

# StaleyNews

Volume XXVI/No. 1

Decatur, Illinois/Jan.-Feb., 1984

## 1983 difficulties overshadowed by strides in marketing, production, technology; stage set for improvement in new year

In retrospect, Staley ended '83 in a stronger position than when the year began. While there were difficulties, significant developments brightened the outlook for 1984.

Refining operating results, dimmed by severe competitive conditions, did not reflect generous technical, sales and production achievements. . . Start-up of the Loudon, Tennessee, plant was completed, and all five corn plants operated near capacity during the year. Sales volume of high fructose corn syrups reached new highs, sales of regular corn syrups rose and dextrose was again an important sweetener product. To handle customers' needs, three new sweetener bulk stations began operations during the year. . .

Staley's corn, potato and tapioca starches made important strides with aggressive marketing strategy resulting in meaningful gains in market share for both food and industrial starches. The company acquired a second potato starch plant in Monte Vista, Colorado. . .

Ethanol production at Loudon ran at full capacity. . . And initial production began on the chemicals from carbohydrates at the Van Buren, Arkansas, plant. . .

Continued poor processing margins for soybean milling produced unsatisfactory results for the year and major improvement is not expected in '84. However, the company entered into a long-term lease of a mill in Mexico, Missouri, which serves customers in the Southwest and Southeast. . . Staley's protein division achieved record soy protein concentrate sales but total volume was lower because of discontinuance of bagged soy flour production and results were affected by higher operational costs. . . Gunther Products whipping agents recorded near record profits during the year, and Vico Products' profits were above plan.

Staley's two foodservice operations -- Gregg Foods and Re-Mi -- continued to expand their market share in '83, and the specialty feeds department recorded record profits despite depressed conditions in the cattle industry. . .

In addition, country elevators and Staley Commodities International (commodity futures trading subsidiary) turned in excellent results. . . Despite an over-supplied market and weak demand, Staley's refined oil division set a sales record in '83 with overall volume exceeding the prior year's by 20 percent and hydrogenated oil volume increasing 85 percent. . .

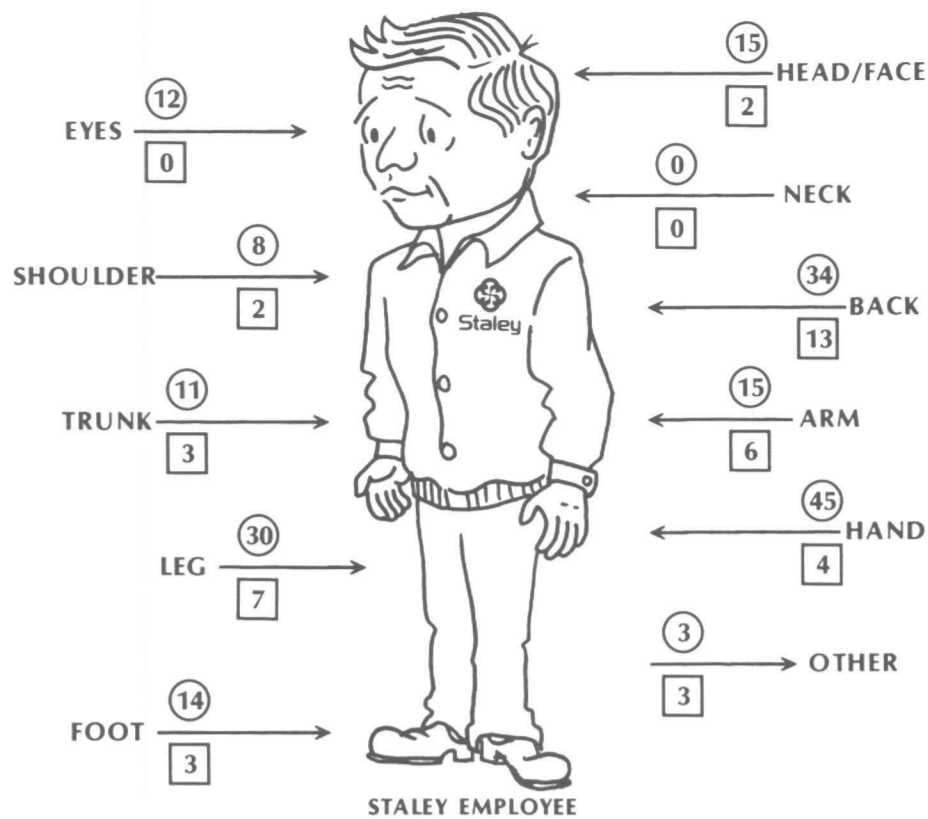
The company's international grain processing affiliates reported favorable results with contributions from European and Mexican corn refining operations. . . Two key highlights signalled continued growth in the international area -- the starting of construction on a new joint-venture corn plant in Uruguay and the launching of a new joint venture in India in soybean processing. . .

Leading into the new year, the first quarter's results set the financial pace of the year when the company reported net earnings of \$2,689,000 or 10 cents a share on sales of  
(Continued on Page 3)



Morrisville's safety committee is pictured with guests from corporate headquarters, who on January 27 at the plant congratulating employees on their million work hours without a lost timer. Pictured in the front row, left to right, are Ray Furente, process operator; Mike Steiner, maintenance mechanic and safety committee co-chairperson; Marie Alfieri, personnel manager and co-chairperson; Larry Van Doren, plant manager; Bob Moore, senior safety engineer, Decatur; Sheila Drake, quality assurance manager; Lou Wilms, Travelers Insurance representative; and Bill Brewer, assistant personnel administrator. In back, from left, are Bob Powers, president, Tom Fischer, executive vice president, John Homan, vice president, manufacturing, industrial products, all of Decatur; Glen Johnson, maintenance mechanic; Frank Rowe, maintenance manager; Bob Bushnell, syrup refinery supervisor; Paul Dean, process operator; Bill Palardy, process engineer; and Lou Fredericks, maintenance mechanic and president of Local 675.

## ACCIDENTS HURT



### PARTS OF BODY INJURED — FISCAL 1983

○ = NUMBER OF RECORDABLES  
□ = NUMBER OF LOST TIME INJURIES

Accident rates down in '83 -- Employees cut lost-time accidents 37 percent in '83. This reduction dropped the lost-time incident rate from 1.68 to 1.03. Recordables also were diminished. Back injuries again accounted for the most lost-time cases. Highlights of effective safety programs appear in a story beginning on page two.

## Morrisville achieves million work hours

"There's no way to bring safety awareness to any higher 'pitch' than it's running right now," says Bill Brewer, personnel assistant at Morrisville. "Safety is the main topic of conversation around our plant, particularly after we went over the million work hours without a lost-time injury, January 11, 1984."

As of January 26, they had worked 644 days without a lost timer and are now shooting for the industry record of 1,070,909 hours.

Showing the company's appreciation of this accomplishment, Bob Powers, president; Tom Fischer, executive vice president; John Homan, vice president of manufacturing, industrial products, and Bob Moore, senior safety engineer, environmental sciences and safety, corporate finance, visited employees on January 27.

Working safely remains a constant vigil, however. Since the new fiscal year began, employees have suffered seven recordable accidents. "The nature of these accidents though," says Brewer, "are the type that could happen anytime, anywhere, but they serve as a reminder that care must be taken."

"Our safety record is one all 265 employees can take pride in. Not one group but everyone who works at this facility is responsible for the achievement," Brewer pointed out. "We have a stable work force familiar with the environment and motivated to work safely."

A significant contributor to this success has been a union/company safety committee committed to working on programs and procedures that have a positive impact on the employees' work environment.

A focal point of this program is the accident investigation meetings held on not only recordables and lost-time accidents but the near-misses as well. Attending the sessions

are the injured party, that person's supervisor and area supervisor, the plant manager, personnel representative and anyone else with valuable contributions.

Sought through these investigations are details of an accident or incident, extent of injury, reason for it, corrective action to be taken with a completion date and person in charge appointed. Thereafter, a report, issued to supervisors and safety committee members, is posted in control rooms and reviewed at the next monthly shift communication meeting. To boost awareness of potential problem areas, they also review accident investigations at other Staley locations.

Heavy concentration is being placed on awareness and safety training, according to Brewer. Areas receiving special emphasis are  
(Continued on Page 2)

## Trading firm to export Staley products

Staley and Continental Grain Company, New York, announced on December 7, 1983, an agreement to form a trading partnership to export U.S. corn gluten feeds and soybean meal to overseas markets.

The partnership will be known as Conti-Staley Export Company and will be headquartered in New York City. It will utilize Continental's worldwide marketing and transportation capabilities and Staley's extensive soybean crushing and corn refining capacity.

Corn gluten feeds and soybean meal generated from Staley soybean mills and corn refining plants in the U.S. will be merchandised overseas through Continental Grain's network of offices in Europe, the Far East, Middle East and Asia.

The new export arrangement is in step with today's trend toward coordinated production and merchandising in grain products trading. Currently, Staley is represented in Western Europe by Pell Netherland B.V. and will continue to be until the ContiStaley organization becomes operational.

Continental Grain, a major agribusiness company, operates a broad range of merchandising and processing businesses in about 50 countries worldwide.

In the News...

STALEY MORRISVILLE SAFETY AWARD

Safety/P2

Graduate/P4

Tournament/P8

# Lost-time accidents cut 37%; industrial, food and specialty products lead way

"Staley employees turned in a very impressive safety year," according to Bob Moore, senior safety engineer, environmental science and safety department. "Within the past year, employees have cut lost-time accidents 37 percent, decreasing them from 68 in fiscal 1982 to 43 in '83. This reduction in serious injuries drops the lost-time incident rate from 1.68 to 1.03, in itself an accomplishment." He noted that recordables were also diminished from 207 to 186, lowering that incident rate from 5.05 to 4.46.

Moore emphasized though that over the past four years, the incident rate has dropped even more drastically, coming down from 2.8 to 1.03. "That's a great achievement. This figure puts us in the ballpark with the chemical industry, a leader in the safety field," said Moore, who pointed out that Staley is certainly a safety leader among corn and soybean processors.

Although each group reduced its lost-time incident rate, food and specialty products led the way, reducing theirs from 4.68 to 1.92 and working the recordable rate down from 9.37 to 4.06.

## Morrisville pushes safety activities

(Continued from Page 1)

fire extinguisher training, cardiopulmonary resuscitation (CPR) instruction for the work force given by Ed Lucas, pipefitter, who is a certified instructor, and Scott Air Pack usage. Training on the air pack is provided by Lucas and fellow pipefitters Ron Saus and Mike Steiner. (Steiner is co-chairman of the safety committee, and Lucas was elected president of a fire hall in his community.)

Working with the safety committee on emergency policies and procedures is an emergency planning committee, which is soliciting valuable input to the emergency system from all employees. Members are gathering data on emergency notification, shutdown procedures and emergency routes.

A number of other safety-related activities are being undertaken at Morrisville, including "Safety Bingo," which has been rolling for 16 months. This contest gives prizes based on both lost-time and recordable-accident-free records and has retained a high level of employee interest.

Brewer emphasized though that no single activity nor group of employees could take credit for the safety success to date. "It's the dedication and hard work of everyone at the plant coupled with the support received from the corporate staff and other plants that make this record possible."

