# **StaleyNews**

Volume XXI/No. 12

Decatur, Illinois/December, 1979

# Since 1973, energy consumption at Staley has increased 52%, while associated costs have risen 409%

Staley is a large user of energy, both from fuels and electricity. Since the Arab oil mbargo in 1973, the company's use of ergy and energy costs have increased ostantially with the operation of more lants and new processes.

Looking back to fiscal 1973, the total amount of energy used in all Staley plants in this country was 13.3 trillion British thermal units (Btu's). The energy bill for that year was \$9.7 million.

During the next two years, Staley's annual energy use increased only moderately, but a significant increase occurred in 1976 with the acquisition of the Swift Company soybean plants. Another significant energy increase occurred in 1977 when the new Lafayette corn plant came on stream.

In the year that just ended, all company plants in this country consumed about 20.2 trillion Btu's of energy at a cost of \$49.7 million. Thus, from the period 1973 through 1979, Staley's energy consumption increased by 52 percent. However, energy costs increased by 409 percent and now amount to 3.5 cents for every dollar of sales.

Let's put Staley's energy usage in perspective with the total amount of energy consumed in 1979 in the United States, which was about 80 quadrillion Btu's. Staley's use of 20.2 trillion Btu's represents about 0.025 percent of the total energy used in the country.

Another way to look at Staley's energy costs is in the cost per million Btu of energy consumed. In 1973, the average company costs of fuel and electricity were \$0.73 per million Btu. Last year, they had increased 234 percent to \$2.44 per million Btu.

To help hold down energy costs, the company is carefully scrutinizing its

operations and evaluating possible savings because the costs, availability and federal regulations regarding fuels is everchanging. Throughout this decade the company has realized a good savings in one operation by converting Decatur boilers to use the best priced fuel at a given time. That story follows.

# **Fuel selection** is keen game of economics

Early in this decade, Staley/Decatur's comparison of fuel alternatives for its boilers that produce process steam favored natural gas over coal on the basis of economics. The cost difference was enough for the company to realize a savings by converting a portion of its boilers, four in all, from coal to natural gas/oil firing.

"The way to realize such savings is to get in and out at the optimal time, not over-staying the savings," said Don Thompson, corporate utilities supervisor.

Looking ahead, in anticipation of returning to coal as a fuel, the company removed only the movable part of the traveling grates and installed gas burners--a relative simple fuel conversion project.

Keeping a constant watch on fuel costs, availability and government regulations, in a few years, Staley saw economics begin to slide in the other direction and in July of 1975 came the first talk of a transition to coal. The first boiler conversion to coal was completed January 15, 1978.

This month, the second of three planned boiler conversions from natural gas to coal

Season's Greetings

Dear Employee:

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Holidays are a good time to reflect on the accomplishments of the past 12 months, which have been very active and rewarding ones for the Staley Company. We were able to conclude the fiscal year with greatly increased earnings. . .up 53 percent over the prior year. Pulling together, we are concluding this decade on an upswing.

The heavy investment in "bricks and mortar" throughout all divisions in 1979 is a major commitment to the company's future and more particularly to your future. It is an expression of confidence that we know where Staley is headed and that forecasts of growth and opportunities are very real in the 1980s.

While facilities and new products are important to the company's future, a third element is even more vital-employees. A remarkable combination of talents created this company and will be required to continue its growth. You are the "keys" to Staley's future.

Each of you can take pride in the company's fine accomplishments as members of the team who made it possible. From conscientious employees on the line, who put the quality in the products, to the financial experts, who appreciate the cost/price relations, everyone's special talent is necessary to the team's strength. . .making it far greater than its components. This past year proved the greatness of this working relationship.

I take this opportunity to thank you for your fine efforts in the company's behalf and to send holiday greetings to you and your family. May the coming year bring you good health and happiness.

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Donald E. Nordlund

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# **Conservation program makes great** impact on saving energy at Staley

"The Staley Company, like you and your family, is feeling the impact of the energy crisis, ' said Donald Nordlund, chairman, in a letter to all employees. With thermostats thrown back to save on heating energy this winter, one might think this opening sentence had just been written. Not the case.

