

StaleyNews

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Decatur tops 1.5 million hours without lost-timer; eyes industry safety record

"As with production records of any kind, safety takes the full attention, cooperation and diligent effort of everyone on the job," according to Bob Moore, senior safety engineer, corporate environmental sciences safety. "With the number of hours worked since their last lost-timer, Decatur hopes by the end of July to be the new safety leader in the corn refining industry, succeeding Morrisville, which claimed the National Safety Council's title in February, 1984, with 1,071,000 hours worked safely." (The Morrisville plant passed its three-year mark without a lost-timer on April 22, 1985.)

Speaking of the Decatur plant's recent safety accomplishments, Ron McCoy, plant manager, said, "This has definitely been a team undertaking."

"Passing the million work hours without a lost-timer April 14, then exceeding the 1.5 million mark on June 13, we are all hoping to see the two million hours tallied up about mid-August," McCoy acknowledged. "That will really be an achievement to celebrate -- safely."

"Safety records do not just happen," McCoy emphasized. "They occur because a great deal of effort by many people is extended. The plant has been preparing for these accomplishments for some time."

"The joint health and safety committee, which devises and administers the plant's safety program, has established sound safety codes, written exceptional training manuals, compiled an outstanding procedures book and made these tools an integral part of the operation. Then too, as we began to see success with safety, no one wanted to drop the ball," the plant manager pointed out.

Continuing, McCoy said, "We're on an exciting safety roll and every employee is taking pride in the achievements. It's particularly gratifying to be a positive influence on Staley's overall safety picture since the other corn plants are having a good string of safe days also."

"While we have an older plant with associated problems to contend with," said the plant manager, "Decatur employees are showing that the safety task is not impossible. Going hand in hand with the safety effort has been an overall clean-up of the premises, which, in effect, helps promote safety. A clean working environment eliminates hazards that can trip up employees in their routine duties."

"Safety ties in with all phases of our plant operations. We can break records on production, but if we do it unsafely, if someone gets injured in the process, then that record does not hold the degree of satisfaction it could have. The route we are pursuing is a well-balanced ability to set production records while turning out quality products our customers appreciate and doing it all very safely. I take this opportunity to thank the Decatur employees for giving this effort their full cooperation."

A number of Decatur employees spoke of their safety accomplishment and ways to extend it considerably the day of their million hours celebration on April 22. Most believe this was just a good beginning for Decatur's safety effort, and so far they have proven themselves to be correct. Their comments follow.

"We can work safely by knowing our jobs and by following the safety rules and regulations of the plant. We must also be

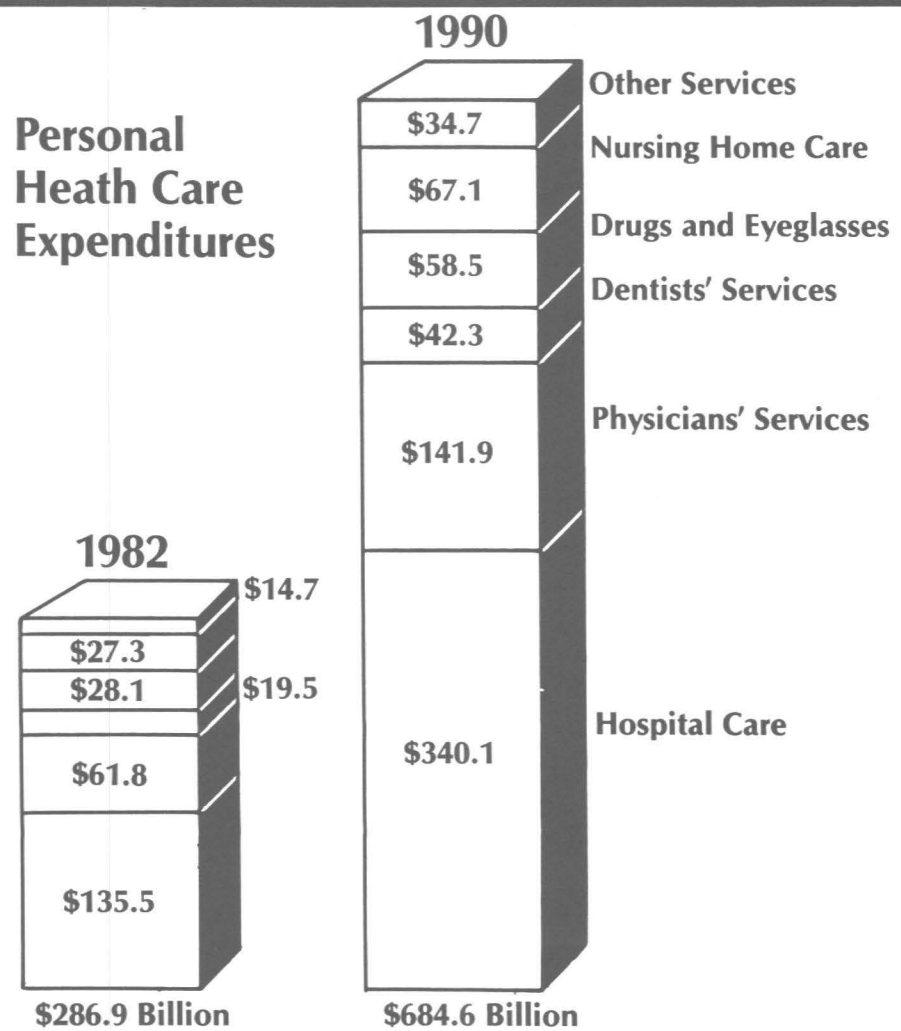
(Continued on Page 8)

Holding company in Rolling Meadows

Staley Continental, Inc. has located its new offices at One Continental Towers, 1701 Golf Road, Rolling Meadows, Illinois.

Staley Continental was formed in February, 1985 as the result of the reorganization of A. E. Staley Mfg. Co., following that company's acquisition of Chicago-based CFS Continental in late 1984. Staley and CFS Continental now operate as wholly owned subsidiaries of Staley Continental.

Personal Health Care Expenditures



The rapid increase in health-care costs are attributed to a number of factors including inflation. The introduction of new technology, leading to innovative but costly treatments, is to be counted. A rapid increase in persons over age 75 -- a group requiring considerably more medical care than the remainder of the population -- is also instrumental in cost increases. In addition, financing and purchasing health-care services contribute to costs. Consumers pay only a third of the personal health-care expenses directly. The remainder is financed by third parties -- private health insurers, government, organizations and industry.

Health-care changes allow employee decisions, influence on medical costs

Note: This is the second of a two-part article on health-care trends and Staley benefits.

The health-care system in this country is a staggering enterprise. Americans spent more than \$400 billion on medical care in 1984 or about \$150 billion more than the federal outlay for defense, noted Dr. Edwin E. Goldberg, vice president, medical and environmental affairs.

Total hospital expenditures have climbed 456 percent since 1970, more than 10 percent in 1983, and costs to industry have been even higher. Medicare expenditures have doubled every five years since 1974. Medical care now absorbs more than 10.8 percent of the Gross National Product (GMP) and may reach 12 percent by 1990.

If nothing is done to slow the constant escalation of medical costs, expected to be \$1,210,000,000 every single day of 1985 or close to \$1,000,000 every minute, then industry will no longer be able to provide comprehensive health-care coverage. The profitability, indeed the viability, of many companies is now being seriously challenged by overseas industry, which does not have to absorb these continuous fast-rising medical costs.

Studying ways to hold these dramatically rising costs in check while still preserving the quality of health benefits for employees, Staley has initiated long-range programs of health promotion, health education, preventive medicine and changes in its comprehensive health-care plan for salaried employees.

Like most health benefit programs of companies in the Fortune 500, the new

Staley Comprehensive Health-Care Plan has deductibles (\$100 per person, \$200 per family) and also co-payments (20 percent of usual and customary charges). These charges are modest in comparison with those set by many other large corporations.

According to a recent Rand cost study, people with 100 percent coverage spend as much as 60 percent more for health care than those who have to pay part of these bills. Furthermore, when people who were previously on 100 percent coverage were switched to a plan in which they had to pay 25 percent of first-dollar coverage, medical expenditures dropped 14 percent, hospital admissions fell 21 percent and visits to physicians declined 19 percent.

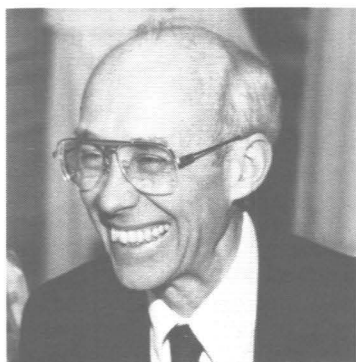
Staley's new benefits package has a maximum out-of-pocket expense of \$600 (\$1,200 for families) per calendar year. It pays 100 percent of outpatient testing up to \$500 per person a year as well as 100 percent of most outpatient surgery. Lifetime maximum payment has been increased to \$1,000,000 for each employee and his or her dependents to cover catastrophic illness.

The company has also instituted mandatory second surgical opinions in the new benefit package for certain non-emergency procedures. Most Fortune 500 companies have had this policy for several years. The decision to undergo surgery is made solely by the patient, but the second-opinion procedure is required for the patient to be eligible for benefits. The patient may also seek a third opinion.

Results of its second-opinion program have led the Cornell Medical Center-New York Hospital Health Benefits Research Center to analyze the cost effectiveness and benefits of focusing on select surgical procedures rather than all surgery. The center, since 1980, has advocated to the health industry that original second-opinion programs be modified to focus on up to 14 high-cost, frequently performed procedures. Research has shown that concentrating on these procedures will reduce the number of cases in which a different opinion is given to one out of every four and save \$4 to \$5 in benefit costs for every dollar spent. Similar results have been documented by numerous reports from many U. S. companies.

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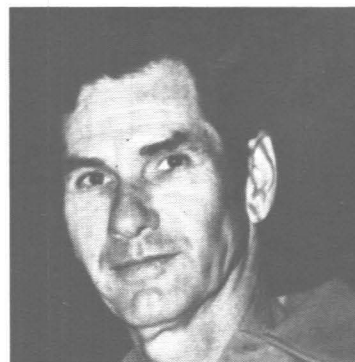
In the News...



Awardee/P6



Scholar/P11



Champion/P12

Many health problems related to personal lifestyle

(Continued from Page 1)

New to the program is total coverage for certain well recognized cancer screening tests. Among those covered is mammography for breast cancer, which afflicts one out of 11 women. Pap tests for cervical and uterine cancer that follow the guidelines of the American Cancer Society are also covered as well as hemocult testing for bowel cancer. The latter type of cancer causes 57,000 deaths annually, of which 75 percent could be saved with early detection.

Deductibles and co-payments are not designed primarily to shift costs to employees but to make employees aware of medical costs and to discourage unnecessary and unproductive over utilization of health-care benefits.

With new types of benefit coverages in the health-care plan and other available options, employees need to understand the plan and take an active role in making health-care decisions. As a result, they will become a more informed and discerning consumer of health-care services and will be able to choose those services that are most appropriate and produce the best results at the best available price.

Lifestyles affect health

Many of today's health problems relate to individual or personal choices (lifestyles). Acknowledging this fact, Joseph Califano, former Secretary of Health, Education and Welfare, said, "You, the individual, can do more for your own health and well being than any doctor, any hospital, any drug, any exotic medical device. Indeed, a wealth of scientific research reveals that the key to whether a person will be healthy or sick, live a long life, or die prematurely, can be found in several simple personal habits: One's habits with regard to smoking and drinking; one's habits of diet, sleep and exercise; whether one obeys the speed laws and wears seat belts and a few simple measures."

Staley believes that effective programs of health promotion and disease prevention at the workplace will substantially reduce the 245 million work days lost to injury each year -- this amounts to 10 times more than those lost by stroke debilitation.

"The kind of crisis medicine where we wait for people to become ill and then treat them is simply not acceptable," said Dr. Goldberg. "Programs in the workplace aimed at preventing disease and injury are our priority. The current public health revolution is aimed at keeping people well and avoiding disease as opposed to finding out what to do after they are sick."

Part of the reason for this shift in health-care emphasis is attributable to the shift in the leading causes of death from communicable diseases to chronic diseases associated with lifestyle behaviors. Among these chronic illnesses, the leading causes of death are heart disease, cancer, stroke, cirrhosis and arteriosclerosis.

"It is truly an American tragedy that most of the diseases that kill us are preventable and all of them can be delayed, frequently into old age, thus allowing individuals a longer and better quality of life and greater productivity," said Dr. Goldberg. "In a single year, preventable illness alone claims

as many American lives as the grand total of all the lives lost from the Revolution of 1776 through Vietnam. The sad fact is, of the health-care dollar, 97 cents is spent on treatment, only two and one-half cents is spent on disease prevention and only one-half a cent is spent on teaching people how to stay healthy."

Therefore, informed, responsible decision-making behaviors concerning health are now considered as major factors in determining health outcomes. This means the need for active participation by the employee in conjunction with health resources, available programs and education. "The present medical system only affects 10 percent of the public health; the other 90 percent is determined by an individual's personal decisions in regard to his or her lifestyle," states R. Palmer, past president of the American Medical Association.

Approximately 1,000,000 Americans have heart attacks each year -- the number one killer in the United States. About 29 million workdays (\$2 billion in earnings) are lost each year because of coronary heart disease, high blood pressure and strokes. Among the foremost causes of heart attacks and strokes are high blood pressure, smoking, abnormal blood fats, lack of exercise and stress, which are all preventable!

Smoking, a known culprit

Smoking alone causes 430,000 premature deaths per year from cancer and heart disease. The cost to industry was \$12.8 billion in 1976 from absenteeism, excess hospitalization, office fires, higher life insurance premiums, errors in work and time lost in smoking.

This habit is responsible for over 100,000 deaths a year from cancer, mostly from the lung -- (10 times the rate in non-smokers) but also throat, mouth, esophagus, bladder and pancreas. It is interesting to note that in 1985 lung cancer, which is the leading cause of cancer in males, will, because of more women smoking, surpass breast cancer as the leading cause of cancer deaths among women. Lung cancer will now be an equal opportunity malignancy.

Smoking also causes 19,000 deaths a year from lung disease (emphysema) and will contribute to the premature death of 37 million presently living Americans. The National Advisory Council on Drug Abuse points out that every year smoking kills seven times more Americans than died in the Vietnam conflict and seven times more people than are killed each year in automobile accidents. As part of Staley's overall health promotion program, "quit smoking" clinics are being held periodically to deal with this problem in a positive way.

Turning to another health problem, statistics show about 10 percent of the employed population suffers from alcoholism.... Alcohol and drug abusers are late to work three times more often, use three times normal sick leave benefits, are five times more likely to file Workmen's Compensation claims and 3.6 times more likely to be in an accident. Alcohol causes 205,000 premature deaths a year from vehicular accidents or one-half of all accidents and also about one-half of all deaths from falls, drownings, burns and suicides. Alcoholics drink 25 percent of what they are paid, wasting the money in

terms of absenteeism and lost work time (32 million work days annually). Staley has a comprehensive and very effective Employee Assistance Program (EAP), which deals not only with alcohol abuse but also with drugs, emotional problems, family difficulties and stress.

There is a similar tragic waste of life and health because of a failure to have tests for the early detection of cancer of the breast, cervix and colon. Staley's health education programs emphasize these facts, and, because the company believes in sickness prevention, it has made sure that these tests are available to employees at no cost in the new benefits plan.

