StaleyNews

Volume XXIV/No. 9 Decatur, Illinois/December 1982

Foreign trade policy dumps "woes" on U.S. corn/soybean processors, farmers; employees can help by "airing" facts

The impact of foreign trade policy on Staley, our industries and corn and soybean farmers is in a word, negative, according to Ray Stanhope, who described the problem as foreign production, export subsidies and boundary barriers.

Opening the 1982-83 sessions of the Staley Technical Society, Stanhope, vice president of administration and government relations, said, "For years, foreign countries have been nibbling away at the free trade style of United States agriculture and agribusiness. This has taken place not only with the acquiescence of the U. S. government but in some instances with its active support. There was a time when the U. S. economy, when U. S. agriculture and U. S. agribusiness were sufficiently strong vis-a-vis the rest of the world that foreign construction and production subsidies, special export subsidies and dumping below cost did not matter.

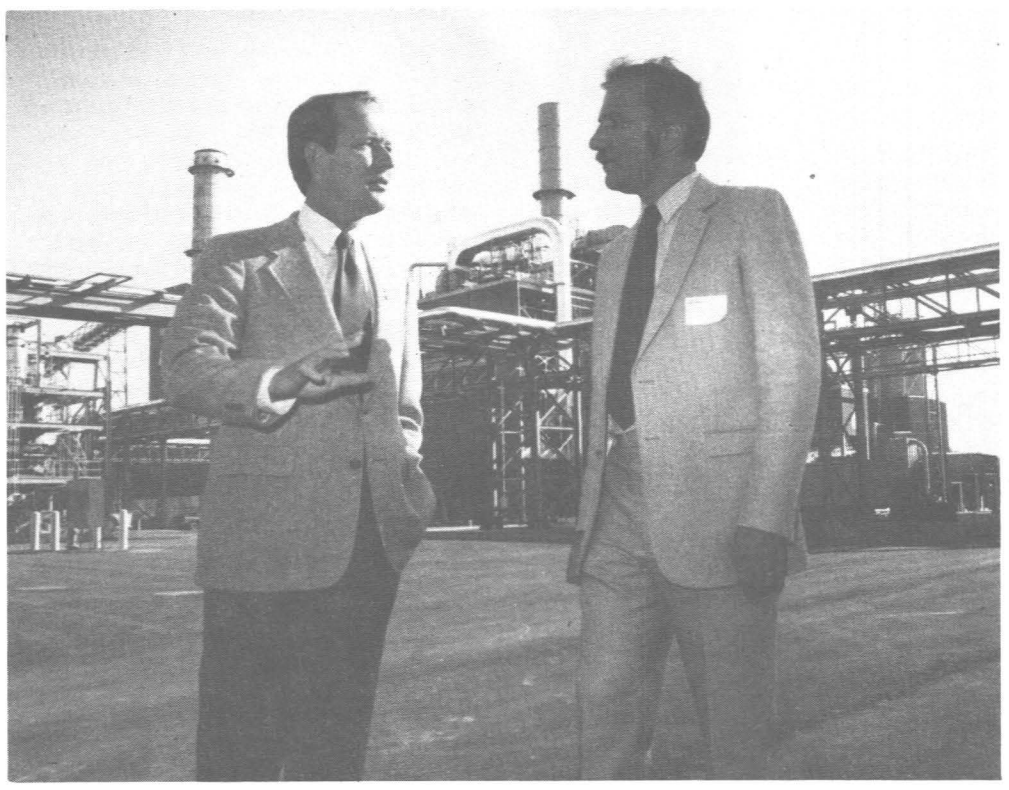
"Unfortunately, the strength of the U. S. economy, including agriculture, vis-a-vis the remainder of the world has gradually declined," Stanhope told the group, "and unfair trade practices, which previously could be shrugged off, are today making U. S. agriculture and agribusiness uncompetitive. The U. S. Department of Agriculture (USDA) recently said the European Economic Community (EEC) remains the clearest example of the use of export subsidies in international grain markets, but export subsidization is occuring in a number of other countries."

Technical society members learned that of total world grain trade, the USDA estimates 26 million tons (over a billion bushels including about 20 million tons of EEC exports) will involve some type of subsidy, representing about 13 percent of all grain trade forecast for the 1982/83 season. More countries are exporting at a loss on the grounds that it is more beneficial to their economies to continue earning foreign exchange from grain exports even if it requires government outlays to make up the difference between producer and exporter prices, according to the speaker. This pattern is repeated with many other agricultural products.

"Gradually, these high subsidy payments to foreign producers and processors increase supplies and, in the last several years, have generated large surpluses, which must now be dumped on the world market with additional subsidy for sale below cost. This means that U. S. agriculture and agribusiness must compete on world markets against the national treasuries of other governments. These problems hurt not only the farmers but also the processors," the vice president said.

Taking the U. S. corn refining industry as an example, Stanhope noted that while it is the world's lowest-cost producer of sweeteners, its growth and the concurrent increase in corn usage is being impeded by the subsidized dumping of foreign sugar as much as 19 cents per pound below cost. Most major sugar exporting countries are heavily subsidizing the export of sugar below cost. These subsidies encourage further surpluses. Without the subsidies and the surpluses which they generate, economists estimate the world price for sugar would be well over 20 cents per pound rather than six cents per pound. What is the impact of this on Staley, the corn refining industry and the farmer?

(Continued on Page 4)



Plant dedicated--Following the October 27th dedication of the Loudon plant, in the background, Tennessee Governor Lamar Alexander, left, talks with Paul Herman, plant manager.

Season's Greetings

Once again the year is coming to an end and the holidays are upon us -- a time for reflection and a look toward the future. While the past 12 months have been difficult and challenging for Staley, the year as a whole has been one in which we have laid the foundation for long-range growth.

Successfully completing an expansion program unprecedented in our history, Staley began production at the new corn plant in Loudon, Tennessee, the new oil refinery in Des Moines, Iowa, turned out quality products, and sunflower seed processing began at the joint-venture plant in Velva, North Dakota.

In addition to construction and operational accomplishments, the company acquired another Lafayette, Indiana, corn plant producing sweeteners and starches, purchased a Van Buren, Arkansas, plant at which chemicals from carbohydrates will be produced next year and acquired an interest in Bio-Technical Resources, a genetic engineering and bioresearch firm.

All of these milestones mean that the Staley Company of tomorrow will be far different from the one we know today. Whatever challenges our company may encounter in the new year, we draw our strongest feeling of optimism for the future from the knowledge of what Staley employees have accomplished together in the past.

In this spirit, we extend to all of you our warmest holiday greetings and best wishes for a very happy New Year.

Don Nordlund
Chairman

Bob Powers
President

Trials, triumphs of Staley told in new book

More than two years of research, interviewing and writing went into *The Kernel & The Bean,* chronicling the company's rise from poverty to one with $2 billion in sales during its first 75 years.

Employees, retirees, shareholders and friends of the company are receiving complimentary copies of the book, published this fall by Simon and Schuster.

The monumental task of ferreting out the company's peaks and valleys, discovering new information and dusting off and sifting through the moments recorded in one annal or another was given to Dan J. Forrestal of St. Louis. A journalist from his high school days on, Forrestal began his career, writing for the sports pages of the *St. Louis Globe-Democrat,* where he became a regular staff member after college. He served as a syndicated war correspondent during World War II and returned to the newspaper as its assistant managing editor.

In 1946, Forrestal took "a sharp turn," as he puts it, into industrial life, joining Monsanto Company for a 28-year period of overseeing the chemical corporation's public relations programs. He began yet another career in counseling and writing in 1974 and has published two books on corporate communications and has written an anecdotal 75-year history of Monsanto. Dan also has authored numerous articles focusing on the hits and misses of corporate communications for national magazines.

