

Training, key to selection process for shift foremen at Staley/Decatur

For years, an employee could only hope to achieve a supervisory position by working his way up through the jobs in a building. But if he worked in a building where there were only four shift foremen, opportunities were very limited. That person had to wait for one of those four to move on. Employed in an area with all young foremen, one might have to wait years for an opportunity at that type of position. Now, managers have the whole plant to select from, and foreman candidates have greater opportunities to land those jobs much earlier.

Because of an expanded training program developed by John Kaczmarek, supervisor, training and development, the company has the ability to cross-fertilize—to move an employee from a background in syrup refining to a position in dry starch or from corn milling to soybean processing and make it pay.

Staley's turnover rate in shift foremen at Decatur is about 10 a year. Over a five-year period, that amounts to about 50 openings created by retirements, lateral moves, expansions and promotions.

Identifying candidates

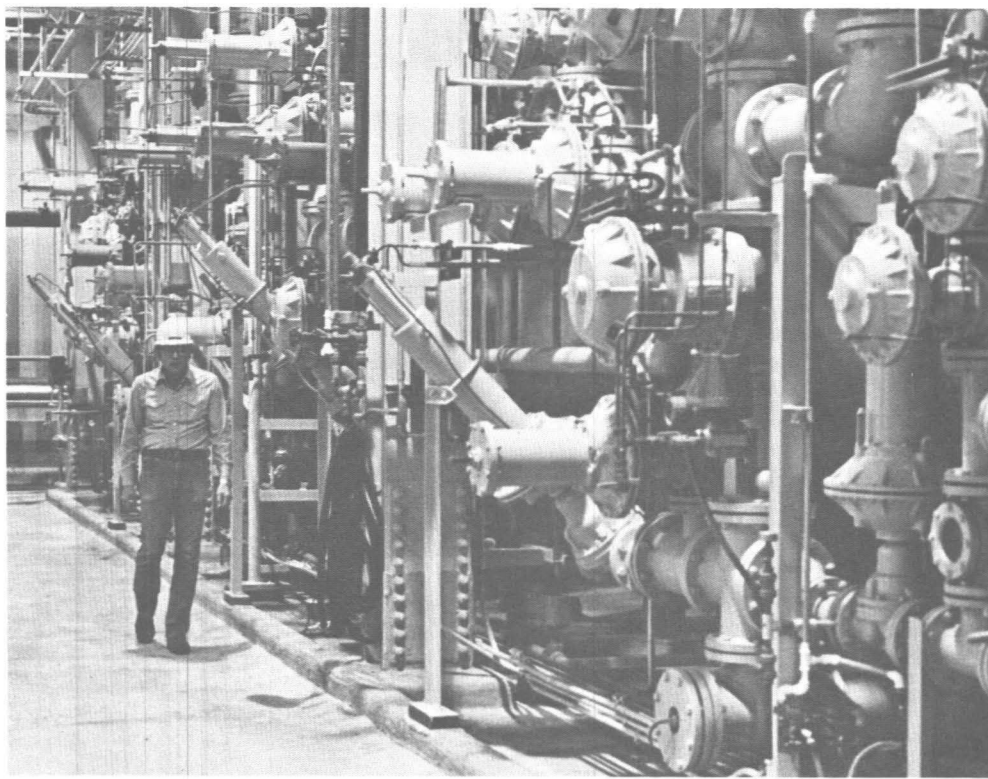
A forerunner of the training program and a

necessary adjunct to it is the assessment center which sorts out prospective shift foremen who volunteer or who are nominated by their supervisors. These employees are put through a two-day session of work-simulated exercises, providing a means for trained assessors to observe their behavior under controlled circumstances similar to those they would encounter on a shift foreman's job.

Assessors (themselves building and maintenance foremen and production superintendents) have had training enabling them to make evaluations and have, in fact, tried out all of the simulated work situations.

Kaczmarek, who is coordinator of the assessment center's activities as well as the training programs' designer, says participants are evaluated on communication and listening skills, ability to command attention and respect, confidence, creativity in finding alternative solutions to problems, tolerance, motivation, manner of dealing with subordinates, and leadership. In addition, they are measured on risk-taking based on sound judgment, initiative to influence events rather than passive acceptance, planning, organization, control, problem analysis, decision making, independence and delegation of responsibilities.

(Continued on Page 3)



Carl Johnson, ion exchange operator at the Lafayette plant, surveys his work area in the new "Isosweet 5500" unit, which has been in commercial operation since February.

Projected demand for 55% fructose prompts expansion of Lafayette unit

An expansion project to boost production of 55 percent high fructose corn syrup at the Lafayette plant is under way. The announcement came just three months after commercial production began in the new "Isosweet 5500" unit. Being undertaken to meet projected demand for "second generation" high fructose in soft drinks, the expansion is slated for completion in the spring of 1980.