Staley has a strong commitment to wellness programs, health promotion, health education and preventive medicine. The company endorses programs with established health and cost-benefit advantages. After all, good health is good business. This is critical with health-care costs rising at the rate of 18-to-25 percent annually and, according to a recent Cooper and Lybrand study, may represent as much as 25 percent of a company's total payroll. It's not just dollar savings that the company is concerned about -- first and foremost is the health, safety and welfare of employees.

The company is reaching these objectives by developing and implementing specific programs in such areas as high blood pressure screening, smoking cessation, obesity, fitness, substance abuse, early detection of cancer, health risk appraisal, proper nutrition and exercise. Health enhancement programs are an integral part of the company's philosophy, future welfare and profitability.

"Our program also involves documentation of health-connected problems and hazards in the work environment and the implementation of effective control methods and procedures," said Dr. Goldberg.

Continuing, the vice president of medical and environmental affairs said, "Emphasis throughout is to develop sound, reasonable, cost-effective programs and controls to up-grade and maintain a maximum degree of health and well-being for our employees -- the company's most important resource. Basically, these programs are designed to enable employees to lead safer, healthier, happier, longer, fuller and more productive lives."

CFS to acquire Eastern distributor

Staley Continental, Inc. announced June 10 that its wholly owned subsidiary, CFS Continental, has signed a letter of intent to acquire Smelkinson Brothers Corp., a full line foodservice distributor, located in Jessup, Maryland. The acquisition will be for cash.

Smelkinson's primary market is the Baltimore - Washington, D.C. corridor. Its sales in 1984 were approximately \$100 million. CFS is the nation's second largest foodservice distributor. Its revenues last year were \$1.4 billion.

Acquisition of Smelkinson will provide CFS with an entrance into this important market. Smelkinson has achieved an excellent reputation with its customers over the many years it has served the Baltimore - Washington area. No operational or management changes are anticipated, and Smelkinson will retain its own identity as a CFS division.

This is the first acquisition by CFS since it became an operating company of Staley Continental earlier this year.

Math whiz

Brad Leonard, an eighth grader at Sunnyside Junior High School in Lafayette, Indiana, received an award from the Indiana Mathematics League for superior achievement. He ranked highest in his class of 325 students on tests sponsored by the league.

The son of Larry, administrative manager, Lafayette/South, also achieved membership in the Junior Honor Society and received the Most Valuable Player awards for both basketball and football for the 1984-1985 school year at the annual awards day presentation in May.

Indoor-outdoor activities planned for Fitness Center

When the new Staley Fitness Center in Decatur opens this fall, employees will have a host of activities to fine-tune their bodies and keep them in prime condition.

Scheduled for use in October, the fully-equipped facility will be located in the former Mississippi Valley office building. For the convenience of patrons, a parking lot will be available adjacent to the facility as well as an outdoor running or walking track, thereby placing all personal fitness activities at one location.

Open to all Staley employees, the Fitness Center will operate tentatively from 6 a.m. to 8 p.m., Monday through Friday. Specific hours for separate use of the facility will be assigned to men and women, according to Steve Casper, fitness director.

"Interest in the new center is high," said Casper. "More than 600 employees responded to a Fitness Center questionnaire presented this spring in the 'Staley Now'. Key areas of interest to employees centered around weight training, jogging, bicycling, cross country skiing, rowing and aerobic dance, all of which will be available."

Equipment offered in the fitness center will include the following: Nautilus machines, motorized treadmills, stationary bicycles, rowing machines, exercise mats, cross country ski machines, olympic barbells, dumbbells, various benches, a latissimus dorsi "lat" machine, dip bars, a chin bar, sit-up boards and an outdoor running and walking track.

Employees interested in taking advantage of this new benefit will first meet with Casper to discuss their health and fitness. Then a personalized fitness program will be developed with each individual to improve the employee's fitness through activities in which he or she has an interest as well as being appropriate for that person's level of fitness.

The facility will be staffed full time to assist employees with their fitness programs. A portion of the service offered will include fitness counseling, testing and education, which will be available to all Staley/Decatur personnel.

To ensure employees a safe and relaxed environment, a security system will be operative. Because this facility is for Staley employees only, they will be asked to identify themselves each time they use the center.

Besides the 2,500 square feet of exercise area on the ground floor, the Fitness Center will include two locker and shower rooms in the basement area. The men's and women's locker rooms will each be equipped with plenty of locker space to be used on a daily basis.

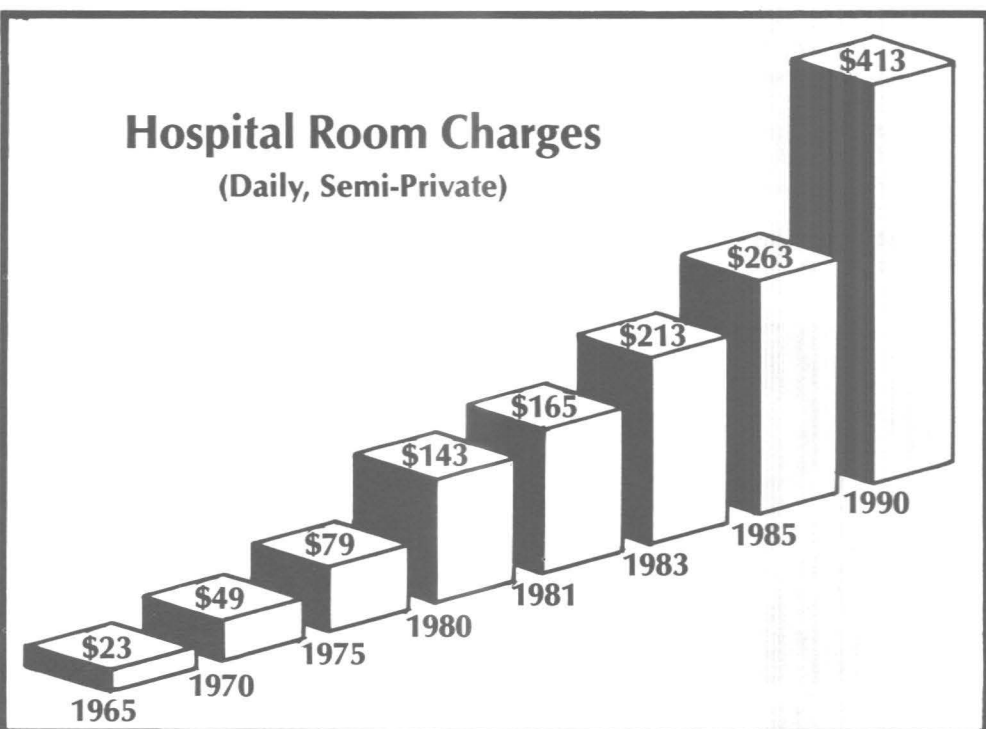
"In all, the Staley Fitness Center will be a fully-equipped facility -- one of the best and most up-to-date in the Midwest," said Casper. "Watch for more information about the facility as the opening date approaches."

Remember, this is your exercise center. Let Casper know what you want, and he'll try to accommodate you. If you have any questions about the center or its services, give him a call in Decatur on extension 2103.

Council honors Hill for scholarship

Lori Ann Hill has been named an Academic All-American by the National Secondary Education Council. She is a student at the Decatur Christian School, Decatur, Illinois, and is the granddaughter of Clyde and Hylia Hoyt, both Staley/Decatur retirees.

The NSEC established the scholar award program to offer recognition to superior students who excel in the academic disciplines. To be eligible for the award, students must have earned a 3.3 or better grade point average and have been nominated by a secondary school instructor, counselor or another qualified sponsor. Hill will be listed in the "Academic All-American Scholar Directory" for 1985.



Safety always first priority: Expansions, production records achieved safely

Loudon employees have much to be proud of considering they have safely continued operations, setting new production records in the grind, refinery and feedhouse while major portions of the plant have been involved in construction projects for more than a year. During that time, the grind and refinery were expanded and waste treatment facilities currently are undergoing enlargement.

"Working together, employees passed a million hours March 5 and then a two-year milestone on May 29 without a lost-time injury. The string of days worked without a lost-timer continues," said Larry Thomas, personnel administrator.

"In the midst of the many projects related to the expansions, with all of the non-routine activities going on, these safety achievements speak well for Loudon's personnel," said Pete Emery, operations manager.

"Working this two-year period without a lost-timer doesn't mean that we'll never have one," Paul Herman, plant manager, said. "With good programs in place, you still have some accidents. We constantly have to look at what's occurring and ask, 'How can we do this better?'"

"Throughout all the expansion activities, we have not had a serious accident among the contractors' employees either. We have been able to accomplish this level of safety because we have worked with our contractors, even before they brought personnel into the plant, and we have never let up on the subject of safety."

Plant safety committee members include Bill Buescher, quality assurance technician; Pete Emery; Ronnie Grider, feedhouse process technician; Jerry Harris, maintenance manager; Paul Herman; Randy Milburn, wet mill process technician; John Miller, plant services technician; Larry Thomas; Barb Torbett, refinery process technician; Tom Vance, maintenance technician, and Ted Wilkes, alcohol process technician.

Goals of the safety committee include integrating safety into the plant's operations by identifying safety needs, developing and evaluating plant-wide safety programs, reviewing area safety performance, forming problem-solving groups as needed and facilitating plant-wide safety communications.

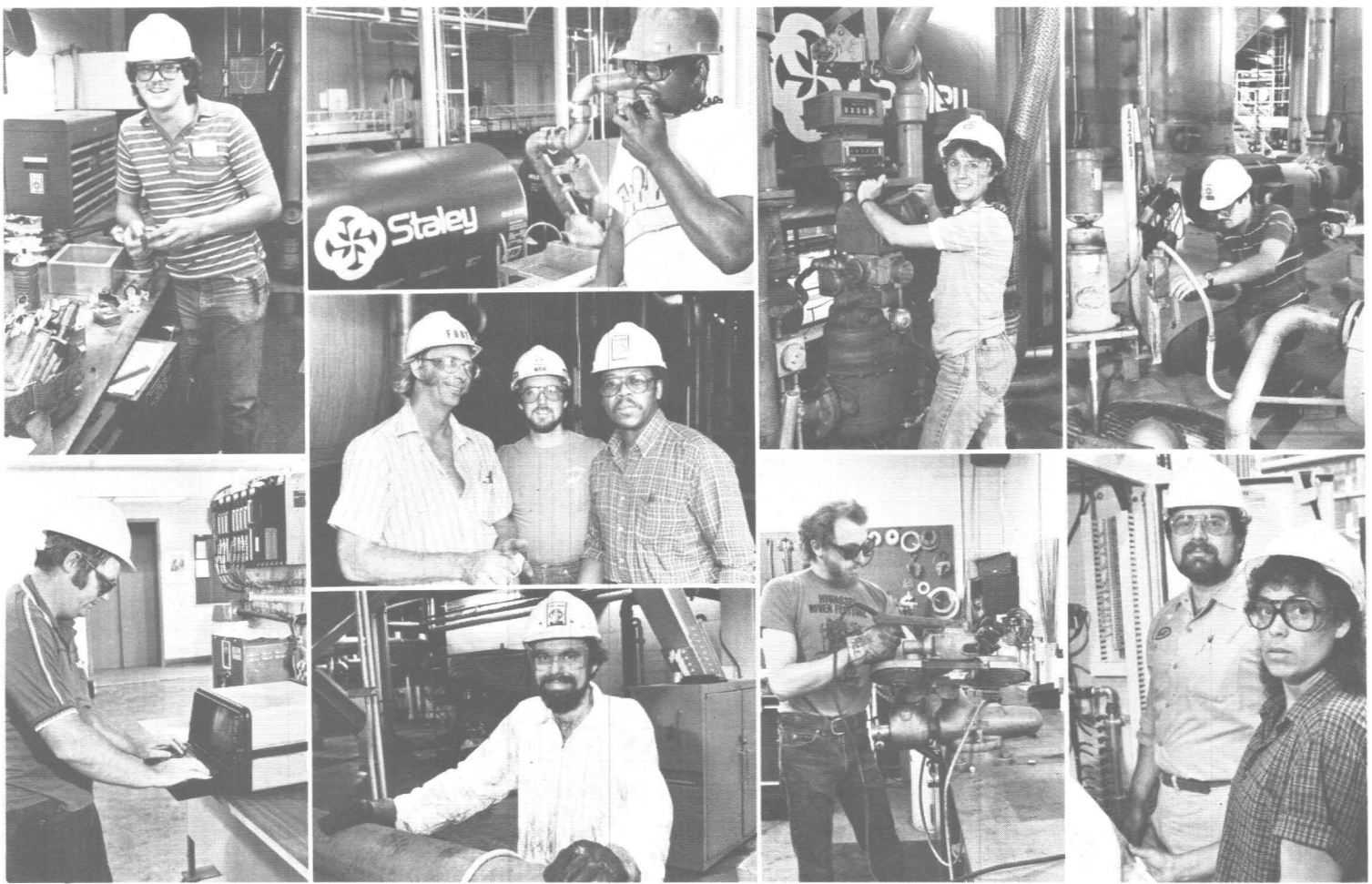
Areas responsible for safety

Studying the pluses and minuses of the program, the committee drew up a list of recommendations which strengthened communications channels and assessed the responsibility for safety. They determined that safety accountability should be with the area core groups also responsible for production, good manufacturing (house-keeping) practices, quality, etc.

Safety procedures are good, well documented and are followed, for the most part, the plant safety committee found as it analyzed its findings. Loudon's other safety positives include thorough incident investigations, good pre-shutdown safety preparations, an overall willingness to report near-misses, routine safety tours, good project reviews from a safety standpoint and good operation of the safety improvement project system. They found that areas work to identify hazards, indicated by safety work orders and by surfacing concerns.

Thomas noted, "There should be more participation throughout the organization in safety areas. Hopefully, the restructuring of safety accountability and communications will improve this area," he said. "In addition, the committee believes more attention should be paid to safety during initiation, planning, construction and follow-up on projects."

Realizing that a well equipped employee will more easily avoid an injury, Thomas said the safety committee has focused emphasis on personal protection equipment for fiscal 1985. "We have always provided the equipment, but it has not always been used properly. Two years ago, caustic burns were cropping up; so, the safety committee aggressively attacked that problem and eliminated it. Whatever it takes to remove occasions for injuries, whether it's different equipment or re-education to use the existing equipment, the committee tackles the problem."



Loudon focuses on personal protective equipment this year to get employees to wear appropriate equipment in the correct environment.

"Everyone knows what hard hats, glasses, goggles, proper clothing, acid suits, face shields and Scott Air packs are for," said John Miller, a member of the plant's safety committee. "However, there's a tendency to be lax in using items."

"By focusing on personal protective equipment this year," Miller said, "we are striving to get employees to wear the appropriate equipment in the correct environment. Although a person may have on safety glasses, they provide little protection from airborne debris. With appropriate equipment (goggles), objects or substances wouldn't be able to get into eyes. Then too, lacerations on hands - cuts that could have been serious - indicate gloves are necessary protection for some jobs. Proper equipment is the key to protection," said Miller.

Staley dedicated to safety

A veteran of the Staley Company 13 years, Ray Benjamin, wet milling area manager, said, "The company is very dedicated to safety. We started a total awareness program at Loudon prior to start-up, with heavy emphasis on accidents that occur and investigations that take place and what we do to correct the situation. This procedure began the first day with a strong push on safety. Staley is sincere about wanting safe operations."

