

STALEY NEWS

Vol. 5—Page 1

January 1, 1943

Victory Tax

(And How It Will Be Deducted)

Beginning January 1, 1943, the company is required to withhold Victory tax from each wage payment. The amount withheld must then be paid to the Federal government and will be applied as a credit against your Victory tax liability.

This new tax is in effect an additional income tax on 1943 earnings which is collected currently by payroll deduction. The amount the company is required to withhold becomes an advance payment of Victory tax which you will compute in a section of the 1943 Income Tax return. The computation will be separate from regular Income Tax and will provide for taking post war credit and other deductions allowable in the Victory Tax law. If the amount withheld from your pay is greater than the Victory tax liability, any excess will be applied to reduce the amount of your regular Income Tax for 1943.

The return on which Victory Tax must be computed will be the 1943 return due on or before March 15, 1944. Your 1942 return, due on or before March 15, 1943, will not be affected in any way by the Victory Tax.

The company is given a choice of withholding either 5% of the amount of each pay in excess of ~~\$12.00 per week~~ or \$26.00 paid semi-monthly; or an amount given in a table set forth in the Victory Tax law. If ~~we were to choose the first method considerable clerical work would be involved in deducting the exemption and then multiplying by 5% to arrive at the amount to be withheld. Under the second method it is only necessary to glance at a table to find the proper amount. In view of this fact, we have decided to use the table in determining the amount to be deducted.~~

While there would be a small difference between the amount to be deducted under the first and the second method from any one pay, the

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We Have a New Problem Every Year

Every year when the new corn crop starts coming in the plants in our industry find themselves face to face with a minor mystery.

In most industries raw materials are the same year in and year out or are, at least, subject to exact analysis. Not so with corn. Variations in the weather and the other vagaries of nature cause slight variations in the corn and you are not able to find out exactly how it is going to act until you start running it through the plant. Then you watch it and make a small adjustment here and another there and, after a few months, everything runs smoothly. But next year you have the same problems all over again.

Moisture Is Always Higher In New Corn

One of the things you can count on, though, is that the moisture content of new corn will be higher than in old corn and that introduces a couple of problems.

Our steeps hold just 25,000 bushels each and that means just 25,000 bushels whether the corn contains 18% moisture or 12%. But if it is 18% moisture, we have to grind 51,829 bushels to hit 50,000 standard bushels (at 15.5% moisture) and that means that we'll have to run the corn through the steeps in less time and thus do a poorer job of steeping. With corn above 18% moisture the amount we have to grind to hit 50,000 standard bushels increases accordingly.

Because of this and because of something about new corn that we don't completely understand, the bran does not separate cleanly from the germs and sink to the bottom of the separators the way we'd like it to. A lot of it floats off with the germs and the result is that we send a larger amount of material to the

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Too Many Is as Bad as Too Few

Customer Bites Salesman

At first glance you'd think that the Sales Department's job these days would be the next thing to a twelve-months-a-year vacation because instead of pestering the Laboratory to dream up a new use for one of our products and then beating the bushes for someone good natured enough to try it, all they have to do is say, "No", to customers who want more syrup and starch than we can produce.

But at second glance you find that there is a definite technique to saying, "No", and if you stay around long enough for a third glance you find that there are even some rules about how to say it and to whom.

We Made Our Own Rules

The WPB knew that food was essential but its first job was to get going on armaments and the direct tools of war so it called in representatives of all the wet corn processing companies and said, "Look. You fellows know that there's a war on and you know which of your customers are manufacturing products essential to the war effort and which are not and you can do a better job of seeing that the right amounts of product get to the right people than we can. Besides, we have plenty of other things to do so—get together and work out a plan and follow it because if you don't—we'll have to make the rules and you'll have to follow them whether they are perfect or not. If you will do the job yourself and do it right, everyone will be a lot happier about the whole thing."

So we did. The first demands to be met were those of the armed services and of Lend-Lease and WPB has cooperated to the extent of forecasting (as accurately as possible) their needs for next year. After their demands are filled we are going to take care of our essential customers

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You Can't Beat the Extra Board

(But You Can Tie It)

Here is a communication received by your editor which should be of interest to about 95.5% of you.

"Dear Sir:

"On September 25, 1942, the Extra Board was signed up for 10% War Bond deductions one hundred per cent. Since then every new man starting on the Extra Board has signed up.

"This should set an example for those departments that are assured full working time and haven't as yet seen the light."

Lovell Bafford,
Extra Board Foreman.

Well?

