

Staley NEWS

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Decatur, Illinois

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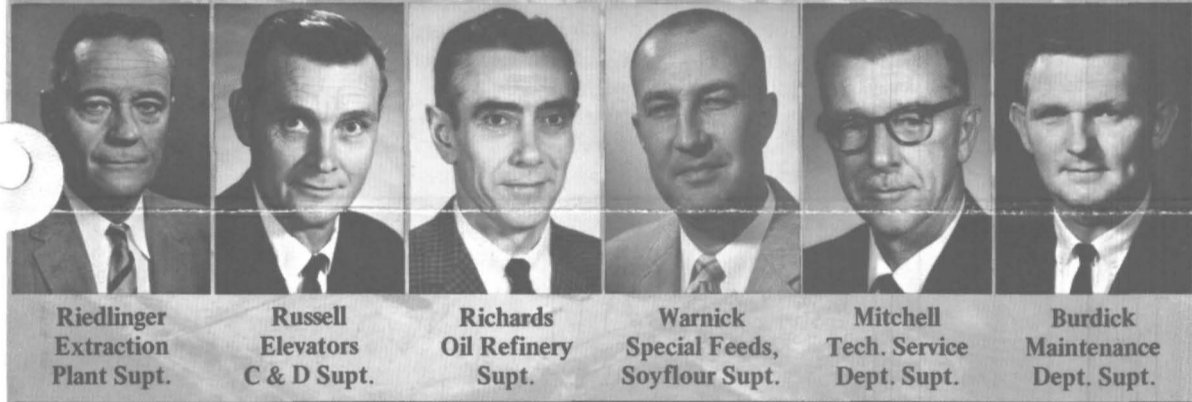
Decatur, Ill.

Commodity Production Division Formed, Staffing Completed

New Commodity Production Organization



Smith
Division Manager



Riedlinger
Extraction
Plant Supt.

Russell
Elevators
C & D Supt.

Richards
Oil Refinery
Supt.

Warnick
Special Feeds,
Soyflour Supt.

Mitchell
Tech. Service
Dept. Supt.

Burdick
Maintenance
Dept. Supt.

Lew Smith Named Division Manager; Burdick, Mitchell Head Two New Departments

A key facet of the new Commodity Products Group, the organization and staffing of a Production Division, was completed the middle of this month.

Named to head the 310-man production unit was Lewis M. (Lew) Smith, a 37-year Staley man who had been superintendent of the Soybean Processing and Extraction operation for more than 20 years.

David T. Mitchell and C. Dean Burdick have been named superintendents of two newly-formed departments within the division.

Mitchell, a 26-year Staley veteran, will head the new Technical Services Department. He had been superintendent of the Oil Refinery and Chemical Section for the past 12 years.

Burdick, a 21-year Staley man, was appointed superintendent of the new Maintenance Department. He had been assistant superintendent of the Elevators Section for the past two years and was foreman of the Electric Shop for four years before that.

Named to superintendent posts in charge of four production units within the Commodity Production Division were Eldo C. Riedlinger, George R. Russell, William R. Richards and James D. Warnick.

Riedlinger, Soybean Extraction and Processing foreman for 23 of his 40 years at Staley, will be superintendent of the Soybean Extraction Plant.

Russell, a foreman and assistant foreman at the Terminal Elevators (C & D) since 1952 and a 26-year Staley employee, will be superintendent of the Terminal Elevators.

Richards, foreman in the Oil Refinery and the Dextrose Plant during the past 16 years, will be superintendent of the Oil Refinery. He joined Staley in 1946.

Warnick, a 22-year Staley veteran who had been building foreman in charge of 22, 47, 48 & 49 Buildings for the past eight years, will be superintendent of the Soy Flour and Special Feeds Plant, which includes those four buildings.

Assigned to the new Technical Services Department have been chemical engineers Joe K. Scott, and Ralph T. Sherdan, industrial engineers Donald E. Etling and John W. Neuber and quality control chemist Philip W. Bateman. Assisting Bateman in the quality control activities will be Frank J. Pease, chemist, and Raymond H. Franklin, inspector.

Richard D. Hoyt and Walter O. Hansen have been appointed foremen in the new Maintenance Department. Charles T. Frey and Ed M. Hughes have been named area maintenance engineers for shops 1 and 2 respectively. Ralph F. McLaughlin will be maintenance planner for the department.