That letter was dated December 10, 1973-the month in which the company originated

was completed. The third such fuel conversion is slated for completion in November of 1980.

These fuel conversions reflect an increasing spread between natural gas and coal costs-not a shortage of natural gas at this time. Cross-over in cost occurred in 1978 but is only now becoming significant. Prior to this cross-over, Staley/Decatur burned natural gas preferentially and now coal has the nod, said Thompson.

Natural gas currently costs seventy cents more per million British thermal units (Btu's) than does coal, he said. The three boilers involved in the conversion program together consume approximately 450 million Btu's an hour. Based on an 8,000hour year, the potential annual fuel cost saving is \$2,500,000.

"Naturally, all of the fuel saving doesn't flow to the bottom line, however. Coal firing adds to operating and maintenance energy savings. costs--with the two most obvious items being coal and ash handling. There's also shutdown time for cleaning on coal-fired Targets set boilers," said Thompson.

its formal energy conservation program. Besides letters to employees, Nordlund sent letters to all division and department heads that set a company fuel reduction goal of 10 percent. Conserving fuel in product areas was of prime importance in meeting the overall goal, and thus detailed plans were drawn up by each of the company's operating groups to uncover potential savings.

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Everybody was asked to get into the act with thermostats that year turned back to 68 degrees. The chief executive appealed to employees to also turn out lights when work areas were not in use, while the company discontinued all ornamental lighting and exterior lighting not pertinent to safety and security. Staley people were encouraged to conserve energy at work and at home.

By the end of calendar 1974, the company approved energy conservation projects costing \$2.65 million, said Bill Hagenbach, director, environmental sciences. These projects included improved insulation of hot pipes and process equipment plus modifications to equipment such as evaporators that would reduce steam consumption.

The company continued to approve reasonable energy conservation projects, Hagenbach said, and by the end of fiscal 1979 had authorized over \$16.7 million for projects in all plants. These projects were totally or partially justified on the basis of



Construction continues -- Pouring of eight silos, each 140 feet high, took place the end of November on Livergood Grain Company's new Coles Station terminal elevator. This with that fuel are both corrosive. elevator, which will serve as a major in-land grain terminal for Central Illinois, will be fully automated with high-speed grain receiving and shipping capabilities.

'Gas firing of the three boilers was nice while it lasted," Thompson continued. Fuel cost was less, as well as operating and maintenance expenses. In addition, gas firing extended the life of the boilers since no "aging" took place with the burning of natural gas. The burning of coal and the

necessary cleaning maintenance associated

(Continued on Page 3)

In an effort to encourage conservation of energy in the industrial sector, Congress passed in late 1975 the Energy Policy and Conservation Act, which instructed the Federal Energy Administration (now the Department of Energy) to set up voluntary energy conservation goals for large industrial users of energy.

The conservation goals were set by industry groups and were to be met in 1980. Most of the Staley plants fell into the Food and Kindred Products Group under a Standard Industrial Classification (SIC) No. 20. For this group, a 12 percent conservation target was established per unit of production to be met in 1980 compared to energy used in 1972. Subgoals of seven percent and 16 percent were set for the corn wet milling and soybean processing industries respectively, said Hagenbach.

Staley has measured up quite well to these governmental goals, according to the environmental affairs director. Although some energy use figures for fiscal 1979 have

(Continued on Page 2)

# In the News...



Meeting/P2

**Preparing/P3** 



Winning/P4

# Staley spirit prevails at retirees fourth annual gathering

The last Friday of October is set aside well ahead of time by Staley/Decatur retirees. That's the day they convene for the Staley Retirees Association's annual meeting.

Once again, more than 600 retirees and guests jammed the Masonic Temple's dining room for the fourth such occasion, held in Decatur on October 26.

There's always plenty to talk about when a large group of retirees assemble, and to accommodate their desire to spend more time together, they were encouraged to come early and meet with their friends before dinner. Several hundred took advantage of the extra time to converse about the past year's activities.