With Forrestal at the typewriter, internal assistance along the way came from Brenda Smith, John Clifford and Dave Satterfield, of the corporate relations division, and from Tom Garren, now retired.

Given a "free and unfettered rein," Forrestal set about his task of compiling the history with his yardstick to determine its content being whether information was interesting and/or significant. If it struck out on both counts, the information was discarded.

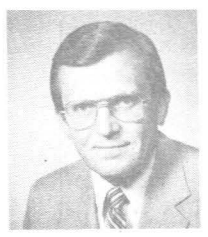
Forrestal says the "Staley story is, in many ways, the story of the risks and rewards in America's profit-or-loss system of business venture. Too often observers who hail the capitalistic 'profit system' forget that potential losses inevitably lurk at the other side of the ledger. They forget -- or, at least, seem to forget -- that management is charged with the responsibility of achieving a return on investment and further charged with accountability in allocating the rewards equitably to stockholders, employees, communities, customers, suppliers -- not to mention the layers of taxes enabling the private sector to underwrite the staggering costs of the public sector at the federal, state and local level. The Staley story is a resounding Exhibit A in Economics One."

But it's not dull reading by any means. Those who contributed to the narrative include retirees who were on the scene as far back as World War I, current employees, civic and professional people in Decatur, industry spokesmen, financial analysts on Wall Street, several generations of the Staley family, journalists, libraries and old-time friends, who watched the company "flower from nothing to something."

Noting that the first 75 years is "only a prologue," Forrestal wonders what the next 75 will bring in the way of adventures.

Elected director of company

Robert L. Schwanke was elected a director of Staley at the regular meeting November 9 of the company's board.

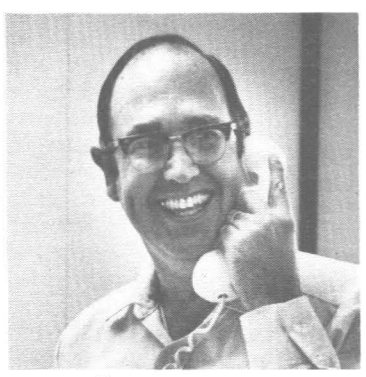


Robert Schwanke

Schwanke, vice president, finance, joined Staley in 1971. He was named corporate controller in 1973 and elected a vice president earlier this year. Schwanke became the company's chief financial officer in October.

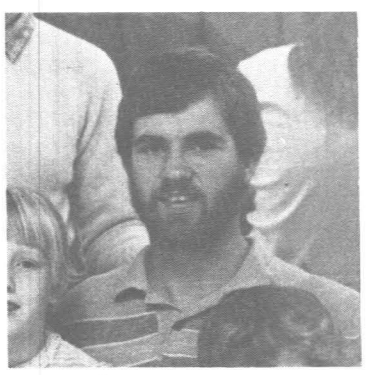
Prior to joining Staley, he was associated with the public accounting firm of Arthur Andersen & Co. and with General Electric Company. Schwanke is a certified public accountant.

In the News...



Shaper/P2

Award/P3



Champ/P5

Computer does it all at Des Moines refinery; quality, yields, reliability are the payoffs

With a look to the future, the company's new soybean oil refinery in Des Moines, Iowa, is virtually computer controlled. Only the sanitizing of tank cars is handled manually by employees!

Five years ago, Staley demonstrated an early state of the art with its Lafayette, Indiana, corn refining plant, which features a first generation Foxboro Fox 1 system. The Des Moines installation, also Fox controlled, is perhaps two generations down the line from the highly automated corn sweetener plant, according to Roman Martin, project manager, computer process control, Decatur, who worked with a team of Staley employees on both computer-controlled systems.

The new $30 million refinery has the capacity to produce 18 tank cars of soybean salad oil and hydrogenated soy oil a day. That amounts to a daily production of about 1.1 million pounds or 350 million pounds on an annual basis, according to Norman Smallwood, plant superintendent.

Soybean salad oils are mainly used in mayonnaise, salad dressings and pourable dressings, while hydrogenated soy oils are relied upon for cooking and frying applications and as a major constituent of margarine and shortening.

The refinery's output is being directed toward key markets on the West Coast and in the Southwest, according to Larry McNamara, sales manager, refined oil division.

Familiar faces around the new Des Moines refinery during construction are pictured. Most of them were on temporary assignment.

By-products of the refining operation include "Sta-Sol" lecithin concentrate, acidulated soapstock (for soap and feed ingredients) and vegetable oil distillate (major source of vitamin E and steroids).

Computerized control will justify the cost of the new installation, Smallwood believes, because of the ability to produce refined oils of consistent high quality, while achieving maximum yields, operating reliability and improved productivity. Properly operated, the refinery should achieve pilot-plant results on a commercial scale and be able to adapt to a new technology as it emerges without expensive retrofit.

Nerve center of the refinery is the control room, wherein process control is directed from two work station consoles, each consisting of three CRTs or viewing screens, keyboards and a printer-recorder.

Among the unique features of this system is color viewing screens. "Somehow color makes the process more visible, including problem areas, which ring out in bright red," said Tom Cain, production superintendent.

At the heart of the control center is a Foxboro Spectrum, which incorporates a hierarchy of systems and subsystems for controlling a hierarchy of processes, according to Martin.

"A Fox 1A microprocessor-based host computer functions as the process manager. This computer reaches the entire plant, providing data, adjusting the process to optimum levels and sequencing the equipment. It is linked to sensors and analyzers to measure temperature, pressure, rate of flow, tank level, pH, weight, mass, turbidity, color, etc. Armed with this information," Roman said, "the Fox 1A calculates optimum 'set-points' for the Microspec, which controls specific 'loops' in the process; monitors, diagnoses and alarms problems in the process or within the control system; and logs and summarizes data for reports."

Loops critical to operations

"Loops are small portions of the overall plant but very critical to the operation," Martin pointed out. "For instance, a loop might consist of a sensor measuring flow of steam, going into a controller that determines where that part of the process is in relation to where the operator thinks it should be (the set point). Error between the set point and measurement calls for action on the valve for more or less steam. Loops, therefore, measure, compare with a set point, initiate appropriate corrective action and remeasure for results," according to the project manager of computer process control.

Microspec, which performs the process control functions of a number of loops, is connected to the devices by field wiring. Each Microspec unit can contain the instructions for up to 30 loops and the associated control dynamics. Each unit looks at a thousand points in the refinery from every half second to once every four seconds to stay on top of the operation, Cain said. Control loops can be displayed on the CRTs at the central work station, allowing operators to adjust set-points or outputs to specific loops whenever necessary.

The centralized video display allows the operator to communicate or interface with the process by calling up process and configuration displays. Videospec also displays current or historical data and can transform the display on any screen into a black and white picture to document any unusual process condition.

Two operators control the refinery through separate but adjacent Videospec work stations, each operating with different parts of the refinery. Of the three CRTs at each work station, two extract information from the Videospec, which shows the control loops; the other, known as UMMI (Universal Man Machine Interface), is a window to the Fox 1A computer, providing graphics and communication links with the batch processes. The UMMI can actually show the operator pipes and tanks in the process itself.

Fox 1A lends itself to batch processing or repetitious procedures such as filter changing and car loading, which lets an operator follow a batch step by step, according to Bill Hausmann, process engineer, originally from Staley headquarters. The system gives a breakdown of each specific operation, providing manual interface or giving access to a specific control or pump, valve or motor out in the plant.

When an alarm occurs in either the Videospec or Fox 1A system, a red light above the CRT display flashes, indicating trouble. On Videospec, for instance, a quadrant of the process is identified. The operator will call up that quadrant on the CRT through the keyboard, and the loop or loops "in alarm" are displayed on Videospec. Then the operator can zero in on a specific control to correct the problem.