However, with five times the number of work hours as the Food and Specialty Products Group, the Industrial Products Group managed to cut its lost-time incident rate in half, reducing the 1.05 rate in fiscal 1982 to .51 and also decreasing the incidence on recordables from 5.37 to 4.92.

Speaking of that group's performance, Warren Trask, formerly vice president of industrial manufacturing and now group vice president of corporate engineering and purchasing, said, "The progress in reducing disabling injuries at the corn plants has been truly outstanding. Most of the credit must go to the people at each plant who have worked for years in the various safety committees and task forces. They make it happen. Their plants now rank with the best in the country. In 1984, this same effort can be focused on reducing the number of recordable and less serious injuries, while holding the line on disabling cases."

Agriproducts experienced improvement at Champaign, Decatur and the Des Moines refinery over their '82 performances and moved their overall lost-time incident rate down from 3.72 in '82 to 3.65 in '83. Moore indicated that current programs and emphasis should lead to further improvement in '84.

Pointing out highlights of fiscal 1983 that have carried right on into the new year, Moore noted that Sagamore employees surpassed 500,000 employee hours since their last lost-time injury, while those in the corporate office and research exceeded 750,000 hours since their last lost timer. The Morrisville employees led all Staley locations, having worked more than 850,000 employee hours without a lost-time injury and now a good many more. They turned the 1,000,000 hours on January 11, 1984!

In addition, employees at Galesburg completed that 12-month period in fiscal 1983 without a lost timer, while those at Frankfort and Re-Mi Foods completed more than two years; Vico/Chicago, three; Murtaugh, seven; Indianapolis, eight and the Chicago warehouse, nine years since their last lost-time injury. Eight additional locations enjoyed a reduction in their lost-time incident rates including Champaign, Decatur agriproducts, Des Moines oil refinery, Lafayette/South, Monte Vista, Decatur soy proteins, Gregg Foods/Portland and Muskegoe.

For the fourth year, hand injuries were the most frequently suffered recordables, while back injuries again accounted for the most lost-time cases. Lost-time categories of back, leg, eye, foot, arm and "other" injuries were all down from the respective number of injuries in fiscal 1982. In fact, there were no lost-time eye injuries in '83 and lost-timers

to feet were reduced 57 percent; to legs, 42 percent and to backs, 35 percent. Among the recordables, accidents involving arms decreased 35 percent; and hands, 25 percent. On the rise were shoulder, trunk, foot and back recordables.

Let's look at some of the programs that produced positive results during 1983.

### Sagamore's concern pays off

Efforts to keep their work environment free of accidents is paying dividends to Sagamore employees, who have an all-time record going for that facility. They surpassed 547 days without a lost-time incident on January 20. While their goal for fiscal 1983 was to have no more than 20 recordables, they managed to stay well under that mark, tallying eight.

"Plants and employees are judged on safety performance," said Charlie Buhrmester, personnel manager. "Employees are well aware that Rich VotEAU, plant manager, is committed to running a safe operation. Rather than burying problems, we encourage employees to report even the smallest incident so that hazards or techniques can be corrected."

Regardless of severity, all injuries are investigated at Sagamore. Investigations, however, are not meant to embarrass anyone. "Our investigative committee, comprised of two hourly and two salaried employees, collects the facts and assesses the incident for hazards and possible corrective action. Then the committee makes recommendations to management based on the findings. Corrective measures will be assigned to an employee, who will be held responsible for seeing that the work is performed by a specified date," according to Buhrmester.

Kicking off the safety program a year ago, Sagamore installed a safety stop light near its entrance. The personnel manager reports that the green light functions well and is displayed for safe operations most of the time. However, a recordable splashes the amber light five days. To date, they haven't found out if the red bulb works and hope they don't have to.

A new twist to the safety campaign in '84 is tuning employees' families into safety. The safety committee monthly will mail safety pamphlets to each home. Leading off that program, VotEAU sent the first one focusing on cold weather safety.

Safety committee members include Tom Jaques, chairman, Jim Clifton, Tom Obermiller, Jerry Lawhead, David Klinker and Donald Pearson. A member of the emergency response team also sits in on

meetings along with Michael Brattain, who has substituted for Joe Lift, safety supervisor, in his absence. This committee is charged with recommending safety programs, recommending and implementing safety improvements, devising safety incentives and recommending training.

On the job, committee members inspect for hazards and immediately turn in their findings so they can be quickly remedied. On a monthly basis, housekeeping inspections also focus on some safety features, such as examining ladders and safety showers and looking for clutter.

"Everyone is very conscious of our record and wants to see it perpetuated," said Buhrmester. "For this reason, we have used incentives to keep safety foremost in everyone's mind. A year ago, we used "Safety is the Name of the Game," which featured gift drawings. This year the program is "Safety Bingo" with a number drawn daily."

"While incentives perk attention to safety, it's really the commitment of our employees to have a clean and safe plant that has paid off. They work safely because they are concerned about safety and get the credit for this record," the personnel manager said.

### Eying three-year mark

If all continues safely, Frankfort employees on March 22 will pass the three-year mark for no lost-time accidents. A half-million work hours comes round 12 months later -- another goal they have in mind.

"On top of this, the Decatur corporate group and Bob Moore set goals for us to go after. Even the insurance carrier has gotten into the act, recognizing Frankfort's record and says at the half-million mark, the employees will receive a special plaque. These groups are testing and challenging us to see if we can continue the good job," said Garry Saathoff, plant superintendent.

"We owe our safety record to good participation from all employees -- hourly and supervisory alike," according to Saathoff. "They are all very concerned and work at safety awareness."

"In addition, we have good involvement on our safety committee, which eventually includes everyone. This committee discusses safety problems and focuses on safety training to handle them."

To date, Frankfort has not tried contests to spur safety awareness but instead has tried to keep the interest alive with reminders of

(Continued on Page 6)

## Earnings improve; sweetener, starch volumes up

On January 19, 1984, Staley reported net earnings of \$3,513,000 or 11 cents a share on sales of \$502,782,000 for the first quarter ended December 31, 1983.

The totals compare with net earnings of \$2,689,000 or 10 cents a share on sales of \$366,908,000 for the same period last year.

Chairman Don Nordlund said sales volumes of corn sweeteners and starches were up significantly and pricing was more favorable than during the first quarter of the previous year. However, these improvements did not reflect in net earnings because of considerably higher corn costs. Nordlund said the rise in corn costs was the result of this past summer's drought and the government's payment-in-kind program.

The Staley chief executive said soybean milling margins continued to be unsatisfactory.

The company's international grain processing affiliates made a meaningful contribution to first quarter earnings, according to Nordlund.

The Staley chairman anticipates further improvement in corn refining for the remainder of fiscal 1984, citing a more favorable market for high fructose corn syrup as the principal reason. Current depressed soybean milling conditions are not expected to change before the end of the fiscal year, Nordlund added.



Bob Powers, Tom Fischer and John Homan are shown visiting with Morrisville employees, who together have achieved more than a million work hours without a lost timer.

# Steps undertaken to further strengthen Staley's balance sheet

(Continued from Page 1)

\$366,908,000 for the period ending December 31, 1982. The totals compared with net earnings of \$16,508,000 or 73 cents a share on sales of \$393,054,000 for the same period of 1981.

**JANUARY** -- The year opened with a company tragedy -- the loss of Capt. Henry Cook and Co-Pilot Chet Wesolek, who were killed in the crash of a Staley jet. . . Baskin-Robbins Ice Cream came out with its second mousse flavor, incorporating Staley's "Gunther K-88" whipping protein and "Dura-Jel" starch in "Jamoca Mousse Royale." . . On the 19th, the company filed a registration statement with the Securities and Exchange Commission for a proposed public offering of 1,500,000 shares of common stock. . . Suzanne Montgomery, secretary, export sales, agriproducts, Decatur, became president of the Staley Women's Club for 1983. . . Dr. Ed Goldberg, vice president and medical director, was named head of a newly created corporate health and safety function. . . The company on the 26th announced the public sale of 1.7 million shares of common stock at a price of \$21 per share with net proceeds to reduce existing commercial paper and bank borrowings. . . Tom Wheatley, project manager, industrial manufacturing, Decatur, before retiring, was reelected chairman of the board of the Staley Employees Credit Union at its annual meeting the 26th. That organization ended 1982 with assets of \$17,162,265, a membership of 6,493 and 1,027 trust accounts. . . The Educational Matching Gift Program for fulltime employees was changed to encourage employee participation -- the company contributing two times the amount of employees' gifts from \$25 to \$100 and matching gifts of \$100 to \$7,500 per year made to eligible institutions of higher learning. . . And Monte Vista set a record potato grind this month, exceeding the former "high" made in March, 1982, by one percent. . .

**FEBRUARY** -- Directors of the company on the 7th declared a regular quarterly dividend of 20 cents per share of common stock and the usual dividend of 94 cents a share on the \$3.75 preference stock. . . At the stockholders' annual meeting, five directors were reelected to the board -- William Barnes III, chairman of the board of The Citizens National Bank of Decatur; Pierre Callebaut, director and chairman of G.R. Amylum, Staley affiliate in Belgium; Thomas V. Fischer, Staley executive vice president; Donald C. Miller, vice chairman of Continental Illinois Corp.; and Henry M. Staley, vice president of the company. . . Merle Sharp, president of Gregg Foods, presented Brenda Smith, activities coordinator, a plaque in recognition of her outstanding sales efforts on behalf of the company's "Gold-n-Soft" Margarine. . . Tom Brabender, maintenance coordinator for syrup and dextrose, Satellite III, syrup refinery, Decatur, was elected president of the Staley Decatur Club. . . Production began at Decatur on a new Ethylex starch. . . The company filed with the Securities and Exchange Commission a registration statement on the 25th relating to issuing a maximum of 700,000 shares of common stock to be delivered to Dillon, Read & Co. Inc. in exchange for outstanding debentures. . . On the 28th, Staley announced the Champaign soybean mill would be shut down temporarily due to poor profit margins, poor demand for soybean products and a lack of available soybeans. . . Dick Radasch, supervisor, rate quotations, administration, industrial products, Decatur, received a 1,000-mile tee-shirt, while R.W. Swift, senior chemical engineer, Lafayette/South, obtained a 500-miler shirt for distances run during '82 in the Staley Running Club. . . Monte Vista employees set a production record on the flash dryer for the month, producing "Sta-Lok 400" starch. The "high" was a two-percent increase over the November, 1982, record and six percent more than January's production rate. . . On the safety front, lost-time injuries decreased over the first four months compared with statistics a year ago. Corporate-wide, the lost-time incident rate was 0.8 versus 1.5 a year ago. The Industrial Products Group turned in the best lost-time record with a performance of 0.2 versus 1.3 a year ago. . .

