

StaleyNews

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Plans for plants and expansions, new products, record production runs and financial results took top billing in '80

The 12 months of 1980, some of the most memorable and exciting in Staley's 74-year history were filled with announcements of decisions to build new plants, expand existing facilities, production records, new products and all-time-record-high earnings. To recap some of the year's highlights, this flashback is provided.

Leading into the new year, the first quarter, which ended December 31, 1979, showed net earnings of \$8,679,000 or 64 cents per share on sales of \$396,264,000. Those totals compared with net earnings of \$5,819,000 or 46 cents a share on sales of \$324,651,000 for the same period in 1978.

JANUARY—Ringing in the new year, an announcement by Coca-Cola to its U. S. bottlers to replace 50 percent of the sucrose in their name-brand beverage with 55 percent high fructose corn syrup and the anticipation of other large bottlers to follow suit spurred new corn plant projects to increase HFCS capacity. . . . The previous January record for total soybean crush through the feed line at 101 building, Decatur, was boosted by 11 percent. . . . Monte Vista employees attained two shift records on the production of "Redisol 78D" and "Hamaco 196". . . . "StaPuf" reusable dryer sheets rolled into national distribution and became a new sponsor on Johnny Carson's "Tonight Show". . . . Employees in 44 building Decatur, achieved a new daily pack out record on dextrose. . . . The first employee art show ran a week in Decatur. . . . And the new Des Moines maintenance and parts storage area was occupied. . . .

FEBRUARY—Staley announced the public sale of 1.5 million shares of common stock at \$46.50 a share. . . . Shareholders re-elected five directors at their annual meeting. . . . Construction of a vegetable oil refinery was announced for Des Moines, Iowa, adjacent to the soybean processing mill. . . . Monte Vista's warehouse crew of six handled 269 tons of starch in one day, while "Quic Flocc" production hit new shift and daily highs. . . . Gunther employees set a monthly record for spray drying corn syrup. . . . Three new production records were achieved in the Decatur oil refinery, while the average soybean oil refining rate and the average deodorization rate topped previous marks for a month. . . . A record quantity of hydrolyzed vegetable proteins was produced in 111 building, Decatur. . . . And a new breed of freight charges, dependent on service, was initiated by Staley, the Illinois Central Gulf Railroad and a facility handler. . . .

MARCH—Piling was started for the new 5500 high fructose corn syrup building addition at Fayette. . . . Twin eight-ounce containers of "Gold-n-Soft" margarine, first new entry in retail package line, were introduced into the Los Angeles market area. . . . The company announced an expansion of the Morrisville corn sweetener plant for production of 55 percent HFCS. . . . Decatur's specialty feeds team established a new record for packing bags of "Sweetone". . . . James Ivan Franklin picked off the handicap title and men's scratch honors as LaVonne McCord snatched the women's scratch title in the 19th Russ Dash Singles Tournament. . . . The old record for the most corn oil refined in one day fell. . . .

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Alcoholism linked with health problems

"Alcoholism is one of the most neglected health problems in our country today," says Dr. E. E. Goldberg. The company's medical director ranks this problem with cancer and heart disease as a major threat to the nation's health. "Alcoholism and drug dependency are the leading causes of death among teenagers and young adults," he pointed out.

"This complex disease influences every aspect of a person's existence, including health, family, social and economic life. It's an all-encompassing type of illness. Untreated, alcoholism results in emotional and physical impairment, decreased productivity, persistent health problems and often premature death (frequently in automobile accidents)," the medical director said.

Of the 100 million persons over 15 years in the U. S. who are consumers of alcohol, 10 million suffer from alcoholism. Among men, drinking problems occur most frequently in the early 20s, whereas among women, the illness most frequently appears in their 30s and 40s. "There is no typical type of personality associated with alcoholism, but very few are characteristic Skid Row bums!" according to Dr. Goldberg.

More than 70 percent of the adult population drinks and of those seven percent become alcoholics. Conservative estimates indicate the rate of alcoholism in industry to be about eight percent, the medical director observed. "This is an across-the-board figure, affecting both salaried and hourly employees at all levels and at all ages."

In describing the disease, he said, "Alcoholism is now regarded as a type of pathological

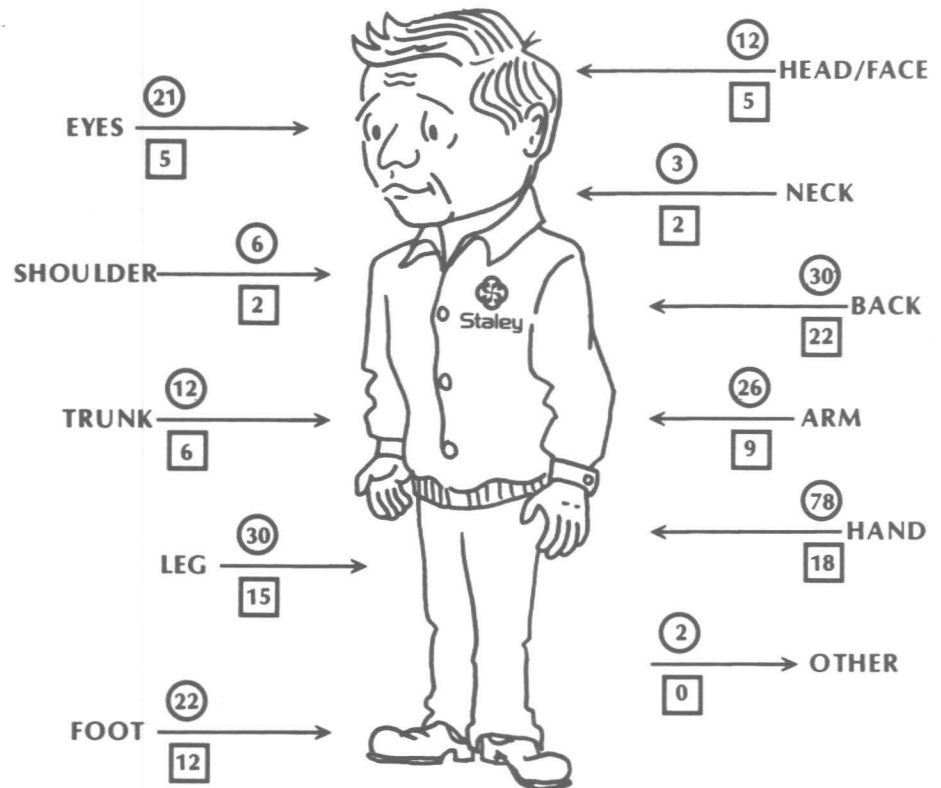
(Continued on Page 2)

Clip 'n Save

Who says a nickel isn't worth much any more? How about 18 nickels? That's what the Consumer Products Group is prepared to save the readers of this edition of the "Staley News".

By clipping and using the coupons provided on page two, a shopper can save a total of 15 cents on each of six Staley products. . . . A tidy savings for Staley shoppers.

ACCIDENTS HURT



PARTS OF BODY INJURED — FISCAL 1980

○ = NUMBER OF RECORDABLES

□ = NUMBER OF LOST-TIME INJURIES

While incident rates for recordables and lost-time injuries remained essentially the same as in 1979, hand injuries were the most frequently suffered OSHA recordables and back injuries accounted for the most lost-time cases at Staley. Highlights of effective safety programs appear in a story on page 5.

Employee Assistance Program, aimed at alcohol, drug dependency problems, initially is introduced in Decatur

Making a move to assist employees with personal problems resulting from drinking or drug dependency, the Staley Company is in the process of introducing an Employee Assistance Program. Its initial thrust will be in Decatur; however, as the program gains momentum, it will be expanded to other company locations.