Although the computer and associated devices are the "ears" and "brain" of the plant, Cain, who has worked in oil refining 11 years, and with Staley since 1980, says competent operations personnel are necessary. The job requires a broad level of competency because they must understand all areas of the plant and be prepared to work in any of them. When a level is changed, technicians must be able to reflect how the total system is affected down stream in production; or if a change is made in some process, they must know the ultimate effect on the product going out the door. They must be comfortable sitting at a television-like screen, making equipment work; therefore, they must have a solid technical base for the entire operation," Cain stressed.

Personnel who shaped refinery

Heading up the Des Moines refinery's planning and construction team was Dick Fiala, manager, technical services, manufacturing, agriproducts, Decatur, designated the project manager. Roger Lester, project engineer, corporate engineering, was responsible for design engineering; John Rasche, process engineer, corporate engineering, for the process; and Harold Good, field engineer, corporate engineering, who was Staley's contact with the J. A. Jones Construction Company.

Decatur personnel working under Lester were Norman Anderson, designer, project engineering, corporate engineering, who served as "chief of staff" for about a quarter of the project; Dick Barnett, civil/structural manager, engineering services, corporate engineering, involved with the civil/structural designing; and Neil McDonald, industrial engineering supervisor, engineering services, corporate engineering, responsible for material handling, specifying weighing mechanisms, some railroad design and construction. In addition, the entire corporate engineering staff was called upon for specific expertise.

Rasche's corps included the following Decatur personnel: Cameron Ferguson, principal process engineer, corporate engineering, who was responsible for the hydrogen gas plant; Dave Heidel, process engineer, manufacturing, agriproducts, who oversaw the bleaching area; Tom Koontz, staff process engineer, manufacturing, agriproducts, involved with the tank car washing, barometric closed loop cooling and lecithin drying and blending systems; and Jim Riley, process engineer, corporate engineering, who was responsible for the processes of acidulation, waste treatment, bulk handling and oil loadout.

Lending support to Good from corporate engineering were Sam Watters, staff engineer, project engineering, and Ron Zitzow, staff project engineer.

Heading up computer control engineering, Roman Martin, from the beginning, worked with the design group, developing the computer process controls system. He directed work with Foxboro's personnel in converting some of the Lafayette software for reuse at Des Moines and later at the Loudon plant.

Martin explained that Foxboro provided the system software. Staley developed the batch software for handling non-continuous work such as cleaning filters, which is being used again at Loudon. Applications software, specific to Des Moines, is used only at the refinery.

Assisting with program writing and designing were all of the corporate resource engineers, working on specific process areas. In addition, Norman Smallwood, Tom Cain and Bill Hausmann of the Des Moines refinery staff defined the way in which many of these processes were to operate so that others could design the programs.

Working directly with Roman on the computer process control assignment were Ron Scott, senior computer process control engineer, who is now at Loudon; Steve Chi, computer process control engineer, and Clint Thompson, senior computer process control engineer, both of Decatur.

From the instrument control group in corporate engineering were Don Milinkovich, senior instrumentation engineer, who supervised the installation of the field instruments and was assisted by Howard Hartman, staff instrumentation engineer, and Jan Verhoeven, formerly from the on-line analytical group, now instrument plant engineer, Loudon, who insured the calibration and proper operation of instruments and valves in the field. They were key figures in the check-out process prior to start-up, working with plant technicians to troubleshoot whether or not the valves opened and closed, etc.

Overseeing loss control and management report programming, such as morning inventories of materials and quantities used the prior day, was Jeff Dehn, senior computer process control engineer, who was assisted by Dennis Edwards, associate computer process control engineer, and Catharina Carlsson, exchange engineer, working for Dehn. Dehn and Carlsson were later involved in the Loudon project.

This entire team designing the computer controlled system was complimented by Jerry Morris, Steve Johnson and Bill Holzgrefe of Foxboro.

The corporate purchasing division, especially Lynn Elder, manager, purchasing; Chuck Phegley, purchasing agent; Lesley Nicholson, former buyer, equipment, and now in industrial marketing; Sheri DeBose, buyer, fabrication; and Dale Carter, senior buyer, equipment, and their support staffs obtained the best prices for materials and services, ordered, expedited, and checked on deliveries. (Nicholson even learned a smattering of Japanese while tracing a lost filter!) Elder coordinated the purchasing thrust, including selection of contractors and arranging to have them on the site when necessary.

The project group learned in October of 1979 of its assignment to develop a preliminary design and cost estimates for a soybean oil refinery. Sullivan Systems was named designer and estimator for the refinery and its outside tank farm with Staley engineers estimating site preparations, including rails and roads, and the hydrogenation plant and its accompanying tank farms. At the February, 1980, board meeting, the team received approval for the job. Ground was broken April 5, 1980.

The refinery's special features, training and start-up programs are covered in the second portion of this series of stories on the new Des Moines facility.

Photographic tribute to Lee Jeske

An exhibit of industrial, commercial and portrait photography by the late Lee R. Jeske was presented recently at Millikin University's Kirkland Fine Arts Center.

Jeske, who was Staley's manager of visual communications from 1963 until his death on February 11, 1981, was widely known in professional photographic circles on both state and national levels.

A reception for relatives and Staley representatives opened the exhibit on Monday, October 25. Then, Dave Mjolsness, corporate photographer, presented a lecture-discussion of Jeske's work at Kirkland on November 1.

Following photographic training at the Ray-Vogue School of Photography in Chicago, Jeske opened the Lee Studio, specializing in portraits on the University of Illinois campus, Champaign. Several years later, he joined the Gliessman Studio in Champaign, where he was head of the still photography department. Lee remained there until joining Staley in 1963.

Among his numerous honors, Jeske twice received the Jack Allsup Memorial Trophy for first-place entries in both the commercial and industrial divisions of competition sponsored by the Associated Professional Photographers of Illinois (A.P.P.I.) in 1965 and again in 1976.

Also in 1965, two of Lee's photos were chosen for the permanent loan collection of the Professional Photographers of America (P. P. of A.) He also received a bronze medal for the best industrial photograph in the Carnegie Institute Galleries, sponsored by the Pittsburgh Academy of Art and Science.

In international competition the following year, one of his prints was chosen "best industrial picture of the year" by the P.P. of A.

Lee earned the degree of Master of Photography, the highest honor to be awarded in the photographic profession, in 1968. This award is given by the Professional Photographers of America, Inc. The 25 merits required to achieve this degree were accumulated for his many national and international award-winning photographs accepted for exhibition at the association's annual convention, for his prints which had been accepted for the association's permanent loan collection and for talks and demonstrations at several national conventions. He was working toward the degree of Photographic Craftsman at the time of his death.

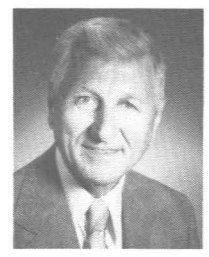
Besides the Jack Allsup Memorial Trophy in 1976, Lee also received a plaque for the highest total points scored in all entries at the A.P.P.I. convention. By this time, he also had five of his prints accepted for the national association's permanent loan collection. The following year, he headed the Safari program for the commercial and industrial photographers at the A.P.P.I. convention held in Decatur.

For several years, Jeske not only attended but was an instructor at the Winona School of Professional Photography at Winona Lake, Indiana, specializing in commercial photography.

The adage, "One man looketh, the other man seeth," was the philosophy of Lee Jeske in his works. "To see is the beginning of art, whatever the medium, and is the prime requisite of the photographer who means to capture the sensitivity of his world."

The gallery was packed at opening ceremonies of the Lee Jeske memorial exhibit.