A clear indication of the importance of seeing one another was the distance from which many of them traveled for the gathering. The Hilbert Bells came from Muskogee, Oklahoma; the Cecil Fundys from Hardy, Arkansas; Carl Butcher and his wife from Horseshoe Bend, Arkansas; the William Heers and the Ora Fishers from New Port Richey, Florida; Roy Roller and the Elmer Tomlinsons from St. Petersburg, Florida. Martin Smith and his wife arrived from Portage, Michigan; the John Lampitts from Mound City, Missouri; Mr. and Mrs. Herbert Harless from Danville, Illinois; Herbert Jones from Galesburg, Illinois; Mildred Schroat from Racine, Wisconsin; and Jim Galloway, Jr., from Claremont, California.

Addressing the group, Robert M. Powers, executive vice president, agriproducts, told them that the company's involvement in soybean processing and other agribusiness is considerably changed from the days when many of them were active employees. "From essentially one soybean plant in Decatur, Staley has grown to five soybean mills in this country and a soybean processing plant in Spain as well," Powers said.

Agriproducts, the executive vice president explained, is active in many other related phases of the soybean business as well. In the past few years, he told them that Staley has become very involved in grain merchandising. "We have two subsidiaries--Ging, Inc. and Livergood Grain Company-which operate nine country elevators in Central Illinois.

Another important agribusiness pointed out to the retirees is the Lincoln-Staley commodity futures trading subsidiary, appropriately based at the Chicago Board of Trade. This subsidiary, Powers said, specializes in commercial hedging in the futures market.

"We have a specialty feeds division, which produces and markets a line of molasses feed blocks for cattle. Each of the blocks contains a combination of vitamins, minerals and nutrients which help the farmer increase his output of beef or milk."

While all of these activities have added new dimensions to agriproducts, the major portion of that business remains soybean processing, Powers emphasized.

"Many of you played an important role in



Expecting a good visit, retirees came from as far away as California to attend the fourth annual meeting of the Staley Retirees Association.

# Staley's safety record for the year greatly improved over '78

Staley employees enjoyed a reduction in both recordable and lost-time injuries during fiscal 1979. Total recordables were reduced 32 percent while lost-time injuries were reduced nearly eight percent over that 12-month period in 1978. The total lost work days attributed to these injuries was 54 percent lower than in the previous fiscal year.

The leading cause of both recordable and lost-time injuries in fiscal 1979 was "improper use of equipment and procedures," accounting for more than onefourth of all injuries suffered, while the hands were the most frequently injured part of the body.

"Perfect safety performances turned in at four locations and significantly improved performances in several additional locations greatly influenced the company's overall safety record," said Bob Moore, supervisor, loss control engineering. "Indianapolis employees completed their fourth straight year with no injuries, while those at Chicago warehouse enjoyed their second straight injury-free year. Chemurgic and Murtaugh employees also completed the fiscal year without a recordable injury," he said.

Continuing, Moore pointed out significant improvements accomplished by Lafayette employees, who achieved a 75 percent reduction in lost timers and a seven percent reduction in recordables; Morrisville (71 percent and 20 percent reductions respectively); Galesburg (66 percent and 50 percent reductions respectively); Houlton (45 percent and 50 percent reductions respectively); Broadview (44 percent and 27 percent reductions respectively); and Des Moines (22 percent and 26 percent reductions respectively). Although Decatur employees suffered a slight increase in losttime injuries, they achieved a 27 percent reduction in recordables and a 66 percent reduction in lost work days.

ployees unfamiliar with operations did not realize the precautions necessary to working safely in a wet milling plant. Often, they took unnecesary chances resulting in injuries."

With that first year behind them, fiscal 1979 took on a much safer complexion. Much of Lafayette's safety improvement has been attributed to the efforts of a Safety Task Force made up of one representative from each of the product streams as well as management resources, according to McFatridge. "This task force established policies to provide safe operating procedures such as a policy of 'no smoking' and the elimination of lighters and matches from plant areas and has published a 'Lafayette Safety Code Book' by which we work."

All employees are responsible for completing safety work orders, McFatridge added.