Although EAP is titled an "employee" program, the service is actually available not only to those working for the company but also their immediate family members, Staley retirees and their dependents.

Explaining the program, Steve Rybolt, EAP coordinator, says, "In keeping with the Staley tradition of 'caring' about its people, the company has made a major commitment to help them with problems directly attributable to alcoholism and chemical dependencies that will effect their job performance and family life. This type of assistance also has a positive influence on business as well—decreasing alcohol-related absenteeism and benefit claims; reducing accidents resulting from alcohol or drug induced "fogs"; increasing productivity and producing a more wholesome working environment.

"This program offers confidential, professional assistance to any Staley 'family' member having a personal problem with drinking or drug dependency." Continuing, he said, "EAP offers the individual an early opportunity for assistance and referral to the appropriate professional care, as necessary. Assistance and help are available before the problem becomes chronic and devastating to the person and the family. Early intervention helps the individual and family members to face potentially serious

problems before they become more difficult to deal with. With a good assistance program, everybody's a winner—the person, the family, the organization."

The program's roots go back more than four years when the company's policy, covering these addictive diseases, was adopted in July, 1976. A thorough analysis was made of professional counseling and assistance programs run by other companies. As a result of this effort, Staley has established its own EAP to provide a practical, constructive and effective way to make professional help and counseling available to its "family."

(Continued on Page 2)

It's good business

Sound investments mean a good return on the dollar. Staley's new Employee Assistance Program fits right into that mold for the following reasons:

*It follows the company's long-standing tradition of caring about employees and offering them support in improving their quality of life.

*When more than eight percent of the work force in the U.S. is affected by a debilitating disease such as alcoholism or drug dependency, there is an undisputable need to address the problem head on.

*Although 10 million people are suffering from alcoholism in this country, between 40 and 60 million people are directly affected by the disease. This means that the whole family becomes involved.

*An estimated 3.3 million drinking teenagers are showing signs that may lead to the development of alcoholism.

*The total cost to the nation is nearly \$43 billion annually due to absenteeism, health and welfare services, property damage and medical expenses related to alcoholism.

(Continued on Page 2)

In the News...



Coupon/P2



Model/P5



Leader/P6

Statistics show it's good business

(Continued from Page 1)

*Human loss to individuals, families and communities is incalculable.

*The cost of treating all alcohol-related problems out-weighs liquor revenue by more than four to one.

*Nationally, lost production alone because of alcoholism has been computed at \$20 billion annually.

*Alcoholic employees lose approximately 22 more working days per year than the non-alcoholic.

*According to the National Council on Alcoholism, a company pays out an additional 25 percent annually in costs per alcoholic. If that person earns \$10,000 a year and gets another \$2,500 in benefits, then the hidden cost to the company is an additional \$3,125 in various expenses, bringing the total tab for this employee to \$15,625 annually.

*A significant number of industrial accidents, falls and burns have been attributed to drinking. Studies show that up to 40 percent of fatal industrial accidents, 83 percent of fire fatalities and 70 percent of fatal falls were alcohol related.

*In fact, the alcoholic employee suffers twice the number of accidents and has a life expectancy some 12 years shorter than the non-alcoholic.

Alcoholism particularly affects nervous and digestive systems

(Continued from Page 1)

drug dependency which seriously interferes with the patient's health and his adaption to his environment. As the illness progresses, the alcoholic's total preoccupation with alcohol leads him to organize and orient his life around drinking.

"Most authorities agree there is no single cause of alcoholism but rather a complicated interplay of physiological, psychological and sociological factors. These lead to the origin and development of dependency with all of its devastating and debilitating effects.

"The onset of alcoholism is frequently gradual and insidious, and the physiological and medical effects are not always

overtly present," the medical director said. "However, widespread changes in numerous body organs continue to occur and frequently result in severe and permanent defects. These changes affect predominantly the nervous and digestive systems.

"Central nervous system diseases can range from alcoholic coma and Delirium Tremens or the 'DTs' to chronic hallucinations and permanent brain damage. Alcoholism may also cause permanent damage to the nerves, resulting in weakness, numbness, pains and changes in sensations. Individuals may be affected to the extent that they are unable to perform ordinary muscular activities or even ambulate (walk). It should be pointed out," he said, "that many of the intellectual, emotional, motor and sensory disabilities are complicated by the usual concurrent nutritional deficiencies from which most alcoholics suffer. Treatment is primarily supportive and rehabilitative. However, it is a slow process and even in the mildest cases may require years.

"As far as the digestive system is concerned, the liver is a prime target and dysfunction can vary from fatty deposits in the liver to cirrhosis, cancer and total liver failure. Signs of liver disease vary from weakness, fatigue and lack of appetite to critical bleeding from varicose veins at the lower end of the esophagus (the passageway from the mouth to the stomach). Disease of the pancreas (which produces insulin and other important enzymes) and an increase of peptic (stomach) ulcers are far more common in the alcoholic than in the general population.

"The unborn child also is affected by the use of alcohol," says Dr. Goldberg. "In fact, pregnant women should avoid all drugs, including alcohol, particularly during the first three months of pregnancy. Statistics clearly indicate that women who use alcohol heavily have children with a much higher proportion of birth defects. This is called the Fetal Alcoholic Syndrome.

"Any way you view alcoholism, it causes a multitude of health problems, creating hardships not only on the patient, but the family, employer and society as well.

"On the brighter side, though, alcoholism is treatable," Dr. Goldberg said. "Effective business and industrial employee alcoholism programs have exhibited recovery rates of 65 percent to 80 percent. Staley's new Employee Assistance Program is one which we welcome and enthusiastically endorse. It is an important demonstration of Staley's commitment to the health and welfare of its employees."

EAP has two locations

(Continued from Page 1)

This new service is being introduced to Staley families through a booklet containing information about EAP, including the manner in which to obtain assistance. These should be arriving at homes shortly. In addition, supervisors, managers, and union officials and stewards are learning more about EAP through orientation sessions underway and continuing over the next several weeks.

"First and foremost, Staley's EAP service information is confidential," says Rybolt. "Taking advantage of this program will NOT jeopardize a person's job or affect his promotability. Those individuals seeking help when they have a problem that is interfering with their job performance will be taking a positive step to indicate their desire to make a full contribution to their job."

To insure a participant's privacy, the coordinator's consultation office is located away from Staley property in Park 101. For informal conferences with employees and supervisors, there is an EAP office in the Decatur plant as well.

Referral by four methods

Persons may obtain EAP assistance in any of four ways. Referrals may come from the employee, retiree or family member who may call or visit the EAP office and request a consultation (self referral). Then, too, a manager or supervisor may suggest that an employee talk with an EAP counselor if that person's performance declines or a job incident occurs (supervisory referral).

In union situations, a union representative may well be able to head off an impending problem by a friendly suggestion when certain signs begin to be noted about an employee (union referral). Benchmarks of problems could be absenteeism; tardiness and lateness getting started with the job; decline in quality as well as quantity of work; disruptive behavior; withdrawal; signs of irritability or depression; or increase in accidents. And finally, a person may be referred to EAP by a nurse in first aid or physician recognizing certain emotional or physical symptoms (medical referral).

"At Staley, EAP is recommended and suggested but the decision to seek assistance is that of the employee," said Rybolt. "An employee has every right to say 'no thank you' to a suggestion of assistance. Provided there is no recurrence of the problem and the performance improves, the matter ends," he said. "However, if performance does not improve, and a problem with alcohol or drug dependency is suspected to be a factor, a supervisor may seek assistance from the EAP coordinator in the manner in which the situation could best be dealt with."