"We're going to maximize production by the safest way and the cleanest methods possible. All three disciplines must go together. Safety, after all, is a piece of the pie like production and good housekeeping. It's a part of the management system," said Benjamin.

"Preventive maintenance is also stressed here," according to Benjamin. "Taking machinery off line, cleaning and inspecting it is one of our biggest maintenance loads. However, that service takes care of much of the unscheduled down time and possible safety-related incidents resulting from breakdown/repair activities. Preventive maintenance is a program we don't want to let up on."

"We maintain a high safety awareness," said Dain Baker, alternate to the area safety committee, from wet milling. Other technicians with whom he works - Eddy Brooks, Lewey Fee, Harold Parris and Jessie Selvidge - agreed.

Brooks noted that safety awareness was quite high when they were hired, and Selvidge added, "It has remained high. We have reminders all the time but especially at shutdown when safety is especially important. That's when we are performing jobs other than those we are accustomed to because machinery is down. We could get careless in our actions or not know any better."

"Shutdown preparations receive special safety emphasis," according to Emery. "Employees receive a thorough safety review before shutdown to get through that period constructively and safely because they are doing unfamiliar work and are interfacing with a potentially live part of the plant. We have all the elements of our safety program coming into play, from vessel entry, lock out and rules on using cranes, to tying in instrumentation, climbing around in the process and operating valves that one normally doesn't manipulate. Unplanned jobs during shutdown are minimized: It's during unplanned events that injuries are likely incurred. Work is therefore planned and well organized."

In normal operations, safety gets its due consideration, according to Lewey Fee, who said, "It's the first item on the agenda of team meetings. Besides discussing any safety problems that have come up or any concerns expressed, we can include films and prepared programs on safety topics."

Watchful during expansion

"During the heavy construction/expansion period from October of 1984 to March, 1985, we kept a close watch on activities of construction personnel to see that they didn't do anything unsafe while putting this refinery project together," said Jim Curtis, refinery process technician.

Also working in the area of heavy construction activity, Jerry Baker, team safety representative from the refinery, noted that they weekly perform a complete building tour to look for safety items and hazards. "We check safety showers as well. And monthly, we hold our normal combined meetings of all four teams within the refinery to focus on anything that occurred within the month, from problems difficult to resolve to any safety items. Recordables or near-misses are always discussed."

"We are not allowed to be lulled into a feeling of well being," said Bob Fennel, maintenance fabricator. "Reminders about safety are with us every day, ranging from the daily minutes and safety code book reminders to verbal reminders from fellow workers seeing us do anything unsafely and contests."

"With all of our safety equipment, safety procedures and constant thrust toward safety, there's no reason for employees being ill prepared to work safely," said Ron Rucker, refinery area maintenance coordinator. "We have thorough procedures for working in hazardous areas or under hazardous conditions. For instance, 'hot work' must be approved by the area manager in the alcohol area before work begins. Work order cards are signed by the process technician if a lock out is required. These work order cards are coordinated between process and maintenance with very careful checks along the way so everyone working in the area knows what is going on."

Study jobs to avoid accidents

"Everybody looks at his or her job and how to do it without getting hurt," according to Ted Wilkes. "If there is any question about safety, we bring a leadership role into the situation. In this way, we should be able to keep the safe work days going."

"In the three years of operations in our area, we had our first reportable accidents this past month. One involved a relatively new technician who was unsure about operating a portion of the equipment, and the other was a pinch-point incident encountered while trying to expedite load-out service. Such things will occur, but no accident is a true accident as far as we're concerned. The situation could be prevented if the correct procedure and/or action were followed," said Wilkes.

His co-worker, Margaret Brown, has received her safety training on the job over the half year she has been with the company. "I was told what could happen in various circumstances, what I was handling and what I should wear to handle it safely. I read through our safety code for the alcohol area three times in those first weeks. I still refer to it quite often. And then we have a large book containing information on all the various chemicals in the plant. Information is quite complete, giving everything you could ever want to know about the safe use of the substance. If I am concerned about anything though, I get help before doing it. I can honestly say there is a very good focus on safety here."

"When a safety concern is brought to light, it receives attention. Technicians know they can get concerns attended to. At one time, safety improvement requests got lost in the shuffle because they were filed with other engineering requests and resembled them. Now they are placed on yellow safety improvement request forms, which flag them as being special. Procedures have been streamlined to hasten attention," said Thomas. "Engineering has two weeks to process safety requests and send them to either Pete Emery or Guy Buchner, technical manager, for approval. Otherwise, the requests are returned to the originator with reasons for the turn down. Still believing the suggestion holds merit, the originator can bring it to my attention and with my concurrence, it will be sent through channels again."

Turning to another area of the plant, Larry Stephens, process technician, said, "Safety functions well in the feedhouse. We've had few accidents. Equipment is designed to handle any problems in a typical feedhouse. We've had our share of problems, but they have not resulted in any damage to equipment or injuries. The plant was designed that way."

(Continued on Page 11)

Team approach the key to Loudon refinery's smooth and timely expansion

From the study of alternatives to the initial shipment of "Isosweet 5500", Loudon's most recent project was a showcase of quality workmanship all round.

The push was on from the outset to have the refinery's production boosted to one billion pounds of high fructose corn syrup (HFCS) annually by the onslaught of the soft drink season of 1985. Prodding the project along was Staley's sweetener business group's belief that the soft drink industry would call for more extensive use of 5500 HFCS in beverages. Approvals for 100 percent use of 55 percent high fructose in the syrup of major cola brands came in November, 1984.

"The team effort that went into this undertaking, the context in which it was performed and the resulting production success made this expansion one of Staley's finest projects. It was accomplished with the melded efforts of personnel from the plant, corporate headquarters and contractors," said Pete Emery, the Loudon operations manager.

Agreeing with Emery, the project manager, Tom Scott, said, "This project receives top rating. It met the schedule, costs were well under control, few problems were encountered, start-up was smooth and the quality of product has been good. Any time schedule, cost, start-up and quality are in the 'plus' category, you have to feel very good about a project."

"This expansion was timed to push work into the portion of the year when the refinery was not at peak production. However, summer came early this year, and, coupled with the announcements for increased use of 5500 high fructose, there was a press for production. The project team was juggling more balls than anticipated when they put this project together," Emery explained.

"Interestingly, not everyone was aware when the expansion was completed," according to Paul Herman, plant manager. "Daily and monthly records were being set with the grind and sweetener production in March and April and continued again in May. This gradual phase-in to full production was possible because as a piece of equipment became available and was checked out, it was added to the system. In a piece-by-piece manner, the new equipment allowed incremental increases in production along the way, building to full capacity when the new fractionation system was put on line in April."

"Fractionation start-up on April 17 was a very rewarding experience," Scott recalled. "We introduced syrup to the system at 5 p.m. and within 12 hours had product we were able to use. Start-up itself took place in less than 24 hours."

"Within five days (by April 22), the expansion was up to design criteria," according to Lynn "Spanky" Hodgen, refinery area manager.

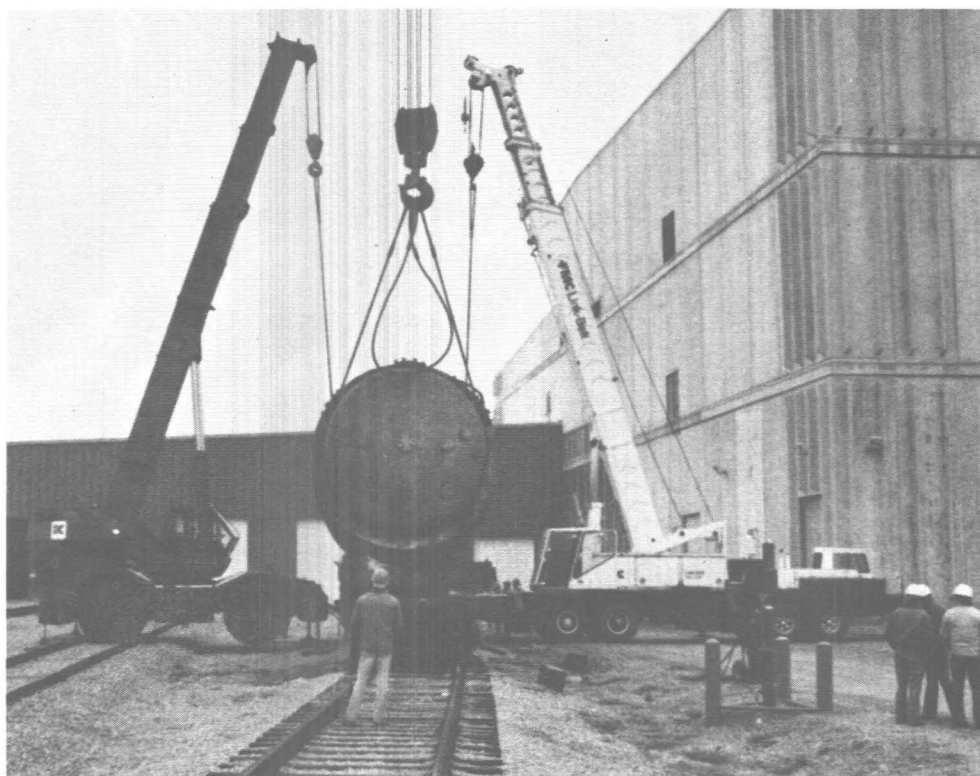
"However, for the month of May, the expansion exceeded production targets by roughly 10 percent, a goal several months into the future," said the project manager.

Team unified efforts

From study on, a project team approach was taken to the expansion to define goals and expectations, giving a unified vision to the expansion. This team that melded ideas, plans, objectives and goals and then saw the project through included personnel from corporate engineering, the Loudon plant and the industrial sweetener business group -- the three organizations which had to be satisfied with the quality of the job and results of the project, according to Kevin Niebrugge, refinery process engineer then and now wet milling process engineer.

Key corporate personnel associated with the expansion included Dick Hoyt, construction manager; Scott, project manager; Jim Casch, project engineer; Bruce Dwiggs, process engineer; Sheri DeBose, buyer, fabrication, and Max Mattione, process controls engineer.

"As corporate staff, we don't work just for the business group or the plant," said Scott. "We are part of the combination that makes the project go well. Plant personnel brought a lot of experience and knowledge to the project. I would not want to be involved in a project without their input."



Two cranes prepare to lift the evaporator steam chest from the rail car bed and take it to the roof of the Loudon refinery through which the large vessel was put in place. A section of the roof is removable, making this operation feasible.

Coordinator for the Loudon expansion group was Niebrugge. Playing major roles in the project from the plant were Hodgen and Greg Wendt, process engineer for the refinery, who performed a considerable amount of the programming for the refinery and start-up. In addition, Don Rairdon, senior project engineer at Loudon, worked on the instrument side closely with Process Systems Inc. (PSI), the consulting engineers, and Jeff Shumate, instrument technician, maintenance, who was temporarily assigned to assist field engineering by monitoring instrumentation and electrical work.

Process Systems Incorporated of Memphis, Tennessee, provided detailed design engineering for the expansion, while Daniel Construction Co. was the mechanical, electrical and controls contractor. The Staley construction manager, Hoyt, coordinated the efforts of Daniel and other contractors working for Staley, who installed piling, roofing, insulation, corrosion-resistant linings, modified pressure vessels and painted.

From the plant's standpoint, "The smoothness with which the work was undertaken and completed and tied into the existing system speaks well for the type of job done and the way it was structured," said Emery. This cooperative venture and involvement had a bearing on the ease with which the project was executed and the quality manner in which the new capacity was brought on stream. It's a good example of the successful melding of resources."

As the project rolled forth, Scott became involved in February, 1984, with studies of expansion alternatives, after completing a project at the Van Buren, Arkansas, plant the preceding month.

Alternatives considered

Marketing personnel were looking at how much capacity they could sell and when it should be ready, while engineering and plant personnel studied the amount of equipment and support systems necessary to obtain a desired increase in production and the necessary timetable.

Looking at different approaches to ascertain which would be most feasible, the group considered various amounts of expansion and combinations of process equipment, according to Scott.

"We did not add a new processing line but expanded on the new 5500 production line," said Niebrugge. "While studying equipment, the decision was made to use as much existing technology as possible to minimize the spare parts inventory and the impact of training the maintenance and process technicians."

The major piece of new technology was a fractionation system, which has greater capacity potential, is easier to operate and is less energy intensive, according to Guy Buchner, Loudon's technical manager.

The sweetener business group requested an AFE for the project on March 27, 1984. Work actually began in April with pre-

liminary studies and design engineering, according to the project manager.

Scott pointed out, "One of our organizational techniques was to have the project engineer located full time in the design consultant's office. For this reason, Jim Casch, project engineer for the original Loudon project as well as the expansion, was located in the PSI office in Memphis from late May until December 21. He was the resident engineer throughout the design period, responsible for communication between the Staley team and PSI engineers and designers.

Anticipating expansions at the plant, the original refinery design made provisions for additional equipment. For example, a section of the roof is removable, and support steel and vapor duct for an evaporator steam chest as well as support pads for some equipment were already in place. Space also had been reserved for additional filters, centrifuge and ion exchange cells. These provisions were used at this time," said Scott.

"Before any design work began, we had several meetings of the project team to obtain everybody's thoughts and expectations," Casch acknowledged. "Each team member discussed what he was looking for, and, as a group, we decided what could reasonably be accomplished."

Then Casch directed PSI's efforts to ensure that the design contained the intent of the team and quality of design. Being on a tight schedule, when design work was completed, Casch moved on site at Loudon to answer contractors' questions about the design. If a problem arose, the correction was made in the field to secure it in a timely fashion with the team's original intent holding.

"Because we had sufficient input from the project team -- instrumentation, process, project and Loudon personnel -- there were minimal design problems. Only half of the money set aside for changes in the field was spent, indicating we had good information at the outset, good communication of the information and a good design team to carry it off."

As part of his duties, the project engineer ordered materials necessary in the field, except construction materials. Through Sheri DeBose, the purchasing interface, he ordered all pumps, motors, vessels, piping, valves, tanks, heat exchangers and filters. DeBose saw that Staley received the best prices and delivery dates possible while being legally covered on the purchases.

Mobilization at the site began in June, when Dick Hoyt arrived at Loudon. He obtained trailers for the field offices and equipment, established suppliers and set up procedures for receiving equipment and parts to be warehoused.

Construction rolled rapidly

Site construction was under way in July with craft personnel peaking at approximately 90 in November and December. Projects rolled along through the coming months,



with work commencing in August on a second loading system for rail cars.

Major equipment additions in this expansion included a new fractionation system, a new demineralization system, ion exchanger, vessels, an evaporator steam chest and isomerization columns. Much auxiliary equipment was also installed and a number of pipes, motors, pumps and controls were resized to handle the additional load.

The bulk of work took place between November and March with carbon conveyors completed in December, a mud centrifuge, isomerization, carbon filter system and the evaporator chest turned over to operations for start-up in February. The new demineralization system was turned over in March; an ion exchange set, a fractionation check filter and new fractionation train were ready for operation in April, and additional ion exchange sets were operational in May.

A major success of this project, cited by Buchner, was the ability to perform tie-ins without curtailing operations. "They were able to run a different process while the tie-in was taking place. Process technicians had to learn to do this on top of their own jobs. They were instrumental in helping bring the new pieces on line smoothly."

"Tie-ins were coordinated with normal or scheduled repairs," according to Emery. "Many irons were in the fire during shutdowns."