Know Your

Staley Safety

C O D E



16. MAN-HOIST LANDINGS MUST BE KEPT CLEAR AT ALL TIMES. NEITHER TOOLS NOR MATERIALS SHALL BE CARRIED ON MAN-HOISTS.

- The principal reason for this rule is the protection of the man below.
- Think of the other fellow—the Golden Rule works in Safety.

Badge Fines Go to Fellowship Club

Some of the folks who have been so unfortunate as to lose or forget their picture badges and have, therefore, been creased at the rate of 25c per forget or lose have been mildly unhappy about the whole business. Some, to our utter amazement, have been so unhappy that they leered at the watchmen and asked them what they were going to do with the money collected from fines. They didn't say so directly but the implication was very plain that they suspected that the watchmen were going to stage a party with the proceeds from the fines or misconduct themselves in some manner.

Watchmen Taken Off The Spot

To clear the watchmen of all suspicion (and possibly to remove temptation from their paths) it has been decided that all of the money collected from fines (some \$40.00 at present reading) should be turned over to the Fellowship Club for use in their good and charitable works.

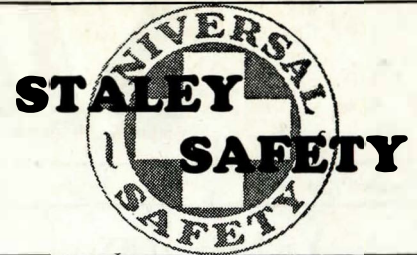
And Everyone Made Happy

That solution will suit everyone. The company never did want the money and would about as soon, if it would serve the purpose, have forgettors and losers write, "I have a very poor memory" on the black-board 100 times as to have them pay a fine. The fine was designed strictly as a reminder.

The Fellowship Club can use the money and the watchmen are relieved of suspicion. Are you happy?

Be Patient With the Candy Machines

The war has caught up with the Canteen Company so don't scream too loudly if you find some of their machines in our plant that are empty oftener or longer than you think they should be or than they ever have been before. They are having trouble getting all of the materials they need to make candies and the transportation pinch is bothersome too. They have promised us that they'll do the very best they can to give us service but you can expect some inconvenience from time to time. Our own customers, including the companies from whom the Canteen Co. buys its candy, are in the same spot.



By MYLO ROBERTS
Director of Safety

Today starts a new year for Staley Safety. We need it because last year was the worst in terms of accident frequency (number of lost time injuries per million man hours worked) since 1937. From that time through 1940 our frequency rate dropped. In 1941 it started up again and was still higher in 1942. We've got to stop that climb.

That's a job for all of us. We all must work safely and we all must help the other man to work safely. The insignia of the National Safety Council bears the words "Universal Safety" because that is what Safety must be.

We had 86 lost time injuries in 1942 up to the time the News went to press. The great majority of these fell into three of the ten groups into which we classify accidents. We had 21 strains, 16 falls and 13 caused by falling or flying objects.

These then are the things we must fight hardest. Those strains (9 of which resulted in hernias) were in most cases due to a man trying to handle a load which was too much for him or which he handled in a wrong or awkward method. If you have a heavy load to handle, find out how to do it safely or get help.

Falls occur mostly because of insufficient care under existing conditions. You can always fall from a ladder and some floors are usually wet so watch your step. It's up to you to take extra care in those cases.

I'm afraid that the case of falling or flying objects must be charged to lack of foresight. So think about what might happen. If you are piling bags, see that they are piled so that they won't fall and hurt someone later. If you remove a support from under a beam, decide what might happen when you take it or if the other supports should give away. Then guard against that thing. A few minutes of such precaution might save someone days of pain.

Published Monthly
By The Personnel Department
For The Employees of

THE A. E. STALEY MANUFACTURING COMPANY DECATUR, ILLINOIS

W. G. REYNOLDS, Manager of Personnel
ROY ROLLINS, Editor

Staymone to Staleymone

We've abandoned the name STAYMONE for our plant growth hormone which uses Levulinic Acid as its active ingredient and we've substituted STALEYMONE for it. The reason for the abandonment was that the manufacturer of a competing material called STAYFAST felt that the name STAYMONE was so close to theirs that it constituted an infringement on their trademark. We hadn't thought so when we originally filed the name STAYMONE but we were willing to concede that it was a borderline case and that they probably had a legitimate complaint. So we agreed to change.

But there was a silver lining and we are beginning to feel that STALEYMONE, because it carries the full Staley name, is probably the best go after all. We hope so because we expect to sell a lot of it this season and to spread that name pretty well all over the country.