Most treatment costs for employees, retirees and their dependents are paid for under Staley's medical benefit program.

(Continued on page 6)



CLIP & SAVE

on these great Staley Products!

<p>15¢ STORE COUPON</p> <p>SAVE 15¢ ON ANY SIZE</p> <p>sta-puf CONCENTRATED FABRIC SOFTENER</p>  <p>MR RETAILER For redemption of coupons received on the sale of the specified brand and size, mail to: A.E. Staley Mfg. Co. Redemption Center, P.O. Box 1242, Clinton, Iowa 52734. We will reimburse you for the face value of this coupon plus 7 cents for handling. Invoices proving purchase of sufficient stock to cover coupons presented must be shown upon request and failure to do so, may, at our option, void all coupons submitted for redemption for which no proof of products purchased is shown. OFFER VOID IF THIS PLAN OF MERCHANDISING IS TAXED OR RESTRICTED. LIMIT—ONE COUPON PER PURCHASE.</p> <p>OFFER EXPIRES JULY 31, 1981</p>	<p>15¢ STORE COUPON</p> <p>SAVE 15¢ ON ANY SIZE</p> <p>SNO BOL LIQUID TOILET BOWL CLEANER</p>  <p>MR RETAILER For redemption of coupons received on the sale of the specified brand and size, mail to: A.E. Staley Mfg. Co. Redemption Center, P.O. Box 1242, Clinton, Iowa 52734. We will reimburse you for the face value of this coupon plus 7 cents for handling. Invoices proving purchase of sufficient stock to cover coupons presented must be shown upon request and failure to do so, may, at our option, void all coupons submitted for redemption for which no proof of products purchased is shown. OFFER VOID IF THIS PLAN OF MERCHANDISING IS TAXED OR RESTRICTED. LIMIT—ONE COUPON PER PURCHASE.</p> <p>OFFER EXPIRES JULY 31, 1981</p>
<p>15¢ STORE COUPON</p> <p>SAVE 15¢ ON ANY SIZE</p> <p>wagner breakfast drinks</p>  <p>MR RETAILER For redemption of coupons received on the sale of the specified brand and size, mail to: A.E. Staley Mfg. Co. Redemption Center, P.O. Box 1242, Clinton, Iowa 52734. We will reimburse you for the face value of this coupon plus 7 cents for handling. Invoices proving purchase of sufficient stock to cover coupons presented must be shown upon request and failure to do so, may, at our option, void all coupons submitted for redemption for which no proof of products purchased is shown. OFFER VOID IF THIS PLAN OF MERCHANDISING IS TAXED OR RESTRICTED. LIMIT—ONE COUPON PER PURCHASE.</p> <p>OFFER EXPIRES JULY 31, 1981</p>	<p>15¢ STORE COUPON</p> <p>SAVE 15¢ ON ANY SIZE</p> <p>Staley Syrup 100% NATURAL</p>  <p>MR RETAILER For redemption of coupons received on the sale of the specified brand and size, mail to: A.E. Staley Mfg. Co. Redemption Center, P.O. Box 1242, Clinton, Iowa 52734. We will reimburse you for the face value of this coupon plus 7 cents for handling. Invoices proving purchase of sufficient stock to cover coupons presented must be shown upon request and failure to do so, may, at our option, void all coupons submitted for redemption for which no proof of products purchased is shown. OFFER VOID IF THIS PLAN OF MERCHANDISING IS TAXED OR RESTRICTED. LIMIT—ONE COUPON PER PURCHASE.</p> <p>OFFER EXPIRES JULY 31, 1981</p>
<p>15¢ STORE COUPON</p> <p>SAVE 15¢ ON ANY SIZE</p> <p>sta-puf PINK FABRIC SOFTENER</p>  <p>MR RETAILER For redemption of coupons received on the sale of the specified brand and size, mail to: A.E. Staley Mfg. Co. Redemption Center, P.O. Box 1242, Clinton, Iowa 52734. We will reimburse you for the face value of this coupon plus 7 cents for handling. Invoices proving purchase of sufficient stock to cover coupons presented must be shown upon request and failure to do so, may, at our option, void all coupons submitted for redemption for which no proof of products purchased is shown. OFFER VOID IF THIS PLAN OF MERCHANDISING IS TAXED OR RESTRICTED. LIMIT—ONE COUPON PER PURCHASE.</p> <p>OFFER EXPIRES JULY 31, 1981</p>	<p>15¢ STORE COUPON</p> <p>SAVE 15¢ ON ANY SIZE</p> <p>Stapuf reusable sheets fabric softener for the dryer</p>  <p>MR RETAILER For redemption of coupons received on the sale of the specified brand and size, mail to: A.E. Staley Mfg. Co. Redemption Center, P.O. Box 1242, Clinton, Iowa 52734. We will reimburse you for the face value of this coupon plus 7 cents for handling. Invoices proving purchase of sufficient stock to cover coupons presented must be shown upon request and failure to do so, may, at our option, void all coupons submitted for redemption for which no proof of products purchased is shown. OFFER VOID IF THIS PLAN OF MERCHANDISING IS TAXED OR RESTRICTED. LIMIT—ONE COUPON PER PURCHASE.</p> <p>OFFER EXPIRES JULY 31, 1981</p>

Record earnings, new production facilities and products make 1980 headlines

(Continued from Page 1)

Monte Vista's total plant output for the month topped all previous marks by 16 percent. Other achievements at that plant included new daily highs on the food grade dryer, both flash dryers and the "Sta-Lok" dryer. . . .Decatur corn wet milling had a new daily record. . . .Des Moines set a new meal shipment record to river export facilities. . . .Champaign occupied its new office building. . . .Rounding out the second quarter, Staley reported net earnings of \$13,203,000 or 96 cents per share on sales of \$429,463,000. Totals compared with net earnings of \$5,059,000 or 40 cents a share on sales of \$349,840,000 for the same period in 1979. . . .

APRIL—The new liquid dextrose plant at Morrisville was completed. . . .The final phase of the steep replacement program at Decatur, which began in the late 1940s, was celebrated. . . .At the 33rd annual service awards dinner, the company honored 145 employees with a combined 4,295 years of service. . . .Lin Shepard was named manager of agriproducts' refined oils division. . . .The Bloodmobile collected 489 units during its 27th annual visit to the Decatur plant. . . .During the first six months of fiscal 1980, the Decatur oil refinery set seven production records. . . .Employees in Decatur's 17 building had three loading achievements for liquid bulk syrup. . . .Eight new production marks were achieved at Monte Vista on the food grade dryer, the Sta-Lok dryer and output of Hamaco 196, and Steven Tyler was named western area production manager at that location. . . .

MAY—Staley announced plans for a joint venture sunflower seed processing plant near Minot, North Dakota. . . .The first shipments of liquid dextrose left Morrisville. . . .Decatur's wet milling section established a new monthly grind record. . . .Employees in Decatur's 101 building broke the old soybean crush for a month by 198,610 bushels and topped the high crush per operating day by 5,360 bushels. . . .Previous Decatur production and shipment achievements for sweeteners fell as employees in 5 & 10 and 17 buildings chalked up new production figures for the month on "Isosweet" HFCS and upset their previous high for combined production and shipments of all sweeteners. . . .Monte Vista set significant shift and daily manufacturing marks on Quic Floc and two shift records on both flash dryers. . . .At Lafayette, foundation work began on a new clarifier for the waste treatment addition and on the dryer building in the feed and pelleting project. New Isocolumns were being set in the syrup line conversion project. And the plant exceeded its monthly grind record. . . .