Focusing on safe operations at Lafayette were two major safety contests this past year. The first one took them through 150 days without a lost-time accident and the second, continued that safe performance another 150 days. Approaching each goal, everyone thought about safety--not wanting to ruin the record for the plant. To keep everyone on target during the contests, the number of days to reach goals was posted along with safety slogans on a new eightby-16-foot safety sign erected for all to see between the office and plant. The sign's stop-and-go signals reflect the safety climate of the plant as well. A green light indicates all is fine, but a yellow light indicates that there's been a recordable accident. That light burns four days. In the event of a lost timer, the red light would burn four consecutive days.

#### Investigations made

With every recordable accident, a thorough safety investigation was performed, checking into details around the accident, extent of injuries, causes of the accident and necessary corrective action. Findings were publicized to allow others to benefit by mistakes already made.

And a last big measure that has had positive impact on Lafayette's safety is making management, supervisors and team members responsible for safe performance of their areas.

The Morrisville safety accomplishments have (Continued on Page 3)



building the company's rich tradition in the soybean business," Powers said.

He went on to say, "Our achievements today would not have been possible without your accomplishments in the past. Whether you worked in the extraction tower, the mill house, the office building or dry starch, your contributions made the company what it is today. So, on behalf of the Staley Company, I thank you for sharing your working careers with us and setting an example for Staley to follow in the future."

Heading the retirees' organization in 1980 is Donald Carroll, who retired three years ago as assistant maintenance foreman of the wet milling area. Carroll, who spent his entire career at Staley, worked more than 43 years for the company.

Rounding out the officers are Laurence Alverson, vice president, and Pauline Cable, secretary-treasurer.

Serving on the executive committee are Gertrude Hebert, Sam Jones, Russell Trowbridge and Hoyt Coverstone. Advisory committee members are E. D. "Skeeter" Moore, Ira Cox and Earl Beals.

#### Efforts pay off

"The first year of any new plant's operation is tough on safety," said Ronn McFatridge, Lafayette personnel manager, "and that certainly was true at Lafayette two years ago." Explaining, he said, "Many em-

## Energy savings noted

not as yet been reported, the available figures indicate that all Staley SIC 20 plants achieved an energy reduction efficiency of 11.3 percent, which compares well with the 12 percent goal for next year. Furthermore, the corn wet milling plants plus Houlton, Monte Vista and Murtaugh reached a 9.6 percent reduction. The agriproducts soybean plants also exceeded their goal and achieved a 17 percent reduction in energy usage.

"We can say that the Staley energy conservation efforts to date have paid off, and the company has already reached the 1980 governmental goals," said Hagenbach.

# **Track and switches** readied for winter

Fewer production interruptions and derailments are expected at the Decatur plant this winter as the result of an extensive track and switch maintenance program under way there.

Since last winter, the most ambitious rail renovation program in the company's history was initiated. The yards, grounds and track crew installed almost 7,000 feet of new track, well over a mile in all, and 19 switches. This work was done primarily on the main or lead lines by which three railroads serve the plant. Other improvements included replacing two plank crossings, which had deteriorated at the main and east gates.

\Ithough these projects were accomplished n a relatively short period of time, from April through October when the ground was workable, no manufacturing operations were interrupted, due to the efforts of Eddie Boyle, supervisor, rail services, who coordinates the car switching program with the railroads. Staley didn't have one production loss as a result of any rail or switch installation.

Executing this maintenance program were Woodrow "Woody" Smith, foreman, yardsgrounds-track, and his crew led by leadmen Carl Bagley and Tom Roberts. Throughout the year, they continuously service 25 miles of track and more than 100 switches in the Staley yards. Periodically, though, extensive repairs are called for as rails wear out, come loose from ties, or the ties rot in the ground. When the track and switches are in good condition, there are fewer problems moving cars around or getting them into and out of the plant in the winter months, said Don Brown, manager, plant transportation.



Paul Breyfogle, who retired as manager of industrial production, drives golden spike, symbolizing the end of 1979 program.

Much of the trouble last winter, Brown said, was due to track which was too low, allowing the melting snow and water to accumulate in the tracks where it would refreeze, causing derailments when the wheels could no longer follow the track.

Memories of the harsh weather and accompanying difficult work the crew faced in the early months of 1979 were good incentives to correct the track problems. Many rugged days were spent digging and picking out ice-covered rails and switches to get derailed cars and an engine back on the tracks. Production schedules, in turn, were adjusted to accommodate the slow down in rail movement.

