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A. E. Staley Manufacturing Co., Decatur, Ill.—Return Requested

Staley NEWS

Published exclusively for employees of the
A. E. Staley Manufacturing Co.

Vol. IX, No. 6

Decatur, Illinois

July-August, 1967

Sales Hold Steady, Profits Dip Lower

Company sales, reflecting steady demand for our corn, soybean and chemical products in both industrial and consumer lines, set a new third quarter record of \$62,060,000 in the three-month period ended June 30.

Third quarter earnings, however, were marred by lower prices for some of our major products and dropped to \$750,000. It was the lowest quarterly earnings total in three years.

Chairman A. E. Staley, Jr., attributed the lower earnings to exceptionally keen competition in the corn industry, especially

in corn syrup, and continued subnormal soybean processing margins.

He repeated his statement made at the Annual Meeting of Stockholders in May that the Company expects the third quarter to be the low point for the year and the fourth quarter should show considerable improvement.

The third quarter net earnings of \$750,000 or 32 cents a share compares with earnings of \$2,781,000 or \$1.22 a share in the same period a year ago.

Sales for the quarter were \$50,000 higher than the total of \$62,010,000 recorded in the third quarter last year and established a new high for the period. Last year's third quarter sales total had been the previous high.

For the first nine months of the fiscal year, Company sales of \$186,224,000 were ahead of the 1966 record pace when sales totaled \$182,683,000 after the first three quarters.

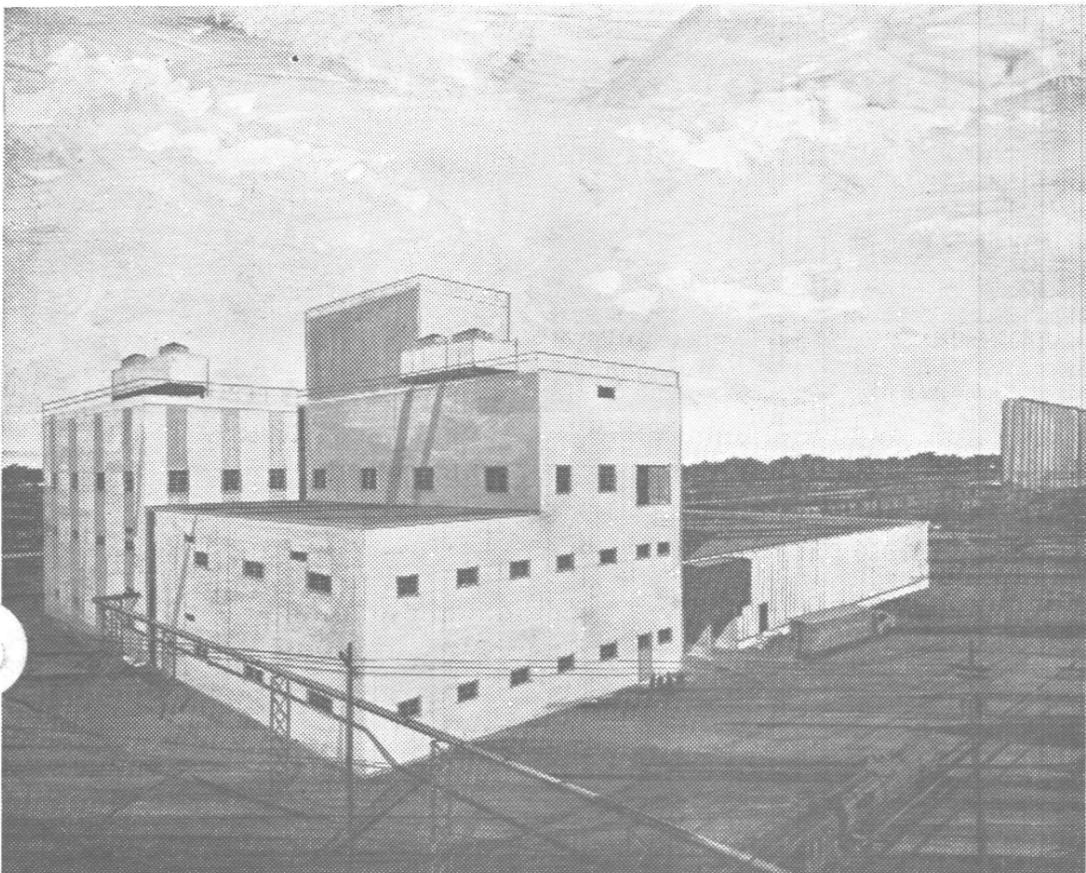
Net earnings in the first nine months of fiscal 1967 were \$4,213,000 or \$1.82 a share compared with earnings of \$7,336,000 or \$3.20 a share in the same period a year ago.

AMSTED Industries Elects Mr. Nordlund

President Donald E. Nordlund has been elected to the board of directors of AMSTED Industries, Chicago.

"The election of Mr. Nordlund to our 12-member board will give us the services and counsel of another outstanding business leader," Joseph B. Lanterman, AMSTED president, said in making the announcement.

AMSTED Industries is a diversified producer of both railroad and industrial products.



DEXTROSE DESIGN—An architect's drawing shows the proposed new process addition, in foreground, as it will look with existing building in back of it. New warehouse addition extends out at right. Steelwork for the new process addition is already being erected.

Warehouse Addition Included

Dextrose Plant Expansion Launched

Expansion of the Dextrose Plant, announced by Chairman A. E. Staley, Jr., at the annual meeting of stockholders May 8, got under way recently.

The expansion project will result in a significant increase in the production of "Staleydex" dextrose to meet growing demand. Included in the expansion is a two-to-three story addition on the south side of the existing building and a one-story addition to the dextrose warehouse on the southeast corner of the building.

Construction work began in early July with the erection of a temporary wall inside the existing south wall of 44 Building. This was done prior to removal of some 85 per cent of the south wall, now completed, to make way for the new multi-story addition.

The warehouse addition will include new indoor bulk truck and liquid tank truck loading facilities. The bulk truck facility will feature on-scale loading to insure accurate shipment weights consistent with customer orders.

Construction Sequence

In addition to removal of a major portion of the south wall, work is proceeding on digging the footings for the process addition. Following completion of these phases, the construction sequence calls for the steel framework to be erected, pouring of floors and laying of brick to enclose the structure.

Because of their large size, however, the first floor crystallizers will be set into place before any steel is erected. The second floor crystallizers will be positioned as the steel goes up.

Exterior construction of the new addition will be buff brick with the entire architecture designed to blend with the appearance of the existing Dextrose Building. On the inside of the 72 by 104-foot process addition, ultra-modern process equipment and control mechanisms will be arranged to complement existing equipment.

New Lab

A new quality control laboratory for the dextrose operations and employee locker room facilities are also to be included in the addition.

The exterior of the warehouse addition will feature insulated steel paneling.

During work on the process building and warehouse additions, Staley work forces are carrying out an interim expansion of existing facilities. New crystallizers have been moved in and other equipment is being added to boost production until completion of the addition.

Staley engineers engaged in key aspects of the expansion project include Duane Chicoine, manager of Instrument Engineering, who is project engineer; Rod Simms, chemical engineer, who is directing process engineering; and Ken Lichtenheld, who is heading up the

structural engineering phase.

The present Dextrose Plant went into production in August, 1965. Completion of the dextrose facility capped a 10-month, \$10-million-plus plant expansion program, the largest expansion in the Company's history.

The Staley Company holds key patents covering the manufacture of enzymes and enzyme production of corn syrups and liquid and crystalline dextrose.

Staley-developed enzyme conversion technology has come into wide commercial use in this country and abroad by Staley licensees. The more productive process yields dextrose of superior quality to meet growing demands in the baking, candy, ice cream, canning, soft drink and other food industries.



