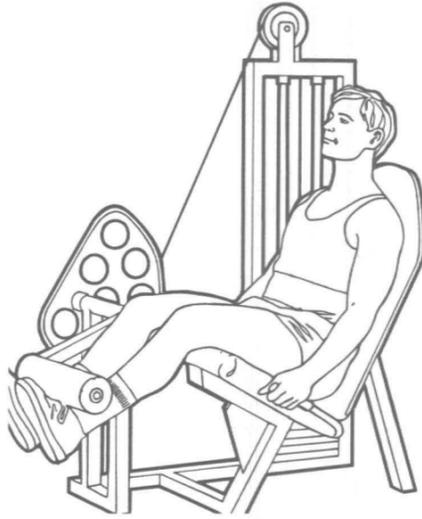
Employees have been instrumental in planning their facility. Those who have served on the committee to devise procedures and guidelines are the following: Mary Ann Carr, recording secretary for Allied Industrial Workers Local No. 837; Steve Casper, fitness director; Lee Crouse, now retired; Joe Empen, general manager, Gunther Products; Dr. Goldberg; Bill Hagenbach, director, environmental science/safety; Wes Hicks, manager, support services; Pat Mohan, now with Staley Continental; Sue Muckensturm, manager, employee communications; George Prust, vice president, human resources; Gene Sharp, president of Local 837; and Doug Varvil, food scientist.

The center is open from 6 a.m. to 8 p.m., Monday through Friday, with times allocated for separate men's and women's exercising. Men can use the facility between 6 and 8:30 a.m. and 6 and 8 p.m., Monday and Wednesday. Women's hours are 6 to 8:30 a.m. and 6 to 8 p.m., Tuesday and Thursday. Coeducational hours are from 8:30 a.m. to 6 p.m. everyday and all day on Friday.

"This schedule reflects the results of an extensive survey of more than 600 employees, who indicated they would use the facility, following a detailed analysis of the times they chose to exercise. Hours can be adjusted according to the facility's use," said Casper.



The pectoral fly develops the chest.



The super leg extension aids hips and legs.

"Our center provides members with a total fitness package -- from cardiovascular fitness to muscular strength, endurance and flexibility," he said. "A full-time, trained and certified exercise physiologist will always be on duty."

"We hope that all employees, from those who never exercised or exercised only moderately to the body builders and exercise enthusiasts, will use the facility. Everyone is welcome," Casper pointed out.

To gain insight into a person's lifestyle, interests and level of fitness, the Sta-Fit staff requests that new members participate in a short health appraisal to help determine the type of exercise which will assist their personal improvement or development. Besides filling out a lifestyle questionnaire, each will have blood pressure, weight, percent of body fat and cardiovascular fitness determined and blood fats assessed.

The appraisal offers a base-line for an individual's level of fitness, ability and goals to help the staff develop a worthwhile, meaningful personalized program. That base-line also provides a yardstick against which to measure improvements. Periodically, fitness assessments will determine necessary modifications to an individual's workout to produce maximum results.

Workouts will vary

Exercise routines, which are developed around a member's interests, goals and fitness level, can include the use of the Polaris equipment, cardiovascular machines, aerobic dancing or other special exercise class, running or walking. Regardless of routine, warm-up and cool-down periods will be prescribed to help prevent injuries and cardiovascular stress.

The Polaris equipment is used to develop muscular strength, flexibility and endurance. Cardiovascular (aerobic) workouts are prescribed on various pieces of stationary equipment, such as treadmills, rowing machines, bicycles, a ski machine or the outdoor walking or running track, for those interested in pursuing open air exercise. Aerobic dancing, an optional program, provides cardiovascular, flexibility and endurance benefits, as well as muscle toning and improved coordination.

The Sta-Fit Center's Polaris equipment includes the following: a seated chest press and pectoral fly, to develop the chest; a pullover, shoulder press, rear deltoid/trapezius and lateral deltoid, to strengthen the back; a bicep curl and total tricep, to improve arms; super leg extension, lying leg curl, adductor, abductor and curved leg press, to develop hips and legs; and an abdominal machine, to strengthen the abdomen. Similar to other brands using cables, pulleys and cams, this equipment is compact and operates very smoothly and efficiently.

Orientation to the Polaris series is required prior to operating the equipment. Exercisers will learn to position machines; each is adjustable to individual needs.

When using the Polaris equipment, persons should workout on the entire line in the proper sequence for complete muscle conditioning. Skipping stations or changing the order of use is not in the best interest of the exerciser. Equipment is arranged to work on specific muscles, which should be totally exercised before moving on to another muscle series. Besides, routine

jumps will confuse others using the equipment.

The average exerciser will utilize the 13-piece Polaris series only once during a workout. However, members interested in body building may choose to employ the Polaris machines several times, depending on the number of persons waiting. In all likelihood, the average exerciser will work only 45 seconds on each piece, completing the set of exercises in 15-to-20 minutes.

Exercises should be performed with smooth, controlled speed during the positive or lifting and negative or lowering phases of the workout. While lowering weights, they should never be dropped, but instead returned gradually to the starting position.

Machines require that exercises be performed correctly and don't allow "cheating" that may occur when using barbells or dumbbells, particularly by a novice or beginner. In essence, the full benefit of the exercise is guaranteed by using the Polaris equipment.

"Anything done with Polaris could be duplicated with free weights, but machines are safer," said Casper. "There's no danger of dropping weights and injuring yourself. Exercises are more quickly completed by moving from machine to machine without making major changes in barbells or dumbbells, etc."

"Many individuals interested in olympic lifting, power lifting or body building prefer free weights and supplement routines with machine work. On the other hand, those interested in muscle development may favor machines which are better for the beginner," Casper explained.

Instruction will be provided in the use of free weights, which require a spotter or partner. (Olympic lifting and deadlifting are prohibited.) Be cautious when exercising with weights in front of mirrors; a slip could mean breakage. Please do not drop or bang the weights and return them to their appropriate racks.

As a courtesy, members are requested to wipe perspiration from the equipment after a workout. Casper suggests bringing a towel for this purpose as well as to wipe your brow during concerted efforts.

Peak times require courtesy

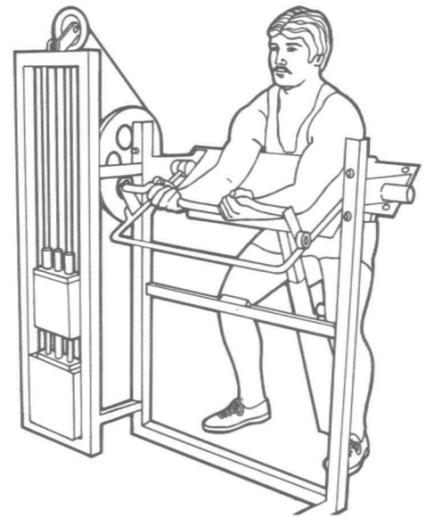
During peak hours, at noon and from 2 to 6 p.m., courtesy is necessary to enable everyone to perform his or her prescribed workout. A sign-in policy is used for the Polaris and other stationary cardiovascular equipment. After completing one circuit, members must relinquish the Polaris equipment to another exerciser. However, when no one is waiting, the sequence may be repeated a second or third time.

To maximize the use of the cardiovascular machines, treadmills, bikes, rowing machines and cross-country ski equipment can be used for only 20 minutes. Warm-ups should be performed prior to getting on the equipment and cool-downs done following the workout unless these exercises are incorporated into the exercise period. Reservations for these pieces also are required during popular times. While members are limited to a 20-minute workout on a given piece of equipment, such as a bike, they can also make use of other equipment for 20-minute time frames.

"Twenty-minute workouts three times a week are adequate to improve a cardiovascular system," according to the fitness director. "Members check their pulses and



The lying leg curl helps hips and legs.



The bicep curl improves arms.

are given a pulse rate to maintain during their cardiovascular routines, which are designed not only to improve the system but also to help control body fat, body weight and muscle tone."

After a workout, members are expected to complete their personal exercise log, itemizing routines, pulse and weight to help the staff modify programs.

Under the supervision of trained physiologists, the exercise programs are developed to acquaint members with the aspects of total health, weight control and stress management and to give everyone a personal exercise program to improve his or her level of fitness.