#### Upgrading tracks

A new approach to upgrade tracks has been



Among the Decatur crew responsible for installing tracks and switches as well as maintaining them thereafter are, from right to left, Carl Bagley, Woody Smith, Tom Roberts, Robert Gilbert, Jerry Tatum, squatting, Larry Auton, and Leonard Hipsher.

taken to increase the longevity of repairs being made.

To begin with, five or six panels of straight track were fabricated ahead of installation. Only when a section was ready to lay, did the crew rip up the existing track and ties. Next they dug a trench eight feet wide by four feet deep to remove old debris and cinders. To eliminate ground moisture, they lined the trench with a protective layer of polyethylene-like sheeting. Then heavy rock was used to fill the hole prior to setting the rail. Thereafter, top or finishing rock was put on and a tamping machine used to make the track secure. This new rock foundation is superior to the old cinder base, which would gradually deteriorate, allowing the track to sink and holes to form, into which the melting snow and ice pooled, creating winter maintenance nightmares.

would move freely and not jam or lock shut on them during bad weather. (When the switch is thrown, the rails must move freely; no dirt can be allowed to build up between the rail that moves and the stationary one or a switch won't function properly.) Thus, the crew has cleaned out the tracks, oiled the switches and created a good drainage area next to the switch so snow and ice will not accumulate. This switch-clearing work has mainly been undertaken during November and December.

With the lead or main tracks now in good shape, the crew next will tackle the spurs or side tracks with the upgrading process. Already, plans for next season's track program are being laid out. By the end of the current five-year plan, Staley/Decatur track will be in excellent condition, requiring only regular maintenance.

Keeping the rails open and the cars moving is a 12-month-a-year job for the yards, grounds and track crew, complicated by winter's snow and ice. . . .But they're ready and waiting.

# Safety record greatly improved over 1978

#### (Continued from Page 2)

been brought about by continual reinforcement of all items in the Morrisville safety program and on-going modifications to the program throughout the year where necessary.

Along with its reduction in lost timers and recordables, Houlton has achieved an 18 percent reduction in lost work days. To acheive this feat, Ron Mobley, plant manager, said they have expanded their safety committee functions, going over every inch of the plant eliminating any type of hazard. In addition, they have expanded their voluntary OSHA compliance program. . . no small task for an older plant.

Besides physical changes within the plant, Houlton is doing something about safety awareness on the job. Plant rules have been rewritten to include safety procedures which are emphasized during safety meetings. "We are trying to show the safe way in which to do jobs." Mobley said. At times, these training meetings are supplemented with films on operational hazards.

Besides safety contests, which have played a role in safety awareness and overall improved performance, Mobley said another key to Houlton's accident reduction has een a program called "STOP". When an employee sights another doing a job in an unsafe manner, he says, "Stop. This is unsafe." The unsafe condition or act is written in a report, logged in a book and posted for all employees to see.

McConnell said that the plant has had a leveling off of employee turnover. With a more experienced work force, safety awareness is more easily attained.

"Although there's been some reduction in accidents," McConnell said, "there's more room for improvement and we're on our way. Just recently, we increased the frequency of our safety meetings to monthly and are involving more people in them. Already we've had a better response to pinpointing problems and corrective measures with this stepped up safety program.'

"Increased safety awareness helped Decatur's safety statistics during fiscal 1979," said J. B. Webb, supervisor, safety department. "During the year, Decatur employees experienced fewer recordable injuries and a good reduction in lost-work days over the prior year."

Several factors helped spark safety awareness--namely greater emphasis placed on

safety programs and team work.

# Fuel selection is keen game of economics

#### (Continued from Page 1)

Boilers selected for the restoration process were the newer ones, dating from the late 1940s and 1950s. Originally, they had been stoker fired rather than pulverized coal fired, making the cost for converting plus outfitting them with particulate removal equipment less.

After completing the planned renovations on

stretches of rail, the crew focused their

efforts on the switches to make sure they

The difference in firing methods is an environmental concern. Pulverized coal emits about 85 percent of its particulate matter in the flue gases compared with less than 10 percent with stoker firing. These factors are important because environmental standards have changed drastically since the boilers were installed, requiring particulate removal equipment, the expense of which is commensurate with the amount of particulate matter in the flue gas.