EXPANSION PLANS STUDIED—Staley engineers, left to right Ken Lichtenheld, Duane Chicoine and Rod Simms study blueprints for expansion of the Dextrose Plant, which will

significantly increase the production of "Staleydex" dextrose. The three are involved in key aspects of the expansion project, which got under way in the early part of July.

Directors Declare Dividend

The Staley Board of Directors declared a regular quarterly dividend of 35 cents a share on common stock and an extra dividend of 25 cents a share at its meeting Aug. 8.

Both payments will be made Sept. 6 to stockholders of record Aug. 21.

The Company last August increased the quarterly dividend from 30 cents to 35 cents a share and declared an

extra dividend of 50 cents, bringing the 1966 fiscal year total to \$1.75.

Chairman A. E. Staley, Jr., said the decrease in the extra dividend bringing this fiscal year's dividend to \$1.65, was made to reflect the lower earnings in this fiscal year. The lower profits were due to severe price cutting in the corn syrup industry and to low margins in soybean processing. Syrup prices have improved considerably recently.



MERRILL NORCUTT holds the rod which he hit, knocking off his safety glasses. However, his safety glasses prevented him from receiving a serious eye injury.

Eye Injury Prevented

As they put on their safety shoes, hats and glasses each day, most employees take the protection these items give them as a matter of course. There are some, however, who regard safety equipment as something special.

Merrill Norcutt, repairman in the Boiler House, is one who does because he was recently saved from possible serious injury by his safety glasses.

Merrill says he was trying to unclog a red ash hopper in one of the boilers when the accident happened.

He was using an iron rod about one-half inch in diameter to probe through the material clogging the hopper. "I didn't realize the danger I created for myself when I left the rod sticking up in the opening to start shoveling away the debris," Merrill said.

He then demonstrated the bending position he was in as he scooped up some of the material and whirled around to put it into a container. "As I came around, my head was down and I hit the rod sticking up.

(Continued on page 7)

6 Receive Promotions In Systems Division

Six employees have received promotions in the Corporate Information Systems Division in recent weeks.

Four were named project leaders. They are:

- Joseph A. Ballarino
- Richard A. Galgano
- C. Wesley Hicks
- George W. McGrath.

In addition, Ralph E. Crotinger has moved up to senior programmer and Donald L. Weaver has advanced to systems analyst.

Ballarino had been a senior systems analyst since January, 1966. A graduate of Indiana University, he joined the Company in 1964 as a systems analyst.

Galgano, who joined Staley in February, 1966, as a systems analyst, will be primarily responsible for coordinating systems functions at Company facilities outside Decatur. He attended Loyola University of Chicago.

Hicks had been a systems analyst since 1964. Prior to that, he was a compensation analyst in the Salary Administration Section for a year. He joined the Company in 1960 as a time study man in the Standards Section. A native of St. Louis, Mo., he attended Arizona State University and Millikin University.

McGrath, who joined Staley as a senior systems analyst in 1965, attended Syracuse University and New York University. He is a native of New York City.



Ballarino Galgano



Hicks McGrath



Crotinger Weaver

Crotinger had been a programmer since joining Staley last year. He is a graduate of Eastern Illinois University.

Weaver, who had been a senior programmer since coming to Staley in 1964, is a graduate of Western Illinois University.

32 Employees Move Ahead

Thirty-two Staley employees have moved up to new positions in recent weeks.

Donald M. Baldwin has been promoted to Kansas City District sales manager, Industrial Products. He had been St. Louis assistant district manager of sales for Industrial Products since 1960. A native of Pana, Ill., he is a 16-year veteran in the Company's Industrial Sales Department. Baldwin is a graduate of Washington University of St. Louis.

D. Dean Burke has moved up from office supervisor to chief grain accountant at the Chicago Clearing House. A native of Decatur, he held posts in the Manufacturing Division, the Grain Division and the Grocery Products Division here before moving to Chicago as office supervisor in March, 1966. He joined the Company in 1960.

Carroll (Bud) Colter, supervisor of computer and EAM operations, Data Processing, since 1964, has advanced to assistant manager, Data Processing. Before moving to the Data Processing Department, he held posts in the Control Division during 10 of his 14 years with the Company.

Charles K. Crowell has been promoted from assistant foreman to area Maintenance foreman of 111-63-62 Buildings. A 20-year veteran at Staley, he previously had been a senior mechanic in the Electric Shop. He joined the Company in 1946, starting on the Extra Board.

Willie Dale, Jr., has been promoted to shift foreman, Wet Starch Section, after completing the orientation program and supervisory training as Production Department relief foreman. He joined the Company in 1946, holding several positions in the Mill House for the greater part of his Staley career.

Thomas D. Duncan has moved up from Production Department relief foreman to shift foreman in 12-26 Buildings. A 17-year man at Staley, he held posts in 16 Building, 12 Building and 12-26 Buildings before joining the foremen ranks.

Leo Wayne Edwards has been promoted from weighmaster at Elevators C & D to shift foreman, Terminal Elevators. He had held a number of positions connected with the Company's elevator operations throughout his 21-year Staley career.

Clifford M. Grant has moved up from clerk-dispatcher to shift foreman in Plant Protection. In his 20th year at Staley, Grant has had 18 years experience in the Plant Protection Section.

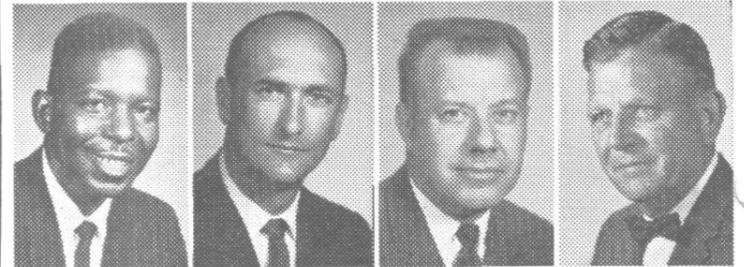
Arnold J. Herzing, a trainee in the Engineering and Maintenance Department since joining the Company last year, has advanced to design project engineer in the Civil Engineering Section. A native of Belleville, Ill., he is a 1966 graduate of the University of Illinois.

Ellis D. Hissong, an assistant process research technician in the Pilot Plant since joining the Company in 1962, has been promoted to associate research chemist in Chemical Research. A native of Decatur, he attended Manchester College.

Charles R. Michels, a mechanic in the Instrument and Control Shop, has moved up to assistant foreman in the Maintenance Section. His current as-



Baldwin Burke Colter Crowell



Dale Duncan Edwards Grant



Herzing Hissong Michels Pound



Roberts Rosenthal Steele Wolken

signment is to the Research, Inositol and Dextrose Area Shop. A 15-year Staley veteran, he started on the Extra Board.

Thomas J. Pound, a shift foreman in 5-10 Buildings since 1962, has been promoted to building foreman—118 Building. A 21-year veteran, at Staley, he had been associated with the Syrup Refinery operations throughout most of his career.

Mylo G. Roberts, a chemical engineer at Staley for more than 20 years, has been appointed to the newly-created job of new starch products process engineer. In his new duties, he will be primarily responsible for adaptation and inclusion of all new starch products in new or existing production facilities.

David P. Rosenthal has moved up from general accountant to payables accountant in the Control Division. A 21-year Staley employee, he has held a number of accounting posts throughout his career with the Company.

Edward M. Steele, an associate analytical chemist in Chemical Research since joining the Company in May, 1966, has been promoted to spectroscopist in the Chemical Research Department. He is a graduate of Eastern Illinois University.

Stuart A. Wolken has moved up to assistant foreman in the Maintenance Section from mechanic in the Instrument and Control Shop. He has held a number of plant posts since joining the Company in 1953 when he started on the Extra Board.