"We always tried to select the least disruptive period for the shutdowns to make our tie-ins," said Scott. "During that scheduled time, we were able to shut off piping long enough to make the tie-in, valve it off and continue working on the system without affecting the process."

Rather than having all of the equipment checked out and brought on line at one time, we had a series of small start-ups as subsystems became ready," according to Niebrugge.

Hodgen said, "This series of start-ups made the control and supervision much easier and technicians' interface as well. We could manage it all very well." He likened the mini-start-ups to a series of small repair jobs, almost going unnoticed in the operation because they went so smoothly.

Phased-in start-ups, heaviest from February to April, were very important to the operation, allowing incremental increases in systems along the way and plant personnel to become acquainted with the capabilities of the equipment and adept at running a given area before more new equipment was added. All processes started up with a minimum of effort, according to Scott. He added, "This was a reflection on the quality of training the plant personnel had."

Each phase-in well planned

As individual pieces of equipment were brought on and production increased to new record levels, technicians were able to envision the full scope of the operation,

(Continued on Page 10)

Impact of expansion reaches beyond area

Expansions in one area can have an impact on operations elsewhere within a plant. Such has been the case with the recent Loudon refinery expansion and work just prior to that.

Preceding the refinery project and in preparation for it, the grind's capacity was stepped up and steeping time, increased through debottlenecking procedures and the addition of a few pieces of equipment.

"We did not put much money into the expansion on wet milling," said Ray Benjamin, the wet milling area manager. "We made modifications in existing equipment and only added two steeps -- the major expenditure.

"When the plant was designed, allowances were made for additional millhouse equipment," according to Benjamin. "Adding the steeps was no problem because the structure was built with expansion in mind, thereby minimizing costs."

Continuing, Benjamin said, "We learned from experiences at our other facilities. Much of the equipment we used at Loudon was a duplication of that used in other plants. However, we have new starch washers, the capabilities of which were unknown, and with modifications, they have far exceeded our expectations."

According to the wet milling area manager, "We began setting records with the grind after becoming more familiar with equipment and what it could do. This was more defined this year.

"We have a big push on the grind during the summer and have been trying to maximize yields and quality. Our goals for stepping up the grind have been in 10,000-bushel increments," Benjamin pointed out.

"We tested the grind to find the optimal quality at the optimal grind and are still working on that balance. We must keep a close watch on equipment and the parameters allowed, running as closely to them as possible," said Lewey Fee. "To push to the limits, we must make our readings carefully to ensure that we are not exceeding safe ranges," the process technician in wet milling said. Continuing, Fee explained, "Many of our competitors' plants grind corn just to be grinding, but we are looking at yield and quality. Wet milling gives the total separation for the plant."

"The extra steeping time provides far better separation of the corn's components," observed Eddy Brooks, another wet milling process technician.

Adding to that statement, Jessie Selvidge, a co-worker, noted, "Additional time improves the quality of separation. Refinery and alcohol products will only be as good as the product they receive from us to begin their processes."

"Although those steeps were added for better control of quality rather than to increase the grind, we are now able to grind a little harder and a little faster," said Benjamin.

"Part of the grind improvement has come from learning to run the equipment more effectively," according to Paul Herman, plant manager. "We have done things differently after gaining experience. Restructuring some pumps here and there and spending a little money on the steeps, we have continually stepped up the grind, operating on a learning curve. Actually, we put in small items for optimizing the equipment and learned how to run it better. That's called a maturing of the work force."

Control room technician in the feedhouse, Jim Hicks, said, "The grind increase has certainly increased our output. We have much more material to keep pace with. The more corn put through the grind, the more material we receive for feed and the greater quantity of steepwater we have to spray on the feed to increase its nutritional value."

"Turning to the refinery, Herman acknowledged, "We are still fine-tuning that production area, which has been in operation only two years versus three in the grind area. Grind operators have about a year more experience with the quantity they can put through the system effectively.

"We set daily and monthly grind and syrup records during March, April and May with no increase in the manning of the support

groups to get there," Herman pointed out, "We're now trying to sustain those high levels. We may have a little more movement of equipment in the refinery, and then we must show we can sustain those high levels in the refinery as well as the grind."

Wayne Owsley, refinery team coordinator, said, "We began setting high fructose records on both '5500' and '100' in March by working diligently and by having a trouble-free operation. We used the equipment in the expansion as it was brought on. The extra capabilities coupled with trouble-free equipment allowed us outstanding production runs."

Watkins noted that the refinery expansion has "created more work outside the control room, which means less monitoring of a person's process area. However, technicians cover all monitors and inform you by pager out on the floor if one of your critical alarms rings."

Although the expansion in the refinery has caused little change in power consumption, according to John Miller, plant services technician, the waste treatment facilities had to be expanded by adding another aeration basin to improve its capacity.

In the alcohol area, Ted Wilkes, process technician, said at the outset the refinery expansion has not affected them as much as expected. "We have had more product to work with since the grind expansion, but with a greater press for sweeteners, this may not hold up.

"The two systems accommodate each other very well. Besides the seasonal difference in our peaks, if we have to trip off for a short period, the refinery can pick up the slack in the grind and vice versa," explained Wilkes.

"Currently, we are looking for additional ways to fine-tune the alcohol system so that it will be more cost effective or profit oriented. We are looking at everything that comes into and leaves the area to cut costs. Our major expenses are steam and power though.

"We have distillation technicians who monitor the amount of steam being used per gallon of alcohol. We have a turbine that generates electricity from expanded steam, which could be put in the plant's power grid and taken off the old budget. We need to fine-tune the system and keep the steam turbine in use," Wilkes pointed out.

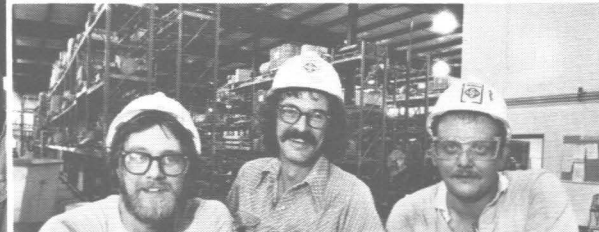
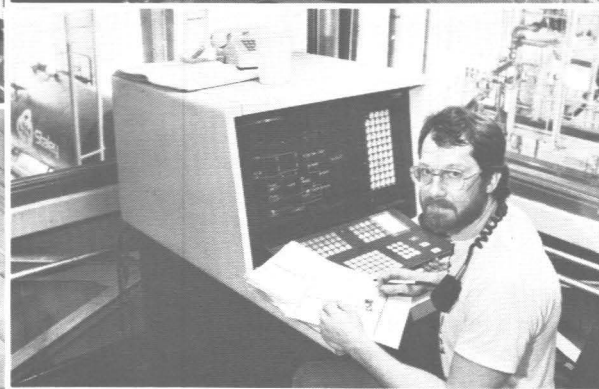
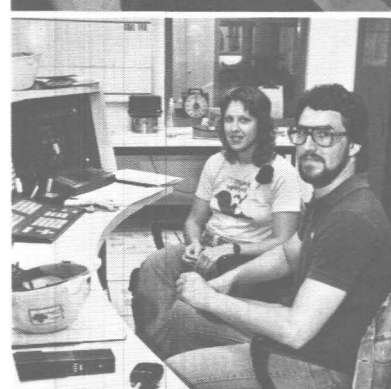
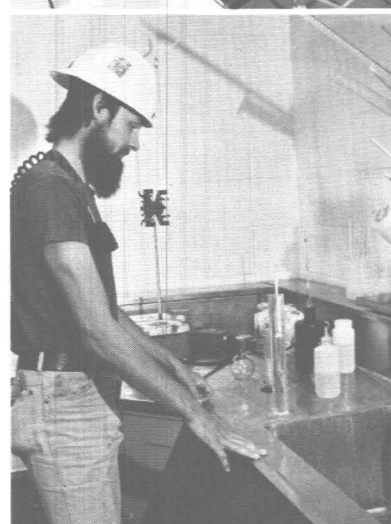
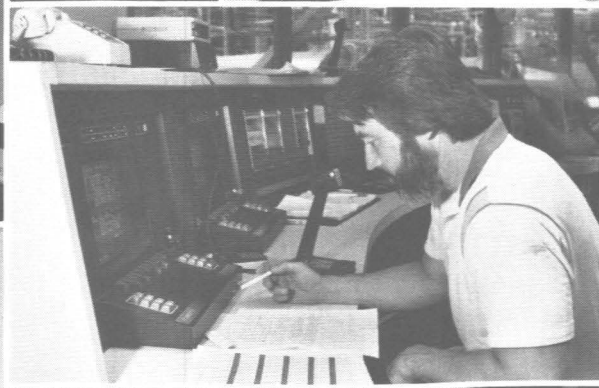
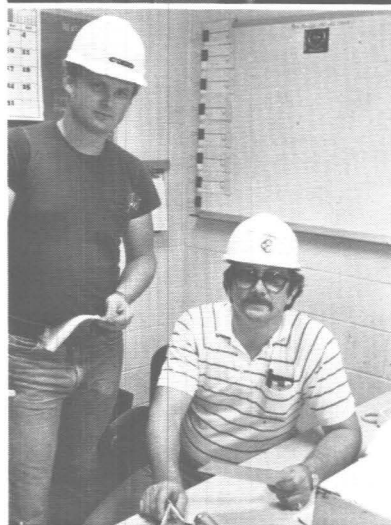
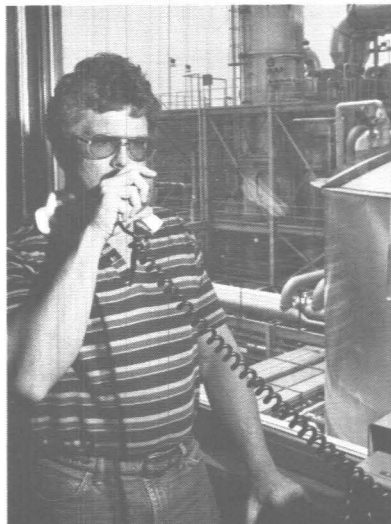
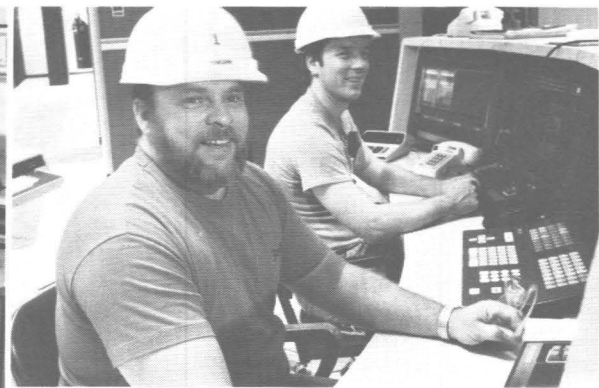
Far from the production areas, order entry also has been affected by both expansions, the most recent creating more paper work for an increased number of rail cars being loaded, according to Sandra Fagg, order process clerk. "Right now we are shipping cars of 'Isosweet 5500' and '100' as quickly as they are loaded. This time of year, the call for Isosweet is great because of the soft drink requirements during hot weather."

In keeping with the expansion and increased sweetener demands, she also has more quality control data on batches of Isosweet high fructose corn syrup to enter in the computer.

The grind expansion or debottlenecking also had an impact on her position from the standpoint of more feed and oil to be loaded. Fagg recalls when they had only three-to-five oil cars a week. That number has increased considerably.

And finally, expansions of the grind and refinery have meant more work for maintenance personnel. Bob Fennel, maintenance fabricator, said "In the long run, we'll be involved in handling normal and preventive maintenance."

Ron Rucker, the area maintenance coordinator for the refinery, added his thoughts on the subject saying, "Day-to-day, we walk the area on the look out for premature failures. Our preventive maintenance programs will help keep the new equipment running well, lending our support to the record grinds and production runs. We're always troubleshooting."



Expansions tend to be felt in various areas other than the one directly affected by construction. For instance, the grind expansion gave the feedhouse more material, and the refinery expansion increased the work load in order entry as well as for maintenance personnel.

140 honored for lengthy service with company; take trip down "Memory Lane"

The year was 1944 when Tom Belcher, Charles Bradley, Dean Christman, Nat Kessler, Melvin Losier, Wayne Mussulman, Charles Orr, Alice Towne and John Travis, who have each contributed 40 years of service to Staley began their careers. Together with 131 others being honored at the 38th Annual Service Awards program, they have a combined service record of more than 43 centuries -- an outstanding service record for Staley and for American industry as a whole, according to George Prust, vice president of industrial relations. He was the emcee for the program this spring in Decatur.

On a personal note, Prust said, "I am very proud to be here.... I have been associated with this program since 1963. My job has been to pick the master of ceremonies...."

"There is a reason for me filling this spot tonight. Kathleen Poe, chief clerk, industrial relations, wanted me to do it. Kathy has 34 years with the company and has been in charge of this program for 23 years. She is retiring this summer.

"Why me?" I asked her, and she replied, 'Because you're funny!'

"I said, 'Now, Kathy, that has to be our secret. You know right now there is a very thin market for funny personnel guys.'"

"Tonight, Kathy, for all the things you have done for me, this one's for you and all you have done for this program. I also want to express the hope that you might be able to find some time to continue to give us a helping hand with the program in the future."

Turning to the year when the 40-year awardees joined the company, Prust pointed out that news and conversations focused mostly on the war. The year marked the invasion of Normandy and D-Day. General MacArthur kept his "I will return" promise to the Philippines on October 20 and President Franklin D. Roosevelt died.

Locally, the emcee acknowledged that the new soy flour plant was completed as part of the War Food Administration program, aimed at expanding national production of edible soy products. (Staley's flour was known as "Stoy".) In June, Staley broke ground for a million dollar solvent process soybean unit, completed in 1945, and the Painesville, Ohio, plant celebrated its fifth anniversary as part of the company.

Continuing on to the 35-year class, 50 strong, Prust said they had worked more than 1,750 years for Staley. Some noteworthy events around the world when they joined the company included the Berlin blockade being lifted, Mao Tse Tung declaring his communist government in China and the Netherlands granting Indonesia its independence.

Closer to home, the emcee pointed out that women made headlines with the first woman treasurer of the United States taking office, and the first U.S. woman ambassador, Eugenie Anderson, being sworn in.

"Our own A. E. Staley Jr. was on a year's leave while leading the Economic Cooperation Act Mission in Norway to help that nation get a sound, business-like start on the road to economic recovery," said Prust. "Also during that year, Staley was recognized for its role in the production of streptomycin, a new drug used in the treatment of tuberculosis. In addition, a community open house showed off the new feed packing plant, mechanical shops and service buildings," Prust told the gathering.

Also on the local front, he noted, "These new employees saw sales efforts for 'Zest', Staley's new monosodium glutamate, being directed principally to the food industry. Market development was also continuing for a number of new modified starches aimed at adhesives, sizing of spun rayon and the manufacture of paper products."

Coming on board between May, 1954 and April, 1955 were 43 employees recognized at the program for their 30 years of dedicated service. Together, they have completed 1,290 years with the company.

Among memorable events during the 30-year group's first 12 months at Staley was an armistice ending more than seven years of war in Indochina. In addition, West Germany was accepted as a member of

NATO and the Nationalist Chinese government fled to Formosa, the emcee pointed out.

Within the United States, Roger Bannister ran the first sub-four-minute-mile in 3:59.4.... Studebaker merged with Packard to produce cars and a federal highway program was proposed. This was also the time during which the first atomic-powered U.S. vessel, the submarine "Nautilus", was commissioned.

