

StaleyNews

Volume XXV/No. 4 Decatur, Illinois/June-July, 1983

Art of winning studied with an expert; Nordlund also lauds employees' efforts

"Staley's history depicts a winning corporation -- a leader in the corn refining industry and one of the top companies in soybean milling. . . I like to be with winners."

Dr. James Tunney made that statement to 260 employees, spouses and company guests attending the 36th Annual Service Awards Program, April 14, at the Masonic Temple in Decatur.

Lacing his message with humorous anecdotes, the athlete, educator, nationally recognized referee and public speaker told the audience, "We are going to celebrate victories tonight. . . personal and team victories."

"I've been asked where I received my training to become a National Football League referee. I worked my way up to the 'pros' with my best training for handling professional football players coming from being a high school principal in a downtown urban high school in Los Angeles, where it was really rough."

With Tunney's coaxing, the audience asked: "How rough was it?"

"Listen," he said, "it was so rough the students learned Newton's law of gravity by dropping the physics teacher out the window. . . They used mace for breath freshener!"

Tunney related a recurring dream of tackle Mean Joe Green and guard Conrad Dobler having him by his legs and saying, "Let's make a wish."

"This is not an easy job. I've been knocked down six times. Once on the field and five times by O. J. in airports."

While getting some laughs at the expense of football players, Tunney applauded them for developing the personal power and accomplishing their goal -- being among the best at what they do.

As a referee, he said, "I must have personal power. I can't depend on just position power or the players would run out of the stadium."

He noted that "The more personal power you take into any relationship, the less vulnerable you are to position power. . . . Personal power comes out of self-confidence."

"On the job, self-confidence is necessary. You must raise the level of self-confidence of others to get their best performance. They must feel good about what they do -- believe in what they do. . . . The only thing that can permanently knock you down is you."

"Goal setting is very important as well," he stressed. "When you have nothing to look forward to, when you don't set any goals, it's all over. I want that pilot of the plane I'm traveling on to have a destination in mind."

"Goals are seen on the football field as well. We have a lot of lines on the field with a goal line at the end. When the running back scores -- crosses the goal line and spikes that ball, he is celebrating his victory. He is taking time to stop and smell the roses." Though he added dryly, "I'm not too fond of that showboating, and I tell them to act like they've been there before."

"Goals in life set people apart. Without goals, there would be no purpose to the game. Everybody must have goals. . . personal, professional, family, financial and spiritual. You don't have to accomplish them all at once though. You can work on them a little at a time like the team having four downs to make 10 yards."

"We must have courage to trust in our own decisions and in other people. That is how
(Continued on Page 7)



After opening an "empty" surprise package, Bob Powers, president, is a little dubious about the second "gift" Don Nordlund, chairman, prepares to hand him. More about the awards night can be found on pages four and seven.



Max Shauck demonstrated the feasibility of powering an aircraft with ethanol by flying coast to coast on the renewable fuel.

Staley helps fuel transcontinental flight

As the crow flies, the trip would have been shorter, but crows aren't as discriminating about their fuel. When Max Shauck made his flight from Santa Monica, California, to Kitty Hawk, North Carolina, he zigzagged his way across the country, seeking sources of power alcohol for his Bellanca Decathlon single-engine aircraft.

Sometimes the special fuel had to be hauled to the airport in five-gallon cans, but nevertheless, 10 days from one coast to the other, this historic cross-country flight was accomplished on a renewable, locally produced, high-grade liquid fuel -- ethanol.

Staley had a role in this journey, which marked the greatest distance flown on

ethanol in this country. The company supplied fuel for the last leg into Kitty Hawk through its distributors in Columbus, Mississippi, and Birmingham, Alabama.

The pilot of the two-passenger, tandem, fabric-covered, high-winged aerobatic plane is an associate professor of mathematics at Baylor University. He was accompanied on the journey by a Brazilian cameraman, filming the flight for a documentary in his country. . . also a large producer of ethanol.

Shauck has been a pilot since 1955, when he flew jets and carrier planes for the Navy. He decided to make this particular cross-country trip for two reasons -- primarily to demonstrate the feasibility of powering an aircraft with alcohol and secondarily to commemorate the bicentennial celebration of the National Aeronautical Association in a special way.

Concluding his trip, Shauck flew into Washington, D.C., to observe the beginning of bicentennial festivities and then on home, making a refueling stop in Springfield, Illinois.

From the time Max left and returned home to Waco, Texas, he had flown more than 8,000 miles, making 46 stops to refuel, meet with the media or wait out bad weather. He flew on 100 percent ethanol produced from waste candy in Texas, culled peppers in Georgia, waste oranges in California and Arizona, grain sorghum in New Mexico and corn in the remaining 14 states.

Throughout the journey, the professor flew at altitudes of about 12,000 feet clocking 250 engine hours, part of which was through desert dust storms, snow storms, extreme heat and cold with no problems caused by the fuel. "I don't think of ethanol as an alternative to gasoline. It's superior," said the pilot.

(Continued on Page 7)

Gifts program improved to encourage support

The company's Educational Matching Gift Program has been changed to encourage employees to participate with the company in financial support of higher education.

Effective immediately, the company will contribute two times the amount of gifts from \$25 to \$100 and will match those gifts of \$100 to \$7,500 per year made by eligible individuals -- full-time employees -- to eligible private and tax-assisted institutions of higher learning subject to conditions of the program. Participants need not have attended the institution to which a contribution is made.

For gift applications which contain complete information about the conditions of the program, types of gifts covered, and instructions on making a contribution, write or call A. E. Staley Manufacturing Company, Attention: Matching Gift Program Coordinator, 2200 East Eldorado Street, Decatur, Illinois 62525.

Calls for an application or additional information about the program by telephone should be made to Brenda Smith on Sta-Net 8-654-2135 from outside Decatur or extension 2135 from a Staley/Decatur telephone.

The program, which was initiated in October of 1980, has been very successful. By enriching its contributions, the company hopes to motivate further employee financial support of higher education at a time when these institutions are in great need of financial assistance.

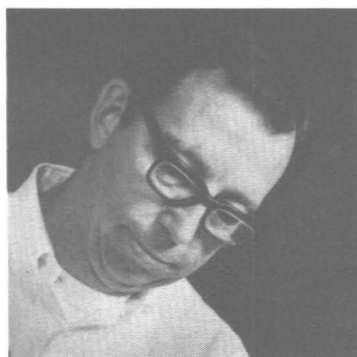
Who's your beneficiary?

Are your beneficiary designations up to date? The corporate employee benefits department reminds employees that changes in marital status or your family make-up could make changes necessary in your beneficiary designations.

Please take time *NOW* to review your beneficiaries for all company benefit plans. If you have any questions about this matter or cannot recall whom you have designated, please contact Kim Seidman, benefits supervisor, at headquarters.

Kim is located on 1-west, 62 building, or may be reached on extension 3363 from a Staley/Decatur telephone or on Sta-Net 654-3363 from a Staley location outside of Decatur.