Equivalent to sugar in sweetness, this product is primarily targeted at the beverage industry, the largest industrial user of sugar. Other food processors who could benefit from this 55 percent fructose product

A retired Air Force veteran of 27 years, Martin is one of the original employees at Lafayette, hired as an instrument technician. He was named team coordinator for the entire plant last August. Eight months later, he took over the plant training coordinator's post, a natural with his strong background in administration and management from his air force days. Martin is setting up the plant's training program from the ground floor up, writing procedures, enrolling employees in appropriate courses and developing on-the-job training packages for starters.

His winning design is a triangle into which Mal worked the Staley logo and a number signifying the number of years an employee has worked accident free.

This summer, the safety decal program should get under way. On each service anniversary an employee, who completed the year with an untarnished safety record (no recordables or lost-timers), will receive a new decal with the appropriate number representing accumulative years worked accident free. If he or she should have an accident, then that person would have to work accident-free another 12 months before starting over in the recognition program with a number "1".

This design will also be used in various programs and on bulletin boards and publications as safety awareness reminders.

Other safety programs at the Lafayette plant include one designed to boost safety awareness and familiarize employees with the Lafayette safety manual, consisting of weekly telephone calls to employees at home or on the job by the personnel manager, Ronn McFatrige, who asks them a safety question based upon information contained in the

include the makers of still beverages, jams, jellies, preserves, some baked goods, canned foods and salad dressings.

Looking at the project ahead, Bill Luby, manager, starch, engineering/production, said, "This expansion will include additional corn grinding capacity and an increase in 55 percent HFCS productivity by 240 million pounds annually. It will bring the plant's total 55 percent HFCS capacity to more than 800 million pounds annually.

"The first phase of a multi-stage program planned for the Lafayette facility, this expansion has been in the talking and planning stages for some time," said Larry Cunningham, marketing manager, sweeteners, industrial. Additional capacity for regular corn syrup and 42 percent high fructose corn syrup will be added along with further increases in 55 percent HFCS production in the future.

The Lafayette corn processing facility, completed in the summer of 1977, presently has a total annual capacity of one billion pounds of corn sweetener, including both high fructose corn syrups and regular corn syrups. Its new refining unit, which permits full-scale production of "second generation" high fructose corn syrup, was announced in November of 1977 and completed 16 months later.

"Safety Code Book". Responding correctly, the employee receives a check for \$10 and has his or her name recorded on plant bulletin boards.

In addition, a new safety sign has been purchased for the plant entrance to serve as a place to post all types of safety information, including the number of days without an accident, and also provide awareness items.

With goals in mind, the task force has established plateaus for the plant to work without lost-timers. When achieved, everyone receives a momento of the occasion. At the 150-day mark on February 16, they all received Staley belt buckles. Having recently passed up 200 days, the employees are headed toward 300 days accident free, when another type of recognition is being planned.

Safety task force members include: Ed Fain, refinery superintendent; Tom Gathright, quality control manager; Jody Geary, support group; Gerald Knoy, laboratory; Tom Lemming, wet mill; Ronn McFatrige; Ron McCoy, operations manager, chairman; Tim Nash, utilities; Rollie Norton, syrup refinery; Dave Smith, maintenance and utilities manager; Phil White, maintenance; and Rich Williams, wet milling superintendent.

The mission of this task force is to evaluate, monitor, and develop the various aspects of the plant's safety program aimed at making safety an integral part of the operation. Through their suggestions, the Safety Task Force is pursuing ways to underscore safety, keeping the goal in mind of "zero accidents".

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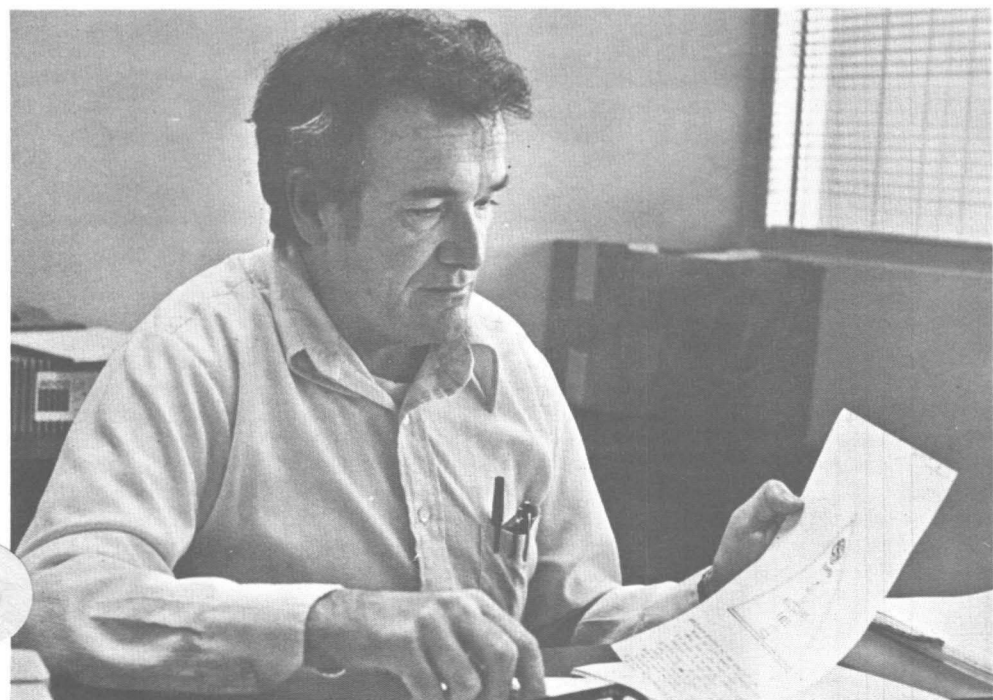
Lafayette picks safety decal design

