

StaleyNews

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Financial results, plant expansions, new facilities take top billing in 1981

Some of the most memorable and exciting months in Staley's 75-year history were recorded during 1981. Those 12 months were filled with announcements of acquisitions, expansion completions, production records, and all-time high sales and earnings. To recap some of the year's highlights, this flashback is provided.

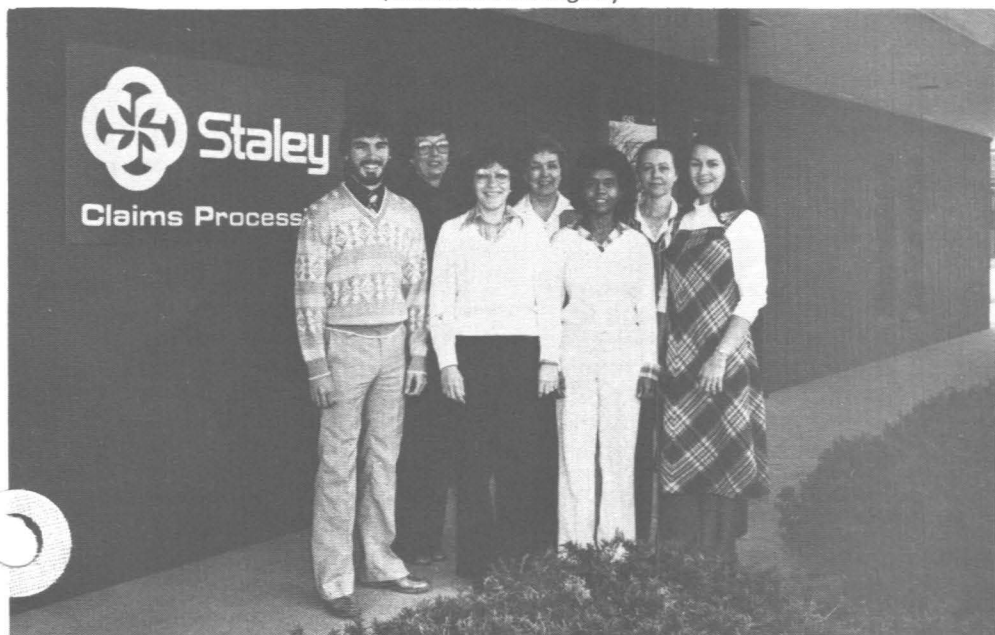
...ding into the new year, the first quarter, which ended December 31, 1980, showed earnings of \$32,700,000 or \$1.48 per share on sales of \$552,309,000. Those totals compared with net earnings of \$8,679,000 or 43 cents a share on sales of \$361,051,000 for the same period in 1979.

JANUARY--Pile driving was well under way at the new Loudon corn refining plant slated for completion in September of 1982. Pile caps were being poured to tie the piling to the structural steel, and perimeter fencing was going up for site security. . . .Monte Vista's new bag dumping station was in full operation, almost eliminating hand dumping of recovered potato starch by taking whole pallets of bags, sending the starch to holding tanks and bailing the paper bags for scrap. . . .Mike Kerber replaced Hank Parker, who retired as manager of the Champaign soybean processing plant, and Bill Camp succeeded Kerber as manager of the Frankfort soybean plant. . . .To assist employees with personal problems resulting from drinking or drug dependency, the Staley Company introduced an Employee Assistance Program throughout the company. . . .Guests at Ronald Reagan's inaugural balls munched on Jelly Bellies containing Staley corn syrups and starch. . . .As the American hostages left Iran, Staley signaled their flight to freedom by once again turning on 52 colored lights (one for each of the hostages) on top of the administration building. . . .Dave Miller was promoted to director of commodities in the Industrial Products Group, handling all corn buying and co-product sales. . . .Tom Wheatley, Decatur project manager, industrial manufacturing, was reelected chairman of the board of the Staley Employees Credit Union. . . . And Ray Carroll joined the company as superintendent of the Decatur oil refinery. . . .

FEBRUARY--More than 352 shareholders, a record number, attended their annual meeting in Decatur on February 9. Five directors were reelected for three-year terms to the board. . . .The second stage of the Lafayette expansion was completed this month, adding another 400 million pounds of annual capacity in high fructose corn syrup. . . .Reeder C. Miller was named vice president of corporate transportation. . . .The first major structure taking shape at Loudon was the maintenance stores building. Late winter activities centered on the erection of field-fabricated tanks. . . .Employees in Decatur's 44 building this month produced their most commercial pounds of dextrose in a single day. . . .Al Zick was named director of pensions and benefit assets. . . .Murtaugh set a new monthly production record, breaking the old mark set in October, 1980, by six percent. . . .And corn oil produced per operating day in Decatur increased more than 30 percent this month. . . .

MARCH--Process equipment began arriving at the Loudon plant this month. Work on the administration building began in the latter part of the month and will be completed in late summer. . . .Decatur's dry starch section set a record number of bushels finished in one day. . . .At Lafayette, number six line was changed over and was in operation to make either "Isosweet 5500" or "100" high fructose corn syrup. A new feed dryer was started up at this location. . . .Colorectal cancer screening was offered to all employees. . . .Officers of AIWA Local 837 in Decatur were instrumental in arranging a national health and safety conference for representatives from AIW locals and other international unions whose members worked in the grain industry and allied trades. Tom Gillum, grain unload helper,

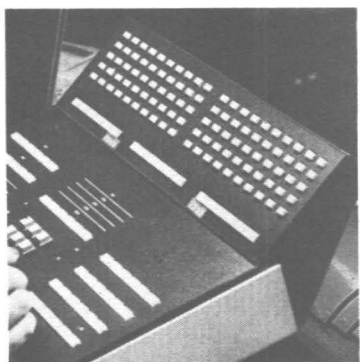
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New home--The Employee Benefits Association's claims handling function for medical, dental and life insurance benefits is now located at 1045 East Eldorado Street, Decatur, where the hours of operation are from 7 a.m. to 5 p.m., daily, except Saturday, Sunday and holidays. Telephone numbers and procedures for submitting claims have not changed. Staff pictured outside of their new office are, from left to right, Tony Capps, Ann Carnock, Carolyn Workman, Clara Barr, Sharon Spence, Linda Coon and Cindy Watts.



Communication/P2

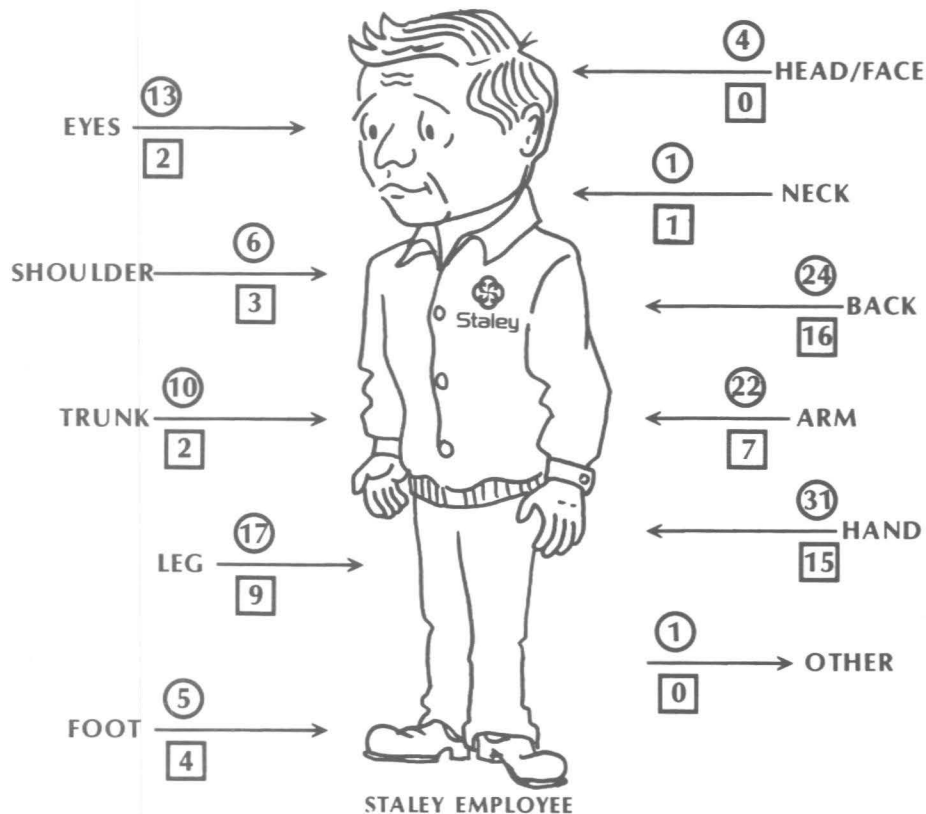


Celebration/P3



Presentation/P4

ACCIDENTS HURT



PARTS OF BODY INJURED — FISCAL 1981

○ = NUMBER OF RECORDABLES

□ = NUMBER OF LOST TIME INJURIES

Extra effort has resulted in a significant reduction in injuries during fiscal 1981 during which employees enjoyed a 42 percent reduction in their lost-time incident rate and a 24 percent reduction in total recordable injuries. Hand injuries again were the most frequently suffered recordables, while back injuries accounted for the most lost-time cases. Highlights of effective safety programs appear in a story on page 4.