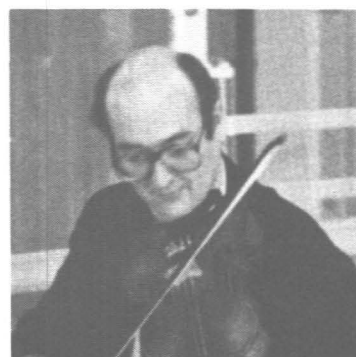
In the News...



Winner/P3



Awardee/P5



Entertainer/P7



Archa Taylor, known as the "birthday boy," receives congratulations on his 100th celebration from fellow retirees during their monthly meeting. The balloons were delivered during the occasion.

Retired 30 years, Taylor turns 100

Threatening rain didn't spoil the day as 92 Decatur retirees turned out to wish one of their own a happy birthday. Making this an extra special occasion was the birthday boy -- Archa C. Taylor -- who was marking a century. He's Staley's oldest retiree.

Although Archa's birthday was officially April 29, the gathering took place at the retirees' monthly luncheon, April 13, thereby allowing him two celebrations of that milestone.

Highlight of this event was the delivery and presentation of a balloon bouquet by a courier singing best wishes, who polished off her performance with a kiss for Mr. Taylor. Anchoring his balloons was a running shoe, bearing a note which suggested he "run another 100."

If anyone could, Archa would be a likely candidate -- a spry gent, who was reroofing his own home at age 92. Taylor's secret to longevity is easily but emphatically stated. "I never indulged in drinking, gambling or staying out at night. I joined a church and lived a Christian life!"

His first "100" have been active years. Raised in Kentucky, Archa, at age nine, helped plow an acre field with a man who guided the plow pulled by two cows, which Taylor steered around the field. . . a two-day task.

At 16, Archa carried a 32-mile mail route on horseback three days a week for two years. When he left Kentucky, he joined the L & N Railroad and eventually arrived in Decatur, where Taylor joined Staley on December 31, 1919.

His first job with the company was in the yard department, new construction area. However, Taylor spent most of his years as a refinery open converter and neutralizer operator. He retired on April 30, 1953.

Over those years with the company, Archa's spare time was spent building 31 homes, which he rented. After retiring, he continued working as a repairman and carpenter for J. D. Johnson.

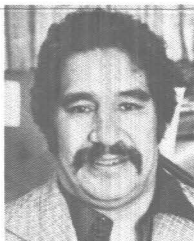
Retirement hasn't been a rocking chair existence for Archa, although he has changed pace, finding enjoyment more recently in visiting neighbors and taking occasional vacations and camping trips with his son's family.

People are important to Taylor. He's never known a stranger. Armed with his many friends and a good sense of humor, he looks forward to each new day. . .

Note: Anyone who would like to send Archa a belated greeting may address it to 420 East Kellar Lane, Decatur, Illinois 62526.

Maes wins school seat

In the only contested race for a seat on the Alamosa County School Board this spring, Leroy Maes won board membership with 246 votes to 127. He will serve a four-year term.



Leroy Maes

In his campaign, Maes stressed the importance of preparing students for an economy dependent on computer technology. He also said the school district is responsible for encouraging potential high school drop-outs to remain in school.

"Everything good that has happened to me has been because of education or from gathering information and knowing how to use it," Maes said.

Leroy, a roll operator at the Monte Vista plant, has been with Staley three years. The father of two school-aged children, he is currently taking classes at Adams State College, working toward a degree in accounting. Maes already has earned a B.A. in history and government.

Richmond cited for sweetener contributions

Patricia "Trish" Richmond has been singled out as the "Outstanding Woman in Technology" by the Illinois State Division of the American Association of University Women. The biennial award, given for the first time, was for her contributions to the sweetener industry and was made at the organization's annual meeting.

In focusing on the numerous nominations for this coveted award, the AAUW selection committee noted the impact of the nominee's work on society. "Through her work at Staley, she has helped furnish an economical and steady supply of sweetener produced in the U.S., which is independent of world sugar shortages and less expensive than sucrose. This domestically produced product lowers the ingredient costs of sugar-containing food products, and therefore, should lower or contain the prices for the consumer," the selection panel decided.

A recognized expert in the area of sweeteners, she has been cited as a key person in establishing the Staley Company as the technical leader in the high fructose corn syrup (HFCS) industry. A major thrust in her sweetener work has been in product definition and working toward approvals for the use of 55 percent HFCS by the soft drink manufacturers. This area alone has developed into a five-billion-pound-a-year market for corn refiners.

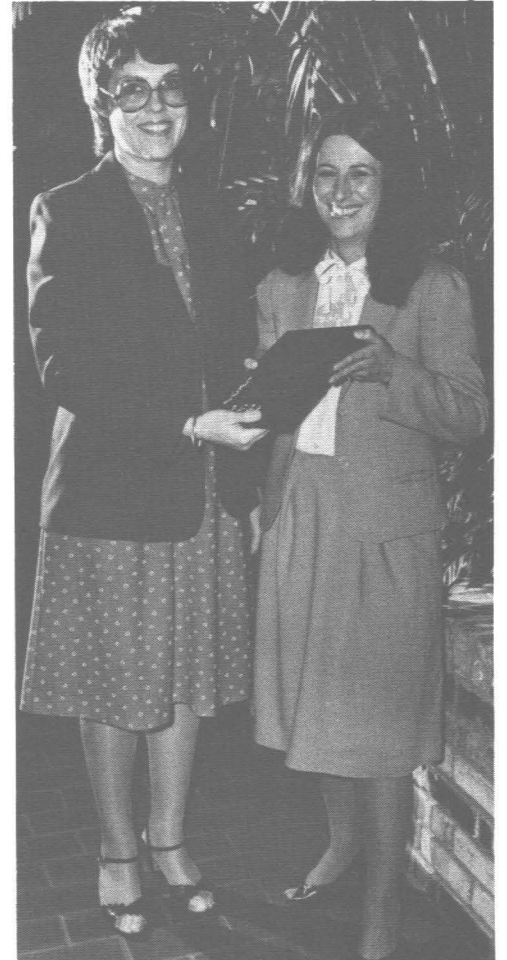
Richmond is group manager of sweetener development in corporate research, where she has been employed since receiving her Ph.D. in food chemistry from Cornell University in 1975. Joining the company as a food chemist in starch and sweetener applications, she moved to laboratory manager of new food products in 1977 and was named group manager of sweetener development, applications and technical service in 1979. Two years later, the sweetener development area was expanded.

Her group of researchers is responsible for basic research and assisting with process development on new sweetener products and product and process improvement of 55 percent HFCS to gain 100 percent usage of this sweetener in cola carbonated beverages.

The award winner has made significant contributions to professional organizations, making presentations for national and international meetings, serving as the Institute of Food Technologists' (IFT) chairman of the carbohydrate session at its annual meeting in 1982 and writing articles for trade journals. She has been chairman of the committee on HFCS quality guidelines for the Society of Soft Drink Technologists, is liaison for that organization to the Corn Refiners Association's (CRA) analytical procedures committee and has served on the ad hoc committee on carbohydrate nutrition for the CRA.

Worth noting . . .

Administrative assistant at Monte Vista, Sue Davis recently received her B.A. from Adams State College in Alamosa, Colorado. She earned it in business administration.



