



EXECUTIVES REVIEW HIGHLIGHTS OF '39

FROM THE PRESIDENT'S CHAIR

By A. E. Staley, Jr.

THE YEAR OF 1939 was an unusually successful one for the company. New problems had to be met, but conditions on the whole proved to be favorable.

THE CORN CROP OF 1939 amounted to 2,619,137,000 bushels. This large crop of corn of good quality insured the company of a continued adequate supply of its principal raw material. It further assured us that we would not be obliged to meet the extremely high prices that prevailed in 1937, and which resulted in a loss to the company.

THE RAISING OF A RECORD SOYBEAN CROP was also of particular importance to us. To prepare for handling our share of the increased crop it was necessary for us to enlarge our storage capacity at Elevator "C", and to erect a new dryer, in case the beans should come in high in moisture.

THE DEVELOPMENT of the production of soybeans in Ohio made it desirable for the company to make arrangements to purchase and process a share of those beans. Freight costs were too high to permit us to bring Ohio beans to Illinois and, therefore, a small soybean plant was established in Painesville, Ohio, on Lake Erie.

THE INCREASE in the soybean crop in Illinois, while beneficial, was also responsible for the establishment of new competition for us in Decatur.

THE EVENT which had the most profound effect on the company's business was the outbreak of war on September 1. The announcement of war started a buyers' panic throughout the country. Housewives, retailers, wholesalers and other manufacturers clamored for goods, with the result that our plant and virtually all other industries found themselves swamped with orders.

THE WAR also resulted in very much higher ocean freight rates, and placed us in a better competitive position with imported tapioca and sago starches.

WAR may seem to have brought greater prosperity to this country, but we must all remember that the prosperity is a false one. The destruction of human life and wealth that takes place with war can do no one good. We may enjoy the dance now, but the fiddler must be paid sooner or later and we can rest assured that the longer the dance, the higher the price will be.

IT IS DIFFICULT TO PROPHECY for any length of time ahead with the present disturbed conditions throughout the world. From present indications, however, it appears that the outlook for our business for 1940 is good, although we do not anticipate a continuation of the great activity that we have had for the past few months.

BULK SALES

By C. H. DAVIDSON, *Sales Manager*

Turning to a panoramic view of events in the year just ended, our thoughts pause longest on what can be called a glimpse at the apex of the introductory road we have traveled with Sweetose to the confectionery industry—one of the most resistant to a new raw material. Events of only the recent weeks gave us our view of the road flattening out and eased by acceptance.

We pause, too, with our thoughts upon consistent effort and happy pulling together which resulted in satisfactory gains in total business, acquisition of certain new accounts, and retention of former customers. There is pride and satisfaction in accomplishing even that which is rightly expected.

PACKAGE, SOYBEAN AND EXPORT

By E. K. SCHEITER, *Sales Manager*

The year 1939 will be remembered in our sales division because of the effect of conditions upon our soybean, package and export activities, and the adoption of certain improvements of advantage to the consumer.

In the SOYBEAN DIVISION, we established a fine soybean milling plant in Painesville, Ohio. This was an important step in the maintenance of Staley's leadership in the soybean industry. The plant began operations on September 28, 1939.

During the year we also extended our dealer franchise organization over a wider area.

The PACKAGE DIVISION—experienced its biggest year of business and new developments. During the year we launched a new line of table syrups made from Sweetose. These syrups were introduced in cans with new attractive labels, in five test territories.

The development, in September, of a really practical pouring spout for syrup cans made it possible for Staley's Syrups to be delivered to the housewife in a container that is easy to open, easy to pour from and easy to close, eliminating the necessity of sticky hard-to-handle containers.

In the EXPORT DIVISION—the outbreak of the European war dislocated the starch and glucose trade with European countries. Staley's, who had maintained a skeleton export organization in order to afford employees a maximum amount of work, benefited by this practice.

In contrast to recent years of small exports at no profit to ourselves, the export business since September has enabled us to operate near capacity for most of the past three months. This export grind may, of course, disappear over night.

Additional stories of departmental activity will be found elsewhere in this issue. More events of importance will be related in the January 15th issue.

