

# StaleyNews

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## Staley completes year of progress: Business realignments, CFS Continental acquisition, record sales top the news

Accomplishments were written into every month of calendar 1984 -- a year of changes -- many of which would forge a new look to Staley. Besides record-shattering production and safety achievements, continuing renovations and expansions and the usual day-to-day mechanics of running the corporation, Staley carefully sought acquisitions and began realigning business for the future. . . .

As '84 approached, severe weather gripped the Midwest during December, 1983. Besides cramping holiday spirits, the cold snap and accompanying heavy snows forced Decatur's Christmas shutdown to be cancelled. However, Sagamore employees carried on with shutdown activities, somewhat handicapped by the sub-zero temperatures, reportedly "the worst encountered during any previous shutdown".

Ushering the old year out, the company reported net earnings of \$3,513,000 or 11 cents a share on sales of \$502,782,000 for the first quarter ended December 31. The totals compared with net earnings of \$2,689,000 or 10 cents a share on sales of \$366,908,000 for the same period of 1982. Sales volumes of corn sweeteners and starches were up significantly and pricing was more favorable than during the first quarter of the preceding year. International grain processing affiliates made meaningful contributions to those earnings. The company anticipated further improvements in corn refining for the remainder of fiscal '84. However, depressed soybean milling conditions were not expected to change before the end of the fiscal year.

With bells ringing in the new year, the company celebrated safety milestones, which rolled in to 1984 with Morrisville employees earning several awards early in the year. . . .

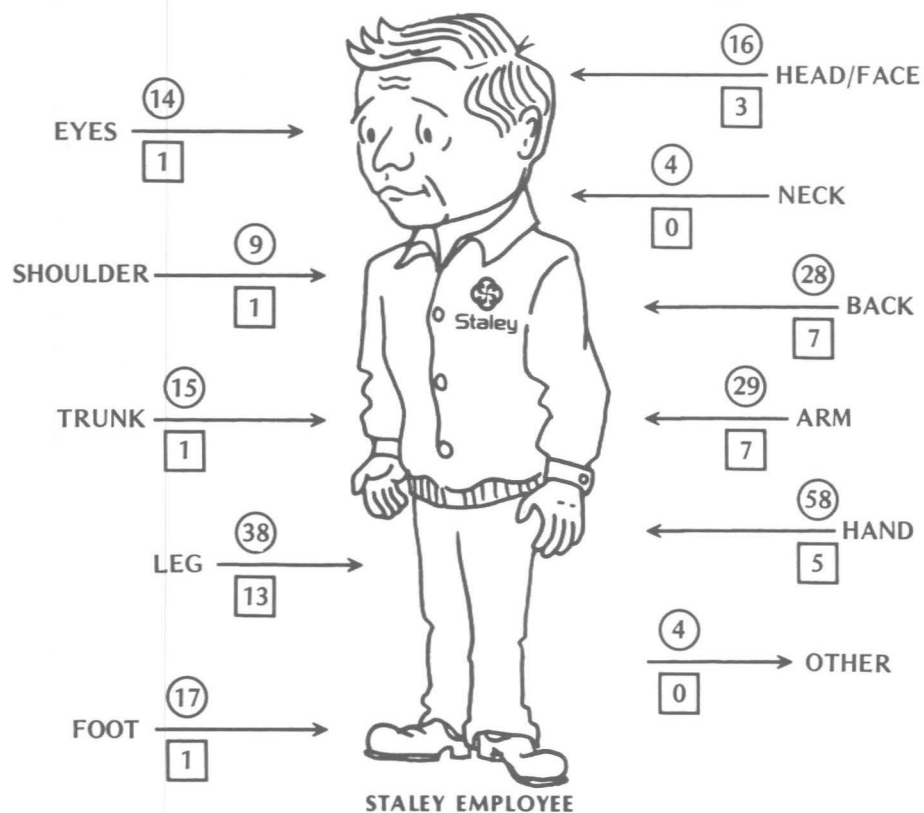
**JANUARY** -- Morrisville passed a million employee hours without a lost-time accident on the 11th and eyed the corn wet milling industry record for February. . . . On the 17th, the first bulk rail car, loaded with unmodified potato starch, was shipped from Murtaugh to Monte Vista. . . . Loudon's carbon dioxide venture with Liquid Carbonics was operational. . . . At the annual meeting of the Staley Employees Credit Union the 25th, Koran Capshaw, formerly night superintendent, industrial products, Decatur, was elected chairman of the board. . . . The protein division reported an all-time monthly record for sales of "Sta-Pro" soy protein concentrate. . . . To produce and market products based on original Staley polymerization technology, the polymerizable products department was formed and production began. . . . And Staley Partners in Health initiated a screening program in Decatur to measure blood pressure, weight and percent of body fat. The measurements were retaken periodically throughout the year to note improvements. . . .

**FEBRUARY** -- For devising a program to supply Staley with the waxy corn necessary to keep its modified starch business flowing in fiscal 1984, Bob Newborn was named the company's first Extraordinary Achievement Awardee. The merchandising manager of commodities located at Morrisville put the program together following a disastrous drought that limited crop yields. . . . The month featured the first plant trial for "Isosweet 9000" high fructose corn syrup (HFCS) at Lafayette/South. . . . Dave Zollinger, formerly foreman of Decatur's pilot plant, was named manager of the Vico/Chicago facility. . . . Brightening the outlook for Staley sweeteners as the peak soft drink production period approached, Coca-Cola USA raised the level of 55 percent HFCS allowed in canned and bottled Coke from 50 to 75 percent, boosting Coke's and its bottlers' purchases of 55 HFCS annually by more than 400 million pounds. . . . Directors of the company on the 13th declared a regular quarterly dividend of 20 cents per share of common stock and the usual dividend of 94 cents a share on the \$3.75 preference stock. . . . At the stockholders' annual meeting, five directors were reelected to the board: John W. Joanis, chairman of the board of Sentry Insurance, Stevens Point, Wisconsin; Joseph B. Lanterman, former chairman of Amsted Industries, Chicago; Donald E. Nordlund, chairman of Staley; Boyd F. Schenk, chairman of Pet Inc., St. Louis; and Robert L. Schwanke, vice president of finance, Staley. . . . Morrisville employees achieved the National Safety Council's corn wet milling industry safety record of 1,070,909 work hours without a lost-time accident on the 23rd. . . . If favored by customers, the new quality check lists, initially attached to pallets of starch leaving the Decatur plant this month, will be used by Staley's other starch operations. . . . Out West, an Employee Management Relations Committee was formed at Monte Vista and Rio Grande potato starch plants. . . . Winding up the month, Staley Financial Services, Inc. expanded its scope of operation by establishing a bond trading department in New York City. . . .

**MARCH** -- The Environmental Protection Agency (EAP) announced plans on the 5th to phase out lead from gasoline, reducing lead content to 0.1 grams per gallon. The decision, expected in January, 1985, could substantially increase demand for fuel ethanol as an octane enhancer -- good news for Staley's ethanol, which is produced at Loudon. . . . Pictured in this month's issue of "Gardens for All" magazine were employees and retirees in a 1932 photograph of the Staley/Decatur gardens provided to raise food during the depression. Staley has one of the oldest company-sponsored gardens in the country. . . . Employees from several Indiana and Illinois facilities participated in Lafayette/South's first Charles Ogden Memorial Bowling Tournament open to employees and spouses on the first two weekends this month. . . . Monte Vista set a new "high" for "Sta-Lok 600" production on the roll dryers the 13th, exceeding the old mark of October 6, 1983 by 7.4 percent. The

(Continued on Page 9)

## ACCIDENTS HURT



### PARTS OF BODY INJURED -- FISCAL 1984

○ = NUMBER OF RECORDABLES

□ = NUMBER OF LOST TIME INJURIES

Accident rates lowest ever--Employees cut the lost-time incident rate from 1.03 to 0.93 during fiscal 1984, the lowest it has been for the Staley Company. Leg injuries accounted for the most lost-time cases, while hand injuries topped all other recordable categories. Highlights of effective safety programs appear in stories beginning on page four.

## Shareholders to vote on reorganization

Staley announced January 7 that it is seeking approval for a corporate reorganization and creation of a new holding company, Staley Continental, Inc.

The reorganization proposal is included in the company's 1985 proxy statement, mailed to stockholders in conjunction with the Staley annual meeting scheduled for February 11 in Decatur.

Under the proposal, A. E. Staley Mfg. Co. and CFS Continental, Inc. would become

operating subsidiaries of the new holding company, Staley Continental, Inc. CFS, one of the nation's leading suppliers to the foodservice industry, was acquired by Staley in November, 1984.

Don Nordlund, chairman, said formation of the holding company is in keeping with the new vitality and opportunity created by the recent acquisition of CFS. He said organization of the holding company would encourage the autonomy of CFS Continental and Staley as strong operating entities in their respective industries.

## R. H. Cohn elected to Staley board

Robert H. Cohn, chief executive officer and chairman of the board of CFS Continental, Inc., has been elected to Staley's board of directors.

Staley acquired CFS Continental in November 1984, through a \$38 per share tender offer. The acquisition totaled more than \$350 million.

Cohn has served as chairman of CFS since 1981. He was elected chief executive officer in 1978, having previously served as president of CFS since 1963. Cohn began his career with CFS Continental in 1947.

The CFS executive has been active in a number of civic and professional organizations. He is past chairman and director of the International Foodservice Manufacturer's Association (IFMA); trustee of the National College of Education, Evanston, Illinois; past chairman of the Chicago Economic Development Corp.; former national associate of Boys' Clubs of America; and former trustee of St. Joseph Hospital, Chicago.

"Both companies are leaders in their fields," Nordlund said. "Each has a talented management team and excellent growth prospects. We want to encourage their continued progress with a minimum involvement from the holding company," he added.

The holding company, Staley Continental, would provide overall direction for the operating companies and support them with financial resources and other services, according to Nordlund. He said particulars regarding the holding company would not be finalized until sometime after shareholder approval.

## Soybean mills sold

Staley, on January 12, announced the sale of its soybean milling operations to Independent Soy Processors Co., an Illinois partnership, for an undisclosed amount of cash. Plants involved in the sale included soybean processing mills at Champaign, Illinois; Fostoria, Ohio; Frankfort, Indiana; Mexico, Missouri, and a soybean milling and soy oil refining complex at Des Moines, Iowa.

The company will sell present inventories of soybeans, soybean meal and soy oil through normal customer channels and will collect outstanding receivables.

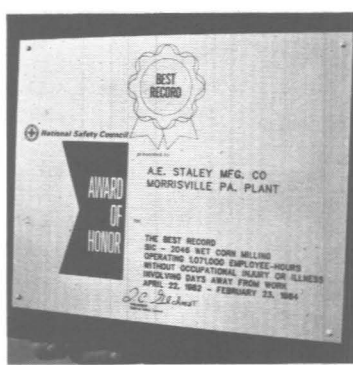
The support group for the company's soybean operations, located at Staley headquarters, will be disbanded with about 30 jobs eliminated.

A Staley spokesman said divestiture of the soybean mills is in keeping with a redirection of the company away from agricultural commodities toward the "value added" end of the nation's food delivery system. In November, 1984, Staley acquired CFS Continental, Inc., the nation's second largest supplier to the foodservice industry. Proceeds from the sale of the soybean milling facilities will be used to reduce debt incurred from the CFS acquisition.

In the News...



Awardee/P2



Award/P4



Winner/P8



On hand for the presentation at which Lynn Elder, second from right, received his Extraordinary Achievement Award, which he holds, are from left, Bill Anderson, director of purchases, Bob Powers, president, and Warren Trask, group vice president, technical operations.

## Substantial savings on natural gas nets Lynn Elder an achievement award

For development of procedures to purchase natural gas directly from producers at a substantial savings to the company, Lynn Elder has become the company's third Extraordinary Achievement Award recipient.

Elder, manager of purchasing, corporate technical, joined the company 20 years ago as a design engineer in what is now corporate engineering. He held positions over the next 11 years as maintenance, sales service and project engineer and then estimator.

Lynn, who moved to purchasing in 1975 as assistant purchasing agent, was made purchasing agent and then purchasing manager-construction before being named to his current position. Elder holds a degree in civil engineering from the University of Illinois, which he received in January of 1964.

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

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

"The key ingredient for nomination is that contributions must have required unusual creativity, foresight or innovation or an unusually sustained application of abilities or dedication, which we believe Elder displayed in researching, negotiating and putting together an intricate series of contracts from natural gas producers and interstate pipelines to local distributors.

"In addition, the achievement must result in substantial improvement in company profit, progress, knowledge or desired business outcomes," Powers explained. "Elder's work definitely touches each of those areas. Through his efforts, Staley reduced the cost of natural gas purchases by more than \$2,000,000 for just fiscal 1984. Besides the outright substantial savings realized in one year, his innovative procedures will allow Staley to take further advantage of these types of savings."

Speaking of the awardee's feat, Bill Anderson, director of purchases, said, "This award program is a motivational tool to encourage employees to think innovatively, even outside of their own areas of expertise or responsibility. Although Lynn had worked in purchasing for eight years, natural gas was not his area of domain when he began exploring the purchasing ideas for which he has been rewarded. Up until that time, utilities came to Staley with their tariffs, which we were obligated to pay. The direct-purchase option opened up some interesting possibilities though, which Elder pursued with positive results."

Continuing, Anderson said, "The competition created by use of the direct-purchase program by industry has forced pipelines and local utilities to renegotiate their own supply contracts with a resulting reduction of tariff rates at many locations. Elder has earned a reputation for himself in this field. He has spoken before the business managers and physical plant directors of the Associated Colleges of Illinois and has worked with local institutions to educate them on the advantages of the direct-purchase concept."

### Plight helps purchasing cause

With the cost of energy continuing to spiral higher, the awardee was familiarizing himself with the various forms of energy Staley purchased to ascertain where a savings might be realized. Early last year, he began seeing energy magazine and newspaper articles hinting at ways to decrease the price paid for natural gas with direct deals or contracts. This idea fascinated him and Elder began to pursue the matter.

"Normally if you wanted to purchase gas, you would call a utility and tell them to connect your gas and then would pay the going rate," said Elder. "However, obtaining that gas for home or industry traditionally would require several buying and selling transactions before it reached your meter."

Explaining, he said, "Unlike a railroad, which ships others property, a pipeline traditionally has purchased the gas it carries and then resells it to the next pipeline through which it would travel enroute to a distributor, such as a local utility company. The local distributor, therefore, has had little control over the price by the time it reaches his location.

Some 60 percent of this country's natural gas is used by industry and utilities with the ability to burn oil as an alternate fuel. With the decline of oil prices, much of the natural gas demand was lost to the cheaper oil. This left producers without a market for their natural gas supplies and provided an opportunity for industries, such as Staley, to purchase gas at discount prices. Delivery was then arranged by negotiating transportation agreements with the appropriate interstate pipelines and local utilities. In some instances, this actually required the utility to obtain approval of a special transportation rate from the state regulatory commission.

Elder noted that under current law, a pipeline or utility cannot be required to transport customer-owned gas. Staley was fortunate to be served by utilities, such as Illinois Power and Indiana Gas Company, which were willing to voluntarily transport direct-purchase gas, thus enabling the company's Illinois and Indiana plants to reduce their energy costs before many competitors were able to take advantage of this concept.

In addition to the Illinois and Indiana facilities, the direct-purchase concept has

## Management changes made in starch, sweetener units

Arthur E. Schoepfer has been named director of sweetener manufacturing, reporting to Wayne S. Martin, vice president and general manager, sweeteners. In his new position, Schoepfer is responsible for the Lafayette/South, Indiana, Loudon, Tennessee and Morrisville, Pennsylvania corn refining plants.

Previously, Schoepfer was manager of the Decatur, Illinois corn plant. Replacing him in that capacity is Ronald E. McCoy, who has been the director of operations for Staley's sweetener business unit since 1982. McCoy reports to Larry H. Cunningham, vice president and general manager, starch.

In related moves, Robert A. Mustell, director of starch operations, has become director of starch manufacturing, reporting to Cunningham. He has responsibility for the Sagamore plant at Lafayette, Indiana and all root starch plants as well as playing a key role in helping direct the future of the Decatur plant.