Trish Richmond, right, displays the award she received from Linda Lewis of the American Association of University Women. Richmond was named Outstanding Woman in Technology for the Illinois state division of AAUW.

Stock offering

On May 6, Staley made a public offering of 2,750,000 shares of its common stock at a price of \$28.625 per share. The offering was managed by Merrill Lynch White Weld Capital Markets Group and Dillon, Read & Co. Inc.

Net proceeds will be used to reduce existing commercial paper and bank borrowings.

Davis to tour with band in Europe

Kevin Davis, a sophomore at Attica High School, Attica, Indiana, has been accepted to play trumpet with the United States Collegiate Wind Band this summer as it gives concerts abroad. Inclusion in this highly talented group of student musicians is considered a musical honor of national importance. The members of the 100-piece wind band are chosen from all over the United States once each year.

Kevin is the 15-year-old son of Bob, instrument technician at Staley/Lafayette's south plant. He was recommended for this honor by his band leader after receiving first-division rating in district competition and second-division rating at the state level. Kevin, who has played trumpet since fifth grade also has been nominated for the Cincinnati Reds All-Star High School Marching Band.

Making its 12th annual concert swing, the touring group will perform from July 13 to August 5 in England, France, Germany, Austria, Italy, Holland and Switzerland.

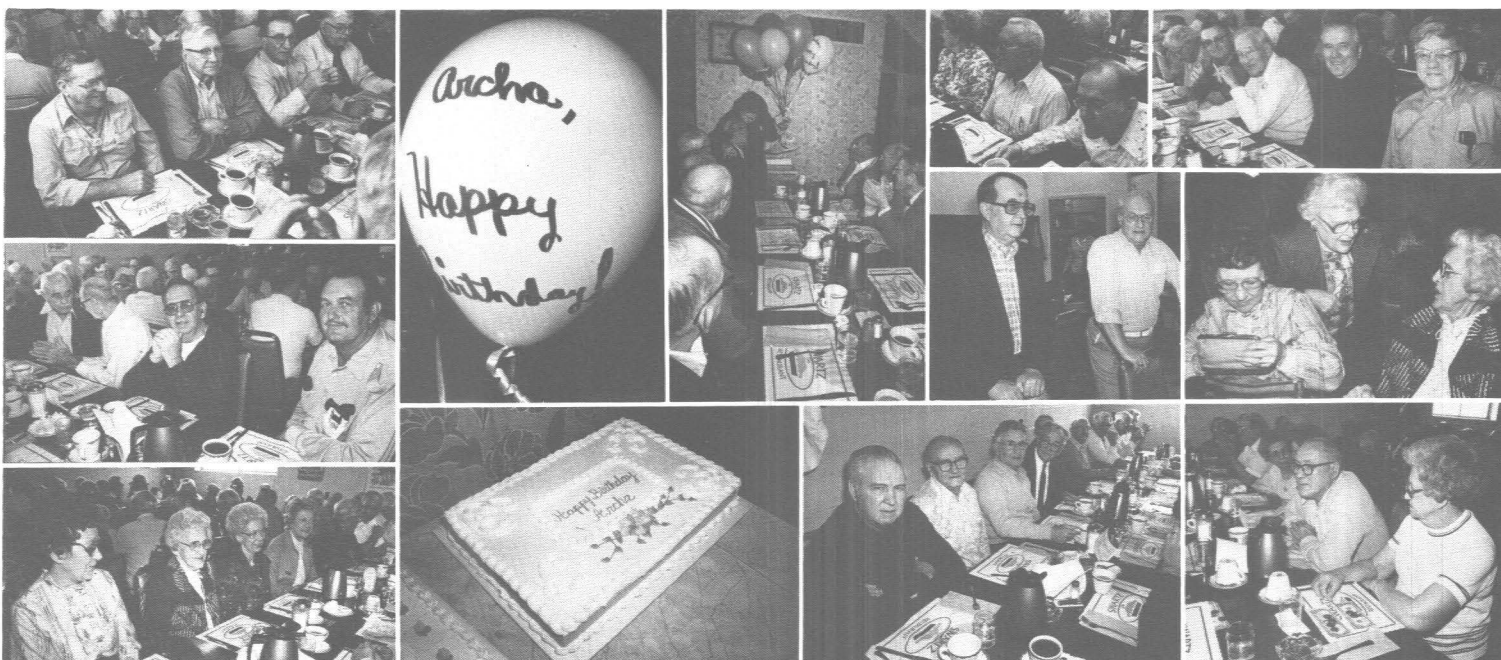
While rehearsing in New York City prior to their departure, the group will play invitational concerts at the Lincoln Center for the Performing Arts and the Plaza of the Americas at Rockefeller Center.

In addition to performing concerts, they will visit musical shrines, museums and places of musical interest, including Richard Wagner's home in Lucerne, Mozart's birth place in Salzburg and Beethoven's home in Bonn. They will also attend selected concerts and performances in British and European concert halls and opera houses.

The Staley News

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

Manager, Employee Communications Sue Muckensturm
Photographer Dave Mjolsness
Typographer P. J. Braun



Members of the Staley Retirees Association are pictured during the luncheon honoring Archa Taylor on his 100th birthday.

Moore nets Achievement Award as “innovative, creative, productive researcher”

Carl Moore's 22-year career at Staley depicts what is "most desired in good industrial researchers -- creativity and innovation focused in a practical mode and combined with hard work," according to Robert Schanefelt, director of food and agriproducts research and development.

For his outstanding performance, Moore was recently singled out as a recipient of the coveted Research Achievement Award. Dr. Richard Hahn, vice president, research and development, made the presentation at the conclusion of a meeting held December 16 covering the forward thrust of the research and development program.

Selection of award recipients, not necessarily an annual occasion, is made by the Awards Committee from nominations submitted by research and development management. The award recognizes individual or group technical accomplishments that are above and beyond normal expected performance, according to Dr. Hahn. Major consideration is given to technical achievements which create a significant competitive advantage.

This program originated two years ago when Gin C. Liaw and John F. Rasche were the first award achievers. Then, a year ago, seven more were named, including Hank Scobell, as an individual winner; Ken Moser, Bill Bomball, Deane Roth as a group; and Mike Campbell, Paulette Howard and Dave Zollinger, as a group. Winners receive a cash award and have their names inscribed on a plaque in the Research Center's lobby.

While different in emphasis and scope from all preceding selections, the 1982 winner is the author of several patents applying Staley ingredients to unique food products. Many of these have led to increased sales of Staley products. In addition, Carl has several pending dockets on exciting applications of new starches, according to Dr. Schanefelt.

Moore is one of the few Staley researchers who has developed finished food products that have been marketed in the same form and formula as they left his laboratory. The latest example, currently being advertised on national television, is a new chewable antacid containing Staley corn sweeteners and a Gunther whipping protein. It's called "Tempo."

The winner is well acquainted with the confectionary industry and annually teaches a course on this subject at the University of Wisconsin.

In short, Moore is a model of an "innovative, creative and productive researcher. His performance has been outstanding," said Dr. Hahn.