"Employee fitness programs pay off for those who take part and for the company that makes fitness a part of its employee relations efforts," said Dr. Goldberg.

"Ultimately, fitness is a personal matter. It takes individual commitment, individual motivation and individual action. An employee must believe that fitness is worth pursuing," he added.

Concluding, he emphasized, "Our new fitness programs for all Decatur employees emphasize the company's philosophy that a healthy mind and body allow a person to lead a happier, more productive life, both at work and at play. This center will allow employees additional opportunities to have fun and stay fit."

General rules for the Sta-Fit Center are as follows:

- *Special Sta-Fit Center identification cards are required on each visit. Members must also sign a register.
- *Only clean, appropriate exercise apparel, including shirts for men and exercise shoes, are acceptable.
- *Vending machines, providing light nourishment and beverages, are available in the lounge area, where food and beverages are to be consumed.
- *Because tobacco products, smoking materials and alcoholic beverages have a negative effect on the body's performance, their use is not recommended prior to exercise. In fact, smoking or the use of tobacco and alcohol is not permitted on the premises.

A pamphlet describing the fitness center and its basic rules has been sent to Decatur employees' homes. If you have questions regarding the center or its programs, call Steve Casper on extension 2103.

Worth noting . . .

Matt Garrison, son of Larry, chief storeroom clerk, Sagamore, received the Eth Baugh Award this summer in Colt League baseball. The award is presented annually to the player who best exemplifies dedication to baseball, sportsmanship and respect to others. Garrison has played baseball since Mustang League and this past season was third baseman for Wendy's in the Lafayette Colt League.

Emphasis on good health: It's up to you

Focusing on prevention of illness and improving quality of life, Staley is offering a means by which employees can learn their levels of fitness and health as well as ways to improve their lifestyles. Currently, Decatur employees may take advantage of this voluntary program, which was first successfully tested as a pilot study of Staley executives and later for employees at the Van Buren plant. Recently, a weight control class received the assessment, and eventually employees at other locations will be exposed to the program.

"Our program presents an overview of an individual's apparent health and lifestyle risks and then suggests improvements," said Anita Winslow, occupational health specialist, who directs the program, sponsored by Staley Partners in Health. "Once we have identified lifestyle factors that can cause detrimental effects upon health, then individuals must decide whether or not to change or eliminate these risks."

"Staley is on the leading edge of this type of health assessment in the corn wet milling industry," said Dr. Edwin E. Goldberg, vice president of medical and environmental affairs. "This state-of-the-art, computerized program for determining health and lifestyle risk appraisal and fitness is increasingly being recognized as a cost-efficient base-line and early warning mechanism." Following testing, the computerized results are available in about two minutes.

"A shorter version of this program was first offered at Legislators Fitness Day in Springfield, Illinois," said Dr. Goldberg. "Developed by Illinois State University, that initial program covered blood pressure, blood fats, body composition, flexibility and cardiovascular functioning. To this format, we have added body measurements, pulmonary functioning (breathing) and a lifestyle appraisal."

Over two visits, which will take approximately 45 minutes in all, individuals will first fill out a lifestyle questionnaire and have preliminary laboratory tests made. Later, they will return for the cardiovascular testing, performed on a stationary bicycle.

Results of the Fitness and Health Assessment are to be considered only as awareness tools. Each of the test areas will be explained in terms of an individual's level within the normal range for age, weight and sex. The results will then be discussed in detail with the participant and suggestions made for further improvement.

Blood pressure will be carefully checked, and the individual will be told how his or her readings compare with the normal range. Lifestyle habits which affect blood pressure include obesity, diet, stress and smoking. Correcting these can substantially improve blood pressure and prevent complications, such as heart attacks, stroke and blood vessel disease.

Body composition will be measured to obtain a person's percent of body fat. Performed with calipers, the "pinch an inch" test gives an indication of the percent of one's body that is made up of fat cells. If weight is within the normal range but elevated body fat is indicated, health could be improved with weight loss, primarily through exercise.

A blood analysis will be performed to uncover known risk factors in the development of cardiovascular disease. Excessive amounts of cholesterol and triglycerides (blood fats) in the blood are indicators of potential heart disease.

Lower back flexibility also will be measured. This measurement is important since 75 percent of Americans have a back problem at some time during their lives, Winslow indicated. The degree of flexibility in the musculoskeletal system is also a key indication of physical fitness, she noted. As a person becomes less flexible, the risk increases for joint and muscle problems.

The pulmonary function or breathing test will be used to evaluate lung capacity and, if abnormal, may provide an early clue to emphysema and other common lung disorders.

A cardiovascular function test, performed on a bicycle, is used to predict heart and lung fitness. Poor performance may indicate a need for (aerobic) exercise, a change in

diet or other lifestyle modification.

Lifestyle affects health

Health experts now describe lifestyle as one of the most important factors affecting health, Winslow pointed out. In fact, as many as seven of the 10 leading causes of death, including heart disease and cancer, could be reduced through common-sense changes in lifestyles, she noted.

A brief test, developed by the Public Health Service, will be used to indicate which lifestyle habits are risk factors in staying healthy. The areas covered in the quiz are smoking, alcohol and drugs, eating habits, exercise/fitness, stress control and safety.

Lifestyle responses will vary from an "excellent" or "moderate" rating to a "poor" level. In the latter two categories, results will provide a rational basis for making suggestions to help reduce the risk of disease and premature death, according to Winslow.

Smoking is considered the single most important preventable cause of illness and early death. Smokers are 10-to-24 times more likely to die from lung cancer, have up to 30 times the risk of developing chronic lung disease and are twice as likely to die from heart attacks. Quitting the habit effectively reduces these risks. Up to 30 percent of all cancers would be eliminated if people stopped smoking.

The excessive use of alcohol and drugs dramatically increases health risks. Caution in taking drugs, both legal and illegal, will be recommended. (Some medications prescribed by a physician can be dangerous if taken with alcohol, before driving or in combination with other medications.)

Those who wish to improve health with more or better exercise will learn that there's a form of activity everyone can do, the occupational health specialist said. As little as 15-to-30 minutes of vigorous exercise three times a week will help a person have a healthier heart, control weight, tone up muscles, feel and look better and sleep more soundly.

If risks from stress-related disease are indicated, improvements in stress-coping skills will be suggested. If properly handled, stress, which is a normal part of life, need not be a problem.

Safety habits also create risks to health... Think "safety first" wherever you are, Winslow recommended.

Commenting on the responses to recent results of these health risk assessments, Winslow said, "They have been enthusiastic."

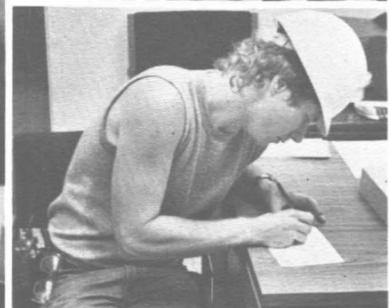
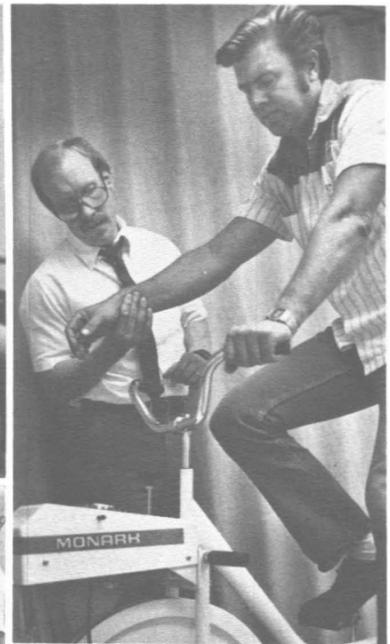
Among the individual comments is one made by Pat Cole, operations technician, at Van Buren, who said, "This program can't hurt you. If anything out of the ordinary turns up, a person needs to know immediately, not next year."

Another operations technician at Van Buren, Ellen Huett, said, "I was disappointed with my percent of body fat. That's an area I'll work on. I take part in all health-related programs because I am health conscious and want to live a long time."

"The company is to be commended for taking this additional interest in employees' health and fitness," said Randy Cook, assistant production superintendent, Van Buren. He learned through the assessment that more vigorous exercising three times a week and a better diet would significantly improve his health.

