

STALEY NEWS

VOL. 1—No. 12

BY AND FOR STALEY PEOPLE

February 15, 1938

Average Age of Staley Employees 38 1/3 Years

Three and One-Third Years Older Than Industrial Average

Three out of every five workers employed at Staley's are over 30 years of age according to the Personnel records of the Company.

Life may not begin at forty in the local group but those of you who have reached that age compose better than one-third of all employed here.

The number of employees from 19 to 25 years of age represent 12.4% of the total. The age group from 26 to 40 comprises just half of the total numbered employed and 37.6 per cent of all employees are more than 40, 5.2% of whom are over 60.

The average age of all employees is 38 years and 3 months which is three and one-half years older than the average age of industrial workers according to the last Federal Census.

The difference between the average age of those employed in industry in general and those employed here at Staley's may be attributed to general factors such as the installment of equipment and machinery which has reduced the physical effort required to operate the average job. This makes it possible for older men to continue in useful service. The general health of the workers has been maintained through the services of one of the best trained and equipped First Aid Units in the State of Illinois. Finally, the policy of retaining older employees when a reduction in force is necessary and the preference shown company service in reemployment as conditions improve has been an important influence in the average age of those employed here.

The distribution of employees by age groups is as follows:

AGE GROUP	% OF ALL EMPLOYEES
Under 21 years	1.1%
21-25 years	11.3%
26-30 years	16.2%
31-35 years	18.3%
36-40 years	15.5%
Over 40 years	37.6%
41-45 years	13.1%
46-50 years	8.6%
51-55 years	6.3%
56-60 years	3.7%
61-65 years	2.5%
66-70 years	1.6%
Over 70 years	1.1%

FELLOWSHIP CLUB

DANCE DATE CHANGED

The Staley Fellowship Club dance which had been planned for the 26th of February has been moved up one week to the 19th, according to an announcement by John Anderson, Manager of the Club.

The Orlando Ballroom will be the scene of the dance as before and music will be provided by Frank Hodalski whose return engagement was secured after numerous popular requests had been made that he be brought back.

Frank is known personally to many Staley people and enjoyed by all the others who are dance lovers.

STALEY GARDENS

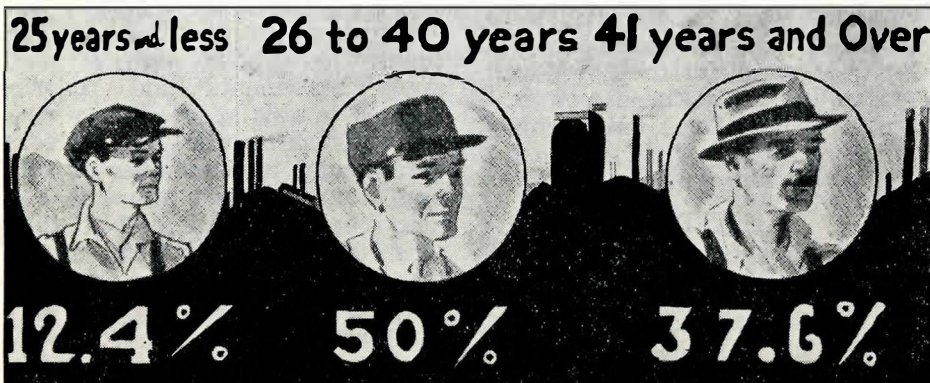
"All employees who wish to make application for space in the Staley Gardens are to do so at once," says Mr. Underwood, Garden Supervisor. Arrangements should be completed before the 1st of March in order that a definite assignment of plots can be made.

Mr. Underwood will be at his usual stand in the west wing of the Administration Building with the Personnel Group at any time between 9 a. m. and 4 p. m. each day excepting Saturday. Saturday hours will be between 9-12 a. m.

You need not have had a Staley garden previously in order to qualify, nor is a rental charge made on the space. This space, as well as expert guidance, is provided by the Company free of charge to all who wish to take advantage of it.