Researchers taste "sweet" success

With his B.S. degree in biology from Illinois College at Jacksonville in hand, Moore joined the Staley research staff in 1961 when the food laboratory team had only four persons covering sweeteners, starches and soy flour on technical service as well as product development. It was all new to Moore, who came on board about the time Staley was introducing high amylose starch, one application of which revolutionized the starch jelly candy industry by allowing gum drops to be made over night rather than in two days.

Working with veterans Bill Robinson and Bill "Woody" Woodworth, Carl was involved with research work followed by commercial candy plant tests nationwide and most always the installation of a Staley jet cooking system. (Robinson, then a researcher, is now general manager, protein, food and specialty products.)

"It was a nice success story seeing a product fit into a new application and convert an entire industry to it," said Moore, speaking of the high amylose quick setting jelly business. "We had the starch, all the technology, a steam injection cooking system and could supply the whole package."

High amylose was an established business when modified waxy food starches and high fructose corn syrup (HFCS) entered Staley's ingredient inventory. At that time, research still had few shoulders to carry the work load; so, the staff became acquainted with many applications and food products, according to Carl. That was the beginning of a new decade and the busiest time Moore recalls in his career. Laboratory develop-



At the "bench," Carl Moore works on a new use for a Staley ingredient.

ment work as well as field service were provided for a whole new era of products.

Carl's work in starches centered around pie fillings, puddings, ice cream toppings, canned goods and dry mixes. One of his major areas of concern was working with "Rezista," designed for acid and frozen food applications but it turned out to be a universal, all-purpose modified food starch, used in frozen or canned acid fruit pie fillings as well as frozen cream pie fillings, aseptic puddings that are non-acid products, and a host of other starch-thickened foods. Moore's frozen pie reformulations, replacing tapioca with Rezista, went unchanged into some commercial products. The Staley starch had cost advantages, was plentiful while tapioca was in short supply, was more tolerant to processing variations and possessed the necessary frozen product shelf life properties.

Because of the shortage of tapioca in the early '70s, aseptic pudding processors needed an alternative ingredient. "By combining Rezista and 'Mira Cleer 340,' a waxy-dent corn combination, we came up with a prototype to present to the two largest pudding processors and they both switched to the new formulation. Priced right and available, the new ingredients in addition demonstrated necessary functionality."

In the sweeteners arena, Carl worked on high fructose applications long hours with one of the nation's leading makers of preserves, converting its formulations from sucrose to "Isosweet 100." Along with this work came the development of "Isosweet 180," a high solids HFCS product designed specifically for preserves to save the processor time and energy in removing excess liquid and at the same time improve the quality of the finished product by not having to cook the fruit as long. Moore said the idea for this product came from a marketing man, Larry Cunningham, now vice president and general manager of the starch business unit.

In addition, Carl was heavily involved in the seventies working on Isosweet formulations for candied fruits and maraschino cherries, converting the syrup for them from sucrose and corn syrup to high fructose formulations. He also worked with salad dressings and ran one of the first commercial tests using Isosweet in that type of product. Pickle packers also learned how to use the new sweetener through his work for that industry.

Some patents "pan out"

Moore holds a number of patents, some jointly. Commenting on them, he said, some have matured into successful products. Two that hit their targets used high amylose in candy and another was for a starch jelly process patent. There's also one related to a nougat candy process that developed into a new antacid tablet, currently being advertised nationally. This product, the same basic concept that Carl developed, contains Staley's high maltose corn syrup plus a Gunther whipping agent.

Telling the story of the antacid's development, Carl said, "You never know who your students will be at the National Confectioner's School held at the University of Wisconsin in the summer. You develop friendships and about 30 new industry contacts at every session." One such student

learned that his company wanted to see a demonstration of starch jelly candy formulations for use in medicated items like cough drops and antacid jellies. He recommended that they learn more about the process from his former instructor, Carl. For three days at the Staley research and development center, they worked mostly with a standard starch jelly candy formula. The last day of the visit, Moore had time to make one more batch of candy, this time switching to the "Mira-Creme Nougat" concept. He included their active antacid ingredients and sent the nougat product along with the starch jellies they'd formulated.

That last minute batch was just what the company wanted. For the next four years, they worked on the product, at one point shipping molds and equipment to Staley so that Carl could run prototype samples in Decatur. They purchased jet cookers. Then when they were ready to try out commercial equipment, Carl was asked to run the first material. "It took right off and ran on the big equipment: Most start ups are not that easy." From there, they put it into test market and everywhere received a positive response. And, along the way, from the bench to the drug store, the customer continued to ask for Carl's technical service. At one point, they air freighted Staley sweetener and protein over to Germany and paid Moore's plane fare to look at some extruding equipment as an alternate method of manufacturing their product. Moore worked with them in Germany a week, investigating the advantages that type of equipment might offer. In the end, the company stuck with the method Carl originally used.

Then too, Moore was responsible for the formulation of the centers for Jelly Bellies, the gourmet jelly bean eaten by the President. Carl is quick to point out, however, that he was not responsible for the marvelous flavors -- only the tender centers carrying the flavor.

Among the other patents he worked with was one for a Batter Starch Moore shared with Dr. Bob Schanefelt and Dr. Cheng. He also holds a patent on food concentrates with Dr. Cheng. This product contained starch and corn syrup but would not thicken until water was added. By pouring four tablespoons of the concentrate in a dessert cup along with water, an instant pudding emerged effortlessly. This was perhaps one of the most unique patents, said Carl, but it never materialized into a commercial consumer product.

Fast clean-up found for molds

Another patent focuses on a process he discovered while cleaning up laboratory utensils after working with starch jellies. "Everyone in the candy industry has always wanted to make molded starch jellies in rubber or steel molds--something other than a starch mold. But it is difficult to release sticky jelly from a fixed mold," said Moore. For a time, Carl worked with various agents, such as oils, that might release the jelly from metal molds. None was successful. While he was trying to clean up a mold one day, Carl used steam to melt the surface of the candy and it cleaned away. Then, he drilled holes in the metal mold and applied some steam to the outside and the candy popped out.

Carl also teamed up with Bill Robinson for a patent using high amylose coating on food

products such as freeze-dried strawberries. While providing a great product, this process proved too expensive for practical use.

Discussing research development work, Moore said it comes about in many ways. "The preferred approach is to set out to find a product or functionality and arrive at it. However, one may set out to do one thing and come up with something else that may be useful. Technical service or sales may request development of a product with characteristics for a certain application or customer need. If exploratory work shows promise, we would write the project into a proposal, and if approved, it becomes funded by either corporate or sales." Moore says a person may spend six months to a year working on a project part time. "Very often though, work is interrupted by technical service responsibilities, special or quick projects or a manufacturing problem, which will pre-empt all else.

"Even if laboratory work looks good, we need to get a prototype in the hands of someone in the industry and obtain practical input -- let them run it on a commercial machine and try it out. Industry contacts are invaluable in development work," says Carl.

His favorite part of research work is hands-on development, product trials and new product start ups. "I like seeing products materialize.