Staley supports sugar loan to counter the European sugar export subsidy

Although Staley supports the principle of free trade (in which the market determines prices), the company actively supported the controversial sugar loan provision of the compromise farm bill, which became law on December 23, 1981, according to Larry Cunningham, marketing director of sweeteners.

Staley supported the sugar loan because the European Community (EC) countries unfairly subsidize sugar exports which, in turn, severely depress world and United States prices.

As a leading producer of high fructose corn syrup (HFCS), which competes directly with sugar in many applications, Staley has a major interest in the price of sugar. The company's brands of HFCS, "Isosweet 5500" and "Isosweet 100", are widely used as sugar replacers in beverages and many processed foods.

Corn farmers also supported the sugar provision since corn wet milling currently uses about 20 percent of the 1980-81 cash corn crop (corn sold for cash as opposed to that used as farm feed), and the expanded market for HFCS could increase this use to 30 percent. Corn farmers, therefore, also share Staley's interest in some defense against depressed sugar prices.

Provisions of the new farm bill direct the Department of Agriculture to make loans to producers of sugar in this country at the raw cane basis of \$.17 per pound for the year beginning October 1, 1982. The bill also provides for fractional-cent annual increases through October 1, 1985.

Transportation and refining add from \$.06 to \$.08 per pound to the raw cane basis

to produce a refined delivered sugar price of \$.23 to \$.25, which is equivalent to the raw basis loan level of \$.17 per pound. The loan program supports sugar prices at a level well under the average \$.34 per pound price of refined sugar delivered in Chicago in the crop year 1980-81.

Little or no forfeiture of sugar is expected to occur under the loan program so the sugar provision should not have a negative impact on the federal budget. In fact, fees and duties on imported sugar imposed by the Department of Agriculture to prevent the price of such imports from undercutting the loan level will produce revenue for the federal budget. Imports will, consequently, compete on the same price basis with domestic production.

Sugar prices have a direct impact on corn sweeteners. Cunningham says that high fructose corn syrup is normally priced below

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Staley to purchase 2nd Lafayette plant for syrup, starches

Busch Industrial Products Corporation, a wholly-owned subsidiary of Anheuser-Busch Companies, Inc., announced December 22, 1981, that it agreed in principle to sell its Lafayette, Indiana, corn refining plant to the Staley Company. Terms of the agreement were not disclosed.

The plant, which opened in 1967, produces corn syrups for use in processed foods as well as starches from corn and waxy maize for food and industrial markets. The facility has a corn grinding capacity of 35,000 bushels per day and employs approximately 200 people. The Lafayette plant is the only corn processing facility within the Busch Industrial Products organization.

Staley Chairman Donald E. Nordlund said, "Purchase of the facility is in keeping with our commitment to leadership in the corn refining field, which we believe will continue to experience considerable growth in the future."

Nordlund said that the plant will give Staley added flexibility in its corn refining opera-

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It's almost as easy as dialing your neighbor on Staley's new telephone network

"Don't let the sophisticated name fool you. The new Electronic Tandem Communications Service, called 'Sta-Net,' will make the use of telephones much easier," according to Harold Doddek, manager, corporate office services.

The new service for the company goes into effect on March 15, 1982, at all Staley locations except Staley Commodities, Inc., Chicago, and California. Staley Commodities, Inc. will be connected to the Sta-Net network when they move to their new office quarters. The California locations will be placed on line around April 1, 1982.

As of March 15, authorized personnel, except those in the two mentioned areas, will be able to dial Staley offices in other cities with the same ease and simplicity as dialing a local extension. They also will be able to use the new service to dial non-Staley locations that can be more economically handled via Sta-Net than by using telephone company long-distance toll service.

Sta-Net was developed by the Bell System to achieve two basic objectives: to satisfy growth requirements of the company and to develop a cost-justified solution to Staley's telecommunication needs. First, it will provide the company with the type and level of service required to handle increasing intercity telephone traffic. Second, Sta-Net will result in a reduction in present and future communication costs for the company.

Currently, telecommunications are segmented by location with each having different equipment, procedures and communication capabilities. A recent study of calls made over several months from all Staley locations showed that 70 percent of the calls were between Staley offices and plants. Quality of service and costs vary by location, depending on the equipment and related procedures, with some locations paying higher rates for the same type of line use.

Moreover, the study found that employee productivity is affected by the inability to complete calls in a timely manner. Busy signals are encountered on 30 percent of all "800 number" calls (IN-WATS). Up to a 20-minute wait in queue is possible in order to select least-cost lines, such as WATS or flat-rate private lines. In addition, outward calls are completed only 60 percent of the time on the first attempt.

Estimated future intercity calling volumes would compound some of these problems, according to Doddek. Based on the 1975-to-1980 calling history, a growth rate in calls of at least 15 percent per year can be expected for the next five years.

The study also found that other Staley locations needed many of the communications features available in Decatur with the Dimension 2000 Telephone System, such as least-cost-call routing, flexible call restriction capabilities or flat-rate private lines. But separate locations cannot justify the cost.

To resolve these problems and at the same time provide a system that could satisfy the growth requirements of the Staley Company in the 1980s, the existing segmented services are being replaced with a single integrated network linking 22 company locations. The network will be controlled through the Central Administration Center at Decatur headquarters but maintained by the Bell System.

Designed for cost effectiveness

After studying all of the existing long distance, private lines and WATS calls from all Staley locations to discover traffic patterns, a network was designed to give the most economical combination of phone lines. Decatur's control center will be programmed for total interaction of the network and to exercise control over its many features.

All locations on the network will be able to communicate with each other using flat-rate private lines. Internal calls will be routed over Sta-Net rather than the Bell network, thus realizing more cost-effective communications.

With this system, all 22 separate locations become one with the features of the Dimension 2000 System, which Decatur installed four years ago. There will be one standard dialing procedure at all company locations requiring seven digits for on-



Sandy Hicks operates a Dimension 2000 console in Decatur, which handles all in-coming calls and forwards them to the correct parties at that location.



Harold Doddek looks at the Dimension 2000 switching system computer control common equipment which, besides switching, handles all of the number dialing, connections to various tie-lines and path selections. The cabinets contain circuit boards that control each line, including trunk, tie-line and station circuit boards. All of them are fused and cross connected to the memory and software of the computer.

network calling, and 10 digits for off-network calling. Every Staley location will be identified by a three-digit number, and each telephone will have a four digit number.

Desk to desk calling between installations will reduce 70 percent of the console operator's routing of calls. Locations *not* on the network at the outset can use the facilities via the IN-WATS lines, thereby taking advantage of least-cost call routing.

In addition, employee productivity should improve as the call completion ratio on first attempt will be 99 percent rather than the present 60 percent level.

The long waiting in queue by employees using OUT-WATS only will be reduced. The IN-WATS calls (800 numbers) will improve from 70 percent to approximately 99 percent completion on the first attempt.

Computer controlled system

At the heart of this network is a large switching computer which is programmed to handle all network traffic and route it over the least-cost line available.