Steve Carson's bicycle test showed the need for more exercise. Reflecting on this finding, he said, "During the winter I back pack, hunt and hike, thereby increasing my fitness level at that time of year. However, the remainder of the year, I don't regularly physically exert myself. I have paid for it. In view of my assessment, I believe I'll undertake a jogging and running program," said the maintenance technician at Van Buren.

Dan Tabor, also a maintenance technician at that facility, learned that his cardiovascular system had taken the brunt of too many cigarettes. "I was interested in knowing



Van Buren employees are featured during the fitness and health appraisal program, which presents an overview of apparent health and lifestyle risks and suggestions for improvements.

Margins for starches, sweeteners affect quarterly earnings

Staley Continental, Inc. reported earnings from continuing operations of \$5,796,000 or 19 cents per share on sales of \$724,279,000 for the third quarter ended June 30, 1985.

The totals, which included the impact of the acquisition of CFS Continental, Inc., compare with A. E. Staley Mfg. Co.'s earnings from continuing operations of \$13,709,000 or 48 cents per share on sales of \$364,185,000 for the same period last year.

For the nine months, earnings from continuing operations amounted to \$18,952,000 or 63 cents per share compared to \$28,686,000 or 99 cents per share for the prior year. Sales for the nine months totaled \$2.0 billion versus \$1.0 billion for the same period of fiscal 1984. Sales and earnings for the nine months of the current

what kind of shape I was in, and I learned something for free." Tabor knows he can quit smoking... He did not smoke while he was working with non-smokers. "It was easy in that environment. I now work with smokers, and it will be more difficult to 'slip' the habit."

Most participants have said they would again take part in this type of assessment. Their basic recommendation was for the program to be offered to everyone.

Now Decatur personnel have the opportunity to learn more about their levels of fitness and health. Employees can arrange an appointment for this simple, painless assessment by calling the medical department on extension 2510.

fiscal year include eight months of operations of CFS Continental, which was acquired by Staley in November, 1984.

Staley Continental Chairman Donald E. Nordlund said the third quarter benefited by 9 cents per share from adjustments made upon completion of appraisals and valuation studies to assign fair values to the CFS net assets acquired. Results previously reported for fiscal 1985 reflected preliminary estimates of these fair values.

Nordlund indicated third quarter earnings from operations were down from the prior year primarily due to reduced profit margins for corn sweeteners and starches, principally caused by lower pricing. Moreover, he said third quarter results for the company's corn sweetener and starch business were virtually unchanged from the second quarter due to continued unsatisfactory selling prices and a rise in net raw material costs related to weak by-product sales.

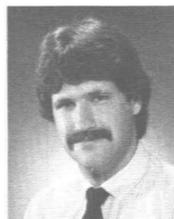
Quarterly results for the company's foodservice distribution business were ahead of those for the prior year, according to Nordlund. He said growth in sales and earnings so far in fiscal 1985 in that business is consistent with progress in recent years. Sales to the fast food market, in particular, are doing well.

Some improvement in the corn sweetener and starch business is expected in the fourth quarter, as a result of more favorable corn costs, Nordlund said. The fourth quarter also is a traditionally stronger period for foodservice distribution, he added. Despite anticipated better operating results, interest expense and amortization related to the CFS acquisition probably will keep fourth quarter earnings below those for the same period a year ago, the chairman concluded.

Employees tapped for promotions throughout the company



Thomas Aurand



James Gaddy



Mary Matiya



Edward Mattiuz



Billy Chrisman



Gregory Clark



Mike Brattain



David Bertram



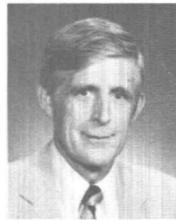
David Gulette



Thomas Koontz Jr.



Donald Milinkovich



Ken Moser



James Dechert



Steve Marker



Ron Crowley



Kim Ervin



Michael Leeper



Roger Lester



Henry Scobell



Dan Camerer



Warren Melville



Thomas Sanders



Eric Lutz



Joseph Strogus



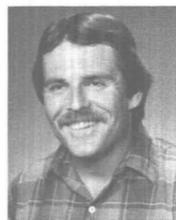
Donald Lillard Jr.



Linda Martin



James Bell



Joseph Chapman



David Traxler



Rick Albright



Norville Williams

COMMODITIES

ROBERT NEWBORN, from merchandising manager, Morrisville, to merchandising manager, Loudon

CORPORATE

THOMAS AURAND, from laboratory manager, to manager, technical services, food and agriproducts research and development, technical, Decatur
 MARY BRAUER, from secretary, vice president, transportation, to administrative coordinator, transportation, Decatur
 SHARON BUTLER, from telecommunications coordinator, to telecommunications analyst, corporate information systems, finance, Decatur
 BERTRAM DIRSCHELL, from senior structural engineer, to principal structural engineer, specialties and general facilities, engineering, technical, Decatur
 BELLE ECKELS, from telephone operator, to telephone and telex operator, corporate information systems, finance, Decatur
 JAMES GADDY, from staff development engineer, to associate development engineer, food and agriproducts research and development, technical, Decatur
 DAVID GULLETTE, from administrator, export sales, agriproducts, to administrative specialist, corporate information systems, finance, Decatur
 SANDRA HICKS, from telex operator, to telephone and telex operator, corporate information systems, finance, Decatur
 GERDA HUMPHREY, from accounts payable clerk, finance, to clerk and stenographer, engineering specialties and general facilities, technical, Decatur
 TERESA HUNT, from telephone operator, to secretary, corporate information systems, finance, Decatur
 THOMAS KOONTZ JR., from associate development engineer, to development engineer, research, food and agriproducts research and development, technical, Decatur
 CATHY LANDRETH, from office messenger, corporate office services, finance, to secretary, director, chemicals from carbohydrates, research, technical, Decatur
 MICHAEL LEEPER, from process control engineer, to senior process control engineer, computer process control, technical, Decatur

ROGER LESTER, from project supervisor, to manager, project engineering, technical, Decatur
 DONALD LILLARD JR., from senior research chemist, to manager, sweetener projects, research, food and agriproducts research and development, technical, Decatur
 LINDA MARTIN, from staff management accountant, to properties supervisor, control, finance, Decatur
 MARY MATIYA, from placement representative, to personnel representative, human resources, Decatur
 EDWARD MATTIUZ, from chemist, advanced research and development, to research chemist, food and agriproducts research and development, technical, Decatur
 DONALD MILINKOVICH, from senior control engineer, computer process control, to manager, process control, process control engineering, technical, Decatur
 KEN MOSER, from group manager, to section manager, chemicals research and development, technical, Decatur
 BRENDA OWENS, from accounts payable clerk, administration and accounting, to senior research stenographer, research, Decatur
 SHIRLEY PEOPLES, from peripheral equipment operator, to computer operator, corporate information systems, finance, Decatur
 HENRY SCOBELL, from senior research chemist, to research scientist, food and agriproducts research and development, technical, Decatur
 JENNIFER STUCKEY, from secretary, to administrative coordinator, employment, human resources, Decatur

PROTEIN

DAN CAMERER, from manager, national sales, to director, sales and marketing, Decatur

REFINED OIL

JAMES BELL, from associate process engineer, to process engineer, Decatur
 MARSHA CORLEY, from secretary, to sales coordinator, Decatur
 PATRICIA KENNEDY, from refined oil clerk, to crude oil scheduling clerk, Decatur
 EVELYN NOLAND, from administrative assistant, eastern region, to sales assistant, eastern district, Fairfield sales office

STARCH BUSINESS GROUP

RICK ALBRIGHT, from accounting clerk, to accounting specialist, administration and accounting, Decatur
 FRANK BILYEU, from supervisor, starch packaging, to supervisor, starch modification, dry starch, manufacturing, Decatur
 MIKE BRATTAIN, from sanitation technician, to supervisor, sanitation and safety, Sagamore
 JOSEPH CHAPMAN, from hourly roll, to supervisor, feed and oil process, wet mill, Decatur
 BILLY CHRISMAN, from staff process engineer, to associate process engineer, technical, Decatur
 GREGORY CLARK, from technical supervisor, sweeteners, to quality assurance sweetener supervisor, syrup and dextrose, manufacturing, Decatur
 JAMES DECHERT, from associate process engineer, to process engineer, manufacturing, Sagamore
 ALAN DYE, from instrument design specialist, to process control engineer, manufacturing, Sagamore
 DEBORAH GOLDSMITH, from word processor, to plant utility clerk, manufacturing, Sagamore
 DOUG HAWXHURST, from associate process engineer, to process engineer, technical, Decatur
 STEVE MARKER, from principal instrument engineer, to manager, power and control engineering, technical, Decatur
 WARREN MELVILLE, from process engineer, to principal process engineer, technical, Decatur
 THOMAS SANDERS, from manager, cost and budgeting control, to manager, business analysis, Decatur
 DAVID TRAXLER, from instrument development technician, food and agriproducts research and development, corporate technical, to staff project engineer, technical, Decatur