**MARCH** -- Coca-Cola USA's announcement that it had raised the maximum amount of 55 high fructose corn syrup permitted in its fountain syrup from 50 to 75 percent was good news to Staley. . . The company agreed to exchange 674,957 shares of common stock for \$20.3 million principal amount of 8 7/8 percent debentures, held by Dillon, Read & Co. Inc. The debt-for-equity swap was undertaken to further strengthen Staley's balance sheet. . . Spring jackets were ordered. . . A new roll dryer record for "Hamaco 196" was established over the weekend of the 6th at Monte Vista when 17.4 percent more product was produced than the old mark set in January, 1982. . . Ahead of schedule on the 22nd, the sweetener portion of the Loudon plant was started up with both lines and the full grind running. Production began on "Isosweet 100" HFCS several days later. . . Monte Vista employees set a shift record the 22nd on the "Sta-Lok 400" flash dryer, increasing production 2.5 percent over the last "high" recorded in September, 1982. . . On the 24th, Staley reached agreement in principle to enter into a long-term operating lease of a soybean mill in Mexico, Missouri. . . One of the sweetest plant openings in East Tennessee history was celebrated at Loudon on the 28th with the help of Desiree Denise Daniels, Miss Tennessee, who activated the first shipment of HFCS from the new multimillion dollar corn sweetener facility. . . A new laboratory was completed at Murtaugh to provide better quality control. . . At month's end, the Staley Employees Credit Union paid a first quarter dividend of two percent with \$292,399 credited to accounts. . . Monte Vista ground more potatoes in March than in any other month in its history. The new "high" was 7.4 percent greater than the last record set in January, 1983. . . The Decatur oil refinery's total deodorized oil production for the first half of the fiscal year was 7.2 percent higher than the previous best six-month period. . . The company reported net earnings of \$4,544,000 or 17 cents a share on sales of \$393,748,000 for the second quarter ended the 31st. The totals compared with net earnings of \$15,398,000 or 67 cents per share on sales of \$405,350,000 for the same period last year. For the six months, the earnings amounted to \$7,233,000 or 27 cents a share compared to \$31,906,000 or \$1.40 a share for the first half of the prior year. Sales for the six months were \$760,656,000 versus \$798,404,000 a year ago. Depressed prices for corn sweeteners and poor soybean milling margins caused the unfavorable earnings. . .

**APRIL** -- PepsiCo announced approval this month of a 50 percent level of 55 high fructose corn syrup for use in bottle and can and pre-mix "Pepsi-Cola" and regular "Pepsi Free." The level had earlier been approved for post-mix syrup. This was a significant day in Staley's history as much effort from manufacturing, research, sales, marketing and distribution had gone into expanding the market for "Isosweet 5500." This announcement came a week prior to the start-up of 5500 at the new Loudon corn plant. . . Construction was completed on the methyl glucoside and granular starch systems at the Van Buren plant, which was started up on the 5th. . . Specialty feed employees in 47 building, Decatur, had their highest combined two-day production total ever the 5th and 6th. . . Directors declared a regular quarterly dividend of 20 cents per common share of stock and 94 cents per share on the company's \$3.75 preference stock on the 12th. . . More than 260 employees, spouses and guests attended the 36th Annual Service Awards Dinner on the 14th in Decatur's Masonic Temple. . . The gang in Decatur's 47 building set another production "high" the 17th in specialty feeds, and their total for the three-day weekend, producing "Rumensin" and "Bloat Guard" blocks was a record, amounting to an 18 percent increase over the record two weeks before. . . Larry Avery, senior research chemist, led Decatur runners in the Boston Marathon, covering the 26 miles 285 yards in two hours 53 minutes. . . Gold-n-Soft Margarine was trucked to Decatur for the spring sale to employees and retirees the 20th. . . The following day, the first truckload shipment of methyl glucoside was made from the Van Buren plant to Olin Corporation to be used as a chemical intermediate for polyurethane foam insulation. . . Trish Richmond, group manager, food and agriproducts, research, received the Outstanding Woman in Technology Biennium Award from the Illinois State Division of the American Association of University Women for her leadership in getting HFCS accepted by the soft drink industry. . . Specialty feeds did it again, breaking the all-time shift record third shift the 22nd. The daily record for production on blocks also fell that day for the second time in three weeks. Employees were producing "MoL-MAG" blocks, which control "grass tetany" in cattle. . . The company on the 29th filed a registration statement with the Securities and Exchange Commission for a proposed public offering of up to 2,750,000 shares of common stock. . . Winding up the month, employees at Lafayette/South set a total production record. . .



**Show Winners** -- Staley entries in the Decatur Kirkland Fine Arts show included, from the left, works by George Nichols, marketing manager, dextrose; Betty Gluck, permanent part-time senior stenographer, research; Bev Hoots, export document coordinator, soybean milling, agriproducts; Darlene Owens, statistical assistant, agriproducts; Wayne Mussulman, senior laboratory manager, advanced research; Ivan York, leadman, 77 building.

**MAY** -- Sure signs of spring were abundant with Staley gardeners eager to seed their plots in Decatur and the arrival of spring jackets. . . A new one-day roll drying record was set the 4th at Monte Vista on "Sta-Lok 442," which represented an increase of 5.5 percent over the record established in July, 1982, and the new record fell on the 5th when production increased 4.1 percent over the preceding day's mark. . . The company on the 6th announced a public offering of 2,750,000 shares of its common stock at a price of \$28.625 per share with net proceeds to be used to reduce existing commercial paper and bank borrowings. . . Dr. William Hagenbach was promoted to the newly created position of director of environmental sciences and safety. . . Morrisville set a monthly syrup truck shipment record. . . while Lafayette/South boosted its total production record 7.2 percent over the previous mark and also set a new Isosweet 5500 production record. . . Monte Vista roll drum dryer production for the month was 1.5 percent above that of April, 1982, the previous record month, and flash production was two percent over the November, 1982, former "high." . .

**JUNE** -- Operations began the 1st at the Mexico, Missouri, soybean plant, which has a crushing capacity of 45,000 bushels a day. John Botkin was named plant manager and Michael Pulliam, plant superintendent, formerly production superintendent at the Decatur oil refinery. . . Morrisville employees were presented an award by Travelers Insurance for outstanding achievement in safety, exceeding a year without a lost-time accident. . . Wet mill section employees in Decatur set a new daily grind record on the 8th. . . A group of Decatur employees, retirees and their families, saw a Cub/Cardinal game in St. Louis on the 18th. . . Robert Coston, formerly division manager of the Garden Grove, California, plant of Gregg Foods, was named national foodservice director for food and specialty products. . . Employees in Decatur's 29 building set a new daily "high" for corn oil refining volume on the 20th, producing two standard carloads more than the previous record. . . Successfully completing the instrument and control apprenticeship program in Decatur were Robert Stallings, Clifford Blankenship, Gary Nave, Harrington Shaw, David Chapman and John Cook, who graduated on the 28th. . . Oscar Washington, senior microbiologist, was named chairman of the Staley Technical Society for 1983-84. . . Loudon set an alcohol production record, exceeding the former "high" by 4.5 percent. . . Lafayette/South set a 5500 HFCS production record, gaining 1.8 percent on the old mark and also set a one-day 5500 record. . . Decatur's oil refinery established a single-month record for deodorized oil production, surpassing the former "high" by 10.3 percent. . . The company reported net earnings of \$1,245,000 or 2 cents per share on sales of \$423,552,000 for the third quarter ended the 30th. The totals compared with net earnings of \$15,794,000 or 70 cents per share on sales of \$404,041,000 for the same period of 1982. For the nine months, net earnings stood at \$8,478,000 or 29 cents a share compared to \$47,700,000 or \$2.10 a share for the prior year. Sales for the nine months totaled \$1,184,208,000 versus \$1,202,445,000 for the same period of fiscal 1982. The comparisons reflected unsatisfactory pricing of corn sweeteners and a continuation of depressed margins in soybean processing. Earnings were also influenced by higher interest expense and lower investment tax credits, and corn costs were significantly higher in the third quarter. . .

**JULY** -- Staley, a sponsor of the Staley Firecracker four- and eight-mile road runs in Decatur the 4th, had age division winners--James Estes, maintenance coordinator, wet milling, first among 30-to-34-year-old men in the four mile; Tom Hyde, senior attorney, first in the men's 30-to-34 age group and Larry Avery, leading the 40-to-44 men, in the eight-mile event. . . Directors on the 12th declared a regular quarterly dividend of 20 cents per common share of stock and 94 cents per share on the \$3.75 preference stock. . . Morrisville employees the 18th recorded a daily grind record, amounting to a 4.6 percent increase over the previous "high." . . At Chicago's 73rd Peterson Classic in which 15,144 bowled, Frank Bilyeu, pool foreman, industrial products, manufacturing, Decatur, took third place, winning \$18,000 with his 1,623 series. . . Staley's Velvet Fizz, incorporating "Gunther D-88" whipping protein, "Staley Dex 333 Dextrose" and "Staley 447 Starch" among ingredients, worked magic on the crowds attending the National Corn Growers convention in Springfield. . . And Dr. Richard Hahn, vice president, research and development, told a subcommittee for the U.S. House of Representatives Committee on Science and Technology that profits are vital to technology gains. . . Monte Vista began making a "Sta-Lok 600," a new product for the paper industry. . . Decatur feed house eliminated the live bottom bin this month with complete conversion to Vettors on fiber dewatering in the feed house expected in October. . . Sagamore went 365 days without a lost-time injury the 24th. This month marked the completion of the siding for the starch pack-off area enclosure, and shipping and receiving personnel at Sagamore moved into their new warehouse office. . . Loudon received Coca-Cola approval for its Isosweet 5500 HFCS, while Lafayette/South set a 5500 production record, exceeding the old "high" by 1.4 percent. . .

**AUGUST** -- Don Nordlund, chairman, was sworn in the 3rd as a member of the President's Advisory Council on Private Sector Initiatives, formed to increase the public awareness of government and private ventures and to coordinate federal assistance for U.S. business to become more competitive in world markets. . . Royal Crown approved 55 HFCS at a 75 percent usage level in RC cans, bottles and fountain syrup. . . The Des Moines oil refinery set a production record for the week ending the 25th. Noteworthy marks were set for degumming, bleaching and deodorizing. . . Morrisville set a monthly grind record, a sweetener production mark for August (all products up 19.2 percent) and a significantly higher monthly production figure for 5500. . . Decatur oil refinery's softball team, the Rangers, placed first during the season in the Just-for-Fun League and finished third in tournament action. . . Production began in Decatur on "Eclipse 100" starch. . .

**SEPTEMBER** -- Winding up fiscal '83, Morrisville employees on the 8th set a daily sweetener production record on all products, increasing the previous "high" by 6.2 percent. . . Sagamore on the 12th marked the start-up of the spill tank conversion project to improve

(Continued on Page 4)

# New ventures, production runs, safety performances make headlines

(Continued from Page 3)

performance and stability of the treatment process. An anaerobic pilot plant also was started up that day. . . . More than 2,200 employees, their dependents, retirees and spouses were on hand in Memorial Stadium, Champaign, when the Illini won over Stanford, culminating Staley Day activities. . . . That same weekend, PepsiCo announced it would go to 80 percent 55 high fructose corn syrup usage level in fountain syrup for "Pepsi-Cola" and "Pepsi Free." The move is another milestone for HFCS, the highest approval level to date for high fructose in cola. . . . Construction began at Morrisville the 19th on a coal fired/co-generation boiler project. . . . Employees at Frankfort soybean mill completed two and one-half years without a lost-time injury the 22nd. . . . Tim Stanley, a sophomore at the U of I from Flora, Illinois, was the 1983 recipient of the George Halas Scholarship presented annually by Staley to a U of I football player. . . . Fostoria crushed an all-time high number of soybeans during fiscal '83, while Frankfort also recorded the most beans crushed in any fiscal year -- a 7.5 percent increase over 1982's crush. . . . A wet sprinkler system was installed in Sagamore's starch warehouse. . . . Champaign's new soybean dryer was completed and started successfully. . . . At Houlton, the drum dryer, flash dryer and dextrin operators increased drying rates in all three operations during the fiscal year with production up 3.1 percent for drums; 6.8 percent for flash and 2.3, for dextrin. New to that plant's production line were two Tenderfils, a Tapioca Dextrin and an experimental product in '83. A number of improvements were wrapped up this month at Houlton. Over 12 months, the wooden tops of four reactors and three vats were replaced with stainless steel tops. In addition, insulation was sprayed on warehouse walls to complete an energy-saving project. . . .