For Sale: Registered Black Cocker Spaniel Puppies with six generation pedigree. See Clarence Moutray at 3941 E. Grand Avenue or in the Storeroom.

* * *

Sir Thomas Moran would like to get in touch with the person or persons who took his size 6¾ hat from the cloak room at the St. Nick after the Foremen's Christmas party and left him a size 7 of exactly the same color and make. If you've suspicioned lately that your hat was shrinking take a look at the size tag. You may be the guy.

* * *

Wanted, fire place wood. Please see the editor if you have information leading to its arrest and delivery.

* * *

For Sale: A Harrington Richardson Premier .22 Caliber, six inch, seven shot, nickel plated target pistol. Call at 830 S. Stone St.

* * *

When you think of lovely clean fresh super heat coal of all possible sizes, shapes, names and descriptions, think of Buckley and no money down. When you think of Buckley have him haul it for you. Address 2464 E. Garfield.

SWAP - R I M E S

by Gregg & Downey



Rub-a-dub-dub, one man in a tub -
What selfishness and audacity!
By swapping a ride we'll get five inside -
Thus filling the tub to capacity!

S W A P R I D E S

SAVE GAS ★ SAVE TIRES ★ DRIVE CAREFULLY!

NATIONAL SAFETY COUNCIL



Recently we found out that "A safety expert is a person who, away from his native habitat, passes as an exacting professional on the basis of being able to turn out with prolific verbosity infinite strings of incomprehensible formulae calculated with micrometric precision from vague assumptions based on debatable figures taken from inconclusive experiments carried out with instruments of problematical accuracy by persons of doubtful reliability and questionable mentality for the avowed purpose of annoying and confounding a chimerical group of fanatics referred to altogether too frequently as safety conscious." And that, "A chemist knows a great deal of chemistry but little engineering; an engineer knows a great deal of engineering but little chemistry and a chemical engineer is a combination of the two: he knows very little about either." How is your job defined?

Production Records Broken Again in Both Plants

We've been saying all year that the emphasis was on production so now, at year end, it's worth taking a look back to see whether or not the emphasizing produced any results. So we stacked 1942's production up against our production records for some previous years and the stack was so pretty that we decided to make a graph to illustrate it for you.

To get a fair measuring stick for the job we did in the corn plant we figured our average grind for the years 1928 through 1937 and called that 100%. 1938 beat that average just a little bit and then World War II got going and we've lengthened our stride every year. The jump in 1941 was longer than the jump in 1940 and 1942 not only knocked over 1941's record but did it by a 20% margin.

We couldn't use the same sort of a measuring stick in the soybean plant because our production there has beaten the previous year's record in all but three of the twenty years that we've been in the bean business. So we just started from 1937 to show you what we've done over the last five years. The figures there are more spectacular on paper, of course, than the figures for the corn plant but increasing the bean grind is not quite so complicated a job as increasing the corn grind and the building of the Painesville plant in 1939 gave it quite a boost.