In addition, Richard E. VotEAU, Sagamore plant manager, has assumed responsibility

for the Monte Vista, Colorado, Houlton, Maine and Murtaugh, Idaho plants. Also included in the realignment of responsibilities, Other H. Summerlott and Charles J. Miller have been named directors of starch and sweetener administration and accounting respectively. In their new roles, they will have responsibility for accounting, transportation and other administrative functions for their respective businesses. Each also will continue to provide these services for the company's ethanol and chemicals from carbohydrates businesses.

Schoepfer began his career with Staley in 1959 as a development engineer and subsequently held several engineering positions in the company's research and development division. In 1971, he was named process engineering supervisor in corporate engineering.

### Others assist project

Three years later, Schoepfer was promoted to production manager, starches, with the industrial products group and in 1979 was named plant manager at Decatur. A graduate of the University of Illinois, Schoepfer holds a B. S. degree in chemical engineering.

McCoy joined Staley in 1978 as operations manager at the Lafayette/South plant and later was named plant manager at Morrisville. He came to Decatur as director of operations for sweeteners. The new Decatur plant manager graduated from Purdue University in Lafayette, Indiana with a B. S. degree in industrial engineering and attended the Graduate School of Business at Washington University in St. Louis.

After joining the company in 1981, Mustell served as manager of energy conservation for the industrial manufacturing division while directing the starch plants in Houlton, Monte Vista and Murtaugh. A year later, he was named director of operations in the starch business unit. A native of Chicago, Mustell graduated from the University of Illinois in Urbana with a B. S. degree in microbiology.

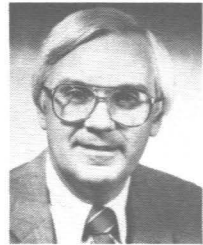
Prior to joining the Sagamore plant as personnel manager in 1978, VotEAU worked 20 years for the Monsanto Company in management at production facilities and then in personnel services. He was promoted to plant manager at Sagamore in 1980. VotEAU completed his education at Southern Illinois University at Edwardsville.

Summerlott joined Staley in 1952 and over the years has held a number of accounting positions. He has served as controller of the industrial products group since 1970. Summerlott attended Millikin University, Decatur, Illinois and received a master's in business administration from the University of Illinois.

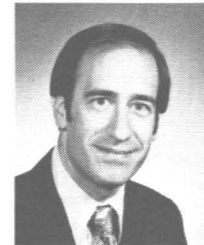
Miller, who joined Staley in 1965, has been director of administration in the industrial products group since 1972. He holds a B. S. degree in industrial management and a master's in business administration from Duquesne University, Pittsburgh, Pennsylvania. He has also done advanced work at the University of Chicago and the Illinois Institute of Technology, Chicago.



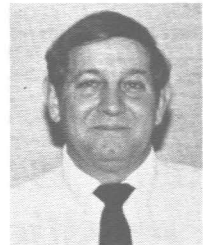
Arthur Schoepfer



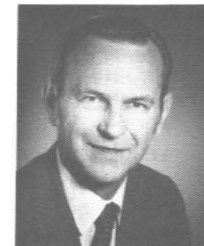
Ronald McCoy



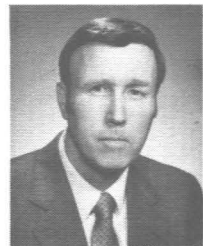
Robert Mustell



Richard VotEAU



Other Summerlott



Charles Miller

(Continued on Page 12)



Admiring the loving cup from the R. T. French Company that Staley received as "Commodity Supplier of the Year" are, from left, Janet Logan, order entry coordinator, starch, Lou Feriozzi, superintendent, starch processing and shipping, both of Decatur, and Neil Borden.

## Appreciation shown for work well done

One Staley customer believes in letting a supplier know the importance of good service. Producing its own quality food products, among which are well known dressings, sauces and condiments, the R. T. French Company of Rochester, New York, knows that quality ingredients coupled with prompt, precise service are vital to its operations.

Rating its suppliers annually, the French Company assesses each one on such criteria as the acceptability of shipments, quality of products and number of rejections, with the bottom line always being on-time deliveries bearing the product specified.

For services rendered a year ago, Staley was rated either at the 96 or 98 percent mark in each category. The company had a perfect record on acceptability of sweetener and starches and on-time deliveries of more than 100 shipments of sweeteners. Only two starch shipments were late out of 67 deliveries.

Citing these high marks, R. T. French named Staley its "Commodity Supplier of the Year". In recognition of this achievement, the company received a signed and numbered Portuguese lead crystal loving cup with lid. An accompanying certificate of authenticity, issued by Garrick Glass, says The Wellington (name of piece) was inspired by a 17th century English sweetmeat glass and designed by Jorge Neto Ferreira. It was hand blown exclusively for The Achievement Collection.

Keeping the award a secret with the intent of presenting it in a special manner, the French Company asked Dave Wagner, a representative of Sheehy and Associates, the brokerage firm which represents Staley starch at French, to ask for a special presentation on Staley products. Wagner contacted Neil Borden, territory manager, starch, to organize the program. The idea was to have representatives from both the starch and sweetener business units give a talk on Staley to the purchasing and manufacturing managers at French's headquarters at One Mustard Street in Rochester.

The meeting was arranged with Bob Gransden, territory manager, and Bob Hall,

area manager, covering sweeteners and Matt Filler, national account executive, and Borden discussing starches. Besides manufacturing representatives, those in attendance from French included Jeff Hayday, vice president of purchasing, Jerry Caro, purchasing manager, and Tom Overby, purchasing agent.

At a luncheon following the meeting, Caro thanked Staley for the presentation. . .and for the job the company had done during 1983. He said R. T. French was particularly impressed by the excellent job with deliveries and the quality of products -- compiling an admirable record far exceeding other suppliers that year.

"French favors Staley being one of its dominant suppliers because of the quality of our program and our good record of deliveries," said Gransden. "The key to this customer's satisfaction is knowing that they will receive exactly what they have ordered."

Staley's "Isosweet 100" high fructose corn syrup is used in French's Barbeque Sauce. Staley starches, incorporated in world renowned French products, include "Gel Dura Jel RTF", a special product manufactured for French; as well as "Perma-Flo", "Tender Fil 8", powdered redried starches and "Sta-Dri" corn syrup solids.

"Without the excellent work of our broker's staff in conjunction with Staley personnel from order entry through shipping, we could not have earned this award," said Borden.

Although the exact date has been lost during intervening years, the relationship between R. T. French and Staley goes back decades. In fact, Borden's father, Les "Buster" Borden, had that account during his Staley career, and, preceding him, A. H. "Pappy" York is credited with finally making that initial sale. . .after some unusual gyrations.

The story unfolds in this way. After being turned down on a number of occasions, Pappy prepared to meet the purchasing director once again by kneeling in the parking lot in front of his window. Caught in the act, York told the director, "I was only praying you would place an order."

## Retirees sowed Staley's seeds of success

An old adage, "There's a time to sow and a time to reap," reminded Wayne Martin recently of Staley retirees as he drove through the countryside and observed farmers harvesting crops planted last spring.

Speaker at the Ninth Annual Staley Retirees Association Dinner, October 26, Martin, vice president and general manager of the sweetener business unit, told the gathering, "Mentally, I was looking forward to being with you and thinking of all that you collectively have done for the Staley Company. It occurred to me that I (and all current Staley employees) are harvesting the crops you retirees planted for this company. . . . And what a bountiful harvest we're reaping!"

Martin continued by saying, "You were sowing seeds of success for Staley as you faithfully performed your various duties for the company, whether in the plant or the office. For many of you, Staley was a Decatur company located on 400 acres off Eldorado Street. Corn refining and soybean milling were our only businesses. How that has changed. Thanks to you and your faithful service to this company, those two businesses have proved to be productive seeds, which made possible a replanting in fields far removed from Decatur, but still proudly Staley.

"This second harvest," said Martin, "has become global with 22 domestic plants from Houlton, Maine, in the Northeast. . .to Loudon, Tennessee, in the Southeast. . .to Portland, Oregon, in the far Northwest. . .to Garden Grove, California, in the Southwest.

In addition, we have interest in six foreign plants in England, Belgium, Spain, Germany, Mexico and Uruguay, plus numerous licensing arrangements in Japan and the Far East," he informed the retirees.

Turning to current events, the speaker noted that the company had been in the news spotlight this fall, acquiring one-third interest in Genencor, the nation's leading biotechnology company, located on the West Coast, which will strengthen Staley's technology base for new products and processes. Then the vice president called attention to the agreement to acquire CFS Continental, which, he said, will contribute to steadier earnings for Staley and extend its involvement in the nation's food delivery system. Martin told them that CFS is the nation's second largest supplier to the foodservice industry with 1983 sales of \$1.2 billion.

Rather than telling the retirees about Staley's growth, the speaker allowed a new film about the company, entitled "Second Harvest -- A Time to Sow, A Time to Reap," to cover the details.

In closing, the vice president said, "I came to tell you that you are a special group who did a great job. You are noticed and appreciated. Without the professional, loyal enthusiastic people like you who provided the foundation for the special spirit of Staley, all the cement, steel, new buildings, equipment, computers and technology you saw in the film have far less value. . . . (You are) the people of Staley who made the second harvest possible."

## Retirement likened to long weekend; although plentiful, time doesn't permit all

Looking back over his eight years of retirement, Emil Schimanski says he set a new life style and does not get around to some things as often as he once did while working, when he had to squeeze them in. He wishes he had more time to fish, for instance.

"Retirement presents a new day. . .and a free day. I like it," said Schimanski. "Starting retirement was like a long weekend. It's gone ever so rapidly, and I really can't begin to account for all the time."

Emil was one of 592 retirees and spouses who attended the ninth annual dinner of the Staley Retirees Association on October 26 at the Masonic Temple, Decatur.

Reflecting on prized pastimes, Schimanski said his garden fared better this year than last when he only had corn one meal. Turning to fitness, he mentioned he no longer runs but walks four miles a day, missing only when he's out of town or distracted. "I try to stay healthy and active."

One of the highlights of 1984 for the Schimanskis was allowing their 13-year-old grandson (son of Ed Schalk, senior buyer, manufacturing supplies) to navigate their trip to the world's fair and travels thereafter. "He read the map and got us everywhere with no trouble," commented Emil.

Out-of-towners attending the festivities included Florida arrivals -- Ora Fisher of New Port Richey, Dale O'Bryan from Sarasota and Kathryn Rhodes of Port Charlotte. John Wagoner hailed from Hugoton, Kansas. And the Arkansas crowd numbered three this year--Wendell Bauman of Hardy, Robert Bohn of Fairfield Bay and Glen Scott of Mountain Home.

A retiree 12 years, John Wagoner returned for the dinner with several purposes in mind

And that was the beginning. . .or so the legend goes.

"This special occasion, however, points out once again how very important Staley people are to the business regardless of whether they work in order entry, manufacturing, quality control, research, transportation, shipping, sales, marketing or wherever," agreed Borden and Gransden.

Each one plays a significant role in every order Staley receives and their extra efforts to insure that orders are processed correctly from start to finish solidify customer satisfaction and repeated business. These efforts do not go unnoticed.

while visiting Decatur. Among them was welcoming fellow researcher Wayne Musselman into the ranks of the retired. Wagoner occupies his time with hunting, fishing, traveling and business. In fact, he has a second career handling oil and gas industry leases, right-of-way negotiations along with appraisals.

Skimming over recent travels, Wagoner commented on a photography safari to Kenya, a cruise around the east coast of Africa and another 2,000-mile journey down the Danube on a Russian ship then transferring to another Russian vessel to cross the Black Sea. John says he tries to take a good trip every year.

Another researcher, Ken Brobst, has the travel bug as well. He and his wife visited Yugoslavia and Germany by car this past summer. A year ago, they wandered around Austria and took a wrong turn, almost entering Yugoslavia, but didn't have visas; so, they decided to return to that "eastern" country only when they had secured the proper papers.

Retiring for the second time from Staley activities is Edmond "Skeeter" Moore, who gave up his work with the company in 1970 after more than 47 years of service. Now Skeeter is giving up most of his responsibilities with the Staley Retirees Association, a group he helped form in 1973 before the company became involved in its activities. Looking back to its beginnings, Moore is very pleased with the association's growth and the way in which the company has taken a keen interest in its members.

"Much of what has been accomplished was the work of many colleagues. I thank all who have put their effort into our retirees' activities, including the advisory and executive committees of the association. Now it's time for others to give direction to this organization. However, I'll help out whenever I'm able," said Moore.

Returning for her first visit at the annual meeting, Kathryn Rhodes said she is enjoying life--Florida style. She retired from 60 building where she had worked the last six of her 40-year career. Most of them, however, were spent in 17 building, she noted.

Kathryn and husband, Duane, moved to Florida in 1979 and have been doing a little of everything since. They play cards, are kazoo band members, swim daily and round, square or line dance. That's a very

(Continued on Page 7)

# Company's safety performance best ever; Morrisville claims, holds industry record

Fiscal 1984 was an historic year for safety at Staley, according to Bob Moore, senior safety engineer, environmental science and safety department, who keeps a close watch on the company's safety performance. For the first time on record, Staley operated with a lost-time incident rate below 1.0 (0.93) for the year and operated one month (October, 1983) without a lost-time injury anywhere in the country.

This was also the year during which Morrisville employees became national safety record holders in the corn wet milling industry by surpassing 1,070,909 hours without a lost-timer. By the end of December, 1984 they had exceeded 1,540,000 hours without a disabling injury.

Within the past year, employees cut lost-time accidents by nearly 10 percent, decreasing them from 43 in '83 to 39 in '84. This reduction in serious injuries dropped the lost-time incident rate to an all-time low (0.93), in itself quite an accomplishment, according to Moore.

Commenting on the safety performances of the groups, Moore said that both agri-products and food and specialty products cut their lost-time incident rates, going from 3.65 to 2.75 and from 1.92 to 1.35 respectively. Comparing employee hours for that year, agriproducts posted 1,092,023 versus food and specialty products 891,518.

Recordables were another issue though. Numbering only 186 in fiscal '83, they jumped to 232 in '84, pushing the incident rate from 4.51 up to 5.55. Only agri-products as a group produced a decline in the recordable incident rate, which dropped from 8.52 to 7.69.

"Recordables are an area to watch very closely," said the senior safety engineer. "Any of those incidents had the potential of being a disabling accident."

Moore noted that employees in 17 Staley locations worked the entire year and amassed more than 7,000,000 hours without a disabling injury. Those with perfect

records included Murtaugh, which has worked more than 10 years or 122,330 employee hours by the end of fiscal '84 without a lost-time injury; Chicago warehouse, nine years or 159,045 hours; Vico, four years or 128,638 hours; Frankfort, three years or 450,718 hours; Morrisville, two years or 1,407,780 hours; and Sagamore, two years or 846,439 hours.

In addition to those with perfect records in the lost-time category, Moore said employees in 10 other locations recorded improved safety performances in the disabling injury category. Listed in descending order according to number of employee hours worked for the year, they are: Corporate office and research, which dropped in incidence from .13 to .00 and has gone 2,301,156 hours since the last disabling injury in March, 1983; Loudon, from .40 to .00; Decatur food and specialty products, from 1.03 to .71; Des Moines soybean mill, from 11.43 to 4.20; Gregg Foods/Garden Grove, from 1.74 to .00; Champaign, from 6.69 to 5.91; Des Moines oil refinery, from 1.63 to 1.58; Houlton, from 8.51 to 1.74; Fostoria, from 6.82 to 4.53; and Muskogee, from 13.51 to .00.

"These superb performances should set the pace for all plants in 1985," said Moore. "With a little extra effort, this new year could be a record safety year for all Staley employees."

For the fifth year, hand injuries were the most frequently suffered recordables, while leg injuries accounted for the most lost-time cases. Lost-time categories of back, trunk, foot, shoulder and "other" injuries were all down from the respective number of injuries in fiscal 1983. Lost-timers to backs were reduced 46 percent; to trunks, 67 percent; to feet, 67 percent; to shoulders, 50 percent, and in the "other" category, 100 percent. Among recordables, accidents involving backs were the only ones reduced, dropping 18 percent.

Let's look at some of the programs that produced positive results during 1984.

## Morrisville battles recordable injuries with special contest

Morrisville continues to roll up hours without lost-time injuries. In fact, that location celebrated three safety milestones last year: hitting a million employee hours without a lost-timer on January 11, surpassing the corn wet milling industry's safety record of 1,070,909 work hours without a disabling injury on February 23 and a two-year anniversary of the last lost-timer on April 22.