Lafayette/South employees had reason to rejoice in fiscal 1983 as the grind was 7.6 percent higher than in '82, with monthly and daily grind records set in May, June, July and September. Two months during the year all syrup production was 100 percent in specifications. During September, employees also set a 30-day production record, exceeding the old mark by 1.6 percent. For the fiscal year, wet milling had no lost-time accidents and the total plant safety record met the goal with only eight recordable injuries and a lost timer. . . . After experiencing early safety performance problems, the Des Moines oil refinery operated the last six months of fiscal '83 without a reportable or lost-time injury -- a mark. The oil refinery came of age the past 12 months, demonstrating capability to operate at design capacity and produce the full-range of Staley soybean oil products. Many new customers and new hydrogenated oil products were added during the year because of the additional capacity the oil refinery contributed to the refined oil division. . . . The protein division, Food and Specialty Products Group, set a 12-month production record for textured soy protein products, surpassing the prior "high" by 18 percent. In addition, a fiscal year production record was made for soy protein concentrate, exceeding the previous mark by four percent. . . . An annual production record for "throughput" was set by the Decatur oil refinery. This included exceeding past records by 8.4 percent for refined corn oil and 6.6 percent for deodorized oil. . . . Decatur's boiler house started up No. 20 boiler wet ash system six weeks ahead of schedule. . . . Overall the Vico division of the Food and Specialty Products Group finished the year substantially ahead of plan. Vico/Chicago contributed its own record fourth quarter output for dried HVP seasonings, thereby meeting the generally stronger demand for convenience foods and Vico's associated flavors. . . . Gunther Products, Galesburg, of the Food and Specialty Products Group, went a full year for the first time on record without a recordable injury. . . . Production began at Decatur on "Ethylex 2095." . . . Staley reported net earnings of \$13,688,000 or 47 cents a share on sales of \$1.7 billion for the year ended the 30th. The totals compared with net earnings of \$62,612,000 or \$2.75 a share on sales of \$1.6 billion for the previous year. For the fourth quarter, net earnings were \$5,210,000 or 18 cents versus \$14,912,000 or 65 cents a share for the same period the prior year. Sales for the quarter were \$495,212,000 compared to \$385,669,000 a year ago. Lower results were attributed to unfavorable pricing for corn sweeteners and starches and to continued poor processing margins in soybean milling. The earnings decline reflected higher interest expenses and lower investment tax credits. Corn costs also were higher in 1983 than in the prior year. . . .

**OCTOBER** -- As the new fiscal year got underway, Ralph Senteney, formerly senior merchandiser, soybean meal at Decatur, was named plant manager at Fostoria soybean mill. . . . The Sullivan, Illinois, office of Livergood Grain Company moved into new quarters at the Central Illinois Coles Station elevator. . . . United Way drives throughout the company and country rolled early in the month. Phil St. Clair, group vice president, agriproducts, was chairman of the successful Decatur and Macon County, Illinois, community effort. . . . Grand-prize winner in the year-long Decatur plant's safety promotion was James Thompson, senior mechanic, electric shop, who received a \$2,500 gift certificate. . . . Decatur oil refinery held its fourth annual picnic the 8th, during which hourly employees claimed their third consecutive softball game victory over the salaried employees, 28 to 7. However, play was halted by rain with the salaried employees at bat and ready to stage a come-from-behind victory. . . . Tom Fischer testified the 17th in Washington D.C. at a hearing of the Senate Subcommittee on Foreign Agriculture Policy concerning the European Economic Community's threatened limitations on imports of corn gluten feed. . . . Staley participated in the "Agribusiness U.S.A." exposition sponsored by the U.S./USSR Trade and Economic Council in Moscow attended by Ken Robinson, vice president for soybean crushing operations, while he was meeting with Soviet ministry officials to discuss advantages of using more soybean meal in Soviet livestock feed rations. . . . Morrisville received the Bucks County Council on Alcoholism's Industry Award for distinguished service to employees and the community through support given by Staley's Employee Assistance Program. . . . Lafayette/South reported a very successful United Way campaign. . . . On the 25th, Staley acquired the Nonpareil processing plant in Monte Vista to be used to grind cull potatoes as a resource of raw ingredients for modified starch product lines at the Monte Vista plant. That operation, known as Rio Grande Monte Vista, was on line the 26th. . . . Midwestern employees received a shipment of Gold-n-Soft Margarine to tide them over the winter. . . . During Employee Fitness Day in Decatur the 26th, employees took a walk at noon to stimulate their cardiovascular system, burn off calories and exercise before returning to work. . . . Morrisville established a record of 104 days without a recordable injury. . . . Des Moines oil refinery set records in nine areas for the month with production in most areas exceeding the previous "high" by nearly 10 percent. Record production was noted in degumming, refining, bleaching, hydrogenation and deodorization during the month. That plant reported a 96.6 percent participation in the United Way with 60 employees contributing \$5,727. . . . At Houlton, a 50 horsepower blower was installed at the aeration pond, replacing the 100 horsepower blower to provide considerable energy savings. . . . Decatur's boiler house No. 19 boiler wet ash system was started up, while conversion was completed on the Vettors for fiber dewatering in the feed house. The dry starch section began producing "Stazyme HV" and also set a monthly production record, surpassing the former "high" set in March of 1979. This achievement was marked by special tee-shirts for all involved. . . . "Sweetlix P.M.M.," a new protein block, was introduced by the specialty feed department of food and specialty products in response to the high cost of protein for wintering cattle and is geared to about half of the consumption level of most protein supplements. . . . And closing the month on a sad note, former Staley employee George S. Halas, owner of the Chicago Bears, originally the Decatur Staleys, died on the 31st. . . .

**NOVEMBER** -- Early this month, Champaign began construction on a coal-fired boiler. . . . An anaerobic pilot plant at Sagamore was put on full load the 2nd, hopefully reducing operational costs while producing methane gas. . . . Earl Donaldson, associate project engineer, Decatur, was the winner of the \$175 handicap prize in the 23rd Annual Russ Dash Singles Tournament held in Decatur the 5th and 6th. . . . Decatur employees exhibited their art from the 7th to the 11th. . . . Directors declared on the 8th a regular quarterly dividend of 20 cents per common share of stock and 93 cents a share on the company's \$3.75 preference stock. . . . Warren Trask, who was promoted to group vice president, engineering and purchasing, was succeeded as vice president of manufacturing, industrial products, by John Homan. Harlan Richards was named plant manager at Lafayette/South, succeeding Homan.

. . . Syrup refinery employees at Decatur turned out a record number of corn syrup batches on the 17th and then nearly broke that new 24-hour production mark the following Friday and Saturday. . . . George Prust was promoted from director to vice president, industrial relations. . . . Decatur employees set a new output record the 27th on line two of the syrup refinery, producing ion exchange corn syrup. . . . Dr. Ed Goldberg, vice president, medical and environmental affairs, became a member of the Illinois Chamber of Commerce Health Care Cost Management Task Force to review and make recommendations to the General Assembly on legislative proposals considered for the containment of hospital and related health care costs. . . . As of the final day of the month, Sagamore went 495 days without a lost-time injury, Morrisville had reached 587 days without a lost timer, and Frankfort had exceeded 32 months without a lost-time injury. . . . Alcohol production at Loudon set a record, exceeding the previous monthly "high" in June by 5.2 percent. . . . Decatur's boiler house started up No. 21 boiler wet ash system. . . . Murtaugh set a production record this month, topping the "high" mark recorded in November, 1978, by 18.7 percent. . . . And Monte Vista's roll drum dryer production increased four percent over May's "high," while flash production went five percent over the "high" of May, 1983. . . .

**DECEMBER** -- Leading into the month, Continental Grain Company, New York, and Staley agreed to form a trading partnership -- ContiStaley Export Company -- headquartered in New York City to export U.S. corn gluten feeds and soybean meal to overseas markets. . . . On the 7th, Sagamore was loading its first 40,000-pound bulk container of PFP starch for export to Australia. . . . Gunther Products, Galesburg, began shipping its new "MiraPro Isolate." . . . On the 13th, Staley announced the closing of its soybean processing plant in Decatur for an indefinite period due to unfavorable market conditions in Central Illinois. . . . Safety was making good in-roads -- Champaign's lost-time injury rate dropped 48 percent from 1982 figures. Vico/Chicago went a full year without so much as a recordable and two-and-one-half years without a lost timer, and Vico's 111 building, Decatur, also operated without a lost timer during the year. Monte Vista reduced its lost-time accidents by 75 percent and the frequency rate per 200,000 work hours by 94 percent. Murtaugh had no recordable accidents since February, 1978, and no lost timers since the plant was constructed in July, 1974. . . . Also during December, a receiver tank and pumping system was completed at Houlton, solving the plant's roll dryer water logging problem. . . . Some 128 hourly and salaried employees at Sagamore attended a Kepner Tregoe Analytical Trouble Shooting Course taught on site. . . . At Morrisville, the predictive maintenance program's year-end results showed an increase from 82 pieces base lined to 181, an increase of 99 critical pieces. . . . Monte Vista turned in a record potato grind for the calendar year. And for the month, employees marked the highest production ever on roll dryers, stepping up the previous "high" in November, 1983, by 2.2 percent. For the first quarter, the plant was 3.5 percent over fiscal year '84's first quarter goals. . . . Des Moines oil refinery employee's basketball team won the Des Moines YMCA league tournament. . . . Vico/Decatur set a 30-day production record early in the new fiscal year, responding to the special needs of the USDA Emergency Med-Fly Program in California. And at Vico/Chicago, where a 90-day record on HVP seasonings was achieved the final fiscal quarter, production showed continued strength through the remainder of the year. . . . As '83 drew to a close, areas across the United States were digging out of snowdrifts and suffering sub-zero temperatures made even more unbearable by chilly winds. . . . Here's to a warm and productive '84. . . .

## Worth noting . . .

Koran Capshaw, night superintendent, manufacturing, industrial products, was elected chairman of the board of the Staley Employees Credit Union during the annual meeting held on January 25. Others elected include Lee Delhaute, director of accounting, industrial products, vice chairman; C. Dean DeVore, president and treasurer, credit union; Paul Baughman, senior mechanic, syrup and dextrose, industrial products, secretary; and Jerry Logue, vice president and assistant treasurer, credit union.