To ensure current maintenance of the most economical network design and grade of service, daily, weekly and monthly usage data on all lines will be collected by the company's Central Administrative Center System. Operators monitoring lines for traffic levels can determine if another line is necessary to handle a heavier than anticipated load or can take a line out of service that is no longer necessary. Changes will be possible in the network's configuration in 10 days or less. Currently, these services take 60 days when data is manually gathered and analyzed and then the change orders are given to the telephone company.

In addition, daily, weekly and monthly diagnostic evaluations of all line groups will be made through the Central Administrative Center to ensure quality of transmission. With line testing preceding daily business hours, lines with static or noise can be taken out of service so they do not interfere with call completions.

Billing of operations will be based on actual use with the system keeping a record of every call that goes over the network, including the lines used. For this reason, it will be necessary for employees to safeguard their authorization numbers so that calls will be charged to the proper department or cost center.

Management controls are also built into this system. Use of the network can be designed around an individual's telephone needs at any location via authorization code levels.

Authorization codes will permit designated employees to call any other Staley location or off network to any number in the country on WATS lines. With a higher authorization, they could spill over to direct-distance dialing for immediate completion of calls, and those requiring international calling will have that service made available to them. Convenience, timeliness and economy are the basis for these features designed to give employees all of the services necessary to adequately perform their jobs.

Decatur-based employees requiring Remote Access will be issued authorization code numbers. (Remote Access is the ability to access Sta-Net from a remote location using a touch tone telephone). All other users operating from their desk locations will not require authorization numbers. These numbers will be assigned in the near future

and explained in the forthcoming training sessions to take place at all locations between March 1 and 12.

At all other Staley locations, designated users will require an authorization code number to place a call on or off the Sta-Net network. This includes sales representatives who make calls from their homes.

Shortest, most economical way

Beyond the dialing of an authorization code and the numbers for the call, everything in the system is transparent to the user. The computer looks at the most economical route to complete the call, taking into account private lines, special lines which terminate at the central office of the telephone company in key cities, WATS lines, or if those are busy, going on to the Bell direct-distance dial network.

"If a call cannot be completed through one path, it may go to another to get there, with several alternate routes possible," said Doddek.

Giving some instances when this system can be very helpful after office hours as well, Doddek mentioned the time difference between Decatur and the West Coast.

"One might need to talk with someone in Los Angeles who is out of the office for a while. Not wanting to wait until that party returns, the employee can go home, have dinner and later place the call into the system on the Decatur number, give his or her authorization code, and dial the Los Angeles area number. The switching operation in Decatur will put the call through over the least-cost lines, which would be the tie lines to Portland and from there to Garden Grove and immediately on to Los Angeles. That call will be billed on the low-cost private lines.

"In another instance, the purchasing department has a vendor in Des Moines working on equipment for the Loudon plant. At night, the purchasing agent needs to talk with the vendor. He calls the local Decatur office number, uses his authorization code, dials 8 and the number at the vendor's home. The call goes over a private line to the Des Moines plant. When it reaches the switching equipment in Des Moines, it becomes a local call."

Credit card calling, which is the most expensive method of placing a call, will be greatly reduced. The persons who are issued credit cards will have an authorization number which will give them access to the Sta-Net services.

"In a final analysis, Sta-Net is a voice communication system owned and operated by the company. As such, Staley is in competition with the Voice Communication System of the American Telephone and Telegraph Company (AT&T)," said Doddek. "We will provide all of AT&T's services but at the lower cost to the company."

More information about the new system will be published in the next "Staley News."

Sugar loan supported

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the price of sugar, but when sugar prices are as low as \$.25 to \$.26 per pound refined basis, the industrial user's incentive to convert from sugar to HFCS is reduced.

High fructose corn syrup accounted for about 20 percent of the country's sweetener market in 1981 and is projected to gain about 30 percent of the entire market over the next few years, provided sugar prices are not severely depressed.

Unfair EC export subsidy

European Community countries in 1981 subsidized sugar exports by \$.12 to \$.14 per pound, which in effect gave the European producer a price twice as high as the price available in the free world market.

In 1981, world sugar production totaled around 96 million metric tons (MMT), of which 28 MMT will be traded between countries. Some 21 MMT are traded in the "free" market since seven MMT are exchanged under various "centrally planned economy" trade agreements, such as that between Cuba and Russia.

Vern McMinimy, director of commodity research for Staley, points to the subsidy of (Continued on page 6)

Record earnings, new or expanded facilities, production runs make headlines

(Continued from Page 1)

28 building, Decatur, was on the program. . . . Getting a jump on the growing season, the Staley gardens were ready for planting the latter part of the month. . . . The maintenance and warehouse departments at Houlton set new records for working without a lost-time accident. Maintenance personnel compiled 417 days and warehouse employees, 392 days, as of the week ending March 27. . . . For the first six months of the fiscal year, corn oil refined at 29 building was up 31 percent and neutralized corn oil produced per operating day was increased 37.7 percent. . . . Decatur industrial manufacturing had a record month and a record one-day rate. Total bushels through the syrup refinery was the highest for a one-month period in the history of Staley/Decatur. The average daily grind also exceeded the record set in February. In addition, the largest total shipment of corn syrup solids for a one-month period occurred. . . . The company signed an option on a 100-acre site at Memphis, Tennessee, for the purpose of building an export-oriented soybean mill at some future date. . . . And net earnings of \$27,824,000 or \$1.25 per share on sales of \$532,281,000 were reported for the second quarter ended March 31. The totals compared with net earnings of \$13,203,000 or 64 cents per share on sales of \$390,415,000 for the same period in 1980. . . .

APRIL--The Lafayette corn plant added a feed pelletizing operation this month. . . . At Morrisville, employees started up a new rotary feed dryer for grind reliability and the expanded waste treatment facilities. . . . Ivan "Sug" Boren was named superintendent of the Champaign soybean processing plant with Garry Saathoff replacing him as superintendent at Frankfort. . . . Jim Crawford was named manager of the Fostoria soybean mill, succeeding Daryl Houghton, who returned to headquarters as domestic meal sales manager and Decatur plant manager. . . . Eugene Bryant joined the company as director of exports in the soybean crushing division, responsible for developing export opportunities for Staley soybean meal. . . . More than 320 employees, spouses and guests attended the 34th Annual Service Awards Dinner honoring 213 employees. . . . During the past seven months, employees of the Decatur oil refinery have registered a safety record unmatched by any department in the Decatur plant, having worked without either a recordable or lost-time injury. . . . The company announced that it is actively seeking a buyer for some portions of its consumer products business excluding Gregg's Food Products and Re-Mi Foods. . . . Spring Staley jackets were sold again. . . . And the Bloodmobile collected 487 units of blood at the 28th annual in-plant visit at Staley/Decatur. . . .

MAY--Between this month and September, work at Loudon was to include field erecting tanks, erecting structural steel, pouring concrete floors, installing major equipment and erecting the boilers. . . . Trips, home entertainment equipment and jackets are being offered to Decatur plant employees who work safely during a contest running from May 1 through April 30, 1982. . . . Gluten feed pellets were first produced at Morrisville, where a new railcar track to store a grain train was also completed. . . . Kent Mittelberg was promoted to vice president of food and specialty products. Ken Robinson was named vice president of the soybean crushing division of the AgriProducts Group, continuing with his responsibility for the company's five soybean mills and related export functions. . . . Dr. Ed's Relaxed Runners had their founding meeting. . . . Staley pedal pushers won another industrial trophy, collecting more than \$8,000 for their mileage in the Macon County Cancer Society's Bike-A-Thon, of which Roger Deibert and Chuck Phegley were co-chairmen. . . . Lone Staley, last surviving child of A. E. Staley, Sr., founder of the company, died the 11th in Miami Beach, Florida, at the age of 81. . . . As of the 13th, the Decatur manufacturing site had worked 109 consecutive days without a disabling injury. . . . Employees of 44 building, Decatur, established a new monthly production record for "Staleydex" dextrose. . . . And Bill Robinson was promoted to general manager of the protein division in the food and specialty products area. . . .