THANKS

I wish to express my sincere thanks to all the members of the Fellowship Club Social Committee whose efforts were responsible for the fine success of the Children's Christmas Party. I also want to express my deep gratitude to those who were not on the committee but who contributed a generous measure of their abilities so that the success of the party could be assured.

GLEN MORAN, President.

FELLOWSHIP CLUB NOTES

By DAN DAYTON, *Secretary*

The regular monthly meeting of the Staley Fellowship Club Governors was held December 21, at which time the progress of committee work was reported. No official action was taken upon any matters at that time.

**FRIEND IN NEED IS NOW
IN NEED**

An individual who represented himself as a Staley employee borrowed my lard press to press his honey. My father loaned the press in my absence. I am now in need of the press and would appreciate its return by the party who secured it. Thanks.

John Nickey,
E. William St. Road



THE
BULLETIN
BOARD

TRAFFIC DEPARTMENT

By T. C. BURWELL, *Manager*

As we approach the opening of a new year and pause to review the activities of the Traffic Department for 1939, we find several things of outstanding interest.

Among these, early in the year considerable work became necessary in recommending to the Management a possible location for a Soybean plant, which ultimately resulted in the location of the plant at Painesville, Ohio. When it was definitely concluded to locate the plant at that point, it then became necessary to negotiate for the establishment of rates on soybeans, milling-in-transit at Painesville, and amendment of refining-in-transit tariffs at points to which we were to ship Soybean Oil from Painesville. This resulted in the transfer of Mr. Winings to Painesville and an adjustment in the personnel of the Traffic office in Decatur.

With the announcement that Archer - Daniels - Midland would build a soybean processing plant at Decatur and the further announcement that Spencer, Kellogg & Sons, Inc., would expand their grinding capacity, it became evident that we would have to reach out further for soybeans for processing at Decatur, due to the increased local demand. This required the establishment of new rates on soybeans into Decatur and the expansion of milling-in-transit arrangements to cover new points of origin.

Due to the outbreak of the war September 1, and the withdrawal of American Flag ships shortly thereafter in conformation with the Neutrality Act passed by a special session of Congress, we have found it most difficult to secure ocean space for export shipments. Many unusual things have developed in ocean shipping. When the Neutrality Act was signed we had some of our products aboard ocean steamers. Some of this cargo was returned to United States ports for unloading. We also found it advisable to make changes in connection with our war risk and marine insurance.

All in all, the year 1939 has been one which has been most interesting from a Traffic Department standpoint.



As this issue of the Staley News goes to press it looks as though our safety record for 1939 will show a slight improvement over our record for 1938. For 1938 our frequency rate (number of lost time accidents per million man-hours worked) was 16.53. For 1939 it will be about 15.20. For 1938 our severity rate (number of days of lost time per thousand man-hours worked) was .26. For 1939 it will be about .19. After a year's work those gains seem small but when you remember the number of new men we brought into our plant during the year and the fact that they were involved in 32% of the lost-time accidents we had it is possible to feel that we do have something to show for our vigilance after all. 1938 showed a better record than 1937. 1939 was better than 1938. 1940 will be—what you make it!

★ ★

If you have damned a pair of goggles for not keeping dust out of your eyes or for fogging up on the inside so that you couldn't see through them it may be some comfort to you to know that these two problems are the toughest ones the goggle manufacturers have to face. They can build a goggle which will fit tightly enough that no dust will get in. That goggle will fog on the inside. They can build a goggle that will be well enough ventilated behind the lense that it will not fog. That goggle will let dust in. There is an answer for each problem but the answers contradict each other. The only solution offered so far is a temporary one. If you will rub the lenses of your goggles with a piece of glycerine soap (we have some in the Safety Office called Anti-Sweat Compound) and then polish them with a clean cloth they will not fog up for a few hours. So far no one has a permanent answer to the problem. We do have a temporary one, however, and it will be worth your while to try it.

★ ★

A Happy New Year to you.

Published Twice Each Month
 By The Personnel Department
 For The Employees Of
**THE A. E. STALEY
 MANUFACTURING COMPANY**
 DECATUR, ILLINOIS
 W. G. Reynolds, Manager of Personnel
 J. M. Richey, Editor

1939 — 1940

A big slice of this HAPPY NEW YEAR that we wish others can be ours if we like. We shuffle the cards that fate deals to us. Not in the ordinary fashion because fate lets us stack them *if we will*.