"The company's support of this research and development program makes our achievements possible -- the facility and resources are excellent," said the award winner. "We have so much people talent in every area to draw upon, the loyal service staff is always willing to devise some special little gadget needed in the laboratory and the stenographers and library staff are second to none. Total cooperation provides the special environment for research achievements."



Team members who won the Friday Night Bowling League were, back row, left to right, Jack Wineinger, Lou Wade and Chuck Hagood. In front with trophies are Gene McConnell, left, and Gary Camp.

Take bowling honors

Bowlers from the Des Moines soybean mill were champions of the Friday Night T.G.I.F. League.

Team members included Jack Wineinger, production supervisor; Lou Wade, production supervisor; Chuck Hagood, plant superintendent; Gene McConnell, production superintendent; and Gary Camp, senior production supervisor.

Wineinger also was high-game winner for the season, rolling up a 256.

Worth noting . . .

Tapped for the National Honor Society at McCutcheon High School, is Candy Kay Stair, 16-year-old daughter of Dick, starch dryer C.P. operator at Sagamore. Membership requires scholarship of at least a 3.2 on a 4.0 grade point, and nomination by the school's faculty based on leadership, service and character. Besides her academic interests, Candy is manager of the baseball and football teams.

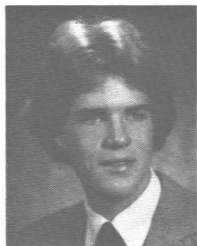
11 designated state scholars



Lisa Brandyberry



Tina Emmons



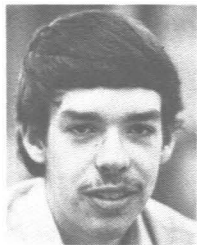
Shawn Smith



Scott Whitsitt



Kathy Empen



Michael Hirst



Sally Fischer



Michelle Wagner



Lora McLaughlin



Jean Moser



Susan Kickle

Among recent graduates of Decatur and area high schools who have been named 1983-84 Illinois State Scholars are 11 children of Staley/Decatur employees.

They are Lisa Brandyberry, daughter of Dave, project controls supervisor, engineering services; Tina Emmons, daughter of Bob, manager, corn feeds, commodities, industrial products; Kathy Empen, daughter of Joe, manager, Gunther Products; and Michael Hirst, son of Dave, senior on-line instrumentation specialist, engineering, from Stephen Decatur High.

Also from that school are Lora McLaughlin, daughter of Ralph, maintenance planner/designer, dry starch, manufacturing, industrial products; Jean Moser, daughter of Ken, group manager, chemicals from carbohydrates, research; Shawn Smith, son of Norris, operations manager, manufacturing, agri-products; and Scott Whitsitt, son of Ken, senior draftsman, engineering services.

Named from Eisenhower High are Sally Fischer, daughter of Tom, executive vice president, industrial products, and Michelle Wagner, daughter of Ralph, corporate controller.

Among Mount Zion students who earned the designation is Suzanne Kickle, daughter of Hunter, senior research chemist, chemicals from carbohydrates, research.

State Scholars have received high scores on either of two college entrance examinations -- the Scholastic Aptitude Test (SAT) or the American College Testing (ACT) program -- as well as high class rankings.

Lisa Brandyberry plans to study at Wartburg College in Waverly, Iowa, where she has been named a Regent Scholar and given a scholarship. The honor student and member of the National Honor Society is a National Merit Commended Student.

Her activities have included class council representative three years, Spanish Club four years, serving as secretary her junior year and vice president this year, and working on the school newspaper. Musically, she has participated in the Modernaires and was a member of the Modernaire Choir as a junior and the Singing Dimension Choir as a sophomore.

High honor roll student Tina Emmons is also a National Merit Commended Student and a member of the National Honor Society. She has served three terms on class councils and as Student Council president.

In addition, Tina has sung with the award-winning Songsters Swing Choir, is past president of the French Club and was second-place winner in mathematics among individuals in the TEAMS (Test of Engineering Aptitude, Mathematics and Science) contest for large area schools. She also has been a member of the Staley Explorer Post.

Honors continue to pile up for Kathy Empen, who is valedictorian of her graduating class. A high honor roll student all four years, she has been president of the National

Honor Society and has been named a National Merit Commended Student.

Her honors in 1982 include Outstanding Chemistry Student Award, the Bausch & Lomb Science Award, the Jonathan Baldwin Turner Scholarship from the University of Illinois and the Daughters of the American Revolution Award. She also received a \$2,000 presidential scholarship to Knox College this year.

A year ago, Kathy earned the Student Council Award for combined Athletic/Academic Excellence. She's received varsity letters four years in volleyball and softball and two years in basketball.

Empen's extracurricular activities cover two years on the school's newspaper staff; four years in band playing second-chair flute and cymbals; council representative her junior and senior years and spokesperson for the junior class at school board meetings. As a six-year 4-Her, she's received state and national recognition and served as vice president in 1982. Kathy also has been treasurer of the Staley Explorer Post.

Receives four-year scholarship

The recipient of a four-year, full-tuition scholarship to Brigham Young University in Provo, Utah, is Mike Hirst. The National Merit Scholarship finalist served on Stephen Decatur's Mathematics and JETS teams and placed first individually in the mathematics and physics competition among large area schools.

Hirst has been business manager for "The Observer" newspaper, a member of the Modernaires and has participated in "The Folding Green" and "Pajama Game" and danced in "Fiddler on the Roof." Besides scouting, in which he achieved Eagle Scout designation on February 16, 1983, Mike is active in his church.

Band and symphony honors have followed throughout the high school career of Lora McLaughlin. She has been named to the All-State Band her last two years and in her senior year, to the Honors Band. Lora received the Decatur Symphony Guild Summer Music Camp Scholarship both sophomore and junior years, was named to the High School City Honor Band the past three years and the Decatur Youth Symphony Orchestra all four years.

Lora is a National Merit semi-finalist and has been a member of the school's National Honor Society the past two years. She also received National Honor Society recognition her freshman and sophomore years as well. Aside from school endeavors, McLaughlin has been active in Staley Explorer Post activities.

Tapped for National Honor Society membership her junior year, Jean Moser also has served on her class council the past two years. She played on the girls' tennis team her first three years of high school, ran track her first year and bowled as a sophomore. Moser played in the Redcoat Band her freshman year and the Marching Band her sophomore and junior years. Other pursuits have included nine years with 4-H.

Awardees take trip down "Memory Lane"

"The year was 1937. All over the country, people were dancing and listening to music like 'Begin the Beguine'," according to Reeder C. Miller, vice president of corporate transportation, who was emcee of the 36th Annual Service Awards Program. Right on cue, strains of that tune helped return guests to yesteryear.

Miller continued, "We were trying desperately to come out of the Great Depression, while reading newspaper headlines that told us of the Hindenberg disaster, the opening of the Golden Gate Bridge in San Francisco and Joe Louis being crowned Heavy Weight Champion of the World. It was the year that President Roosevelt organized the March of Dimes to fight polio and Amelia Earhart disappeared somewhere over the Pacific."

Focusing on the hometown news, Miller said, "At Staley/Decatur, a new soybean mill and warehouse were occupied and a new oil refinery as well as a new laboratory were opened in the heart of the plant." But most importantly, during that year, two men -- Sam Robinson and Frank Waller -- began their careers now numbering 45 years plus.