Television promotes starch

"Locally during their first year," said Prust,

"these awardees saw a new formula feed plant opened to keep pace with the rapidly growing livestock and poultry industries, a million-dollar radio-television promotion with the Arthur Godfrey and Don MacNeill shows was launched to accelerate the fast-growing sale of 'Sta-Flo' liquid starch.... And a new carbon syrup line went into operation in the Decatur refinery, increasing sales potential...."

Introducing the group receiving special recognition, the 25-year-class, the emcee said, "This is your night. Your pictures are the feature of our awards book, following a tradition which began in 1947. Since joining

the company, collectively the 38 of you have worked more than 950 years....

"This class joined Staley between May of 1959 and April of 1960, the year in which West Germany was granted sovereignty, Russia's Lunik II landed on the moon and Hawaii became a state."

Around Staley, that was the year construction was under way on a new home for Staley research, while finishing touches were placed on a new corn germ extraction plant. Prust noted the completion that year of a new plant for "Sweetone" dried molasses concentrate, a two-story addition to the modified starch drying building and a new pilot plant annex. "In that structure, Staley's products of the future would graduate from lab glassware to stainless steel pipes and tanks -- equipment for production in miniature," Prust explained.

Going on, the emcee told the gathering a new 7,500 kilowatt steam turbine generator was operational that year, another milestone in the Decatur plant's growth. That was also when Staley acquired the U.B.S. Chemical Corporation.

Prust said, "Excitement was generated by the new 'StaPort' portable unit, the latest advancement in bulk syrup systems pioneered by Staley engineers.... New on the market was a family of non-congealing starch products showing advantages in a wide range of textile and paper industry applications.... And in the food area, showing great potential, was a new free-flowing, humidity-resistant starch, developed specifically for bread bakeries' pneumatic dusting systems...."

Reflecting on the company, Prust said, "I'm proud to be with you and to be a part of the A. E. Staley Manufacturing Company. This is a good company, made up of good people, making good products. We are leaders in this community and always will be. We are leaders in the food ingredient business. Why? Because of you and others like you.

"I am proud of where we have been and what we are today," Prust said. Continuing, he noted, "I am proud of a company that is working hard to produce better business results in an evermore competitive world... and works just as hard to provide a better working environment for its people. I'm proud of a union and a company that work together to accomplish these same things.

"I'm proud of a company that can make tough decisions and carry them out in a humane way so that we may have a more secure workplace and more opportunities in the future," the emcee said. "We are not perfect. We're going through a tough time. We stub our toes occasionally. We have to pause and catch our breath from time to time and to learn from our experience. But, as I sometimes say to the younger employee, stealing from Lee Iacocca, 'If you can find a better company, join it...but I'll bet you will have to look a long time.'"

Describing Staley, the emcee said, "We are not ADM West...and we will never be. We are not going to be CFS South. We are not just another food processor. We are the Staley Company, with a heritage and a promising future that won't and can't be denied. We are the tap root and the well-spring that gave birth to Staley Continental, a new and strong giant on the corporate scene.

"We are what we are because of you...and me..., because we are good people, who can make good products and profits and be good citizens in the process. We are the Staley Company.

"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 than is behind us. With the strong foundation that you provide, the Staley Company will continue to grow and gain strength in the future. Profit growth and sound career opportunities will be here because we will make it happen. Those of you who are here tonight form the core of that capability.

"On behalf of the Staley Company," said Prust, "I am proud to have this opportunity to thank you for all you have done and congratulate each of you on the long service records you have established. May your example continue to inspire the generations of Staley employees to come."



Some 250 guests turned out for the 38th Annual Service Awards program in Decatur, which featured Tom Haggai with an inspirational message, parts of which are found on page 12.

Amidst bold steps for the future, Staley honors employees — its most valuable asset

"All service awards dinners share a common purpose -- acknowledging the contributions of Staley men and women whose collective efforts over the years have built this company. Tonight that tradition continues as we salute these individuals who appear in this evening's program under the Honor Roll of Service," Bob Powers, president, said in his opening remarks to guests at the 38th Annual Service Awards program.

Continuing, Powers noted, "On the other hand, this particular service awards dinner also is unique as it occurs amidst a period of major change for the Staley Company, change that no doubt has caused concern for all Staley people and their families. Yet it is this significant change that makes the awards program even more meaningful and timely."

Discussing the changes, Powers told the group, "In recent months, the Staley Company has taken some bold steps to prepare for the future. These steps were taken only after considerable deliberation -- not only from a business point-of-view but from a people perspective as well. In the end, the decisions were made based upon what was in the best long-term interests of the company, its shareholders and, equally

important, the majority of its employees.

"From this period of change, the Staley Company is emerging stronger and more vital than ever before," Powers stated. "Our opportunities for success have been increased, while at the same time, the foundation of this company remains in place. And that foundation is you -- the loyal and productive employees here this evening. Tonight's award dinner demonstrates that Staley has not forgotten and does not take for granted its most valuable asset -- its people.

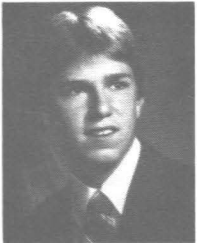
"Product lines, markets and machinery do not make a company, but rather it is the quality of its people that counts most.... We are here to pay tribute to this evening's award recipients -- quality individuals -- whose combined service record totals 4,350 years...."

Concluding his welcoming remarks, Powers said, "To all of our service awardees, I extend best wishes from the company and say 'thank you' for your many contributions. And to all the spouses, we thank you for the support and understanding given to your husbands and wives throughout their Staley careers."

Standouts among high school grads



Paulette Bly



Todd Pritts



Michael Tankersley



Micki Wilcox



Michelle Winslow

Joining those singled out for commencement honors in high schools across the nation were five children of Staley employees -- Paulette Bly, Todd Pritts, Michael Tankersley, Micki Wilcox and Michelle Winslow. Another group was introduced in the April-May issue of the "Staley News".

Bethany High's valedictorian, Paulette Bly, has her eye on a career in medicine, specializing in pediatrics. She will attend the University of Illinois in the pre-medicine curriculum this fall.

The daughter of Tom, operator in 134 building, Decatur, received the Michael F. Overlot Memorial Scholarship, the American Legion Post 507 School Award and the Presidential Academic Fitness Award at graduation.

Her other honors have included being named an Illinois State Scholar, attaining membership on the National Honor Roll and in the Society of Distinguished American High School Students and a listing in "Who's Who among American High School Students". She was also among high school student United Nations delegates to New York City for Odd Fellows and Rebekahs in 1983.

Among her school activities have been the National Honor Society, Scholastic Bowl three years, Spanish Club four years, Future Homemakers of America four years, Girls' Chorus and Mixed Chorus as a junior and playing in the concert, pep and marching bands all four years. Paulette has also been a junior high school science aide.

Aside from school, Bly has been active in 4-H pursuits five years, being secretary and program director of her group. She is a member of the Christian Youth Fellowship, the Junior Auxiliary at St. Mary's Hospital, the Moultrie County Youth Group and a private in the Illinois National Guards.

Todd Pritts, co-valedictorian of Macon High, has excelled in athletics as well as his academic pursuits. This past year, he was co-captain of the basketball team and placed sixth in the triple jump at the State Track Meet.

The Senior Class treasurer was a member of the National Honor Society for three years and Beta Society. He also participated on the Junior Engineering Technical Society (JETS) team for his school.

Pritts has been recognized by the Society of Distinguished American High School Students and is listed in "Who's Who among American High School Students".

The son of Tom, quality assurance supervisor, Decatur, will major in pre-engineering at Eastern Illinois University in Charleston this fall.

Another high ranking scholar from Macon High was Michael William Tankersley, the

Honors graduate

David W. Traxler, control systems engineer, Decatur plant power and control engineering, graduated with honors and a Bachelor of Arts Degree in mathematics (statistics) from Sangamon State University, Springfield, Illinois. He had a grade point of 3.80 on a 4.0 scale and served as a mathematical systems academic program Student Marshal at commencement, May 11. Traxler was awarded a Certificate of Recognition of Excellence in Scholarship. He also was listed in the 1983-84 edition of the "National Dean's List".

class salutatorian. He maintained a 3.92 grade point average on a 4.0 scale. The son of William, block operator, 47 building, Decatur, has been a member of the National Honor Society three years and Beta Society two years. He took part in the T.E.A.M.S. competition for Macon High and also played baseball for his school three years. Mike made Second Team All-Conference his senior year.

For the past two years, Tankersley has been listed in "Who's Who among American High School Students" as well as being named to the Society of Distinguished American High School Students.

In the fall, Mike will enter the University of Illinois to major in architecture.

A host of honors, awards and activities fill the memory book of Micki Wilcox, co-valedictorian of Mt. Zion High's Class of '85. The daughter of Jack, new construction engineer, Decatur, is an Illinois State Scholar. She received the Presidential Academic Fitness Award, was the Honored Senior Math Student, Student of the Month for November of her senior year and received a scholarship to attend Junior Engineering Technical Society (JETS) summer study program at the University of Illinois.

Among her activities, Wilcox participated in the Future Problem Solving Bowl her junior and senior years. (That team placed third in the state in 1984.) She took part in the school's musicals her freshman through junior years, was a member of JETS as an upperclassman and was co-founder of Mt. Zion's Students against Driving Drunk, serving as its president both junior and senior years. Wilcox was also a member of the National Honor Society the last two years, the Math Team, French Club and the Energy Conservation Corp.

This fall Micki will attend the University of Missouri at Rolla, majoring in computer science and engineering for artificial intelligence.

In spite of heavy extracurricular involvement throughout high school, Michelle Winslow topped her high school accomplishments by being named valedictorian of the Class of 1985 at Assumption High School. The daughter of Anita, occupational health specialist, Decatur, has been accepted in the honors program at Southern Illinois University (SIU), Carbondale, where she will major in business administration.

The Academic All-American Scholar and Illinois State Scholar has received an SIU academic scholarship and a National Honor Society Scholarship. Her achievements have been listed in "Who's Who among American High School Students". Among Winslow's honors are the United States National Leadership Merit Award, Journalism Award, Honor Roll Award, French Award, Most Valuable Player - Scholastic Bowl, the Scholastic Athlete Award and membership in the Society for Academic Achievement.

Her high school activities have included membership in the National Honor Society two years, serving as vice president her senior year; co-editor of the yearbook; Junior Class treasurer; Band Council as an upperclassman, serving as vice president her junior year; drum major in her senior year; jazz, pep, marching and concert band member all four years; Girls Athletic Association four years; French Club four years; Students against Driving Drunk (S.A.D.D.) as an upperclassman, and newspaper reporter both junior and senior years.

In addition, Winslow has been a four-year member of the Scholastic Bowl, serving as captain her freshman year, junior varsity captain as a sophomore and varsity captain



Identical twins Lara, left, and Suzi Nance have both won volleyball scholarships.

Net skills serve up scholarships

What's better than one good volleyball player? How about two -- two that look alike, of course? Dick Nance, territory manager, sweeteners, happens to have a pair -- identical twins, Lara and Suzi, who will be attending Nicholls State University in Thibodaux, Louisiana, next fall on volleyball scholarships they each received.

The girls play a lot of sports all year in school but volleyball is what they like the best.

Impressive on and off the court, the girls give spectators a little identification trouble solved only by the numerals worn on their shirts. Lara plays outside hitter, while Suzi is middle blocker.

According to accounts of last November's state volleyball tournament in Lafayette, Louisiana, coaches from around that state watched Riverdale High, for which the twins play, capture third place. Several of the coaches were impressed with the team, the Riverdale coach said, but especially with Lara and Suzi.

"Coaches at the tournament couldn't get over Lara and Suzi's athletic skills," said coach Janan Courtney. "But most of all, they (coaches) were impressed with their attitudes both on and off the court. Whenever the team was down, you could count on Lara and Suzi to pick everyone up."

People speculated that the girls would go their separate ways after high school and build their own identities.

"We didn't want that," said Suzi. "You see, we like each other and want to be together. Why should going to college change that?"

The girls plan to share a room in the dormitory at Nicholls State just as they do at home in Metairie, Louisiana.

Besides being best friends, the girls share a good deal including talking alike, dressing alike, wearing their hair in the same style, enjoying the same pastimes and looking forward to careers in communications.

Speaking of careers, Lara said, "I love movies and enjoy being in front of a camera."

as an upperclassman. She was named to the All-Conference Team as a senior.

Michelle played volleyball as a freshman, junior and senior, being named co-captain her last year. All four years, she participated in track and was a varsity cheerleader her sophomore year.

Although the high schools have lost these class leaders and very active students, it's reassuring to know that there are many new faces awaiting the opportunities to move into these graduates' former roles.

"And I like the technical part -- the work behind the camera," said Suzi. "So, I think we'll both go into some sort of communication field."

As far as careers go, "We want to open up our own public relations company one day," according to Lara. She noted, "We'd be the perfect partners."

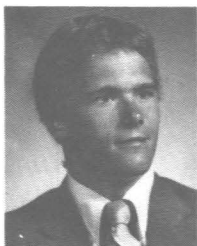
The girls are looking forward to their move to college life and the new experiences it offers.

Lara explained, "We can't wait to see what it's like to live on campus, attend college classes and meet people from around the state. I think adjusting to college life will be pretty easy for us."

But that's in part because they'll be sharing those experiences together.

Blersch is Evans Scholar

A spring graduate of St. Xavier High School in Cincinnati, Ohio, Todd A. Blersch has been awarded an Evans Scholarship to Miami University of Oxford, Ohio. The son of Warend, field engineer at the Decatur plant, will be attending the college of business administration, majoring in marketing.



Todd Blersch

Scholarships are not new to Todd, who has held a four-year academic scholarship to St. Xavier High, where he was vice president of student council and on the honor roll. Blersch's school activities also included editor of the school newspaper during his senior year and football, track and weightlifting teams all four years. He has been listed in "Who's Who among American High School Students".

Among Todd's outside interests are the church youth group, Big Brothers' Boys Club, golf, basketball and physical fitness.

Chemistry award winner

Among the scholastically outstanding and professionally active junior B. S. and B. A. chemistry majors at the University of Arkansas, Fayetteville, Michael Scott has been singled out for a Department of Chemistry Junior Achievement Award. The son of Tom, principal project engineer, corporate technical, Decatur, received a monetary award as well as books applicable to his field of study for this achievement.

Further inroads in safety will come from being more conscious of actions

(Continued from Page 1)

aware of what we are doing as well as what others around us are doing," said Willy Green, senior mechanic, electric shop. A 17-year-veteran of Staley/Decatur, Green noted, "It's important to wear safety equipment required by the particular job, use the proper tools for the work being done and to keep that work area clean."

Commenting on the importance of safety on the job, Marion Page, another electric shop senior mechanic, explained, "In our department, you only have one chance to mess up. You try to work safely all the time," the 38-year employee pointed out.

"Our safety achievements are one of the finest things that have happened at the Decatur plant in a long time," according to Ralph Tozer, supervisor, starch packing. "Every day that we can go home in the same condition we arrived at the plant benefits not only our family but the company as well. Nobody wants to get hurt."

Clear mind important

"I try to come to work with a good head -- always alert," said Terry Hughes, process supporter, 20 building, who believes a clear mind is very important to working safely.

"With people doing more jobs alone, mechanics have to take their time and be more careful while working by themselves," according to S. E. Bledsaw, supervisor, starch modification, 16 building.