Game intrigues Schimanski after 50 years



Leo Schimanski

Even after 53 years of bowling, Leo T. Schimanski finds the game a challenge. Recently inducted into the Decatur Bowling Hall of Fame, Leo began his bowling career as a pinsetter at St. James Church's bowling lanes in Decatur when he was only 16.

Reminiscing, he said, "I was a pinsetter all-through high school. That was about the only way to make money in those days, and I learned the game along with the job." Later, Leo managed those lanes for a few years and became even more adept at the sport, saying, "You have to bowl a little to be a manager!"

Although Schimanski used to bowl in two leagues, he never practiced the game. "I never had any extra money to work at the sport." Nevertheless, he did quite well.

Leading to his selection to the Hall of Fame, Leo achieved many honors over the years. In 1948, he won the city tournament singles scratch division with a 642 series. He and a partner also won the doubles championship with 1,211. In 1952, Schimanski and another partner joined forces to win the city doubles championship with 1,213. Ten years later, he averaged 205, his high sanctioned average in the Classic League and he's had seven series over 700. Leo also has won championships in the Central Illinois tournament in Springfield and is a two-time winner of the doubles portion. And in 1979, he won the Schaefer's Lanes tournament in Decatur.

Today, Schimanski is still bowling -- but his activities are down to three games a week in the Ham 'n Eggers League, in which he carries a 185 average.

Has he ever given up the sport?

"No, but I think about quitting every time I roll a low series, but I've always come back."

What makes the game?

"The friendships and the people you meet are what make bowling so much fun," Schimanski maintains.

Sharing his spare time now, Leo has taken up a new sport since retiring from Staley as an electrician in October of 1977. He and two of his original bowling cronies are now golfing. While others have marveled at his bowling game, he understands how frustrating a game can be when he watches the ease with which youngsters drive a golfball a great distance. "It burns me up to see my own ball go about half that far. But that's youth," he philosophizes.

Another activity he took up prior to retirement and has continued ever since is walking. "When I was younger, I didn't worry about health. But about five years before retiring, I started walking and using the stairs at work instead of the manhoist. I've been walking now for 12 years and put in at least five miles a day."

As for retirement, Schimanski thinks it's just great...and wished he'd considered it sooner.

Full day in all--Between games and food, Vico employees and their families had a busy picnic. Barbequed ribs, prepared at the event, were finger lickin' good.

Sponsorship nets award; so does good performance

Interest in providing a wholesome experience for Decatur youngsters the past seven summers has landed Staley the Community Service Award from the Decatur chapter of Frontiers International, Inc. A participant in the early days of that program, Tonyan Goin, also received an award for her track accomplishments.

The company was singled out specifically for sponsoring the Staley-Decatur Park District Track Club since 1976, the year in which the organization was formed. Its sponsorship has provided the coaches, a van used for transporting athletes to and from meets, tee-shirts for all club members and track and field equipment.

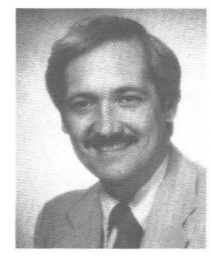
This program is a good ground-breaker for inspiring track hopefuls. Youngsters grade school through high school learn the fundamentals of track and field events and then hone their skills to perfection over several summers of hard work. Many of these participants become the backbone of the high school varsity track teams in Decatur.

Of the 200 members of the club this past summer, 70 qualified for the Junior Olympics meet in Rolling Meadows and some advanced to regional and even national competition.

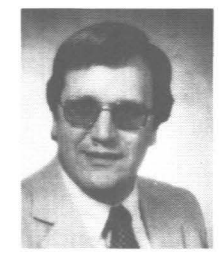
Also honored at Frontier's 19th annual banquet, September 24, was Tonyan Goin, daughter of Sam, converter A operator, Staley/Decatur, who received the Youth Track Award for 1982. She participated in the track club a number of years until employed during the summer and also ran on her school's track team, becoming one of the top performers in Central Illinois high school women's track.

Now a freshman at Millikin University in Decatur, Tonyan is running cross country and diving on the swim team. In fact, due to a cross-country meet near Chicago the day of the awards program, she nearly missed the awards party.

Managers named for Morrisonville, Van Buren plants



Larry Van Doren



John Whitney

Two Morrisville corn plant employees have been elevated to plant managers. They are Larry C. Van Doren, formerly operations manager, named manager of the Morrisville facility and John B. Whitney, formerly area superintendent of the syrup refinery, appointed manager of the new chemicals from carbohydrates plant at Van Buren, Arkansas.

A Staley employee 14 years, Van Doren succeeds Ronald E. McCoy as the Morrisville plant manager. McCoy has been promoted to director of operations in the newly formed sweetener business unit in the Industrial Products Group, Staley headquarters. In his new position, McCoy will be responsible for business direction of all sweetener manufacturing, scheduling and bulk station facilities as well as for certain other operational activities. Since joining the company in 1978, he has served as operations manager at Lafayette and then was the Morrisville plant manager.

While Van Doren worked toward his B. S. degree in chemical engineering at Northwestern University, Evanston, Illinois, he was a co-op student at Staley/Decatur from 1968 through 1970, when he graduated and became a staff chemical engineer at headquarters.

A year later, the Decatur native was named a chemical engineer in the syrup and dextrose section and in 1975 was elevated to senior process engineer in corporate engineering. He was promoted in 1978 to operations manager at Morrisville, his most recent position.

Larry is a member of the Bucks County Chamber of Commerce.

He and his wife, Jackie, are the parents of Peter, 10, and Angela, 8.

Whitney, who joined Staley in January of 1976 as an associate research engineer in Decatur, was promoted to process engineer at Morrisville in 1978. Later that year, he was named area superintendent of the syrup refinery at that location. John worked a temporary assignment as start-up manager for the Morrisville syrup expansion from April through October of 1981.

A graduate of Worcester Polytechnic Institute in Worcester, Massachusetts, Whitney holds a B. S. in life sciences, earned in 1973, and a bachelor's in chemical engineering, received in 1976 from that institution.

John and his wife, Joanne, have a son, Benjamin, six, and daughter, Alison Jane, three.

Foreign subsidies, barriers create loss of U.S. sales, affecting employment and revenues

(Continued from Page 1)

While the current domestic sugar program provides some protection, according to Stanhope, the high-cost subsidized foreign sugar, priced well below cost, has been impeding a switch to corn sweeteners. "In effect, U. S. corn sweeteners and sugar producers are competing with the treasuries of foreign governments -- an impossible and unfair situation."

Without foreign subsidies, the speaker said that corn usage for high fructose corn sweeteners could increase by as much as 170 million bushels over the next two years. In fact, a recent University of Illinois study indicated that the corn refining industry's increased demand over the next several years would have a positive impact of about 25 cents per bushel on the price of corn. "This increased usage of corn and the concurrent positive impact on corn prices simply will not occur without continuation of the current sugar support program or an immediate halt to the dumping of subsidized foreign sugar below cost," Stanhope cautioned.

"I can tell you the foreign subsidies will not go away quickly. Unfortunately, the problem is so poorly understood that corn-state senators, Quayle and Lugar from Indiana and Percy from Illinois, have recently attempted to lower the domestic support price for sugar in the middle of a crop year. It is difficult to understand why corn-state senators would vote to favor the subsidized dumping of foreign sugar below cost, particularly when such action reduces the growth in demand for corn and produces potential job losses in the processing industry. Fortunately, they did not succeed. Unfortunately, they will try again."

Soy industry also affected

"I do not mean to suggest that the problem exists only for corn sweeteners," said Stanhope. "With foreign subsidies and restrictions, the soy processing industry is operating at only about 70 percent of capacity, which means that a domestic market for more than 400 million bushels of soybeans, about 20 percent of the U. S. crop, has disappeared."