For the record, one of the three remaining gas/oil fired boilers originally burned coal and could have coal firing restored. However, that boiler is 42 years old, and was designed to burn pulverized coal. The combination of age and cost has made this move unattractive.

Either obsolesence or natural gas availability or price will ultimately force Staley to install new coal boilers. Department of Energy and Environmental Protection Agency rules and regulations dictate that any new boiler will be coal fired and that it either burn low sulphur coal or be equipped with flue gas desulphurization equipment.

The cost of a new coal-fired boiler including the auxiliaries will exceed \$10,000,000. Thus, the company will concentrate on reducing steam use in existing processes before proceeding with a new boiler. If sufficiently successful, Staley will even be able to provide for plant growth for an extended period without a new boiler.

Steam is used for processes in both the agriproducts and industrial sides of the business. Evaporators and dryers are the major steam users. In both cases, the objective is to reduce moisture levels. Temperature is th driving force in other processes. Steam is used as the heat source.

"Our goal is to reduce all of the statistics another 33 percent this fiscal year," Mobley said, noting the goal is ambitious, but "we're going to give it a 100 percent try."

#### Running more smoothly

Noting that they have had a much better safety performance for fiscal 1979, Gene McConnell, production superintendent at Des Moines, said that with many of the mechanical and equipment problems corrected and redesigning accomplished this past year, their operations are running more smoothly with less down time and fewer maintenance problems. For difficultto-reach areas, they have added access platforms to equipment, making maintenance safer and easier.

"Employees have to live safety though," Webb added. "Safety is not turned on when they come to work and turned off when they go home. Safety should be foremost in employees' minds at work or at home."

According to Decatur's safety department supervisor, "Safety is everyone's responsibility." This shared concern for safety on the part of all employees is being fostered by the development and implementation of joint safety efforts throughout the Decatur plant.

"These locations are to be commended for their achievements during the past year and should serve as examples for all Staley locations pointing out that high injury rates need not be tolerated," Moore stated.

He continued by saying, "While 1979 was a much improved year, we must not relax our safety efforts. Our lost-time injury incident rate of 2.3 injuries per 200,000 employee hours leaves room for improvement in the coming fiscal year. In fact, shortly after distribution of the year-end injury summary, the Risk Management Department plans to suggest measures to each location to aid in reducing their injury rates."

To handle the job, all engineering was done in-house with the assistance of boiler manufacturers. The Riley Company, which supplied the stokers originally, was contracted to make the restorations. All that firm had to know was what had been removed. Simplified, they remove the gas burners, replace the moving portion of the traveling grates and restore wall tubes. Once all the materials and equipment are on site, the conversion project takes about five months.

When the conversion program is complete, Staley/Decatur will have seven coal-fired and three gas/oil-fired steam generators at the boiler house. Coal will be the primary or base-loaded fuel and natural gas will be the swing fuel. More expensive natural gas will be used only to supply steam needs in excess of coal-fired boiler capacity. Increases or reductions in steam load will reflect as increases or reductions in natural gas use. It follows, Thompson said, that projects to reduce steam use are very attractive.

In the program to reduce steam use, Decatur will borrow from Lafayette's experience with vapor recompression. That plant uses motor-driven compressors to compress the vapors from their evaporators to a higher pressure and temperature. Once compressed, the vapors become the steam supply for the evaporators. Steam recovered in this manner does not have to be produced in a boiler. Neither coal nor gas is needed to produce it--just electricity. Best of all, the cost of compressing vapors is considerably less than producing steam. This process eliminates boilers and cooling towers. The first vapor compressor unit in Decatur will be in 5 & 10 building. It's scheduled to be in service in July, 1980.

Other means of reducing steam use include recovering heat from process areas, insulating pipes and equipment, controlling leaks and metering steam.

In 1980, Staley/Decatur will complete a cycle, from coal to gas, from gas to coal, from coal to electricity. The motto, "There is nothing permanent but change" certainly applies in the energy field.