Another supervisor in starch modification, Frank Bilyeu, said, "Everyone needs to continue to pay attention to the manner in which things are done"

"We must be more conscious of what we are doing to continue this safety record," emphasized William Kollman, 44 building process operator.

"We've had too many recordables, many of which could have been avoided," according to Jim Newcome, 60 building. "I believe if everyone would work safely, making a genuine effort, we'd be able to extend this safety record a long time," the utility losses supervisor said.

With 20 years at Staley over which to compare the safety climate, Dan Edgecombe said, "The stress on safety, particularly in the last year, has been very good." He's a senior sheetmetal mechanic in 20 building.

"We have better procedures for working on equipment, and everyone is more aware of safety," explained Bob Stanberry, maintenance coordinator, 5 and 10 buildings.

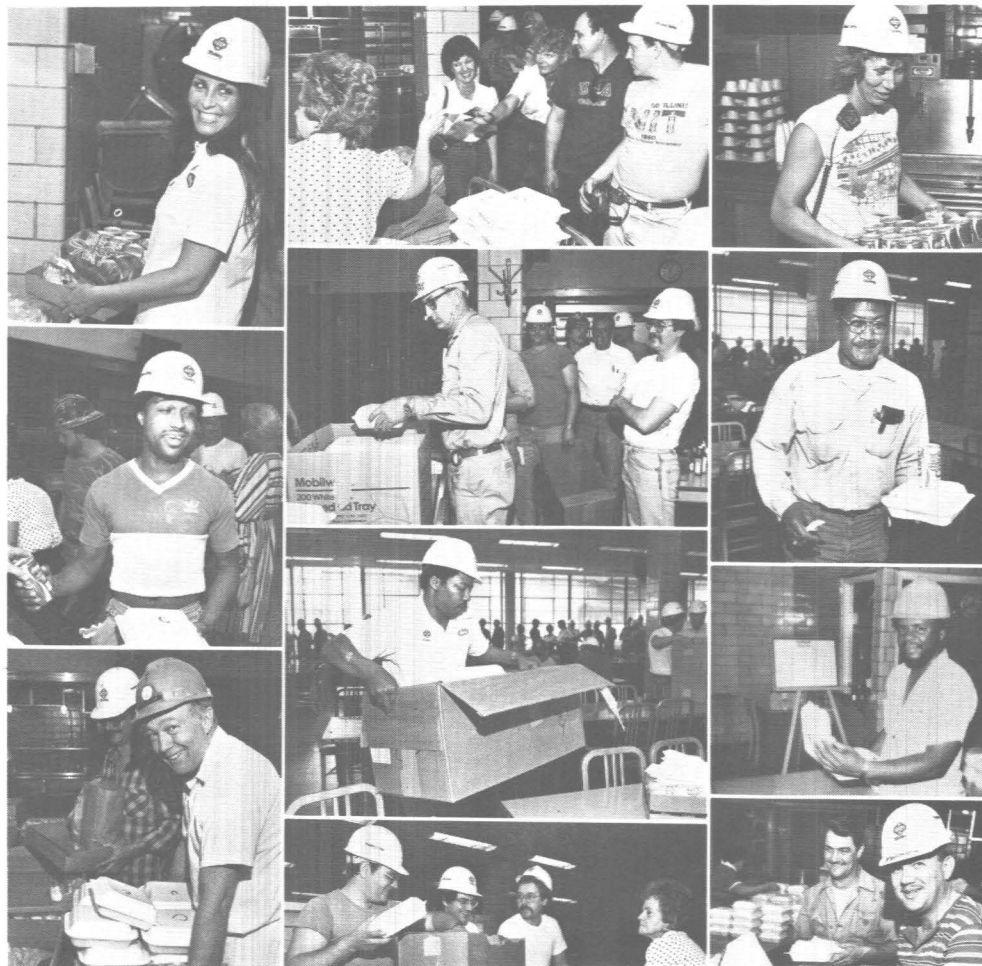
Agreeing with him, Don Oestreich said, "Besides working more carefully, employees are more aware of safety procedures." The senior instrument and control mechanic at 5 and 10 buildings is a 20-year employee.

But on top of this, Tom Brabender said, "Enthusiasm toward safety is good." The maintenance coordinator, facilities, noted, "There's more safety awareness now than ever before. We initiated a safety glasses requirement in 77 building this year. Maintenance instigated this program in their area, a move the joint health and safety committee has supported. There's a potential danger just walking through that shop because so much work is being done with stainless steel. We owe it to employees to provide them with the proper safety equipment and encourage them to use it. These glasses should eliminate the potential problem with eyes."

On the subject of the glasses, Pam Cooper, maintenance secretary, said, "Employees fussed about the rule of wearing safety glasses in 77 building at the beginning. They just had to get used to the idea, and it's a good one," she added.

"Employees seem to be more receptive to observing the rules -- perhaps seeing the connection between procedures, rules and their personal safety," said Tom Gillum, chairman of the joint health and safety committee. "There's no doubt in the minds of committee members that employee movement and the future of the plant have had an impact on safety. As improvements in the plant are made, attitudes are becoming more positive, which certainly boosts safety."

Reinforcing Gillum's thoughts, John Sturgill said, "A more stable work force has helped



Decatur employees pause to make safety observations while obtaining dinners celebrating a million hours without a lost-timer.

the safety picture." According to the laboratory analyst, "Those who have not moved around to different jobs have fewer accidents. They are more familiar with their jobs and tend to work more safely."

With many of the same thoughts, Theron Redfern, night coordinator, said, "It seems like when we are running level and things are going smoothly, safety comes with it. The more upset the environment becomes, safety is affected negatively. Upsets from the norm throw people off balance. That's when accidents occur."

Motivation to work safely

"We have good rules, procedures and safety codes if they are practiced," Kenny Patton believes. He is the night maintenance coordinator. "About everything possible has been done to have a safe environment. Now we just have to motivate employees to work more safely all the time."

"If we are all careful, we should be able to maintain the safety record," Carolyn Starbody, process supporter in 111 building, noted.

"Taking time to be careful" has been Sam Williams' key to a good safety record in his 36 plus years with the company. He's a senior mechanic, riggers.

"We must take time to do things correctly. If we are not safe, everyone is hurt -- union and the company alike," stated Stewart Brown, process supporter, 5 and 10 buildings.

"More accidents likely occur because of getting in a hurry or being careless while hurrying," explained Tom Brewer, senior service operator, 16 building.

With much the same thought, Steve Krueger said, "If we take our time and don't rush, we should be able to achieve many more safe work days." Krueger is a process supporter in 47 building.

Explaining the workings of the pilot plant, E. O. Walters said, "We make something different every day using different equipment, chemicals and procedures. Therefore, we have to think before we do anything," the process supporter in 59 building said. "We have to be very knowledgeable about the work and very careful as well."

"Sometimes there's a conflict between getting a job completed quickly and doing it safely. We must always think more about it and take more time to get the task performed safely," said Matt Rebeck, associate process engineer, 99 building. "I think about safety for myself and also for those who work on machinery that I'm involved with. I want to make sure there are no accidents with that equipment, installing safeguards wherever possible."

Common sense about safety is the key to Luther Moore's untarnished safety record in his 31 years at Staley, he revealed. Moore is a process operator in 118 building.

"Working carefully has given us these many hours without a lost-timer," said Don Hilton, a utility laborer in 20 building.

"Better attention to and attitudes about safety are helping with the achievements," according to Richard Baker, 99 building process operator.

"It's obvious that everyone is trying to work more carefully and safely or we would not have tallied up this many hours without a lost-timer," pointed out Robert Sutton, senior service operator, 5 and 10 buildings. He has 29 years of experience at Staley.

"By thinking about working safely, following the safety code and work procedures, we should be able to go a long time without another lost-timer," according to William Long, utility laborer, 1 building.

A joint health and safety committee member, Billy Bob Davis, senior service operator, paint shop, said, "You can't depend on someone else looking after your personal safety. You have to be responsible and look for hazards while on the job. I had a lost-time accident in 1957 when I caught my ring in equipment. I quickly learned either not to wear a ring on the job or to pull on a glove to protect that hand. That type of accident can definitely be prevented with protective equipment and common sense."

Commenting on her work area in the office of 44 building, Betty Dickerson, scheduling and maintenance clerk, said, "People try to follow procedures and work carefully, but accidents do happen."

Taking a different stand, John Cook said, "All accidents can be prevented." The instrument and control shop senior mechanic believes, "We can be more conscious of what we are doing and make further inroads in safety."

Learn through experiences

Accidents are not the only teachers though, according to Bernie Bork, senior mechanic, electric shop, who said, "Near-misses are valuable learning experiences for things you don't want to repeat." He has 33 years at Staley.

A 17-year veteran, Paul Zeck, said, "Raising safety awareness is very important, particularly during utility shutdowns. Those who are already fatigued always have a greater potential for injury than they normally would. This means the focus on safety has to be increased at shutdown times when fatigue is not unusual -- that's being done. During the most recent shutdown, we discussed near-misses to keep the safety

conscious level up," the senior sheetmetal mechanic noted.

A former safety supervisor, Tom Ellison, believes, "Everyone's awareness about safety is better than ever. The subject is more publicized than at any other time I can recall and it has the support of top management." Ellison, who is the maintenance planner, utilities, 85 building, pointed out, "Decatur plant has more people and is a larger, much older facility than the other corn plants. This makes the safety job much rougher. We have to work in a safe manner every day, whether there's a record or not."

"I don't want to get hurt, but I want to get my job done. Sometimes the repetitious nature of jobs allows us to lose sight of safety procedures. Reminders help a lot to keep safety awareness up," according to Wayne Hill, senior pipe shop mechanic, who's been at Staley 20 years.

"If we keep our minds occupied with safety through reminders and promotions like the Sta-Safe Bank, it helps. With the social security numbers posted at the gate and the safety light shining there as well, we can't help but think about safety as we walk into the plant," said Cecil Davis, electric shop senior mechanic, who's been with Staley 36 years. "They are not going to turn that red light on at the gate because I did something unsafe."

Speaking of reminders, Barbara Baum said, "We are constantly getting safety messages: We are very much aware of safety, and it's paying off." She's 5 and 10 building's clerk.

"Promotions certainly help remind us about safety," said Candy Winholtz, work order maintenance clerk, 77 building. "To keep up the safety record, we are all going to need to be aware of our activities and keep trying to work safely."

One of the favorite incentives capturing everyone's attention is the bank roll, according to Shirley Tevz, secretary, area superintendent, 17 building. "Safety seems to be more a part of our activities and conversations since this latest promotion began."

"Keeping that money bank going will help hold attention on safety," believes Edward Belue, utility laborer, 52 building. "I personally watch out for myself and others," he added.

Co-worker Ron Evans said, "We have to be very conscious about our duties to work safely. Gimmicks help like the promotions, which make safety more interesting.... There may be a prize for our efforts."

Marcus Clark, senior service operator, paint shop, agrees that promotions help keep safety in focus. "Personally, I don't want to see anyone injured, and I do my best to work safely," he noted.

Don Creek, process supporter in 118 building, likes the money aspect of this safety program, but said, "The safety program is a good one. It has had an impact on how we work. A monetary incentive is a good aspect of that program though."

A bankroll winner, Dave Crawley, process supporter, 17 building, said, "That promotion got my attention even though I had to split it. In addition, we have a lot of meetings to help prevent accidents. They must be doing some good, judging by our achievement."

Another employee impressed with the impact of the bank roll is Betty Wolverton, secretary to the plant manager. She said, "I think the Sta-Safe Bank has helped by making us careful of our actions and by giving us a chance to win something worthwhile."

Cleanliness important to safety

Looking at yet another aspect of the safety picture, Cathy Force said, "Good Manufacturing Practices are an important part of our plant life now. I'm amazed and pleased with the housekeeping efforts in 77 building where I work compared with conditions there several years ago when I came from headquarters to the plant. There's been a vast improvement," the cost analyst emphasized.

Agreeing with Force, Greg Dow stressed, "People are paying more attention to safety

(Continued on Page 9)

Safety not taken for granted: Employees work at it

(Continued from Page 8)

factors and doing a better job of house-keeping." He's a utility laborer at the elevators.

Colleague John Freeman believes the record was possible because "more emphasis is now being placed on safety".

"When I see a hazard, I try to have it taken care of before someone gets hurt," Mike Rutherford, senior process operator, 1 building, acknowledged.

A process supporter in the boiler room, John Kleiss noted some hazards that are part of the job -- clinkers, steam pipes, moving equipment and coal and ash dust. "We are doing a lot of lagging or insulation on the steam pipes to increase our protection."

"It's taken team effort working very carefully to compile this record," according to Geneva White, maintenance clerk, 5 and 10 buildings.

"Safety takes cooperation," according to Jon Buell, process supporter, 44 building. "Many times we pick up after one another. When we've seen some unsafe items in our work area, they are reported and corrected quickly."

"Getting more people involved in safety programs and having them listen to ways to correct safety problems rather than just letting them happen is a key ingredient to the current safety success at the Decatur plant," according to Jerry Parks, senior supervisor, refinery.

"Reporting all unsafe conditions is important to continuing this safety record," said Charles Conaway, process operator, utilities, 16 building. "When we make out work orders related to safety, they are handled very rapidly. The company is interested in safety."

Picking up on that topic, Delbert Rhymes, process operator, 118 building, said, "When we know people are concerned about our health and safety, we are happier to do that job. Safety committees are seeing that hazards are removed or repairs are made promptly. This emphasis has had an impact on attitudes and lifted our morale."

Agreeing with Rhymes, John Eubanks said, "It's nice to work for a company concerned about safety. While the company tries to run more efficiently, there's a strong concern for safety," the process operator, 118 noted. "We have room for improvement. The task forces for safety will be making suggestions for improvements. We'll see what comes of them. The job is not finished."

Looking at the many recent positives, Terri Kajander said, "The promotions, increased emphasis on safety and the meal we received after achieving the million hours all make a great difference in attitudes about safety." The maintenance clerk in 77 building believes, "It all shows that the company really cares about safety and us."

Adding his thoughts on the topic, Dennis Hall said, "When we see that Staley is genuinely concerned about safety, we are more safety conscious. Having our own safety committees, monthly meetings to discuss safety problems and seeing hazards corrected point out that the company cares." He is a process supporter in 99 building.

Floyd Williams, a senior mechanic in the electric shop, noted, "There's been a big change in safety since I started with the company 17 years ago. We have a safety committee handling rules, procedures and the like and a large investment has been made in safety equipment for our protection on the job. That all makes life at work healthier and safer."

Noting that the joint health and safety committee can't be expected to shoulder the full safety load, Al Dobbins, process operator, 17 building, believes, "The committee has built up a very good program for us. Now it'll take cooperation of everyone to see that Decatur's safety goals are reached and extended though."

Emphasizing the importance of cooperation between the company and union, Randy Dotson said, "The joint health and safety committee made things turn around." The shift foreman in the pilot plant believes, "The guys who work the jobs know the

things that must be done to make this plant safe. We need to listen."

"It has taken a unified effort of management and union, plus all the employees' support to have safe conditions in this plant. We all worked with each other to instill good attitudes, work practices and safe equipment for the safety of our employees," said Larry Jones, microbiologist, 60 building, who was formerly manager of loss prevention.

Accidents preventable

"A good safety record is not luck," said Jones. "There are those elements that occur that are not foreseen, but the better prepared we are and the more diligently we work at it, the closer we'll come to having no injuries of any kind. I am firmly convinced that there is no accident that can't be prevented if we have the knowledge, skills and attitudes to tackle those problems."