When the Safety Task Force at Lafayette was asking for suggestions on how to promote safety awareness, Mal Martin, plant training coordinator, came up with a winner. He suggested holding a design contest for the safety decal, which would be worn on hard hats to signify accident-free employees and later could be used in other safety awareness programs.

The Safety Task Force agreed and Martin volunteered to handle the contest. He designed a decal and submitted it along with designs of other employees.

To be sure that everyone had an equal chance, Mal assigned a number as the only means of identifying each entry keeping a master list of the numbers corresponding with artists' names. The designs were then given to the Safety Task Force for judging.

When the winning number and corresponding name were matched up, Mal's entry had won. Embarrassed to win his own contest, Martin turned over the \$35 gift certificate to the newly formed Lafayette Employees' Activity Association to help finance that organization's early projects.



Mal Martin, Lafayette plant training coordinator, looks over his winning design for the plant's safety decal, which is triangular and contains the Staley logo and a number which will signify the number of years an employee has worked accident free.

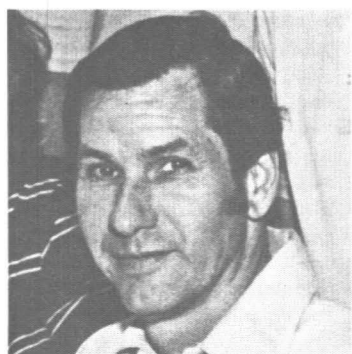
In the
News...



Artist/P2



Customer/P3



Winner/P4

Animated storm adds dramatic touch to new "Sno-Bol" commercial

"It's essential to keep a brand name in front of consumers. Frequent bombardment renews product awareness, reinforces allegiance among those who purchase the brand regularly, and helps persuade others using competitive products to switch to "Sno-Bol".

"Advertising is the vehicle called upon for this heavy task," says John Reynolds, product manager, household products. "Our overall goal through advertising," he said, "is to achieve purchases without hesitation."

The most effective way to reach vast numbers of consumers often is through television commercials strategically placed at times when housewives (who make most supermarket expenditures) will be watching.

The newest and most unique message to date for one of Staley's consumer products is a 30-second "spot" for Sno-Bol toilet bowl cleaner. Aired for the first time in May, this commercial was in the planning, creative and production stages for seven months, far longer than most because it combines tricky animation with live action.

"Viewed time after time, commercials eventually outlive their effectiveness, becoming stale and outdated or just worn out," said Reynolds. In part the aging process is hastened by frequent airing, a product change or new packaging.

Two years ago, consumer products wanted to obtain a pulse on its "brush demonstration" commercial that had been used successfully for several years. The marketing staff asked its advertising agency, Stern Walters/Earle Ludgin Inc. of Chicago, to determine whether or not a new Sno-Bol commercial was needed.

Taking the problem to the viewers/purchasers, the agency asked a carefully chosen group of women how they perceived the product and its message. What they found was that Sno-Bol's ability to remove rust and calcium build-up was very important. Lane Larrison, agency vice president, went on to say that the women recalled seeing a brush used in the cleaning process from the earlier commercial. Thus, it was discerned that the "brush demo" was still viable. The group also indicated that a woman could more effectively present the message than a man because viewers could identify with a person who more than likely performed the task. She would have more empathy for the housewife doing the job.

However, the old "spot" featured a three-year-old package with an outmoded cap lacking the new directional spout. Additionally, the straight "brush demo" needed something extra to help it stand out among other commercials being aired.

Consumer's marketing staff asked the agency to come up with new executions to communicate brand awareness; package identification; cleaning action along with disinfecting and deodorizing attributes and the easy-open directional spout, while retaining the "brush demo".



Kent Kauffman, copywriter, seated, discusses the storyboards for the new "Sno-Bol" commercial with John Reynolds, left, and Larry Krump, art director.

Storyboard produced

A creative team including Larry Krump, art director, and Kent Kauffman, copywriter, put together three approaches in storyboard form. "These were a series of drawings with appropriate copy which graphically illustrated the flow of the television commercial by scene," says Leo Portnoy, account executive. The three concepts were presented to Jim Rogula, vice president/general manager, consumer products, Oak Brook, Reynolds and agency personnel last October.

In the chosen rendition, the creative team depicted two women in a problem/solution situation in which Sno-Bol came to the rescue for easy cleaning, easily coping with odors and tough rust stains. The product magically appeared in a snow storm, providing a strong tie-in with the product name, while dramatizing its cleansing power. This execution was chosen for production.