Other promotions:

Marilyn A. Ater, from billing clerk to export service clerk, Transportation

Thomas L. Bruce, from machine operator A to computer console operator, Data Processing

Barbara A. Cameron, from stenographer, Financial, to senior research stenographer, Research Staff & Services

Jerry L. Coon, from inventory record clerk to corn and specialty feeds scheduling coordinator, Materials Control

Michael E. Daily, from hourly to utility lab man, Research Staff & Services

Dorothy E. Direken, from relief telephone operator to chief clerk, Chicago Clearing House

Sandra L. Feldman, from messenger, Office Services, to freight invoice clerk, Transportation

Jack L. Hopkins, from record coordinator to car movement and weighing coordinator, Transportation

Mary L. Lovellette, from messenger, Office Services, to document distribution clerk, Data Processing

Beverly J. Myrvold, from junior statistical clerk to statistical clerk, Financial

Harold L. Pieper, from car movement and weighing coordinator to freight claims supervisor, Transportation

Kathleen A. Reedy, from industrial price clerk to assistant to Industrial Marketing order desk

Lorraine S. Reynolds, from division secretary, Distribution, to secretary to Vice President, Materials Management Group

Billie J. Vinyard, from messenger, Office Services, to utility clerk, Financial

Roberta S. Wilcox, from mail clerk, Office Services, to control report clerk, Materials Control



APPRENTICE GRADUATES—Recent graduates of the Apprentice Training Program are, left to right in front row, Billie Bell, David Banfield, Richard Mayberry, David Clark, Vernon Meyer; middle row, Fred Tapscott, Jesse Harlin, William Peterson, Everett Brown, Roy Ford; back row, Sherrel White, Don Cuttill, Don Reynolds, John Wilcox and John Robinson.

Nineteen Staley Apprentices Honored at Graduation Dinner

Three years of work and study for 19 Staley apprentices were capped July 13 at a graduation banquet in their honor at the Blue Mill Restaurant.

Graduating from the apprenticeship program were the following employees:

Boilermakers

David F. Banfield, David D. Clark, Jerry L. Ellis, Vernon J. Meyer

Electricians

Dale O. Brown, John D. Robinson, John M. Wilcox, James R. York

Machinists

Don E. Cuttill, Billie D. Bell, Donald D. Reynolds, Sherrel T. White

Pipefitters

Everett W. Brown III, Roy G. Ford, Michael J. Grandon, Jesse R. Harlin, Richard D. Mayberry, William L. Peterson, Fred A. Tapscott, Jr.

They join more than 400 other Staley employees who have graduated from the Company's Apprentice Training Program since it was inaugurated in 1944.

Emil Schimanski, supervisor of Manufacturing Training, was master of ceremonies at the banquet. He introduced Ed Freyfogle, chief engineer, Engineering and Maintenance Department, and Al Foley, Maintenance Section superintendent, who presented the apprentices with their diplomas.

Also attending the banquet were Company representatives and foremen associated with the Apprentice Training Program.

Foremen present were Charles Baker, Boilermakers; Cecil Barr, Electric Shop; Ed Ecklund, Machine Shop; and Dwight James, Pipe Shop. Company representatives attending included George Prust, Personnel Mana-

ger; Dave Pritts, Supervisor of Training; Bob Garretson, Safety Director; James Galloway, Assistant Maintenance Superintendent; and Kenneth Wood, Time Study Technician.

Employee Elected President of Decatur Women Bowlers

Vivian Belcher, Materials Control, was recently elected president of the Decatur Women's Bowling Association.

An avid bowling enthusiast since she took up the sport in 1955, Vivian has been a delegate to the Women's International Bowling Congress convention five times in the last 10 years.

The presidency, a three-year term, is Vivian's first office in the Decatur association, which has 3,500 members.



DINNER AND DIPLOMAS—Graduating apprentices were honored at a banquet at the Blue Mill Restaurant. Here, Ed Freyfogle, left and George Prust, right pause for our photographer while looking over the diploma received by graduating apprentice David Clark, one of those who completed Boilermakers apprentice training.

Gullette, Shroyer Named To International Posts

David A. Gullette, European Area Manager for the Staley Company for the past six years, has been named manager of administration, International Division.

C. C. Jensch, Vice President, International Division, made the announcement.

Jensch also announced that John R. Shroyer has been named Sales Manager, International Division.

Gullette joined the London, England, office of the Staley Company as manager in 1961 at a time when the Company's overseas operations were mainly in the export field. Since establishment of the London office, the Company has become an internationally operating firm with interests in production facilities in five European countries. Gullette had the major role in establishing and maintaining liaison with several Staley affiliates in Europe and he will have continuing responsibilities in the European area.

He will bring his experience and knowledge of international operations to the home office in Decatur to take a broader role in the administration of the Company's expanding international business, Jensch said.



Gullette Shroyer

Gullette, a 1952 graduate of the University of Illinois, joined the Staley management training program in 1954. He was assistant export sales manager for three years and was chemical sales supervisor from 1958 to 1961 when he was named to the European post.

Shroyer has been Export Sales Manager since 1961. Prior to that, he was assistant export manager for three years. A native of Broughton, Ill., he joined the Staley management training program in 1957 on graduation from the University of Illinois.

His new position expands his responsibilities, adding products manufactured in certain of the Company's foreign facilities to the Decatur-made products sold in export.

Myers Moves Up

Schroeder To Planning Department Manager

Appointment of Kenneth K. Schroeder as manager of the Planning Department in the Materials Management Group has been announced by R. L. Schuerman, vice president, Materials Management.

Thomas O. Myers has been named Distribution Facilities Department manager, succeeding Schroeder. The announcement of Myers' appointment was made by Kent N. Mittelberg, director of the Materials Control Division.

Schuerman said Schroeder's appointment was part of the continuing implementation of the new Materials Management function.

Schroeder will assist Schuerman in planning and coordinating projects within Materials Management and in coordinating Materials Management functions as they are involved with other Company operations.

A 17-year veteran at Staley, Schroeder has been Distribution Facilities Department manager since February, 1965, and was with the former Distribution Division from its formation in 1962 until it was expanded into



Schroeder Myers

the new Materials Management Group this spring. He is a graduate of Millikin University.

Myers has been with the Staley Company since 1960 when he received his B. S. degree in chemical engineering from Washington University of St. Louis. He was an associate chemical engineer for three years before becoming a chemical engineer on the Process and Methods Engineering staff.

In June, 1965, Myers was named eastern regional supervisor of distribution facilities. In his new position, he will direct operations at more than 150 packaging plants, distribution centers, bulk stations and warehouses across the nation.

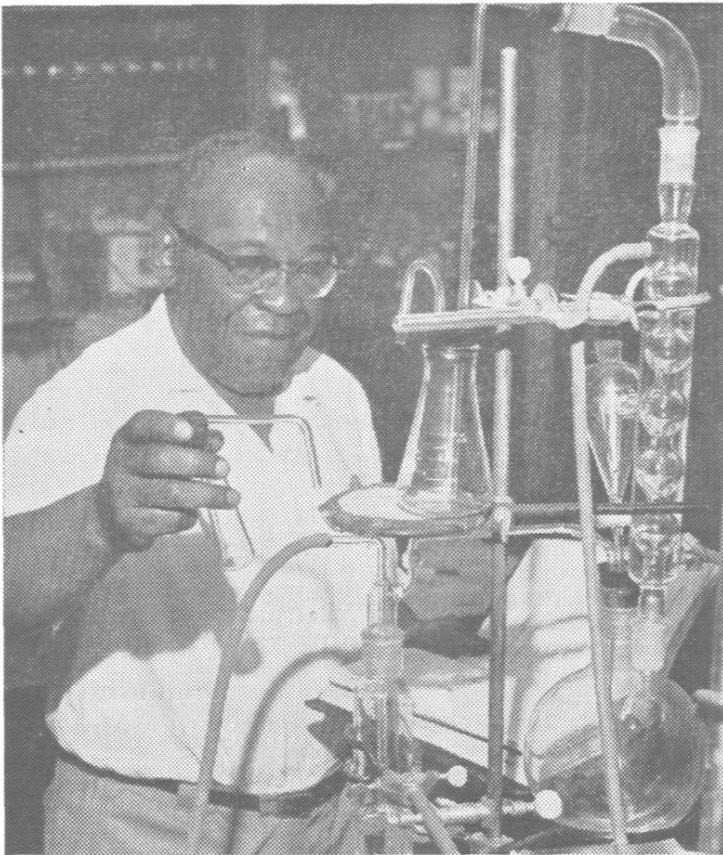
Gilbert, Homan Picked As C of C Committee Chairmen

Two Staley employees, John K. Gilbert and John F. Homan, have been named chairmen of committees for the 1967-68 Chamber of Commerce's action program.