"Training programs help.... Experience helps.... Stability helps. A lot of our difficulty in safety," said Jones, "has stemmed from new employees working in unfamiliar jobs or employees being moved into unfamiliar jobs. The turnover within the organization along with preoccupied employees have all been handicaps. Now employees don't take their safety for granted any more. They know they have to work at it!"

A member of the joint health and safety committee said, "With the new Safety Code and Training Manual, everyone is more familiar with how to handle situations that arise and influence safety." Mick Stewart, process operator, 2 building, continued, "I believe if we work together and get more people involved in safety, the plant will be more harmonious, and, in the long run, a safer place in which to work."

"The joint health and safety committee will have to become more particular," believes J. B. Webb, safety supervisor and committee member. "We are getting caught up with policy and procedure statements, letting people know what should be done. Now we have to get people to pay attention to those things on a daily basis. All companies with great safety performance records, such as DuPont and Procter and Gamble, are very aggressive with lost-time control. They have some plants that have exceeded six million hours without lost-timers. To do that, you must minimize the opportunities for people getting injured. That's what we're pursuing."

As an outsider who has been working with the Decatur plant the past two and one-half years, Mark Hetherington, safety consultant with Travelers Insurance, said, "Many positive ingredients are going into the

Decatur plant's safety effort." In this short time, he has seen attitudes toward safety improved, the plant safety committee doing much to improve the safety environment and management strengthening its commitment to safety.

"Safety visibility in the plant is much better," according to the consultant. "Now when I visit with supervisors and foremen, they are talking and thinking about safety. That is a distinct change in the couple of years I've been here."

On visits, Hetherington surveys portions of the plant, offering safety suggestions and citing ways to handle problems that have worked successfully at similar plants.

"One of the basic reasons for these improvements in safety is the plant joint health and safety committee," said the consultant. "The committee has balanced the company's interests and those of the plant workers in meeting the goals of accident prevention. Although there's not that much disparity between interests, they have blended them well. That's the key to much of the safety success in this plant."

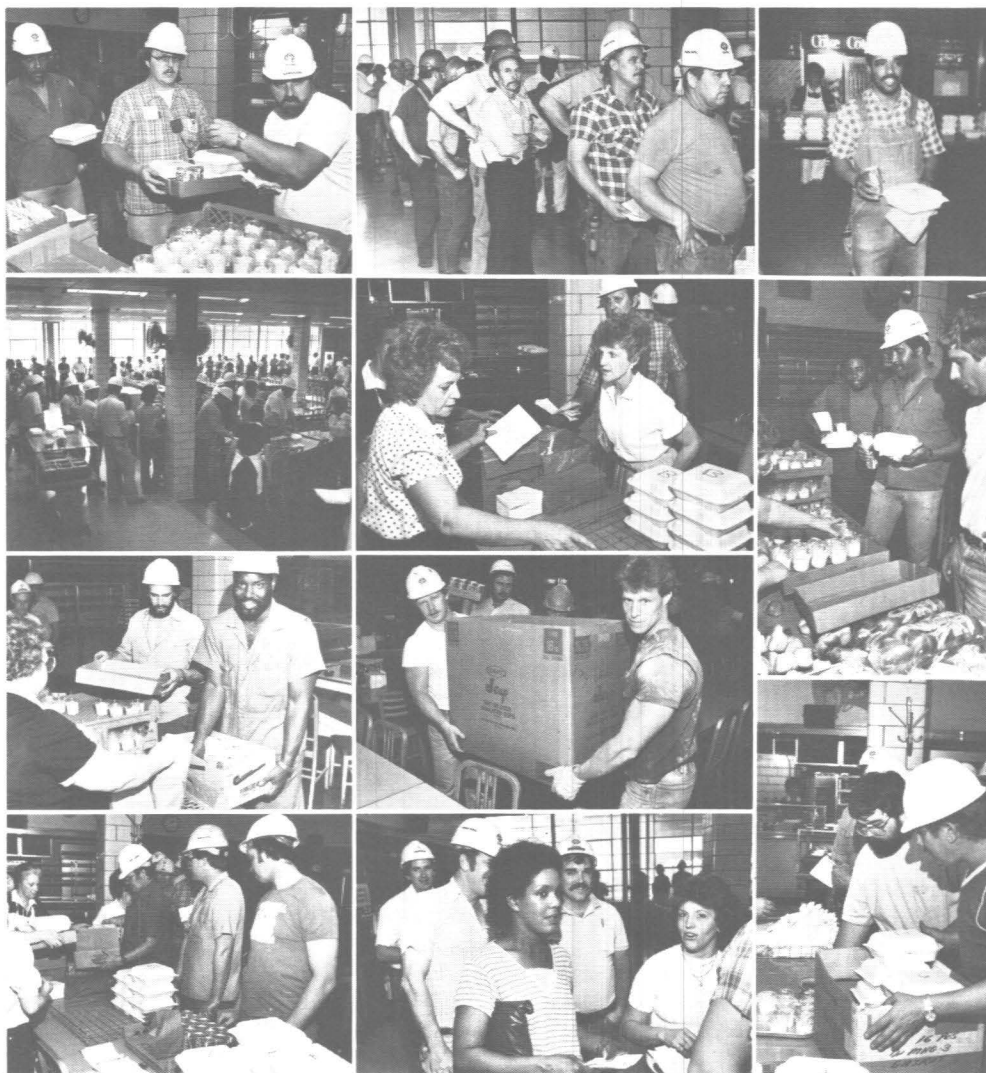
Decatur's Safety Code, written by the committee, is the most comprehensive the consultant has seen. "In addition to the code, the plant's procedural and training manuals provide information and easy references anyone can use," Hetherington said. "The publications have taken a lot of effort by the entire health and safety committee. They've done a fine job."

Departmental safety committees are tackling complicated issues now, according to the consultant. "By getting guidance from the joint safety committee, they are able to handle their own area safety concerns. For a plant this size, the safety department is very small. Therefore, it's essential that the responsibilities for safety are taken on by departments."

"It has taken time at Decatur to change attitudes about safety and getting some to shoulder additional safety responsibilities. Ultimately, safety and loss prevention must get down to the individual employee. We need to get everyone involved in safety."

"I'm seeing a positive, active approach to safety around the Decatur plant," Hetherington said. "With the size of this plant and the expenses involved, we will never achieve zero accidents, but we can certainly expect a reduction in opportunities.... That's already occurring."

Summing up the importance of safety, Dan Dean, 12 and 26 buildings' process supporter, said, "We have to take safety seriously. We are dealing with our lives."



Decatur employees say, "It's nice to work for a company concerned about safety."



Kelly Burdick displays the talent trophy she acquired in a beauty pageant.

Top talent

Although this was her first competition, Kelly Burdick walked off with the talent trophy for the six-to-eight-year-olds in the American Beauty Pageant this spring at the Urbana Civic Center. She is the daughter of Gary, supervisor, Decatur truck services, and granddaughter of Dean, site services manager, Decatur.

Her winning performance was a piano rendition of "Tomorrow" from "Annie". Kelly, who is six, has been taking Suzuki piano lessons for two years. She is also a dancing student. Combining these talents, Kelly will likely have many more opportunities to compete in pageants. Besides this, the youngster is reportedly a straight "A" student at Enterprise School, where she will be in second grade this fall.

Sisters collect honors



Annie Hsieh



Anpin Hsieh

Outstanding students among classmates at Stevenson School in Decatur were Annie and Anpin Hsieh, the daughters of Ming, senior development engineer, research and development, Decatur.

Annie, who graduated from the elementary school in June and will attend Mound Middle School, was an honor roll student all four quarters of the year. She served as secretary of Student Council, had a first-place rating in the Science Fair and a first-place rating in the 1985 string contest.

Sister Anpin, who advances to fourth grade in the fall, was on the highest honor roll all year. She was named a Decatur Young Author for her writing skills, placed first in the Science Fair and received a first-place rating in the 1985 string contest.

"Probability" takes first

Hours of compiling statistics, writing reports and producing graphics to show his results paid off for Bryan Kozak, who earned the first-place trophy in second grade competition at the Richland Community College Science Fair this spring. He is the son of Bill, senior development engineer in the pilot plant at Decatur.

Bryan's winning project, among some 35-to-40 entered in his age group, was on "Probability", showing the likely outcomes mathematically with random event processes, such as rolling dice, flipping coins and rolling marbles through a probability board. In total, the project took the Holy Family School student a month to complete. And there was a casualty. Bryan's three-year-old brother, Timothy, helped make the probability board for the marble roll and threw a hammer at Bill, hitting his foot.

The fair, of which Staley is a major sponsor, is county-wide for students in kindergarten through eighth grades.

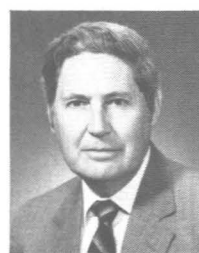
104 celebrate May-June anniversaries totaling 2,670 years at Staley



Wendell Ray



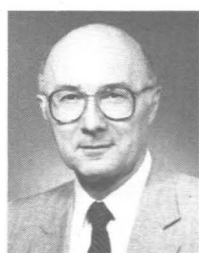
Dale Carter



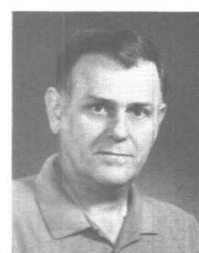
Benjamin Cochran



John Hunt



David Pritts



Robert Sutton

40 Years

WALLACE BEAN, senior mechanic, rebuild, round house, Decatur
SIMON HARRIS, senior mechanic, rebuild, machine shop, Decatur

35 Years

WENDELL RAY, southeast sales manager, sweeteners, starch business group, Atlanta

30 Years

DALE CARTER, senior buyer, equipment, purchasing, corporate technical, Decatur
BENJAMIN COCHRAN, director, construction management, engineering, corporate technical, Decatur
DON CUTTILL, maintenance coordinator, rebuild, maintenance, manufacturing, starch business group, Decatur
JOHN HUNT, senior mechanic, starch drying and grinding, machine shop, Decatur
DONALD LOURASH, process operator, 17 building, Decatur
JAMES MAYBERRY, starch inventory planner, customer service, starch business group, Decatur
FREDERICK MILLER, materials control coordinator, administration, research and development, corporate technical, Decatur
DAVID PRITTS, director, corporate personnel, industrial relations, corporate administration, Decatur
ROY RIGGS, senior process operator, 9 building, Decatur
JAMES SCOTT, senior process operator, 16 building, Decatur
RAYMOND SLAW, senior process operator, 99 building, riggers, Decatur
RICHARD STROCHER, process supporter, 5 and 10 buildings, Decatur
ROBERT SUTTON, senior process operator, 5 and 10 buildings, Decatur
CHARLES SWAIM, process operator, 20 building, Decatur
THERON TINKER, principal maintenance engineer, maintenance, manufacturing, starch business group, Decatur
JOHN WHEELER, utility laborer, 28 building, Decatur

25 Years

NORMA DYER, data control/input analyst, law, corporate law/patent, Decatur
WILLIAM HAGENBACH, director, environmental science/safety/medical/environmental affairs, corporate finance, Decatur
WILLIAM SHELTON, senior process engineer, process engineering, corporate technical, Decatur

20 Years

RAY ASHCRAFT, process supporter, 20 building, Decatur
THOMAS BLY, process operator, 59 building, Decatur
DAVID CARLEN, senior process operator, 12 building, Decatur
JOHN CARTER JR., senior process operator, 16 building, Decatur
CALVIN COMP, process operator, transfer, Decatur
RANDALL COOK, business systems designer, corporate information systems, corporate finance, Decatur
LARRY CUNNINGHAM, vice president/general manager, starch business group, Decatur
GENE DANIELS, technical specialist, sweeteners, administration/accounting, sweetener business group, Decatur
EVERETT DOWDELL, process operator, 5 and 10 buildings, Decatur
DONALD ETLING, senior maintenance engineer, maintenance, manufacturing, starch business group, Decatur
JOHN EUBANKS, process operator, 118 building, Decatur
JAMES GENTRY JR., senior mechanic, wet milling, millwright shop, Decatur
DONALD HODGES, process operator, 118 building, Decatur



Donald Lourash



James Mayberry

JOHN KENNEDY, senior process operator, utilities, riggers, Decatur
JAMES LIGON, process supporter, 20 building, Decatur
MARGARET PAYTON, relief clerk, dry starch, manufacturing, starch business group, Decatur
HERBERT PUGSLEY, process operator, 44 building, Decatur
FRED SHAFFER, senior process operator, 5 and 10 buildings, Decatur
HARRINGTON SHAW JR., senior mechanic, instrument and control, utilities, Decatur
DANIEL STILES, control systems engineer, technical, manufacturing, starch business group, Decatur
LAURENCE VOYLES JR., senior mechanic, syrup and dextrose, 5 and 10 buildings, Decatur
JOHN WALKER, process operator, 47 building, Decatur
SHIRLEY WEGER, coordinator, customer service, starch business group, Decatur
VINAL WHITE, chemical operator, leadman, manufacturing, starch business group, Houlton
EDWARD WILLIAMS, production supervisor, manufacturing, protein, Decatur

15 Years

ROBERT BULLOCK, senior draftsman, engineering services, corporate technical, Decatur
STEVEN CARTER, senior process operator, facilities, Decatur
SHIRLEY CHERVINKO, data control clerk, corporate information systems, corporate finance, Decatur
ROBERT CORBIN, process control monitor, refinery, manufacturing, starch business group, Sagamore
TERRY CROWELL, process operator, 5 and 10 buildings, Decatur
RICHARD EBERHARDT, laborer, manufacturing, starch business group, Sagamore
MICHAEL JOHNSON, supervisor, oil/feed processing, corn milling, manufacturing, starch business group, Decatur
VELDA LINDSEY, secretary, vice president, corporate development/international, Decatur
MARY ANN MONTGOMERY, chief clerk, refined oil, manufacturing, Decatur
CAROL MOORE, data input operator, corporate information systems, corporate finance, Decatur
PAMELA ROAN, record control clerk, corporate office services, corporate finance, Decatur
JIMMY RODGERS, utility operator, 99 building, Decatur
ROBERT SCHANEFELT, director, food and industrial research and development, corporate technical, Decatur
JOHN SCRIMPSHER, principal project engineer, technical, manufacturing, starch business group, Decatur
MARK VEST, process operator, 9 building, Decatur

10 Years

JEFFREY BAGLEY, process operator, 99 building, Decatur
GARY BURDICK, supervisor, Decatur truck services, manufacturing services, starch business group, Decatur
JOSEPH CHAPMAN III, process operator, 28 building, Decatur
BETTY DICKERSON, scheduling and maintenance clerk, syrup and dextrose, manufacturing, starch business group, Decatur
GENE EVANS, manager, sales administration, starch business group, Decatur



Norma Dyer



William Hagenbach

CARL GIBBONS, process supporter, 34 building, Decatur
GREG HAUSMANN, superintendent, technical, manufacturing, sweetener business group, Lafayette/South
ROBERT JANSEN, coordinator, wet mill/sweetener/alcohol engineering, engineering, corporate technical, Decatur
CHRIS LIVERGOOD, junior legal assistant, law, corporate law/patent, Decatur
MICHAEL PATRICK, senior process engineer, technical, manufacturing, starch business group, Decatur
ROBERT RANDLE, manager, customer service, sweeteners, administration/accounting, sweetener business group, Decatur
PATRICIA RICHMOND, section manager, food and industrial research and development, corporate technical, Decatur
DONALD WALLER, plant manager, starch business group, Monte Vista