Our tomorrows are the products of our yesterdays. As individuals, as members of a company such as ours, and as citizens.

Our Safety, our job, our steadiness of our income, our security against old age all are what we make it, in the final analysis.

As 1940 comes around the corner, couldn't we all profit if we considered things as they are, then stopped to pause and think how much better we could make our lot if we would?

For some of us this might mean slipping off to one side for a good old chat with ourselves. It has often been said that a smart man may make a mistake once, but he will never make the mistake a second time. While we crouch for a spring into the new year, wouldn't we profit if we added up the mistakes we have made and determined not to make them again this year?

This means giving ourselves an opportunity to get together with the most important person in the world. Aren't that person's tomorrows worth a little thought?

That person, of course is "ME". If we do a good job for "ME" it will require something more than the making of resolutions. It will require vision. The kind of vision that can see the indirect as well as the direct things that affect our lives. That kind of vision enables us to look at today through tomorrow's glasses. Far too often we fail to realize that what may seem good for us today will add gall to our broth tomorrow.

When we set down the things we want for 1940, suppose we set down a few of the things we can do to get those things.

The most important things will probably be the same for all of us.

There is self-preservation, which is the first law of nature. That implies a few thoughts for Safety. In the past how often have we forgotten this first law for something far less important in a moment of haste. For the new year, and the years to come, let us get set for the whole enjoyment of life that comes only with a whole body.

While we are at it, let's provide "ME" with the next most important thing, a regular income. This may require a little co-operation where "ME" works in company with others but "ME" is no less important for being in the group and consequently, is just as responsible for his own future as if he worked alone.

This problem of "ME" in the group is a little more difficult because it requires a large portion of indirect vision. It requires being able to see that in the game we are playing, the customer must win and we must play by his rules. Unless he is satisfied, "ME" cannot continue to expect to get his orders. When his orders fail, so will my job. Those who have learned the game this way dis-

cover that it is a game where both can win. Both must win, or first one will lose, then the other.

It matters not what our task may be or whether it is passing on the final quality or price of our goods. Our work figures in those two important elements and we are the only person capable of making that part a good one. If we have the indirect power of vision, we can be wise enough to contribute our share to the price and quality of our goods.

If we do these things, we will provide steady employment for ourselves and prevent the gall from entering our broth to destroy the security which we want for "ME."

And if we do these things, we will be giving ourselves the things we most desire out of life. There are other things we may want. But safety through self-preservation, steady incomes and security are the most important of all. If we achieve these, the others will be provided.

Yes—a happy new year to you. A safe, steady, secure one that will bring you all the things you desire.



Driving at reduced speeds is not only a tried and true formula for living to a ripe old age,—it also pays cash dividends amounting to 65c to \$2.96 per hour of car driving through reduced wear and tear on the car and fuel consumption.

* * *

For example: if you increase an average speed of 35 miles an hour to 45 miles per hour, you save a little over six hours in every thousand miles you drive but it will cost you 65c for each hour you save. If you jump to 55 the difference would mean about \$12.45 a month to the average driver.

* * *

A bee's sting is 1/32 of an inch long. The other two feet is imagination. A little of the same kind of imagination used on safety would show what mountains some of these mole hills can be.

* * *

Don't let this good winter weather fool you. '75 per cent of car accidents occur on dry roads, almost 83 per cent on clear days, 76 per cent while going straight, 36 per cent of them over week-ends, and 72.8 per cent "happen" to people over 25 years of age—that have been driving 1 year or longer.

* * *

It is too bad that we the people haven't improved the man at the wheel as fast as we have improved the cars we drive.



By DICK HOPKINS

Back again with the latest news from the hardwoods. Staley's had a busy schedule the week of December 11-15. On Monday they defeated Ill. Iowa Power Co., 47-30. Wednesday night they made it two straight by collecting 40-39 from Cerro Gordo. Thursday they traveled to Shelbyville where they lost a tough one to Sparks, 47-30.