Identification Cards

Garden bulletins and identification cards will be issued at the time of registration. The identification cards are for presentation to some local seed merchant (to be announced later) who will make a discount to the holder on all his seed and implement purchases.



HERE'S WHY Your \$1.25 Purchases \$2.50 In STALEY FELLOWSHIP CLUB BENEFITS Each Month

By J. Anderson, Business Manager

Monthly income from 1,581 members #	\$1,976.22
Company donation to match members dues	1,976.22
Monthly Total available for Club Use	\$3,952.44

Items	Individual Cost Per Mo.	Total Cost For Last 8 Mo.
Insurance	98. c	\$12,264.70
Sick Benefits	62.8 c	8,093.13
Relief	17.66c	2,234.02
Athletics	13.71c	2,175.21
Administration of Club	10.75c	555.36
Entertainment	8.8 c	632.02
Dances	4.63c	441.69
Visiting Nurse	3.48c	441.33
Boy Scouts	2.04c	259.24
First Aid	1.89c	240.66
Election Expenses	1.71c	216.36
Donations	1.5 c	198.11
Handicraft Club	1.33c	168.27
Flowers and Funeral	1.17c	149.03
Stationery and Supplies81c	102.78
Club House59c	75.47
Miscellaneous13c	17.18

Total Individual Benefits \$2.44— Group Expenditures * \$30,093.56

* The group expenditures were calculated for eight months ending on the first of January. The fiscal year will be concluded April 30th.

The income from dues for female members was divided by \$1.25 to convert their group in to the equivalent of male memberships.



FOR SALE:

1937 4 door Oldsmobile Sedan with only 10,000 miles on it. Sacrifice for immediate sale. W. D. Boren 843 S. 21st Street.

Clark Jewel Gas Stove, good condition, cheap. Bill Bishop, Laboratory. Home phone, 2-6047.

FOR RENT:

Garage, \$2.00 per month, Anna Sablotny, 2275 E. Eldorado.

SERVICES FOR HIRE:

Moving van, Wm. Mossman, 1424 E. Moore, phone 7583. Will accommodate anytime day or night. Reasonable to fellow employees.

FOR SALE:

Staley Safety Oxfords, size 8 slightly used because of improper size purchased. \$2.00 Lawrence Vandervort, 5-10 Bldg. 109 S. 21st. Street.

HERE LIE

The Good Intentions of The WATCHMEN DEPARTMENT

Buried beneath the sod because
of a
Late Report To First Aid

Esteemed for having accumulated a total of 208 days without a reportable accident or late report to First Aid, won the Award and Congratulations of their Company for their worthy success in Safety Consciousness. Distinguished for Membership in the Survivor's Club, Mourned by the five who remain.

- Engine Room
- Reclamation
- Cafeterias
- Elevator A
- 16 Building

IS SAFETY YOUR BUSINESS?

Roy Rollins, Director of Safety

If it is:

Safety is not the sort of thing that you learn with your mind alone — it needs the heart also. It is a kind of religion which must be felt as well as understood and when you have really been converted to it you'll find that you have new eyes for danger and new hands to correct it. You'll find it guiding every action you take.

Maybe you don't have it yet. It is possible that you'll never get it because there is a great deal that it requires of you. It requires you to have enough mercy that you will cringe when you see someone injured and it also requires you to have enough courage and enough determination to find the cause of the injury and to eliminate it.

Stupid people can never be Safe Workers because they will never understand. Calloused people will never make it because they don't have that spark of humanity which makes them care. Timid people need not try because Safety requires guts.

Here is a challenge to you. Analyze yourself and see if you have enough of what it takes to be a Safe Worker. If you have, try being one. If you haven't—can you get it?

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There comes a time in every columnist's life when he feels a need to reach out to his readers and say, "How am I doin'?" and this columnist has reached that time. There have been a great many statements and theories printed in this space since we began publishing the Staley News way yonder in September of 1937 and it just doesn't stand to reason that every last one of them was 100 per cent correct and the last word that could be said. Maybe you have disagreed at times. If you have, or if you do at anytime in the future, write us a line and point out the defect.