Gilbert, Specialty Feeds Department manager, was selected to head the chamber's Conventions and Visitors Committee, which will be working with a special task force on one of the chamber's major projects—to

seek construction of a civic center in Decatur.

Homan, Syrup Refinery section superintendent, was picked to head the Safety and Fire Prevention Committee. This committee is responsible for coordinating community safety and fire prevention, projects such as Safe Boating Week, courteous driver awards, motor vehicle and bicycle inspections, fire prevention week and home inspection programs.



Don sets up apparatus for lab test.

Staley Profiles

Don Thompson Likes Challenge of Lab Work

The job of an analyst in the Chemical Engineer's Lab is a challenging one, and the greater the challenge the better **Donald R. Thompson**, a 31-year Staley man, likes it.

In talking about his job, Don, who has been connected with the lab for a quarter of a century, says, "I get a lot of enjoyment out of trying to whip particular analysis problems.

"Most of the tests we run for chemical engineers working on projects throughout the plant are fairly routine. Occasionally, though, we are asked to make a test where we have to devise a new method for analysis. That's the part I like most," he said.

Don added that he first became interested in chemistry while attending high school in Decatur. "That was quite a few years ago, but working in a lab has always fascinated me and that early interest has stuck with me ever since.

"Guy Thompson (a lab co-worker) and I played on the same football team in high school. I was a halfback and he was a lineman. There is the same kind of cooperation and teamwork here in the lab as there used to be on the football field," Don said.

Biggest Changes

During his many years in the lab, Don said the biggest changes have been the improvements in laboratory equipment and the volume of work handled by the lab.

"We have machines now which make it possible to do certain tests in a matter of seconds. These same tests years ago were done on complicated apparatus setups that took much longer. As the plant has grown over the years, the number of chemical engineering studies has increased and the volume of tests running through the lab has picked up," he said.

Don noted that one of the most interesting projects he's had a part in has been the sewer

loss reduction program. "It's presented a lot of challenges to our chemical engineers and production people, but there has been much headway made. Even though the plant has grown a great deal in recent years, the losses have been reduced."

"I've been very fortunate in my years with the Company. I've had a job I enjoyed working at, and nearly all the people I've come in contact with have been great to work with. The one I remember most for helping me get started in the lab is Bill Bishop (Facilities Planning Director), who was then chief chemical engineer," Don said.

Forty-Eight Veteran Employees Observe Service Anniversaries

Forty-eight Staley employees marked service anniversaries in June, ranging from five to 40 years service. They account for 955 years service at Staley.

Leading the month's list are two Staley veterans who reached the 40-year milestone. They are:

J. Earl Beals, 12-26 Buildings Foreman

W. B. Bishop, Sr., Facilities Planning Director.

Other employees marking service anniversaries of five to 35 years include:

35 Years

Patrick J. McGarry, Shipping Inspectors, June 3

30 Years

Ralph E. Augustine, Chemical Engineering, June 4

William R. Damery, Tin Shop, June 11

Willard E. Duncan, Engine Room, June 13

Albert P. Kopetz, Electric Shop, June 13

Ammon S. Robinson, 44 Building, June 19

Frank W. Waller, Engine Room, June 13

25 Years

Jesse W. Angel, 29 Building, June 13

Lester W. Chaney, Plant Cleanup, June 13

Wayne Glosser, 39 Building, June 13

Paul E. Howard, Grain Division, June 1

Herman F. Miller, 5-10 Buildings, June 30

Frank E. Russell, Yard Department, June 13

John C. Springer, Jr., Assistant National Sales Manager—Grocery Products, June 1

Orville Watkins, Painters & Roofers, June 24

20 Years

Earl F. Beauregard, Grocery Products, June 16

Walter C. Bledsaw, Mill House, June 26

Lloyd Bowery, 20S Building, June 3

C. Dean Burdick, Terminal Elevators, June 3



Beals

Bishop

McGarry



Augustine

Damery

Duncan

Kopetz



Waller

Angel

Chaney

Howard



Miller

Russell

Springer

Watkins

Donald F. Emert, Pipe Shop, June 24

David L. Freeman, 4-6 Buildings, June 26

Donald D. Harney, 101 Building, June 3

James E. Holman, 20S Building, June 19

Robert F. McNulty, Maintenance Section, June 10

C. Paul Reinhold, Yard Department, June 11

James S. Robertson, Stores & Reclamation, June 26

Daniel L. Robinson, Yard Department, June 12

Gerald L. Sims, 101 Building, June 17

Henry J. Skane, Grocery Products, June 10

Robert A. Spelbring, Instrument & Control Shop, June 19

Thomas T. Stone, Boiler House, June 24

15 Years

Lowell J. Miles, Plant & Distribution Center Manager—Pontiac, Mich., June 10

Gerald W. Nelson, Grocery Products, June 16

Raymond J. Servitto, Grocery Products, June 16

10 Years

Kenneth C. Damp, Paper Sales Department, June 3

William E. Hall, Paper Sales Department, June 10

Harvey Moore, Jr., Painesville, June 14

Kathleen A. Reedy, Materials Control, June 17

David R. Smith, Chemical Research, June 3

Donald L. Winter, Industrial Marketing, June 10

Albert L. Woodington, Jr., Industrial Products, June 24

5 Years

Alice E. Brooks, Manufacturing Training, June 25

Thomas L. Bruce, Data Processing, June 6

Michael W. Kossoy, Applications Research, June 11

Ellis D. Hissong, Engineering Research, June 18

Richard G. Staley, Vico-Asmus Products Department, June 18.

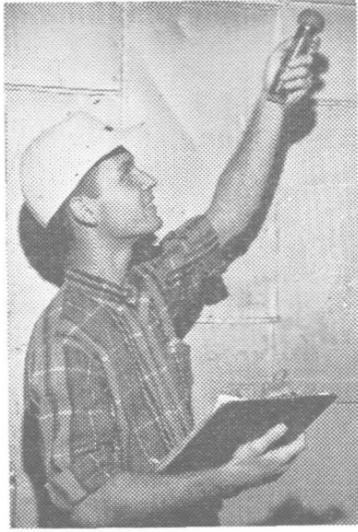


WIVES TOUR 111 BUILDING—Bob Swift, a foreman in 111 Building-Inositol, tells a group of wives touring the building as a result of their husbands' victory in the May Cleanup Contest

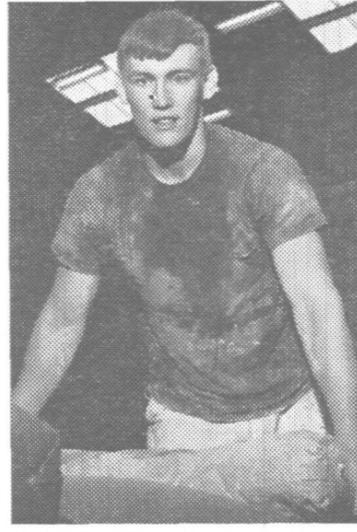
about the warehouse facilities in the building. The tour, held in June, also featured a luncheon for the wives in the Office Building cafeteria and a tour of that building.



DOROTHY SAIN, SIU student works in Salary Administration.



BOB GIVENS, Indiana U. student in Sanitation Dept.



TERRY WORKMAN, EIU student is an Extra Board employee.

Financial Assistance, Experience

Summer Jobs at Staley Help Get College Students Through School

What does a summer job mean to me?