Named assistant foreman in the commodity maintenance organization were Paulus E. Jones and Robert E. Cooley.

The latest and one of the most important facets of the reorganization, formation of the Commodity Production Division follows other moves aimed at making the Commodity Group a self-contained unit, responsible for all of its functions, from manufacturing through marketing.

Smith Appeals To Employees To Aid In Bringing New Efficiency, Economies

Lew Smith, manager of the recently-formed Commodity Production Division, appealed to all division employees for assistance in asserting new efficiencies and economies into the production of soybean and related products.

In a letter to all division employees, Smith outlined the organization, its basis, plans and goals.

"Very briefly, what we are doing in the new Commodity Products Division is assembling a team whose main job is to make our soybean and related businesses successful.

"Our job is production—mine and yours—to be as efficient as possible, to make products of the highest quality as economically as we can. It is a tough assignment because as you know, this is a highly-competitive, low-margin business," he explained.

"Worth the Effort"

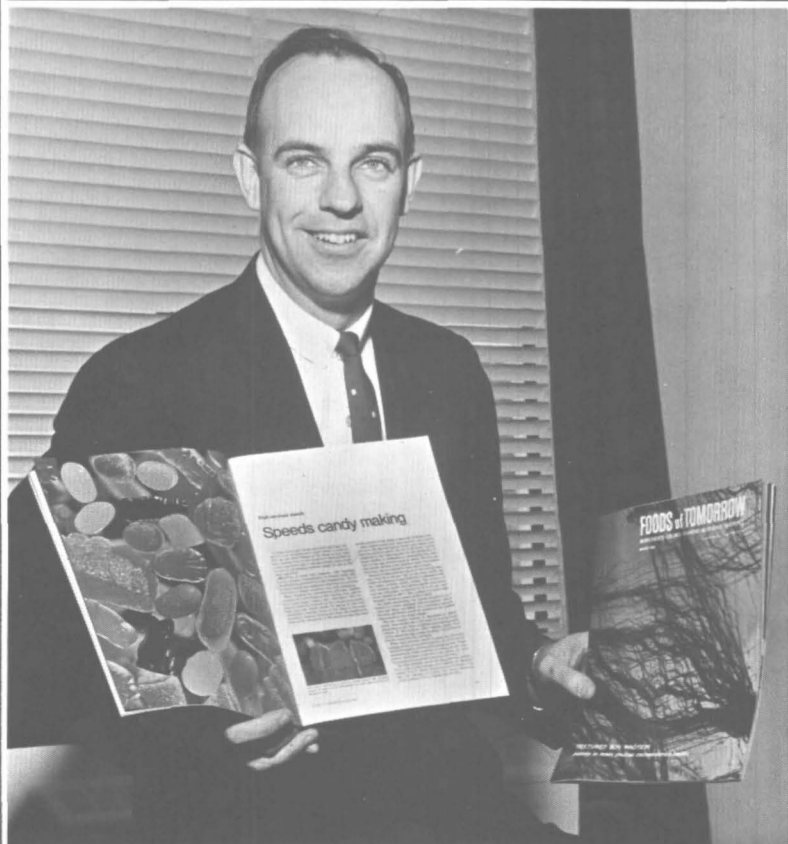
"I am convinced, however, that by working closely together as a unit we can get the job done. If we do, this will bring growth and vitality in our area—and the only true job security there is. I think we can agree that it's worth the effort," he added.

Turning to the individual aspects of the reorganization, Smith said, "Think about everything you do in terms of how it could possibly be done better. Then offer your

suggestions; they may be far more meaningful than you think. And they will be appreciated!

"As time passes, we intend to keep you up to date on how things

are going for the division and the Commodity Products Group. I hope, as we go along, you will all feel a personal stake in our progress," Smith concluded.



'MIRA-QUIK' C FEATURED—Bob Smith, product manager-special starches, displays cover and inside story of section in which "Mira-Quik" C starch was recently featured. Full-color photos illustrating story were taken by Staley photographer Lee Jeske.

Staley Product Selected For Elite Coverage

An award-winning, Staley-developed product and process was recently featured in a leading trade magazine's special "Foods of Tomorrow" section, which spotlights outstanding new products with food industry applications.

"Mira-Quik" C high amylose corn starch and the Staley-developed process for its use in making starch base jelly candies faster and more efficiently were described in a two-page layout of the special section accompanying "Food Processing-Marketing" magazine's January issue.