Published Twice Each Month
By and For The Employees Of

**THE A. E. STALEY
MANUFACTURING COMPANY
DECATUR, ILLINOIS**

J. M. Richey Editor

All news and suggestions should be given the editor by the 10th and 25th of each month.

THE ANNUAL KNOCK

Along about this time of the year the quiet of a winter evening or late afternoon is frequently disrupted by a rap on the door by a young man carrying a pretty leather brief case. (The most up to date method is to place it at the side of the door where it will not be seen and the business of the caller unsuspected). When you open the door the young man pushes his gracious way into your home and announces that he has been given your name as one who is interested in the better things in life. With other complimentary blah, he announces that he has just what you need, a course with the Rah, Rah, institute and begins to tackle you for a tidy sum for a set of books that are represented to open the gates to a golden future.

In the brief training period that the salesman has received, he has been told that people will buy what they want and he is to demonstrate how money, luxury and happiness will come to the purchaser of his course. He may even go so far as to offer you a job at the end of the course.

He can't do this, nobody can. No matter how carefully you look over the contract you will not find a job mentioned. Check all the salesman's promises with the contract. He is not authorized to offer or promise anything that does not appear in black and white.

It isn't necessary for ambitious persons to turn down every chance to improve their education. There are reputable correspondence schools whose training is recognized for their organization and service.

Before You Sign

Before you so much as write your name on a free trial offer sit down and think the thing out

honestly and frankly by answering these four questions;

Can I afford to pay the cost involved?

Do I have enough education to understand the technical parts of the course?

What are the possibilities of my getting such a job after I complete the course?

Will the certificate I receive entitle me to recognition from companies who employ workers with this type of preparation?

If you can answer these questions satisfactorily then, LOOK THE FIELD OVER and watch out for the high pressure boys.

Stop, Look and Listen, then think for yourself.

SIDE GLANCES

Why Is It True

THAT:

Some people always stretch a story beyond the truth when they tell it? And generally, the poorer he is at the telling, the worse a stretching the story gets. Maybe they think that nothing short of a miracle is important. Still miracles don't happen, — leastwise, now-a-days and accuracy as a long range policy creates a better impression and reputation than tall stories.

THAT:

Some people mistake the road to success and run the wrong way getting there, as Old Bert Williams used to sing, "You're on the right road sister, but you're going the wrong way." Getting ahead is a process of building up rather than tearing down. We can all pretty much agree on that but there are a few who don't practice what they preach. Instead of pushing ahead with the band wagon, they try to take it apart. It isn't the mechanic fellow who can take it apart that gets to ride with the wagon but the fellow who can get on and take the wheel that gets a free ride and incidentally, can do a little horn "tootin" of his own now and then.

THAT:

Some people who are trying to serve others jump in as an attorney for the defense at every opportunity. They fall down and wonder why. Wouldn't they be more useful if they established a reputation for discrimination? Assistance when the cause does not merit assistance reflects on the ability of the assistor. On the contrary, a well established reputation for clear thinking and integrity of purpose has the opposition half won before the cause is begun. Clarence Darrow never scattered his fire. He selected his cases carefully and made a fortune as well as a reputation.



11,000 one hundred pound bags of soybean meal are packed here every 24 hours in addition to that which is prepared for sale in bulk.

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The organization of the Staley Credit Union took place at a time when it was almost impossible for an individual with the best of credit to get a loan at a bank. Since its inception seven years ago 17,719 new loans averaging \$62.72 per loan have been made. A grand total of \$1,111,418.28 has been loaned.

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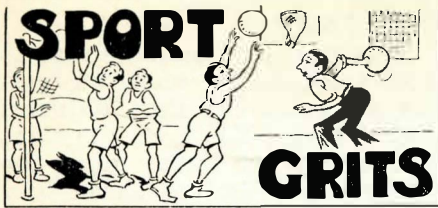
The man who does many things makes many mistakes but he never makes the biggest mistake of all,—doing nothing.