Running through a few of the problems in the soybean area, the vice president mentioned that in the European Community, edible oil is subject to a 15 percent duty; soy protein concentrate to a 20 percent duty.... In Canada, edible oil is subject to a 10 percent duty....And during the 1970s, Brazil subsidized financing for soy processing plant construction. It subsidized working capital for financing meal and oil sales. It has differential export taxes favoring meal and oil exports. Furthermore, earnings from the export of soybean oil are exempt from income tax. And, hedging losses and profits are given a favorable tax advantage.

Continuing, Stanhope acknowledged that in Europe, rape and sunflower seeds are favored by their support programs....In Argentina, export taxes and rebates favor the export of oilseed products....In Spain, quotas on the amount of soy oil that can be used force it into the export markets with a six percent subsidy, selling against U. S. soybean oil....Japan imposes differential duties favoring the import of soybeans over meal and oil.

On the other hand, the speaker pointed out that the United States government, through the World Bank, helped finance the subsidized development of the Malaysian palm oil industry, which is now threatening U. S. soybean oil exports. And many more examples exist.

The results of such activities are alarming. Comparing the 1973/74 crop year with 1980/81, the U. S. share of soybean meal exports has declined from 78 to 39 percent, oil from 64 to 24 percent....Average crushing margins declined from 72 to 23 cents.

"Because foreign processors have subsidies, which allow them an economic advantage over our industry, and some countries have barriers to our soy products, we lose sales which impacts employment, income and tax revenues. Under the conditions now existing, high-cost foreign processing capacity for meal, oil and food protein will continue to expand. More and more excess capacity will exist in the United States," Stanhope said.

Ray Stanhope opened the 1982-83 sessions of the Staley Technical Society, presenting the negative aspects of foreign trade on the Staley Company, farmers and consumers.

"Finally, repeated U. S. embargoes on both raw and value-added agriculture products have raised doubts about the U. S. as a supplier. Our attempts to sell soy products to the Eastern Block are rebuffed with the statement that Staley is an unreliable supplier because it adhered to the embargo.

"The impact on the U. S. economy of these foreign subsidies and restrictions in the oilseed area is significant. Taking the 1980/81 crop year as an example, if an additional 198 million bushels of soybeans had been processed in the United States instead of by foreign processors and the products exported instead of the soybeans, the industry's capacity utilization would have been a desirable 85 percent instead of the depressed 71 percent."

According to data developed by the Department of Agriculture using the economic effect multipliers suggested by USDA, this increase in domestic processing of soybeans would have increased the Gross National Product by more than $4 billion.... It would have caused an increase in employment of over 75,000 jobs, increased personal income by close to $700 million, increased corporate income taxes by $61 million and elevated personal income taxes by $79 million. "Unfair foreign agricultural trade practices injure not only Staley, not only the corn refining and soybean processing industries, not only the farmer but also the entire U. S. economy," the speaker said.

Three-pronged solution offered

The solution to the problem, according to Stanhope, has three aspects. "First, we must understand the nature of world trade. Second, the United States must develop a cohesive foreign trade policy, and third, the necessary tools must be developed to force foreign governments to negotiate seriously.

"With respect to the nature of world trade, we in the United States, have talked free trade for so long that we believe it....For the most part, free trade in agriculture simply does not exist," Stanhope told STS members.

He pointed out that a variety of non-tariff barriers are used by foreign countries to restrict imports of live animals, meat, poultry, dairy products, wheat, rice, barley, corn, flour, fresh fruits and nuts, preserved fruits, sugar and honey, coffee, cocoa, tea, animal feed, prepared foods, tobacco, vegetable oils and alcoholic beverages. "One country cannot practice free trade when all others ignore it. Free trade is a wonderful concept, provided everyone plays by the same rules.

"Foreign governments will take free trade but only as long as it suits their purpose," the speaker pointed out. "Their typical position is the world must have free trade for those items they are efficient in producing and for nothing else. In particular, foreign countries like to exclude raw or processed agricultural products from the free-trade arena. They explain they must have self sufficiency in food, and everyone nods in agreement.

"Indeed, the General Agreement on Tariffs and Trade (GATT) sanctions subsidies for agricultural exports so long as the subsidizing country does not take more than an 'equitable' share of the world market," the vice president said. He continued by saying, "This has resulted in the highest-cost sugar producer becoming the largest exporter of sugar when it can be argued they should be an importer. No one mentions the surpluses that these policies create--surpluses which must be dumped below cost on the world market, depressing not only our exports but our internal domestic markets as well.

"Foreign countries point to U. S. restrictions but do not mention that for the most part those restrictions exist because foreign subsidies and trade practices have forced them. They do not mention their subsidies to manufacturing industries or their border barriers against our products. Thus, the first part of the problem is that free trade simply does not exist, and the United States must understand that fact."

Examining the second part of the problem, Stanhope told the group that the U. S. trade policy is fragmented. "It is made by the Departments of State, Treasury, Commerce and Defense, by the International Trade Commission, by the Office of Management and Budget, by the special trade representative, National Security Council, Council of Economic Advisors, the White House, and finally, the Department of Agriculture. All of these areas look at the problem from their perspective. None of them look at it from the perspective of the impact on the total U. S. economy and well being.

"Although it is improving, the State Department generally wants good relations with foreign countries and the U. S. economy be damned," he said. "The Department of Defense wants foreign bases. Treasury is watching the monetary system. Commerce wants manufactured exports. The special trade representative lacks interest in agriculture.

"Since the policymaking personnel in these agencies turn over with some frequency, we also lack continuity. Contrast this with Europe where the EEC Commission, with its common agricultural policy, has been negotiating special arrangements with foreign countries for more than 20 years with a consistent objective in mind, and using the same negotiator in the agricultural area for the entire period."

In addition to recognizing that free trade as such simply does not exist, the speaker said, "We must develop a cohesive structure for formulating and implementing a unified policy on trade issues. Finally, as a third aspect, our government must have adequate *discretionary* authority to force changes in restrictive foreign practices. This can take the form of either protecting our domestic industries or threatening retaliation....Mandating retaliation by statute won't work."

Explaining, Stanhope said, "Congress simply cannot effectively negotiate with foreign countries. The administration can, and it should have the discretionary authority to penalize those foreign countries who insist on injuring the U. S. economy. Most foreign countries are satisfied with the status quo. They should be since they already have in place the necessary subsidies, tariffs and other barriers to protect both their domestic and export markets. In effect, they have already retaliated against the United States. We must take some action to change these practices."

Education will play key role

According to the vice president, to have a better understanding of the nature of world trade and the fact that free trade does not presently exist, to have a cohesive structure for formulating our trade policy and adequate tools to implement that policy, we must first educate congressional leaders, administration leaders and all segments of the public to the fact that foreign subsidies and trade practices are seriously damaging the ability of U. S. agriculture and agribusiness to compete in world markets. "While agriculture and agribusiness must furnish the facts, only the media can effectively report them," Stanhope said.

Clearly, this issue is *very* timely. "The world is entering an extended period of negotiations on the rules which apply to agricultural trade," Stanhope said. "As the world's low-cost producer of most agricultural products, the United States cannot afford to let other countries rig the rules of the game against us. To do so risks the loss of a substantial segment of U. S. agriculture and agribusiness even though they are the low-cost producers in the world.

"The alternative is that the United States adopt, as a relatively permanent philosophy, the same measures that other countries are employing--that is, protect domestic markets and subsidize exports or restrict production. Without movement either to free trade or to acknowledge a policy of boundary protection, various segments of U. S. agriculture cannot survive."