JUNE—Providing the food industry with a wider choice of fiber ingredients, Staley introduced "Staley Refined Corn Bran" at the Institute of Food Technologists' annual meeting. An all-corn-sweetened cake doughnut, developed by Staley researchers, was also showcased. . . .The company organized an Explorer Post for Decatur youngsters interested in computer programming and associated career opportunities. . . .Among record setters were 99 building employees on "Nutra-Mate 2105" textured soy protein; the wet milling section in Decatur setting new daily and monthly grind records; and Sta-Lok dryer production at Monte Vista exceeding the previous 24-hour peak by 18.5 percent. . . .Replacement began on the main process tanks at the Colorado plant. . . .Daily production at Murtaugh bounced nearly six percent over the previous high. . . .Meeting an Isosweet production record challenge, employees in 5 & 10, 17, and 33 buildings, Decatur, were served a special meal by the operations manager, area superintendent and building foreman. . . .Lafayette broke its monthly grind record again. . . .Production began in Decatur on "Sta Jel 200" starch for the oil well drilling industry and a new monthly high was achieved on crude corn oil refined in Decatur. . . .For the third quarter, ended June 30, the company reported net earnings of \$20,698,000 or \$1.46 a share on sales of \$439,704,000. Those totals compared with net earnings of \$5,280,000 or 41 cents a share on sales of \$357,971,000 for the same period a year earlier. . . .

JULY—The first shipment of grain to New Orleans for export was loaded at Coles Station's new terminal elevator. . . .Dr. Joseph Empen was named manager of Gunther Products,

Galesburg. . . .At Lafayette, progress continued on the syrup line conversion to 5500 HFCS with the first substrate IX column set, and on the feed and pelleting project, the dryer was installed. A new grind record was established—third month in a row. . . .And two projects were approved for Decatur—a grind and product mix expansion and a bin farm and packer addition to 99 building. . . .

AUGUST—Staley announced it would build a \$200 million, 70,000 bushels-per-day corn refinery at Loudon, Tennessee, and intended to acquire Re-Mi Foods, Inc., Elk Grove Village, Illinois, manufacturer of food service products. . . .The protein division held its annual meeting in Decatur. . . .Pellet mills and cooler were set in Lafayette's feed and pelleting project. That plant set a new grind record again. . . .Decatur had a string of record setters, including a new daily high on protein blocks for specialty feeds in 47 building; a monthly increase on hydrogenated oil production, breaking the former mark by 21 percent; a new monthly production record and new daily average established on dextrose hydrate; refinery bushel conversion increased; and an all-time monthly hopper car production record by the bulk loaders in 20 building. . . .

SEPTEMBER—Fiscal 1980 produced record earnings of \$73,810,000 or \$5.27 a share on sales of \$1.6 billion. These totals compared with net earnings of \$23,630,000 or \$1.86 a share on sales of \$1.3 billion for the previous year. . . .Lafayette received an Outstanding Achievement Award for its contributions to water pollution control. . . .Groundbreaking took place on the North Dakota sunflower seed plant. . . .Paul Herman was named plant manager for the Loudon corn plant with Ron McCoy replacing him as manager at Morrisville. . . .Norman Smallwood was named superintendent of the vegetable oil refinery under construction at Des Moines, Iowa. . . .The board of directors approved an educational matching gift program to encourage employees to participate with the company in financial support to higher education. . . .Des Moines set a new crush record 22 percent over the previous year while reducing solvent loss 25 percent. . . .Fostoria reduced emergency down time 15 percent and solvent loss 18 percent over the previous year. That plant also reduced energy consumption while achieving its second consecutive yearly crush record. . . .The five soybean processing plants set a new yearly process record and reduced energy consumption 22 percent. . . .During the fiscal year, new production records were set at Broadview on "Sno-Bol". The automatic bowl cleaner was reformulated to include borax for adding cleaning and deodorizing. . . ."Sta-Flo" aerosol and "Rain Drops" packages were redesigned. . . .Aided by national distribution, StaPuf sheets increased market share while three competitive brands lost ground. . . .Gregg's Food Products achieved record results in fiscal 1980. Its leading product—Gold-n-Soft margarine—continued sales growth in the Pacific Northwest and gained market share in Southern California. . . .Decatur's oil refinery set 20 records during fiscal 1980. . . .An industrial operations' employee picnic was held in Decatur, drawing well over 2,000 employees and family members. . . .A new 47,000-square-foot warehouse was put into service at 99 building, Decatur, consolidating operations of protein inventory and shipments under one roof. . . .A new locker room was completed at Houlton. . . .

OCTOBER—Staley acquired Re-Mi Foods, Inc. . . .More than 2,000 jammed the Round Barn in Champaign for the annual Staley Day celebration. . . .Records came tumbling down with all three production departments in Decatur's food protein area achieving new manufacturing highs during this month. . . .The old record for crude corn oil processed in a day at Decatur was broken three times. . . .Decatur's wet milling section achieved its third monthly production record during 1980. . . .As the Lafayette syrup line conversion progressed, the new computer successfully was placed in operation, and a new monthly grind record was set again. . . .Consumer products began manufacturing "Sta-Flo" Starch and "Sta-Puf" pink single-strength and blue concentrated fabric softeners at its new Atlanta, Georgia, plant managed by Ken Moeller. Mitch Karlin replaced him as manager of the Cicero plant. . . .Staley's television commercial for Sta-Puf concentrated fabric softener received a prestigious Clio award for excellence in advertising. . . .A new commercial began airing on StaPuf sheets. . . .Production began in Decatur on "Crude Food Fiber," which is converted into "Staley Refined Corn Bran" at Champaign. . . .An energy conservation project, including the installation of an improved non-contact cooling system in the syrup refinery and a MR evaporator, was completed in Decatur. . . .Harlan Richards was named operations manager at Lafayette. . . .Some 588 persons attended the Fifth Annual Staley Retirees Association's dinner. . . .Industrial sales, marketing and manufacturing personnel gathered for their annual confab. . . .And Frankfort started up a new meal loading system. . . .

NOVEMBER—Robert Powers was elected president and chief operating officer, succeeding Donald Nordlund, who continues as chairman and chief executive officer. . . .Phil St. Clair was named vice president of agriproducts, succeeding Powers. . . .Ken Robinson was appointed manager of crushing operations. . . .The board of directors approved a three-for-two split of common shares. . . .The directors also recommended an increase in authorized common shares from 25 million to 75 million subject to shareholder approval at their annual meeting. . . .Bulk rail car loading facilities were installed at Monte Vista. . . .The foundation for an aeration tank was started and work neared completion on the clarifier for an expanded Lafayette waste treatment facility. Preliminary designs and layouts were being prepared for Lafayette's debottlenecking project to increase the grind. . . .A maintenance shop and stores facility was completed at Morrisville. On the grind expansion at that facility, the dryer was set; pellet building steel completed; grind steep foundations completed and steel underway; germ veters completed and fibers in start-up. On the 5500 HFCS production phase of the Morrisville project, equipment was ordered; structural steel phases I and II completed; elevated slabs nearly complete; equipment setting underway; and utility tie-ins completed. . . .Concrete, steel and siding were completed on the oil refinery and hydrogenation facilities at Des Moines and the tank farm setting was nearly complete. . . .Preliminary grading was underway on the new Loudon corn plant with engineering on schedule and major equipment on order. . . .Sweetener personnel were on hand at the International Soft Drink Association's convention in Chicago to discuss Isosweet's use in a wide variety of soft drinks. . . .The Protein People also were at McCormick Place for the American Meat Institute's exposition to talk about the use of Staley soy proteins in meat applications. . . .Charlie Yonikus took handicap honors, Gerald Gersmehl, men's scratch and Sue Woodard, the women's scratch titles in the 20th Russ Dash Singles Tournament. . . .