Moving on, Miller noted "Don't Sit Under the Apple Tree" set toes to tapping in 1942 when the world was at war and servicemen everywhere were telling sweethearts to wait

for them to come home. "The news centered on places we had never heard of -- Midway, Tobruk, Guadalcanal and Stalingrad.

"Here at home, we were suffering through 'hardships' like the rationing of butter, sugar, meat, tires, gasoline and, heaven forbid, coffee.

"Staley employees were being mugged and fingerprinted for security purposes and were spending their spare time tending to victory gardens," the emcee related.

It was a time for very special people like the 40-year honorees, who, since then, together have rolled up more than 1,120 years of service.

Stepping up with another five years, Miller said, "The wild celebration of V.J. Day turned to frantic efforts to recover the time lost in World War II. Songs like 'That's my Desire' emphasized our dreams for the future.

"It was a funny year. George Marshall set forth his plan for the recovery of Europe. . . . There was a royal wedding in England as Princess Elizabeth married Lt. Phillip Mountbatten. . . . Captain Charles Yeager flew an air force jet faster than the speed of sound and the first flying saucers were reported. . . .

"Around Staley/Decatur, work began on a new first aid building, new mechanical shops and the packing house for corn feeds. We also celebrated the 25th anniversary of the company starting the soybean processing industry. But more importantly, that was the year Staley had its first awards program. Joining the company in that year were our 35-year awardees with more than 1,645 years of service."

Moving on to a "hit" for the next service group, Miller selected "Young and Foolish," which he said "really described our whole country in 1952. We were discovering the joys of that new fangled gadget, television. . . . We elected a Republican, Dwight Eisenhower, over an Illinoisian, Adlai Stevenson, to be President of the United States and Jonas Salk came up with a vaccine to immunize the world against polio.

"In the early summer, a new flash feed dryer went into operation at Decatur, as well as new truck scales at the main gate," Miller recalled. Continuing, he said, "The Staley Women's Club was born and a new sign went up on Elevator D with letters weighing from 350 to 600 pounds each, telling the world who we were."

The emcee said that 37 people honored at the dinner for their 1,110 years of service became part of Staley that year. They are the class of 1952-53.

Turning to the years of 1957-58, Miller observed they did not start in a spectacular manner. "Sure, a young fellow named Kennedy from Massachusetts won a Pulitzer Prize for writing a book about courage and a replica of the Mayflower crossed the Atlantic Ocean 14 days faster than the original, but it wasn't really outstanding," the emcee said. "Then a marine major by the name of John Glenn set a transcontinental speed record and in the fall Russia put up not one but two space satellites called Sputniks, followed shortly by two satellites of the United States. Suddenly we were in the space age.

"Here at Staley/Decatur, we placed in service a new grain belt -- the world's longest and introduced a new product, 'Sweetone.' At the awards dinner that year, Gus Staley announced he was asking the board of directors to move him up from president to chairman of the board and chief executive officer."

Miller didn't forget the song from this era, "Are you Lonesome Tonight?" He acknowledged that it was a special song made famous by the one and only Elvis and used it to introduce a very special group of employees -- the 25-year honorees.

Calling out their names in the order in which they joined the company, Miller rolled through the list, coming to the final name on the roster of one who had joined Staley exactly 25 years earlier on April 14, 1958. Miller said this "young man joined the company as a research chemist. He advanced in research and the agriproducts area until on November 11, 1980, he was named president and chief executive officer of our company -- Bob Powers."

(Continued on Page 7)



Among the 260 employees, spouses and company guests attending the 36th Annual Service Awards Program are those pictured. Together, the 148 honored during the program have service records totaling more than 4,815 years. Besides a welcome from Don Nordlund, chairman, the program rolled down Memory Lane with remembrances from each of the awardee groups' first year with the company given by Reeder Miller, vice president of corporate transportation and program emcee.



Downpour didn't drench spirit--In spite of the continuous rain, Staley/Decatur bikers continued to pedal their way toward more than \$7,400 they raised for the local chapter of the American Cancer Society. Among the 203 entries in the major fund raiser were the following Staley employees and children: Richard Lauber, Roger Hipsher, Joey Flies, Bill Anderson, Dennis Storm, Luisa Visintin, Jason Raak, Cheryl and Chad Beery, Sharon, Jim and Rodney Butler, Lee Miller, Chris Riley, Dave Bertram, Drew Jones, Jan Benson, Debbie Reed, Jerry Atkins, Steve Jannink, Mike Brown, Kevin Casper and Brian Carnie.



Messien String Quartet members are, from left, Al Blickensderfer, Deonne Orvis, Marion Bradford and Martha Chiligris.

Encore, encore: Music woos employees

Normal clatter and chatter of the noontime trade was absent, replaced with relaxing chamber music. The research cafeteria had a full house that blustery day as Staley employees turned out some 200 strong to hear the Messien String Quartet from the Decatur-Millikin Symphony Orchestra during lunch at Staley/Decatur.

Musicians included Deonne Orvis, playing the first violin; Al Blickensderfer, second violin; Marion Bradford, viola; and Martha Chiligris, cello.

Just in time for the concert warm-up, Bradford shrugged off his white laboratory coat and replaced it with his suit jacket. A Staley employee two years, he is a senior research chemist in food and agriproducts.

This effort to acquaint Decatur industrial employees with a different type of music is sponsored by a grant from the Decatur Area Arts Council. In the program's first year, Staley was one of only four area industries to host the musicians.

Awardees reasons for achievements

(Continued from Page 1)

we build a good team. Pulling together, feeling the pride in the organization as part of the team is what winning is all about.

"I know your team is winning because of the kind of personal power you display. It has not been sweeteners, starches, corn or soybeans that have made this organization important. It's been people like you -- the winners."

Tradition honors company's builders

Welcoming the guests, Don Nordlund, chairman, said, "Staley is unique in many ways. One reason for its uniqueness is a commitment to retain worthwhile traditions, and the Service Awards Dinner is one of the most enduring and meaningful of such traditions. It provides an opportunity for Staley to honor the men and women who have built this company through hard work, initiative and dedication. Tonight, we are honoring 148 employees with more than 4,815 years of total service to Staley -- a remarkable record, and as tonight's program states, one which is greatly appreciated.

"You here this evening are the *reasons* for Staley's record of achievements," the chairman said. "It is especially important at this time for Staley to remember its past because of the transition taking place in our company.

"Staley has gone through a period of unprecedented growth and expansion; the dynamics of our business are being altered by new technology; the demands of customers are becoming more challenging and competition increasingly intense; we are creating new products, opening new markets and building new facilities. All of this adds up to change.

"And change we must if we are to sustain growth in the years ahead," Nordlund emphasized. "But -- in the midst of change -- we must never lose sight of the importance of Staley people."

Bradford is one of two original members of the string quartet formed a little over a year ago to provide Christmas music in a local church. Although his early training was on the violin, Bradford switched to viola when the symphony in which he played at Rome, Georgia, lost its only violist. He borrowed a viola to fill that musical void. (That was while Marion was earning his B.A. in chemistry at Shorter College at Rome.)