JUNE--Completion of the No. 2 corn syrup line expansion in Decatur resulted in 35 percent increased capacity. . . . The Fostoria soybean plant set a new solvent loss record. . . . Contractors working on the Morrisville construction site outnumbered Morrisville employees by more than two to one. . . . For the third quarter ended June 30, Staley reported net earnings of \$24,576,000 or \$1.10 a share on sales of \$465,308,000. The totals compared with net earnings of \$20,698,000 or 97 cents per share on sales of \$407,463,000 for the same period of 1980. . . .

JULY--A new name in commodity trading emerged the first of the month when Lincoln-Staley Commodities, Inc. became Staley Commodities International Inc. . . . As of the 9th, employees in 29 building, Decatur had worked nine months without a recordable injury. . . . "Staley Protein Insecticide Bait," developed by the company in the 1950s, is a key ingredient in the West Coast's battle against the Mediterranean fruit fly. The Staley-produced attractant is combined with a pesticide, allowing the amount of the pesticide to be greatly reduced. . . . For the second time, the prestigious Izaak Walton League of America presented an award to Staley for work in the environmental field. The company was honored for its concerted efforts in such areas as waste water treatment and energy conservation. . . . "Staley Refined Corn Bran" received honors in the biennial Food Processing Awards as one of the outstanding developments commercially introduced to the food processing industry during the period of January 1, 1979 through December 31, 1980. . . . Outstanding team effort and excellent product within specifications were highlights of the successful start-up of the "Isosweet 5500" high fructose corn syrup unit at Morrisville. The first batch of "5500" was produced on the 16th. . . . The company announced that it reached an agreement in principle to sell portions of its consumer products group to Purex Corp., Lakewood, California, which would purchase Staley's household products and retail food products operations, excluding "Wagner" fruit drinks and Gregg's Food Products and Re-Mi Foods. . . . At Lafayette, the incremental grind increase was completed. . . . Major railroad track rehabilitation was finished at the Des Moines soybean mill. . . . Sanitation and the general appearance of the plant were improved with the new concrete parking areas and truck thoroughfare at Monte Vista. . . . The flash-dried product yield at Houlton increased .5 percent over June's production yield and 3.57 percent over the average yield for the first nine months of fiscal 1981. The 98.07 percent yield in July is a new record for flash-dried product yields at Houlton. . . . Bob Garretson was promoted to director of starch sales and marketing in the Industrial Products Group. . . .

AUGUST--Morrisville's grind expansion was completed with the debottlenecking equipment increasing capacity by more than 35 percent. A daily production record was set for sweeteners exceeding the previous high by 15 percent. . . . A new waste truck building was completed at Houlton. . . . At Decatur, a new soy protein concentrate bin farm and packaging line came on line. . . . The company announced that it reached an agreement in principle to sell its "Wagner" line of fruit-flavored beverages to Westin, Inc., of Omaha, Nebraska. . . . L. E. (Lou) Doxie, executive vice president of the company before his retirement on October 1, 1973, died on August 20, 1981. . . . Winter jackets were ordered. . . . At Loudon, piping and electrical work commenced mid-summer when much of the processing equipment was being set. Railroad track also was being laid. . . . Employees in 111 building, Decatur, set an all-time production record of HVP-based sauces and baits in August, exceeding their former production high by more than 10 percent. . . . Don Waller was promoted to western area manager, industrial production and Jim Lawson, to assistant plant manager at Monte Vista. . . .

SEPTEMBER--Fostoria established a new yearly crush record with the increase equivalent to an additional three days crush. From an efficiency standpoint, hexane losses and emergency downtime at Fostoria were at record lows and also the lowest of the crushing plants. . . . At Morrisville the monthly grind was four percent above the previous high, while a monthly sweetener record was also recorded some two percent above the preceding high mark. . . . Total protein volume produced through 99 building, Decatur, during fiscal 1981

set a new record total pounds, 6.2 percent higher than any previous fiscal year. . . . The company agreed to acquire the assets of Homann Grain and Supply Co., a country elevator at Altamont, Illinois. . . . A record-breaking crowd of more than 2,300 Staley employees, retirees and their families were on hand for the sixth annual Staley Day in Champaign. . . . As of the 15th, Lafayette had worked 260 days without a lost-time accident, the second best record since its start-up in August of 1977. . . . More than 5,000 attended the first combined industrial-agriproducts picnic in Decatur. . . . Dehulling improvements were wrapped up at Champaign. . . . For the fiscal year, the Decatur oil refinery production records included an increase of total oil refined; an increase of 38 percent on crude corn oil processed; and a 49 percent increase on deodorized corn oil. . . . The company reported record net earnings of \$105,821,000 or \$4.75 a share on record sales of \$2.0 billion for the year ended September 30. The totals compared with net earnings of \$73,810,000 or \$3.51 a share on sales of \$1.6 billion for the previous year. Fourth quarter net earnings were \$20,721,000 or 92 cents a share versus \$31,230,000 or \$1.47 a share for the same period of 1980. Sales for the quarter were \$456,298,000 as compared to \$497,063,000 for the last three months in fiscal 1980. . . .

OCTOBER--Throughout Staley locations, employees were asked to respond to United Way fund drives as an investment in their communities' futures. . . . Warehousing and merchandising operations began at the Midwest Processing Company in Velva, North Dakota, a joint venture of Staley with The Pillsbury Company and Neshem-Peterson and Associates. First loads of sunflower seeds were delivered to the new plant early this month. . . . "The Wall Street Transcript" named Don Nordlund its Silver Award winner among chief executive officers of commodity processors. . . . At Champaign, work on the new dryer-cooler in the extraction area was completed. . . . Concrete slipping began on the six corn silos at Loudon this fall. With buildings enclosed, efforts were being stepped up on piping, electrical work and instrumentation. Millwrights were pressed into service setting gears, aligning pumps, leveling process equipment. . . . A daily record grind was recorded at Morrisville, exceeding the previous high by 19 percent. . . . A new production mark also was achieved at Murtaugh, exceeding the previous high recorded in March by 15.2 percent. . . . Some 200 guests attended the Des Moines oil refinery Family Day featuring tours of the new facility, benefits programs and a picnic. . . . The claims handling function of the Employee Benefits Association moved to an office building in downtown Decatur. . . . First shift employees in 99 building set a production record on "Mira-Tex 113". . . . The company's first day-long workshop, "Preparing for Retirement," was held for Decatur employees and their spouses. . . . Some 714 retirees and guests attended the Sixth Annual Staley Retirees Association's dinner. . . . Phase II of Decatur's elevator modernization program was completed. . . .

NOVEMBER--Thomas Lafferre joined the company as vice president of engineering and purchasing. . . . Art created by 17 employees was exhibited at Staley/Decatur for two weeks. Eight of the works and three crafts were selected for the Kirkland Fine Arts center's city-wide employee exhibit. . . . Start-up operations began on third shift Friday, the 13th, at the Des Moines oil refinery. . . . Seven researchers who have made significant scientific contributions to the company received Research Achievement awards including Ken Moser, Bill Bomball and Deane Roth, who shared an award; Mike Campbell, Paulette Howard and Dave Zollinger, who were recognized for joint efforts; and Hank Scobell. . . . Glen Hartman, preparation operator, 101 building, Decatur, took top prize in the handicap division of the 21st Annual "Russ Dash" Singles (bowling) Tournament with Don Adcock, senior mechanic, millwrights, taking the men's scratch honors and LaVonne McCord, quality control technician, the women's top scratch prize. . . . New meal tanks and Jennicke-Johanson bin bottoms at the Des Moines mill were placed in service. . . . Construction continues on a new soybean conditioner in Decatur. . . . Houlton received a new drum dryer and merco centrifuge. . . . Dr. Kenneth Cooper, the man who started America running and exercising, made a return visit to Staley/Decatur. . . . And the company purchased land and received EPA permits for a projected soybean mill at Memphis, Tennessee. . . .