Next came the lengthy process of checking and rechecking the visuals and copy with the legal departments of the agency and Staley to insure compliance in such areas as trademarks and Federal Trade Commission regulations. Checkpoints were made with research and development to verify that Staley could support Sno-Bol's claims. Finally, checks were made with the networks to verify that the commercial met required competitive standards.

Because multiple sets and actresses were involved in the production, a strong set designer and director became necessary. Three Chicago production houses, considered skilled in both areas, were asked to bid on the job with Film Fair receiving the nod. While selecting the production team, the ad agency was also concerned with finding a good animator to prepare a snow storm, which would look like a typical Decatur blizzard. Kurtz and Friends of Los Angeles received the job based on their experience with other similar animation jobs.

Preliminary planning began involving the creative team, production studio, film director and Staley personnel. They covered all details from costs, set designs, type of talent and wardrobes, sequence of scenes, lighting and timing to camera angles, etc., etc. Between planning and shooting, time was allowed for casting, costuming, propping and set construction and delivery of camera-ready products to the studio. "Nothing was left to chance," said Portnoy. "Everything on the screen was predetermined."

Talent scouting

Two actresses were needed to fill specific roles in the commercial. To audition these actresses, Film Fair asked professional talent agencies in Chicago to send qualified women to the studio on a designated day. Using a screen-test technique, the girls were video taped reading their lines. Since they had to react as if snow storms were occurring on the set, good actresses were required.

Thereafter, the director, agency creative staff and Reynolds viewed the tapes, selecting Jill Shellabarger, a prominent Chicago actress who had once made an earlier "Sta-Puf" commercial, and Nancy Serlin, also possessing commercial experience. Both came highly recommended by the director, who previously had worked with them.

In large part, a good commercial is attributable to the director's coaching ability and a skilled production team. The director determines camera angles, how rapidly the cameraman pans across the set, lighting effects—making it all happen.

To minimize valuable time once shooting began, detailed preparations were necessary. The morning of shooting, only set lighting remained to be done.

Live action was shot one day in December. The two actresses repeated lines and actions many times in "take" after "take" until the director was satisfied with both reading and acting. One scene required 25 "takes" while another took 80! Live action with sound was recorded on 1200 feet of film, while another couple of hundred feet were shot without sound.

After that day's shooting, the film was processed at Optics, an editing house in



Viewing selected "takes" during the editing process at Optics are Janice Patterson, seated, film editor, and John Reynolds.

Chicago, where Janice Patterson, editor, and her associates worked with it until the final 30-seconds of message were reproduced for television airing.

Editing is very important to produce a commercial that will stand out from all the clutter on television. Throughout the editing process, the best "take" from each sequence was pulled and spliced together to make a rough film.

Collective decisions were made on which "takes" to use, seemingly good ones rejected because of length, slow action or flubbed lines. Selecting the right "take" became an art of micro-seconds to reduce hundreds of feet of film to a creation of only 30 seconds or 45 feet in length.

To match up sound with the appropriate action during the editing process, slats or sticks were struck together before each numbered "take" so that sound and picture could easily be paired.

Scenes shot without sound were used for special effects. For instance, by dissolving from a shot of the toilet tank alone to one from the very same angle with Sno-Bol positioned on its top, the bottle magically appeared to the viewer. Film without sound was also made of the "brush demo" which actually took 41 seconds but was edited to only four. A subtitle stating the elapsed time was "supered" across the bottom of the "demo" during the final processing at Optics.

After the edited film was approved by the agency and Staley, a work print of only the approved portion was sent to the animator to be used in building his storm.

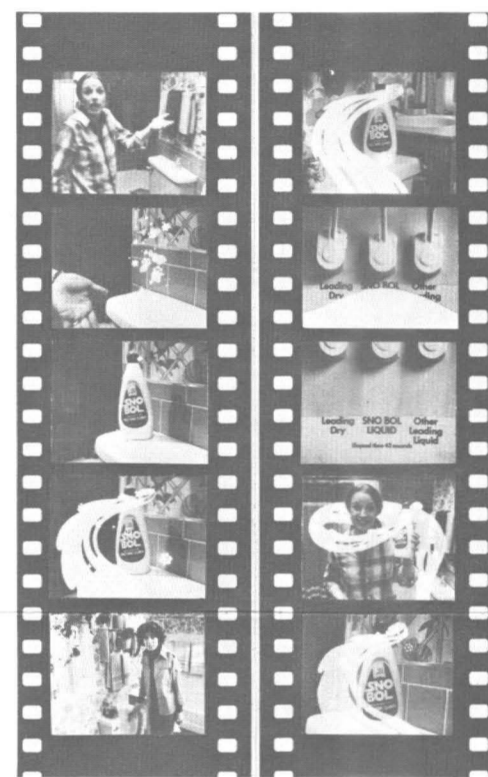
Storm materializes

Since the snow storm played an important role, serving as transition between scenes and dramatizing the brand name, Larry Krump was concerned with its origin and the path it traveled, its color, highlights and overall impression it created. Because of the distance between the agency and animator and the believable animation required, diligent communications were necessary to put all elements together to make the storm work just right.