In 1967, "Mira-Quik" C and the Staley process were selected for a Putman Honors Award in the ingredients category of annual competition, sponsored by the Putman Publishing Co. and "Food Processing-Marketing" magazine.

Dextrose Plant, 111 Building Move To Other Sections

As a result of the Commodity Production Division reorganization, 44 Building-Dextrose Plant will become part of the Syrup Refinery Section, and 111 Building will become part of the Wet Process Section.

Both buildings had been part of the former Oil Refinery and Chemical Section.

In each instance, they were reassigned consistent with the source of their basic process materials.



CERTIFICATES AWARDED—Lee Crouse, Systems Division manager, left presented certificates to Carl Neathery, center, and Jerry Haddock, upon their completion of Company-sponsored systems course.

Haddock, Neathery Finish Year-Long Systems Course

Jerry C. Haddock and Carl L. Neathery are the fifth and sixth employees to complete a Company-sponsored, year-long systems course.

The course is designed to give newer Corporate Information Systems Division people and other employees in key areas of the Company a basic knowledge of the systems function.

H. Lee Crouse, Systems Division manager, presented certificates of completion to Haddock and Neathery during a brief recognition ceremony recently.

Haddock is a systems analyst in the Administrative Systems Department and Neathery is a console operator in the Data Processing Department.

Crouse said openings for enrollment in the course are currently available, not only to employees in the Systems Division, but also to employees in other divisions of the Company.

Interested employees should contact Crouse to discuss enrollment. The course involves from 12 to 16 hours of off-the-job study per week, including preparation of weekly work assignments. The Company pays the entire cost of the course.

Twenty-Four Staley Veterans Mark Service Anniversaries

Twenty-four veteran Staley employees marked service anniversaries in January, ranging from five to 30 years with the Company.

Heading the list are three 30-year long-timers. The trio and the dates they joined the Company include:

Ralph W. Porter, Houlton Plant, Jan. 1

Mildred E. Schroat, Grocery Products Packaging, Jan. 5

Lyle F. Wiegand, Painesville Plant, Jan. 23

Other employees observing service anniversaries in January included:

25 Years

Thomas E. Grinestaff, Syrup Refinery, Jan. 4

20 Years

Vincent W. Durbin Yard Department, Jan. 13

Thomas L. Jones, Maintenance, Jan. 5

Darrell L. Larson, Machine Shop, Jan. 17

Loyal L. Lawrence, 17 Building, Jan. 14

James W. Lowery, 17 Building, Jan. 14

Robert A. Swift, 111 Building, Jan. 12

Medford M. Tate, Extra Board, Jan. 13

Raymond L. Van Scyoc, Soybean Plant, Jan. 13



Porter Schroat



Wiegand Grinestaff

15 Years

Walter M. Randolph, Grocery Products-Kansas City, Jan. 1

10 Years

Lorraine J. Claus, Financial, Jan. 28

Lois D. Crouch, Research and Development, Jan. 19

Letha J. Ehrenfelt, Industrial Sales-San Francisco, Jan. 19

Ben F. Harrington, Grocery Products-Cleveland, Jan. 2

Doris J. Heiland, Research and Development, Jan. 20

Geraldine Lancaster, Materials Control, Jan. 14

Arthur E. Schoepfer, Engineering

19 Move to New Posts In Recent Promotions

Nineteen employees have been promoted to new plant, office and research posts in recent weeks.

Larry P. Avery has moved up from research technician to associate applications chemist in Applications Research. He joined the Company as a research technician in 1967.

Clifford D. Dunnigan has advanced to plant accountant in the Control Division, moving up from supervisor of financial statements. He has held various accounting posts since joining the Company in 1964.

Lynn W. Elder has been promoted from sales service engineer to project engineer in the Engineering and Maintenance Department. He has held posts in the department since joining Staley in 1964. A native of Decatur, he is a graduate of the University of Illinois.

Robert M. Guynn has been named assistant manager, Office Services. He had been supervisor of printing and mailing in the Office Services Department since 1954. A native of Decatur, he is a 20-year Staley veteran.

Jerry C. Haddock has been promoted from programmer to systems analyst in the Administrative Systems Department. He has held positions in the Systems Division for the past two years. A graduate of the University of Oklahoma, he joined Staley in 1966.