DECEMBER--The first deodorized oil was produced at the new Des Moines oil refinery this month. All processes, except hydrogenation (planned for January), have been running. . . . A new employee office and locker room complex was readied for occupancy at the Decatur oil refinery. . . . Progress continued on the face-lifting project and process renovation in 111 building, Decatur, and will continue into 1982. . . . A new bulk loadout facility is being constructed to better serve Staley/Decatur bulk soy protein concentrate customers. A February completion is anticipated. . . . The Staley Women's Club sponsored a toy program for the less fortunate in Decatur. . . . Winter jackets arrived in time for Christmas. . . . Construction on new mineral oil systems at the soybean mills in Fostoria, Frankfort and Champaign got under way last summer, with Fostoria's project completed. These systems will save hexane. . . . Winding up the year, Busch Industrial Products Corporation, a wholly-owned subsidiary of Anheuser-Busch Companies, Inc. agreed in principle to sell its Lafayette, Indiana, corn refining plant to Staley. . . .



Recapping 1981, from left to right, top to bottom, are Staley garden preparations, Des Moines refinery family day, Bike-A-Thoners, Re-Mi Food packaging, United Way kick-off, Loudon construction, softball, service award selections, bowling, Staley Day, Hank Parker's retirement, industrial-agriproducts manufacturing picnic, annual meeting of shareholders and construction of jointly-owned sunflower seed processing plant at Velva.

Extra effort curtails both lost-time and recordable injuries during fiscal 1981

"During fiscal 1981, Staley employees enjoyed a 42 percent reduction in their lost-time incident rate and a 24 percent reduction in total recordable injuries," said Bob Moore, supervisor of loss control engineering. "With this performance, they've demonstrated that a little extra effort by everyone can result in a significant reduction in the number of injuries suffered."

Employees at Monte Vista, Galesburg and Chicago Vico completed that 12-month period without a lost timer, while those in Murtaugh, Indianapolis and the Chicago warehouse completed five, six and seven years respectively since their last lost-time injury. In addition, the Decatur plant established a new record when they operated more than 1,400,000 employee hours without lost time while reducing their incident rate by 74 percent.

Significantly improved safety performances were also achieved by Des Moines (71 percent reduction in lost-time rate), followed by Champaign (61 percent reduction), Lafayette (47 percent reduction), Houlton (46 percent reduction), Morrisville (46 percent reduction), and corporate office and research (10 percent reduction). All these locations have shown that good performance is both a desirable and an achievable goal.

For the second year, hand injuries were the most frequently suffered recordables, while back injuries accounted for the most lost-time cases.

Let's look at some of the programs that helped produce these good results during 1981.

At Monte Vista, Don Waller, the western area industrial manufacturing manager says, "We have put safety awareness into programs at our plant." Reviewing the improved safety performance of his employees last year, Waller noted they had a clean slate on lost-time injuries (the last one occurring in September of 1980) and only one recordable injury during the 12-month period!

"Because many employees perform the same job daily, they are unaware of potential hazards on the job. Therefore, we instituted STOP, the safety, training, observation program originated by the DuPont Company, which has successfully been tried at the Lafayette plant and other Staley installations. Through this program, employees have become aware of unsafe activities and conditions which they may have worked around for some time. When similar conditions or situations arise, they are encouraged to point them out immediately so corrective measures can be taken before an accident occurs."

New employee orientation has received emphasis, according to Waller. "Before performing on his or her new job," he said, "the person is taken on an extensive tour of the plant during which all hazards as well as all safety equipment are pointed out. Safety apparel is explained along with the importance of wearing the appropriate protective gear and garments when working in certain process areas."

"Safety chairman Orlando Lujan tours the operation daily, seeking out any out-of-the-ordinary situations, such as precariously

stacked pallets, which would cause trouble or an accident.

"In addition, our Good Manufacturing Practices Safety Inspection team makes a tour every three weeks of the facilities inside and out searching for worn wiring or malfunctioning equipment and making sure that safety shields are worn and hand tools used properly."

Waller initiated the inspection program being carried out by Cornelius Lujan, sanitation worker, Jim Lawson, assistant manager, Orlando Lujan (all permanent committee members) and representatives of the maintenance shop, quality control, warehouse and process crews, who are periodically rotated to give all hourly workers an opportunity to influence the safety environment of their work place.

Over the year, some important improvements, according to Waller, have included installing back-up horns on plant vehicles to make employees aware of their presence and placing red safety guards on dangerous areas such as screw conveyors and gears.

And finally, as an incentive to working safely, employees have a bingo safety awareness program for which each has a card to work on. Each accident-free day a number-letter combination is drawn and \$1.50 for a week day or \$1.25 for a weekend day is added to the jackpot. The person whose card bingos first wins the kitty. However, if there's a reportable or lost-time accident, the game starts over. "No one likes to see that happen," according to Waller, "so they all work hard to insure the 'kitty' stays healthy. This tends to be a reward for working safely," the manager said.

Construction adds handicaps

Accident rates have dropped dramatically at the Champaign plant in spite of a period of high construction last year. Such disruptions can often mean trouble for safety programs, according to Sug Boren, plant superintendent. "You must deal with a broader spectrum of safety concerns both in the operation of the plant and the control of contractors during construction," he commented.

The incidence of lost-time injuries has dropped from 10.7 in 1980 to 4.2 last year and the incident rate on recordables went from 16.6 to 4.24 for that same period. While construction had a real detrimental effect on safety in 1980, the difference last year was brought about in part by the employees' assistance in keeping the construction areas cleared of debris.

"In addition, safety inspections have been much more stringent," according to Bill Lippencott, production superintendent. "Each month we look at a selected area of the operations—extraction, preparation, elevators, warehouse, or the boiler room—and list all items requiring repairs. Inspections may catch 16 items, some very small, but they are given attention anyway. The list from the previous month is checked for corrective action as well."

This committee includes Lippencott, Bob Harvey, maintenance supervisor and Terry Good, labor supervisor, and several hourly employees who are rotated every couple of

months. "Eventually, everyone is involved in the inspections and becomes helpful pointing out problems as they come up in his or her work area," said Lippencott.

Giving an added feeling of accomplishment in the safety area, the plant sponsored several safety contests during the year based on employee hours worked safely. Of eight teams involved in one contest, only two were disqualified because of accidents. To break the tie, group absenteeism became a deciding factor.

"No serious accident at our plant during this most recent construction period has been the bottom line for these efforts," said Good.

Award-winning year

Decatur plant employees earned a Safety Achievement Award from Self-Insurers Service Inc. for loss prevention performance during fiscal 1981.

This award was predicated upon the plant's reduction of lost-time accidents and the severity of these incidents which resulted in lower incident and severity rates, according to A. A. Gatchell, safety consultant from Self Insurers Service.

Noteworthy in the presentation were commendations for new programs instituted such as "departmental safety committees, a safety work order system and plant-wide lockout procedures, which will contribute to better records in the future," Gatchell said in a letter to J. B. Webb, safety supervisor.

What the plaque stands for is the reduction of lost-time injuries from 28 in 1980 to 8 last year with recordables holding nearly steady at 68 in 1980 and 71 in 1981. First aid band aid treatments decreased greatly over the two years with an estimated 1,300 treated in 1980 and 1,160 in 1981. Importantly, days lost were also greatly reduced with 568 lost in 1980 and only 216 last year.

"The incidence rate, per 200,000 hours worked, went from 1.5 to .5 and the severity rate, based on 200,000 hours worked, from 30.6 to 12.2 last year.

One of the main factors contributing to the greatly improved statistics this past year, agree Webb and Tom Gillum, both members of the plant's Health and Safety Committee, is the development of departmental safety committees, created about 16 months ago. With experience, these committees take care of internal safety problems. Monthly, the committees will examine all work areas, check over previous complaints for corrections, review the accident record for the prior month, looking at each accident for cause and constructive action to prevent a similar occurrence.

Results of having departments responsible for their areas are very rewarding, according to Webb. Working together for a common goal—safety—is making head way.

One of the outcomes of this type of teamwork on safety is a changing attitude among workers, according to Gillum. "For years, many figured there was no reason to mention problems because nothing would be done about them. A more common attitude



A. A. Gatchell, safety consultant from Self Insurers Service, holds the Safety Achievement Award, which he presented to J. B. Webb, Decatur's safety supervisor, for Decatur plant employees' loss prevention performance during fiscal 1981.

today is that these problems can be controlled. It's good to be a safe worker."