However, recordables are still not where employees would like them to be. To combat this trend, Bill Brewer, personnel administrator, said, the union/company safety committee instituted a recordable accident safety contest October 15 to run for three months. Shifts and departments in the plant were divided to equalize the size of the participating units working toward a goal of no recordables. Any of the groups operating without a recordable accident for the three months would have lunches provided for each member.

Morrisville has a target of at least a 40 percent reduction in recordables for fiscal 1985 and, of course, no lost-timers, according to the personnel administrator.

"Working safely remains a constant vigil. These recordables are the type that could happen any time, any place, but they serve as a reminder that care must be taken," said Brewer.

"Our safety record is one all 275 employees can take pride in. Not one group but everyone who works at this facility is responsible for these achievements," Brewer pointed out. "We have a stable work force familiar with the environment and motivated to work safely."

"A significant contributor to our success has been the union/company safety committee committed to working on programs and procedures that have a positive impact on the employees' work environment. They are working on pro-active rather than reactive policies and procedures," the personnel administrator noted.

"For instance, they are working on a revision of the 10-year-old tank entry

procedure to bring it into line with current operations of the plant. This very important document will be reviewed with all personnel involved in this activity during 1985. Dangers that could be encountered when entering a tank include lack of oxygen; unexpected exposure to a toxic substance, chemicals or gas; excessive heat; high humidity; noise; stray electrical current, etc.

"There is obviously a need for updating a 10-year-old procedure and retraining the personnel using it. We must make sure that supervisors and workers alike know their responsibilities before entering a tank," Brewer pointed out.

"Our safety committee also reviews new laws and regulations. Coming to mind is the new Pennsylvania Right to Know law, which permits the community to know the chemicals used at a plant and their hazards.

"In this same vein, Terry Briggs, manager, industrial hygiene, environmental science and safety department, conducted a training seminar on using the Materials Safety Data Sheets (MSDS), which employees will be retrained to use this year. Before we are finished with this program, they will be well acquainted with the chemicals used in their department and will know how to find specific information in the data sheets on them -- the manufacturer, hazardous ingredients, stability, spill and leak procedures, and special precautions to take," the personnel administrator said.

Continuing, Brewer noted that during the past year, "We began performing job safety analysis on chemicals being introduced into the plant. When we obtain a new one, it can't be brought in without an MSDS sheet and cannot be used until the completion of the job safety analysis, which will determine the procedure to be used when working with the substance, possible hazards encountered in each step and recommended job procedures to follow. The analysis will be reviewed by the shift foreman, operators and a couple of maintenance mechanics, who will be working with or around the chemical.

"Either Mike Steiner, maintenance mechanic and co-chairman of the safety committee, or I will take them through the analysis, which



Mike Steiner, left, safety committee co-chairman, and Larry Van Doren, plant manager, hold the coveted National Safety Council's "Award of Honor for Best Record" presented to the Morrisville plant, which set a new record in the corn wet milling industry, February 23, by exceeding 1,070,909 hours worked without a lost-time injury. With them are Lou Fredricks, president of Local 675, at left, and Bob Moore, senior safety engineer from Decatur.

## Sagamore works toward million hours

Amidst construction projects and production records, Sagamore employees pulled off yet another good year of safe work days and are headed in February for a million personnel hours without a lost-timer.

"Commitment to working safely is at the heart of this plant's safety successes," according to Mike Brattain, sanitation specialist and safety director. "A continuous effort is made to keep safety foremost in our thinking.

"We've used incentives, such as 'Safety is the Name of the Game' two years ago and 'Safety Bingo', which will hopefully carry us through to our new safety goal in February. At that time, the safety committee believes it'll be time for a change to a more

informational thrust called 'I Think Safety'. Because more than 90 percent of all accidents are caused by unsafe acts performed by an individual, we hope to lift safety awareness with weekly doses of positive information to keep employees' minds on safety. As a matter of fact, they'll begin every work day by pinning on a button that says 'I Think Safety' -- itself an act of thinking about his subject," the safety director pointed out.

"In addition, the safety committee, which devised this new promotion, has decided that two parts of the body, the back and eyes, particularly vulnerable to injuries, should receive more emphasis in coming months. Therefore, we have planned four seminars on backs to be given by St. Elizabeth's Hospital's back clinic."

As for the eyes, Brattain has applied to the National Society for the Prevention of Blindness for a charter to its Wise Owl Club. Membership is reserved for those who have saved their eyesight by wearing eye protection. He has already submitted four employees for membership. If accepted, they will each receive a tie tack and plaque as a reminder of a near personal disaster averted by wearing safety glasses.

"While it is comforting to have never needed emergency equipment, we want the reassurance that everyone knows how to use it," said the safety director. "For this reason, we're taking time in 1985 to give everyone an opportunity to retrain with fire extinguishers and put out a flammable liquid fire. However, all three types of fires will be covered informationally in the program. In addition, appropriate plant personnel will also review the use of self-contained breathing equipment.

"Programs of this nature have been a part of Sagamore's safety emphasis for a long time," Brattain pointed out. "In the past year, we had a preparedness drill for emergencies requiring immediate assistance, such as chemical spills, medical emergencies or fire. As part of this program, we held a plant evacuation exercise.

"Employees also reviewed the safe use of several chemicals they are in contact with

(Continued on Page 11)

### Safety equipment relocated

Morrisville also is using the analysis techniques to locate safety equipment in various departments. "Through the analysis, we reviewed the Scott Air Pack, extinguishers, fire blankets and first aid kits to see if they were in the proper location and to determine if employees were up to date on their use. We received valuable input from our employees which prompted relocation of some equipment and training on the use of others, such as the Scott Air Pack. The analysis also prompted us to purchase additional equipment. All in all, it was a very effective tool," said Brewer.

Speaking of training, special emphasis was placed on fire extinguisher training and cardiopulmonary resuscitation (CPR) instruction, which about 40 percent of the work force, both hourly and salaried, have received, according to Steiner. "This instruction, which will continue, is given by Ed Lucas, pipefitter, who is a certified instructor.

"Using the job safety analysis is a very good tool to heighten safety awareness in the plant," Steiner believes. Operators go through the job steps, hazards and safety analysis.

"Still helping our safety awareness thrust is Safety Bingo, which is now in its 12th game since the promotion began early in the fall of 1982. At the outset, we agreed to continue the game until a lost-time accident occurred, but it's still going strong after more than two years of play," said Steiner. "Other safety reminders include paycheck stuffers and posters on bulletin boards."

"Also focusing attention on safety, we have recognized employees' efforts in each of these new records," said Brewer, who noted that tee-shirts were given for the one-year safety mark; jackets, commemorating the industrial record, and catered meals at other appropriate times.

"The key to this string of safety successes, as

far as I'm concerned," said Brewer, "is our employees' commitment to the safety record. There's no magical combination. We have many people out in the plant who know what that record means to them and everyone else. They came up with the slogan, 'We are No. 1', for the bulletin boards after the industrial achievement, and they take great pride in keeping that poster up there."

"Esprit de corps has carried us to these achievements," said Steiner. "Employees have had to work diligently to gain this stature. Our plant is not the most modern and takes more upkeep and work on safety than the newer facilities."

Nevertheless, employees see no reason why they can't keep the safe times rollin'.

## Eying two safety goals in March

If all continues safely, Frankfort employees are eying two safety targets on March 22. That date will mark four years as well as approximately a half-million work hours since their last lost-time injury.

"Spurring us toward our goal have been the Decatur corporate group and Bob Moore, senior safety supervisor, who set goals for us. In addition, the insurance carrier has promised us a special plaque at the half-million-hour mark," said Garry Saathoff, plant superintendent. "These groups have been testing and challenging us to see if we can continue the good job."

Frankfort's safety successes do not rely on a structured safety program, according to Saathoff. "We just keep reminding employees that we want to run a safe soybean mill. They work at safety every day.

"In addition, we have good involvement on our safety committee, on which all employees will eventually serve. Every quarter, new members are added from the various areas of the plant, including operations, labor, maintenance, the meal room or supervisory personnel.

"Knowing they'll serve on the safety committee three months, members solicit problems from fellow workers as well as maintaining a surveillance on the work environment, bringing any hazard or safety suggestion to the attention of the safety committee at its regular monthly meeting," the plant superintendent noted. (However, a glaring concern doesn't wait: It is reported and investigated promptly.)

"The safety committee watches for the little snags that can trip up safety performance. They are on the look out for such things as weak ladder rungs or a weld needing attention.

"Among other responsibilities, this committee discusses safety problems and focuses on safety training. In this past year, training has zeroed in on skills employees have gained during their careers but may not have used for a long time, if ever," said Saathoff.

Continuing, he said, "Everyone, for instance, reviewed fire training, including the use of fire extinguishers and the different fire systems and fire hoses. Then too, we had drills on evacuation procedures. Although this emergency plan has been in effect three years, we never had to use it. Because some personnel didn't know what the alarm sounded like, never having heard it, we held a drill to familiarize them with the sound and to review their congregating instructions. Regrouping during an emergency is important so that an accurate head count can be taken to make sure buildings are abandoned."

Frankfort's monthly safety meetings provide an opportunity to review measures taken and to give employees some input on safety activities, allowing follow-up on tasks assigned. Committee members then are expected to report the status of projects or suggestions to co-workers.

To date, that plant has not initiated contests or games to increase safety awareness. Instead, the plant has relied upon reminders of their safety accomplishments. Since the string of safe work days began to build, that facility has tried to give enough gifts to keep safety interest high. For example, everyone received a smoke alarm at three years without a lost-timer and then six months later, as performance remained untarnished, they drew 10 names for gift certificates totaling \$400.

"Awards remind employees that they have passed a milestone and they should keep up the good work. The company appreciates their attention to safety," Saathoff said.

"This closely knit group of employees reinforces safety with a good neighbor policy -- by watching out for one another," said Bob Moore. "They lead all the agri-division plants in both years worked and hours accumulated without a lost-time injury.

"While they ran a safe plant in '84, Frankfort also completed the year with record production, and they obviously didn't cut corners on safety to do it," Moore added.

## Personal involvement key to safety success

As the first technicians arrived at Loudon three years ago, that plant's safety program was initiated during orientations. Record keeping, which began six months later, has posted only one lost-timer, occurring on May 29, 1983.

When the anniversary of that disabling injury rolled around last May, employees had compiled another 575,000 hours of safe work time and are now approaching a million hours in February. To commemorate that first safety mark, employees received tee-shirts bearing a logo designed by Tony Chambers, process technician, feed extraction. His idea was selected from a host of entries.

"Personal involvement is a key factor in keeping safety interest and awareness high," according to Larry Thomas, personnel administrator. "The plant safety committee together with area safety committees continually seek new ideas to stimulate awareness.

"Since the wrap-up of Safety Bingo, around 700,000 work hours last fall, we have had a drawing for those without an accident every 50,000 hours or about every month. This drawing is aimed at keeping safety consciousness high. If there's an accident by a team member, the whole team is penalized for that particular 50,000-hour period, but the team member is out the remainder of the contest. However, the other members regain eligibility the following contest period.

Safety reminders are slipped in at every opportunity. For instance, at the bottom of Loudon's morning minutes, posted throughout the plant, there's a short safety reminder highlighting a safety practice or policy from the plant's "Safety Code".

To combat indifference to safety, which may occur as employees become accustomed to the status quo, the plant two years ago instituted Safety Flashes. These flashes, printed on bright yellow paper, focus on hazards, accidents or procedural reminders.

### Committee takes role

While Gregg Foods/Garden Grove has made a remarkable reduction in disabling injuries, the last recorded two years ago, that location is shifting its planning strategy to the plant where most opportunities for accidents exist.

For several years, Garden Grove's safety program has been guided by Melissa DeHart, quality control manager, who is turning the reins over to a safety committee, which heretofore has been her sounding board for safety ideas. "In effect, we are reversing roles," DeHart said.

Why the change? DeHart believes that "a grass roots approach to safety will help promote better awareness. Who knows the plant's safety needs better than one who works there all day? That committee should be able to devise effective programs for everyone."

Comprised of plant employees, that committee's membership for the year includes Ilene Vailea, production worker; Ken Copeland, mayonnaise mixer; Bob Boyd, mechanic; Ignacio Cruz, warehouseman, and Teena Reams, production worker. Their selections were based on good safety performances and leadership skills as well as their previous interests in safety.

"Up to the present, awards and prizes have served as achievement reminders, reinforcing good performances at various intervals. Additionally, we have held quarterly safety presentations focusing on one aspect of safety for everyone," said DeHart.

"With the new year, I look for our committee to come up with a plan of attack to help diminish a rash of recordables that have plagued us this past year. The outcome of these skirmishes could have been far worse so we cannot ignore the 'fender benders'."

Despite first aid calls, John Pikulin, plant manager, says employees have made a conscientious effort to work safely and have thereby reduced the disabling injuries. "We'll continue to work toward an accident-free environment and hopefully pull those recordables back in line."

### High visibility sought

Yellow is Loudon's safety color," according to Thomas. "We have a new Safety Improvement Project Request form printed on yellow paper. We found that sometimes safety-oriented projects got lost in the shuffle. Now they are given both high priority and high visibility."

The request is turned in to the area management team for evaluation. If found valid, the request is priced and sent on to either the operations or technical manager for approval. Within two weeks, the request must be on one of their desks or the initiator sent reasons for rejection. That person then has another avenue by which to pursue it, according to the personnel administrator.

Safety at Loudon is handled on three levels -- within the teams, in an area safety committee and in a plant safety committee. Technician teams are to operate in a safe manner, identifying safety needs, implementing safety procedures and training programs, maintaining safety awareness and coordinating with area and plant safety committees.

The area safety committee, which meets at least monthly, evaluates and monitors safety in the area by reviewing performances, safety needs, training and safety programs and communicating safety information within the area and also with the plant committee. This committee is comprised of area management team representatives, the area maintenance coordinator and technician representatives from each shift. They tour the area to review violations and corrective plans as well as the status of safety projects.

Integrating safety into the plant's operations, the plant safety committee is comprised of area technician representatives from each area safety committee, the plant manager, operations manager, maintenance manager and personnel administrator. Their mission is to identify plant safety needs, develop overall safety programs, review area safety committees' performances, form problem-solving groups and facilitate plant-wide safety communications.

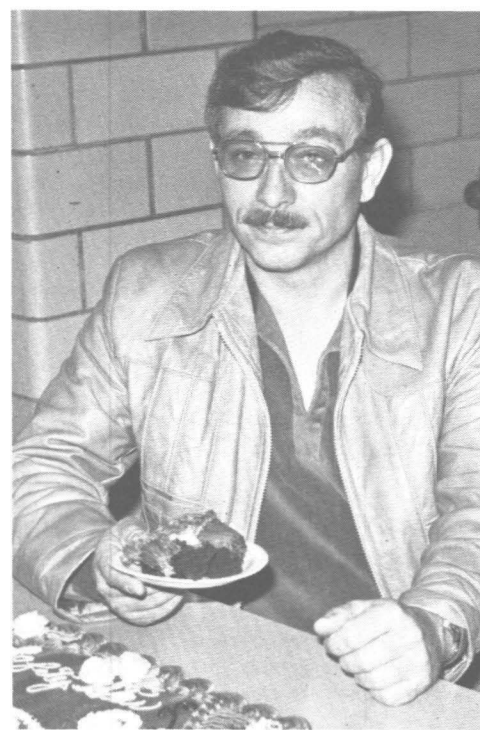
### Contractors oriented to safety

"While employees get the majority of safety attention, safety programs now extend over contractors," said Thomas. "This past year, Loudon instituted a comprehensive contractor safety orientation. While most of these programs focus on foremen/supervisors who are then relied upon to give the information to their workers, Loudon has found that system does not work. We have worked out a method whereby everybody receives comprehensive safety orientation -- contractors for construction, maintenance or even emergency crews that come in during the night. They must first take time out for safety before being allowed into the plant and on their job. Everybody involved is issued a badge that indicates he or she has had the safety orientation."