In the sweetener area in particular, the vice president said, "The failure to act will assure our domestic sugar producers will fail, and as they fail, we will become more dependent on foreign sugar. As U. S. dependence on higher-cost foreign sugar increases, it is not reasonable to assume that our consumption will continue to be subsidized by foreign governments. It is more likely that as we lose our own capacity to produce, foreign governments will seize the opportunity in the same fashion as OPEC with oil and subject U. S. consumers to much higher prices."

To assure a positive solution in the sweetener area, Staley and others in the industry will be attempting to educate farmers, farm organizations, Congress, government officials and the public regarding the subsidized dumping of high-cost foreign sugar, according to Stanhope. "Our purpose is either to get our government to take action to stop foreign subsidies or to assure continuation of boundary protection in future farm legislation against the dumping of subsidized foreign sugar.

Similarly, the soy processing industry will be working to eliminate foreign production and export subsidies and boundary barriers.

"You, as employees, can help by educating your friends and neighbors about the problem of subsidized foreign dumping of agriculture products, particularly in the area of sweeteners and the oilseed complex and by contacting your representatives and senators as legislation is considered.

"As to our chances for success," Stanhope said, "I can only tell you that we have been successful thus far in the sweetener area, and we are proceeding on the assumption that we will continue to be successful in the future in eliminating the foreign subsidy problem as it relates to both sweeteners and the oilseed complex."

Hettinger, McEvoy grab top honors in "Russ Dash" bowling tournament

Of the 186 bowlers taking part in the 22nd Annual "Russ Dash" Singles Tournament this fall, Fred Hettinger of Lafayette made the grand sweep of the handicap and men's first-place honors. He captured the handicap title worth $175 with his 705; the men's scratch honors worth $60 with 642 pins and the men's high game of 268, which paid $10! A bowler 10 years, Fred was the only employee from outside of Decatur last year to cash in this tournament. He's the stores coordinator, manufacturing, industrial products at Staley/Lafayette.

In the women's scratch division, Nopie McEvoy, benefits specialist, industrial relations, Decatur, won $50 placing first with a 534. Women's high game went to Janet Cushing, supervisor, inventory and customer information, administration, industrial products, Decatur, who bowled a 220 for $10. She also placed fifth in the women's scratch with a 506.

Other scratch winners in the men's division were Bob Gilbert, Jr., trailer operator, transfer, Decatur, who placed second with 612 and was also ninth in the handicap with a 652. Don Adcock, senior mechanic, millwright shop, Decatur, took third place with a 610 and was 19th in handicap with a 623.

Also among the men's scratch winners was Zeb Eaton, senior mechanic, boilermakers, Decatur, who came in fourth with a 602 and was also fourth in handicap with a 656. By one pin, Roger Clark, supervisor, syrup shipping, manufacturing, industrial products, Decatur, held on to fifth place with 598 pins in scratch competition and placed fifth also in handicap with a 656. Donald Hobbs, stores coordinator, 80 building, Decatur, won sixth in men's scratch with 597 and placed third in handicap with a 664 total.

Snatching second-place scratch in the women's division was Teena Lichtenberger, agriproducts purchasing/inventory clerk, specialty feeds, Decatur, with a 522, followed by Jean Brown, acid/treatment tank operator, 29 building, Decatur, with a 516. Jean was also third last year. Carolyn K. Smith, operations technician II, agriproducts, Des Moines soybean mill, took fourth in scratch with 515 pins and placed 18th in handicap with a 623 total. Sixth place in women's scratch was taken by LaVonne McCord, quality control technician, protein, food and specialty products, Decatur, who rolled a 491. She was women's scratch champion a year ago.

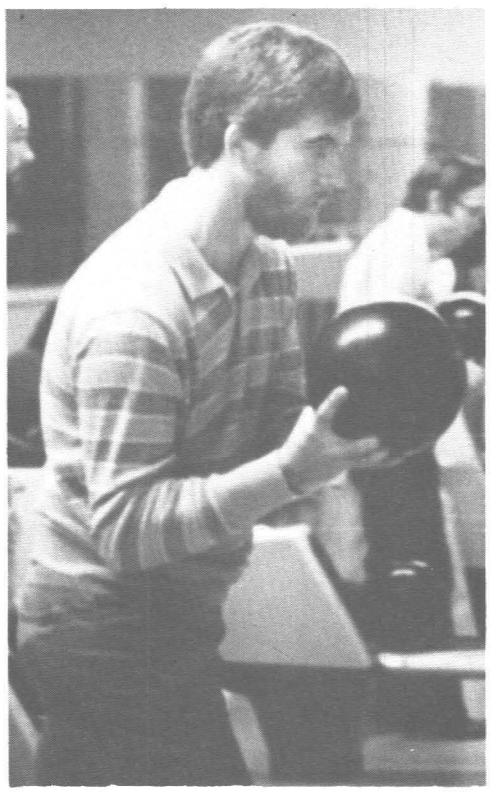
Bowlers with handicap scores of 605 or above received some money. Forty were in that category.

Other handicap winners included Gene Nixon, electric shop, Decatur, who earned second place with a score of 669; Bill Perkins, 29 building, Decatur, sixth, with 655; Rick Albright, office services, Decatur, eighth, with 653; Michael Hale, tin shop, Decatur, 10th, with 652; John Hawthorne, 77 building, Decatur, 11th, with 643; and Fran Noland, industrial products, Decatur, 12th, with 631.

Handicap winners also included John W. Voight, Jr., of Staley/Lafayette, 13th, with 626; Eugene Law, 12 & 26 buildings, 14th, with 626; Jerry L. Miller, Champaign plant, 15th, with 624; Robert S. Poland, 29 building, Decatur, 16th with 624; W. R. Davis, paint shop, Decatur, 17th, with 623; Clifford Lewis, 77 building, Decatur, 21st with 618; Ed Tilley, 77 building, Decatur, 22nd, with 618; and Bonnie Bell, 111 building, Decatur, 23rd, with 617.

Also placing on the handicap prize list were Mary Blacet, 2 building, Decatur, 24th, with 616; Jack Stuart, 20-S, Decatur, 25th, with 616; Dale Elliott, 17 building, Decatur, 26th, with 615; Rolland Miller, 60 building, Decatur, 27th, with 613; R. E. Auten, 47 building, Decatur, 28th, with 612; Paul Dulaney, 5 & 10 building, Decatur, 29th, with 611; Rand Roslak, technical, Decatur, 30th, with 611; Mike Banning, 60 building, Decatur, 31st with 611; Richard Cairns, 20-S, Decatur, 32nd, with 609.

Also with winning handicap scores were Ray Scrimpsher, technical, Decatur, 33rd, with 608; Leslie Adams, retiree, Decatur, 34th, with 608; Bob Sargent, Staley/Lafayette, 35th with 607; Darrell Goff, yards, track, grounds, Decatur, 36th, with 607; Art Hemmerlein, technical, Decatur, 37th, with 605; Gene Betzer, retiree, Decatur, 38th, with 605; Tony K. Fulfer, Staley/Champaign, 39th, with 605; and Jack M. Cairns, 29 building, Decatur, 40th, with 605.



Trophy winners were Fred Hettinger, who made a clean sweep of men's honors and handicap event, and Nopie McEvoy, who took the women's scratch title.

Prizes exceed $1,500

An additional $500 was contributed to the purse by the Staley Company for the second year, making a total of $1,685 in prizes. Of the total, $1,260 went to handicap winners; $225 to the top six men's scratch division winners and $180 to the women's top six scratch winners. Of the 32 women bowling this year, nine earned prizes.

This was the fourth tournament in which employees from locations outside of Decatur participated. Entrants from Lafayette included Hettinger, Voight and Sargent, all prize winners; David Jewell, Tom Morris, Ernest Shepard, Richard Maxwell, David Anderson, Dave Robinson and Mike Smith. Some of these employees worked until 6 a.m., showered and drove over to Decatur to bowl in the first tournament period at 11 a.m., giving them a long, long day.