Friday the boys tangled with Pekin and received their second straight defeat, 39-36, as they continued to fail to find their stride.

The following week found the rested Staley team back into the thick of the Industrial League scramble with two victories. The first an easy victory over the Mueller quint 57-36 and the second at the expense of MVSS, 56-24.

STALEY MINOR LEAGUE

Leading Team

Starchers

Since Dec. 4

Team High Game

Lubricators—926

Since Nov. 20

Team High Series

Pencil Pushers—2522

Since Oct. 16

Individual High Game

J. Hilberling—242

Since Nov. 6

Individual High Series

I. Cox—635

Since Oct. 9

SENIOR LEAGUE

Leading Team

Laboratory

Since Oct. 25

Team High Game

Laboratory—996

Since Nov. 15

Team High Series

Research—2812

Since Sept. 20

Individual High Game

A. Trieweiler—258

Since Oct. 18

Individual High Series

A. Trieweiler—672

Since Oct. 4

FELLOWSHIP CLUB PROVIDES "A MERRY CHRISTMAS"

The Staley Fellowship Club, which is without doubt one of the finest institutions of the Staley Company, played host and Santa to a great many people again this year.

Their Christmas party was attended by more than one thousand kiddies who saw one of the finest programs ever offered them. The talent, of course, consisted of Staley people of all ages who were real troupers in every sense of the word. Their ability and the efforts of the committee provided a program keyed to interest every child with its variety and rapid tempo.

No small share of credit should go to the Community Recreation Association for its part in providing skilled management for handling the children while in the building.

The same old Santa Claus that Staley groups have come to know so well appeared at the close of the program to lead the children in songs and distribute treats to each child, which required 20 crates of apples, 13 crates of oranges and 750 pounds of candy from his generous store of good things.

Club Plays Goodfellow

One of the lesser known activities of the Club, because it reaches fewer of its members, is the annual distribution of Christ-

mas food baskets to members who might otherwise miss a hearty Christmas. In the role of Goodfellow this year, the Club distributed 60 baskets of food which contained a 12 pound ham, 2 loaves of bread, 1 lb. of coffee, 2 cans of corn, 2 cans of peas, 2 can of pumpkin, 2 cans of cranberry sauce, 5 lbs. of sugar, a box of salt, a peck of potatoes, 2 lbs. of onions, a head of cabbage, 2 bunches of celery, 2 cans of milk, 1 lb. of butter and 2 lbs. of candy.

The seriously ill members received the seasons greeting of the Club accompanied with a large poinsettia plant.

Handicraft Provides Toys

The Staley Handicraft Club completed one of its largest toy repair and production schedules on record in time for the toys to be distributed just before Christmas. Mrs. May, who distributed the toys to parents, estimated that more than \$200 of value was represented in the stock which was completely exhausted by parents who filled their children's desires from the supply.

The Club officers, the committees, the talent that took part in the Children's party, and the large number of people who placed their shoulders to the wheel in other capacities are more than entitled to the congratulations of the remainder of the Club members for having provided one of the finest schedule of events in the long history of the Club.

BEG YOUR PARDON PHIL

The name of Philip Spicer was omitted from the list of names representing individuals who had recently received certificates of merit for having driven a Staley vehicle safely for the past year or longer.

Phil deserved to be on that list. He has operated a Staley truck continuously for the past eight years without an accident of any sort. That brings the total of safe years of driving by Staley men to 132. The record is even better than we supposed. With men like Phil, the record is in good hands.

Congratulations and many wishes for success in your continued *drive for safety* in the new year.

ATTENDANCE AT

JIM'S CHRISTMAS

JAMS CLUBHOUSE

One hundred fifty foremen and guests attended Jim Galloway's party at the Staley Clubhouse December 18th, when a two-hour program largely offered by members of the Foreman's Club was presented prior to the serving of 115 pounds of turkey.

The program consisting of the premier audition of the Staley orchestra, the Madrigal singers from Decatur High School and novelty acts by the foremen was well received by a highly appreciative audience.

One hundred fifteen pounds of turkey and an eighteen pound ham were consumed sandwich wise with the refreshments that followed. Instrumental music by the Staley orchestra furnished the luncheon music.