Regardless of the length of the job, contractors receive about the same type of information, although more in depth for those who will be at Loudon more than a day, Thomas indicated. However, if they are only in for an emergency call of a few hours duration, they will still have the basics covered by a Staley representative. They would receive the Staley Safety Summary, which covers the No Smoking Policy, personal protective equipment, special procedures permits, hazards, ladder safety, manlifts, railroads and emergency medical technician information. The orientation form states that each one must comply with all federal, state and local laws as well as Staley's safety rules and regulations. If not, he or she will be dismissed from Staley property. This agreement must be signed by each person receiving the orientation.

Those who will be working on company property a longer time will also have a review of the "Staley Safety Code" as part of orientation plus an in-depth explanation of the other areas of the plant and permits relevant to each one.

"We also have a new contractor check list that insures communications between the contractor and process technicians where he will be working. This form makes sure all procedures are being followed.



Roy Willson, grand-prize winner in the Decatur safety program, samples the award ceremony cake.

## Prepared for good performance

The Decatur plant has one of the most active safety organizations in the company -- its joint health and safety committee, according to Bob Moore, senior safety engineer, environmental sciences and safety, corporate finance. This group develops programs, provides assistance in administering them along with devising and implementing safety training for Decatur plant employees. Over the past several years, the committee has accomplished many major projects including preparation of safety policies, procedures and manuals as well as initiating new safety programs and promotions.

"Assessing the scope of their programs and safety directions, I believe the Decatur plant is prepared to embark on a much improved safety performance. Unfortunately, the safety picture for '84 was a disappointment to not only the committee but all employees. The upward trend in accidents, however, actually began the preceding year in the midst of a number of changes the Decatur plant undertook to maximize manpower utilization. I believe it is very difficult to make a multitude of changes across the board without safety being affected," said Moore. "People are distracted: They tend to be preoccupied with things other than the work at hand and doing it safely."

However, Moore says the joint health and safety committee's activities, such as writing a new "Safety Code", a new manual on safety procedures and a committee manual for departmental health and safety activities will be the spring-board for improved safety performances in the future.

Commenting on their safety performance, J. B. Webb, safety supervisor, said, "We have never invested as much effort and money in safety as we did in 1984 and received such frustrating results.

Commenting on the tasks of the joint health and safety committee in 1984, Tom Gillum, the committee's chairman, who works at elevators C&D, said, "You might call this our year of publishing. Although much of the work began in preceding years, we pulled a number of projects together, completed the editing, printed and distributed them to employees."

Other Decatur plant employees involved with the joint health and safety committee this past year included Billy Bob Davis, senior process operator, paint shop; Larry Jones, manager, plant loss prevention; Joe Kerns, manager, plant personnel; Jim Napier, senior process operator, riggers; Rick Stewart, utility laborer, yards, grounds and tracks; and Webb.

(Continued on Page 6)

"All in all, we have a highly motivated work force, making it much easier to have a good safety program. Now with contractors drawn into our program more fully, we should all benefit that much more," said Thomas.

# Decatur rolls safety policies, procedures into one document

(Continued from Page 5)

Explaining the need for these publications, Gillum said, "We had a number of safety policies and procedures as well as separate books on railroad safety, construction safety and pipeline safety. We took all of these policies and rolled them into one document that provides an employee with an easy-to-read and use reference manual that has been divided into a number of sections. This pocket-sized text is our new 'Safety Code', which replaces one written in the sixties. Our committee brought everything of a safety nature together into one up-to-date manual. Much had changed in the plant since the last writing."

Reflecting on the new "Safety Code", Webb said, "This is the first that I've seen containing a joint statement of support by the union as well as the company. Usually these publications are generated by management and employees are expected to comply."

The code book not only contains safety codes and safe work standards in an easy-to-use form, but it is also intended to present action steps for the safe undertaking of certain procedures, such as lock out, entering a confined space, burning or welding and excavating or trenching. These action steps are actually all an employee needs to know to perform a given type of work safely, according to Webb.

Certain items are marked with an asterisk, indicating that more information is available and contained in the "Decatur Plant Safety Policy and Procedural Manual". For example, the confined space procedure is only a page and one-half in the code but in its entirety, is very lengthy and would likely never be read by most employees, Gillum said. For this reason, the committee condensed such lengthy documents for the code to only the action steps. Anyone interested in the total document may consult one of the 89 copies of the policy and procedural manual soon to be placed in key areas of the plant. Copies will be held by superintendents, managers, building foremen, building superintendents, section superintendents and will also be located in administrative offices. In addition, every safety committee in the plant will have access to one through the chief steward, who is a member of that departmental committee.

This plant-wide safety manual organizes all the safety codes, policies, procedures and recommendations applicable to all areas into an organized, easy-to-use format to supplement the plant's "Safety Code". In compiling this manual, the joint safety committee sought to have a reference that organizes plant safety-related material containing all current aspects of safety management. Through its use, the committee hopes to encourage more efficient safety management, to make safety information widely available, to encourage clear, concise and complete answers to safety procedures and to provide plant-wide consistency in safety management.

In 11 sections, topics are separated into those which are general, and then specific



**Outstanding achievement recognized**—Murtaugh's five employees were presented The Travelers Insurance Co.'s Award of Honor last summer for operating 10 years without a disabling accident. The record covered 117,000 hours of work. At the award presentation, employees, left to right, were P. C. Flores, foreman, D. A. Stephens, truck driver, B. accepting the award from Clifford Gartmann, engineering manager of The Travelers Insurance Co., J. D. Thompson, manager of the starch recovery operations and R. Flores, operator. Not pictured was K. L. Upton, operator. "Placed on the foreman's office wall, the award serves as a reminder each morning to employees that they can work without disabling accidents," said Thompson.

cally those applying to fire protection, medical, personal protection, electrical safety, equipment safety, forklift and material handling safety, railroad safety and non-employee safety. Space has also been provided to include departmental references.

## Code becomes reference

Rather than just handing out the new "Safety Code" and leaving the reading to happenstance, the joint health and safety committee devised a manner to have employees use its information to answer the new Staley Sta-Safe questionnaire, which each month focuses on one aspect of safety such as falls. To answer questions on that segment of safety, employees were to review four codes — fall protection, ladders, scaffolding and work surfaces.

Actually Staley Sta-Safe was initiated in fiscal 1983 under a different name with safety questionnaires used to prompt safety awareness on areas of general interest to everyone in the plant. To be eligible for an award, an employee had to work accident-free for the period and then correctly answer the questionnaire. From entries submitted, 10 were drawn for monthly gift certificates. This aspect of the program continues this year to highlight the contents of the code. But rather than presenting large sums of money to a few people, as the program allowed for several years, the quarterly \$500 gifts which numbered two a period and the grand prize of \$2,500 are being used in the Decatur plant's new Sta-Safe Bank, which grows in daily amounts each 30 days the plant works without a lost-time injury. The bank, however, goes to zero if there is a disabling injury. To win, a person must have all of his or her social security numbers posted and be working the day the final number is drawn.

Through December, bankroll winners included Mark Vest, 9 building, and Homer Davis, 99 building, who shared the "pot" on October 12, each receiving \$120; Allain "Dike" Ferris, dry starch maintenance, won \$240, October 24; Raymond Blaase, syrup and dextrose maintenance, \$360, November 7, and Benton Mueller, 16 building, \$220, December 25.

"Altogether these programs are making an important impact on safety, judging by the dramatic improvement we have seen in safety the first fiscal quarter when the games became effective," said Gillum.

## Manual covers responsibilities

Also ready for use is a "Decatur Plant Departmental Health and Safety Committee Manual", compiled early last year. Each of the 30 safety committees in the plant was trained on the use of this manual in three-hour sessions during the summer.

Departmental safety committees consist of management and union employees working together for the improvements of safety conditions within their department. These committees conduct monthly meetings involving work area inspections, discussions of safety problems or concerns.

"Composed of four to six members equally divided between union and management, these committees provide a means for daily problem identification and solution within a department," said Gillum. "They review and recommend specific departmental safety procedures as needed and design departmental safety awareness programs consisting of contests, posters, etc."

"In addition, they assist in the evaluation of accident trends and recommendations for corrections, recommend programs to provide safety training as required, report findings or follow-up on corrective action to respective area superintendents and are a resource for the development of departmental safety procedures. They also monitor the implementation of plant safety policies and procedures, improve safety communication, use the joint health and safety committee for assistance in activity improvement and problem solving and assist in the evaluation of new safety equipment being considered by the department," according to the safety supervisor.

"Because of their key role in the overall safety operation of the plant, these committees needed a standard guide setting forth their responsibilities," said Webb. "Up until this time, we had never undertaken a training program for the departmental safety

committees, but with the new manual, we had sessions with each group going over all aspects. Training delved into job safety analysis, safety contact cards to improve safety awareness among employees, investigative reports and how to investigate an accident or incident, the action plan for safety-related work requests, safety observation procedure for reporting safety problems or concerns and how to conduct a safety inspection," according to Webb.

Continuing, the safety supervisor said, "The inspection is one of the principal means of locating potential accident causes and determining the safeguards necessary to protect against hazards before accidents and personal injuries occur. These inspections should not be limited to searching for unsafe physical conditions but extend to detecting unsafe practices. Most importantly, we pointed out that these health and safety inspections should not be conducted primarily to find how many things are wrong but rather to determine if everything is satisfactory."

Adding his thoughts on the training sessions, Gillum said, "They allowed instruction on performing a safety problem analysis to assist with solutions which would help the departmental group more quickly determine the scope of their problem and whether they have the skills and resources to solve it. If not, they can turn to other resources — the medical department, plant safety office, environmental science department, safety equipment vendors or manufacturers, OSHA, NIOSH, chemical manufacturers, Department of Transportation, plant protection, International AIW and the company's insurance carriers.

"We feel confident that Decatur's safety program is geared to the needs of our location. Giving credence to this belief, five plant supervisors plus Larry Jones learned at a DuPont seminar that we had all the pieces in place to have a top performing safety program," said the committee's chairman. (DuPont is regarded as the leader in industrial safety.)

"With each employee, department and our joint health and safety committee converging on safety in an organized manner, we are bound to make even greater inroads on our safety performance," Webb believes.

## Think safety

"The most important aspect to an individual's safety is always thinking about working safely," said Roy Willson, grand-prize winner of the \$2,500 gift certificate in the Decatur plant's year-long safety program in fiscal '84.

In his 18 years with Staley, Willson, a process operator in 20 building, who works on top of railcars and has a multitude of hazards to contend with, has had nothing greater than a few cuts on his hands over the years. "But I could slip and fall very easily climbing up and down, particularly in the winter with snow and ice," the winner said. "You have to watch what you are doing and follow safety procedures and regulations found in the 'Safety Code'.

"While Staley has a good safety program and employees are paying more attention to safety, I believe we'd likely improve our safety performance if everyone would stop and think about a task before doing it rather than rushing blindly into the job. Think safety. . . ."

In his six and one-half years with Staley, Harley Funk has had no safety problems. The whole plant is his domain working in plant protection. He encounters plenty of hazards on his job, which covers responsibilities for security, fire suppression, investigation and safety.

"We try to enforce safety rules and are always checking for safety violations," Funk, one of the quarterly winners of \$500 gift certificates, said. "I am always on the look out for hazards and reporting them for correction."

Funk noted that construction sites are full of hazards. "Although we give a safety orientation for the construction personnel coming into the plant, we can't watch them all the time." Like Willson, Funk also believes safety would be even better if everyone would think before they act.

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# '84 was safest year for Des Moines mill

"We've come a long way," says Chuck Hagood of the Des Moines soybean mill. That location turned in its best safety year to date in 1984, according to the plant superintendent.

"We had five recordables and four lost-time injuries. Considering the past, we all feel good about our accomplishments — although there's still room for improvement."

Looking back to 1976, a period of transition for the plant and employees, Hagood noted 33 lost-time injuries. "Since then, we have made steady progress, cutting the number of both lost-timers and recordables. The past year was very rewarding," Hagood noted. "For the first quarter, we had no lost-time injuries and repeated that feat during the final quarter. In fact, we had only one lost-timer in the last six months of 1984.

"While everyone is directly responsible for this record, a combination of circumstances have helped make it possible," Hagood acknowledged. "Most importantly, we have a mature work force, both hourly and salaried. Eight years ago, when we were plagued with accidents, we had a fairly new work force. As the years rolled by, we have all become entrenched in our work and take safety seriously. Management's commitment to safety is strongly felt. On top of this, we take pride in our good housekeeping, which provides an environment conducive to safe work. And not to be disregarded is the fact that the plant runs much better: We are not having all the production ups and downs experienced in those earlier years.

"A measure of recent success is attributable to incentives to work more safely," the plant superintendent said. Up until this year, Hagood noted the soybean mill had never used incentives to help with safety awareness, but these rewards have proved their worth.

"Concluding a year of Safety Bingo, we held a grand-prize drawing in December for those who had worked safely. Steve Garrels, production supervisor, won a color television set — the grand prize; Greg Lancial, laborer, an AM/FM stereo — the second prize; and Gary Uhl, laborer, a cordless telephone — the third prize.

"Rules and regulations for Bingo were established by our safety committee a year ago, the members of which were Ed Baker, extraction operator; Don Martindale, laborer; Jeff Davis, meal loader; Rick Reynolds, maintenance man; Steve Terpening, laborer; Dale Marks, safety director; Paul Niehaus, plant manager; Gene McConnell, production superintendent, and me.

"To perk safe work habits, accidents barred employees from the game for varying periods. If an employee had a recordable, he or she could not play Bingo the remainder of that period. For a lost-timer, the game stopped for everyone until the victim returned to work. But a lost-time injury made that employee ineligible for the grand-prize drawing at year end.

"We have also had quarterly prizes for everyone working safely. Two quarters ago, they were rewarded with an insulated coffee mug for working without a lost-timer, and for the same accident-free performance from October through mid-December, they received a ham or turkey. We will continue recognition as the safety record dictates," said Hagood.

"Because safety is everyone's job, we rotate membership on the safety committee every quarter, allowing more to become involved. Members are selected randomly. As part of their responsibility, they watch for safety hazards around the plant. We treat their safety suggestions with urgency. Whenever possible, we make corrections immediately.

"Safety is not unlike other successes in life," said Hagood. "We're proud of our accomplishments and look forward to greater achievements."

"Employees are working at safety around the company," said Moore. "Those responsible for safety are cooperating and doing a fine job. They have their own programs, which are adjusted to keep employees interested in working safely. When problems

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# Most find days filled with projects, activities

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incomplete list of their activities though. Most would need to retire after tagging along on their daily routine only a short while.

An operator in 44 building when he retired two years ago, John Coleman reports that he lives each day as it comes. He was an employee 34 years.

## Too many activities

On the other hand, Frances Noland has been so busy with all her activities that she had to quit a few to make more time when her husband, Herb, retired last fall. She serves on the boards of Home Extension, the library and her church. Volunteering requires a good slice of her day, much of it devoted to the church. Among her recent efforts was chairing a fund-raising drive to pay for new heating and air conditioning units for the church. She had all the funds to cover the project in only four months.

Her last hitch with the company was for 28 years, Fran recalled, but she also had another four "in" earlier. Retiring in February of 1983, the former executive secretary has found more than enough to fill her days. When board meetings, volunteering and committee work don't keep her hopping, Fran is likely bowling on one of her three teams.

The Sherwood Howards of Sullivan are on the move in their travel trailer since he retired in 1971 following 32 years at Staley, most of which were in the electrical department. For some time, they owned an electrical shop in Lovington, Mrs. Howard related. She mentioned that she had trouble getting Sherwood's cooperation on the "honey do" list and tagged a broken appliance with her phone number and a "rush" for attention at the shop.

"It's amazing what he does for others," she said. "That appliance was fixed in record time. . . and he didn't even recognize the phone number!"

Former millwright Vorris Blankenship, who retired eight years ago, says his fishing suffered this summer due to a leg injury received in an automobile accident. But he hopes to be salmon fishing with his daughter and son-in-law next year.

A little gardening and tending his model railroad are the pastimes of Horace

Hanselman, who hung up his lunch pail in 1978. He's open to suggestions on other ways to fill the days.

Looking younger every year, Byron May says he's still dancing at 86. After 21 years of retirement, May acknowledged he feels better today than he did at half his age and doesn't take a pill.

The Calvin Richards report a new great grandson in Decatur who commands much of their attention. Calvin retired nine years ago after more than 40 years with the company. He worked as a shipping inspector out of quality control.