DECEMBER—Specialty feeds introduced and shipped a new medicated feeding block for cattle—"Sweetlix with Rumensin". . . .Pat Simms was named operations manager for the Loudon corn plant. . . .Murtaugh compiled nearly 86,000 employee hours since it opened in July, 1974, without a lost-time injury and only two recordables. . . .A new child-proof safety cap was added to the Sno-Bol liquid container. . . .Winding up the year, piling began on the new corn plant in Loudon. . . .

On the move around the company

AGRIPRODUCTS

PEGGY RUFF, from refined oil clerk, commodity operations-Decatur, agriproducts, to sales assistant/midwest, commodity operations-Decatur, agriproducts
MARK SCHMIDT, from junior merchandiser, commodity operations, agriproducts, to merchandiser I, commodity operations, agriproducts, Frankfort



Mark Schmidt



Marianne Perkins

CONSUMER

MARIANNE PERKINS, from associate product manager, consumer products, Oakbrook, to product manager, consumer products, Oakbrook



Sheri Rosenberger



Rosemary Curtis

CORPORATE

SHERI ROSENBERGER, from purchasing technician, purchasing, corporate technical, to buyer of fabrication, purchasing, corporate technical
ROSEMARY CURTIS, from secretary to the executive vice president, agriproducts, to secretary to the president, executive, corporate operations
ROBERT DODDEK, from engineering draftsman, engineering services, corporate technical, to senior draftsman, engineering services, corporate technical
WILLIAM PATTERSON, from traffic manager, Champaign, to assistant to the director of corporate transportation, corporate accounting



Robert Doddek



William Patterson

INDUSTRIAL

SHERI OTTA, from purchasing technician, purchasing, corporate technical, to assistant buyer, plant services, industrial manufacturing



Sheri Otta



Robert Jansen

ROBERT JANSEN, from quality assurance supervisor, industrial manufacturing, to technical superintendent, industrial manufacturing, Loudon



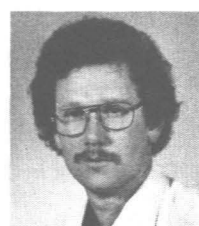
Pat Simms

PAT SIMMS, from food protein production manager, proteins, agriproducts, to operations manager, industrial manufacturing, Loudon