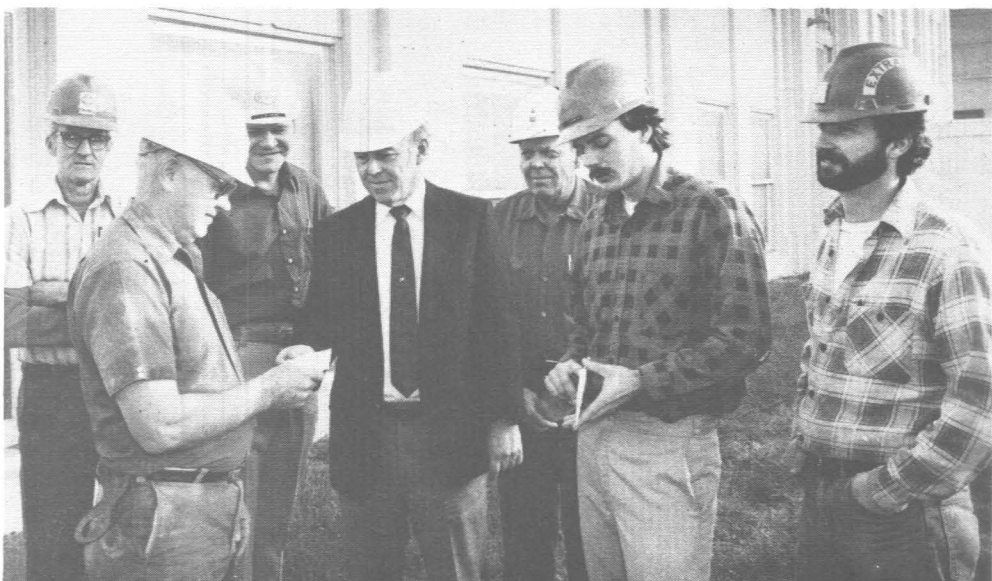
This departmentalized approach to safety was the outgrowth of the plant's Health and Safety Committee, comprised at that time of Gillum, Gene Sharp, Earl Keene and Webb. Bob Craig later replaced Keene on the committee. This plant-wide committee monitors and helps the departmental groups in an effort to bring them all under one umbrella.

"Creating safety awareness and safety visibility is the current 12-month safety promotion with prizes for quarterly and annual winners. Hard hat stickers and publication stories about the winners help bring the contest into the limelight," according to Webb. "The family gets into the act by encouraging safe work so their family member will remain in the contest for the grand prizes. Peer pressure is also tough. Out of this hopefully develops a feeling of responsibility for one's own and his or her department's safety record," says Webb.

"This contest indicates that management is committed to safety because it is putting money into the programs. Commitment comes from management and supervisors. Dollars are being spent," according to Webb.

Besides efforts of departmental safety committees and the current large contest, a combination of activities has influenced and will continue to bear positively on the Decatur safety picture. Among these is the new lockout procedure which assures that equipment, taken out of service for maintenance, cannot be re-energized while work is being performed on it.

(Continued on Page 5)



Claude Stine, left, receives a letter from Art Schoepfer, Decatur industrial plant manager, authorizing him to select a prize he recently won in the Decatur plant's year-long safety promotion contest. The other winner in the second quarter, Tim Gillespie, second from right, is shown opening his prize envelope. Looking on, from the left, are the plant's Health and Safety Committee members Bob Craig, J. B. Webb, Tom Gillum and Gene Sharp.

Second quarter winners announced

"Look before you reach" has been a motto for the two recent winners in the year-long Decatur plant's safety promotion.

They are Tim Gillespie, sewing room operator, 20 building, and Claude Stine, pack/load operator, 20 building, whose names were drawn by the plant's Health and Safety Committee from those eligible after the second three-month period of the contest.

Gillespie won the drawing from among the eligible plant employees who worked at least 66 percent of their scheduled time during the second quarter and had no recordable injury.

Stine had his name drawn from qualifying employees in contest groups that worked the entire quarter without a recordable. Only 38 groups out of 54 remained eligible at the end of the second quarter.

Both winners had their choice of a 19-inch color portable television with controller, a

25-inch color console or stereo equipment. These same prizes will be offered again in the two remaining quarters of the contest.

According to the contest's rules, Gillespie and Stine cannot participate in the quarterly drawings during the third period, even with perfect records or their department's perfect records. But they qualify again for the drawings in the final quarter. In addition, they will be eligible for the trip drawings at the end of the contest, providing they continue to have untarnished safety records.

Gillespie who has been with Staley since August of 1974, has never had an accident on-the-job. Having a fetish about keeping his fingers, Gillespie says he always keeps his eyes open. "We work with large cutters which could sever not only a hand but an arm. The dies that cut out holes in fabric can injure fingers very easily. This equipment is used in the preparation of filters for

(Continued on Page 5)

Chill in the air puts vigor in running; don't quit now

Many runners stop training this time of year because of the cold weather and darkness. After training all spring, summer and fall, they lose all effects of their training program in five or six weeks of inactivity, according to Steve Casper, Staley's physical fitness director. "Even two or three nights a week on the racquetball court won't really keep a person in top condition, although supplementing that exercise with running will," says Casper.

Comfortable running is possible in the winter, according to Steve. Dressing properly, taking some simple safety precautions, and maintaining the right psychological outlook can make winter running very enjoyable, he said. "It's surprising how many runners are outside year around!"

Running in cold weather usually means more running in the dark, making safety precautions very important. Best times likely won't be clocked while running on slick surfaces! Casper says to adjust pace to surface conditions, and to remember that cars won't stop as quickly on wet pavements, *even if the driver can see the runner*. Casper points out that it is easy to see approaching headlights, but it is not easy for drivers to see runners.

He suggests that runners wear light-colored clothing, a reflective vest or similar item, carry a flashlight, and still assume that drivers cannot see them running. The flashlight also illuminates potential hazards—cracks and holes in the surface, which could cause a fall.

Mode of dress changes after a good snow. Casper says that dark clothing against a bright, snow-covered landscape will make runners more visible to drivers except at night.

What to wear

Dress is simple on cold days but still requires some experimenting to discover just what is needed for different conditions, according to the physical fitness director. He predicts that the first trip out, a runner will probably be over dressed. He or she will discover this fact very quickly and will be able to adjust for the next workout.

Basic items to consider when running in cold weather are the following:

- Forty percent of the body's heat is lost through the head, so wear a stocking cap and maybe a ski mask.
- Wear clothing in layers (light layers). This allows a person to remove something if too warm!
- With petroleum jelly, lubricate areas that may chafe from rubbing.
- Wear mittens.
- Try to keep feet dry.
- Plan the run, if possible, to have the wind at the back for the return run. This will help prevent chilling.
- Make note of the wind chill factor (see chart) and take heed.
- When exercise is completed, walk several minutes outside. Then go inside, remove clothing and keep

moving to help circulation and to prevent fainting and other problems. Cool off and don't forget those stretching exercises. See the June/July, 1981 issue of the "Staley News," which features a host of good stretches.

Popular among cold-weather runners, says Steve, are Gortex suits, made of light weight, thin material that is water repellent, yet allows the fabric to breath. These suits are very good in cold weather but very expensive (\$100 plus). He says runners can get by on a much smaller investment.

Speaking from his own experience, Casper said, "I have run when it was as low as -10 degrees F. and have not been at all cold. In fact, I may actually have been over dressed."

On exceptionally cold days with the wind blowing, the physical fitness director advises wearing the following articles of clothing: sweat pants and hooded sweat shirt; maybe thermal underwear or Lifa garments, which are made of a warm, light-weight, breathing material; nylon windbreaker; stocking cap; mittens; wool socks and shoes.

The key to running in the cold is experimenting and learning what clothing works for you. On a 25-to-30 degree day with little wind, shorts, tee-shirt, windbreaker, stocking cap and mittens may be all that is needed, but Casper cautioned that runners must watch the wind chill factor and be ready to experiment with clothing.

One last item to consider is "freezing the lungs," a common worry among runners, says Steve. Inspired air at -40 degrees F.

Plant to give added flexibility

(Continued from Page 1)

tions. Staley is the nation's largest producer of high fructose corn syrups and an important supplier of regular corn syrups, dextrose and starches.