The animators began designing a blizzard during the third week of January. That storm had to come out of the bottle and into the bowl on cue, a very exacting, time-consuming process. It was completed the first week of April, just 10 weeks from start to finish.

All animation was drawn cell by cell in pencil and shot on film to show the exact movement of the storm. Approval of this step pushed the storm into its final production phase when the penciled drawings were inked in. This rendition was shot on film, processed and sent to Optics, where Ms. Patterson and her associates merged the live action, animation and "supered" subtitles optically, taking a couple of weeks to accomplish the phase.

Voice track recording sessions were



"Takes" pulled from the new "Sno-Bol" commercial show the animated snow storm used as a transitional device during the message.

scheduled. Sound effects were added on quarter-inch tape. Then, all sound elements were combined on one common tape which was transferred to 35 MM magnetic track so it could be shown on a projector with the picture. The picture reel and sound track were interlocked and run as separate elements at the same time to check temporary synchronization of voice and picture.

On the final edit, the editor marked all instructions on the work film to indicate optical effects such as dissolves, wipes, and supered subtitles that were then placed on a common negative known as the "optical negative". This negative was treated in the same careful manner as the camera original because if damaged, all the elements would have to be combined all over again.

In total, the making of a television commercial, though it appears only 30 seconds on the "tube", actually has involved many weeks of preliminary planning and countless hours of actual production time before it finally makes its debut. From a cost/effort standpoint, a 30-second commercial is by far more intense, complicated and expensive than any equivalent sequence from a major motion picture! "But it sells product," says Reynolds, "and that's what really counts in the end."

Aired in the midwest since mid-May, the new commercial is currently scheduled to run on major network and local station programs through August. You might catch it on "Phil Donahue", day time spots, "30 Minutes", "Mike Douglas", "Andy Griffith", "Six Million Dollar Man", "Tonight Show" and early evening news programs.

Roddy Manufacturing again customer after 30-year lapse

By Bruce Kelly
Area Manager, Sweetener Sales

Roddy Manufacturing Company, a large Coca-Cola bottling concern in Knoxville, Tennessee, used Staley's glucose in wooden barrels and drums from 1913 to 1948 when they discontinued their candy business. Thirty years later, they are again a customer; this time buying tank trucks of "IsoSweet 5500" high fructose corn syrup for the production of Sprite, Fanta, Mr. PiBB and Dr. Pepper lines.

Roddy's growth nearly parallels Staley's. In 1902, James P. Roddy, Sr., a country boy of 34 years, was working for a wholesale grocery company in Knoxville and happened to call on Ed Bancroft's grocery store. In a stable behind the store, Mr. Bancroft had rigged up a foot operated plant to bottle Coca-Cola, still barely in its infancy.

The idea intrigued young Mr. Roddy, and he approached a fellow employee, W. H. Goodman, who had just developed a stick candy, which wasn't sticky in the summer. The two of them decided that Coke and candy would compliment each other, since cold drinks sold well in the spring and summer and candy, best in the fall and winter. Seizing the opportunity, Mr. Roddy bought out Mr. Bancroft's Coca-Cola franchise and equipment including the horse-drawn delivery wagon.

Roddy and Goodman thus started out in their venture in 1902. They made a profit every year, but it was many a month that the candy business kept them alive, since a 25-case Coke production run was a big day.

Rapidly they became a full line candy house,

buying starch and syrup direct from Staley in Decatur sometime after 1913. Then in 1915, Roddy bought out Goodman. In 1948 came the changes in candy marketing from the mom and pop stores to the supermarkets, and Roddy discontinued the candy business in favor of his primary jewel, Coca-Cola.

James P. Roddy's original equipment could bottle 22 cases in an hour. Today, just one of Roddy Manufacturing's fillers is rated at 600 bottles per minute, and they have bottling operations covering eastern Tennessee.

Mr. Roddy, Sr., died in 1961 at the age of 93. He was active to the end, dividing his time between his farm and the Coca-Cola operation to which he drove nearly every day, often arriving before his employees came to work.

In his father's later years, James P. Roddy, Jr., (pictured with James P. Roddy, III), headed the firm as he does today. Born three months after his father incorporated Coca-Cola in 1902, he is carrying on the Roddy tradition. . .arriving at 6 a.m. and leaving when the work is done. He is unique in his ability to incorporate the traditional values of honest labor with a progressive outlook toward automation.

With that heritage and philosophy then, it is only fitting that the Roddy plants would be among the first bottlers of Coca-Cola to convert their concentrate system to incorporate IsoSweet 5500 high fructose corn syrup.

And once again, after 30 years, Roddy Manufacturing is a Staley customer.