Re-elected directors are Capshaw, Delhaute, DeVore, Baughman, Allain "Dike" Ferris, sheet metal mechanic, utilities; Clarence Rader, retiree; Bill Robertson, assistant treasurer, financial; Harold E. Smith, lead packer, 29 building; Other Summerlott, controller, industrial products; Don Williamson, superintendent of starch modification, industrial products; Paul Zeck, sheet metal mechanic, starch drying and grinding, industrial products, and Robert W. Randle, environmental superintendent, industrial products. All are from Decatur.

\*\*\*\*

The Staley Employees Credit Union ended 1983 with assets of \$19,049,974. Loans

to members at year end were \$12,039,414. Shares totaled \$17,089,064. Membership stands at 6,401 with 1,013 trust accounts. All Staley employees are eligible to join the credit union.

## Six complete I & C apprenticeship

Clifford Blankenship, David Chapman, John Cook, Gary Nave, Harrington Shaw and Robert Stallings have completed the three-and-one-half-year Instrument and Control Apprenticeship at Staley/Decatur. During the 42-month program, these new mechanics had to pass 14 shop tests and take a number of courses.

Their studies focused on process controls; measurement instrumentation; schematics and symbols; mechanics; pressure measurement; force, weight and motion; flow, level and temperature measurement; final control elements; safety and electricity and electronics.

In addition, they have learned about transformers and AC circuits; AC and DC equipment and controls; semi-conductors; amplifiers; oscillators and multivibrators; logic circuits; air conditioning and refrigeration; and condensers and cooling towers.



Completing the 42-month apprenticeship program at Staley/Decatur in instrument and control are, from left, Clifford Blankenship, Gary Nave, Harrington Shaw, Robert Stallings, John Cook and David Chapman.

# Attitudes about safety important

(Continued from Page 6)

more portable respirator to fit through manholes and into other tight places.

The safety agenda also calls for developing a general safety awareness program for technicians, continuing monthly safety seminars featuring films or other special programs, eliminating dangerous practices and making necessary repairs immediately, increasing eye safety awareness and completing a hand-safety campaign in response to recent injuries. Additionally, they will develop an on-going fire safety training program, monitor safety and first-aid supplies, continue safety meetings twice a month for representatives from all shift teams and make more safety improvements, according to Roger Sinram, safety task force facilitator and quality assurance technician.

Responsibilities of the safety facilitator will continue, according to Sinram, who is charged with maximizing attendance at safety meetings and assisting with those meetings, keeping safety projects moving and being central contact for safety communications within the plant or with vendors. The facilitator also writes monthly safety activity reports for the core team and the task force, presents the agenda at house-keeping meetings and administers the refinery's safety files.

Having achieved a string of safely worked days, Des Moines is working toward further safety successes.

## Portland has fun with safety

Although they still have a way to go, employees at Gregg Foods/Portland have cut their lost-time and recordable incident rates to a third of what they were a year ago.

This great accomplishment has been no easy task. "Inroads in safety were made by concentrating on the subject and improving employees' attitudes about safety," says Debbie Howard, quality control manager, who served as safety supervisor in 1983.

Getting to the heart of each accident was their accident review board, which investigated the reasons for each one taking place. Monthly three of the six production employees on the board reviewed physicians' visits and then assessed the accidents by interviewing the persons involved, discussing the problems and then determining measures to prevent recurrence. Their recommendations were the basis for preventive measures, according to Howard.

Fun was also a focal point of their awareness campaign with a year-long safety sweepstake giving away \$1,000 in prizes every quarter. Without a physician's visit, an employee improved his or her chance of winning by getting more entries. Names were entered once in the first quarter; twice, in the second quarter; four times in the third and eight times in the fourth. However, even with an injury, an employee had an opportunity to stay in the contest.

Quarterly safety meetings were also fun. One featured a surprise slide show of all employees who had worked without an injury. Another quarter, Howard videotaped a safety program starring their softball team in "Softball Safety." Safety skits performed during meetings had participants dressed according to the prize theme for that quarter.

With the new year, Portland is instituting a recognition program for those who worked safely. Employees will earn pins for their first five years with no accidents and thereafter other forms of jewelry will be given in recognition of safety achievements.

"We want employees to remember that safety is a very important aspect of every work day at Greggs," said Howard.

## Smoothness of operation reflected in safety

Since the start-up of the Loudon corn plant, employees have only suffered one lost-time injury (requiring two days off for a minor back sprain), according to Larry Thomas, personnel administrator. He noted that during the first quarter of '84, only one recordable occurred -- a good improvement from the preceding year when operations got underway.

"Our safety program was actually activated as the first technicians arrived at the plant two years ago," he said. "From the begin-

ning, we have stressed safety. Our general orientation included basic safety training, which was intensified in respective work areas to alert the technicians to safety procedures and any particular hazards."

Safety is handled on three levels at Loudon -- within the teams, in an area safety committee and in a plant safety committee. Technician teams are to operate in a safe manner, identifying safety needs, implementing safety procedures and training programs, maintaining safety awareness and coordinating with area and plant safety committees.

Then the area safety committee, which meets at least monthly, evaluates and monitors safety in the area by reviewing performances, safety needs, training and safety programs and communicating safety information within the area and also with the plant committee. The committee, comprised of area management team representatives, the area maintenance coordinator and technician representatives from each shift, tours the area to review violations and corrective plans as well as the status of safety projects.

Integrating safety into the plant's operations, the plant safety committee is comprised of area technician representatives from each area safety committee, the plant manager, operations manager, maintenance manager and safety coordinator. Their mission is to identify plant safety needs, develop overall safety programs, review area safety committees' performances, form problem-solving groups and facilitate plant-wide safety communications.

"Our first year of operation on the safety front was spent developing procedures and policies that had been overlooked initially," the personnel administrator said. "Since then, emphasis has been placed on trying to keep up safety awareness. We start at the technician level and work up to get everyone believing in safety."

In general, the plant follows the industrial division's 10-point safety program, has its own Safety Code Book, employs similar permits as other Staley plants for lock out, hot welding, etc. and utilizes safety work orders for maintenance, which any employee can initiate. On the back of work orders, there is a work permit which necessitates communications between the process and maintenance technicians. Both have to sign the permit, assuring the process technician has been informed of the work to take place. "This one item is really a boost to safety," said Thomas.

"Another aspect of our program is that contractors must follow our safety rules. We have a work permit specifically for them, and on their first day at the plant, contractors must go over their work and safety procedures with a company engineer and the safety coordinator.

"Another plus to our system is a good investigative procedure used not only for accidents but also for near-misses. It is intended to correct situations rather than to place blame," the personnel administrator emphasized.

This procedure calls for the details of the incident to be entered on an Incident Investigation Report and given directly to the area manager, who, within three days, schedules a meeting of the area team, safety coordinator and the person or persons involved. This meeting investigates cause and prevention of similar situations, assigns responsibility for corrective action and sets a review date to assure that corrective action has been fulfilled.

"The problem with a good safety program is that employees become lax on safety," according to Thomas. "When you don't have troubles that raise safety awareness, then employees get accustomed to the status quo and aren't as careful."

To combat this indifference, Loudon instituted Safety Flashes for bulletin boards to focus on hazards, accidents or procedural reminders at least weekly. These flashes are easily identified as important: they are on yellow paper. In addition, the plant has copied Morrisville's very successful "Safety Bingo" game.

"All in all, we have a highly motivated work force, making it much easier to have a good safety program," said Thomas.



Fun for all -- Loudon employees and their families were well entertained at Staley holiday parties. E.T. shared the spotlight with Santa at the children's celebration.

## Slogans boost awareness

Employees at Gregg Foods/Garden Grove were reminded of working safely in a number of ways this past year, but a new feature each month was a slogan composed by one of them. These creative slogans were posted on safety bulletin boards with credit given their authors, who also received gift certificates for two at local restaurants. So successful was this portion of their safety campaign that the contest is being repeated this year.

Awards are another part of this plant's safety strategy. Those who worked from January through June without an accident last year were given a portable fire extinguisher, and those going July through December accident free received a travel first aid kit for their vehicle. At year's end, anyone who worked the entire year without an accident or safety violation was eligible for additional prizes given during their holiday party.

Winner of the grand prize was Nawaf Rustom, a soft-line margarine operator, who took home a video cassette recorder. Albert Vaile, forklift operator, won second prize, an automatic camera. Frank Blunda, production worker, acquired third prize, an AM/FM radio and stereo cassette player; while the fourth prize went to Virgin Enriquez, production worker, who received a battery operated spotlight. John Eteaki, production worker, was the fifth-place winner, receiving a highway emergency kit for his vehicle.

Besides brief departmental tailgate meetings each month, Garden Grove also has a general safety meeting quarterly during which a film reinforces the safety discussion, according to Melissa DeHart, quality control manager and former safety supervisor. Reinforcement also comes in the way of interesting and appropriate safety items she clips from newspapers or magazines for bulletin board reminders.

Not as great a year for safety as 1982, Garden Grove employees suffered six recordables and a lost timer during the year. "We will strive in 1984 to get the number of smaller accidents and repeat offenders down," said DeHart.

"Employees are working at safety around the company," said Moore. "Those responsible for safety are cooperating and doing a fine job. They have their own programs, which are adjusted to keep employees interested in working safely. When problems arise, they ask for advice and guidance, and the corporate staff works with them, helping adjust their programs and helping them strive for better performance.

Noting the success that Morrisville had this past year and continues to enjoy, Moore said, "They began working to raise awareness and getting the employees more involved in the safety program. Morrisville was the first Staley corn plant to start "Safety Bingo," which has raised and held awareness. In that contest, a number is drawn for every day without a lost timer. It gives employees something to shoot for, and very soon, they reach a point at which they can see a goal within range. First, they

chased the million work hours, and now they are eyeing the industry record.

"Bingo or any other contest by itself is not much, but it helps to get employees actively involved. When that involvement extends to participation on safety committees and task forces, an effective safety program develops. Through active participation, employees can surpass goals and records they set for themselves," Moore pointed out.

"There are any number of contests that can be started," Bob told safety supervisors. "Certain criteria must be kept in mind though. The contest must appeal to the majority of employees -- something they recognize, such as horseracing, which is a big activity in the East, or Bingo. Car racing could be an attractive subject elsewhere. Contests with sports or gambling themes are popular," Moore said.

Any contest needs frequent reinforcement -- a winner must be recognized in a short period of time. If one contest extends a year or more without recognition, it will lose employees' attention. Then too, it should have more than one level of awards. Those who succeed in working all year without an injury should share in the opportunity for one level of award, but those who have suffered an injury should not be left out entirely. The contest must be designed to give them something to strive for after they've suffered an injury.

Moore also believes in the value of peer pressure. "Personal influence often is greater among peers; so, when employees adopt the safety program as their own, it usually becomes more effective.

"Active safety programs are our only defense against spiraling compensation costs. With a little extra effort, fiscal '84 could be the year that all Staley locations enjoy a reduction in injuries and compensation costs," the senior safety engineer said. "After all, October started off with a clean slate in the lost-time accident category," a first since he arrived at Staley in 1979.