# **Quota busters** take top honors

Wally Murner, midwest regional sales manager for consumer products, has been named "National Sales Manager of the Year". He also was selected the "Eastern Regional Sales Manager of the Year".

Taking the honors in the western region was Phil Harper, who for the past three and onehalf years, has been the northwest regional sales manager based in Denver, Colorado.

These honors as well as broker awards were made during the Consumer Products Group's annual business meeting in October. Murner's Detroit broker, Acme Food Brokerage, Inc., took top broker honors in the eastern part of the country, while Davis Marketing Co., Inc., of Davenport, Iowa, was named "Western Broker of the Year". That firm is part of Bill Schneider's sales network. Bill is the Chicago regional sales manager.

Murner, who joined Staley in 1977, not only achieved 100 percent of his case quota, but achieved individual brand quotas on seven out of 11 brands. He attained 100 percent of his quota on "Sta-Puf Concentrate"; 111 percent on "Sta-Puf Pink"; 107 percent on "Sno-Bol"; 112 percent on "Cream Corn Starch"; 114 percent on "Rain Drops"; 112 percent on "Sta-Flo" liquid; and a whopping 196 percent on "Sta-Flo" aerosols.

#### Sheet success

During the rollout of "StaPuf" dryer sheets, Murner and his Indianapolis, Fort Wayne and Toledo brokers achieved at least two-size distribution with every major customer except one. With the rollout of that product in Detroit, where he is based, Murner achieved a near miracle with superb cooperation of marketing and distribution services. On August 8, he and a representative of Acme Brokerage made a presentation on the new sheets at Chatham Supermarkets at 11:30 a.m. After discussion with the head buyer, they obtained a commitment for a solid truckload order on boxes of 20 and 40 sheets if they could be shipped two days later. The chain wanted the sheets to tie in with an advertisement for August 13. The order was arranged and arrived at Chatham's warehouses on August 9. This transaction didn't take 24 hours from presentation to delivery.

Realizing that new distribution is the lifeblood of any company, Murner and his brokers pursued new distribution during fiscal 1979, gaining numerous new items on retail shelves and losing only two in his entire region.

# Employees on the move . . .

#### CORPORATE

NANCY FAIR, from clerk, Satellite IV, corn milling, industrial manufacturing, to secretary, business systems, corporate information systems

JUNE FRYMIRE, from division secretary, purchasing, to purchasing coordinator, purchasing

SHERRIE OTTA, from senior purchasing clerk, purchasing, to purchasing technician, purchasing

SHERRIE ROSENBERGER, from pur-



Wally Murner earns top award.



Phil Harper receives regional award.

To gain the western title, Phil Harper exceeded his quota on seven items and hit it on another, with his total case volume sales at 100 percent of quota. Numerous new item placements played an important role in these accomplishments, gaining 48 new placements on "Wagner" alone. With tremendous first and second quarters behind him, Harper charged on, setting objectives and following up on them. Retail oriented, Phil used SAMI data for further development of his markets. He covered all bases with his brokers, providing them with a monthly newsletter that offered good solid direction. Three of his six brokers achieved quota in 1979--a strong tribute to his management abilities.

# 49 celebrate anniversaries

40 Years

CHARLES WILBUR, senior mechanic, sheetmetal CLIFFORD MAST, senior mechanic, sheetmetal LEE OWENS, stock and sample clerk, quality assurance

35 Years

WAYNE MUSSULMAN, laboratory head, microbiology and physical testing, advanced R&D

ELTON ROBERTS, extraction operator, Champaign

30 Years

DARRELL KING, extraction operator, 101 building ARTHUR ALFRED, shift leader, Vico-Chicago

25 Years

FRANK JANES, manager, soy flour, grits, protein division, agriproducts FRANCIS O'DONNELL, maintenance A leadman, Houlton MAX ESPINOSA, lead mechanic, Monte Vista

20 Years

HUGH O'NEILL, sanitation inspector, plant services, industrial products LAUREN INCARNATO, shift foreman, 11, 18, & 75, industrial LLOYD WILBER, senior mechanic, machine DONALD SIGMON, carbon operator, 5 & 10 building ALBERT KAUFFMAN, preparation operator, Fostoria