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Corn starch is better for thickening gravies than flour because it takes the meat flavor better and does not add one of its own.

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(Good habits are as hard to break as poor ones.)



By Bill Brumaster

The Industrial Volleyball league leadership rests in the den of the Staley Lions. Leadership had been shared by both the Lions and the Staley office until February 3rd when the Lions clawed the scalps off of the office crew in a hotly contested three game series to emerge a 2-1 winner after losing the first by a large margin.

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The Alton Apex forced Staley's crack basketball team into an overtime before they took a 41-35 lacing. Last year the Apex, who represent an Alton Illinois athletic club, defeated the locals. The Alton outfit used the strongest team that has been watched this year with the possible exception of the Shamrocks.

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The second defeat of the season was handed Staley's traveling ball club at Taylorville when a last half rally by the Indies of that town sunk a barrage of baskets to pull away from a tie at half time.

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The City Handicap team bowling tourney championship was bagged by the Staley Sheetmetal workers who played in the "B" division. Their pin total of 2,768 bested their nearest competitors by 19 pins.

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Coming Events

Johns Hill Volleyball.

Feb. 17—7 p. m. Staley Lions vs. Osgood and Sons. 8 p. m. Staley Office vs. Post Office.

Feb. 24—8 p. m. Staley Lions vs. Staley Office.
Centennial

Feb. 17.—8 p. m. Staley Cubes vs. Staley Syrup Packers.

Win lose or draw, the Staley Industrial team will be in the round robin play for the city basketball championship at the "Y" Annex, by virtue of their second place in the first half play and clean record for the second half of the series.

HEAD OF A HOME OR A COMPANY BOTH HAVE SIMILAR PROBLEMS

AN INCOME MUST BE PROVIDED

In The Home

By securing a place to work which offers the best opportunity for a steady income.

By developing physical or mental skill which will attract employers. This may be obtained through study or experience.

The amount which the family head is able to obtain for his services depends upon the abundance of the skill he has to sell and the relative value of his services.

In Industry

By establishing steady markets for the sale of goods and the purchase of materials at such times as will permit a reasonable profit.

Maintaining the acceptance of products by constant improvement through research to discover new uses for old products, new products to fit new demands or adapt them to lower sales prices.

It is management's job to see that it makes a product which the public will want at a price it will pay.

EXPENSES MUST BE MET

Rent must be paid on the home which is the recognized return on the landlord's investment.

Daily and monthly supplies must be purchased such as, light, heat, gas, telephone, insurance, taxes, food, clothing etc.

Wear and tear on the home must be taken care of, new furniture purchased, perhaps another room added and the cost of self-improvement financed.

Management must earn enough to pay stock and bondholders 4-7% on their investment which supplied the funds for the purchase of buildings and equipment.

Raw materials must be purchased, power bought or produced, services of railroads paid, taxes met and wages paid.

New buildings and equipment must be erected, depreciation set aside to replace the old, and engineering and research departments maintained to advise the best methods of doing this.

SAVINGS MUST BE MADE

In the home to provide for a rainy day. This may be done through sound investments, bank accounts and the purchase of supplies which can be used when the season changes, poor opportunities to get work or illness appear.

If a company is to succeed, conditions must be such as to permit it to accumulate a reserve in capital, supplies, buildings or equipment so that business can be carried on at a minimum of hardship to the workers when sales are not sufficient to meet current expenses.

ECONOMY MUST BE PRACTICED

When work cannot be had, stores set aside in better days must be drawn upon. Waste of every kind must be routed out and attention given to the use of common materials such as food, clothing, etc.

When business falls below the level at which it is possible to meet usual expenses, management must purchase current supplies carefully, reduce overhead costs and conserve their assets in the best way.

RISKS MUST BE RUN

In the proper selection of a homesite, choice of educational opportunities, acceptance of new jobs, purchase of furniture, etc.

In the development of new products, judging the amount that the market will consume, trying new methods, etc. It is for want of proper management that only one out of four business that are started last as long as ten years.