Purchase of the Busch plant also complements the company's long-range program for developing chemicals from corn starch, Nordlund added.

The Staley Company operates corn refining plants at Lafayette, Indiana, Decatur, Illinois and Morrisville, Pennsylvania, and has another corn refining plant under construction at Loudon, Tennessee, scheduled for completion next fall.

Worth noting . . .

Among the court of royalty, Brad Davis was elected homecoming king for Sargent School's recent festivities in Monte Vista, Colorado. His mother, Sue, is secretary at the Monte Vista plant.

Dave Traxler's colored photograph of a field of daisies has netted him a \$100 prize in a recent photography contest sponsored by the Framin' Place in Decatur. Traxler is an electronic technician, 60 building.

is already 50-to-60 degrees F. when tested entering the lungs, according to Dr. Ed Goldberg, executive medical director. So cold air should be no problem for runners.

"Anyone who is still concerned about cold air's effect on the lungs should purchase a warm air mask at any drug store," says Casper. "With this mask, the air inhaled will be considerably warmer. However, this will raise the body temperature and increase the rate of perspiration, and, therefore, the person may require less clothing. Also increased perspiration will necessitate increased fluid intake. This is what I mean by experimenting to see what a runner will actually need to be comfortable."

Runners who suffer from exercise-induced asthma, which is precipitated by cold weather, should see their physician. Medications are definitely available to correct this condition, says Casper.

Until all variables are checked out and one knows the type of clothing called for as the thermostat goes up and down, Steve recommends that runners keep their first few outings close to home.

"It will not take long to become a cold weather runner. Knowing how easy and much fun it is, one can really feel smug running down the street on a cold, snowy day, while pedestrians and drivers alike stare and think you're superhuman!"

Working safely a skill

(Continued from Page 4)

Perhaps setting a trend was a company spokesperson, J. B. Webb, addressing a national AIW conference on safety. "The union was interested in what the company had to say about jointly supported programs," said Gillum.

Another step forward last year was the finalization of a major emergency plan for the Decatur plant orchestrated by Larry Jones, manager, plant loss prevention. This becomes the prelude for working out a detailed operations procedure for the site.

"Safety is a mental attitude and working safely is a skill," according to Webb. "Hopefully these efforts will gradually effect an overall change in attitude because safety is one of those important bench marks, along with production and quality, by which one rates a successful plant."

Looking toward 1982, Bob Moore says, "Our goal in the coming year will be to continue the positive trend toward improved safety performance that we began in 1981. We will face several challenges to that goal, however, as we complete expansion projects and begin start-up activities in Morrisville, Des Moines and Loudon. Additional care is essential while personnel become familiar with new processes and 'bugs' are worked out of equipment and procedures.

"During the year, plants will be encouraged to begin programs designed to combat their most common type of injury. For instance, Monte Vista is presently designing a program to increase employee awareness in the prevention of back injuries. By continuing our general programs and concentrating on these specific areas of concern, Staley employees should enjoy an even better performance in 1982 than they did in 1981," said Moore.

Years on job bring respect for safety

(Continued from Page 4)

20, 16 and 5 and 10 buildings as well as for press cloths for 111 and 29 buildings," Gillespie noted.

"Being in a small area, one gets to know everything that is hazardous." Tim has some extra assistance as well, mentioning the women with whom he works, who are quick to point out anything hazardous. "Their reminders help to make us all safety minded," the winner said.

Stine's career with the company, which dates back to June 2, 1949, has all been in 20 building with a two-month exception. "I work in an area where safety is a big factor," he said. Thinking back over his safety record, Stine recalls only one accident when he dropped a pallet and mashed a toenail in the process. That was about 15 years ago. At present, he's working on the packaging line where there are many moving parts out of which one must keep his or her fingers! "You have to pay close attention to your job!"

Overall, Stine thinks there is a good attitude toward safety. "If we notice something unsafe and report it to our safety committee, it will be corrected within a reasonable period."

Discussing safety consciousness, Tim said, "Safety has been important for many years at Staley—more so than with many other companies." Before he joined Staley, Tim recalls his father-in-law talking about the company's programs and insisting that many of the safety practices be carried out at home.

"While new-hires, who have never worked under stringent safety rules may consider some of them 'far out,' they soon realize why the rules are there," said Gillespie. "As you acquire a few years of experience with the company, you also acquire respect for safety!"

Recalling years gone by, Stine says, "You don't see the horseplay we once had. Perhaps that's because many employees have been with the company a number of years and take their jobs seriously. From experience I know that as we get older, we are more safety minded! In addition, the lack of turnover at Staley must be a big safety contributor."

"Anything that can be done to improve safety awareness is necessary," says Tim, and both agree that this safety promotion is helping to make each employee a little more conscious of his or her moves.

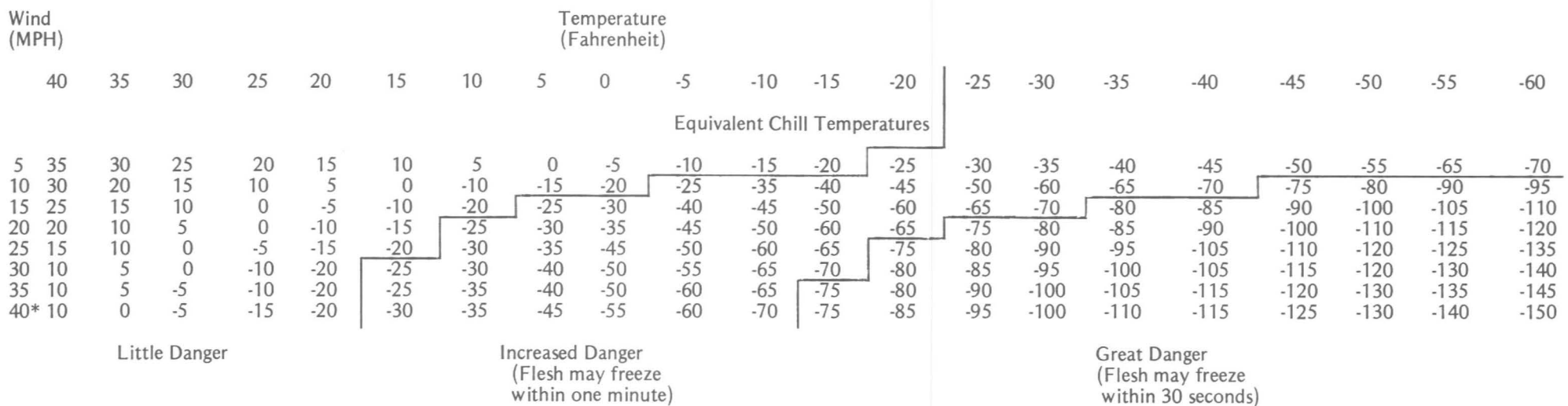
Safety does pay off. In this case, with nice gifts.

Staley News

The "Staley News" is published monthly for Staley employees and retirees by Corporate Public Relations, Decatur.

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EQUIVALENT CHILL TEMPERATURES



*Winds above 40 MPH have little additional effect.

If you dress properly and are cautious in various weather conditions, running in winter can be as productive and enjoyable as during any other time of year.

Jan - Feb 1982

Sugar price depressed by EC subsidy

(Continued from Page 2)

sugar exports by the EC as a major factor causing depressed sugar prices in the U. S. According to McMinimy, by holding prices in the EC at levels well above the free world levels, the European Community moved from a net sugar importer of 1.5 million metric tons in 1971 to a net exporter of 3.1 million tons in 1981. By maintaining a high level of internal prices through their support program, production within the EC has grown to the extent that exports from the European Community have accounted for 77 percent of the increase in free world sugar exports over the last 10 years. This growth has occurred in spite of the fact that the EC countries are among the highest cost sugar producers in the world. The subsidized EC gross exports of five million metric tons represent nearly 25 percent of the "free" traded sugar and are a major depressant on world sugar prices.

In a recent formal complaint to the U. S. Trade Representative, it was pointed out that the EC subsidy of sugar exports depressed the world price by \$.17 per pound during 1981 and "resulted in the European Community obtaining a more than equitable share of the world sugar exports in violation of the Trade Act of 1974 General Agreement on Trade and Tariffs (GATT)." The complaint also alleges that depressed U. S. sugar exports resulted in a U. S. trade loss in excess of \$2 billion in 1981.