Tracy appointed Houlton manager



Beecher Tracy

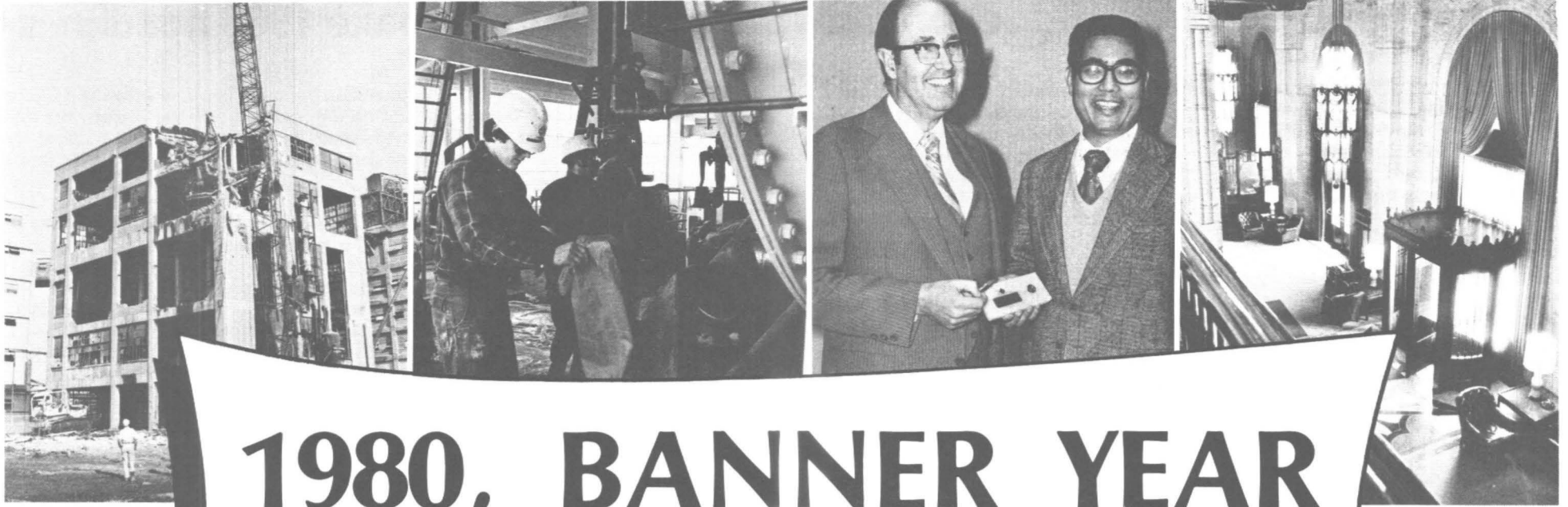


Ron A. Mobley

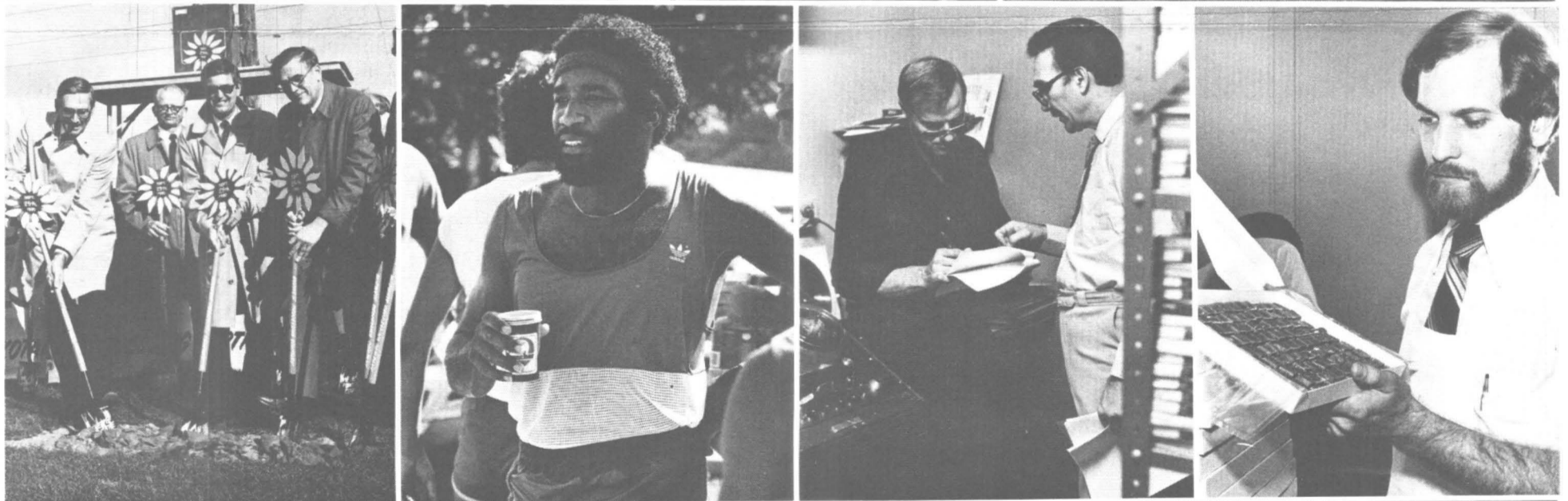
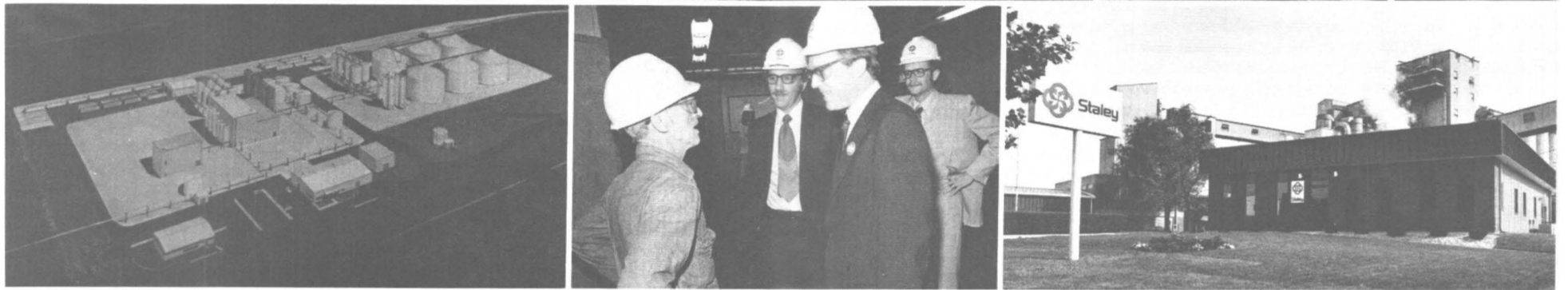
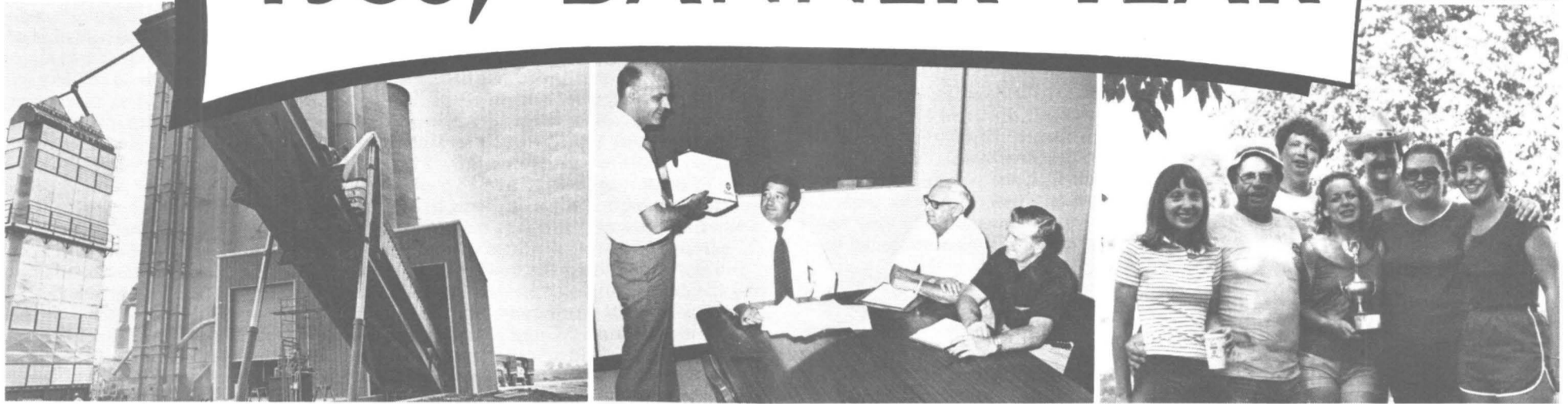
Beecher E. Tracy has been named manager of the company's starch processing plant in

Houlton, Maine. He succeeds Ron A. Mobley, who has been named principle project engineer for the new corn wet milling plant at Loudon, Tennessee.

Tracy was promoted to his new position from production superintendent. He has 28 years of service at Houlton, rising through the ranks as an hourly employee, during which time, he served as president of the local union and as a committeeman.



1980, BANNER YEAR



Around the company during 1980, one finds that 102 building in Decatur was torn down; the liquid dextrose facility was started-up at Morrisville; achievement awards were presented; the administration building celebrated its 50th birthday; Coles Station's new terminal elevator was placed in service; United Way campaigns took place; employee picnics were held; plans were announced for an oil refinery at Des Moines; political candidates visited plants; and Champaign employees had a new office. Then, too, groundbreaking took place on the new sunflower seed plant; "Wagner Thirst Quencher" sponsored the Firecracker Run in Decatur; a slide show for the shareholders meeting was set to music; "Staley Refined Corn Bran" made a very good candy ingredient; the Stars starred once again; employees toured facilities; service anniversaries were celebrated; shareholders learned of the year's achievements; Gunther stirred up its whipping proteins; and the Honey Bears entertained at Staley Day.

Safety climate holds steady in 1980

While the Staley Company incident rates for both recordables and lost-time injuries remained essentially unchanged from 1979 levels, employees at several locations attained significant safety achievements in fiscal 1980. Six locations worked through the entire year without a lost-time injury, while another eight achieved substantial injury reductions during the year, according to Bob Moore, supervisor, loss control engineering, corporate risk management department.

Indianapolis and Chicago warehouse employees completed five years without a lost-timer, followed closely by Murtaugh with a four-year clean slate and Los Angeles working three years with no lost workdays. Arlington and Chattanooga also operated without a lost workday in 1980.

Employees of three plants reduced their lost-time incident rates for the second consecutive year. Broadview led the way with a 63 percent reduction, while Houlton and Lafayette achieved 19 percent and 14 percent reductions respectively. Significant improvements also were accomplished by Frankfort (59 percent reduction), Fostoria (49 percent), Chicago Vico (35 percent), Champaign (28 percent), and Cicero (21 percent). Once again, plants have demonstrated that good safety performance is possible.

Hand injuries were the most frequently suffered OSHA recordables during the past year, while back injuries accounted for the most lost-time cases.

Leading in injury reductions last year, Broadview had a new safety program. Art Laster, who joined the plant as production supervisor in August of 1979, wrote a procedures policy and formed a safety committee, comprising elected representatives from each area of the plant plus a safety director from management. This group handles safety projects and plant inspections and plans monthly employee safety meetings.

"Our program is door to door," said Laster, a former pro-football player with the Oakland Raiders and the Buffalo Bills. "We discuss every accident that occurs in the plant as well as those in the home, perking safety consciousness 24 hours a day."

Safety meetings have often featured authorities on various aspects of safety and accident prevention. They have included a fire chief, paramedics who demonstrated cardiopulmonary resuscitation, the Self Insurers Service Group handling workmen's compensation in Illinois who stressed the importance of thorough accident investigations, the state police and National Safety Council representatives."

Annual goals set

Much of the safety improvement at Lafayette has again been attributed to efforts of a Safety Task Force made up of one representative from each of the product streams as well as management resources. This group established goals for the year and programs to help attain them.

To increase employees' safety awareness, Lafayette started a STOP (Safety Training Observation Program), focusing on the reasons for accidents. Employees have learned that 96 percent of all accidents are caused not by conditions but by unsafe acts. As a continuing part of STOP, observation reports are filled out by anyone seeing an unsafe act or condition. These cards then are used in safety discussions within teams or departments.

Another awareness booster at Lafayette utilizes three life-sized posters of a human being on which stickers are placed over areas of the body injured in an accident. Each sticker states the person's name, department, type of accident and date it occurred. This effective program is dubbed "seeing is believing."