Richard D. Haun has been promoted from a Production Department relief foreman to shift foreman in the Wet Starch Processing Section. He is currently receiving Merco component training after completing the foremen's orientation program.

Gene A. Hyland has been promoted from project engineer to senior estimator in the Engineering and Maintenance Department. He has held various positions in that department since joining Staley in 1956. A native of Decatur, he holds a B. S. degree in mechanical engineering from the University of Illinois.

Robert W. Magruder has been promoted to senior project engineer in the Engineering and Maintenance Department. He had been a project engineer since 1964. A graduate of the University of Missouri, he joined the Company as an engineer in 1959.

Ronald W. McCane has moved up from standard cost and inventory accountant to supervisor of financial statements in the Accounting Department. He joined the Company in 1967 as a cost accountant.

Verne A. Parks has been promoted from a Production Department relief foreman to shift foreman in the Syrup Refinery. A 22-year Staley man, he has held various positions in the Syrup Refinery over the past 18 years.

Robert H. Rauschek has been promoted to sales service engineer in the Electrical & Mechanical Engineering Section. He had been a process service engineer for the past four years and an engineering draftsman for 11 years before that.

Donald D. Williamson has been promoted to a Production Department relief foreman. He had held various posts in 16-116 Buildings for the past three years and in 19 Building and 20S Building for 12 years before that. A 15-year Staley veteran, he began his career on the Extra Board.



Avery Dunnigan



Elder Guynn



Haddock Haun



Hyland Magruder



McCane Parks



Rauschek Williamson

Other promotions:
Jean Blair, from stenographer, Financial, to clerk-stenographer, Specialty Feeds
Janet Sue Cushing, from credit clerk to accounts receivable bookkeeper B, Credit Department
Robert G. Mayberry, from senior machine operator to supervisor of printing, Office Services
Diane L. McMullen, from messenger, Office Services, to credit and statement clerk, Credit Department
Mary E. Pogue, from accounts receivable bookkeeper B to senior bookkeeper, Credit Department
Phillip J. Slusser, from price clerk, Purchasing, to motor coordinator, Transportation
Ward J. Woodard, from motor coordinator, Transportation to assistant payables accountant, Control Division.



SMALL MACHINE SHOP GETS TROPHY—Plant Superintendent Bob Schwandt, left, congratulates Foreman Elvin Bahlow as Maintenance Section Superintendent Al Foley, right, presents trophy to shop employee Bill White. Trophy was presented to 17 Building-Small Machine Shop for posting top January cleanup results.

Employees' Assistance Asked in Company Recruiting Effort

Most employees are aware that the Company is engaged in stiff competition in the sale of our products in the many markets we serve.

You are probably not aware, however, of another competitive struggle the Company is up against—that of finding qualified college students to fill our employment needs in several fields to keep pace with general Company growth.

Competition for college graduates has grown increasingly intense among industrial and business firms, because of the simple fact that demand in recent years has far exceeded the supply of graduates available for employment.

Lin Shepard, manager of Employment and Compensation, describes the situation this way:

"The American economy is going through an unparalleled period of extended growth, spurred by the expansion and diversification activities of many companies like Staley.

"Combined, these companies have grown at a faster rate than the colleges are able to supply graduates to fill all the new jobs created. The Viet Nam War also continues to be a factor in the shortage, particularly in regard to graduate-level students," he said.

"While colleges and universities in this country are producing thousands of graduates a year, many are receiving an average of four to five offers for employment, with top students receiving as many as 10 or more offers.

"At the University of Illinois this year, for example, the business placement office expects about 1,300 companies—each looking for an average of 10 students for employment—to be bidding for the services of approximately 2,100 engineering and business graduates available. That's about 13,000 offers, or a ratio of six offers per graduate, giving you some idea of what our recruiters are up against when they visit college campuses," Shepard said.

Employees Can Help

Can Staley employees help the Company meet its employment needs?

"A great deal more than might be imagined," says Bill Schoettle, recruiting supervisor.

How? "Simply by letting us know of a friend, relative, or acquaintance, who is nearing college graduation, and where we can contact him to make an appointment for an interview," he added.

Schoettle said some companies have utilized employee referrals heavily to meet their employment needs. "Several companies report that employee referrals account for 50 percent of their new employees hired at the professional level," he noted.

Employees making referrals will become eligible to receive two shares of Staley Common Stock, which will be awarded if the prospective employee is subsequently hired.