15 Years

ROBERT LENTS, systems software consultant, corporate information systems KENNETH ALBERT, drum leadman, Houlton RODNEY FARRAR, boiler leadman, Houlton

#### 10 Years

GEORGE ESPINOSA, lead operator, Monte Vista

EDWARD WISEHORT, weigher, Champaign DAVID THALLMAN, extraction operator, Fostoria

#### 5 Years

STEPHEN BRADEN, senior merchandiser, grain, agriproducts TIM MURPHY, quality assurance technician, consumer products

FRANCES KELLY, administrative secretary, starch, industrial sales and marketing, Langhorne sales office MARY LEEPER, telephone operator, corporate information systems BYRON FAST, JR., territory manager, sweeteners, industrial sales and marketing DENNIS GENTRY, shift foreman, inositol, corn milling, industrial products EDWARD BAKER, JR., computer operator, corporate information systems JAMES LIVERGOOD, merchandising manager, grain, agriproducts



Wayne Mussulman







Francis O'Donnell

Max Espinosa

DAVID GLOVER, gateman, plant protection JEANETTE GARMON, sewing room operator trainee "A" R. E. LAYTON, meal loader, Champaign JAMES TAPSCOTT, utility, 111 building THOMAS TIPSWORD, utility, 40 building JOHN COGGINS, merco operator, 6 building TERRY CRAW, process support, 9 building HAROLD GARMON, cleaner, 101 building MICHAEL RIGGS, process support, 9 building ROLLAND SCRIBNER, special mixer operator, 20 building GARY TAYLOR, carbon operator, 5 building GARY WINHOLTZ, extraction operator, 101 building ALOYSIUS FARRELL, roll dryer operator, Morrisville WILLIAM KOHLER, maintenance mechanic A, Morrisville ROBERT CLEMONS, operator A, Arlington

### Joining the leisure life . . .



Jesse Baker





Willard Duncan

Kermit Wright

Effective October 31, 1979

JESSE BAKER, leadman-weigher, 6 building G. MURRAL COMPTON, cooler operator, 17 building

WILLARD DUNCAN, turbine operator,



**Robert Garretson** 







chasing clerk, purchasing, to purchasing technician, purchasing SHIRLEY STINSON, from purchasing clerk, purchasing, to senior purchasing clerk, purchasing

#### **INDUSTRIAL**

DIANE BURCHARD, from order entry assistant, syrup, administration, industrial, to transportation equipment coordinator, administration, industrial

ROBERT GARRETSON, from regional sales manager, specialties, industrial sales and marketing, to national sales manager,

industrial starch

D. LYNN GRIDER, from area manager, specialties, industrial sales & marketing, to eastern regional manager, specialty foods, industrial sales and marketing

SHERRIE LOTH, from administration secretary, Langhorne sales office, industrial sales and marketing, to eastern regional administration assistant, industrial sales and marketing

ROBERTA PROBST, from direct order price clerk, administration, industrial, to order entry assistant, syrup, administration, industrial

AL RENNERT, from shift foreman, plant services, industrial manufacturing, to shift



Lynn Grider Al Rennert



Charles Hagood **Robert Pothast** 

foreman, 118 building, dry starch, industrial manufacturing

AGRIPRODUCTS

CHARLES HAGOOD, from plant superintendent, Decatur soybean milling, agriproduction, to plant superintendent, Des Moines, commodity operations, agriproducts DAVID NOLAND, from assistant central district manager, refined oil, to central district manager, refined oil ROBERT POTHAST, from production superintendent, soy protein, agriproduction, to plant superintendent, soybean milling, Decatur plant

ALLEN EATON, building cleaner, 28 building

DANA GAITROS, training analyst,

60 building ROBERT JESS, process support, 9 building THOMAS SCHWESIG, cleaner, 101 building DANIEL RHODES, process support, 9 building



A. E. Staley Mfg. Co. **Address Correction Requested** 

2 building FORREST VOGEL, laborer, 60 building KERMIT WRIGHT, lubrication serviceman, Satellite I, 101 building WILLIAM BURKE, utility lubricator, 42 building ELDRED HASSINGER, grain mixer, 28 building



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