Then during his M.S. and Ph.D. studies in biochemistry at the University of Georgia, Bradford stopped performing and stayed away from music for eight years. He picked it up again in 1980, just before arriving at Staley.

Looked upon as a stepchild by some musicians, the viola is not a solo instrument, according to Marion, but it has good points. In fact, the scarcity of violists has opened some doors for him!

Bradford is working to improve his skills through hours of practicing, which he finds mostly in rehearsals with either the ensemble or the symphony and occasional performances. In total, he plays about 10 hours a week.

Besides concerts at local industries, such as the recent one at Staley, the string quartet has played for weddings and the inaugural activities of Governor James R. Thompson. Their repertoire consists mostly of classical quartets written by Joseph Haydn or Wolfgang Mozart -- providing easy listening and relaxation.

A favorite form of chamber music because of its lyricism and intensity or expression, the quartet, in just four voices, says everything concisely. In the classical form of the ensemble, there's no leader. Musicians learn to read each other's body movements as a way to keep together. Each shares ideas and interpretations -- with practice sessions, give-and-take -- until all agree on the "sound."

Two violins, a viola and a cello. . .their intricate harmonies are performing a "discussion in music." And Staley listeners vote for "further discussion."

Nordlund, who witnessed the first shipment of high fructose syrup from the Loudon plant, told the guests, "It was another milestone for our company, reinforcing the Staley reputation as a leader in corn refining. Our leadership in corn refining and soybean milling and the Loudon plant itself are tributes to generations of Staley people -- including you here tonight. The whole of your experience and the examples you have set for newer employees are the foundation. Your knowledge is present at Loudon, Lafayette, Des Moines -- wherever the Staley Company processes corn and soybeans. Even with new technology, your know-how, dedication and loyalty are our most valuable corporate resources.

To all of the award recipients, Nordlund extended appreciation for a job well done. "The company is counting on your continued contributions in the future. And -- to all of the spouses, we also thank you for the support and understanding you give to your husbands and wives over the course of their Staley careers. We appreciate your importance."

Cost-wise ethanol competitive flight fuel

(Continued from Page 1)

Ethanol is a cooler burning fuel -- about 125 degrees cooler in his stunt plane -- thereby extending the life of the engine. It also is much cleaner burning than aviation fuel with virtually no hydrocarbons in the emissions. (Max is also involved in air pollution research with his aircraft.)

Being a stunt performer negotiating such maneuvers as low-level inverted passes in the ethanol-powered aircraft, Max says, "I think my use of power alcohol demonstrates that I have confidence in the fuel."

A professional stunt pilot the past 10 years, Shauck said he began investigating ethanol as a fuel "for selfish reasons." (This was not a new idea, however, as the Japanese and Germans used that fuel in their planes when they ran out of everything else during World War II.)

When the oil embargo hit in 1974, Shauck said, "The President began talking about rationing or cutting off fuel to general aviation. That hit pretty close to my heart, and I began looking around for an alternative. I read about converting corn to alcohol."

Max found financial backing from a Houston oil man named Gus Glasscock Jr., but to keep expenses down, the professor has performed all of his mechanical adjustments and testing himself.

Promises of alcohol far reaching

"The more I have become involved with ethanol, the broader the implications I have discovered for the economy, the balance of payments and putting the farmer back to work. Alcohol is the way to do all of these," he said.

Raised on a small grain and livestock farm near Mansfield, Ohio, the pilot stressed the need to find uses for grain. He noted that a fuel derived from a renewable raw material produced domestically could have a positive effect on the United States' dependence on foreign oil, aiding in the balance of payments by becoming more self-sufficient in fuel.

Cost-wise ethanol has been competitive with aviation fuel. He figured the 180-proof ethanol at the time of his flight was priced at about \$1.40 a gallon compared with 200-proof alcohol at \$1.70 or aviation fuel at \$2.15. His plane used more ethanol per mile compared to aviation fuel, but it was still between one and two cents a mile cheaper to fly on the lower proof ethanol than on aviation fuel. "This savings can be improved by more elaborate modifications to the engine," Shauck said.

"My modifications were very simple and crude. I drilled out the fuel injectors to deliver a greater flow and advanced the timing. With more sophisticated modifications, fuel efficiency should be improved to allow as good or even better mileage than with aviation gasoline.

Countering allegations that it takes more energy to produce ethanol than is produced, Shauck said, "It takes about 25,000 British Thermal Units (BTUs) of energy to produce a gallon of ethanol, but there are 75,000 BTUs in a gallon of that fuel. That means production is about 300 percent efficient and with new still technology, they might be able to lower the energy use to 13,000 BTUs by using reverse osmosis. We're using still technology dating back to the 1800s."

Are there any drawbacks to ethanol as a fuel for aviation?

"Yes, a few," the pilot said, "but they're easily surmountable. Gasoline engines must be modified for ethanol. . .and you can't always get a fill-up at the nearest airport! I hope that situation will change soon.

"Actually, I don't know why more pilots are not using this fuel," the aviator said. The most logical groups to use airplane ethanol fuel would be crop dusters, "fixed-base" pilot-training operators and sport aviators, according to Shauck. He suggested that these groups form farm co-ops to grow feedstocks, build stills and produce wet ethanol. According to Max, 180-proof ethanol produces just as much power in the aircraft as anhydrous ethanol, and predicted that five years from now, these groups will be using a large percentage of ethanol as airplane fuel.

Shauck is applying to the Federal Aviation Administration (FAA) to have his ethanol-fueled plane classed in the same category as other general-aviation aircraft. The plane is currently an "experimental" aircraft and is limited in its operation. He believes the plane could be reclassified as early as this summer.

Given a little time, Max sees ethanol as the fuel of the future, not just for aviation but for road vehicles as well. "It's just a superior fuel all round," he said.

More lies ahead

(Continued from Page 4)

Concluding the evening, the emcee stressed that "it is not sufficient to review the past and say 'well done.' Rich as our tradition and our past may be, we must continue in the conviction that more lies ahead of us than is behind us. With the strong foundation that has been established, continued growth should not be as difficult as it was in the company's early years."

Joining the leisure life . . .