The stock award program is aimed at meeting Staley employment needs for college graduates, with or without experience, in the following professional fields:

Chemistry and Research
Industrial Engineering
Chemical Engineering
Mechanical Engineering
Civil Engineering
Marketing



STRATEGY CONFERENCE—Left to right, Tony Jacob, Lin Shepard, Kent Mittelberg, Rod Simms and Bill Schoettle hold planning conference to discuss remaining campus visits on the Staley college recruiting schedule.

Accounting
Programming
Management Training.

The program also covers referrals of professional-level job candidates, who have been, or are currently, employed elsewhere than Staley.

Since the program was inaugurated two years ago, a number of referrals have been made by employees and six shares of stock have been awarded. Shepard and Schoettle indicated the potential for many more referrals is far greater than what has thus far been exhibited.

10 Remaining Visits

Staley recruiters still have 10 campus visits remaining in this year's college recruiting schedule. Employees are asked to look over the schedule on this page and either fill out the form below, or call one of our recruiters to let them know about a college senior or graduate student attending a school listed.

The form should be sent to Bill Schoettle, Administration Building, 1-W, or you can call Schoettle at 472, John Halvachs at 366, or Lin Shepard at 521.

In addition to Schoettle and Halvachs, who handle the major part of our college recruiting, the Employment Section utilizes eight other employees to assist in recruiting students in specialized fields.

They include Gary Prince, Bill Weaver and Rod Simms, Chemical Engineering; Dave Brandyberry and John Davis, Industrial Engineering; Kent Mittelberg, Materials Control; Roger Leiser, Process Development; and Tony Jacob, Engineering and Maintenance.

When our recruiters complete this year's schedule, they will have made 35 campus visits and will have

interviewed more than 300 students.

"In view of the severe competition for the services of college graduates, we'd like to make that figure 400 or more, and we can easily accomplish that with the help of employees supplying contacts," Schoettle said. "By doing so, our employees will be making themselves eligible to earn Staley stock and will be helping the Company at the same time."

Staley College Recruiting Slate

Below is the campus visitation schedule Staley recruiters will be following in the next several weeks. In parentheses are the placement centers to be visited at those particular schools.

Washington U. (Engineering)	Feb. 28
U. of Illinois (Engineering)	Mar. 10
Quincy College	Mar. 11
U. of Missouri at Rolla	Mar. 17
U. of Wisconsin	Mar. 24
Eastern Illinois U.	Mar. 26
Purdue U.	Mar. 28
U. of Illinois (Business)	Mar. 28
Bradley U.	Mar. 31
Indiana U.	Apr. 9

Five Years Service

Bob O. Buckles, Jr., Sanitation, Jan. 6

Lynn W. Elder, Electrical & Mechanical Engineering, Jan. 27

Milton Nevrenchan, Refined Oil Sales, Jan. 27

Howard Peterson, Research and Development, Jan. 2.

Chicoine Named to Engineering Post, Scranton Ends Long Career

A 20-year engineering veteran at Staley has been named chief electrical and mechanical engineer. He is Duane R. Chicoine, who succeeded Norman A. Scranton, who retired Jan. 31 to close out a 31-year Staley career.

Chicoine had been manager of the instrumentation engineering section for the past five years, and was senior instrument engineer for nearly two years before that.

In his most recent post, Chicoine was in charge of instrument engineering for the major expansion of our Dextrose Plant completed recently.

A native of Sioux City, Iowa, he is graduate of Columbia University, where he received a B.S. degree in mechanical engineering.

Scranton had been chief electrical and mechanical in the Engineering



Chicoine

Scranton

and Maintenance Department for more than three years. Prior to that, he was manager of design engineering for close to four years.

He joined Staley in 1937 as a structural engineer and held project engineer and managerial positions in the Engineering and Maintenance Department during most of his 31 years with the Company.

Seven Long-Time Staley Employees Retire; They Total 218 Years Service

Gilbert C. Boren's 43 years at Staley headed a group of seven long-time employees who retired to a life of leisure in recent weeks.

The seven account for 218 years service at Staley. Boren had been a senior mechanic in the Instrument and Control Shop for the past 17 years. Prior to that, he held various positions in the former Maintenance and Lubrication Shop, dating back to 1932. He joined Staley in 1925.