SWEETENER BUSINESS GROUP

DAVID BERTRAM, from traffic manager, ethanol and commodities, to manager, special projects, administration and accounting, Decatur
 RON CROWLEY, from traffic manager, administration and accounting, to manager, transportation economics, Decatur
 KIM ERVIN, from staff accountant, to

staff management accountant, administration and accounting, Decatur
 DAN GOEBEL, from staff management accountant, to associate management accountant, administration and accounting, Decatur
 SHERRIE JESSE, from freight payable clerk, to statement and accounting specialist, administration and accounting, Decatur
 ERIC LUTZ, from associate process engineer, to process engineer, technical, manufacturing, Loudon
 PATTY OESTREICH, from cashier clerk, financial, corporate finance, to accounts payable clerk, administration and accounting, Decatur
 KIM PIERCE, from secretary, corporate information systems, corporate finance, to traffic clerk and secretary, administration and accounting, Decatur
 JOSEPH STROGUS, from junior grain merchandiser, to merchandiser II, Morrisville
 NORVILLE WILLIAMS, from associate manager, to manager, transportation, administration and accounting, Decatur

Values carry forth

(Continued from Page 2)

ethics; to try to achieve strong growth but on a balanced basis; and to make, market and sell only products that enhance the quality of life.

Smucker's has built its business on the timeless principles set down by Jerome M. Smucker and carried forward by three generations of the family and by dedicated and highly principled employees. With this foundation, the company's heritage will be sustained for years to come.

Worth noting . . .

Two young baseball stars completed Pinto League with a 10-3-2 season record for the Wea Green Team in Lafayette. Tony Hutson who played third base, had a batting average of .860. Mark Sprunger, who played left center field, averaged .863. Both will move up to the Mustang League next year and already have begun working with the pitching machine. Sprunger is the son of Gary, traffic manager, and Hutson, the son of Alan, technician, refinery. Both second graders, Mark attends Mayflower Mill and Tony, Mintonye grade schools.

Responds to needs

(Continued from Page 5)

Way has evolved and changed dramatically over the years, largely because the organization is a flexible system that responds and adapts to changing social conditions and changing social needs. As social trends shift and needs change, so do United Way's funding patterns."

Citing examples, Crum said, "During the past few decades, three trends have significantly affected America: the shift from an industrial society to an information-based society, the influx of women into the work force and the rising number of elderly individuals. United Way has responded to the by-products of these trends by substantially increasing funding for vocational services that retrain unemployed workers in skills needed for today's job market, day care programs that provide high quality care for children whose parents are employed outside the home and services for the elderly (home health care or hot home-delivered meals that enable senior citizens to lead independent lives.)"

Volunteers make it work

"United Way is a nonprofit organization that is governed by volunteers -- people who care enough to donate their time and expertise to help their community," said Lou Jacobs. "Through United Way, volunteers pinpoint the problems faced by people in this community. They raise funds to support services that meet those needs. They look at the way this community is changing to anticipate and deal with future needs. And they communicate with us to let us know what help is available and where it can be found.

"This heavy volunteer involvement is one of the reasons United Way is among the most efficient of all charitable organizations," according to Jacobs. "Latest available statistics show that United Way probably has the lowest administrative and fund-raising costs: Most of the money raised goes to provide much-needed services in the community. In Macon County administrative and fund-raising costs for United Way are less than nine cents of every dollar raised in the campaign. If each charitable organization supported by United Way were to raise money entirely on its own, their fund-raising costs would be significantly higher.

Operates like a business

"Efficiency is the key word in doing business the united way," says Jacobs. "By operating like any other modern, well-run business, United Way delivers the maximum in human services for the dollars collected. This is possible because of volunteers," Jacobs pointed out. "People like you -- concerned individuals -- volunteer their time and talents not just during the campaign but all year. Some volunteers raise the money, while others work on budget allocation committees, serve on planning committees and, very importantly, go to the centers and give their time as volunteers to help those in need.

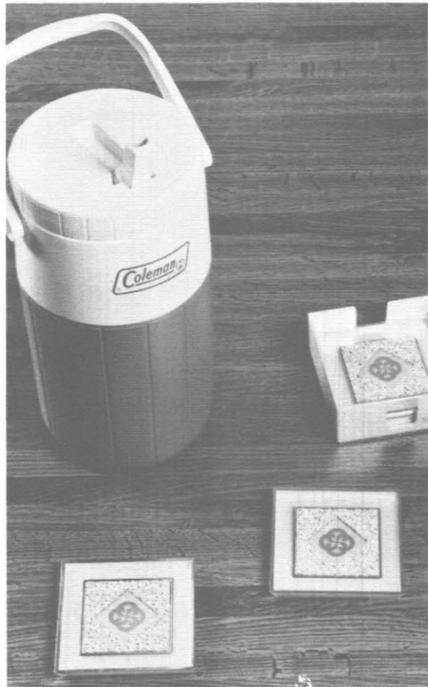
"The United Way philosophy is based on the belief that local volunteers are in the best position to judge their community's needs so they should make the financial decisions. They evaluate the performance of the agencies on a year-round basis and make sure your money is spent wisely...placed where it does the most good," the director of corporate engineering said.

Co-chairmen agree that the success of this community appeal for funds lies in the willingness of everyone to support United Way.

"That's why we need more than a few people carrying the load," said Pritts. "If each of us were to give just a few dollars a month, the return to our community would be tremendous."

As an incentive to give to the 1985 drive, employees at Staley/Decatur and some other Staley locations have an opportunity to receive a Coleman two-liter thermos jug and a set of four white coasters, each bearing the Staley logo.

By giving a regular fair share, equivalent to four-tenths of one percent of base pay, an employee will receive one of the jugs. By giving another two-tenths of one percent of



Corporate fair-share gifts include a jug and coaster set.

base pay or a total of six-tenths, an employee will be given both the jug and the coaster set.

Gillum emphasized that gifts made at Staley/Decatur can be transferred to recognized United Way agencies elsewhere for the convenience of employees living outside of Macon County. "This request should be made at the time of the solicitation though. Contributions may be made through payroll deductions or by cash," he added.

"The United Way works not as a handout, but as a helping hand. That's why we think it's a very good investment," agreed the Staley/Decatur co-chairmen -- Crum, Gillum, Jacobs and Pritts. "If we don't all care about our community, who will?"

Eaton earns top billing

For the first time in his 18 years of singing with the Barbershoppers (Society for the Preservation and Encouragement of Barber-shop Quartet Singing in America), Zeb Eaton, senior mechanic, utilities, round house, Staley/Decatur, brought home a "BOTY" award. Better known as the Barbershopper of the Year Award, this is the highest level of recognition given by the district group.

Eaton's days of harmonizing go back to a friend's 40th birthday party in January of 1967, when another guest played the guitar and sang in harmony. Zeb was curious about the music and later discussed it with the party goer -- Al Johnson, who invited him to a Barbershop meeting. Since then, Eaton has missed less than a dozen sessions!

Zeb has served the chapter in many capacities, including three stints as local president, once as program vice president, twice as membership vice president and as a board member 16 of his 18 years with the group. He has been a chapter delegate to district convention 15 years and has attended 32 of the 36 conventions. Previously, he had been honored 10 consecutive years with the promotion award for the annual show in Decatur, and he retired the trophy.

Over the years, Eaton has sung with five quartets and has competed four times in the foursomes. "This unaccompanied four-part harmony is arranged unlike any other music," according to Zeb. "The music sets up a resonance in your ear which a regular chord or glee club music cannot do."