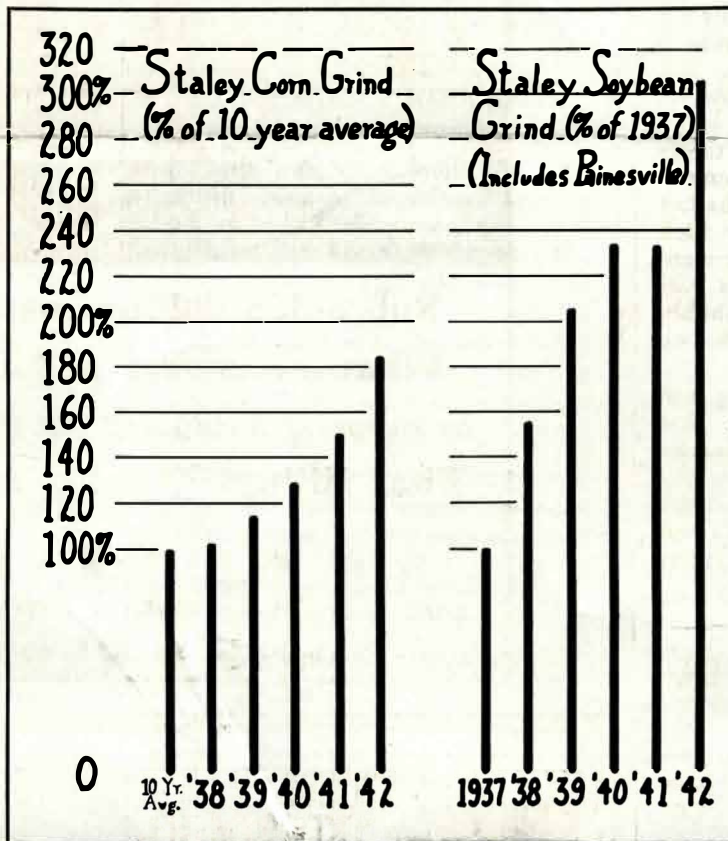
And That Isn't All

The real news, however, is that we haven't yet reached our theoretical ceilings in either the corn or the soybean plants. We've learned some things about full speed operation of our corn plant during the past two years that we'll put to good use during all of 1943 and we're pretty sure that we can squeeze out just a few more bushels somehow.

In the bean plant, as you already

know, we've made some mechanical changes and they've worked out well enough to assure our beating the record there. After 1943—if we still need to produce at full speed and if we still can't buy equipment to expand our capacity—we'll be able to increase production only by finding out some things we don't know now or by extraordinary good luck or by a combination of both.

For 1942, though, we did the job we set out to do. That is what America demands (and gets) today.



MORE ABOUT WET CORN

(Continued from page 1)

oil expellers than they can handle. There isn't a chance of further expanding our Oil House facilities because of the pinch on critical materials so we just have to dump germs on the floor.

But we can't do that for very long at a time so we've been meeting this problem by running new corn until the Oil House was overloaded and then switching to old corn (with much lower moisture content) so that the Oil House could catch up. But the supply of old corn is not great enough to allow us to get away with that past March or April and we looked around for another possible answer.

Drying Would Do It

So we tried running the new high moisture corn through the driers at Elevator C to reduce the moisture and we've found out that we can do that if we have to. Drying adds to costs, of course, and wouldn't ordinarily be an economical idea but our tests indicated that the dried corn raised our volume just about enough to pay for the drying so that angle looks all right. There was a danger that drying would cause our shakers to slime up by pasting the starch inside the kernels so we didn't try to get it too dry. But the tests worked satisfactorily and now we have another trick to use if we have to.

In the meantime, however, we are blending the high moisture new corn with new corn of lower moisture and alternating these batches with old corn. We'd rather answer the problem that way and stay away from the drying and we will if moistures don't go too high.

Maintaining maximum grinds means that we have to think of a number of things that don't worry us in normal times.

MORE ABOUT SALES

(Continued from page 1)

and it has been agreed that every one of them will get at least as much as he bought in 1941. After that we'll use what's left to supply the increased demands of essential

customers (over their 1941 quotas), to take care of non-essential customers (but not nearly so well as they would like) and new customers (rare, practically non-existent).

Naturally, we are having to say, "No", pretty often but we are trying to say it in such a way and accompanied by such sound reasons that we will still be, on speaking terms with everyone after the war.

Just the desire to be fair is not enough though. We must study every situation closely enough to find out what is fair. There is enough latitude in the rules under which we are operating to allow us to put a fearful crimp in a man's business by

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MORE ABOUT SALES

(Continued from page 4)

denying products to him and giving them to his competitor and we must be careful to avoid that kind of a situation. Making and following *your own rules* is a considerable responsibility.

Some Customers Carry Their Own Axes

Some of our customers are making products which entitle them to the highest priority ratings and if they want to they can simply slap those ratings down on the counter and we'll have to jump. Because that would throw our machinery out of gear we are doing our best to talk them out of doing it and into letting us handle their orders in a more nearly normal way. That too will work only as long as we keep everything moving in good order and it is up to us to do a swell job if we want to keep on controlling our own business.

Selling In Reverse

In some cases this situation leaves us in a rather humorous spot. For example, let's say a customer walks in and sits down and says, "Well, now, you boys have been telling me for years that you could handle all of my requirements for syrup and I've finally decided to give you the order." So then he hauls out an enormous order to make candy for the Army and backs it up with a priority rating that can make us say "Uncle" and says he'll start off by taking six tank cars of syrup *per week*. Well, if he does that (and he can if he wants to) our delivery schedules and the promises we have made to other customers are going to be knocked into a cocked hat so we cry on his shoulder and tell him we didn't really mean it and what is he thinking of and why doesn't he just give us part of the order and see if he can't get our competitors to sell him the rest.

These are days when customers pursue salesmen.