Carl E. Sheets retired after 41 years service. He had been a shipping inspector for the last 28 years, with the exception of working brief stints in 17 and 20 Buildings. He joined the Company in 1927, working on new construction.

Raymond M. Van Gundy, a Garage employee for the past eight years, retired after 39 years service. Prior to that, he held a number of posts in 111 Building, the Feed House and in Plant Cleanup. He began his long career working on the Extra Board.

Theodore C. Uhl retired following a 26-year career. For 24 of his 26 years at Staley, he was

employed in the Starch Packing House, where he held positions of trucker and bulk loader. He joined the Company in 1942, beginning on the Extra Board.

Green D. Newberry closed out a 25-year Staley career upon retirement. A dryer operator in 12-26 Buildings, he was employed in the Modified Starch Plant for the past 23 years. Prior to that, he held posts in the Syrup House after starting his employment on the Extra Board.

James A. Bean, assistant foreman in the Machine Shop, retired after 22 years with the Company. He had been assistant Machine Shop foreman for the past two years and was a senior mechanic in the shop for three years before that. He also held posts in the Feed House, Elevator C and the Syrup Refinery.

Clyde S. Putnam had also completed 22 years service upon his retirement. He held the position of dryer and press operator in the Corn Oil House during the better part of his career. In addition, he served stints in the Syrup House and Maintenance and Lubrication Shop.

Send to: Bill Schoettle, Administration Bldg., 1-W

I suggest the following students who are college seniors or graduate degree candidates be invited to a campus interview when Staley representatives visit their colleges (Students listed who are attending colleges other than those on the schedule will also be contacted):

Name _____ Class Yr. _____
Campus Address _____
College _____ Major _____

Name _____ Class Yr. _____
Campus Address _____
College _____ Major _____

(Additional names may be listed on separate piece of paper and attached to this form.)

Four Relocated Employees Enthused About New Commodity Roles

"What does this change mean to me?" How will it affect my job?" These are the questions every employee asks, either out loud to a fellow employee or his supervisor or subconsciously, when confronted with change.

The reorganization of our commodities activities into an integrated profit center has naturally produced these questions as changes are being made and the plan proceeds toward implementation.

What does this change mean to the individual employee in the Commodity Group?

Commodities Vice President James W. Moore has voiced it this way:

"The reorganization will increase responsibility at all levels and promote decision-making at the 'doing' level rather than reserving it for top management.

"I can't help but feel those included in this change will find their involvement greater, their work more rewarding, and the results of their efforts more easily identifiable."

These suggestions were emphatically confirmed by four employees who have been personally involved in the commodities reorganization.

In recent interviews, **Walt Carter**, **Rolland Goodman**, **Don Musick** and **Jerry Coon**, who have moved to posts in the Feed Marketing Division from the distribution area, expressed remarkably similar viewpoints about their new responsibilities.

Better Understanding

"Now that I've been relocated into the midst of the feed marketing activities, I have a better understanding of how my job fits into the overall operation," Goodman said.

"I'm still doing order scheduling, but my job has taken on added scope in that it is more customer and sales-oriented. I work directly with customers, have a better idea of what his problems are, and can actually help in making adjustments to see that he gets his order on time.

"When a customer calls to get information about a delivery, I can give it to him firsthand rather than Del Rentshler having to take the call, telling the customer he will find out and get back to him, calling me to get the information, and then reporting it back to the customer," Goodman added.



Rolland Goodman
... likes customer work.

"It's not hard for me to see how this saves the manager's time to concentrate on the more important elements of selling and planning, and promotes a more unified effort.

At the end of the day, I feel like I've made a real contribution to this part of the Company's operation," he added.



JERRY COON works on calculating machine during busy day as part of Specialty Feeds sales team.

Carter, Musick and Coon offered similar comments, with Coon adding that his job in Specialty Feeds "provides an opportunity to become more proficient in this area, to expand my knowledge and, hopefully, to be able to use it in a way that shows results.

'Part of a Team'

"I feel like I'm part of a team and have to pull my own weight. I've been exposed to many new facets of the Specialty Feeds operation that I wouldn't have been otherwise. It's made my job less of a routine," Coon said.

Carter, who is assisting Bob Emmons in Corn Feeds sales, said he derives "a sense of accomplishment from making a sale. This is something entirely new for me, an aspect I find unusually interesting.