Understanding developed thru cultural exchanges

Involved in one of the oldest foreign exchange programs for young people, Dr. Donald L. Johnson's family has hosted Ales Leskovsek, an 18-year-old Yugoslavian, this school year. Dr. Johnson is director, industrial products, R&D, Staley/Decatur. But the story doesn't end with this American Field Service venture.

About the time Ales is homeward bound this month, Joyce, the Johnsons' junior at Eisenhower High, will be packing her bags for a summer AFS program in Costa Rica. She is one of three from her school selected for the summer abroad program, through which she will live with a family, learning their customs and life style while exchanging ideas for a 10-week period.

American Field Service dates back to World War I, when a group of Americans assisted the French Army by using their vehicles to transport the wounded from battlefields. In 1939, AFS was reactivated, and after that war, its members banded together and founded a scholarship program for high school youths to carry on the AFS tradition



Ales Leskovsek, American Field Service exchange student from Yugoslavia, who has lived with the Donald Johnson family in Decatur this past school year, pounds out a favorite piece for Joyce, the Johnson's 17-year-old daughter, who will participate in a summer AFS program.

of world understanding, with the hope for peace being the outcome.

The Johnsons became interested in the program early last summer, while a student from Finland spent a night with them en-route home. Thereafter, Virginia, Don's wife, discussed the program with friends and her children and sprang the idea of being a host family on Don when he returned from a trip abroad. He agreed. They filled out the necessary papers, were accepted by the housing committee and awaited the arrival of their new family member.

Ales, who has only one brother, 14-year-old Dejan, was welcomed into a family of four children including Joyce, 17, Janis, 15, Jolene, 12, and Jay, 10.

Coming from a city three times larger than Decatur, Ales is a native of Ljubljana, the center of government, culture and industry for Slovenia, the northern most republic of Yugoslavia.

Reflecting on his year in Decatur, the Johnsons' AFS son thinks the experience has been terrific. "This is one of the best things that has happened to me, providing an opportunity to live in another country, broaden my knowledge about people and learn more about myself. I've found that human relationships are very important."

Considering himself very fortunate to have been placed with the Johnsons for his senior year at Eisenhower, Ales said, "They're a beautiful family. They've kept me so busy that I've seldom had time to be homesick. A year, though, is about long enough to be away from my family."

Same interests

Teenagers appear to be a natural choice for carrying on the traditions of AFS since Ales reports that those in his country have the same interests as American youngsters and those he's met from other parts of the world. They like disco dancing and the same types of music. Yugoslavians are sports-minded but don't play much baseball or football, he added. His age group also has fewer automobiles because they cannot drive until 18, but no "wheels" is really no handicap because his country, which is smaller, has good public transportation. As a whole, students have less money at home, he pointed out, because they do not work as much during the school year as American youths. Emphasis instead is placed on scholastic endeavors with more expected of them in school.



James P. Roddy, Jr., left, who heads up Roddy Manufacturing Company in Knoxville, Tennessee, discusses special Coca-Cola bottles with his son, James P. Roddy, III.

Training, key to selection for shift foremen

(Continued from Page 1)

This evaluation process provides the manufacturing department with an available resource for selecting first-line foremen and a means of identifying strengths and weaknesses that will assist the individual and respective supervisor in formulating a development plan.

Within its first two years, the assessment center has processed 76 persons. Twenty already have been promoted to these positions.

Singled out as a good prospect through the assessment center, that employee's name goes into a pool of eligibles who are reviewed for each new position. To fill these slots, selections are made based upon past experience of those eligible, their assessment evaluation, needs of the job and the person's interest in that position.

While it is the company's intention and general practice to promote from within to fill foreman positions, the training program also allows hiring and orienting a person who has not been a Staley employee.

Individualized training

Once the person has been offered and has accepted the position, Kaczmarek, with the help of that particular building foreman, tailors a training program to fit the new foreman's needs. They take into consideration the process, personnel, type of skills required and the new foreman's background.

Training is twofold. It socializes the new foreman into a managerial orientation and philosophy and broadens his scope. He gains insight into research and development,

Speaking of school, Ales completed his graduation requirements at Eisenhower. His seven years of English prepared him well for studying in this country with only vocabulary and slang giving him trouble the first couple of weeks. His classes last semester included calculus, physics, chemistry, advanced composition, American history and physical education.

Back home, school is more difficult, with 12-to-13 academic subjects studied a year. When entering the gymnasium (equivalent to high school years here), everyone takes the same curriculum. There are no electives in drama, home economics, shop or art. The gymnasium is more of a college preparatory school, although those studying in a technical or vocational institution also may attend the university--if they can pass the stringent entry exams. Students in his school are required to take four years of mathematics, two foreign languages, all of the sciences including three years each of biology and physics, and courses in such subjects as philosophy and psychology.

Hoping to follow his parents in the medical profession (both parents are surgeons), Ales must take highly competitive, comprehensive entrance exams this summer. Passing them, he'll begin an eight-to-ten year medical school program next fall at the university in his home town.

With a good many hours facing him in preparation for those tests, Ales will find

marketing, quality control and overall technology and business. Considerable emphasis is placed upon the Staley safety program.