"If I didn't have one, I'd have a lot rougher time getting through school."

That's how college student **Terry Workman** sums up the importance of his vacation job on the Extra Board.

Terry, who will be a sophomore at Eastern Illinois University this fall, is one of some 135 young men and women working throughout the plant, office and Research Center this summer. This is about the same number of college students and high school graduates planning to enter college who spent the summer working at Staley last year.

A strong prospect for a spot on the varsity football team at Eastern, Terry says he came to Staley seeking a job because "I knew the pay was good and working a plant job helps keep me in shape for football."

While most of the students are interested in summer jobs for financial reasons, some are also gaining experience in their fields of study. For example, there are summer employees working in such areas as Chemical Research, Process Engineering, Applications Research, the Control Lab, Management Training, the Control Division, the Engineering and Maintenance Department, Transportation Division and Industrial Engineering.

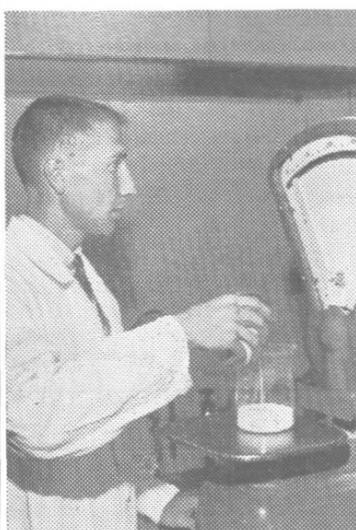
Gaining Experience

Bill Kraus is a summer management trainee acquiring practical experience while working on a master's degree in business administration at the University of Illinois. Some of the summer employees are in their second and third years of vacation work at Staley. **Dan Green** in Applications Research, **Ross Rochat** in the Engineering and Maintenance Department, and **Tony Scott** in the Control Division fall into this category.

Jim Stocker, Employment supervisor, notes that when President Johnson a couple of years ago proposed that American businesses employ one student a summer for each 100 regular employees, the Staley Company had long been hiring at least that many students for summer work. In recent years, it has been exceeding President Johnson's proposal considerably.



ADRIAN McFARLANE, left, and **JERRY HILL**, Millikin students pack "Hip-O-Lite" marshmallow creme during a day's work on a grocery products packaging line in 17 Building.



DAN GREEN, U of I student works in Food Laboratory.

"Staley is by far the largest single employer of summer help in Decatur," Stocker said. "While we hired 135 summer employees, we had more than 1,100 applicants. We would have liked to help more students out, but there just weren't that many summer jobs available."

'Fine Job'

How well summer employees do on the job was noted by **Harry Atkins**, foreman of Grocery Products packaging in 17 Building. "The students we've had out here this summer are doing a real fine job. They pick up the work very quickly, they're cooperative, and they seem to like what they are doing," he said.

Stocker said some of the college students are recruited for

summer jobs during campus recruiting visits, with the object they will consider the Staley Company as a permanent employer after graduation.

"Qualified students are invited to Decatur for an interview with the department heads concerned and are selected on the basis of job openings and their ability," he said.

"Normally, the students selected for summer employment are those whose academic preparations coincide with specific fields of work at Staley," he added.

Successful Program

Stocker indicated that the summer employment program has been successful for both the Company and the students. The program provides an important recruiting tool by bringing good college prospects for permanent employment to Staley to get better acquainted with the Company. It also provides replacements for regular employees on vacation, and helps get extra seasonal work done.

The students get valuable work experience at good pay, helping to ease school expenses and pressure on family budgets.

Dean, Barnett Advance

Schultz Named to New Grocery Products Post

Appointment of **Walter E. Schultz** as institutional products manager in the Grocery Products Division has been announced by **Henry Volle**, division manager.

Volle also announced that **Richard L. Dean** has been named sales service manager, succeeding Schultz, and **R. Michael Barnett** has been promoted to forecaster, succeeding Dean.



Dean **Barnett**

Volle said the appointment of Schultz was another step in the continuing program to intensify Staley efforts in the large and growing institutional food and general products markets.

Schultz joined the Company in 1941 and worked in the Purchasing Division before being

named packaging supervisor for grocery products in 1955. In 1963, he was named product and sales service manager.

Dean had been forecaster in the Grocery Products Division since 1965. Prior to that, he was sales service coordinator for two years. He joined the Company in 1960.

Barnett moves up from sales service coordinator. He started with the Company in 1965 and was physical inventory clerk before being named sales service coordinator.

Mauterer Moves to New Supervisory Position

Appointment of **Roger J. Mauterer** to the newly-created position of manager of Process Engineering and Quality Control, effective July 16, has been announced by **G. J. Dustin**, technical director—Manufacturing.

E. K. Olson, chief chemist, Control Lab, will retain full authority and responsibility, but will report to Mauterer instead of directly to Dustin.



Mauterer

Dustin said the new position absorbs all of the responsibilities of the chief chemical engineer, a post Mauterer has held since 1961, and adds to it the administrative supervision over quality control.

Dustin said the change will result in a more direct relationship between the two functions and will provide greater responsiveness and effectiveness of both staff groups.

Mauterer joined the Company in 1948 as a chemical engineer, and moved up to senior chemical engineer in 1959 before being named chief chemical engineer two years later. A native of Belleville, Ill., he holds a B. S. degree in chemical engineering from the University of Illinois.



LANCASTER DISPLAY—Donald Lang, a Staley representative in the Los Angeles area, right, poses with Savon Drug Store manager, in front of the large "Sno-Bol" display. (Story on Page 8.)

Shyer, Leipski Retire With 100 Years Service Between Them

Two of the longest service employees in Company history retired June 30 with slightly more than 100 years at Staley between them.

John M. Shyer, senior mechanic in the Electric Shop, retired after 50 years and 7 months service, while **Adolph A. Leipski**, assistant foreman in the Pipe Shop, closed out a Staley career spanning 49 years and five months.

The two veterans had different, yet somewhat similar, careers. Shyer started with the Company as a plant messenger; Leipski began his long tenure as an office messenger.

After a few months, Shyer moved to the Electric Shop where he was employed the rest of his years with the Company. In a little more than a year after he joined the Company, Leipski became a helper in the Pipe Shop and he continued to be associated with the shop throughout his career as a pipefitter, senior mechanic and assistant foreman.

Both men intend to remain active in retirement. John has a 60-acre tree farm which he says will keep him "plenty busy." He also plans to do some traveling to visit relatives in other states.

Adolph says he is going "to get in all the fishing I can." He plans to make a few trips and was seriously considering including a jaunt to Montreal, Canada, to see Expo 67, the world exposition.

At the 20th Annual Service Awards Dinner last January, **President Donald E. Nordlund** presented John with a special watch, commemorating his achievement as the first employee in Company history to complete a half century of service.

Adolph is one of only a handful of employees who have reached, or will reach the 49-year plateau in service length.