One of the leading volunteers in the community is Jane Darling, who retired in December, 1982. She has found volunteering a salvation with no family in Decatur to help occupy time. At first she worked many hours at a local hospital and her church and then Millikin University asked her to work as a volunteer full time, programming special fund-raising lists. She supervises two others involved in that task, which between January and September 1 occupied more than 1,069 hours of her life. . . And there's much more to be accomplished after computer problems are resolved.

Keeping a close eye on the goings and comings at Staley headquarters is John Carmean, who lives across Eldorado Street from the company, where he worked 45 years. John moved there two years before he retired from the electric shop 12 years ago.

Bowling and attending this annual party are the chief interests of Kathryn Kelley, widow of Pete, who was a Staley pipefitter. She also does a little gardening, which her son, Don Sapp, senior mechanic, pipe shop, puts in for her.

Since retiring from 16 building last summer following a 20-year career, George Smith and his wife, Edith, have been doing a little of everything. Keeping track of grandchildren is one of their main pursuits, particularly with a relatively new arrival in Decatur and two on the East Coast.

It takes a good bit to keep Herb Harless, a Staley veteran of 43 years, at home in Danville, where he now lives. Herb, who

has recovered very well from a stroke suffered three years ago, fell and broke a hip last winter. With all of his hospital stays of late, Harless has only the highest praise for the Danville Veterans Hospital and its staff. "They have taken excellent care of me."

Sitting across the table from the Harlesses was Herb's sister, Alma Cox, who retired in 1967 from the syrup house after a career spanning 30 years. Alma reports she's living in a nursing home now but is staying very active with all the events planned for residents at Lincoln Manor South in Decatur. She's taking part in the choir there and cooking classes.

Although many of his colleagues have second careers, Cliff Reynolds reports, "When I gave up work, I gave up work. I've become involved in church work again, and I'm also working with Dove." Reynolds and his wife have a fondness for all kinds of music, particularly jazz. After Cliff retired three years ago, they began traveling the jazz concert circuit and are likely to turn up at any of them -- even on the coasts.

## Officers elected

Rounding out their business meeting, retirees elected J. Cliff Reynolds their new president. Reynolds, who retired in 1981, was an employee at Staley/Decatur 31 years. His job at retirement was senior chemical engineer, agriproducts.

Others elected included Dorothy I. Tefft, vice president, who has served as the association's secretary a number of years. Most of her years with the company were spent in the industrial sales records area.

Frances H. Noland takes over Dorothy's duties as secretary/treasurer for the organization. After 28 continuous years on the job, Fran retired in 1983 as secretary to Tom Fischer, executive vice president, industrial products.

Those serving on the executive committee include Hylia Hoyt, Harry Atkins, Tom Wheatley and Dorothy Collins. Advisory committee members are Hoyt Coverstone, who served as president this past year, Pauline Cable, Samuel Jones and Paul Breyfogle.

The next annual dinner will be held on October 25, 1985.

# Wear safety equipment

(Continued from Page 6)

"Safety is definitely improving at Decatur," according to Larry Bramhall, process operator in 5 & 10 buildings, who was a quarterly winner in September. "Since we have departmental safety committees, we are doing much to make the plant safer. There will always be a safety problem with equipment and manhoists though. To play it safely, I recommend using your head, paying attention to the job and wearing all safety equipment called for. In our building, we have many acids and caustic substances so safety equipment is required.

"As long as our program keeps people aware of safety hazards, it's on the right track," said Bramhall. "I believe the questions make employees aware of things they might not pay much attention to otherwise. It's a great feature of our overall safety program."

Another quarterly winner early last year, Charles Conway said, "The Decatur safety program is fine. It encourages people to work more safely. After working in one place a long time, employees need reminders to think about safety. One tends to take things for granted, which is dangerous."

Conway has worked at Staley 17 years, all but two of which have been in 16/116 buildings, where he's a building operator for modified starch. Working around the chemicals used in his area requires care, according to the award winner.

"I haven't had any accidents lately," Conway said. "However, a long time ago, I broke two fingers when a lid broke on a reactor and fell on my hand. That lid had been loose for some time, but was overlooked as a hazard. It was a 'painful recordable' I well remember, even though it occurred eight years ago.

"Our new safety programs are going to work fine. They give more people a better opportunity to win by working safely. There's enough incentive in these programs -- everybody likes to be a winner."

A painter, Darrell Livesay says ladders and paint fumes are his immediate hazards. "Those fumes can make you dizzy or light headed and cause a fall very easily if I'm not careful. I must work where it is well ventilated or recognize the problem and finish the task quickly."

Livesay has been a Staley employee 34 years and is currently working in 63 building's paint shop. With only a few minor cuts, Darrell has had a perfect safety record -- not even a recordable.

"It's difficult to imagine having too much emphasis on safety. Things are changing so rapidly. You just can't have too much information or training on safety topics. Even with all my years around Staley, there's much I don't know about the plant and its hazards. Because I work around fumes, I must be very careful. If each of us did a job analysis before starting it, most of the hazards would be foremost in the mind. A person knows what is safe or unsafe on a job. Common sense can't be replaced when dealing with safety. You have to keep your mind on that subject all day long," according to Livesay.

Other quarterly winners during fiscal '84 included Jerry Atkins, plant purchasing agent; Don Bledsoe, process operator, 28 building; Joe Beckler, senior process operator, 1 building, and Roger Workman, process supporter, 12 building.

# Nordlund named to trade/export group

Don Nordlund, chairman, has been named by Senate President Pro Tem Strom Thurmond of South Carolina to serve on the newly created National Commission on Agricultural Trade and Export Policy.

The commission, with 35 members, will study national trade and export policies affecting agricultural trade and review current agricultural export programs and the possibilities of new programs. They will make an interim report by the end of March, with final recommendations scheduled for mid-1986.



Some 592 retirees, spouses and guests turned out for the annual Staley Retirees Association dinner on October 26. Visiting began earlier in the afternoon, allowing more time for former colleagues to catch up on the year's occurrences. Wayne Martin, vice president and general manager of the sweetener business unit, was the guest speaker and also introduced a movie about the company's growth entitled "Second Harvest."

# Daniels wins handicap, men's scratch; Spain, women's scratch in Dash Tournament

Of the 180 participants in the 24th Annual "Russ Dash" Singles Tournament in Decatur, David Daniels claimed top handicap prize of \$175 with his 700 total pins as well as the men's scratch division title with 615 pins, good for \$60. Then he rounded off his day by rolling the men's high game of 242, bringing his total winnings to \$245. Daniels, a senior mechanic, sheet metal shop, Staley/Decatur, has bowled 20 years and is a member of the Staley Triple "A" Decorators.

Among the 61 women bowling in the event, November 10 and 11, at Decatur's Eldorado Bowl, Shirley Spain, wife of Marshall, process operator, 9 building, Staley/Decatur, won the women's scratch division with a 532 for \$50. She was also 18th in handicap with 637 total pins, earning an additional \$12.50. Shirley, who carries a 165 average, said she entered the tournament without mentioning it to Marshall. She was one of 44 spouses who bowled for the first time in this event. The previous 23 tournaments were open to employees and retirees only. Spouses were always welcome as scorekeepers though!

Women's high game belonged to another spouse, whose Staley connections extend to her parents and in-laws as well. Lyn (Leisner) Bilyeu tallied up 100 pins more than her average to win that honor with a 256 for \$10. That many pins over her average also netted her a patch from WIBC. She also rolled second place in the women's scratch division with a 527 for \$40. Lyn, the wife of Frank, pool foreman, 12 building, is the daughter of Mary and Lightning Leisner, both Staley retirees, and the daughter-in-law of Bob, who retired from the company in September.

Other scratch winners in the men's division were Bill Barnett, 6 building, Decatur, who was second with 599 pins and also placed ninth in the handicap event with 653. Bruce Drake, 1 building, placed third, with 591 and eighth on the handicap side with a 654. Fourth-place scratch winner was Ron Sutton Sr., 29 building, who rolled 587 and was 15th in the handicap with a 641. Dennis Case, from Gunther Products, Galesburg, one of three out-of-town winners, tied for fifth with Robert Towne, each having 578s. Case also won 10th place in handicap with a 652, while Towne, husband of Alice, secretary, commodities, industrial products, and father of Gary, sales specialist, ethanol business unit, grabbed sixth with a 663.

Women's scratch winners also included Kathleen Heacock, wife of Rick, 11 building, who claimed third with a 523. Helen Mast, wife of Cliff, a retiree, placed fourth in scratch with a 521, while Trudy Bean, wife of Wallace, roundhouse, was fifth with a 508. Mast also tied for 20th place in the handicap category with 633.

Bowlers with handicap scores of 624 or above received some money. Thirty-six were in that category.

Other handicap winners from Decatur included P. J. Braun, 62 building, who earned second-place honors with a 686; Steve Forbes, 5 & 10 buildings, fourth, with 669; Linda Sutton, wife of Ron, fifth, with 665; Kenneth Schuman, retiree, seventh, with 656; Herb Hasley, retiree, 11th, with 648; Walt Johnson, retiree, 12th, with 647; Paul Zeck, tin shop, 13th, with 646; Charlie Cox, print shop, 14th, with 644; Bill Perkins, 29 building, and Terry Craw, 9 building, tied for 16th, with 638s, and Rudy Scott, 5 & 10 buildings, tied with Shirley Spain for 18th slot, each with 637s.

Also on the handicap prize list from Decatur were Jon Bell, husband of Bonnie, 9 building, who tied with Helen Mast, for 20th place, each with 633s; George Scanlon Jr., 111 building, John Daniels, paint shop, and Ann Carnahan, syrup laboratory, tied for 22nd, with 630s; Clifford Mast, retiree, Laura Hartman, wife of Rod, 29 building, and Dick Purcell, 62 building, tied for 25th, with 629s; Dennis Ritchhart, plant clean up, and Lonnie Wilbur, 12 building, tied for 28th, with 628s; Robert Miller, 29 building, 30th, with 626; Sally Price, wife of Al, 118 building, 31st, with 625; and finally Elmer Webb and Michael Hale, both of the tin shop, Fred Bardfield, traffic, Tony Fulfer, from the Champaign plant, along with Robby Robinson, of Lafayette/South, tied for 32nd, with 624s.

Prizes totaled \$1,562.50 with \$1,172.50 going to the handicap winners; \$205 to the top six, including a tie in the men's scratch division; and \$165 to the women's top five scratch winners. Ten of the 61 women bowling earned prizes.

### Other locations participate

This was the sixth tournament in which employees from locations outside of Decatur were invited to take part and the first in which spouses were invited to bowl.

Out-of-towners from Lafayette/South included the Fred Hettingers, who, in their haste to get to the tournament, encountered an unfriendly state trooper. Fred, who made the grand sweep of prizes two years ago, didn't recoup any of his fine in winnings that weekend.

The only one from Lafayette/South to cash was Robby Robinson, who shared 32nd place in handicap with four others. The previous month, he and Deb Stovall teamed up in the Charles Ogden Memorial and took second place. That is why they decided to bowl at the Decatur event. Deb didn't fair as well but had a good time.

Dennis and Sherron Pettit, Lori and Ron Rechkemmer and Kathy and Bill Dittman rounded out the Lafayette/South representatives. Pettit, who has bowled in five of these Dash tournaments, won some money his first year.

Another out-of-towner who took home \$42.50 in winnings was Dennis Case of

Gunther Products, Galesburg. Accompanying him was wife Carla, who kept score but didn't bowl.

Only one of the Champaign keglers made the event this year -- Tony Fulfer, who bowls three nights a week on different lanes, holding averages of 157, 163 and 180. "It makes a difference where I bowl," he said.

Two Nite Owl League bowlers, Dennis Houston and Bob Spates, entered the tournament. This was Houston's initiation into tournament bowling.

Handicap winner in 1983, Earl Donaldson didn't succeed in placing in this tournament. Early that afternoon he noted that he'd already used his handicap!

Bowling together were retirees Don Kush, who's been at the game 37 years and carries a 172 average; Pete Cozad, who has divided his recreation time between bowling and fishing, and Lightning Leisner, who said retirement agreed with him.

"These tournaments allow you to see many employees and retirees you seldom encounter," said Dick Agans, a member of the National League's Aggravators. Asked about that team's name, he said, "Maury Belcher is responsible for our name. When he was team captain, Belcher always maintained that competitors found us to be aggravating."

"This is the first time I've bowled three games in one hour," said Betty Mann, who admitted she was more comfortable spreading them out over two hours or so.

A tournament winner once, Wendell Bryant said, "I had a low average then." The 30-year bowler now carries a 162.

### Spouses like being included

Scorekeepers for their wives in all Dash Tournaments, Ken Otta and Herb Noland think it's great being able to bowl with Betty and Fran this year. Herb confided that he really thought Fran would show him up though, particularly since this was his first tournament. Bowling with them was Dorothy Tefft, who has teamed up with Fran in Friday night bowling for some years. The gals like the sport for fun and exercise, they contend.

While his father, George Scanlon Sr., placed 12th in handicap of a Dash Tourney once, George Jr. had never placed until this year. He took 22nd in the handicap.

Bowling is a way of life to the Bardfields. Fred is a member of the Decorators and holds a 175 average. Wife Kathy claimed the handicap singles title in the Charles Ogden Tournament in October. Lori, 13, holds a 125 average, while Scott, 16, with a 183 average, shot a 691 series and 279 high game in 1984. He has bowled in the Midwest Junior Bowlers Tour, similar to a professional tour except for young amateurs. "There

are many good bowlers in this event, which has taken me to Indiana, Kentucky and Ohio already. I've bowled in eight of these tournaments in 18 months and came in 13th out of 60 in one of them."

"It's tougher to win this tournament with a high average. You have to be right on the mark," said Jerry Trimmer, who's won some money in past Dash events -- third, one year; fifth, twice; and 10th, once.

Making it a family event were the Barnetts -- Dick, Doris and their son Bill, the family hotshot with a 186 average.

Will Goff has found that since he cut bowling from three to only one night a week, his average has suffered, dropping from 181 last year to 170. He's a National League High Roller along with Bill Barnett.

Pleased at having the spouses joining the tournament action, Lonnie Wilbur said, "It gets more people involved and brings in more prize money."

Although Charlie Yonikus forgot the event, his fellow retirees carried on in good form. The fivesome included Marvin "Dusty" Cook, who's bowled 39 years and has also found time for traveling and golf since retirement, and John McCollum, likely the oldest participant this year, turning 74 in December. His retirement pursuits have included bowling several days a week and fishing both summer and winter. Also part of that gang was General Carl Grant, who won this tournament twice before he retired 11 years ago. Jim Robertson reported he still used the ball he purchased in 1947, to which fellow bowler Ken Schuman quipped, "No wonder it's dead." Schuman, who retired two years ago, plays racquetball with Art Peterson, Don Kush and George Pinney, all Staley retirees.

Retired only a year, Glen Hartman golfs and bowls three times a week. He and JoAnn Boyer teamed up to win first place in mixed doubles during a summer bowling league.

Cheering Dave Daniels on to his tournament honors were his father, John, whose brother-in-law, George Collins, was also a witness.

The Heacocks, Rick and Kathleen, have a five-year-old, who is trying out the sport. They've had non-stop bowling, both summer and winter leagues, the past two years. Kathleen, who's bowled only five years, carries a 167 average. She and friends, Dave and Deb Buckley, finished the day with additional tournament activities at Schaefer's Lanes.

In her 25 years with the company, Mary Paxton has missed only one Dash tournament out of the 24. Bowling with her this year were cohorts Don and Karen Neideffer, who are "social" bowlers, Tim Polen, Glen Simpson and Charlie Cox, who bowled two

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Entries in the 24th Annual Rush Dash Singles Tournament numbered 180 and, for the first time, included spouses. Heretofore, they have kept score but were unable to bowl. Some 44 spouses participated in the event and were pleased with being invited.