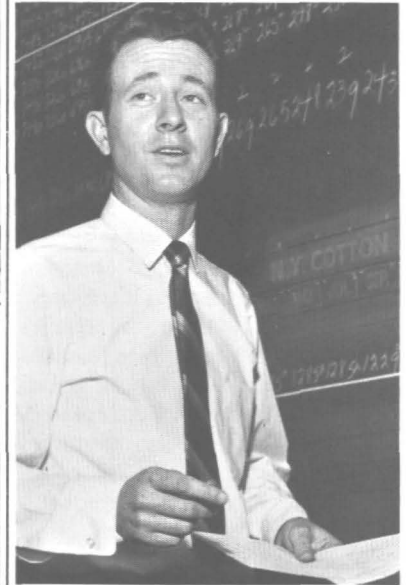


Walt Carter
... enthused about selling.

"When you make a sale, that order is concrete evidence of your efforts. I find that personally satisfying," Carter said.

Musick noted that while he is still in the process of becoming more familiar with his new duties, "I feel that I'm gaining a better perspective on what the soybean meal operation means to the Company. There is a lot to learn and that in itself is challenging.

"At the same time, I have a feeling that I'm in on the ground floor where the action is, so to speak—rather than being an isolated part of the total operation, and not being exactly aware of how others fit into it," he said.



Don Musick
... gaining perspective.

Ed Lane, Feed Marketing Division manager, is also enthused about the relocation of Goodman, Carter, Musick and Coon into the division. "As these fellows become more marketing oriented, and become more and more involved with customer work, the entire division's effectiveness will be enhanced. That is one of the purposes of the reorganization. We have a good start," Lane said.



Brown **Garretson**

Brown Named Safety Head; Garretson Joins Sales Force

Appointment of Donald L. Brown, as director of Safety has been announced by George M. Prust, Industrial Relations director.

Brown succeeds Robert L. Garretson, who joined the Industrial Sales organization, effective Jan. 30.

Brown had been a shift foreman in the Wet Processing Section since December, 1967. Prior to that, he was a Production Department relief foreman and held various positions in the Maintenance Department, including Maintenance office supervisor. He joined the Company in 1960.

Garretson, who had been Safety director for more than two years, will be located in Indianapolis as an Industrial Sales representative, following a training period in Decatur.

A graduate of Morningside College, Sioux City, Iowa, Garretson joined Staley in 1966.

28 Employees Graduate From Apprentice Training

Three years of work and study for 28 Staley apprentices were capped Feb. 12 at a graduation banquet in their honor at the Blue Mill Restaurant.

Graduating from the apprenticeship program were the following employees:

Electric Shop
Louis Hall, John Kuizinas, Larry Lewis, Darrell Smith, Anthony Yunker

Pipe Shop
Vincent Albert, Rex Bauer, Larry Burrow, Charles Hall, Robert Murphy, Max Napierski, Malvern Poor, Thomas Radley, John Spaug

Brickmasons
James Beals

Machine Shop
Raymond Massie, Robert Taylor, Michael Watson, Lloyd Wilber

I & C Shop
Robert Bandy, Kenneth Howard, Harold Martin, Gary Sheets

Sheetmetal Shop
Clyde Aydt, Ronald Baker, Gary Deardorff, Kenneth Hartman, William Roarick

They join more than 450 other employees who have graduated from the Staley Apprentice Training Program since it was inaugurated in 1944.

Bill Rennert, Maintenance planning coordinator, was master of ceremonies. He introduced Ed Freyfogle, chief engineer, Engineering and Maintenance Department,



BRICKMASON GRADUATE—George Prust, left, Industrial Relations director, and Ed Freyfogle, chief engineer, Engineering and Maintenance, pose with James Beala, center, the only brickmason in graduating apprentices' group.

and Al Foley, Maintenance Section superintendent, who presented the apprentices with their diplomas.

Foremen present were Cecil Barr, Electric Shop; Ed Ecklund, Machine Shop; Bill Fryman, Instrument & Control Shop; Dwight

James, Pipe Shop; Leo Kelly, Paint, Roof, Cleanup and Brickmasons Shop; and Bill Miller, Sheetmetal Shop.

Company representatives attending included George Prust, Industrial Relations director; Glen Shelton, director of training; Bill

Moutray, Training engineer; Emil Schimanski, supervisor of Maintenance Training; James Galloway, assistant Maintenance superintendent; Ben Cochran, assistant Maintenance superintendent; and John Neuber, time study technician.