Anderson, among the all-nighters, who has bowled about 20 years, normally carries a 192 average, but is just starting out this fall and has a 176 average. Dave was 20th in singles out of 45,000 entries in the Hoinke Classic this fall. If he held his position, he would win $1,500 by the end of the classic. In fact, Anderson was on the Purdue collegiate bowling team and enters about 100 tournaments a year. This was his first trip to the Russ Dash event. His father was an ABC state representative in Indiana and got Dave involved in bowling at a very early age.

Sargent, who was bowling in his first tournament, carries a 140 average and has bowled off and on for five years. He is a member of the company-sponsored team at Lafayette. Another first-timer in the tournament was Tom Morris, who just started bowling this year. Shepard is also a first-year bowler. He and Morris have 113 averages.

A dedicated group of bowlers from Des Moines soybean mill arrived the evening before the tournament. Driving the 680 miles round trip were Carol Fremont, Charles Hagood, Jack Wineinger, Louis Wade and Carolyn Smith. Smith and Wineinger worked the midnight shift the day they left Des Moines and worked again at midnight when they returned. They figured on catching a few nods on the way home.

Carolyn, who placed in both the women's scratch and handicap, bowls in three leagues carrying a 160 average. She had a better average, a 183, before breaking the thumb on her bowling hand last year and had to switch hands. She's just beginning to use her right hand again.

Champaign bowlers included John Duncan, Tony Fulfer and Jerry Miller. Duncan and Fulfer took in the Budweiser Lite Tournament at the Brunswick Bowl in Decatur following the Staley event.

Coming over from Galesburg this year were Dennis Case, Steve Carter, Donald Norville and Cecil Townsend.

Among the retirees bowling in the tournament were Jim Robertson, John McCollum, Charles Yonikus, Leslie Adams, Guy Thompson, Lewis Smith, Roy Finney and Gene Betzer.

Robertson, who carries a 166 average, bowls four days a week including league action with the Ham 'n Eggers and the Elks. He almost skipped the tournament because it was a good day to golf, but figured he'd get in a little golfing later this winter down south.

Yonikus bowls with the Ham 'n Eggers on Monday and fills in on Wednesday and Friday on the senior citizens leagues. He carries about a 159 average but will wind up the year with 164. Charlie bowled three years early in his Staley career, laid off 25 years while raising his family and took up the sport again when they were out of school. Yonikus retired in 1972 and just had his 72nd birthday. He's enjoying every minute of retirement, but says having a hobby or two is important. "You need to keep yourself in shape and busy."

Guy Thompson, whose average is 159, bowls on senior citizens leagues four days a week. He turned 77 in November and is just a few months older than his bowling buddy, Lewis Smith, who'll be 77 in March.

Smith usually bowls around a 160 but is a little behind this year with a 147 average, only having bowled about 18 games since last spring at tournament time. "I have as much fun as the good bowlers," he quipped. Although he retired from the company in 1971, Smith actually has only been retired two years, having been a consultant for nine of his retirement years. Those years couldn't have been any better, according to Lewis, "because I was able to work the job I knew and travel also. Retirement is wonderful."

Although Gene Betzer maintained that he wasn't doing any good during the tournament, he made his entry fee and then some with his handicap prize and the high games among his fellow bowlers. Usually a good spare bowler, he was having a little difficulty that Sunday. Bowling about 30 years, Gene carries a 163 average and participates in three leagues.

The handicap winner last year, Glen Hartman, says he has cracked ribs and didn't expect to do very well.

Don Etling and Dick Purcell looked for hazardous duty pay while keeping score for a group of women who, for the most part, bowl only during this tournament. Among them were Kathy Force, Dee Rhodes, Diane Burchard, Adelle Stiles, Shirley Tevz, Brenda Owens, Jane Barnett and Kathi McClugage.

Over shooting her 136 average, Fran Noland rolled a 142 and 167 in her first two games. She did quite well, placing 12th in the handicap! A bowling cohort of hers, Betty Otta, was there pushing the others along. She and Fran started out bowling together 25 years ago. Betty's average is a pin short of Fran's.

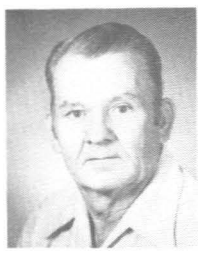
Fay Valentine, who bowled last year without an average, reports a 110 this season, her first year of bowling. She figured she would get the boobie prize again.

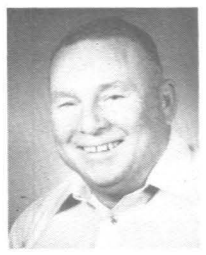
Among the relatives bowling in the tournament were John and David Daniels, David and Ted Wiseley, Tom and Jerry Radley, Glen and Rod Hartman, and Bob and Dave Ellegood, all fathers and sons; Mike and Mark Banning, who are brothers; Everett Leisner and his son-in-law Frank Bilyeu; and cousins Darrell and Gene Law.

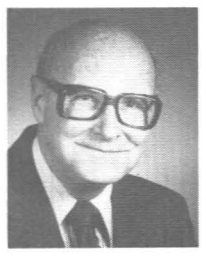
The committee taking charge of preparations and follow through included Dorothy Collins, price applications/service supervisor, industrial products, who handled the entries and fees; Bob Ellegood, senior mechanic, machine shop; Lightning Leisner, senior mechanic, instrument and control shop; and Roy Finney, retiree. Finney has been the tournament's manager since the position was given up by Russell Dash, retiree, for whom the event was renamed in 1975. Dash, by the way, dropped by a few minutes early in the event to see his friends.

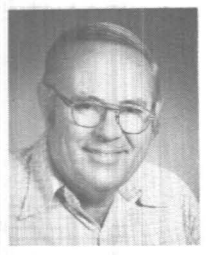
Some 186 bowlers took part in the Russ Dash tournament in Decatur on November 7.

37 anniversaries total 720 years

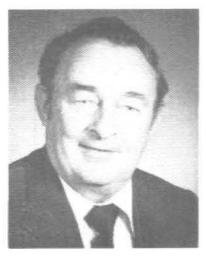

Cecil Lewis

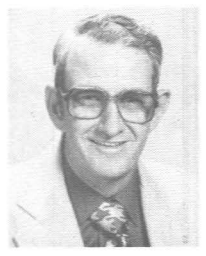

Junior Nihiser

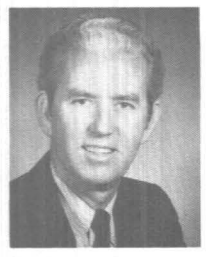

George Wack

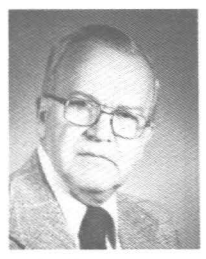

James Dial


Fredrick Quintenz


Raymond Harper


Beecher Tracy


David Miller


Charles Stringer

40 Years

HOMER JACOBY, senior painter/roofer, painters and roofers, 77 building, Decatur
RAYMOND KALER, pumping station operator, 2 building, Decatur
CECIL LEWIS, senior painter/roofer, painters and roofers, 77 building, Decatur
JUNIOR NIHISER, senior inspector, 60 building, Decatur
FREDRICK QUINTENZ, new construction supervisor, maintenance, manufacturing, industrial products, Decatur
RAYMOND WELLS, lead loader, 47 building, Decatur