Richard E. Lyng, deputy secretary of agriculture, USDA, summed up the effects of the EC subsidies in this way: "In short, our problems with the Common Agriculture Policy (of the EC) stem primarily from too much protection encouraging too much production, which is then exported through the use of subsidies." He made this statement in testimony before the Foreign Agricultural Policy Subcommittee of the Senate Agriculture Committee.

As a consequence, the United States, while a more efficient producer of sugar than the EC, imported half its sugar needs in 1981, almost exactly the quantity exported from the European Community.

Total EC agricultural subsidies cost its member countries \$14 billion annually. In contrast, the total budget exposure for the U. S. farm bill for its entire four-year life is \$11 billion. Until trade negotiations can correct this imbalance, Staley feels some counter measure with little or no budget impact, as is the case with the new sugar loan program, is required to maintain a viable U. S. sweetener industry, according to Cunningham.

Through its trade association and legislative contacts, the company gave input to the drafters of the farm bill early in its consideration by committee and throughout its difficult progress through both Houses of Congress, the Joint Conference Committee and final passage.

Washington hears from Staley

On two occasions, Larry Cunningham and other Staley representatives met with the U. S. Department of Agriculture and suggested an appropriate loan level and accompanying regulations that would assure maintenance of U. S. sugar production capacity while avoiding having the USDA take ownership of excessive sugar stocks.

Staley repeatedly contacted key members of Congress pointing out the need for a sugar program in the farm bill. Just as the House began its crucial debate on the compromise, the company wrote each Representative urging passage. In addition, many plant managers and sales personnel contacted their congressmen urging passage.

Finally, on December 16, the House narrowly passed the farm bill with a two-vote margin.

Did the company's support make a difference? According to Cunningham, "We'll probably never know for certain, but we didn't feel we could stay on the sidelines and let fate decide an issue that has such impact on the company."

Cunningham says that the sugar legislation will provide a floor on the sugar price in this country at the approximate cost of production and will help sustain the present level of domestic sugar production through 1985, while U. S. and EC trade negotiations attempt to resolve the problems of excessive European Community production and export subsidy.

Worth noting . . .

Junior Welfare Association officers for 1981-82 include Susan Zick, treasurer. She is the wife of Al, director, pensions and benefit assets, corporate finance.

Decatur Library Board member, Dr. Martin Seidman has also been manager of the Friends of the Library's used book sales three of the past five years, making a total of six sales he's headed. Approximately 5,000 books are displayed at each sale during which hard back books can be purchased for a quarter. Profits, in the neighborhood of \$1,000 to \$1,200, go into the Friends of the Library fund, the interest from which the group will use for library projects that are not in the budget. Dr. Seidman is the bioresources utilization manager, research and development.

Leaders of various organizations at Eisenhower High School in Decatur this year include Kathy Shepard, who is vice president of the senior class and treasurer of the National Honor Society. She is the daughter of Lin, general manager, refined oil division. . . .Janis Johnson is Inter-City Student Council representative and secretary of the National Honor Society. She is a daughter of Don, director of starch processing, research and development. . . . Serving as parliamentarian of the Student Council is Neil Mittelberg, son of Kent, vice president, food and specialty products.

49 celebrate service anniversaries



Arnold Kubow



Freddie Howerton



Ruth Buechler

40 Years

ARNOLD KUBOW, staff accountant, protein division, food and specialty products, Decatur

35 Years

ORAL PROFFITT, repairman, 20 building, Decatur
FREDDIE HOWERTON, senior mechanic, electric shop, Decatur
WILLIAM ROARICK, senior mechanic, 101 building, Decatur

25 Years

RUTH BUECHLER, order entry assistant/dextrose/mixed, administration, industrial products, Decatur

20 Years

GEORGE NICHOLS, product manager, dextrose, industrial sales and marketing, Decatur

15 Years

ART BLAKE, manager, financial analysis, corporate finance, Decatur
PATRICIA UTTERBACK, lead data input operator, corporate information systems, Decatur
RICHARD WILLIAMS, manager of warehousing, administration, industrial products, Decatur
RICHARD BRANDON, plant controller, commodity operations, agriproducts, Frankfort
RICHARD MOSIER, principal engineer, agriproduction, Decatur

10 Years

GERALD BOZELL, laborer, Champaign
GAIL DEANGELO, accounting clerk, industrial manufacturing, Morrisville
RAYMOND BENJAMIN, area manager, milling, industrial manufacturing, Loudon
NARCISO EVANGELISTA, quality assurance technician, industrial manufacturing, Morrisville

STANLEY GWOZDZIEWICZ, instrument technician, industrial manufacturing, Morrisville
EDWARD O'BRIEN, maintenance foreman, industrial manufacturing, Morrisville
ROBERT SCHWANKE, corporate controller, financial, Decatur
JOHN DUGAN, quality assurance technician, industrial manufacturing, Morrisville
FRANCIS BEHN, shift foreman, industrial manufacturing, Morrisville
THOMAS BRADLEY, shift foreman, industrial manufacturing, Morrisville
ROBERT BUSHNELL, shift foreman, industrial manufacturing, Morrisville
EDMOND FAIN, corn mill superintendent, industrial manufacturing, Lafayette
JOSEPH MONSEAU, shift foreman, industrial manufacturing, Morrisville
GEORGE RILEY, shift foreman, industrial manufacturing, Morrisville
JOHN SWECK, shift foreman, industrial manufacturing, Morrisville
WILLIAM COMPTON, maintenance mechanic A, Morrisville
GLENN JOHNSON, maintenance mechanic A, Morrisville
JAMES BREEN, maintenance mechanic A, Morrisville
FRANCIS DURNING, process service operator, Morrisville
ALAN FRAZIER, staport loader-2, Morrisville
JOHN GREENLEE, lead operator, preparation, Morrisville
JAMES KELLY, warehouse pack-pallet operator, Morrisville
TRUE RICHARDSON, maintenance mechanic A, Morrisville
GEORGE SABO III, lead operator-preparation, Morrisville
JAMES SHARPE, maintenance stores clerk, Morrisville
MICHAEL SMITH, fractionation operator, Morrisville
BERNARD STEELE, maintenance mechanic A, Morrisville
ALBERT SULE, maintenance mechanic A, Morrisville
JAMES WARD, maintenance mechanic A, Morrisville
VITO CAMMISA, fractionation operator, Morrisville
ELLIOT DEITCH, JR., maintenance mechanic A, Morrisville
EPHRAIM GONZALEZ, lubricator-maintenance man, Morrisville
JESSE LUCAS, fractionation operator, Morrisville
HERBERT LUTTRELL, maintenance mechanic A, Morrisville
FRANCIS MATHEWS, JR., roving operator A, Morrisville
LINDSAY ROBBINS, fractionation operator, Morrisville
JOSEPH SHALKOWSKI, lead operator-syrup, Morrisville

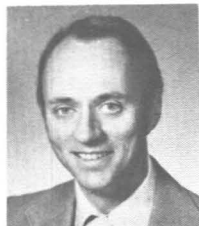
5 Years

JEFFREY FLETCHER, assistant cooler operator, 17 building, Decatur

On the move . . .



Ralph Senteney



Roy Elmore



Hulen Jenkins



Joe Kerns

AGRIPRODUCTS

RALPH SENTENEY, from merchandiser, to senior merchandiser, commodity operations, Decatur

FOOD & SPECIALTY PRODUCTS

ROY ELMORE, from senior chemical engineer, to technical superintendent, protein division, Decatur

INDUSTRIAL

HULEN JENKINS, from manager, plant services, to manager, manufacturing services, industrial manufacturing, Decatur

JOE KERNS, from plant personnel manager, to plant personnel manager with expanded responsibilities, industrial manufacturing, Decatur

Joining the leisure life . . .



Donald Estabrook

Effective November 1, 1981

VIRGIL GASS, utility janitor, 62 building, Decatur

Effective December 1, 1981

HAROLD BUCKNER, package line operator, 20 building, Decatur
DONALD ESTABROOK, laborer, Houlton



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