Eight More Veteran Employees Retire

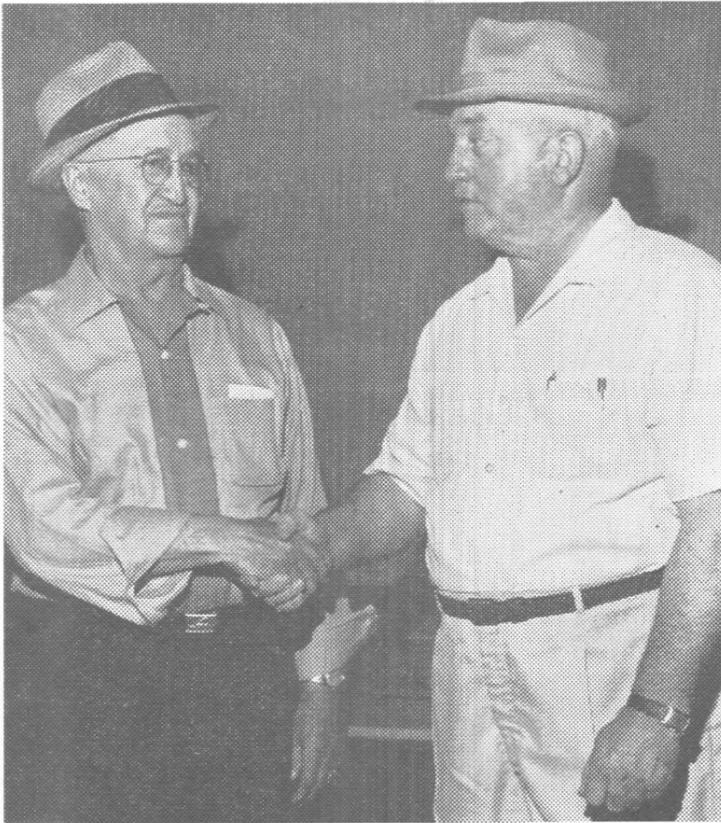
In addition to Shyer and Leipski, eight other long-time employees have retired in recent weeks.

Kermit D. Shively, payables accountant in the Control Division, concluded a Staley career of more than 43 years upon his retirement. He was engaged in the same area of Company operation throughout his years at Staley.

Harry J. Burgener retired after 37 years of service. He had been a project engineer in the Civil Engineering Section since 1960 and had been employed in the Civil Engineering phase of Company activity since joining Staley in October, 1929.

Charles V. Welch, shift foreman in the Wet Processing Section, retired with 35 years service. He had been a shift foreman in the section since 1946. Prior to being named a foreman, he held a number of posts in the Mill House where he began his long career.

Linn V. Greenwood, a 34-year veteran, has retired as a senior mechanic in the Machine Shop. He had been a mechanic in the Machine Shop for most of his



ADOLPH LEIPSKI, left, and JOHN SHYER got together on day of retirement to offer congratulations to each other.

Staley career, and was a senior mechanic for the past 20 years.

Leonard M. Huss, shift foreman at 12-26 Buildings, retired after 33 years service. Before moving to 12--26 Buildings in 1962, he had been a shift foreman in 16 Building for 12 years. He was employed in the Dry Starch Section of Company operations during most of his career.

Donald J. Schneider, supervisor in the Kansas City Office-Grocery Products, concluded a 31-year Staley career upon retirement. He had held field supervisory posts during much of his employment. He joined the Company in 1936 as a salesman.

Hans Goldmann, track walker in the Yard Department, retired after 24 years service. After starting on the Extra Board, he held positions in the Packing House before moving to the Yard Department, where he was employed in various capacities for the past 20 years.

Roscoe D. Long, Sr., a senior chemical engineer at Staley for the past 13 years, retired with more than 16 years service. He

Ioerger Picked as Assistant Corn Feeds Department Manager

Appointment of **Ronald L. Ioerger** as assistant manager of the Corn Feeds Department has been announced by **Robert W. Emmons**, department manager. Ioerger had been sales supervisor for the Smith-Douglas Division of the Borden Chemical Company in Streater, Ill., for the past two years. Prior to that, he was sales manager for Marquiss Farm Supply in Clinton, Ill., for two years.

A native of Minonk, Ill., Ioerger is a graduate of the University of Illinois, where he received a B.S. degree in animal science. In his new position, Ioerger will be responsible for coordinating various phases of the Company's corn feed sales activity in both domestic and export markets.



Burgener

Goldmann

Greenwood



Huss

Schneider

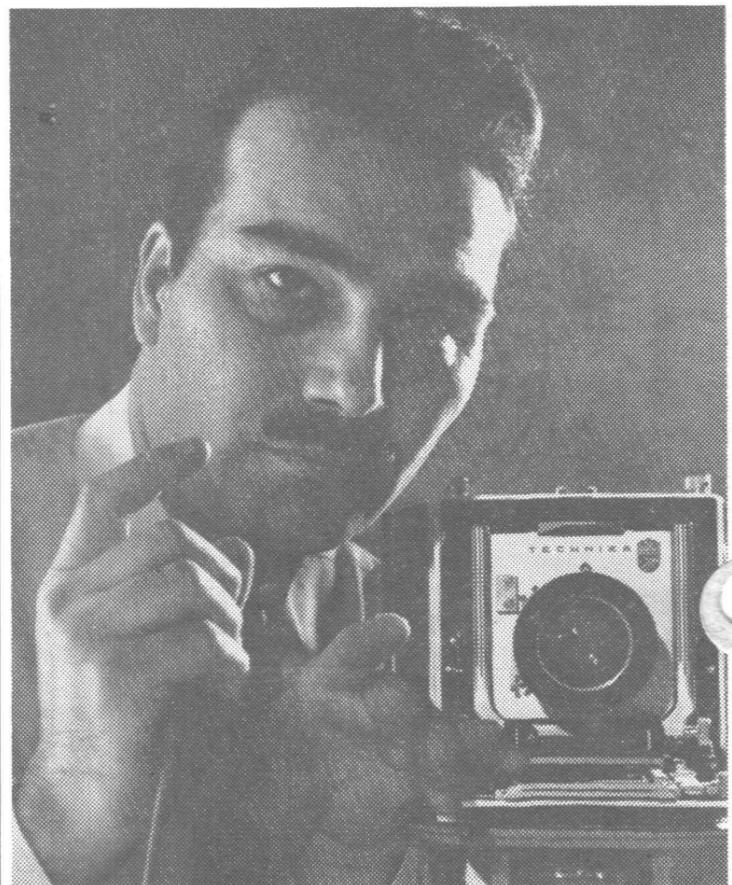


Shively

Welch

joined the Company as a chemical engineer in 1951.

In all, the 10 retirees accounted for some 353 years of service at Staley.



Staley photographer Lee Jeske

Jeske Photos Selected For National Exhibition

Three photographs by **Lee R. Jeske**, Company photographer, were selected to hang at the 76th annual Exhibition of Professional Photography, sponsored by the Professional Photographers of America, Inc., held in Portland, Ore., during the latter part of July.

One of the photographs, entitled "Research," was selected by the panel of judges to be in the 1967 Professional Photographers of America permanent loan collection, circulated throughout the country. Less than 100 of the more than 4,000 entries submitted in the annual nationwide competition are picked for the permanent loan collection.

"Research" is a two-color photograph, printed using an unusual tone-line technique, and depicts a Staley laboratory scene with a maze of chemistry ap-

paratus in the foreground. The print joins three other Jeske photographs of Staley scenes selected for Professional Photographers of America permanent loan collections, two in 1965 and one last year.

"Twilight Complex" and "Valves, Valves, Valves," picked to hang in this year's exhibition, are color photographs of Staley industrial scenes. The former is a view of the plant taken at dusk, using infra-red film. The latter is a view of the multi-colored valves on the ion exchange system in the Syrup Refinery, taken at a sharp angle to show the intricate pattern formed by the valves.

In the past four years, Jeske has had a total of 10 photographs chosen for hanging in the annual exhibitions, including the four judged to be in permanent loan collections. Each photographer is limited to four entries in the annual competition.

Written by Employee's Wife

Booklet Reprinted For State's 150th Birthday

A booklet depicting early life in Decatur, written by the wife of a Staley employee, recently went on sale locally as part of Decatur and Macon County's observance of the 1968 Illinois Sesquicentennial.

The booklet, entitled "Ante Bellum Decatur," was written by **Mrs. Edith Brockway**, wife of **Dr. C. E. Brockway**, a group leader in the Chemical Research Department.

Mrs. Brockway originally wrote the historical account of Decatur as it was in the period from 1829 to 1860 for the local observance of the 50th anniversary of the Girl Scouts of America. It was first printed in 1962 and Mrs. Brockway has

given the Decatur and Macon County Heritage Committee permission to reprint the booklet.

The Heritage Committee plans to sell copies of the booklet, with proceeds going for activities being mapped out by the committee for the state's 150th anniversary celebration.