# New ventures, production runs, safety performances make headlines

(Continued from Page 1)

other Monte Vista plant -- Rio Grande -- achieved an unmodified potato starch record the following day with a 2.2 percent increase over the previous record established December 1, 1983. For the month, production of unmodified starch was 24.3 percent above goal. All of this was accomplished while construction of reactor tanks and roll dryer modifications were completed this month. Monte Vista acquired four new customers as well. . . . "USA Today" told the sweet success of high fructose corn syrup, featuring the Loudon plant in that article published the 16th. . . . On the 17th, Sagamore wet milling employees culminated a week of four waxy grinds with a record yield. . . . Manufacturing "Sta-Meg 104" methyl glucoside, Van Buren set a new monthly figure amounting to a 15 percent increase over the former top production month of October, 1983. . . . Significant modifications got under way and were completed in April on the roll dryers -- dry side -- at Morrisville, where the gluten dryer was replaced this month. . . . Waxy starch shipments from Sagamore topped the former month-long record by three percent. . . .

Records also fell at Decatur, where the wet mill section ground the most corn in one month, topping the previous high of June, 1982 by 1.7 percent. Dry starch set new production figures for the month, exceeding its former record month of October, 1983. In addition, production of cars of pellets bounded over the previous record of October, 1982 by 3.5 percent. Corn oil volume processed through the Westfalia refining system exceeded the previous record by five percent. . . . On the protein side, export sales for "Sta-Pro" soy protein concentrate were an all-time "high" for March, while the monthly domestic sales surpassed all other months for "Procon 2000/2060" soy protein concentrate. And elevators C&D became part of wet mill/industrial at Decatur. . . . Loudon, which implemented a new shift schedule this month, wrapped up these 31 days with a new grind mark, seven percent higher than the former one, as well as a new sweetener production record, topping the old one by 18 percent. . . . At the Des Moines oil refinery, all employees are taking a program on the managerial grid. . . . On the international scene, the Modi-Staley soybean processing venture in India received final governmental approval. The plans were sent to the Indian Development Bank for funds to begin construction. . . . Staley announced further development of its foodservice operations with formation of Staley National Foodservice to centralize sales activity to major restaurant chains and distributor networks. This unit is headed by Bob Coston, national foodservice director, and Gary Packer, national sales manager. . . . And one of the highlights for Staley's performance starch products was being approved as a supplier of Ethylex starch to Crown-Zellerbach's West Linn, Oregon mill. . . . The company reported net earnings of \$5,074,000 or 17 cents a share on sales of \$527,973,000 for the second quarter ended the 31st. The totals compared with net earnings of \$4,544,000 or 17 cents per share on sales of \$393,748,000 for the same period last year. For the six months, net earnings amounted to \$8,587,000 or 28 cents a share compared to \$7,233,000 or 27 cents a share for the first half of the prior year. Sales for the six months were \$1.03 billion versus \$760,656,000 in '83. Results were considerably stronger than a year ago with improvement credited to a more favorable market for corn sweeteners, especially high fructose. Sales of other corn sweeteners and starches strengthened during the quarter and the refined oils division benefited from the favorable market for soybean oil. . . .

**APRIL** -- In anticipation of major soft drink companies raising their usage levels of 55 percent HFCS, the company announced an expansion project for Loudon's high fructose capacity, boosting it to one billion pounds a year. Already under way, the expansion is scheduled for completion in the spring of 1985. . . . Don Strohacker, formerly process engineer in corporate engineering, was named production manager of Gunther Products, Galesburg, replacing Roger Bjork, who returned to Decatur as senior development engineer. . . . Directors declared a regular quarterly dividend on the 10th of 20 cents per common share and the usual dividend of 94 cents per share on the company's \$3.75 preference stock. . . . On the 12th, more than 225 employees, spouses and guests were on hand as the company honored long service at the 37th annual Service Awards Dinner in Decatur. Lee Miller, vice president and treasurer, was emcee. . . . Two records were set on the 13th while running "Textured Procon" soy protein concentrate at Decatur. First-shift employees turned out a new "high", which contributed to a new daily production mark. . . . Ken Patterson, laboratory manager, corporate research, was named chairman of the Staley Technical Society for 1984-85. . . . On the safety front, Morrisville reached two years without a lost-timer on the 23rd. . . . That was also the day on which Staley Financial Services made its first trade in the cash market for U. S. Government Bonds. . . . This particular Monday also saw Rio Grande employees receiving a record load of fresh potatoes -- 12.4 percent more than the previous mark registered on January 9. . . . During the month, Sagamore installed additional starch washing units and received approval to replace obsolete instrumentation. . . . Several truckloads of Gregg's "Gold-n-Soft" margarine arrived in Decatur for distribution to employees and retirees who had placed spring orders. . . . Specialty feeds set a record for number of orders shipped in 24 hours on the 27th. . . . And winding up those 30 days, June Frymire, purchasing coordinator and secretary to the director of corporate purchases, was named Decatur's "Secretary of the Year". . . .

**MAY** -- Early this month, Coca-Cola approved 100 percent use of 55 high fructose corn syrup in Coca-Cola fountain syrup. . . . ALMEX began selling enzyme syrups and is the only supplier of these products in Mexico. . . . Sagamore has gained approval to replace obsolete instrumentation in the syrup refinery. On the 7th, that Indiana facility honored its 30 15-year employees at a special dinner party. . . . A new management team took over at Re-Mi Foods, including Jim Garden, president; Tony Harmon, vice president of sales; Bill Thalhammer, plant manager; Jeff Hart, maintenance manager, and Mike Ciaccio, quality control manager. . . . Turning to the West Coast foodservice operations, Bill Dalton, division manager of Gregg Foods, Portland, was named general manager of Gregg Foods' Garden Grove facility, where work was under way on an addition to the office building. . . . Safety accomplishments the 17th spotlighted Gunther Products employees at Galesburg, who completed two years without a lost-time injury, as well as those at Morrisville, who received the Travelers Insurance Company's "Award of Honor" for exceptional safety performance. . . . Loudon employees on the 29th had worked a year with no lost-time injuries, a record that continued throughout the year. The plant produced a new grind record, four percent higher than the previous one set in March, and a new sweetener "high", exceeding the one also recorded in March by 11 percent. And as part of the expansion program, the steep addition was completed. . . . Monthly syrup production at Sagamore was the highest of the fiscal year. That plant also broke all records for waxy shipments, and the waxy grind nearly outdid the month-long mark of March. . . . Also among the record tumblers, Murtaugh hit an all-time dry starch achievement for a month, amounting to six percent more than the previous production record set in May, 1981. . . . At Decatur, the March grind record fell with a 3.8 percent increase for the month. . . . Ending the month on a high note, starch employees received compliments from International Paper Co., a customer of Staley's pearl starch. The papermaker ranked Staley second on performance among its nine suppliers. Staley scored 13.75 out of a possible 15 points.

**JUNE** -- The month started with "Coke is Sweet on Staley Day" throughout the company's domestic locations to commemorate the role Staley played in the Coca-Cola Company's recent decision on May 8 to completely replace sugar with 55 percent high fructose corn syrup in Coke fountain syrup. Staley was instrumental in achieving this breakthrough and this was a way to recognize employees for their achievement. . . . During the first week, start-up was completed on Van Buren's flash dryer and desolventizer, substantially increasing plant capacity for granular starches. . . . Some 200 Staley families headed for the Cardinal/Cub outing the 9th in St. Louis. . . . Retirees Skeeter Moore and Hoyt Coverstone participated in Illinois Speaker of the House Michael J. Madigan's Senior Citizens Advocacy Conference the 11th. They helped identify issues relevant to senior citizens. . . . A special day for the starch business unit was the 15th when Staley acquired Hubinger's formulas and customer lists for their line of waxy starches. Lesley Nicholson, marketing manager, performance products, was instrumental in managing this acquisition. . . . On the 18th, Bob Powers, president, was keynote speaker for the International Oil Seed Mill Superintendents



Top this one--Good for many bowls of slaw was Helen McRoberts' 19-pound 4.5 ounce cabbage. She's project controls analyst, engineering, Staley/Decatur.

Association's annual meeting. Chuck Hagood, plant superintendent at the Des Moines soybean mill, served as president of that association this year. . . . An expansion to Livergood Grain Company's grain storage facility at Coles Station, which will add 400,000 bushels by harvest time, got under way and will bring total storage at Coles to 1.5 million bushels of grain. . . . "Mira-Gel 463" was formally introduced to food processors through a variety of tasty, picture-perfect foods displayed at the Institute of Food Technologists' meeting. Unlike any other food starch, this product thickens in cold water and sets to a resilient, demoldable gel; forms stronger gels than cooked corn starch; and responds in its gel strength to sweetener type. . . . Lafayette/South set a new one-day production record for "Isosweet 5500" on the 25th, exceeding the former record by 3.8 percent. Total 5500 production was a new monthly "high", surpassing the old mark by 2.2 percent. . . . Morrisville tallied up 38 truck shipments on the 29th for the highest single one-shift truck movement. At month's end, the plant had its highest monthly roll dryer production, topping the old record by five percent, and also increased its highest monthly production figure of August, 1983 for Isosweet 5500 by 17 percent. . . .

Also in June, Houlton shoved production up more than 22 percent over any previous month since fiscal 1981. For this fiscal year, overall production year-to-date was up more than 25 percent and topped the preceding fiscal year. The greatest increase occurred in flash production due to greatly increased sales of the "Tenderfil" tapiocas. . . . At Loudon, the scrubber project was completed on the mill house stack. . . . Sagamore employees compiled a new 30-day grind record, exceeding their former best month by one percent. Ground was broken for a coal-fired co-generation plant. And through the acquisition of Hubinger's waxy product line, the facility began producing Hubinger products. . . . Re-Mi Foods was approved to pack for additional private label distributors, such as Red & White and Pocahontas. . . . Staley dextrose employees at Decatur, from order entry to manufacturing and shipping, received applause from the president of J. M. Swank Company for keeping dextrose customers well supplied during an extreme shortage. . . . And the R. T. French Company named Staley its "Commodity Supplier of the Year" for '83. The starch and sweetener business units shared the honor. . . . The third quarter ended the 30th with the company reporting net earnings of \$12,319,000 or 43 cents per share on sales of \$584,005,000 for the period. The totals compared with net earnings of \$1,245,000 or 2 cents per share on sales of \$423,552,000 for the same period last year. For the nine months, net earnings stood at \$20,906,000 or 71 cents a share compared to \$8,478,000 or 29 cents a share for the prior year. Sales for the nine months totaled \$1,614,760,000 versus \$1,184,208,000 for the same period of fiscal 1983. Net earnings for the nine months a year ago included an extraordinary gain of \$3,736,000 or 16 cents per share resulting from a debt-for-equity swap. Earnings improvement was largely a result of a more favorable market for corn sweeteners, particularly high fructose, which enjoyed more attractive pricing and higher sales volume -- well ahead of a year ago. Soybean milling results were improved but not at a satisfactory level. Better processing margins were due in part to a strong market for soybean oil, which resulted in an excellent performance by the refined oils division. International operations also were good.

**JULY** -- Staley co-sponsored the Staley Firecracker four-and eight-mile road runs on the 4th at Decatur. . . . Gary Granzow joined the company as vice president and general manager of the chemicals from carbohydrates business unit. . . . Employees at Lafayette/South established a new single-day production mark the 5th for Isosweet 5500, exceeding the June 25th record by 3.6 percent. . . . On the 10th, directors declared a regular quarterly dividend of 20 cents per common share and the usual dividend of 94 cents per share on the company's \$3.75 preference stock. . . . Gene Evans has been promoted from systems manager to national account executive -- starch. . . . Lafayette/South employees set a new one-day grind record the 16th. . . . On the 17th, Murtaugh's flash dryer was disassembled and wear points relined with stainless steel, the first major repair on this equipment since its installation in July, 1974. . . . Sagamore employees the 24th passed two years or 757,000 employee hours without a lost-time accident. Those same employees compiled a 31-day grind record, surpassing the old "high" of October, 1982 by two percent. . . . Down the highway at Lafayette/South, the month's highlights included Jim Kifer starting as the new management resource for wet milling. Those employees set three records: one month total grind exceeded the old "high" by 9.4 percent; total Isosweet 5500 production for the month exceeded June's record by eight percent; and the new mark for total sweetener produced in a month toppled the former record by 9.6 percent. . . . Houlton developed two new starches for a customer between July and August and increased production for a one-month period by five percent. . . . Ron Crowley's innovative railroad contract negotiations, involving one of Staley's bulk sweetener distribution facilities, netted him the company's second Extraordinary Achievement Award. He is traffic manager of sweeteners at headquarters. . . . Giving the new equipment a good work out, Van Buren set a new production record for granular starch by its continuous process. . . . Re-Mi Foods introduced a new Golden Italian Dressing to foodservice customers. . . . Bleaching capacity

(Continued on Page 10)

# Steps undertaken to further strengthen Staley's balance sheet

(Continued from Page 9)

at Des Moines oil refinery was increased 30 percent by physical modification of the bleach filters during a shutdown this month. And employees at that location attended seminars in Managing Personal Growth. . . . At Decatur, major wastewater treatment improvements totaling \$1,700,000 were under way with a completion date in December. This project will enable the plant to further reduce waste load to the Decatur Sanitary District. . . . At month's end Loudon revised production records as a new "high" was tabulated for sweeteners, exceeding the former mark established in May by one percent. . . .

**AUGUST** -- Entering the month, the business travel department at headquarters began booking all airline and rental car reservations in addition to hotel/motel arrangements for Staley/Decatur business travelers. This department was initiated to reduce travel costs, give proper service and insure confidentiality for Staley personnel. . . . From the 2nd through the 4th, history was made at the first International Sweetener Symposium sponsored by the U. S. Sweetener Producers Group, Inc., of which Staley is a member. The symposium was held to discuss the current economic and political climate confronting the U. S. sweetener industry. . . . Construction began the 3rd on Morrisville's co-generation boiler. . . . Then 10 days later, ground was broken for Sagamore's maltodextrin plant, and a three-year labor contract was signed. . . . Mid-month, construction also began on an addition to the Staley Employees Credit Union in Decatur, expected to be completed in February, 1985. . . . Don Nordlund, chairman, was agribusiness spokesman for a meeting on the 20th with President Reagan at Millikin University, Decatur. . . . Months of comprehensive study by manufacturing, marketing and customer service has produced a program to improve packaging and shipping of bagged dextrose products. Initiated this month, the program entailed bag redesign, automatic palleting of bags, elimination of pallet exchange and providing stretch wrapping capabilities -- all resulting in a better looking package and improved product integrity with reduced damage in transit. The success of this project was dependent on the involvement of union members of the Decatur dextrose plant who were an integral part of the group which recommended these changes. . . . Travelers Insurance presented Murtaugh employees an "Award of Honor" the 24th for operating 10 years -- 117,631 employee hours -- without a disabling injury. . . . Re-Mi Foods was approved to pack for All Kitchens Distributor Group out of Boise, Idaho. . . . Mike Pulliam was promoted from plant superintendent of the Mexico soybean mill to superintendent of the Decatur oil refinery. . . . At Loudon, construction began on the Iosweet expansion project targeted for completion next spring. Employees increased the monthly grind figure four percent over the previous record for a month. . . . At Houlton, another new tapioca product, "Dextrin 212", tailored to a candymaker's needs, was in production, while at Monte Vista, they had a successful trial run of a new potato starch product. . . .

**SEPTEMBER** -- Staley plants established a new lost-time injury incident rate of 0.93 for the fiscal year. . . . La Sierra, the Staley corn processing joint venture with a Coca-Cola subsidiary, a Uruguayan sugar company, RAUSA, and an Argentine corn processing company, IMASA, has begun processing corn to produce 42 percent and 55 percent high fructose corn syrups. . . . Frankfort soybean mill reported its second consecutive year of record crush and as of the 30th had completed 42 months without a lost-time injury. . . . The Coles Station elevator of Livewood Grain Company completed construction of an additional 400,000 bushels of storage space prior to the fall harvest. . . . The chemicals from carbohydrates business unit reported, in addition to sales to polyurethane producers, regular sales of methyl glucoside were established to the textile industry this year. . . . Bob Schwandt, vice president and general manager, ethanol, was reelected to serve the 1984-85 year as chairman of the board of directors for the Renewable Fuels Association, the national trade group for fuel ethanol producers. . . . Ushering out summer, Staley/Decatur manufacturing families turned out in record numbers for a picnic, complete with canoe races, the 16th. . . . Monte Vista began producing an experimental potato starch the 20th. . . . Staley Day festivities at the University of Illinois drew a crowd of 1,900 the 22nd. . . . John Roginski was named director of starch marketing and is responsible for directing all marketing programs in support of the starch business unit. He was formerly western regional sales manager of starches. . . . A new, comprehensive Employee Assistance Program was implemented in Decatur. . . . while at Van Buren, a new one-day health screening program was offered the 24th to employees. . . . New York City, the largest U. S. school district, approved Staley soy protein concentrates for their school lunch program during September. This was also the month that Quality Sausage, sole supplier for a large pizza chain, approved textured soy protein concentrate in its beef and pork pizza toppings. That pizza chain is the first one of a national scope to approve the use of soy protein concentrate's use in their dishes. Overall, the protein division reported production and sales of soy protein concentrate- and hydrolyzed vegetable protein-based products set new records in 1984. In fact, the Vico business unit achieved record profits for the fiscal year. . . .