To cover a program of this magnitude takes from six to eight weeks, depending, of course, on the person's background. If he has worked in the same building and is familiar with the processes and products, the new foreman will need little assistance with technology. On the other hand, a person new to the process will need extensive technological background--maybe up to three or four weeks devoted to just that aspect of training.

Then too, that person will need to know where every pipe, valve, nut and bolt are located, product formulas, electrical supply, mechanical processes as well as management techniques, building administration, quality control, fire protection and marketing. To cover these special areas, the new foreman spends time with experts in each category, learning everything crucial to his new position--from benefits for his employees gleaned from industrial relations to the customer for his products.

Customer knowledge

Marketing has been included in his training, where possible, to underscore the importance of customer specifications and quality control. Unless this key employee knows what the customer wants, he is working in a vacuum. In the past, a foreman had little information to go by. With this program, the new foreman has far more information. He knows who his customers are, why they are buying Staley products and not a competitive product and what Staley must do to keep them satisfied.

By knowing the customer's specifications, how to manufacture the product and the best method of transporting it in a form that will not only be acceptable but also will make a quality product, the shift foreman gives a good assist to marketing in solidifying good customer relations.

Also by being acquainted with quality control testing procedures for his new area, the foreman will know how to take a valid sample and interpret test results, making quality assurance a more significant part of his job.

The position as shift foreman is as difficult as it is rewarding. It requires both technical knowledge and managerial skills. So much rides on his judgment and ability to handle situations, minor or major.

To date, those who have completed the new assessment/training program have not found their new jobs disappointing. The assessment center's activities have given them a realistic look at the pressures and expectations of the job, while the individualized training program has presented them the tools with which to cope with the position competently.

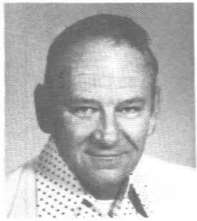
In a coming issue of the "Staley News", Orville Owens' move from the syrup process to dry starches will be told. Following this training program, he was named production department relief foreman in 118 building and has since been promoted to shift foreman.

(Continued on Page 4)

50 celebrate anniversaries



Robert Clark



Lewis Mitchell

40 Years

ROBERT CLARK, SR., construction supervisor, maintenance, manufacturing, industrial

30 Years

LEWIS MITCHELL, trucker, 20 building

20 Years

R. GRANT SMITH, manager, Vico Products
EDWIN HUGHES, pilot plant supervisor, engineering R&D
DONALD THOMPSON, corporate utilities supervisor, engineering
BRYANT BOMBALL, shift foreman, oil refinery

15 Years

HELEN MCROBERTS, cost control clerk, corporate engineering
WESLEY PIETSCH, business systems consultant, corporate information systems
MIGUEL MARTINEZ, mechanic A, Cicero
CARL CARPENTER, dextrin leadman, Houlton

10 Years

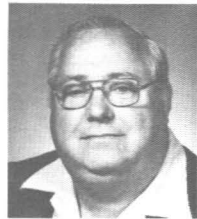
WILLIE DURHAM, operator A - warehousing, Arlington
JUNE ALLISON, data input operator, corporate information systems
MARGARET BEDNARZ, buyer, manufacturing, consumer
DAVID SATTERFIELD, director, public relations
RICHARD BRUMMETT, extraction operator, 101 building
ROBERT GULLEY, process support, 101 building
THOMAS TOMLINSON, mechanic trainee, garage
HENRY SWEET, manierre loader, 20 building
MICHAEL KITCHENS, operator, 44 building
RAYMOND WALTERS, production helper, 44 building
LARRY BAGLEY, track laborer, yards, grounds, track
LEONARD HIPSHER, track laborer, yards, grounds, track
ROBERT LYNCH, deodorizer operator, 29 building
JOHN BLACKWELL, general utility, 28 building
ROBERT BAGGETT, utility loader, 75 building
DAVID WELCH, third-year apprentice,

machine
THOMAS GILLUM, grain unload helper, 28 building
DAVID ZICKERMAN, third-year apprentice, machine
WILLIAM BARNETT, dryer operator, 9 building
STEVEN SMITH, serviceman, 5 & 10 building
LEONARD WILLIAMS, dryer operator, 9 building

5 Years

IRTYS MILLER, JR., process support, 5 & 10 building
KEVIN ROHR, preparation operator, 101 building
MARK YOUNG, senior analyst, 60 building
DENNIS PAGE, building cleaner, 28 building
LAMAR WATTS, converter A operator, 16 building
LOREN ADAMS, sample carrier, 60 building
DEWAYNE HEIDEMANN, utility leadman, 44 building
THEODORE BANNING, janitor, 60 building
CHRIS COCHRAN, chemical operator, 16 building
MARTHA HAWKINS, general accounting clerk, corporate control
CHARLES DOUGLAS, draftsman, corporate engineering
CAROLYN PALM-LEIS, dependent claims clerk, employee benefits association, industrial relations
TEOFILO GUILLEN, scrubber operator, Cicero
FELIX CISNEROS, scrubber operator, Cicero
SAMUEL FORMAN, maintenance mechanic A, Morrisville
WAYNE RUSSELL, draftsman, corporate engineering
JOHN SCHROEDER, territory manager, sweeteners, industrial sales
DONALD RAIRDON, project engineer, corporate engineering
ALEXANDER OLSEN, area manager, paper and textile, industrial sales

Joining the leisure life . . .