Since writing the historical booklet, Mrs. Brockway has written several novels, including "Range Doctor," published in 1964.

She has also written numerous magazine articles on such topics as flowers, marriage computers, adolescent psychology and the creative talents of youngsters in the elementary grades.



ALL RIGHT FELLAS, DIG IN—Paint Roof, Cleanup and Brickmasons Department stewards, seated left to right, Paul Bork, Jerry Hall and Irv Runion, and Otis Chenoweth, assistant foreman, right, get ready to dig into large dishes of ice cream after Nat Kessler, Vice President, Manufacturing, center, presented them with the department's third Cleanup Contest award at the Front Porch Ice Cream Shop.

Paint, Roof, Cleanup, Brickmasons Win Cleanup Contest For Third Time

The Paint, Roof, Cleanup and Brickmasons Department was declared the winner of the June Cleanup Contest, becoming the first department to win three contests since the monthly competition was inaugurated 13 months ago.

Foreman **Leo Kelly's** crew had previously won Cleanup Contests in December, 1966, and February, 1967.

Finishing a close second in the June contest was 32, 33, 17 & 20 Buildings—Packaging and Warehouse as only eight departments matched or broke par.

In addition to the top two finishers, departments matching or breaking par included:

- 111 Building—Inositol Boiler Room
- 12 & 26 Buildings—Starch Drying and Grinding
- 41 & 42 Buildings—Oil Storage

20S Building—Starch Shipping and Packing

5 & 10 Buildings—Syrup Refinery.

A special summertime prize, a \$2 gift certificate for homemade ice cream at the Front Porch Ice Cream Shop, was offered for the first time in conjunction with the June contest. Employees in departments matching or breaking par in the monthly standings now receive a choice of an ice cream gift certificate, pie or theater tickets.

In lieu of a third wives tour for having won the June Cleanup Contest, employees in the Paint, Roof, Cleanup and Brickmasons Department were given the choice of gift certificates for ice cream or theater tickets in addition to the regular free dinner tickets they won.

Wives tours will continue to be given to departments winning the monthly contests for the first or second time.

Revised Safety Booklets Mailed to Employees' Homes

Revised Staley Code booklets were mailed to employees' homes recently, along with a letter from Plant Superintendent **Bob Schwandt** and Safety Director **Bob Garretson**.

In the letter, they state, "These codes become effective immediately and all employees are expected to understand and comply with the provisions of these safety rules."

They note that each rule in the booklet has behind it a history of accidents, and that every rule has been included to help employees to review the various situations and avoid actions which could cause accidents.

"The responsibility for safety at Staley extends to every employee. The prevention of accidents and injuries requires that every employee accept his full share of responsibility for safety.

"The real answer to eliminating accidents is the way you personally look at safety. We hope you will take a few minutes of your time, and read these codes as they are of utmost importance to all of us," Schwandt and Garretson reminded employees in the letter.

Garretson said that any employee who failed to receive a copy of the revised booklet because of a recent change of address, or other circumstances, may obtain one by contacting the Safety Office.

The revised, dark green booklets were designed as handy, pocket-sized references to allow employees to carry them when on the job, providing a quick source on how to proceed when in doubt about the safe way to perform specific tasks.

The newer booklets are the first revised copies issued since 1958.

It has been announced that the monthly cleanup contests will conclude Sept. 30 with the selection of the September winner.

Injury Prevented (Continued from page 2)

Luckily, it hit my safety glasses which were knocked off, but the only thing it did to me was scratch my face at the corner of my left eye," Merrill said.

There is no way of knowing how many injuries have been prevented in the plant because employees wore and used their safety equipment, but Merrill's case is one example. "You can sure count me as one of the believers in safety equipment," he said.

New Safety Caps Protect Against Bumps, Bruises

The introduction of new, lightweight, safety headgear for plant employees has resulted in a significant decline in minor head injuries.

Safety Director **Bob Garretson** said the lightweight safety caps were issued to a limited number of employees on a trial basis a couple of months ago and have since been made generally available by the Safety Department.

"We have noticed a reduction in minor head injuries in recent months and attributed it to a greater number of employees wearing protective headgear since the new caps were made available," Garretson said.

He added, however, that while the Safety Department is pleased by employee acceptance of the headgear, commonly called "bump" caps, they are not substitutes for the heavier, more durable safety helmets which have been used at Staley for several years.

"The newer safety caps are intended to protect against bumps, contusions and scalp lacerations. Employees working in areas where they may be somewhat confined are urged to wear the bump caps. Employees working around heavy equipment, or where construction is under way, should continue to wear the heavier, V-Guard safety helmets for maximum protection," Garretson said.

He said the new "bump" caps weigh less than seven ounces, providing a greater degree of comfort for employees who do not ordinarily require wearing the slightly heavier, V-Guard safety helmets. "Any employee who has a question about which type of safety headgear to wear in his particular work area should consult the Safety Office or his foreman."

Garretson noted that office employees who go into the plant on business regularly are urged to make use of safety headgear also, as a general precaution.

"Much progress has been made in recent years in reducing injuries by use of protective safety equipment and it is anticipated that use of the new, bump caps will provide even further improvement," he said.

He added that the introduction of the lightweight, safety caps is part of a continuing program by the Safety Department to make available a wide variety of personal, safety equipment to employees.

In addition to the two types of safety headgear now offered, the Safety Department makes available safety glasses—either regular or prescription—safety shoes and personal respiratory equipment.

Garretson said any of this personal, protective equipment may be obtained by contacting the Safety Office.

AIW Sponsoring Monthly Session Of Bloodmobile

The **Allied Industrial Workers, A.F.L.-C.I.O.**, which includes **Local 837 at Staley**, is sponsoring the **Red Cross Bloodmobile** collection for August.

The monthly blood collection will be conducted from 11 a.m. to 5:30 p.m. on **Aug. 18 at the Industrial Workers' Hall, 1202 E. Eldorado St.**

Plant employees requesting to leave early at shift end to donate blood will be excused, if convenient to their foreman.

Blood donor pledge forms may be obtained by contacting building stewards, or **Kathleen Poe, 1-W, 62 Building.**



NEW BUMP CAPS OFFERED—Jeanne Carson, 77 Building, helps **Dick Yokum**, left, Millwrights Shop, try on the new light duty bump caps for size, while **Paul Crawford**, Millwrights Shop, watches the proceedings. Crawford wears the V-Guard type of safety helmet which has been made available to Staley employees for a number of years for heavy duty.

More Than A 'Fringe'

A Look at Staley Pay Check Extras

There are many words which have hung on as part of our vocabulary even though they no longer fit their original meaning, some adapted from languages other than English and others coined to fit a particular purpose for lack of a better word.

"Chauffeur" is such a word. French in origin, it originally meant someone who stokes a small portable stove or heater. Around the turn of the century, in the era of steam-driven automobiles, "chauffeurs" were persons who fired the stoves which powered the automobiles.

When steam-powered cars gave way to automobiles with gasoline engines, the French automobile owners continued to refer to their drivers as "chauffeurs."

"Fringe" is another word which has outstretched its original meaning in the way it is applied to the wide assortment of extras we receive in addition to our base pay.

Today, those extras represent much more than a "fringe" on our pay checks. In fact, the Staley Company paid out nearly \$7 million last year for the whole package of employee "fringes."

Three Categories

These pay check extras received by Company employees can be broken down into three categories.

The first is payment directly to employees for time on the job, in addition to base pay. Included in this category are overtime, automation pay, and Sunday, holiday and shift premiums.

The second category is what might be called pay for time not worked. We are paid for such time not worked as vacations and holidays and time away from the job because of sickness, jury duty, military encampment and funeral leaves.

In the third group of pay-check extras are those classified

as employee benefits. Among Company expenditures for some of the principal benefits in this category are pension costs, Social Security taxes (Company-paid portion), unemployment compensation taxes, accidental death and dismemberment insurance, life insurance, member and dependent hospital, medical, surgical and major medical benefits, and the costs of health and accident benefits, tuition payments, free employee parking.