## Worth noting . . .

If you're looking for a fishing companion, when the weather warms up, you might check George Dyer's schedule. The laboratory aid at Sagamore was pictured in one of the plant's "What's New" papers with a stringer of fish weighing 28 pounds and reportedly on a Tippecanoe River trip near Tecumseh Bend last fall, he produced another 72 pounds of fish!

\*\*\*\*

Bob Ford didn't bring home the bacon Thanksgiving Day, but he did bring home an eight-point buck, which he claimed with his generations old, hand-me-down, family 50 calibre Jonathan-Browning muzzle loader. The maintenance mechanic at Sagamore had promised to supply the meat for the family's Thanksgiving feast, but his wife didn't take any chances. To be on the safe side, she plunked a turkey in the oven that morning.

## Donaldson, Reynolds, Brown top Dash Tourney bowlers

Of the 169 bowlers taking part in the 23rd Annual "Russ Dash" Singles Tournament, Earl Donaldson claimed top handicap prize of \$175 with his 679 total pins. He is an associate project engineer, Staley/Decatur.

Earning the men's scratch division title was Joe Reynolds, computer programmer, Decatur, with 627 pins for \$60. In addition, Reynolds placed fourth in the handicap division with a 654 total and won an additional \$100.

Among the 28 women bowling November 5 and 6 at the Eldorado Bowl, Decatur, Jean Brown won the scratch title with 568 pins for \$50 in prize money. The laborer at 29 building, Decatur, placed sixth in the handicap division, earning another \$60 with 646 total pins.

High game for the women was rolled by Delores Rhodes, senior accounting clerk, Decatur, who, on her annual bowling outing, cracked a 254 with three strikes, a spare and then six more strikes. She won \$10 for high game and then wound up the day with 644 total pins, good enough for eighth in the handicap division, which brought her another \$40. Hoping to break 100, Dee turned in a 128 her first game, then a 94 before rolling her all-time high of 254!

Ted Wiseley rolled the men's high game of 237, which paid him \$10, placed second in men's scratch with 623 for \$50 and in the handicap division, tallied up 670 total pins for second place and \$150 in prize money. At tournament's end, Wiseley, utility operator, 16 building, Decatur, was the big money winner, taking home a grand total of \$210.

Other scratch winners in the men's division were Wallace Bean, 77 building, Decatur, who was third with 597 pins and also placed 11th in the handicap with 633. Don Kush, a retiree, placed fourth with 589 and on the handicap side, fifth, with a 649. Fellow Decatur retiree, Oren "Soupy" Campbell took fifth in scratch with 575 and 26th in handicap with a 611.

Women's scratch winners included Sue Ann Thompson, 62 building, Decatur, who was second with a 548 and also claimed 30th in handicap with 608 total pins. Judy Sharp, 62 building, Decatur, was third, with 523 scratch. In fourth place was Doris Ferre, 62 building, Decatur, with 521 scratch and on the handicap side, placed 14th with a 629. Claiming fifth place in women's scratch was P.J. Braun, 62 building, Decatur, with a 477. She also took seventh among the handicap scores with a 645 total.

Bowlers with handicap scores of 608 or above received some money. Thirty were in that category.

Other handicap winners included Decatur employees Norm Kocher, 63 building, who earned third place with a score of 658; James Franklin, 111 building, ninth, with 638; Clyde Hobbs, machine shop, 10th, with 636; Zeb Eaton, 77 building, 12th, with 632; Tom Radley, pipe shop, 13th, with 629; Art Hemmerlein, technical, 15th, with 628; and Dick Purcell, 62 building, 16th, with 627.

Handicap winners also included Jack Cairns, 29 building, Decatur, 17th, with 625; Barbara Kress, 62 building, Decatur, 18th, with 621; Steve Stolle, 28 building, Decatur, 19th, with 620; John Hawthorne, recent Decatur retiree, 20th, with 619; Fred Hettinger, Lafayette/South, 21st, with 618; and Bill Osborne, machine shop, Decatur, 22nd, with 617.

Also on the handicap prize list from Decatur were Ted Taylor, retiree, 23rd, with 617; Ronald Bailey, 47 building, 24th, with 615; David Ellegood, 60 building, 25th, with 611; Charlie Cox, print shop, 27th, with 610; Dick Barnett, 62 building, 28th, with 608 and Gary Taylor, 5 & 10 building, 29th, with 608.

An additional \$500 was contributed to the purse by the Staley Company for the third year, making a total of \$1,502.50 in prizes. Of the total, \$1,112.50 went to handicap winners; \$205 to the top five men's scratch division winners and \$165 to the women's top five scratch winners. Seven of the 28 women bowling earned prizes.

This was the fifth tournament in which employees from locations outside of Decatur participated. Entrants from Lafayette/-



Roy Finney, tournament manager, hands Joe Reynolds, men's scratch division winner, his check while Earl Donaldson, left, the top handicap bowler, and Jean Brown, the women's scratch winner, look on.

South included Hettinger, the only prize winner from outside of Decatur, Denny Pettit and Bill Dettman. Hettinger made the grand sweep of prizes a year ago, taking the handicap, men's scratch title and the men's high game. Pettit, who missed the tournament a year ago because of back surgery, has found it much easier to bowl without pain. Dettman, bowling only two years, made his first tournament appearance at the Staley event.

Champaign bowlers included John Duncan, Tony Fulfer, Jerry Miller and Anthony "Tony" Dodd. Duncan lives in bowling houses as a director of the Champaign County Bowling Association. He bowls on four leagues -- two handicap and two mixed leagues, which he and his wife have been leading. This was his fourth Staley tournament.

Jerry Miller, who bowls a few years and then drops the sport a couple of seasons, currently is not bowling regularly, but carries about a 156 average. Cohort Tony Dodd bowls on one Champaign league and carries a mid-150 average. He likes the pressure of tournament bowling and together with Fulfer are on Duncan's county tournament team. Fulfer bowls in three leagues, two of which are on a team with Duncan. This tournament was also Fulfer's fourth Staley event.

Also from out of town was Dennis Case, the only entrant from Galesburg, who bowled in three previous Staley tourneys.

Gene Betzer, Staley retiree, brought his wife to cheer him on, since that was a special weekend -- their 49th wedding anniversary, November 6. Betzer reports he had a 171 average before this tournament, but couldn't buy a strike 'til the seventh frame of his second game.

Bowling together as the Staley Pin-Ups in the Decatur Commodore League and spending an afternoon together at the tournament were Kathi McClugage, Cathy Force, who couldn't bowl because her cat bit her, Brenda Owens, Fay Valentine, Jane Barnett and Shirley Tevz.

Father/son tournament bowlers included Dick and Bill Barnett, Jerry and Tom Radley, Bob and David Ellegood, John and David Daniels, Clyde and Don Hobbs, Howard and Larry Hawthorne, Glen and Rod Hartman, George Scanlon Jr. and Sr., Ted and David Wiseley and Ted and Gary Taylor.

### Celebrates 73rd with pals

Winner of the handicap prize several years ago, Charlie Yonikus celebrated his 73rd birthday, November 5, with fellow bowlers. Yonikus, who loves golfing about as much as bowling, played some 140 18-hole rounds of golf this past summer, down from his usual 190-to-200 rounds, but due to the very dry conditions followed by the rains, he couldn't get them all in. Charlie only took up golfing since he retired in 1972. He has a 12 handicap and last year got two eagles and a hole-in-one.

Another golfing-bowling twosome reported hanging out at the golf courses regularly. Harry Robinson and Don Sullivan, who both retired in '83, played 116 games of golf last summer and bowl on the Spoilers in the Staley Triple "A" League along with retirees Ernie Williams and Clark Kikolla and youngsters Other Summerlott and Dick Purcell.

Purcell, by the way, bowled three 191 games.

An avid bowler, resident magician and retiree, Guy Thompson spends five days a week in bowling houses. Four days he bowls senior citizen leagues and then has an "open" day. "Bowling keeps me out of trouble," says Guy, who couldn't seem to get his magic going to fix up his tournament score.

Dwight Stockdale said he donated his \$10 to the "cause," but had fun anyway.

The committee taking charge of preparations and follow through included Dorothy Collins, manager, starch pricing, administration, industrial products, who handled the entries and fees; Bud Ellegood, senior mechanic, machine shop, Decatur; Lightning Leisner, recent Decatur retiree; and Roy

## Wiegand, 44-year veteran, earned award

Testimonial of his dedication to customers, Lyle Wiegand received a Life-Time Achievement Award from Frito-Lay, Inc. on August 24 as he made his final swing through his sales territory. Wiegand, western district manager, refined oil sales, retired on August 31, after a 44-year-seven-month career with Staley.

The treasured plaque was given as an expression of appreciation for his long friendship and faithful service to the U.S. fats and oils industry and to that company, specifically.

Wrapping up many years with customers, Lyle and his wife, Marie, visited a few of his larger accounts during his final weeks. In this way, Wiegand was able to demonstrate how much their business has meant to Staley over the years and its continued importance today. While having dinner with the Frito-Lay people, they surprised him with their own form of appreciation -- the plaque.

The snack food maker is a large customer of Staley "COSO" -- a special blend of corn and soybean oils -- in which they prepare their potato and corn chips, and Staley's 100-F hydrogenated oil -- a soy-based oil for their tortilla chips.

### Career focused on sales

Wiegand's career began in 1939 as a messenger in Decatur before he entered military service with the U.S. Army. When he returned to Staley in 1946, he was named an assistant sales manager in the feed division and three years thereafter was made manager of feed sales at the company's Painesville, Ohio, soybean plant. Two decades later, Lyle moved to the refined oil division as an assistant district sales manager. He was appointed sales manager of the western district in 1972, settling in California his last 11 years with the company.

Lyle noted changes in the oil business within the last five years, the major one being Staley's entry into the hydrogenated oil business, which created a new marketing/sales area to learn and grow with.

"Then the last three years," Wiegand explained, "the Des Moines oil refinery was the focal point for West Coast personnel since a major portion of that production was coming our way to sell. We've done well with that assignment," said the retiree.

## Worth noting . . .

Winners in the Des Moines soybean mill's annual hunting contest, which ran from November 5 to January 1, are Larry Wiand, who took first-place honors and Walter Mure, second in the pheasant division. Wiand, laborer, won a trophy, cash and an 870 Remington Shotgun. Mure, laborer, was presented a cash prize for his efforts. In the quail division, Dave Aldini took first place and Marvin Miller, second. Aldini, maintenance class B, received a trophy and cash, while Miller, maintenance class A, was given a cash prize.

\*\*\*\*

Bruce Hendrix has been elected financial vice president of the Decatur Jaycees. He's associate safety engineer, Staley/Decatur.

\*\*\*\*

Finney, Decatur retiree. Finney has been the tournament manager since the position was given up by Russell Dash, retiree, for whom the event was renamed in 1975.

Dash, by the way, dropped by a few minutes to see friends. He says his legs wouldn't take the stress of bowling, but he is still assisting with the Hopes Unlimited handicapped bowling program.

Looking back, Dash said the tournament was not his idea but was initiated because a number of bowlers in Staley leagues requested the event. Originally, they selected Sunday as the day of the annual outing and ruled out having family members participate. That was 23 years ago when Dash handled the details alone. Soon, though, he sought assistance as the event grew in popularity.