Rounding out fiscal '84, "Stalink" polymerizable cellulose, new products of the polymerizable department, were launched at RADCURE '84 trade show in Atlanta. . . . At Gunther Products, a new glass tube heat recovery unit for the delaval spray dryer was placed in service. . . . Plant improvements and records marked the end of the fiscal calendar at Houlton, where Sagamore's former boiler was received and new fiberglass walks and steps were being installed in the chemical room. The plant also gained a new dust collection system, a refurbished lunch room, new stretch wrap equipment, additional insulation, a new Staley sign on the office building and computerization. Employees were able to increase the total yearly production six percent over the last five year marks and reduced lost-time accidents from four in fiscal '83 to one in '84. . . . Records for the fiscal year at Lafayette/South included a total grind exceeding the old mark by five percent and total sweetener production increasing three percent. This was all accomplished while producing the best safety record with only six OSHA recordables or a 40 percent improvement from the previous best year. That location also experienced its lowest energy consumption, improving the old mark by 3.7 percent. . . . Re-Mi Foods this month introduced four new fruit-flavored pancake syrups and four new salad dressings, which were sour cream-based. . . . Production for the fiscal year at both Monte Vista and Rio Grande increased 34 percent over the previous year. Combining results of both plants, 99 percent of production was "in specification" and 100 percent shippable. Most of the 106.6 million pounds of fresh potato stocks for fiscal '84 were purchased by Rio Grande. . . . Van Buren completed work on a new carbon treatment system for methyl glucoside. . . . Staley and the City of Loudon are building "Staley Park", which is being accomplished with city aid, a corporate donation and Staley Employees Activities Association help and financial assistance. Among Loudon's accomplishments for the month was an increase of two percent alcohol production over the previous "high" period. For the fiscal year, employees pared their recordable accidents from 13 to 10 for a 23 percent reduction rate. . . . Sagamore's yearly (fiscal) grind improved one percent over the previous "high". The plant had an increase of 30 percent in '84 waxy production. During the year, that facility implemented an on-line computerized hourly payroll system and a new maintenance stores system. . . . Decatur reported a record grind for the fiscal year of about a half of one percent over fiscal '81. Dry starch also turned in a record year. Renovation of the dryers in 20 building was completed this month. In the utilities area, Decatur's gas contract was modified to allow significantly lower gas prices, saving \$1.7 million at this location. Coal-produced steam was increased one percent over natural gas steam from a year ago, saving about \$100,000. Energy efficiency was also improved about one percent, saving another \$250,000. A new ash handling system, completed a year ago, reduced maintenance costs on the old system by \$200,000 a year. . . . A third reservationist was added to the business travel department at headquarters to better serve the needs of the company. . . . And the grand prize winner in Decatur plant's year-long safety promotion was Roy Willson, process operator, 20 building, who received a \$2,500 gift certificate. . . .

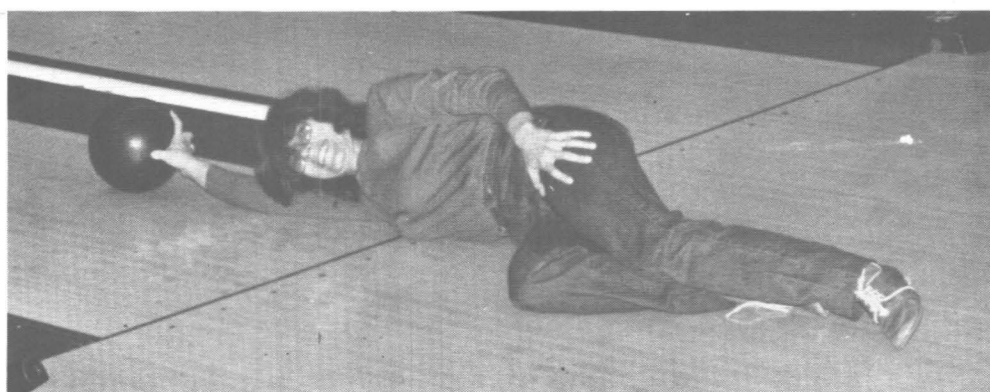
Wrapping up the fiscal year's numbers, the company reported net earnings of \$36,649,000 or \$1.26 a share on sales of \$2.1 billion for the year ended the 30th. The totals compared with net earnings of \$13,688,000 or 47 cents a share on sales of \$1.7 billion for the previous

year. Net earnings for fiscal 1983 included an extraordinary gain of \$3,736,000 or 16 cents per share resulting from a debt-for-equity swap. For the fourth quarter of fiscal 1984, net earnings were \$15,743,000 or 55 cents a share versus \$5,212,000 or 18 cents a share a year ago. Sales for the quarter were \$525,075,000 as compared to \$495,212,000 a year ago. Fourth quarter and year-end results for 1984 included \$3,180,000 or 11 cents per share for the reversal of deferred income taxes previously provided on earnings of the company's Domestic International Sales Corporation (DISC). Increased earnings were again primarily attributed to more favorable market conditions for corn sweeteners with HFCS sales volume reaching a record level as demand for the production continued to grow. Food and industrial starch business made an important contribution to year-end results. While results for soybean milling improved considerably, they were still unsatisfactory. Strong demand for soybean oil was one reason for progress with the refined oils division enjoying an excellent year. Grain processing affiliates in Europe and Mexico achieved positive results despite difficult operating conditions. . . .

**OCTOBER** -- The company acquired a third interest in Genencor, Inc., a biotechnology company based in South San Francisco. Genencor is involved in biotechnology research and development targeted at industrial opportunities. . . . On the 17th, Staley commenced a cash tender offer, to expire on November 14, for all shares of outstanding common stock of CFS Continental, Inc. at a price of \$38 per share. That Chicago-based corporation is a nationwide distributor of food and related products to the foodservice industry, including restaurants, health care facilities, schools, hotels, airlines, cafeterias, fast-food outlets and vending operations. . . . Dick Fisher was promoted to managing director of international operations. Replacing him as director of manufacturing for agriproducts was Norris Smith, the operations manager in agriproducts since 1981. . . . Two trucks of Gregg's margarine were delivered the 17th at Decatur for disbursement to employees and retirees, who had placed orders. . . . Jim Juriga, six-foot-five-inch, 240-pound offensive tackle from Wheaton, Illinois, is the 1984 George S. Halas Scholarship award recipient. . . . On the 22nd, the company and CFS jointly announced that they had entered into a definitive merger agreement whereby CFS would be acquired by Staley. . . . Don Nordlund has been named by Senator Strom Thurmond (R-SC) to serve on the newly established commission to study ways of improving agricultural export and trade programs. . . . Staley announced on the 23rd it had reached an agreement in principle with Pacific Molasses Co. of San Francisco for the sale of Staley's specialty feeds division, which produces and markets a line of fortified molasses feed blocks for cattle, sold nationally under the trade name "Sweetlix". . . . Decatur retirees held their annual meeting the 26th. . . . The company has acquired the Decatur manufacturing site of Mississippi Valley Structural Steel Company, a 9.6-acre tract with buildings located adjacent to Staley's Decatur corn refining plant. . . . Re-Mi Foods began a plant personnel safety committee. With the assistance of Staley quality control, a good manufacturing practices presentation was prepared in Spanish and presented to the factory workers this month. . . . Lynn Grider, formerly marketing manager, oils division, has been named eastern regional sales manager -- food starches. . . . The chemicals from carbohydrates marketing group achieved record sales for "Sta-Meg 104" methyl glucoside, exceeding June's record by 28 percent. . . . Also among the record setters, the Des Moines oil refinery established new monthly production marks in six of the plant's continuous processes. Deodorization production exceeded the previous record set in October, 1983 by 13.5 percent. . . . The production record Murtaugh employees established in October, 1981 fell this month with production topping that "high" by 11.5 percent. . . . At Morrisville, the highest single day of syrup production for all products was the 30th with the previous mark, set on September 8, improved five percent. . . . Work began this month to improve the truck meal loading facility at Champaign, which would enable that facility to load two trucks at a time. In a drawing from names of employees at that plant who worked the entire fiscal year accident free, Charles McNutt, production supervisor, Jim Kingory, laborer, and Tony Dodd, operator, coal-fired boiler, won cash prizes. . . . Dry starch employees at Decatur marked the month with a new production record. . . . Employees at Sagamore rolled up an increase of 5.2 percent in their United Way giving over 1983. . . . More new polymerizable products were launched this month at the Federation for Coatings Technology's "Paint Show" in Chicago. . . . And the Monte Vista and Rio Grande plants initiated a new four-shift rotation schedule. . . .

**NOVEMBER** -- Early this month, Coca Cola Co. and PepsiCo, Inc., followed by Royal Crown, raised the amount of 55 percent high fructose corn syrup allowed to be used as a sweetener in the syrup for their regular cola beverages to 100 percent. Those decisions will represent an additional demand for more than 1.4 billion pounds of HFCS annually. Staley will be positioned to take advantage of their increased needs with the expansion at Loudon slated for completion in the spring. . . . The company commenced purchasing all properly tendered common shares of CFS Continental on the 7th. . . . Early this month, Bob Jansen, technical manager at Loudon, was promoted to coordinator of wet mill/sweetener/alcohol engineering in the corporate engineering division. . . . Robert H. Cohn, chief executive officer and chairman of the board of CFS, was elected to Staley's board of directors. . . . Then Lynn Elder, manager of purchasing, corporate purchasing and engineering, was named the company's third Extraordinary Achievement Award winner for his development of procedures to purchase natural gas directly from producers, saving the company more than \$2 million during fiscal 1984. . . . Staley's manager of claims administration, Ann Carnock, was elected to the board of directors of the Self-Insurance Institute of America. . . . Sweeping the titles in the 24th annual Russ Dash Singles Tournament in Decatur the 10th and 11th, David Daniels, senior mechanic in the tin shop, Decatur, claimed handicap honors, the men's scratch title and men's high game. . . . Kim Pierce, secretary, corporate information systems, Decatur, was elected president of the Staley Women's Club for 1985. . . . On the 13th, Staley announced that Merrill Lynch Capital Markets would analyze and explore alternatives relating to its soybean processing operations, including their possible sale. The facilities include an integrated soybean crushing and soybean oil refining complex in Des Moines, Iowa, and four soybean processing plants -- at Champaign, Illinois; Fostoria, Ohio; Frankfort, Indiana, and Mexico, Missouri. . . . A wage committee was formed at the Monte Vista and Rio Grande plants. . . . Mike Campbell, technical director, legal, has been promoted to director of the patent department. . . . The alcohol freeze protection project at Loudon

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**Big time winner**--Kathy Bardfield, wife of Fred, Staley/Decatur, took a painful spill at the Charles Ogden Memorial Tournament in Lafayette, Indiana. She won the handicap singles series, women's high game and women's high series. Other winners included Janet Summers and Rob Harner of Lafayette, who topped the handicap doubles, and Decatur bowlers Dave Zickerman, with the men's high game, and Ed Tilley, men's high series.



**National champions--**Sons of Staley employees who played on the 12-and-13-year-old Khoury League Youth Baseball team from Decatur, which won the national tournament for midgets, included, from the left, Derrick Spates, son of Robert, senior process operator, 5 and 10 buildings; Greg Webb, son of Dick, senior inventory planner; Chris Jelks, son of Bob, senior process operator, 1 building; Jason Grinestaff, son of Ann, extra board assistant, and Joe, superintendent, 111 building; and Jason Brabender, son of Tom, maintenance coordinator, facilities. Standing behind them are Brabender, at left, the team's manager, and Jelks, the team's coach.

## International joint ventures started up

(Continued from Page 10)

was completed in time to minimize the risk of cold weather production losses and equipment damage. As of the end of the month, Loudon employees had completed 850,000 employee hours since their first and last lost-time injury -- a mild back sprain on May 29, 1983. . . . Coca-Cola approved La Sierra 55 percent high fructose corn syrup for use in Coca-Cola as well as its flavored drink line. . . . La Pesquera, the Staley joint venture to produce fish meal in Chile, began processing fish in its new plant in Coronel. Fishing has been excellent by the two La Pesquera boats. . . . And Staley Financial Services gained access to "dealer-to-dealer" trading screens from brokers this month. . . .

**DECEMBER** -- Going into the month, Frankfort soybean mill had 44 months behind them without a lost-timer. . . . The oils division experienced record sales this year for all products, including hydrogenated oils and corn oils. In addition, the Des Moines oil refinery produced a record volume. . . . This month marked the beginning of Partners in Health's "Weight Control for Wellness" program initially being offered to Decatur employees. . . . During the year, seven Houlton employees celebrated service anniversaries totaling 145 years. In recognition of their dedication to safety, 38 Houlton employees, with five or more years of service without a lost-time injury, will soon receive a special tee-shirt with a safety slogan. That plant has been nominated as a candidate to receive the "Employer of the Year" award by the American Legion for hiring veterans. . . . Guy Buchner has been promoted from senior international engineer to technical manager of the Loudon plant, at which Pete Emery has been named operations manager. Emery was promoted from his position of syrup and dextrose superintendent at Decatur. . . . Staley announced on the 12th that it filed a shelf registration with the Securities and Exchange Commission to sell as much as \$300 million of debt securities. . . . In conjunction with recent organizational changes, the following promotions took place this month: Art Schoepfer, Decatur industrial plant manager, became director of sweetener manufacturing, reporting to Wayne Martin, vice president and general manager -- sweeteners. Schoepfer will have responsibility for the Lafayette/South, Loudon and Morrisville plants. Bob Mustell, formerly director of operations, starch, became director of starch manufacturing, reporting to Larry Cunningham, vice president and general manager -- starches. Mustell will have responsibility for Sagamore and root starch plants as well as playing a key role in directing the future of the Decatur plant. Ron McCoy, formerly operations manager, sweeteners, became manager of the Decatur plant and will report to Cunningham. Rich VotEAU, besides responsibilities as plant manager at Sagamore, assumed responsibility for the Monte Vista, Houlton and Murtaugh plants. In addition, Other Summerlott, controller, industrial products, has been promoted to director of starch administration and accounting, reporting to Cunningham, while Chuck Miller, director of administration, industrial products, has been elevated to director of sweetener administration and accounting, reporting to Martin. . . .

"Candy Industry" magazine presented Staley with the "Most Exciting New Product of 1984" award for its Mira-Gel 463 on the 18th. . . . Monte Vista and Rio Grande employees have begun work on a plant charter. . . . During the month, the polymerizable products department began a public relations campaign to introduce more products to the plastics composites industry in preparation for the Reinforced Plastics and Composites show in January. . . . The coal-fired boiler project, begun at the Champaign plant in the fall of 1983, was completed this month. . . . Significant progress was made this year on the co-generation boiler project at Morrisville, which is targeted for completion in October, 1985. . . . Representatives from the Chemical Business Unit and research assisted LanChem Co. in the first commercial demonstration of the use of methyl glucoside in an oil modified polyurethane resin, thus establishing sales for the first time to the protective coatings industry. Overall, methyl glucoside sales during the first fiscal quarter were double the sales plan for that period. . . . As '84 drew to a close, areas across the nation were digging out of snow drifts. Winter was settling in. Here's to a warm, safe and productive '85. . . .

## Worth noting . . .

Ensign Andrew W. Robinson, son of Harry, Staley/Decatur retiree, received his wings upon graduation from flight school at Naval Air Station, Corpus Christi, Texas. He also was named to the Commodore's List as outstanding member of the class. Robinson is assigned to Pensacola Naval Air Station, Florida, where he is a single-engine plane instructor.