That many employees across the country are neither fully aware of the range of additional benefits provided for them by their companies nor understand their companies' role in making these benefits possible has been shown in a number of surveys.

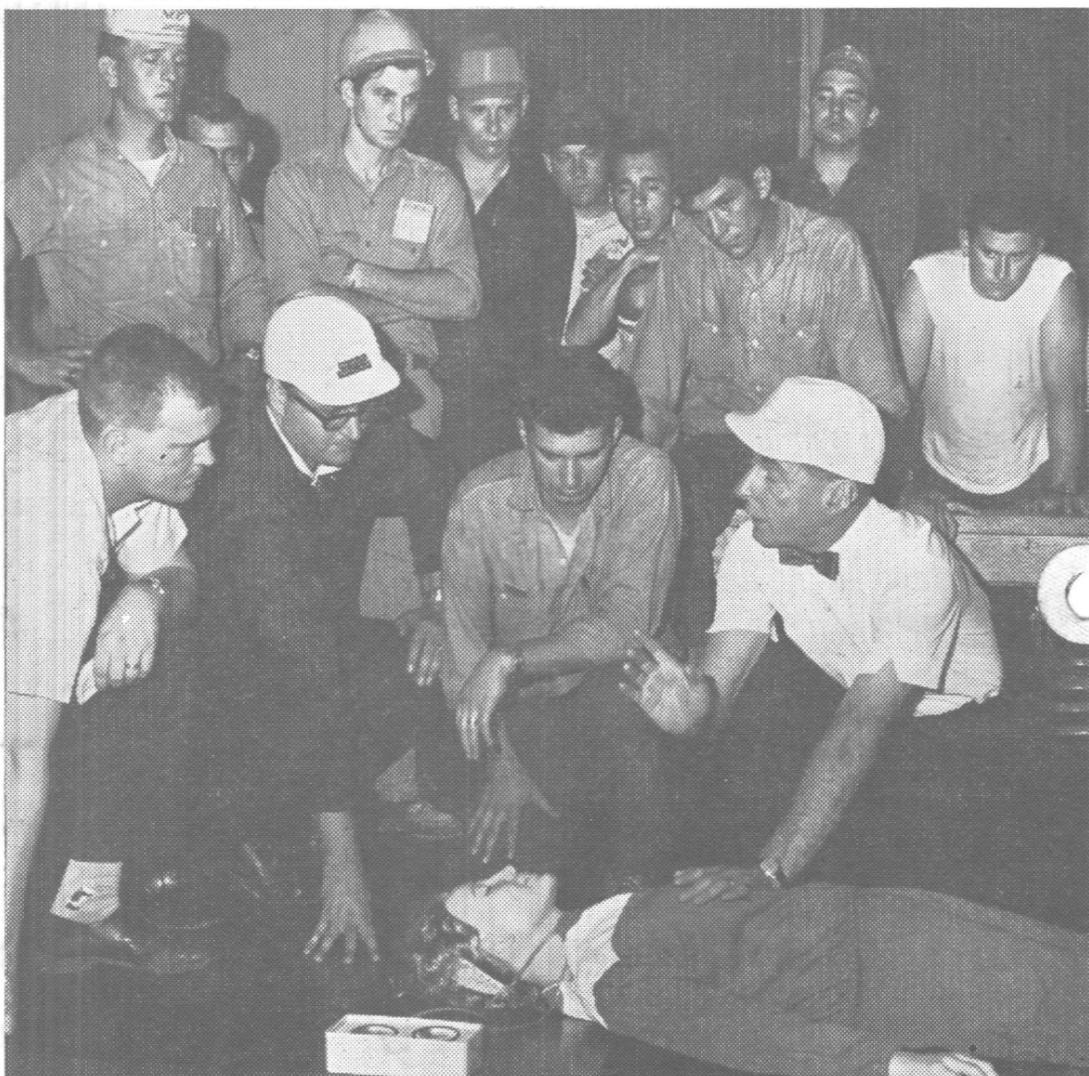
Recent Survey

A recent survey at one large company, for instance, found that some employees were unaware their company matched the Social Security taxes deducted from their paychecks, while many thought that paid holidays and the company's medical coverage plan were benefits required by law.

How well the extra benefits Staley employees receive, in addition to base pay, compare with the benefits paid by all private industry is borne out in a national survey which showed that additional benefits paid out in 1966 amounted to \$1,502 per employee, up from \$424 ten years ago. The entire range of Staley benefits for 1966 amounted to more than \$2,000 per employee.

The history of employee benefits at Staley goes back more than 50 years when the Company first provided sickness benefits and life insurance through the Staley Fellowship Club.

From this type of "fringe" has grown the large package of extras Staley employees receive today in addition to our base pay.



SAFETY TRAINING FOR APPRENTICES— Some 30 employees enrolled in the Apprentice Training Program were recently given instruction in external heart massage and mouth-to-mouth resuscitation, the first time apprentices had been given this kind of course. Here, Dr. E. E. Goldberg, Staley medical director, demonstrates the method for applying external heart massage for apprentice Eugene Sharp, next to

him, while Bill Schneider, kneeling left, and Bob Garretson, both of the Safety Department, look on. In back are some of the other apprentices who participated in the sessions which are planned to become a regular part of the Apprentice Training Program. The dummy used for the course is rigged to register the amount of pressure being applied.

Here are some of the major parts of the entire package of paycheck extras Staley employees receive

Pay for time on the job in addition to base pay

- Overtime
- Shift premium
- Sunday premium
- Holiday premium
- Automation pay

Pay for time not worked

- Vacations
- Holidays
- Sickness
- Jury duty
- Military encampment
- Funeral leaves

Employee benefits

- Pensions
- Social Security
- Unemployment compensation
- Accidental death and dismemberment insurance
- Life insurance
- Member and dependent hospital, medical surgical and major medical benefits
- Health and accident benefits
- Tuition payments
- Free parking
- Lunch facilities



'STA-FLO' VOLUME BUILDER— Dave Williams, left, salesman responsible for building the 1,000-case "Sta-Flo" spray starch display in this Anaheim, Calif., drug store, talks with R. J. Douglas, Jr., a Staley Grocery Products supervisor on the West Coast, and James Steele, right, store manager. At last report, the display was receiving good consumer acceptance.

Large Staley Displays Boost West Coast Sales

A large consumer product display in a heavy-traffic store location is considered to be one of the most important factors in building high-volume sales.

Company representatives on the West Coast followed this principle of good selling in a big way recently when they placed two unusually large displays of Staley grocery products in stores in Anaheim and Lancaster, Calif.

In fact, both displays were billed as the "World's Largest Staley Display." One featured "Sta-Flo" spray starch and the other promoted "Sno-Bol" liquid toilet bowl cleaner. (See Page 5.)

The "Sta-Flo" display in an Anaheim drug store consisted of 1,000 cases of 16-ounce aerosol containers of one of the Company's most popular grocery products. At last word, the display was having remarkable sales results.

The counterpart "Sno-Bol" display in a Lancaster drug

store was made up of more than 125 cases of 24-ounce plastic bottles of a Staley product rapidly gaining in popularity throughout the country.

"Sta-Flo" spray starch has been a leader among Staley grocery products for a number of years, and is a national leader in its field.

"Sno-Bol" liquid toilet bowl cleaner, which has shown good gains in midwest and western markets, was recently introduced on the East Coast. It allows a regular household chore to be accomplished with new speed and efficiency because it pours on at full strength, cleaning, deodorizing and sanitizing in seconds.

In addition to being more effective against rust and calcium stains than cleansers, pleasingly-scented "Sno-Bol" fights germs and odors. Its handy, plastic bottle features a no-drip spout. "Sno-Bol" is a pioneer product in a rapidly-expanding field.