Kenneth Evans



Jule Masse

KENNETH M. EVANS, senior mechanic, riggers
JULE MASSE, auditing clerk, industrial
ROY MCGLADE, senior analyst, 60 building
SEARCY GARRISON, pump operator, 6 building



Triple A winners -- Members of the Last Shot, which won the Staley Triple A Bowling League this year, are, from the left, Pete Cozad, Everett Leisner, Fred Bardfield, Don Kush, Charles Bradley and Jerry Gersmehl. The other teams finished in the following order: Raiders, second; Rattlers, third; Grinders, fourth; Loners, fifth; Decorators and Bears tied for sixth; Hustlers, eighth; Born Losers, ninth; and Tru-Grits, tenth.

On the move

CORPORATE

DAN TAYLOR, from environmental engineer, environmental sciences, engineering, to senior environmental engineer, environmental sciences, engineering

AGRIPRODUCTS

NANCY BOLAND, from messenger-office, corporate information systems, to transportation tracing/expediting clerk, administration
DONALD OLDHAM, from shift foreman, food extraction, to superintendent, food extraction
ROBERT POTHAST, from superintendent, food extraction, to superintendent, soy protein
JUDY WIDICK, from junior merchandiser, grain, to merchandiser, grain

INDUSTRIAL

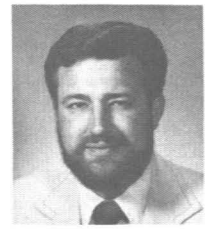
DAVID BREEN, from territory manager, sweeteners/Chicago, to central regional manager/specialties, industrial sales and marketing
ROBERT RANDLE, from plant loss engineer, utilities, manufacturing, to utilities control engineer, manufacturing
JACKIE WARFIELD, transportation tracing/expediting clerk, to auditing clerk, administration

Understanding developed

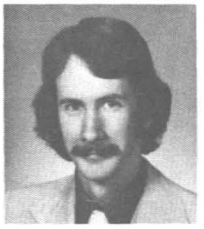
(Continued from Page 3)

time to impart his experiences in the United States to his family and friends. And that, after all, is what AFS is about.

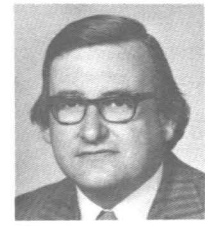
His host family is one of many from Staley/Decatur involved in exchange programs. In AFS alone, students have lived with Jim Beaumont, retired; Cliff Reynolds, senior chemical engineer; Bob Schwandt, vice president, industrial products; Burt Smith, eastern regional credit manager; Roger Snelson, general project supervisor, engineering; Dick Schumann, manager, management science; Bob Magruder, production manager, corn milling; Ray Stanhope, group vice president, international, administration; Bill Robertson, assistant treasurer; Ginny Gosnell, casual employee; Dick Hahn, vice president, R&D division; and Bill Robinson, director, product management, protein, who will be happy to discuss the program with any employees who would like to host a student.



Dan Taylor



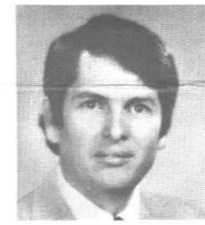
Don Oldham



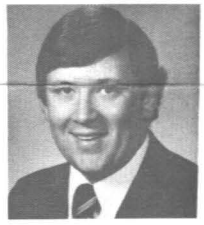
Robert Pothast



Judy Widick



David Breen



Robert Randel

Double success



Wally Murner



Bill Murner

Wally Murner, regional sales manager for consumer products in Detroit, Michigan, has experienced a successful first half of fiscal year 1979, achieving 102.6 percent of his case quota.

He's been equally successful with his hobby of coaching Little League Hockey.

This year, Wally's Pee-Wee team won their division and league championship, as well as the division's play-offs. They were also runners-up in the Michigan District play-offs.

While his 12-year-old son, Bill, is an alternate captain of the championship team, Wally also plays hockey in a senior men's league. Not to be outdone by Bill, the old man's team also won their league play-off.



Pipe Shop tops league -- First place winner in the Staley National Bowling League was the Pipe Shop, the members of which are, in front, from left to right, Jerry Radley and Tom Radley, and in back, from the left, Max Napierski, John Polley, Ivan Finfrock, Horace Kepler and Mac McElroy. The other teams finished in the following order: Pin Splitters, second; Bru-Ha's, third; Champs or Chumps, fourth; Alley Gators, fifth; Odd Squad, sixth; Spec Checkers, seventh; Sweet Sweets, eighth; 44 Magnums, ninth; and Soy City Rollers.



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