Also experiencing a great improvement in safety last year was Frankfort where morale has been running high, according to Herb Gates, production superintendent. "We are proud of our record and the plant. Attitudes make a difference in the care with which employees tackle their jobs."

Employees at that Indiana plant take part in safety meetings held monthly in which minor accidents and hazardous situations are discussed. Everyone is encouraged to

contribute suggestions for safety improvements at any time though.

While Champaign reports no change in the direction of its safety program, statistics are greatly improved at that plant. Bill Lippencott, production superintendent, indicates the expansion project two years ago contributed additional risks and hazards. "With operations back to normal, our safety performance has rapidly improved. Central to eliminating hazards around our plant are tours conducted by the safety committee who look for and note problem spots which are reported to management and then eliminated as quickly as possible."

Program impact expected

While Decatur's safety statistics for 1980 were not quite as good as a year ago, that plant's statistics in the coming year are expected to improve as the result of new programs introduced in 1980 and 1981.

"Safety consciousness is running at an all-time high in the Decatur plant," says J. B. Webb, safety supervisor. Departmental safety committees are being formed to improve safety conditions in their respective areas. These groups, composed of both management and hourly employees, conduct safety inspections, discuss problems or safety concerns and report their findings.

If maintenance is required as a safety measure, Decatur now has a Safety Work Order Policy which identifies those items, sets priorities for them and insures they are completed in a satisfactory manner.

When preventive measures fail and an employee has an accident, there is now an investigation and evaluation procedure. Facts are recorded, conditions causing the accident evaluated and corrected, and by means of safety bulletins circulated throughout the plant, similar hazards are corrected elsewhere.

Investigations are being performed not only on recordables, lost timers and near misses but also on first aid cases which indicate trends for certain types of accidents or individuals.

"If you want to get on top of accidents, you must start at the beginning," says J. B. "Monthly, we summarize every first aid visit, which will provide management with statistical tools—pointing out where minor injuries are occurring." Webb contends that the probability of recordables and lost timers will be greater in areas where minor incidents are concentrated.

On the mend

Under another new program, employees who are not ill but temporarily cannot perform assigned tasks are urged back on the job as soon as they are released by their physician rather than waiting until they can perform normal duties. Explaining, Webb said, "An employee with a cast on a foot can sit at a desk and handle paper work, while one with a cast on a hand can perform equipment inspections. For nearly all of these types of injuries, there is a temporary job. Rather than sitting at home, these employees are encouraged back to their work environment where convalescence seems to occur more rapidly being around associates."

High safety standards go hand in hand with high production records, quality products, good sanitation and high employee morale, J. B. noted. "In companies where standards are high, there is pro-active rather than reactive management, taking care of potential trouble spots before problems arise. Therein lies the real value of a safety program."

While making his rounds of Staley plants last year, Bob Moore probed their safety problems and suggested ways to eliminate or counteract the hazards he found. For the first time, he issued a monthly statistical report on the injury activity at each location.

Fiscal 1981 is viewed by Moore as both exciting and challenging. "Increased effort will be necessary to neutralize potential hazards which accompany construction and expansion projects on several Staley sites. At the same time, programs presently being undertaken (such as the formation of safety committees, job safety analyses and process safety audits) will have a favorable impact on the company's overall performance this year."

Employees give the United Way

Staley employees care about others. . . They have demonstrated concern for their communities once again with generous gifts to such fund drives as the United Way, Crusade of Mercy and the Community Chest.

One of the successful Staley campaigns took place at Frankfort, where employees contributed \$3,574, an increase of 69 percent over their previous year's donations. Co-chairman of the plant's drive were Dick Brandon, controller, and Ivan Boren, superintendent, who said this great increase in gifts could be attributed to more plant employees (88 percent) taking part and generous pledges made by the 91 percent contributing.

Employee gifts of \$128,500 were 6.5 percent greater than a year ago in the Decatur United Way effort led by Ray Blaase, senior mechanic, pipe shop; Hubert Crum, development engineer helper, 59 building; Larry Cunningham, marketing director, sweeteners, industrial products; and Lin Shepard, manager, refined oil, agriproducts. Of the 1,483 participating, 715 were designated fair-share contributors and 205, fair-share-plus pledgers.

"Underlying Decatur's successful campaign was the enthusiastic approach taken by all involved, from the co-chairmen to the solicitors, United Way girls, and the support staff in public relations and industrial relations," said Shepard.

This was the first time that everyone making a contribution in Decatur received a gift. . . a Staley can insulator to keep a beverage hot or cold. For giving the regular fair-share gift of four-tenths of one percent of his or her base pay, a participant received a vinyl cooler plus one can insulator. By giving another two-tenths of one percent of base pay, a person received the cooler plus six insulators. Many other Staley locations utilized the same gifts, although their gift guidelines varied in some instances.

Contributions at Morrisville increased \$3,066 over gifts made in 1979, bringing in a total of \$10,262 in the recent drive led by Louis Fredericks, maintenance mechanic, who is president of Local 675, and Bill Brewer, personnel assistant. That plant had a participation rate of 85 percent with 213 of 249 employees giving. Adding interest to this drive, employees who gave at least a fair share had the opportunity to win an "escape weekend" for two.

Vico personnel turned in 100 percent participation, with 56 percent qualifying as fair-share givers, who pledged at least one

Coordinator named for new service

Stephen B. Rybolt has joined the Staley Company as coordinator of the Employee Assistance Program, a service geared to the needs of employees, their immediate family members or retirees with alcoholism or other chemical dependency problems.



Stephen Rybolt

Prior to this, Rybolt provided private consulting services for employee assistance programs and hospital-based and clinic alcoholism and drug abuse treatment programs. He also was administrative director of the Alcoholism Treatment Department of Lindell Hospital in St. Louis, Missouri.

The coordinator is a certified alcoholism counselor and maintains memberships in a number of state and national associations including the National Council on Alcoholism and the Association of Labor-Management Administrators and Consultants on Alcoholism.

His educational background includes a B.S. in sociology from the University of Missouri; a bachelor's in theology from Eden Seminary; doctoral studies and three years of clinical training in counseling psychology from Union Theological Seminary; and a master's in health care planning from St. Louis University. In addition, he has received extensive specialized training in alcoholism and other chemical dependencies.



Spring's coming—Jim Hoffert, transportation operation specialist, corporate transportation, prepares for milder weather in his new Staley jacket like the ones ordered by employees this month. The royal blue garment has a flannel lining.

day's pay. Myrna Alvarado, office manager and company chairman at that location, said they boosted their pledges over those of the previous year by \$323, making total gifts of \$748.

New classifications for participants

Together, 173 Lafayette employees gave a total of \$14,961, an increase of \$561 over contributions to that drive a year ago. Lafayette had three special gift designations, including fair-share, fair-share-plus and a new "cultivation" class, which amounted to giving at least one hour of pay per month. These categories covered 151 of those making pledges. An added feature to this successful campaign was a drawing for four \$25-gift certificates to the restaurant of choice from among the employees giving at least a fair-share. Co-chairmen were Greg Conley, refinery team A; Carl Sechrest, wet mill team B; Ronn McFtridge, personnel, and Janet Sommers, mechanical maintenance.

The Crusade of Mercy campaign at Consumer Products' locations in Oak Brook, Cicero and Broadview netted \$3,058 from 21 employees, according to Judy Monaco, personnel representative, who spearheaded that drive again.

The campaign at Gregg's Food Products in Portland netted \$637 from 11 employees. That drive was led by Richard Hughes, warehouse foreman.