Parts are arranged for the tenor, the lead or soprano singing the melody, baritone and bass. The style is adaptable to all kinds of music except classical or operatic music but most especially adapts to country western and dixieland.

"While many vow they 'can't sing a note', most people can," Zeb said. "If they are given a part they can handle, most are surprised at how rapidly they are singing along with the group. By listening to the fellows on either side, a newcomer just naturally joins in. Reading music is not necessary either. Maybe only a half dozen of us in the chapter read music. I read only the treble clef."

Employees asked to lend 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 require everyone's support.

Heading the Vico, Chicago, campaign, Myrna Alvarado, office manager, said she hopes to boost pledges by 25 percent over the \$2,000 that location contributed to the Crusade of Mercy last year. More than 50 percent of the employees gave their fair share in 1984. To encourage fair-share gifts, Alvarado is using the fair-share, fair-share-plus incentives selected for the corporate campaign -- the Coleman thermos jug and the set of Staley coasters.

The fund raiser among employees at Gunther Products, Galesburg, is being chaired for the second year by Donald Strohacker, plant manager, who reports that his campaign will be completed by the middle of October. The 25 employees will have an opportunity to receive the corporate gifts as incentives for fair-share contributions.

Morrisville employees are asked to support the United Way of Lower Bucks County. Their campaign is spearheaded by Bill Brewer, the personnel administrator, who is serving his ninth season with the drive, and Ronald Saus, maintenance mechanic A, in his second year as co-chairman. They have set a goal of \$14,000 plus for the 285 employees, who, a year ago, pledged \$13,379 to that effort. Besides the corporate fair-share incentives, employees will have an opportunity to win two VCRs to be given away in a drawing from among those making fair-share pledges.

Chairing the drive at Sagamore are Tim Weaver, malto-dextrin operator, and Sue Kassen, administrative manager, who are serving their second year in these campaign roles. The drive in 1984 raised \$14,104, which was 138 percent of their goal.

Leading the Monte Vista effort is William Maestas, process foreman at the Rio Grande plant. Fair-share contributors at that

location will receive a two-gallon thermos jug. Although no formal United Way exists in that community, employees have set up their own program, selecting non-profit agencies to receive contributions.

At Lafayette South, the campaign is headed by Dave Nichols, millwright machinist technician, Lorraine Mathews, process technician, wet milling, and Bob Duke, personnel administrator. Nichols is the overall chairman, after being a trainee for the campaign in 1984. Mathews, overall chairman in 1983, coached last year's effort and will serve again in that capacity. Duke is the 1985 trainee, learning procedures in his first year with the United Way effort. Ed Fain, operations manager, is their senior adviser, ensuring continuity from one year to the next in the fund drive.

Together, the chairmen are striving to net contributions in excess of \$33,000. Setting the spirit for this effort, they held a kick-off breakfast for their solicitors, who toured several of the agencies receiving funds from United Way. Staley kites and windssocks are adding color to the campaign, which has a theme of "Let's keep it flying high". Those making fair-share pledges will receive the corporate gifts, according to Nichols.

Assisting with Lafayette's community drive, Jim Eloff, boiler house technician, is a loaned executive, and George Weis, purchasing agent, an industrial representative, who is checking the drive's progress among groups in the industrial sector.

At press time, fund-drive leaders had not been selected at the Loudon plant, but those employees also will be participating in the United Way. A year ago, they made a 45 percent increase in donations over those raised in 1983. Contributions totaled \$4,535, with 18 employees pledging their fair shares and another 11, making "plus" gifts.

People helping one another is a familiar story, which Staley employees across the nation help make possible through their one gift to the United Way or similar campaign. So when the solicitor asks for your support, please be generous. Remember, thanks to you, it's working for everyone.

England certified

Ronda England, secretary, director, sweetener manufacturing, headquarters, has earned the Certified Professional Secretary (CPS) designation. This rating is achieved by passing a two-day, six-part examination administered by the Institute of Certifying Secretaries (a department of Professional Secretaries International) and by fulfilling work and educational requirements. Since the CPS examination was initiated in 1951, 19,746 secretaries have earned this distinction.



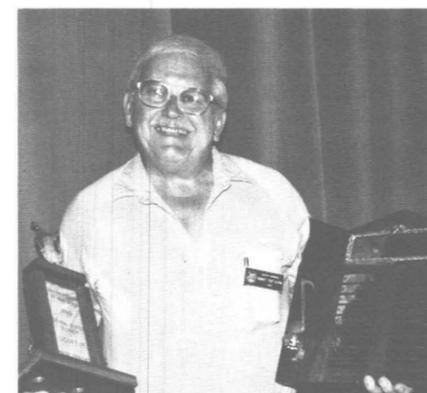
Ronda England

The recognized standard of measurement of secretarial proficiency, the CPS examination is given annually. Its sections cover behavioral science in business, business law, economics and management, accounting, office administration and communication, and office technology.

"Until a year ago, no study assistance was available for the certification examination. It was a matter of self-study," England said. "I began studying for a college degree in 1980 and decided to concentrate on the CPS while enrolled in various courses that would apply to portions of the exam. For instance, as I studied accounting and business law in school, I also prepared for those portions of the examination."

Ronda began the examination process a year ago, writing the entire test. This year, she repeated several sections.

"This is a very rough examination because it includes many areas which one does not use daily. In fact, there are some facets I have



Zeb Eaton carries off awards during Illinois District Barbershoppers' preliminary contest.

(Continued on Page 11)

193 employees celebrate July, August, September anniversaries



Floyd Blair



Dale Born



Leroy Haas



Henry Hack Jr.



Billy Paslay



Levander Robinson Sr.



Richard Warner



Darwin Wendel



James Brown



George Canaday



James Jackson



Arthur Leach



Robert Stine Sr.



Donald Walk



Randall Whicker



Robert Bandy



Ralph Davis



Robert Doty

RICHARD WARNER, process operator, 5 and 10 buildings, syrup and dextrose, lubrication and oil, Decatur
 DARWIN WENDEL, senior mechanic, instrument and control, Decatur
 RANDALL WHICKER, superintendent, refinery and bulk syrup, syrup and dextrose, manufacturing, starch business group, Decatur

30 Years

ROBERT BANDY, maintenance coordinator, dry starch, manufacturing, starch business group, Decatur
 REX BAUER, senior mechanic, starch drying and grinding, pipe shop, Decatur
 BILLIE BELL, senior mechanic, wet milling, machine shop, Decatur
 DELMAR CARTER, senior process operator, facilities, riggers, Decatur
 JERRY CORWIN, process operator, 44 building, Decatur
 WILLIAM DOTY, process operator, 9 building, Decatur
 THOMAS EGGERS, territory manager, sales, sweetener business group, Atlanta
 JERRY ELLIS, senior mechanic, wet milling, round house, Decatur
 THOMAS FREEMAN, process operator, 12 building, Decatur
 CHARLIE GALLEGOS, relief foreman, manufacturing, starch business group, Decatur
 BENNIE HACK, process operator, 6 building, Decatur
 JERRY HALL, senior process operator, starch drying and grinding, paint shop, Decatur
 RUSSEL HELTON, senior process operator, wet milling, paint shop, Decatur
 GARY HOPKINS, senior mechanic, syrup and dextrose, brick mason, Decatur
 ROBERT HULL, senior process operator, wet milling, riggers, Decatur
 JAMES INGOLD, senior process operator, 5 building, Decatur
 CARL MERRIMAN, senior service operator, facilities, 50 building, Decatur
 VERNON MEYER, senior mechanic, syrup and dextrose, round house, Decatur
 DONALD MUSICK, rail and truck scheduler, manufacturing services, starch business group, Decatur
 ILMAR PALM-LEIS, mechanical engineer, engineering specialties and general facilities, corporate technical, Decatur
 RICHARD PURCELL, manager, customer service, starch business group, Decatur
 DONALD REYNOLDS, senior mechanic, wet milling, machine shop, Decatur
 CLARENCE RUNYEN, senior process operator, utilities, riggers, Decatur
 KENNETH SCHRISHUHN, senior mechanic, 5 and 10 buildings, syrup and dextrose, pipe shop, Decatur
 GARY SHEETS, senior mechanic, wet milling, instrument and control, Decatur
 DANIEL SPICER, process supporter, 20 building, Decatur
 JESSE THOMPSON, senior process operator, 5 building, Decatur
 RAY VIRDEN, senior process operator, 9 building, Decatur
 SHERREL WHITE, senior mechanic, re-build, machine shop, Decatur
 CHARLES WILHELM, transportation manager, protein, food and specialty products, Decatur