35 Years

RAYMOND HARPER, claims and administration supervisor, financial, corporate finance, Decatur
CLARK LEWIS, building operator, 116 building, Decatur
LEON PETERS, expeller-flaking operator, 11 building, Decatur
GEORGE WACK, assistant manager, corporate development/international, corporate administration, Decatur

30 Years

JAMES DIAL, senior laboratory technician, food and agriproducts, research, Decatur
BEECHER TRACY, plant manager, manufacturing, industrial products, Houlton

25 Years

DAVID MILLER, director, commodities, industrial products, Decatur
CHARLES STRINGER, microbiologist, manufacturing services, manufacturing, industrial products, Decatur

20 Years

ROGER LEISER, technical director, manufacturing, industrial products, Decatur
SOPHIE WHITE, secretary to the director, chemicals from carbohydrates, research, Decatur

15 Years

CARL FREDERICK, systems manager, technical, corporate information systems, corporate finance, Decatur
LINDA HAYS, visual information processing clerk, order processing, administration, industrial products, Decatur
LARRY MAURER, maintenance supervisor, Satellite IV, corn milling, manufacturing, industrial products, Decatur
JAMES POWELL, assistant warehouse foreman, administration, industrial products, Chicago
DONALD RITCHIE, SR., senior area manager, specialty feeds, food and specialty products, Nobelsville, Indiana
DAVID WEBB, manager, transportation information, corporate transportation, Decatur

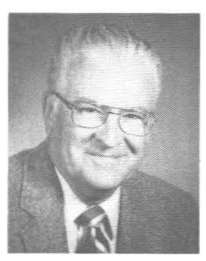
10 Years

PAMELA BEDNAR, general accounting clerk, control, corporate finance, Decatur
JAMES HOFFERT, transportation operations specialist, corporate transportation, Decatur
ROBERT LACHENMEIER, shipping clerk, Gregg's Food Products, Portland
JULIUS NEMETH, Staport loader, manufacturing, industrial products, Morrisville
DAVID POGUE, technician, plant services, manufacturing, industrial products, Loudon

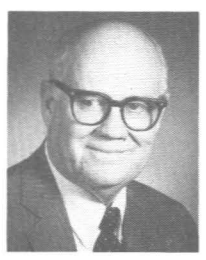
5 Years

CLAUDIS GREER, JR., technician, wet milling, manufacturing, industrial products, Lafayette
DOUG HEGER, elevator operator, soybean milling, agriproducts, Des Moines
ELOISE HILGENBERG, soybean meal shipping coordinator, soybean milling, agriproducts, Des Moines
PETER METHOD, quality control supervisor, manufacturing, industrial products, Sagamore
MARVIN MILLER, maintenance mechanic A, soybean milling, agriproducts, Des Moines
CARL SECHREST, technician, wet milling, manufacturing, industrial products, Lafayette
STEPHEN SOMMER, associate chemist, new products, chemicals from carbohydrates, research, Decatur
ROBERT STALEY, manager, legislative affairs, government relations, corporate administration, Decatur
EUGENE SWIFT, airport maintenance technician, aviation, corporate administration, Decatur
WARREN TRASK, vice president, manufacturing, industrial products, Decatur

Joining the leisure life . . .


Mel Hancock


Bonnie Jess


Leon Jess

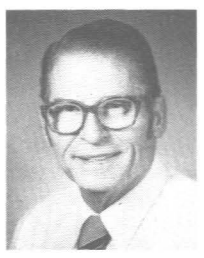

Rodger Snelson

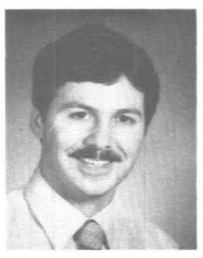
Effective November 1, 1982

MELVIN HANCOCK, project engineer, engineering services, corporate engineering, Decatur
BONNIE JESS, secretary, corporate information systems, corporate finance, Decatur
LEON JESS, records clerk, 17 building, Decatur
RODGER SNELSON, supervisor, standards, procedures and mechanical design, engineering services, corporate engineering, Decatur

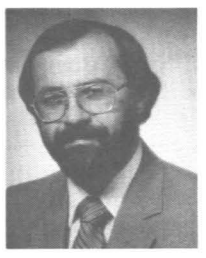
For-Fun champs--The Rangers won the Just-for-Fun championship spot by beating the Sweat Hogs, 7 to 3, in the year-end tournament. Winning teammates, included in the front row, from left, are Paul Williams, Jack Cairns and Harold Moore. Pictured, second row, from left, are Tom McCoy, Jack Kercheval, Jay Whicker and Dave Fortner. In the back row, from left are Scott Poland, Doug Mense, Danny Lynch and Bob Miller. Seventeen teams played in the Just-for-Fun league at Staley/Decatur this year.

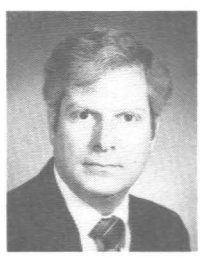
On the move around the company . . .

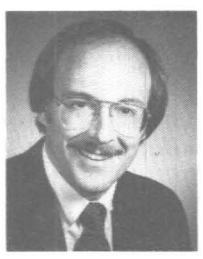

James Ball

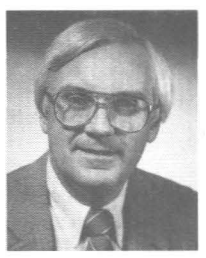

Doug Bellm

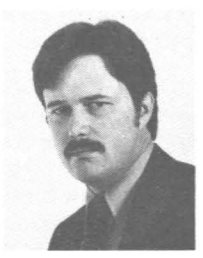

Tracey Glancy


James Laliberte


Carl Frederick


Roger Deibert


Ron McCoy


Thomas Piuma

CORPORATE

JAMES BALL, from technician, to technologist, food and agriproducts, research, Decatur
DOUGLAS BELLM, from junior computer programmer, to computer programmer, corporate information systems, finance, Decatur
MARY BRAUER, from secretary, plant personnel, manufacturing, industrial products, to secretary to the vice president, corporate transportation, administration, Decatur
CARL FREDERICK, from systems software analyst, to systems manager, technical, corporate information systems, finance, Decatur
J. WILLIAM JORDAN, from assistant building supervisor/storekeeper, to foreman, pilot plant, chemicals from carbohydrates, research, Decatur
DORIS MORGANTHALER, from secretary to the corporate controller, corporate control, to secretary to the group vice president, general, finance, Decatur
KIM PIERCE, from messenger, corporate office services, to secretary, corporate information systems, finance, Decatur

INDUSTRIAL

ROGER DEIBERT, from employment manager, industrial relations, corporate administration, to territory manager, starch sales, industrial sales and marketing, Portland

TRACEY GLANCY, from marketing specialist, sweeteners, to project manager, corn fiber, starches, industrial sales and marketing, Decatur
JAMES LALIBERTE, from chemical engineer, manufacturing, industrial products, Morrisville, to production supervisor, chemicals from carbohydrates, Van Buren
RON MCCOY, from plant manager, manufacturing, Morrisville, to director of operations, sweeteners, Decatur
THOMAS PIUMA, from preparation shift foreman, to materials manager, manufacturing, Morrisville
MICHAEL PROSSER, from midwest sales manager, sweeteners, Chicago, to director of marketing, sweeteners, Decatur
RICHARD ROGERS, from quality assurance technician, to senior analyst, manufacturing, Morrisville
JEAN SHORT, from messenger, corporate office services, finance, to secretary, plant personnel, manufacturing, Decatur

Dividend declared

Staley directors on November 9 declared a regular quarterly dividend of 20 cents a share, paid December 6 to shareholders of record November 22.

The usual dividend of 93 cents a share was voted on the company's $3.75 preference stock, payable December 20 to shareholders of record December 6.

Staley

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

Address Correction Requested