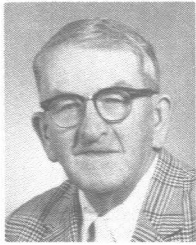
James Hayes



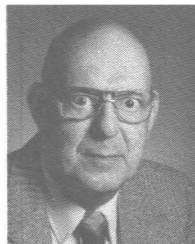
John Brewner



George Henson



Robert Ragsdale



Gerry Reece



Arlone Ritter



Glenn Vance

Effective April 1, 1983

JAMES HAYES, production control/warehouse supervisor, syrup refinery, manufacturing, industrial products, Decatur

Effective May 1, 1983

EMERY BLAYLOCK, senior mechanic, 5 & 10 building, Decatur
JOHN BREWNER, rigger leadman, 77 building, Decatur
HERBERT COCHRAN, supervisor, oil and feed loading, corn milling, manufacturing, industrial products, Decatur
GEORGE HENSON JR., weighmaster, 28 building, Decatur
HOWARD HENSON, deodorizer operator, 29 building, Decatur
ROBERT RAGSDALE, process supportman, 9 building, Decatur
GERRY REECE, supplies/ingredients expeditor, manufacturing services, manufacturing, industrial products, Decatur
ARLONE RITTER, secretary to the vice president and general manager, sweetener business unit, industrial products, Decatur
THOMAS ROLLINS, elevator operator, soybean milling, agriproducts, Champaign
GLENN VANCE, assistant administration building superintendent, corporate office services, corporate finance, Decatur

54 May celebrants work 830 years



Marion Schubert



Don Adcock



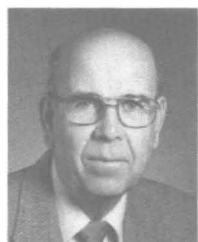
William Oldweiler



Donald Peck



Robert Boyd



William Dodd



August Sandvick



Richard Grimm



Donald Klingler



Charles O'Dell

40 Years

MARION SCHUBERT, production supervisor, soybean milling, agriproducts, Fostoria

35 Years

DON ADCOCK, senior mechanic, 77 building, Decatur
ROBERT BOYD, converter A operator, 16 building, Decatur
WILLIAM DODD, equipment fabrication supervisor, maintenance, manufacturing, industrial products, Decatur
LEONARD HOADLEY, supervisor, inventory control, maintenance, manufacturing, industrial products, Decatur
WAYNE HULL, senior mechanic, 77 building, Decatur
DONALD KLINGLER, senior mechanic, 31 building, Decatur
CHARLES O'DELL, maintenance superintendent, facilities, maintenance, manufacturing, industrial products, Decatur
WILLIAM OLDWEILER, motor coordinator, manufacturing services, manufacturing, industrial products, Decatur
DERALD SCHONEMAN, rigger leadman, 31 building, Decatur
MARGARET SHEPHERD, supervisor, communications, corporate office services, corporate finance, Decatur
FRED STARBODY, supervisor, paint/clean-up, maintenance, manufacturing, industrial products, Decatur

30 Years

DONALD PECK, shift foreman, pilot plant, chemicals from carbohydrates, research, Decatur
AUGUST SANDVICK, maintenance mechanic AA, soybean milling, agriproducts, Des Moines

25 Years

RICHARD GRIMM, territory manager, starch business unit, industrial products, Cincinnati

20 Years

DONALD HICKS, stores coordinator, 80 building, Decatur
JOSEPH SHIELDS, rigger leadman, 31 building, Decatur

15 Years

ROBERT HESSION, chief operator, refinery, manufacturing, industrial products, Sagamore
MICHAEL SIPLE, chief laboratory analyst, manufacturing, industrial products, Sagamore

10 Years

KATHERINE BROWN, tax assistant, corporate control, corporate finance, Decatur
BRUCE COX, building operator, 99 building, Decatur
STEVEN DUNLOP, administrative manager, manufacturing, industrial products, Morrisville
JOHN HARRIS, warehouse packer, manufacturing, industrial products, Morrisville
RANDY KIRBY, supervisor, transportation equipment, agriproducts, Decatur
JAMES LAWSON, assistant plant manager, manufacturing, starch business unit, industrial products, Monte Vista
JAMES LEDBETTER, senior mechanic, 101 building, Decatur
WALTER LIPKA JR., utility laborer, 44 building, Decatur
RAYMOND MCKNIGHT, warehouse packer/palletizer, manufacturing, industrial products, Morrisville
BRADLEY MENDENHALL, stores coordinator, 80 building, Decatur
KEVIN MONDAY, extraction operator, soybean milling, agriproducts, Fostoria
ROBERT MORRISON, quality assurance technician, manufacturing, industrial products, Morrisville
FLOYD PHILLIPS, process service operator, manufacturing, industrial products, Morrisville



Champion keglers--Fostoria soybean mill's bowling team won the league championship this spring at Seneca Lanes in Fostoria, Ohio. Those responsible for the honor are, from left, Pete True, transportation manager, John Droll, maintenance man, Dave Thallman, extraction operator, Larry Weiler, assistant controller, Jim Crawford, plant manager, and Bob Dixon, plant superintendent. This season, they compiled 83 wins, 49 losses.

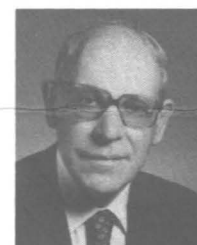
LEREOY REALE, shift foreman, manufacturing, industrial products, Morrisville
ALFRED RENNERT, supervisor, starch specialties, dry starch, manufacturing, industrial products, Decatur

5 Years

GARY BERRY, merchandiser III, grain, agriproducts, Decatur
DAVID BOHL, technician, refinery, manufacturing, industrial products, Lafayette
MARY ANN CARR, process supportman, 6 building, Decatur
BRANFORD COLVIN, assistant roll dryer operator, manufacturing, industrial products, Morrisville
JEFFREY DEHN, senior computer process control engineer, computer process control engineering, corporate engineering, Decatur
SANDRA DUBREE, technician, wet milling, manufacturing, industrial products, Lafayette
GARY ESPINOSA, operator, manufacturing, industrial products, Monte Vista
RONALD FIALA, associate management sciences analyst, business systems, corporate information systems, corporate finance, Decatur
RUSSELL GIBSON, technician, wet milling, manufacturing, industrial products, Lafayette
PETER HETMANSKI, roving operator, manufacturing, industrial products, Morrisville
JAMES LOWERY JR., process operator, 118 building, Decatur
RICHARD MAJORS, production supervisor, specialty manufacturing, soybean milling, agriproducts, Champaign
RALPH NETH JR., chemist I, manufacturing, industrial products, Sagamore
CARL NIEKAMP, senior laboratory manager, bioresources utilization, advanced research and development, research, Decatur

WILLIAM PALARDY, chemical engineer, manufacturing, industrial products, Morrisville
TIMOTHY POLEN, printing equipment operator, corporate office services, corporate finance, Decatur
ERNEST STASIK, process service operator, manufacturing, industrial products, Morrisville
LAWRENCE THOMAS, personnel administrator, manufacturing, industrial products, Loudon
RANDALL TICEN, technician, refinery, manufacturing, industrial products, Lafayette
CINDY WATTS, dependent claims clerk, claims administration, medical/safety, corporate finance, Decatur

On the move . . .



William Hagenbach



Harold Kraus

CORPORATE

WILLIAM HAGENBACH, from director, environmental sciences, engineering, to director, environmental sciences and safety, medical and environmental affairs, finance
HAROLD KRAUS, from research chemist, to senior research chemist, food and agriproducts, research
JAMES MCCOLLUM, from associate food technologist, to food technologist, food and agriproducts, research



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

Address Correction Requested

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



Staley takes third--Among the 1,350 runners in the Sage City 10-meter run held in Monticello, Illinois, recently were some Staley employees who captured third-place honors among corporate teams. Teammates, from left, were Ken Patterson, Kirk Otto, Steve Casper, Doug Varvil, Jim Riley, Rick Rietzel and Mike Landacre.