25 Years

MYRNA KIRCHHOEFER, administrative coordinator, corporate information systems, corporate finance, Decatur

ROMAN MARTIN JR., project manager, computer process control, corporate technical, Decatur
 VERNON MORGAN, maintenance superintendent, administration, maintenance, manufacturing, starch business group, Decatur
 TIMOTHY NEWTON, field engineer I, engineering specialties and general facilities, corporate technical, Decatur
 MARY PAXTON, forms designer and control analyst, corporate office services, corporate finance, Decatur

20 Years

JAMES AUTEN, process operator, 2 building, Decatur
 GORDON BAILEY, flash dryer/turbo operator, manufacturing, starch business group, Houlton
 KENNETH CARNAHAN, quality assurance technologist, syrup and dextrose, manufacturing, starch business group, Decatur
 JOHN DOTY, process operator, 60 building, Decatur
 LESTER ELAM, senior mechanic, 5 and 10 buildings, syrup and dextrose, sheet metal shop, Decatur
 THOMAS FISCHER, executive vice president, special products, Decatur
 DENNIS FORBES, quality assurance dry starch supervisor, dry starch, manufacturing, starch business group, Decatur
 ROBERT FORCE, senior mechanic, millwright, Decatur
 ROBERT GIPSON, senior mechanic, starch drying and grinding, instrument and control, Decatur
 CHARLES GROVES, control systems engineer, technical, starch business group, Decatur
 WILLIAM HANNA, senior process operator, 1 building, Decatur
 ELEANOR HANSON, supervisor, data controls, corporate information systems, corporate finance, Decatur
 DARRELL LARRISON, process chemist, technical, starch business group, Decatur
 JOHNNY LEHEW, senior mechanic, utilities, pipe shop, Decatur
 RAY MARSHALL, senior mechanic, facilities, millwright, Decatur
 WALTER MAUS, senior mechanic, starch drying and grinding, sheet metal shop, Decatur
 CHARLES MILLER, director, administration and accounting, sweetener business group, Decatur
 ROBERT MILLER, process supporter, 29 building, Decatur
 GARY NAVE, senior mechanic, utilities, instrument and control, Decatur
 RICHARD NYBOER, chemist, advanced research and development, corporate technical, Decatur
 DONALD OESTREICH, senior mechanic, 5 and 10 buildings, syrup and dextrose, instrument and control, Decatur
 BILLY PERKINS, production supervisor, oil refinery, manufacturing, refined oil, Decatur
 BYRON PERRY, process supporter, utilities, pipe shop, Decatur
 DANNY PRATT, process supporter, 34 building, Decatur
 TOMMY PRITTS, quality assurance supervisor, technical, manufacturing, starch business group, Decatur
 DELBERT RHYMES, process operator, 118 building, Decatur
 LINDA SCOTT, office systems analyst, corporate information systems, corporate finance, Decatur
 JAMES THOMPSON JR., senior mechanic, wet milling, electric shop, Decatur

TERRY THULL, maintenance coordinator, nights, maintenance, manufacturing, starch business group, Decatur

15 Years

MYRNA ALVARADO, office manager, Vico Products, protein, food and specialty products, Chicago
 LARRY GARRISON, chief storeroom clerk, manufacturing, starch business group, Sagamore
 ALDEN FLEMING, maintenance mechanic, manufacturing, starch business group, Sagamore
 TOM FORCE, senior mechanic, utilities, sheet metal shop, Decatur
 ODIS HUFFORD JR., laboratory analyst, manufacturing, starch business group, Sagamore
 ROBERT LUKA JR., process operator, 6 building, Decatur
 KENT SEDERWALL, motor coordinator, manufacturing services, starch business group, Decatur
 RONALD SNYDER, process control monitor, wet milling, starch business group, Sagamore
 RAYMOND STANHOPE, group vice president, government relations, Staley Continental, Inc., Chicago

10 Years

JOHN ALEXANDER, process operator, 5 building, Decatur
 GENE BOLLHORST, process operator, 60 building, Decatur
 LARRY BRAMHALL, process operator, 5 building, Decatur
 RICHARD BRISCOE, process operator, 59 building, Decatur
 CHARLES COX, printing equipment operator, corporate office services, corporate finance, Decatur
 GEORGE CRUTCHFIELD, eastern district sales manager, manufacturing, refined oil, Fairfield
 WENDELL DOHRMANN, manager, project engineering, corporate technical, Decatur
 RANDY DOTY, process supporter, 29 building, Decatur
 DENNIS DURBIN JR., process supporter, 118 building, Decatur
 KEVIN DURCHHOLZ, process operator, 6 building, Decatur
 RICK FELLER, utility laborer, 28 building, Decatur
 MARION GEILING, senior process operator, 12 building, Decatur
 CAROL GREENE, water supervisor, utilities, manufacturing, starch business group, Decatur
 LIBBY HARDISON, process supporter, 20 building, Decatur
 SCOTT HAVENER, shipping clerk, dry starch, manufacturing, starch business group, Decatur
 STEVEN HASELEY, process operator, 12 building, Decatur
 DEWEY HENDERSON, utility laborer, 20 building, Decatur
 JOHN HISE, process supporter, 44 building, Decatur
 ALVIN JOHNSON, production supervisor, protein, food and specialty products, Decatur
 TERRY KIDWELL, security coordinator, manufacturing services, starch business group, Decatur
 JERI LAWHEAD, starch modifier, manufacturing, starch business group, Sagamore
 DAVID LOY, process supporter, 20 building, Decatur

(Continued on Page 11)

40 Years

ELDON ALLISON, process operator, starch drying and grinding, lubrication and oil, Decatur

35 Years

ROBERT BEAN, production supervisor, oil refinery, manufacturing, refined oil, Decatur
 FLOYD BLAIR, process operator, 5 building, Decatur
 STANLEY BLAIR, process operator, 2 building, Decatur
 DALE BORN, maintenance coordinator, wet milling, corn milling, manufacturing, starch business group, Decatur
 JAMES BROWN, superintendent, starch performance products, dry starch, manufacturing, starch business group, Decatur
 GEORGE CANADAY, senior mechanic, 5 and 10 buildings, syrup and dextrose, millwright, Decatur
 WILLIAM CARR, process operator, 12 building, Decatur
 RALPH DAVIS, process operator, 20 building, Decatur
 ROBERT DOTY, supervisor, process, dry starch, manufacturing, starch business group, Decatur
 ROBERT ELLEGOOD, senior mechanic, re-build, machine shop, Decatur
 WALTER FISHER, territory manager, sales, starch business group, North Carolina
 LEROY HAAS, supervisor, refining, syrup and dextrose, manufacturing, starch business group, Decatur
 HENRY HACK JR., supervisor, starch modification, dry starch, manufacturing, starch business group, Decatur
 JAMES JACKSON, process operator, 2 building, Decatur
 WALTER KUIZINAS, senior mechanic, 5 and 10 buildings, syrup and dextrose, round house, Decatur
 ARTHUR LEACH, process operator, 28 building, Decatur
 DARRELL LIVESAY, senior process operator, facilities, paint shop, Decatur
 GAREY LOEB, process operator, facilities, riggers, Decatur
 DALE MCCLURE, senior mechanic, starch drying and grinding, machine shop, Decatur
 CARL MINTON, senior mechanic, starch drying and grinding, millwright, Decatur
 BILLY PASLAY, senior mechanic, instrument and control, Decatur
 LEVANDER ROBINSON SR., senior mechanic, utilities, brick mason, Decatur
 ROBERT RODGERS, process supporter, 59 building, Decatur
 DONALD SAPP, senior mechanic, starch drying and grinding, pipe shop, Decatur
 GLEN SMITH, senior mechanic, wet milling, machine shop, Decatur
 ROBERT STINE SR., process supporter, facilities, 50 building, Decatur
 DONALD WALK, senior process engineer, manufacturing, starch business group, Decatur

Together, service awardees compile 3,510 years with the company



William Doty



Thomas Eggers



Vernon Meyer



Donald Musick



Clarence Runyen



Kenneth Schrishuhn



Myrna Kirchoefer



Roman Martin Jr.