Today as yesterday, the tournament serves as another occasion for Staley employees to have a little fun together -- a part of the Staley tradition.

"We've virtually succeeded in selling the refinery's production capacity."

Lyle is expecting a busy, interesting time in the coming months if those immediately before retirement are any indication. He took a rafting trip on one occasion and then ventured to the bottom of the Grand Canyon one day and back up the next -- an eight hour trip to the rim again.

Plans call for more travels, improving his golf game and tackling the many projects awaiting his attention. Home base for the Wiegands will remain Orange, California.

## Brothers retire

Howard and Robert Hawthorne retired the end of January winding up their lengthy careers which together totaled 76 years at Staley/Decatur. Howard, maintenance planner, syrup and dextrose section, industrial products, joined the company on August 24, 1945, and Bob, senior painter and roofer, on January 17, 1946.

Reminiscing about these fellows, a colleague recalls that while working in the steep house years ago, Bob over-steeped the corn, allowing it to swell excessively and pop out over the sides. That's how he came to be known as "Popcorn," a nickname he's never shaken.

Howard's known for bruising engines. An eyewitness recalled during the time the old gatehouse was adjacent to the tracks, Hawthorne came tooling into the plant early in the morning. He collided with a slow-moving engine making its way down the tracks. After that fender bender, he perhaps should have been known as "Choo Choo" instead of "Wahoo," the witness explained, but Howard comes by that one naturally from his Cherokee ancestry.

The Hawthorne family has been with the company many years. Predating Howard and Bob was their brother, Alva, who worked in the garage more than 30 years. And the family line continues with Larry, buyer, manufacturing supplies, purchasing, who's Howard's son; John, senior mechanic, round house, and Melvin Losier, mechanic leadman, garage, the retirees' nephews, and Pam Hanks, accounts receivable bookkeeper, corporate finance, Bob and Howard's niece, on the payroll.

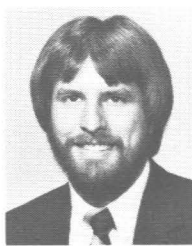


Stars shine again -- The Stars again claimed the Competitive League trophy among Staley/Decatur teams. Players, pictured in front, left to right, are Bob Hackert, Terry Hale, Rick Stuart, Dan Harpstrite and Larry Auton. In back, from left, are Scott Duncan, Bob Murphy, Dennis Ritchhart, Terry Johnson, Terry Crowell and Dave Ellegood. Missing from the ranks are Mick Stewart, Lyle Clark and William Barter.

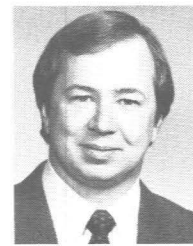
## On the move around the company...



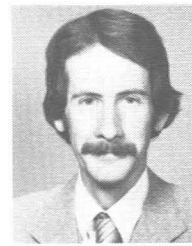
James Davison



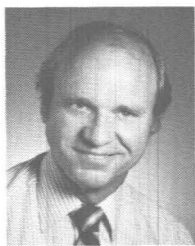
Lee Eckhardt



Don Lillard



Don Oldham



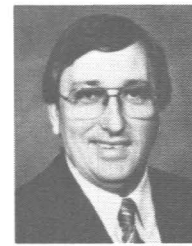
Patrick McCurry



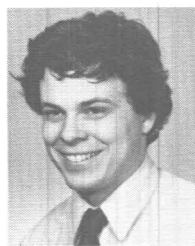
Ken Patterson



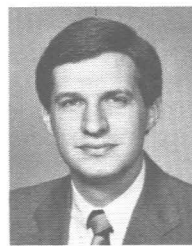
Sheila Drake



Ed Fain



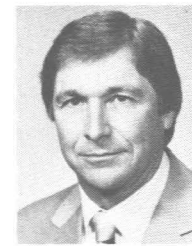
Mike Sullivan



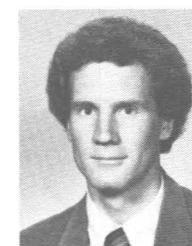
Tom Doxsie



Cathy Force

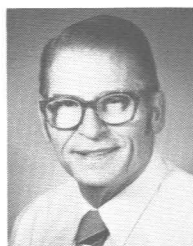


Darrell Larrison



Gary Towne

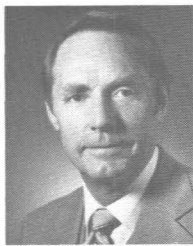
## Joining the leisure life . . .



William Ball



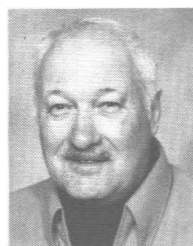
Ted Garrett



Wayne Stanley



Jesse Angel



Orval Hunley



Harold Hutson



Denver Carter



Marvin Cook Jr.



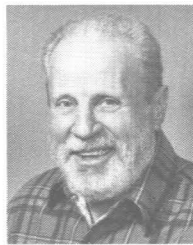
George Jones Jr.



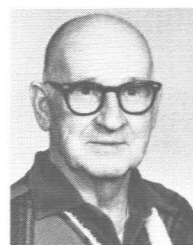
Arnold Kubow



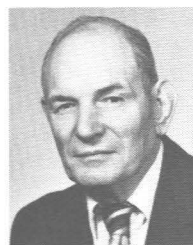
Ernest Halsema



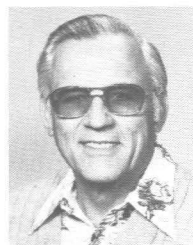
Royal Kester



Robert Rogers



Pleasant Ross



Charles Paine

### Effective December 1, 1983

WILLIAM BALL, technologist, food and agriproducts, research, Decatur  
 ROOSEVELT CHEATHAM, bleacher and oil recovery operator, 29 building, Decatur  
 THEODORE GARRETT, POD operator, 29 building, Decatur  
 JAMES GENTRY, senior mechanic, millwright shop, 77 building, Decatur  
 ORVAL HUNLEY, extractor operator, soybean milling, agriproducts, Frankfort  
 HAROLD HUTSON, extraction operator, 101 building, Decatur  
 GEORGE JONES JR., extruder operator, 20 building, Decatur  
 ARNOLD KUBOW, staff accountant, food and specialty products, Decatur  
 EVERETT LEISNER, senior mechanic, instrument and control shop, 77 building, Decatur  
 JOHN PRYCZNSKI, stores coordinator, 80 building, Decatur  
 ROBERT ROGERS, repairman, 1 building, Decatur  
 PLEASANT ROSS, carbon operator, 5 & 10 building, Decatur  
 WAYNE STANLEY, senior mechanic, machine shop, 77 building, Decatur  
 JOHN WALLER, preparation operator, 101 building, Decatur  
 GEORGE WILLIAMS, senior mechanic, machine shop, 77 building, Decatur

### Effective January 1, 1984

JESSE ANGEL, hydrogenation operator, 29 building, Decatur  
 DENVER CARTER, senior mechanic, pipe shop, 77 building, Decatur  
 MARVIN COOK JR., production supervisor, refined oil, agriproducts, Decatur  
 HEDDY FAIR, supervisor, order processing section, administration, industrial products, Decatur  
 MELVIN FUNK, trucker, 20 building, Decatur  
 ERNEST HALSEMA, cleaner, 52 building, Decatur  
 WILBER HECTOR, stores coordinator, 80 building, Decatur  
 ELZA HENDERSON, stores coordinator, 80 building, Decatur  
 CLAIRE HERRON, senior mechanic, millwrights, 77 building, Decatur  
 LEONARD HOADLEY, maintenance coordinator, stores, maintenance, manufacturing, industrial products, Decatur  
 HOMER JACOBY, senior painter-roofer, 77 building, Decatur  
 HAROLD JOHNSON, utility operator, 62 building, Decatur  
 ROBERT JONES, surveyor, engineering services, corporate engineering, Decatur  
 RAYMOND KALER, pumping station operator, 2 building, Decatur  
 ROYAL KESTER, Westfalia operator, 29 building, Decatur

### AGRIPRODUCTS

NANCY BORN, from secretary to the area superintendent, syrup and dextrose, to secretary, operations and engineering, manufacturing, Decatur

### CORPORATE

ROBERT CLONEY, from plant messenger, to courier, office services, finance, Decatur  
 JAMES DAVISON, from instrument engineer, engineering services, to senior engineer, project management, engineering, Decatur  
 LEE ECKHARDT, from computer programmer, to senior computer programmer, information systems, finance, Decatur  
 NANCY FAIR, from secretary, area superintendent, dry starch, manufacturing, industrial products, to secretary to director of corporate engineering, Decatur  
 JUDY GRIEVE, from secretary to assistant treasurer, to financial assistant, finance, Decatur  
 DONALD LILLARD, from food scientist, to laboratory manager, food and agriproducts, research, Decatur  
 PATRICK MCCURRY, from senior research chemist, to research scientist, food and agriproducts, research, Decatur  
 KENNETH PATTERSON, from food technologist, to laboratory manager, food and agriproducts, research, Decatur  
 RHONDA PEEBLES, from office messenger, office services, to secretary to the director of treasury operations, finance, Decatur  
 RUTH PERONE, from assistant technician, to research technician, advanced research and development, Decatur  
 MICHAEL SULLIVAN, from associate chemist, to chemist, advanced research and development, Decatur  
 JANET VARVIL, from assistant technician, to research technician, advanced research and development, Decatur

### FOOD AND SPECIALTY PRODUCTS

THOMAS DOXSIE, from traffic manager, starch, administration, industrial products, to product manager, protein, Decatur  
 JODI DOYLE, from chief clerk, to accounting specialist, control, Decatur  
 building, Decatur  
 OVAL LEWIS, senior mechanic, millwright shop, 77 building, Decatur  
 JACK MCADAMIS, senior mechanic, electric shop, 77 building, Decatur  
 ROBERTA NOONAN, accounts payable clerk, control, agriproducts, Decatur  
 HUGH O'NEILL, losses supervisor, utilities, manufacturing, industrial products, Decatur  
 CHARLES PAINE, senior mechanic, machine shop, 77 building, Decatur  
 LEON PETERS, expeller and flaking operator, 11 building, Decatur  
 ROBERT SLAW, office janitor, 62 building, Decatur  
 RICHARD SLOAN, trackmobile operator, 77 building, Decatur  
 HAROLD STINE, preparation operator, 101 building, Decatur  
 WILLIAM VAN FOSSAN, stores coordinator, 77 building, Decatur  
 FRANK WALLER, power system operator, 2 building, Decatur

DAVID HAMMOND, from plant manager, Muskogee, to senior plant engineer, protein, Decatur  
 DONALD OLDHAM, from production superintendent, food extraction, to production superintendent, protein, Decatur

### INDUSTRIAL

DEBORAH ADAMS, from senior accounting clerk, to accounting specialist, control, Decatur  
 LAURA DAWSON, from freight payable clerk, to senior accounts payable clerk, control, Decatur  
 SHEILA DRAKE, from quality assurance laboratory supervisor, protein, food and specialty products, to quality assurance manager, manufacturing, Morrisville  
 EDMOND FAIN, from corn mill superintendent, to operations manager, manufacturing, Lafayette  
 MARGARET FARRELL, from starch control specialist, to supervisor, starch, manufacturing, Sagamore  
 CATHERINE FORCE, from staff management accountant, control, to cost analyst, manufacturing services, manufacturing, Decatur  
 KEVIN HALSTEAD, from staff process engineer, to associate process engineer, manufacturing, Decatur  
 SHERI JESSE, from office messenger, corporate office services, corporate finance, to freight payable clerk, control, Decatur  
 EDWARD KOMP, from quality assurance technician, to senior quality assurance technician, manufacturing, Morrisville  
 DARRELL LARRISON, from quality assurance chemist, dry starch, to process chemist, manufacturing, Decatur  
 JILL MORGANTHALER, from office messenger, corporate office services, corporate finance, to secretary to the industrial products controller, control, Decatur  
 STEVEN REUST, from staff chemical engineer, to associate chemical engineer, manufacturing, Lafayette  
 JOHN SCHERER, from supervisor, starch drying, to quality assurance chemist, dry starch, manufacturing, Decatur  
 GARY TOWNE, from associate management accountant, to management accountant, control, Decatur

### Worth noting . . .

Sagamore's chemical engineer Brad Burton passed his Indiana High School Athletic Association basketball referee 100 question examination and is now an official, licensed IHSAA basketball referee. A former high school basketball player, Burton always liked the sport and wanted to get back into action.