Success stories used to start out with an account of how Our Hero saved Mr. Big's six year old daughter from a runaway horse and thereby talked Mr. Big into signing on the line for an enormous order of Whatsis (Our Hero having just gone to work as a junior assistant salesman for the Whatsis Co.)

For the duration, however, they'll probably cast Our Hero as flunkay No. 99 of the Big Co. and tell how

he tipped off the president of the Whatsis Co. that he was being charged more than the ceiling price for his nickel cigars and thereby earned his undying gratitude and got him to agree to sell three carloads of Whatsis to the Big Co. (who had no priority rating).

Running the Sales Department properly is just as much of a headache when there are too many orders as when there are too few and the job has to be done well so that we'll have some hope of having customers left when we get back into the too few stage.

MORE ABOUT VICTORY TAX

(Continued from page 1)

table is constructed so that the amount withheld should average about the same under either method. All amounts deducted will be deposited with the government to your credit.

Set forth below are the tables we will use giving the amount of Victory tax deduction to be made from wages falling in various earnings brackets in both weekly and semi-monthly pay periods. These tables are copied from a section of the Victory tax law.

Table of Deductions for Victory Tax

For Weekly Pay-Roll Period

<i>If the wages are over</i>	<i>But not over</i>	<i>The amount of tax to be withheld shall be</i>
\$ 12	\$ 16	\$ 0.10
16	20	.30
20	24	.50
24	28	.70
28	32	.90
32	36	1.10
36	40	1.30
40	50	1.60
50	60	2.10
60	70	2.60
70	80	3.10
80	90	3.60
90	100	4.10
100	110	4.60
110	120	5.10
120	130	5.60
130	140	6.10
140	150	6.60
150	160	7.10
160	170	7.60
170	180	8.10
180	190	8.60
190	200	9.10
200		\$9.40 plus 5% of the excess over \$200.

For Semi-Monthly Pay-Roll Period

<i>If the wages are over</i>	<i>But not over</i>	<i>The amount of tax to be withheld shall be</i>
\$ 26	\$ 30	\$ 0.10
30	40	.40
40	50	.90
50	60	1.40
60	70	1.90
70	80	2.40
80	100	3.20
100	120	4.20
120	140	5.20
140	160	6.20
160	180	7.20
180	200	8.20
200	220	9.20
220	240	10.20
240	260	11.20
260	280	12.20
280	300	13.20
300	320	14.20
320	340	15.20
340	360	16.20
360	380	17.20
380	400	18.20
400	420	19.20
420	440	20.20
440	460	21.20
460	480	22.20
480	500	23.20
500		\$23.70 plus 5% of the excess over \$500.

If you clip this table and keep it, you will be able to check the amount of Victory Tax deduction taken from each pay. It will be listed as deduction Code No. 21 on the payroll check stub. Before January 31, 1944, you will be given a receipt showing the period covered, wages paid, and the amount of Victory tax withheld during 1943.

*With a
year of war behind us
and another one ahead,
this isn't a
Happy New Year
but it is a time for renewing
our determination to
make every war bond and
every pound of product
count.
Let's hit em' with
both hands.*

YOU ARE A FOOD COMMANDO!

DO YOU KNOW HOW IMPORTANT YOU ARE IN WINNING THE WAR?

Here Are Answers to That Question from America's War and Industry Leaders:

Hon. PAUL V. McNUTT, Manpower Commissioner:

"We can no more win this war without an ample supply of food than we can win it without an ample supply of guns, ships, or planes.

Not every war job can be glamorous. Not every hero can make the headlines. Some of our most essential workers will get no medals, hear no bands play. But every man and woman who helps provide America and its Allies with food is striking a blow for Democracy. Food is as much a weapon of war as is the bayonet."

Col. PAUL LOGAN, Office of the Quartermaster General:

"I should like to emphasize that every person working in the food industry is just as important to this war effort as any person working in an ammunition or an airplane factory or just as important as the soldier on the battlefield. Their services could not be dispensed with if we are to hope to win this war."

Hon. DONALD M. NELSON, Director of WPB:

"We consider the production of food to be just as essential as the manufacture of tanks and airplanes."

PAUL S. WILLIS, President, Grocery Manufacturers of America:

"The food production army is a powerful, well-knit task force. . . . Its soldiers are loyal workers who have the single goal of keeping vital food supplies moving to the distribution front for civilian use, and to the battle fronts to give vigor and courage to the fighting men of the United Nations. The production line of the food factory is as vital to the battle front as the production line of the munitions factory. For without food and bullets no soldier can fight for long."