Bennie Hack



Jerry Hall



Richard Purcell



Donald Reynolds



Ray Virden



Charles Wilhelm



Vernon Morgan



Mary Paxton

(Continued from Page 10)

BETTY MCMACKIN, steephouse operator, manufacturing, starch business group, Sagamore
 ANNA NAPIER, process supporter, 20 building, Decatur
 ANN NEAL, L.C.L. clerk, manufacturing services, starch business group, Decatur
 JOHN O'NEILL, process supporter, 20 building, Decatur
 DAVID POLLEY, process supporter, 5 building, Decatur
 ROBERT POLAND, process operator, 29 building, Decatur
 JIMMY PRICE, process supporter, 20 building, Decatur
 LLOYD RAY, process supporter, 47 building, Decatur
 DEBRA REED, control and cash applications analyst, financial, corporate finance, Decatur
 KATHY ROHR, process supporter, 9 building, Decatur
 GEORGE SCHMIDT, maintenance coordinator, wet milling, corn milling, manufacturing, starch business group, Decatur
 DON SHASTEEN, process operator, 20 building, Decatur
 JERRY SHASTEEN, process operator, 99 building, Decatur
 DAVID SHAW, process operator, 11 building, Decatur
 ROBERT STOKES, process operator, 5 and 10 buildings, Decatur
 JOHN STURGILL, process operator, 60 building, Decatur
 ROBERT TANGNEY, process operator, 5 building, Decatur
 DUANE TISH, motor coordinator, manufacturing services, starch business group, Decatur
 JEFFREY WALKER, process supporter, 75 building, Decatur
 JACK WALTON JR., process operator, 44 building, Decatur
 PAUL WELLS, process operator, 47 building, Decatur
 MARTIN WILLIAMS, senior process operator, 20 building, Decatur
 WILLIAM WINETROUB, marketing manager, primary products, starch business group, Decatur
 GARY WINSKILL, process supporter, 44 building, Decatur
 DUANE YEAKEL, process supporter, 99 building, Decatur

5 Years

CHARLES ALLEN, research technician, chemicals from carbohydrates research and development, corporate technical, Decatur
 SCOTT ANDRICK, courier, corporate office services, corporate finance, Decatur
 WILLIAM BALDWIN, senior electrical engineer, engineering specialties and general facilities, corporate technical, Decatur
 ANNA MAE BEALS, quality assurance clerk, central laboratory, technical, starch business group, Decatur
 CHERYL BLICKENSTAFF, customer service technician, manufacturing, starch business group, Sagamore
 RICHARD BOLLINGER, technician, refinery, manufacturing, sweetener business group, Lafayette/South
 JEAN BREWER, maintenance clerk, dry starch, manufacturing, starch business group, Decatur
 JEAN BROWN, utility laborer, 29 building, Decatur
 JANE CLINE, accounts payable clerk, administration and accounting, sweetener business group, Decatur
 BART COCHRAN, utility laborer, 2 building, Decatur

LINDA COON, dependent claims clerk, medical and environmental affairs, corporate finance, Decatur
 CHARLES CURRY, controller, administration and accounting, starch business group, Decatur
 CRAIG CURTIS, process supporter, 20 building, Decatur
 JAMES DAVISON, senior project engineer, project engineering, corporate technical, Decatur
 THOMAS DEERING, process supporter, 11 building, Decatur
 CAROL DYE, administrative cost analyst, manufacturing, starch business group, Sagamore
 DALE FIALA, quality assurance sweetener technologist, syrup and dextrose, manufacturing, starch business group, Decatur
 DOUGLAS FRYMAN, associate mechanical engineer, engineering specialties and general facilities, corporate technical, Decatur
 DAVID HANBACK, labor relations supervisor, plant personnel, manufacturing, starch business group, Decatur
 DALE HARDESTY, technician, wet milling, manufacturing, sweetener business group, Lafayette/South
 JOHN HIBBERT, technician, refinery,

manufacturing, sweetener business group, Lafayette/South
 JACKLYNN LARSEN, technician, refinery, manufacturing, sweetener business group, Lafayette/South
 JOAN LE BEAU, process supporter, 6 building, Decatur
 EDWARD LUCAS, mechanic A, manufacturing, sweetener business group, Morrisville
 ANDREA LUKEN, quality assurance technician, manufacturing, sweetener business group, Morrisville
 LINDA MARTIN, properties supervisor, corporate control, corporate finance, Decatur
 EDWARD MATTIUZ, research chemist, food and agriproducts research and development, corporate technical, Decatur
 JERRY MCCAMMACK, designer, technical, starch business group, Decatur
 RUSSELL MILLER, technician, wet milling, manufacturing, sweetener business group, Lafayette/South
 DAVID MILLIGAN, utility laborer, 2 building, Decatur
 BARBARA MOWRY, secretary, computer center, corporate information systems, corporate finance, Decatur

JOHN NICHOLS, marketing manager, fructose, sweetener business group, Decatur
 NORMAN PITTMAN, process supporter, 44 building, Decatur
 BRUCE PLASHKO, senior research chemist, research, food and agriproducts research and development, corporate technical, Decatur
 RAYMOND RUIZ, roll operator, manufacturing, starch business group, Monte Vista
 RONALD SCOTT, principal control engineer, computer process control, corporate technical, Decatur
 DEBORAH STRONG, senior purchasing clerk, manufacturing services, starch business group, Decatur
 DIANE SMITH, process supporter, 9 building, Decatur
 EDWARD SMITH, process supporter, 9 building, Decatur
 ROBERT TONEY, technician, refinery, manufacturing, sweetener business group, Lafayette/South
 RANDY VANDERWALL, technician, wet milling, manufacturing, sweetener business group, Lafayette/South
 CANDACE WINHOLTZ, maintenance clerk, work orders, engineering, maintenance, manufacturing, starch business group, Decatur

Joining the leisure life around Staley . . .



Judy Barner



Herbert Milligan



Richard Schuman



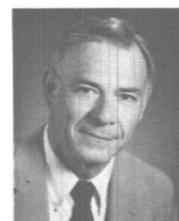
Felix Sena



Robert Potts



Richard Radasch



Nathan Kessler



Clark Lewis



Thomas Richbourg



Betty Lou Roderick



William Szachnitowski

Effective June 1, 1985

JUDY BARNER, employment specialist, industrial relations, corporate administration, Decatur

Effective July 1, 1985

RAYMOND BLAASE, pipefitter, Decatur
 HERBERT MILLIGAN, supplies and ingredients supervisor, manufacturing, starch business group, Decatur

control, engineering, corporate technical, Decatur
 FELIX SENA, operator, manufacturing, starch business group, Monte Vista

Effective August 1, 1985

NATHAN KESSLER, vice president, technical, corporate, Decatur
 CLARK LEWIS, senior process operator, 16 building, Decatur
 BENJAMIN RIVERA, process supporter, Decatur
 WILLIAM SZACHNITOWSKI, process operator, 47 building, Decatur

Exam changing

(Continued from Page 9)

never been involved with on the job and had to learn them all through self-study," she said.

"Before I discourage others interested in the certification, I want secretaries to know that the examination process is changing. Beginning in 1986, the test will be divided into its components, and those seeking certification will be allowed to take one part at a time. This will limit the scope of studying to just the portion or portions of the test an individual is interested in taking at one time."

Among those holding the CPS distinction locally are Janet Somers, administrative supervisor, legal; Judy Sadowski, now at Staley Continental, Inc.; Libby Milosevich and Fran Noland, both Staley retirees.

Worth noting . . .

Among those named to the spring Dean's List at the University of Illinois are children of Staley/Decatur employees. They include Brett Emmons, son of Bob, manager, corn feeds; Kathleen Empen, daughter of Joe, general manager, Gunther Products; David Mooth, son of Bob, research chemist; and Sheryl Smith, daughter of Frank, director, sales/marketing, ethanol.

Reasons for giving vary

"Supporting the United Way is a good investment in our community," said Luther Moore, process operator, Decatur. "So many organizations want money. By contributing to the United Way, donations will be placed in the proper hands -- helping where needed most."