\*\*\*\*

# 74 celebrate 1,030 years of service



Tom Jones



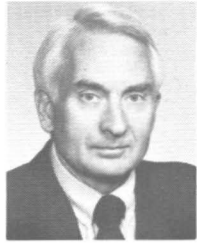
Jim Lowery



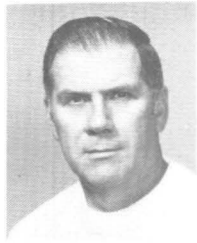
Earl Miller



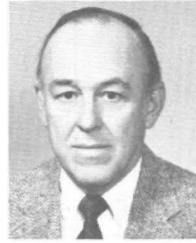
Kathleen Poe



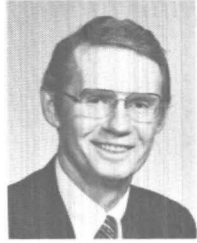
Dick Radasch



Eugene Timmerman



Arthur Schoepfer



Harry Young



Lorraine Baccadutre



Doris Heiland

## 35 Years

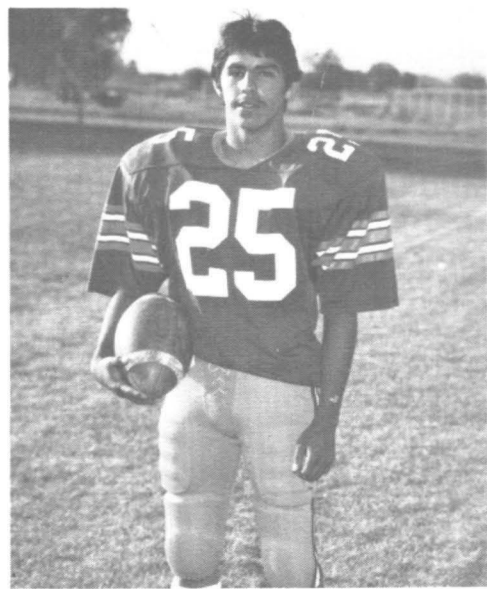
VINCENT DURBIN, rigger leadman, 77 building, Decatur  
 THOMAS JONES, new stock and purchase order coordinator, maintenance, manufacturing, industrial products, Decatur  
 DARRELL LARSON, senior mechanic, 77 building, Decatur  
 LEON LAWRENCE, tank car cleaner, 17 building, Decatur  
 DOROTHY LOEB, maintenance clerk, plant-wide, maintenance, manufacturing, industrial products, Decatur  
 JAMES LOWERY, converter A operator, 16 building, Decatur  
 RICHARD RADASCH, supervisor, rate quotations, administration, industrial products, Decatur

## 30 Years

EUGENE TIMMERMAN JR., senior mechanic, 77 building, Decatur

## 25 Years

LORRAINE BACCADUTRE, inventory control clerk, administration, industrial products, Decatur  
 LETHA EHRENFELT, administrative assistant, western territory, sweetener business unit, industrial products, San Mateo  
 DORIS HEILAND, secretary to the director, food and agriproducts, typing coordinator, research, Decatur  
 EARL MILLER, boiler operator, soybean milling, agriproducts, Des Moines  
 KATHLEEN POE, chief clerk, industrial relations, corporate administration, Decatur



**Player of the year** - Kelly Maestas was named the 1983-84 All Valley Player of the Year during award ceremonies held at Adams State College, Alamosa, Colorado. This selection was made not only for his athletic achievement but also for sportsmanship and scholastic merit. Maestas, the son of William, operator at the new Rio Grande Plant, Monte Vista, also was voted first team offense and defense on the Intermountain All League team, rushing more than 2,000 yards since his junior year. He plays half-back for Monte Vista High, where he is a senior.

ARTHUR SCHOEPFER, plant manager, manufacturing, industrial products, Decatur  
 HARRY YOUNG, senior scientist/manager, materials research, advanced research and development, Decatur

## 20 Years

LYNN ELDER, manager, purchases, corporate engineering and purchasing, Decatur  
 ALLEN URFER, senior laboratory manager, new products, chemicals from carbohydrates, research, Decatur

## 15 Years

JANET CRAWLEY, computer operator, corporate information systems, corporate finance, Decatur  
 JOHN CRITES, foreman, shipping and receiving, manufacturing, industrial products, Sagamore  
 ALAN DYE, instrument design specialist, manufacturing, industrial products, Sagamore  
 RICHARD ENGLER, maintenance mechanic, manufacturing, industrial products, Sagamore  
 RUSSELL LERCH, maintenance mechanic, manufacturing, industrial products, Sagamore  
 FRANCIS MILLER, process control monitor, refinery, manufacturing, industrial products, Sagamore  
 RONALD SMITH, supervisor, corporate accounting, control, corporate finance, Decatur

## 10 Years

KENNETH ARNOLD, extraction operator, soybean milling, agriproducts, Fostoria  
 CALVIN BEASLEY, utility operator, 16 building, Decatur  
 GARY CLEM, lead loader, 34 building, Decatur  
 MARSHA CORLEY, secretary, refined oil, agriproducts, Decatur  
 SCOTT FAIR, senior mechanic, 1 building, Decatur  
 CURT FENDERSON, process operator I, 5 & 10 building, Decatur  
 KAREN FUGATE, senior technician, industrial products and process development, chemicals from carbohydrates, research, Decatur  
 JIM GOOD, laborer, soybean milling, agriproducts, Champaign  
 ROBERT HALL JR., territory manager, sweetener business unit, industrial products, Langhorne  
 FREDERICK HILL, pump-tank operator, 5 building, Decatur  
 WILLIE HOUSTON, process supporter, 5 building, Decatur  
 WILLIAM KEYSER, warehouse packer palletizer, manufacturing, industrial products, Morrisville  
 DANNY LYNCH, acidulator-treatment tank operator, 29 building, Decatur  
 ROBERT MACFARLAND, maintenance mechanic A, manufacturing, industrial products, Morrisville  
 DORTHEA MARKLE, computer operator, soybean milling, agriproducts, Fostoria  
 RICHARD NICHOLS, analyst, 60 building, Decatur  
 FRANK ORTHOEFER, section manager, starch, food and agriproducts, research, Decatur  
 EUGENE ROBINSON, process operator - drying, 9 building, Decatur  
 CARROLL SPERRY, senior mechanic, 1 building, Decatur  
 ADELLE STILES, senior accounting clerk, control, corporate development and international, Decatur



**Tops in Just-for-Fun** -- Tournament champions in the Just-for-Fun League at Staley/Decatur were the Commodores, whose players are pictured, front, left to right, Dave Peck, Jim DeGand, Gene Sharp and Bill Hunt. From left, in second row, are Mike Grandon, Lar: Shook, Bill Strohl, Jerry Ellis and Darrell Smith. Top row, from left, are Dwayne Williams, Bill Garner, John Polley and Greg Hill. Missing are Gary Hopkins, Dean Mitchell, Dick Bodine, Bruce Kaylor and Steve Forbes.

RICHARD STUART, cleaner, 77 building, Decatur  
 JOSEPH TRACY, preparation operator, soybean milling, agriproducts, Fostoria  
 JAMES TRICHEL JR., pack/load leadman, 20 building, Decatur  
 DAVID VONNER, warehouse laborer, soybean milling, agriproducts, Champaign  
 KENNETH WHITSITT, senior draftsman, engineering services, engineering, Decatur

## 5 Years

RICK BECK, Manierre loader, 20 building, Decatur  
 ROBERT BOSAK, eastern sales manager, sweetener business unit, industrial products, Langhorne  
 VALERIE BRIDGES, lead packer, 29 building, Decatur  
 PAUL DEAN, feed loader, manufacturing, industrial products, Morrisville  
 GREG EATON, cleaner, 75 building, Decatur  
 CARL ELLISON, operator, 6 building, Decatur  
 LUIS ESPINOSA, repairman, manufacturing, industrial products, Monte Vista  
 JOHN FLOYD III, utility leadman, 44 building, Decatur  
 CONNIE FRANK, training analyst, 29 building, Decatur  
 MICHAEL FRANZOSA, Staport loader 2, manufacturing, industrial products, Morrisville  
 DAN GARNETT, extraction operator, soybean milling, agriproducts, Des Moines  
 JOHN GILMORE, technician, refinery, manufacturing, industrial products, Lafayette/South  
 CELESTE GIST, bag dumper and cleaner, 118 building, Decatur  
 STEVE HENRY, laborer, soybean milling, agriproducts, Des Moines  
 RUSSELL HENSLEY, territory manager, sweetener business unit, industrial products, Northbrook

JOHN HERRINGTON, director, management information systems, Gregg Foods, food and specialty products, Portland  
 CARL JOHNSON, technician, refinery, manufacturing, industrial products, Lafayette/South  
 RUSSELL JONES, production helper, 44 building, Decatur  
 GREG LANCIAL, laborer, soybean milling, agriproducts, Des Moines  
 MARK LOSCHEN, locomotive operator, soybean milling, agriproducts, Champaign  
 JODY MAUS, process supporter, 9 building, Decatur  
 JAMES NEWCOME, losses supervisor, utilities, manufacturing, industrial products, Decatur  
 KEVIN O'LAUGHLIN, utility leadman, 44 building, Decatur  
 TERRY OYLER, cleaner, 75 building, Decatur  
 CHAMPAKLAL PATEL, operator A, Vico, food and specialty products, Chicago  
 MICHAEL ROSSMILLER, laboratory technician, Gregg Foods, food and specialty products, Portland  
 MARIE SHARPE, purchasing clerk, manufacturing, industrial products, Morrisville  
 RALPH TYSON, production worker, Gregg Foods, food and specialty products, Portland  
 MICHAEL WALKER, printing equipment operator, corporate office services, corporate finance, Decatur

## Staley News

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

Manager, Employee Communications. . . . .Sue Muckensturm  
 Photographer. . . . .Dave Mjolsness  
 Typographer. . . . .Cathy Landreth



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

Address Correction Requested

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