In services at Central Christian Church, Decatur, September 8, Daniel Harold March was ordained to the ministry of the Christian Church (Disciples of Christ). The son of Hal, civil engineer, engineering services, Staley/Decatur, Dan is a graduate of Lakeview High School and Millikin University, both in Decatur, and Lexington (Kentucky) Theological Seminary. He is an associate minister of First Christian Church in Pampa, Texas.

## Chemicals studied

(Continued from Page 4)

daily, noting their use, any hazards associated with them, the manner in which to safely use them, as well as emergency treatment should an accident involve them. This program will continue. In fact, a familiarization procedure is undertaken before any new chemical can be used at this location."

Preparedness is important at any industrial site, according to the safety director, who said that 27 employees have taken appropriate training to serve on the emergency response team, which handles both medical and first aid emergencies. During the past year alone, they responded to seven or eight medical emergencies that required on-the-spot treatment. Jim Burris, maintenance lubricator, is coordinator of that group.

### One day devoted to safety

Preparedness again comes into play as new personnel receive orientation at Sagamore. "Many have no background similar to that of the corn wet milling industry. For this reason, they spend one of the three orientation days studying safety, ranging from grain dust explosions, hearing conservation and forklift operations to the use of fire extinguishers, self-contained breathing equipment and manlifts. They also learn about the railroad blue flag policy, which calls for the flags to be placed at either end of the track before undertaking work on that stretch of rail. These flags act as stop signs, preventing a train from moving on the track while work is proceeding," the safety director explained.

A new twist to the safety campaign in '84 was tuning families into safety. The safety committee has mailed "Your Health and Fitness" magazine bi-monthly to employees' homes to give them safety hints for use with the family.

But besides reminders in the form of programs, contests and games, Sagamore has marked each safety achievement in a special way. "On July 24, when we reached two years without a disabling injury, employees on each shift were treated to rolls and coffee and received a commemorative cap to wear until their safety award jackets arrived.

"Keeping this safety flame ablaze has been the work of our safety committee," said Brattain. "Much credit goes to them for reaching these safety milestones. That committee is responsible for initiating the safety program, making systematic plant inspections and observing and reporting unsafe conditions and practices. They also report employees' safety suggestions, make safety recommendations to management and the Executive Safety Committee and pursue the study of safety talks, films and other educational activities in committee meetings," the safety director noted.

Committee members include Tom Jaques, a chemical engineer, who is serving as chairman; Don Pearson, wet milling maintenance coordinator; Dave Klinker, maintenance supervisor; Jeri Lawhead, starch modifier; James Clifton, chief commodity handler; and Mark Skiles, maintenance mechanic, who recently replaced retiring member Tom Obermiller. Their terms are for three years with two members replaced each year, allowing continuity to the group along with a shot of new ideas, Brattain explained.

"While we've had no disabling injuries," commented the safety director, "we still have first aid or recordables far too frequently. All potentially-serious, near-miss accidents as well as injuries requiring medical attention are investigated at this location. Comprised of two hourly and two salaried employees, this investigative committee collects the facts and assesses the incident for hazards and possible corrective action. In many instances, we can remove the possibility of that unsafe act occurring again. Then the committee makes recommendations to management based on the findings. Corrective measures will be assigned to an employee, who will be held responsible for seeing that the work is performed by a specific date," according to Brattain.

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

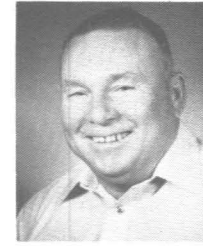
## Joining the leisure life . . .



Joseph Adams



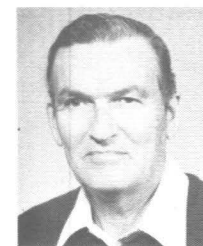
Wayne Mussulman



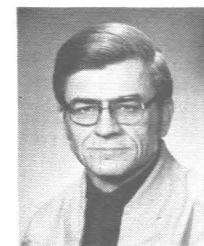
Junior Nihiser



James Peterson



Harold Smith



William Salefski



Margaret Shepherd

### Effective November 1, 1984

JOSEPH ADAMS, supervisor, oil and feed loading, corn milling, manufacturing, industrial products, Decatur  
WAYNE MUSSLUMAN, senior laboratory manager, advanced research and development, corporate research, Decatur  
JUNIOR NIHISER, process operator, 60 building, Decatur  
JAMES PETERSON, night coordinator, manufacturing, industrial products, Decatur  
MARTHA SHINALL, secretary, patent/food law, corporate law and patent, Decatur  
HAROLD SMITH, process supporter, 29 building, Decatur

### Effective December 1, 1984

WILLIAM SALEFSKI, utility laborer, 20 building, Decatur  
MARGARET SHEPHERD, supervisor, communications and receipt, corporate information systems, corporate finance, Decatur

## On guard for safety

(Continued from Page 6)

arise, they ask for advice and guidance, and the corporate staff works with them, helping adjust their programs and helping them strive for better performance.

"With much improved performances last year," Moore said, "we must all be on guard not to be lulled into feeling that nothing can go wrong. Unfortunately, experience has shown that when we relax our safety activities, serious injury will eventually follow.

"We do not need serious injuries to remind us that safety awareness requires frequent reinforcement," said Moore. "We must avoid complacency and, instead, place even greater emphasis on employee safety. In this way, we can sustain the injury-free performances we've worked so hard to achieve."

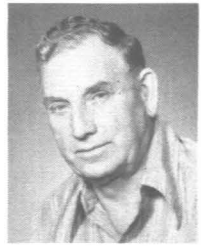
## Worth noting . . .

Newly elected president of the Mid-Illinois Cash Managers Association is Bill Twenty. Bill is supervisor of cash management, corporate finance, Decatur.

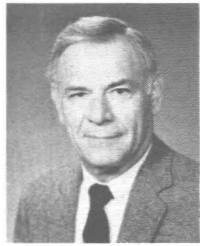
\*\*\*\*

Members of Blue Mound Rotary Club have elected Harold Kraus president of their organization. He is senior research chemist, research, Staley/Decatur.

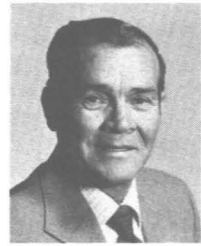
# 79 celebrate 1,090 years of service anniversaries



Thomas Belcher



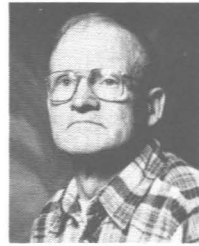
Nathan Kessler



Max Espinosa



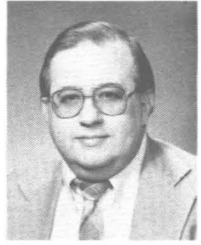
Frank Janes



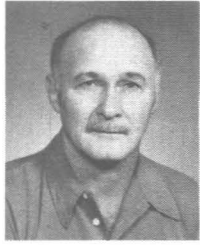
Francis O'Donnell



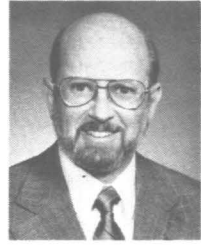
Norma Shafer



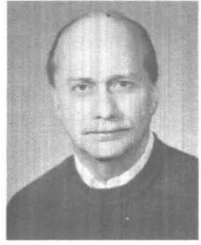
Lauren Incarnato



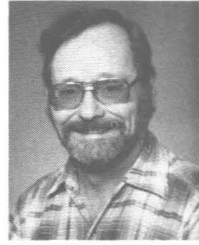
Jack Krohn



David Mann



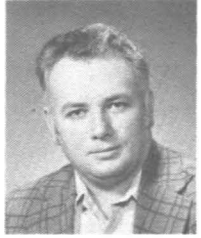
Lloyd Riggs



Donald Sigmon



Robert Taylor



Lloyd Wilber

## 40 Years

THOMAS BELCHER, power systems operator, 2 building, Decatur  
NATHAN KESSLER, vice president, technical, corporate, Decatur

## 35 Years

ARTHUR ALFRED, shift leader, Vico Products, food and specialty products, Chicago  
DARRELL KING, service operator, 77 building, Decatur

## 30 Years

MAX ESPINOSA, lead mechanic, manufacturing, industrial products, Monte Vista  
FRANK JANES, manager, lecithin products, refined oil, agriproducts, Decatur  
FRANCIS O'DONNELL, A maintenance leadman, manufacturing, industrial products, Houlton  
NORMA SHAFER, computer operator, soybean milling, agriproducts, Champaign

## 25 Years

LAUREN INCARNATO, superintendent, wet mill, corn milling, manufacturing, industrial products, Decatur  
JACK KROHN, senior mechanic, millwright shop, 77 building, Decatur  
DAVID MANN, mechanic, corporate aviation, Decatur  
LLOYD RIGGS, process operator, 77 building, Decatur  
DONALD SIGMON, senior process operator, 5 building, Decatur  
ROBERT TAYLOR, senior mechanic, machine shop, 77 building, Decatur  
LLOYD WILBER, senior mechanic, machine shop, 77 building, Decatur

## 20 years

KENNETH ALBERT, drum dryer leadman, manufacturing, industrial products, Houlton  
RONALD BAILEY, process operator, 47 building, Decatur  
RODNEY FARRAR, warehouse leadman, manufacturing, industrial products, Houlton  
ROBERT LENTS, manager, technical support, corporate information systems, corporate finance, Decatur

## 15 Years

RICHARD BARNETT, manager, civil structural engineering, engineering specialties/general facilities, engineering, corporate technical, Decatur  
CARL BAXTER, manager, purchasing, manufacturing, industrial products, Sagamore  
CLARENCE BUFKIN, maintenance mechanic, manufacturing, industrial products, Morrisville  
SHEILA DRAKE, manager, quality assurance, manufacturing, industrial products, Morrisville  
RICHARD EASTIN, operator, soybean milling, agriproducts, Champaign  
GEORGE ESPINOSA, lead operator, manufacturing, industrial products, Houlton

JERRY MCDANIEL, foreman, Gregg Foods, food and specialty products, Portland  
SUSAN RHODES, secretary, director of process control, engineering, corporate technical, Decatur  
PAUL SMITH, security technician, plant protection, manufacturing services, industrial products, Decatur  
DANIEL TAYLOR, senior environmental engineer, environmental science and safety, medical and environmental affairs, corporate finance, Decatur  
DAVID THALLMAN, production supervisor, soybean milling, agriproducts, Fostoria  
ROBERT VANDEVENTER, commodity handler, manufacturing, industrial products, Sagamore

## 10 Years

LEON BAKER JR., supervisor, shift operations, corporate information systems, corporate finance, Decatur  
JACK BLOOMFIELD, process operator, 6 building, Decatur  
PAUL BRADEN, merchandising manager, commodities, industrial products, Decatur  
THOMAS CARRATO, sales representative, retail, Gregg Foods, food and specialty products, Portland  
JOHN COGGINS, process operator, 6 building, Decatur  
TERRY CRAW, process supporter, 9 building, Decatur  
ALLEN EATON, utility laborer, 29 building, Decatur  
ALOYSIUS FARRELL, roll dryer operator, manufacturing, industrial products, Morrisville  
BYRON FAST JR., territory manager, sweeteners, sweetener business unit, industrial products, Texas  
ANDREW FULK, senior process operator, 12 building, Decatur  
CARL GAITROS, process operator, 60 building, Decatur  
HAROLD GARMON, process supporter, 9 building, Decatur  
DENNIS GENTRY, losses supervisor, utilities, manufacturing, industrial products, Decatur  
RUEBEN GERBER, production extra, Gregg Foods, food and specialty products, Portland  
JEANETTE HAWKINS, process supporter, 59 building, Decatur  
ROBERT JESS, process supporter, 9 building, Decatur  
WILLIAM KOHLER, maintenance mechanic A, manufacturing, industrial products, Morrisville  
ROBERT LAYTON, operator, soybean milling, agriproducts, Champaign  
ROYAL PLANKENHORN, process operator, 44 building, Decatur  
DANIEL RHODES, process supporter, 9 building, Decatur  
MICHAEL RIGGS, process supporter, 9 building, Decatur  
THOMAS RUSSELL, process supporter, 44 building, Decatur  
THOMAS SCHWESIG, utility laborer, 99 building, Decatur  
ROLLAND SCRIBNER, process supporter, 20 building, Decatur  
RONALD SUTTON SR., utility laborer, 29 building, Decatur  
JAMES TAPSCOTT, losses supervisor, utilities, manufacturing, industrial products, Decatur  
GARY TAYLOR, process supporter, 5 building, Decatur  
ROGER TOLLADAY, utility laborer, 29 building, Decatur  
GARY WINHOLTZ, utility laborer, 20 building, Decatur

## 5 Years

DAVID ALVARADO, truck driver, Gregg Foods, food and specialty products, Garden Grove  
ROBERT BOND, supervisor, quality control, manufacturing, industrial products, Monte Vista  
MARY BRAUER, secretary to the vice president of corporate transportation, corporate finance, Decatur  
JERRY CLARK, director, corporate information systems, corporate finance, Decatur  
LAWRENCE COZAD, product development manager, Gregg Foods, food and specialty products, Portland  
CAROL CUMMINGS, district manager, proteins, food and specialty products, Massachusetts  
MELISSA DEHART, quality control manager, Gregg Foods, food and specialty products, Garden Grove  
JAMES HARTMAN, process engineer, process engineering, engineering, corporate technical, Decatur  
THOMAS HILTY, maintenance mechanic A, manufacturing, industrial products, Morrisville  
JAMES RILEY, process engineer, process engineering, engineering, corporate technical, Decatur  
LORNA ROBERTS, labeler, Gregg Foods, food and specialty products, Portland  
WALTER SCHIMELPFENIG, senior process engineer, engineering, corporate technical, Decatur  
NANCY SMALLWOOD, chief clerk, internal auditing, corporate finance, Decatur  
RICHARD TOWERS, purchasing and receiving coordinator, soybean milling, agriproducts, Des Moines  
RALPH WAGNER, corporate controller, corporate finance, Decatur  
WILLIAM WAYDA, roving operator, manufacturing, industrial products, Morrisville  
JANICE WEST, quality assurance technician, Gunther Products, food and specialty products, Galesburg  
RAY WETHINGTON, electrical technician, maintenance, manufacturing, industrial products, Lafayette/South  
JACK WINEINGER, production supervisor, soybean milling, agriproducts, Des Moines

# Promoting industrial position on energy

(Continued from Page 2)

"In all cases these special groups are a means to protect industrial users on energy matters," said the award recipient. "We are promoting the industrial position on energy matters with utilities, legislatures and regulatory bodies, trying to take a position in those areas that will help everybody. We are looking for ways to initiate energy efficiency that does not transfer the burden of cost to the industrial or the residential user.

Staley has some very real energy challenges facing it today. Ninety percent of the electricity the company purchases is from utilities with nuclear power plants entering the rate structure. In addition, 90 percent of the electricity the company purchases is in states most likely to be adversely affected by acid rain legislation. These factors could increase Staley's electricity costs by more than 50 percent.

Elder reports that his next challenge is to seek innovative ways to purchase Staley's electricity to help contain the company's energy costs.

# Golf preceded bowling

(Continued from Page 8)

scratch games of 222 and 186 that day prior to the tournament and then rolled only 168 his first game.

The tournament followed 18 holes of golf for Harry Robinson, retiree, who played golf every day that week and most other weeks of the year. Harry has been bowling since he was 18 -- that's for 51 years. He's always been on a Staley league and currently rolls with the Spoilers.

Women's high-game-bowler a year ago, Dee Rhodes was back to normal this year, breaking 100 three games in a row. She only bowls in this event.

The committee taking charge of preparations and follow through included Mary Paxton, forms design, control analyst; Bud Ellegood, senior mechanic, machine shop; Dave Zickerman, senior mechanic, millwright; Lightning Leisner and Roy Finney, both Decatur retirees. Finney has been the tournament manager since the position was vacated some years back by Russell Dash, for whom the event was renamed in 1975. Dash died last year.

Today as yesterday, the tournament serves as another occasion for Staley employees and retirees to have a little fun together -- a part of the Staley tradition.

# Staley News

The "Staley News" is published for Staley employees and retirees by Corporate Public Relations, Decatur. Manager, Employee Communications. . . . . Sue Muckensturm Typographer. . . . . Cathy Landreth



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