"I support United Way because of the vital work agencies perform in making Decatur and Macon County a better place in which to live. The quality of life is improved with the overall effort these agencies put forth," said Mary Paxton, who has been a contributor to the United Way for more than 25 years. "Besides financial support, I have donated time to agencies which have assisted with the handicapped programs, particularly the Special Olympics held annually," the forms designer, control analyst, Decatur, said.

Discussing her United Way fair-share gifts, Eula M. Spates, process operator, 20 building, said, "While my son was stationed in Beirut, Lebanon, the Red Cross sent him 'care' packages, which I appreciated. In addition, family members have required blood, which my brother, Charles Baltimore, has replaced. He is a multiple-gallon donor at Caterpillar. Overall, I consider myself very fortunate in not needing services of these agencies, but, one day, I might need their help. Hopefully, my donations and those of others will keep these important services going."

Ralph Smith, process operator, 59 building, Decatur, believes in supporting United Way because his grandmother benefited from the services of several agencies. "The United Way is a fine way to help our community."

"My husband and I have supported United Way ever since we began working," related Ann Carnock, manager, claims administration, Decatur. "Aimed at the overall needs of the community, this campaign is a good way of reaching out to others, getting help to people who need immediate assistance. One campaign guarantees that money is raised in the most economical fashion and spent in the most needed way. There's another aspect to the United effort that I find important -- the convenience of payroll deductions, which enable me to give more than I could in one lump sum."

Al Dobbins is a United Way contributor because "the community benefits from the agencies that are part of this organization. Money is distributed fairly to agencies with programs that are meaningful and helpful. I have been assisting United Way campaigns for 35 years by delivering fund-raising materials compiled by the Red Cross. As a member of the Red Cross board of directors, I also have solicited for this fund drive in the county for a number of years. I always give my fair share," said the process operator, 17 building, Decatur.

Gene Hyland notes that member agencies of the United Way are all good organizations that benefit the community. "I support these agencies, and I support their combined fund-raising efforts," said the director, international engineering at Decatur.

"I've known a few people who have been helped by the many good services of United Way agencies," said Nancy Woolen, who has given to the drive for 17 years. Continuing, the process supporter said, "A friend with multiple sclerosis was assisted by the Visiting Nurses Association, which also helped my mother-in-law who had cancer. A friend's son, with a heart defect, received travel assistance when out of town for treatments. Besides giving money, I also donate blood to the Red Cross whenever I'm able. The Bible tells us that we are to help those in need. Many people, young and old, are in need. I'm more fortunate than many; so, I believe in giving my fair share."

Warren Moore, supervisor, production operations, Decatur, is a good supporter of community resources and believes in lending a hand to those who need it. "United Way is a quick, easy way of helping many," he said.

"Although I've never required the services of a United Way agency, when I was a youngster, the YMCA was particularly helpful," said Gale Glasco, senior process operator, 12 building, Decatur. "That is where I received my first formal swimming instruction. The United Way has many good causes all in one organization. Rather



Luther Moore



Mary Paxton



Ann Carnock



Al Dobbins



Nancy Woolen



Warren Moore



Ed Hughes

than contributing to an agency or two, I would rather give a single donation and have it divided among a number of groups."

Summing up the feelings of those who have generously supported United Way, Ed Hughes, a 30-year contributor, said, "This is the best way that we have devised to generate the majority of money needed to fund these agencies and to have it distributed in an efficient, fair manner among them. With the combined campaigns, more money goes into programs in the community rather than into fund-raising efforts. The United Way does it in an efficient and effective manner," the supervisor of the technical support section said.

Worth noting . . .

Cum laude graduate of Adams State College, Michelle Waller received a bachelor of science in business administration this spring. She majored in accounting and minored in business computer systems. The daughter of Don, western area manager, Monte Vista, received the Wall Street Journal Outstanding Student Award and made the Vice President's Honor Roll.... Accumulating a number of honors at commencement, Brad Waller, Don's son, graduated this spring from Monte Vista High School. He received an Entrance Scholarship to Adams State College, the Electronics Award, Academic Honorary Award and honors in English.

Staley is represented among 30 Decatur residents participating in the Metro Decatur Chamber of Commerce's first leadership institute, which began in September. Selected to be in the 12-week program are William W. Anderson, director, purchasing, corporate technical; Joseph S. Kerns, manager, plant personnel; and Cynthia L. Shepard, community volunteer and wife of Lin, manager, refined oil.

Although most experts say that "volunteer" tomato plants will not produce large fruit, Hobart "Hobie" Pollock, Sagamore laborer, doesn't agree. He picked a two-pounder from one of his "volunteers".

Gifts of life returned

The United Way has special meaning for the members of Hubert Crum's family, who are staunch supporters of that organization and its affiliated agencies. For more than 35 years, Hubert, a process operator in the Decatur pilot plant, has been active in the Red Cross blood program, being Macon County's top donor with more than 21 1/2 gallons behind his name. And for all that time, he was fulfilling the needs of others.

Then, two years ago, Betty Crum, his wife, learned she had a blood disease, which has been treated, in part, with blood transfusions.

"When the need became my own, I felt good about my contributions to that program," said Hubert. I can't begin to count the number of pints of blood and its components Betty has required, but I have had more than 30 units replaced. I have asked for blood donations from union and church members, co-workers and close friends, many of whom have become regular donors for Betty. They have been very faithful to the blood program.

"Because of the company's annual in-plant visit of the Bloodmobile, employees' and family members' blood needs are automatically covered by the Red Cross program. They are not required to replace blood they have used. Nevertheless, I have peace of mind knowing that the blood we have required has been returned to the bank for another patient's use," said Crum. "Our county is no longer able to supply all of its own blood needs and must borrow from other areas occasionally," he added.

"Without this Red Cross service, there would be a charge for blood. In areas which do not have this blood program, the recipient pays for blood in addition to an administration fee -- the only expense to us.

"This is a very small portion of the overall cost, and an excellent example of services provided by our United Way contributions. Thanks to the generosity of so many people making this United Way-supported program possible, along with excellent medical treatment, my wife's condition is improving," Crum explained.

"My experiences with the blood program date back to the days when I was a Marine during World War II. Serving overseas part of that time, I saw a big need for blood, although I did not need any myself. My eight emergency donations during military service have turned into regular donor visits.

"I became interested in the civilian blood program when I was home on leave in 1948. At that time, I learned that a youngster required blood of my type. When I called to inquire about giving, I was told that her needs were fulfilled, but the regional blood bank was in short supply. That's when I began my donor visits for the civilian effort. I average five visits to the Bloodmobile annually and would like to go six times, but in recent years, one of my favorite drives (at Staley) has been moved back, thereby eliminating one more opportunity to give blood." (At least eight weeks must elapse between donations.)

In addition to the blood program, Hubert is a member of the Red Cross Green Thumb



Hubert Crum is the top donor in Macon County.

Committee and is a resource for this gardening program, which, this year, has assisted 110 families to grow a portion of their food requirements.

Besides these close personal affiliations with agency programs, United Way has become deeply engrained in Crum's life at work. For the fifth year, he is co-chairman of the hourly participation in the United Way's drive at Staley/Decatur.

"Quite often we take the United Way and its member agencies for granted. . . until the need comes home," Crum pointed out. "Then we begin to realize all of the tasks these social and welfare organizations do for us and the community. We all benefit from their programs."

Worth noting . . .

Staley/Decatur runners elbowed their way through the crowd to snap up first and third places in the team competition at the Sage City Classic 10,000-meter race in Monticello. Runners and their times on Staley Striders I, taking first, were Joe Page, senior process operator, clocked at 35:16; Doug Varvil, food scientist, 38:04; Rick Reitzel, security coordinator, 38:22; Gary Baber, process operator, 40:17; and Terry Kidwell, security coordinator, 42:45. Members of the Staley Striders II, placing third, were Kerry Denison, technologist, who completed the run in 39:45; Kirk Otto, food scientist, 41:37; Mike Landacre, process supporter, 44:33; Ken Moser, section manager, research, 46:30; and Mike Noland, director, planning and budgeting, 49:06.

Tony Brummett has been named a National Award Winner in Science by the United States Achievement Academy. He was also named an Academic All-American Scholar by the National Secondary Education Council. Tony, an eighth grade student, is the son of Richard, process supporter, 20 building, Decatur.



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

Address Correction Requested

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