In only their second year of fund drive activities, employees at Monte Vista had a 40 percent increase over last year's giving rate, according to Cindy Giesing, administrative assistant. More than \$900 was given by 13 of the 37 employees. Of them, 12 were fair-share participants, who gave at least one hour of pay per month. Since Monte Vista does not have a local United Way, charitable organizations in the community were selected as beneficiaries, including the ambulance service, children's day care center, mental health center, adolescent group home and the center for the handicapped.

Ten employees made pledges of \$846 at the Champaign plant, according to that location's chairman, Debbie Hlavna, merchandiser. Four of them pledged fair shares.

Gifts increased 13 percent at Des Moines in the plant's drive headed by Harvey Forkner, switch crewman, and Paul Niehaus, plant manager. The 65 employees who participated in the campaign made pledges of nearly \$2,500. Tee-shirts were given to those contributing more than \$25. Pledges of that amount or greater also qualified for a \$50 cash drawing.

At Fostoria, 24 employees pledged \$658 to the United Way, representing a 12 percent increase in average contributions, according to Bill Allen, process control superintendent, and chairman of the campaign. The number of participants also increased by nine percent, he said.

Rounding out the campaigns around Staley in 1980, Galesburg achieved 100 percent participation again among its 20 employees, who gave \$912 to the effort. Roger Bjork, production manager and drive chairman, said 40 percent made fair-share gifts.



Head organization—Officers of the Staley Women's Club at Oak Brook are, from left to right, Joan Magnusson, control clerk, treasurer; Maryann Jablonski, secretary to the cashier, president; and Judy Denk, control clerk, secretary.

Joining the leisure life . . .



Donald Dance



Ivan Force



George Pinney



Evelyn Tueth



Michael Duggan



Harry Becker



Virgil Hector



Joseph Miller



Charles Springfield



Andrew James



Ivan Williams



Boyd Allen



Kenneth Brobst



Robert Cowgill, Jr.



Edwin Sadowski



Robert Lighthall



Mary Pogue



John Rutherford

Effective December 1, 1980

DONALD DANCE, stores operator, storeroom
 IVAN FORCE, lead packer, 29 building
 GEORGE PINNEY, laboratory head, technical services, research and development
 JACK THORNELL, lead packer, 29 building
 EVELYN TUETH, tax assistant, auditing, corporate finance
 MICHAEL DUGGAN, senior mechanic, 20 building

Effective January 1, 1981

HARRY BECKER, assistant hydrogenation operator, 29 building
 VIRGIL HECTOR, senior analyst, 60 building
 JOSEPH MILLER, air compressor operator, 2 building
 CHARLES SPRINGFIELD, development engineer helper, 59 building
 ANDREW JAMES, fireman, east end, boiler room
 IVAN WILLIAMS, leadman weigher, 6 building
 BOYD ALLEN, shift foreman, wet process, 6 building
 KENNETH BROBST, group leader, corporate analysis, research and development

ROBERT COWGILL, JR., shift foreman, wet process, corn milling, industrial manufacturing
 EDWIN SADOWSKI, courier, corporate office services
 DONALD BALDWIN, area manager, sweetener sales, industrial sales and marketing
 ROBERT LIGHTHALL, manager, commodities/research, corporate transportation
 MARY POGUE, credit clearance assistant, corporate finance
 JOHN RUTHERFORD, production supervisor of elevator 28B, grain, agriproducts
 SHIRLEY WINSLOW, chemical technical leadman, Houlton
 HARRY GABRIEL, senior mechanic, pipe shop

46 celebrate service anniversaries

40 years

DOROTHY RAY, operator, 20 building

35 years

MORRIS BIRKHEAD, senior electrical engineer, engineering services, corporate technical
 GERALD REECE, supplies and ingredient expeditor, plant services, industrial manufacturing
 ROBERT COOLEY, project supervisor, industrial manufacturing
 HAROLD PIEPER, supervisor, claims, international transportation, administration, industrial manufacturing
 CHARLES BAKER, field engineer, project engineering, corporate technical
 HARVEY BAKER, maintenance supervisor, Satellite V, dry starch, industrial manufacturing
 ALVA JORDAN, ion exchange operator, 5 & 10 building
 EUGENE COLLINS, extraction operator, 101 building
 PAUL KELLEY, 6 building operator, 6 building
 DEWEY HENDERSON, senior mechanic, tin shop
 JOHN WALLER, preparation operator, 101 building
 RALPH SHINNEMAN, senior painter-roofer, painters and roofers
 WILLIAM VAN FOSSAN, stores coordinator, 77 building
 CHARLES PAINE, senior mechanic, machine shop
 LLOYD BECKMEIER, bleacher and oil recovery operator, 29 building

20 years

PHILLIP MCKINLEY, plant foreman, manufacturing, consumer products, Los Angeles
 GEORGE NORSWORTHY, production supervisor, manufacturing, consumer products, Los Angeles
 JUDY SADOWSKI, secretary to chairman of the board and chief executive officer, executive, corporate operations
 RUE COPELAND, secretary to director of quality assurance, research, corporate technical
 HAROLD MCNELLY, maintenance A-10 leadman, Houlton

15 years

JUDY WIDICK, merchandiser, grain, agriproducts
 THOMAS ROBERTS, track leadman, yard department
 WILLIAM MCMAHAN, rigger leadman, riggers

10 years

LORENZO SANCHEZ, liquid sugar-syrup operator, Cicero

5 years

DANIEL CAMERER, district manager, proteins, agriproducts
 THOMAS PIUMA, shift foreman, industrial manufacturing, Morrisville
 GEORGE BALDWIN, maintenance supervisor, Satellite III, syrup refinery and dextrose, industrial manufacturing
 ROBERT ALDERSON, process supportman, 101 building
 MORRIS BUTTRUM, cleaner, 101 building
 ELBERT JACKSON, lift truck operator, 47 building



A. E. Staley Mfg. Co.
 2200 E. Eldorado St.
 Decatur, IL. 62521

Address Correction Requested



Morris Birkhead



Gerald Reece



Harold Pieper



Eugene Collins



Charles Paine



Lloyd Beckmeier

DAVID MERRIMAN, floor gang, 20 building
 DANIEL O'NEILL, railcar handler, 101 building
 MICHAEL SEELEY, floor gang, 20 building
 DANIEL SEXSON, analyst, 29 building
 JOE SZACHNITOWSKI, building cleaner, 28 building
 BILLY WADDELL, shift repairman, boiler house
 GEORGE AUSTIN, automatic stitcher/packer, 20 building
 RICHARD CAIRNS, pack and load leadman, 20 building
 STEVEN FRITZ, bulk/package operator, 47 building
 JOE JARRETT, JR., process supportman, 9 building
 EDWIN NIHSER, pack/load operator, 17 building
 LOREN SETTLE, JR., preparation operator, 101 building
 RAYMOND VOUGHT, floor gang, 20 building
 PAULA BLAIR, plastics packer, Gregg's, Portland
 DOROTHY WILLIAMS, plastics packer, Gregg's, Portland

EAP appointments fit your schedule

(Continued from Page 2)

Appointments are made at the convenience of the employee during the week, evenings or weekends. Rybolt stressed that all initial appointments are offered promptly.

"To be available day or night, EAP will have a 24-hour-a-day answering service and will provide quick response to all inquiries," said the coordinator. "Appointments are made by calling 423-4444 from an outside line or extension 4444 from a Staley/Decatur telephone or outside plant with a direct line," Rybolt said. "The person does not need to leave his or her name with the answering service, just a number and the times available to receive a call.

"This new service is one more way the Staley Company shows that it cares about its people," the EAP coordinator said.

BULK RATE
 U.S. POSTAGE
PAID
 Permit No. 49
 Decatur, Ill.

January 1, 1981