5 Years

TRACY BAKER, starch modifier, manufacturing, starch business group, Sagamore
LORETTA BECK, clerk, manufacturing, sweetener business group, Lafayette/South
CHERYL BEERY, coordinator, customer service, starch business group, Decatur
JEFFREY BORNSTEIN, department manager, polymerizable products, corporate technical, Decatur
ANN BROWN, extra board assistant, plant personnel, manufacturing, starch business group, Decatur
HURAL BROWN, process control operator, wet milling, manufacturing, starch business group, Sagamore
GUY BUCHNER, manager, technical, manufacturing, sweetener business group, Loudon
JOHN CAMPBELL, technician, utilities, manufacturing, sweetener business group, Lafayette/South
JAMES CORNELISSEN, process engineer, manufacturing, sweetener business group, Lafayette/South
JOANN DAUGHERTY, cashier clerk, financial, corporate finance, Decatur
GARY ERLER, project engineer, technical, manufacturing, starch business group, Decatur
DEBORAH GOLDSMITH, word processor, manufacturing, starch business group, Sagamore
HOWARD HARTMAN, process/project engineer, manufacturing, chemicals from carbohydrates, Van Buren
LEO HENNING, maintenance foreman, manufacturing, sweetener business group, Morrisville
GERALD HOLLEY, motor services specialist, manufacturing, refined oil, Decatur
TERRILYN KAJANDER, maintenance clerk/plant-wide maintenance, manufacturing, starch business group, Decatur
THOMAS KOONTZ, development engineer, food and industrial research and development, corporate technical, Decatur
PHILIP LAWRENCE, maintenance technician, manufacturing, sweetener business group, Loudon
DAVID MICHL, management accountant, control, corporate development/international, Decatur
DAVID MITEFF, technician, utilities, manufacturing, sweetener business group, Lafayette/South
DENNIS MORRIS, chief operator, starch, manufacturing, starch business group, Sagamore
DAVID NICHOLS, technician, maintenance, plant services, manufacturing, sweetener business group, Morrisville
KENNETH OBUSZEWSKI, manager, maintenance/utilities, manufacturing, sweet-

ener business group, Morrisville
MICHELLE PETERS, sweetener price coordinator, administration/accounting, sweetener business group, Decatur
JAMES QUINLISK, vacation relief, commodity handler, manufacturing, starch business group, Sagamore
DELORIS RHODES, senior accounting clerk, administration/accounting, starch business group, Decatur
THOMAS SMITH, security coordinator, manufacturing services, starch business group, Decatur
DAVID TEGEDER, merchandiser III/export meal, commodities, ContiStaley
TIMOTHY WEAVER, spray drier operator, manufacturing, starch business group, Sagamore

Controls check preceded start-up

(Continued from Page 4)

allowing them to pre-plan that event. Technicians volunteered to help with check-outs and start-ups, according to Hodgen. "During this period, we relied upon them to tell us if equipment or the operation didn't look correct."

"Working on the floor, they could see how to make the equipment easier to operate, and we could make changes as the project moved along. For instance, they could look at the layout and know that a piece needed to be closer to the floor for easier handling or use," said Niebrugge.

Prior to the start-up of the fractionation system, the expansion went through a controls check. By running water through the system, they could simulate the operation and determine the effectiveness of controls. For a couple of weeks, Max Mattione ran the Programmable Logic Controller (PLC) to identify any control problems on digital valves that work with timers and set alarms. His effort assisted the fast, unhindered start-up.

Start-up engineers, for the new fractionation train, in addition to Niebrugge and Wendt, were corporate resources Larry Peckous, senior development engineer at the pilot plant, and Jim Purdue, senior research chemist.

"We were mostly troubleshooting the system, locating and solving problems, tuning control loops and the like," said Peckous. "There were small problems no one expected. Any of them would have kept the system from functioning correctly. Most were associated with programming changes in the computer, some controller problems or a few leaks. However, this was probably the smoothest start-up I've ever witnessed. As an indication of how well it went, we were able to go home a couple of weeks earlier than scheduled."

"Part of what made this such a good start-up was the fact that the operators and instrument personnel became involved. Start-up engineers can be the lone rangers, so this was quite a switch. Technicians were very professional. They felt a tremendous responsibility for their processes and took their jobs very seriously. They gave a good team effort to the start-up," said Peckous.

From the perspective of one technician, the only glitches in start-up appeared to be an improperly programmed valve and a few pumps turned incorrectly, but nothing really major, according to Doug Watkins, refinery process technician.

The overall start-up, as far as Wayne Owsley, refinery team coordinator, was concerned, went very well. "We never had bad product. Start-up was unhampered due to the quality of the people working on the project. Our group thinks quickly. The only equipment we were unfamiliar with was the fractionation train."

Summing up the feelings of the Loudon staff, Hodgen said, "As a major project, this refinery expansion eclipsed the first refinery start-up, although certainly not as large. The expansion from start to finish was extremely well done attributable to the melding of corporate with Loudon personnel. It's the best way to handle a project of this nature. In fact, I wouldn't want to tackle another building program or expansion in any other way."

Safety requests are flagged

(Continued from Page 3)

"Speaking of design, we have pushed the capabilities of the feedhouse well beyond expectations and are running at a hard pace all the time," according to Stephens. "This means we must carefully watch equipment. When there is a problem, the sprinklers are automatically turned on and the system is down until it's entirely cleared and checked."

"Most of the feedhouse is automated," according to John Scruggs, a control room technician three years. "By the time we run into trouble, the automatic system is working on it."

Good housekeeping necessary

"Good housekeeping is a very important part of eliminating problems not only in the feedhouse but anywhere in the plant," said Jim Hicks, another feedhouse control room technician. "However, we've had extensive fire training to take care of any situations and we have plenty of equipment."

"Being well organized and knowing how to handle an emergency is necessary," according to Hicks. He said, "Organization has much to do with our ability to take care of problems. If we have a situation once or a new problem, investigative response is immediate. The problem is taken directly to the area manager, and it's sent to the appropriate people for solution quickly."

According to the safety representative in the feedhouse area, Mike Hall, who is a feedhouse technician, "Anytime we have an internal problem, we go over the circumstances, and the safety committee will take it from there to make changes. We learn from our experience."

"With production being pushed, we must be on the look out and have our awareness up every day. Even though I'm the safety representative, if I'm doing something unsafely, someone should remind me. Sometimes we have to work for others, which means we should check proper procedures to do that job safely," said Hall.

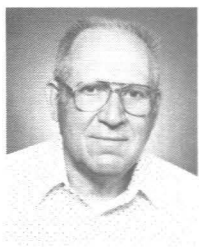
"But the plant isn't the only place where safety is a concern. 'Our accidents are counted like those in the plant,'" said Sandra Fagg, order process clerk. "Although our hazards vary from those in the plant to some extent, because we are not working around hazardous substances such as caustics, we nonetheless have hazards to avoid. Simply put, we sometimes leave desk or file drawers open after retrieving or filing materials. Then there's that telephone cord strung across an aisle while we are talking or fetching something from a drawer. Anyone could trip over that or walk into an open drawer."

We are all aware of the safety code because we work the receptionist's desk. We cannot allow a visitor in the plant with lighters or matches. It's very important that we know the rules and equipment necessary to visit the plant. Safety shoes, hard hat, goggles or glasses may have to be supplied. In addition, some of the secretaries make a trip into the plant daily and must be kept aware of circumstances that could cause them to become a statistic. That would count on Loudon's record like anyone else's accident."

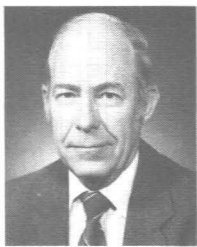
Summing up his beliefs about safety, Herman said, "There will always be spurts of accidents. Every location has them. For this reason, there'll always be plenty of work to eliminate opportunities for accidents to occur."

The plant manager is long on his praise of the help Loudon has received from all other plants and corporate staff members. He noted, "Our safety accomplishments are not ours alone. All plants have helped us reach this mark: Personnel at other Staley locations have shared their problems and solutions and the engineering, quality assurance, sales, marketing and research and development staff members at the corporate level are all working together on issues and problems. We are continually assisting each other, and we'll all benefit as this linkage between locations and Staley personnel strengthens. It's good to share experiences and help others toward more successes. The company benefits as a whole."

34 employees join leisure life in May and June . . .



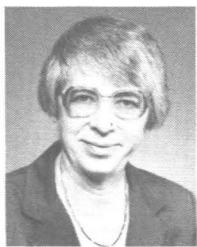
Charles Adams



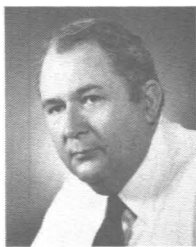
Ray Ashley Jr.



John Homan



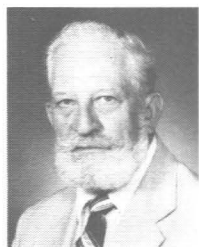
Dorothy Lippincott



Rolland Short



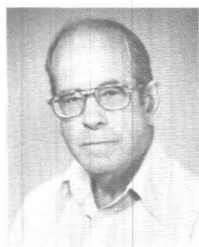
Louise Smith



Allan Eaton



John Fitzgerald



Charles Marlatt



Arnold Metzger



Dwight Engle



Raymond Harper

Effective May, 1, 1985

CHARLES ADAMS, process operator, 28 building, Decatur
RAY ASHLEY JR., principal mechanical engineer, engineering specialties and general facilities, engineering, corporate technical, Decatur
HOMER DAVIS, senior process operator, 99 building, Decatur
ALLAN EATON, senior mechanic, machine shop, Decatur
HAYDEN EVANS, maintenance mechanic A, Morrisville
JOHN FITZGERALD, manager, shipping and receiving, starch business group, Sagamore
LEONARD FORCE, senior mechanic, millwright shop, Decatur
ROLAND GOODMAN, midwest district sales manager, refined oil, Decatur
JOHN HOMAN, vice president, manufacturing, industrial products, Decatur
WILLIAM KOHLER, maintenance mechanic A, Morrisville
TED LEHEW, research building supervisor, research and development, corporate technical, Decatur
DOROTHY LIPPINCOTT, senior research chemist, advanced research and development, corporate technical, Decatur
HAROLD MARCH, civil engineer, engineering, specialties and general facilities, engineering, corporate technical, Decatur
CHARLES MARLATT, utility laborer, 99 building, Decatur
JAMES MCGEE, manager, accounting operations, control, agriproducts, Decatur
ARNOLD METZGER, assistant payroll administrator, financial, corporate finance, Decatur
MARY "JACKIE" RIEDMAN, library assistant/receptionist, advanced research and development, corporate technical, Decatur
LEWIS RINEBOLD, aviation consultant, aviation, corporate assurance, Decatur
ANN SEIDMAN, manager, technical information center, advanced research and development, corporate technical, Decatur
MARTIN SEIDMAN, section manager, advanced research and development, corporate technical, Decatur

Honor graduate

Stephanie Ann Browning, daughter of Hunter Kickle, senior research chemist, Decatur, graduated summa cum laude from Millikin University with a Bachelor of Science Degree in Nursing.

Among her honors, Mrs. Browning was initiated into Phi Kappa Phi national collegiate honorary society, was treasurer of Alpha Tau Delta professional nursing fraternity and was the recipient of the Macon County Medical Auxiliary Award as the "Outstanding Junior Nursing Major."

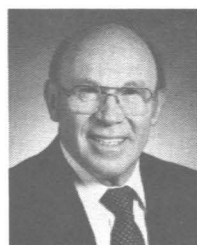
Since graduation, Mrs. Browning has joined the nursing staff at Decatur Memorial Hospital, Decatur.

Anniversary noted

With only 25 members and capital of \$123.25, the Staley Employees Credit Union was chartered on July 7, 1930, in Decatur, Illinois. From that small beginning, membership has grown to 6,272, and assets have increased to \$21,450,074. Marking this 55th year of business, the credit union is planning to hold a combination open house and anniversary celebration in the near future.



Jackie Riedman



Lewis Rinebold



Elizabeth Milosevich



Kathleen Poe



Ann Seidman



Martin Seidman



Marvin Porter



Wanda Roberts

ROLLAND SHORT, senior research chemist, chemicals from carbohydrates research and development, corporate technical, Decatur
LOUISE SMITH, secretary, agriproducts controller, control, agriproducts, Decatur
JUDSON STRONG JR., senior operational auditor, internal auditing, corporate finance, Decatur

Effective June 1, 1985

JUDITH BARNER, employment specialist, industrial relations, corporate administration, Decatur
LEE CROUSE, director, corporate office services, corporate finance, Decatur
DWIGHT ENGLE, general manager, corporate transportation, corporate administration, Decatur
RAYMOND HARPER, supervisor, claims and administration, financial, corporate finance, Decatur
ELIZABETH MILOSEVICH, secretary, vice president, corporate relations, Decatur
KATHLEEN POE, chief clerk, industrial relations, corporate administration, Decatur



Charles Stringer



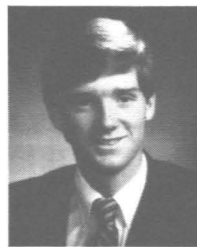
Kenneth Wright

MARVIN PORTER, associate chemist, chemicals from carbohydrates research and development, corporate technical, Decatur
WANDA ROBERTS, properties clerk, corporate control, corporate finance, Decatur
BURTON SMITH, manager, credit, eastern region, financial, corporate finance, Decatur
CHARLES STRINGER, microbiologist, technical, starch business group, Decatur
KENNETH WRIGHT, senior nutritionist, food and agriproducts research and development, corporate technical, Decatur

Two named Illinois State Scholars



Melissa Cooley



Mark McCoy

Illinois State Scholars for 1985 included Staley employees' youngsters Melissa S. Cooley, daughter of Cheryl, customer service coordinator, starch business group, Decatur, and Mark McCoy, son of Ron, Decatur plant manager.

A recent graduate of Mt. Zion High, Melissa Cooley will attend the University of Illinois College of Business Administration and Commerce, majoring in accounting this fall.

Cooley's achievements included receiving the Presidential Academic Fitness Award, membership in National Honor Society, co-chairman of the Mt. Zion Operation Snow-

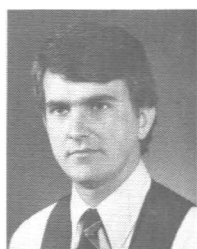
ball program and being Liaison Representative to the Illinois State Board of Education Student Advisory Council. She was listed in the last two publications of "Who's Who among American High School Students".

Cooley's high school activities included membership in the American Field Service, Future Business Leaders of America and Student Council, of which she served as vice president. She was also treasurer of her senior high youth group at Mt. Zion Presbyterian Church.

Graduating in June from MacArthur High School in Decatur, Mark McCoy plans to study engineering at the University of Illinois, Urbana.

McCoy studied two years at New Hope/Solebury High School in New Hope, Pennsylvania, before transferring to MacArthur. His high school activities included the National Honor Society for two years, membership in Junior Engineering Technical Society and participating in tennis four years, basketball two years and cross country a year.

On the move around the company...



Michael Brown



Bud Colter



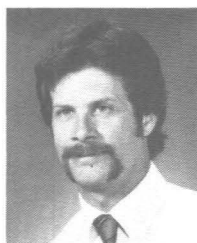
Donald Latshaw



Kathryn Mueller



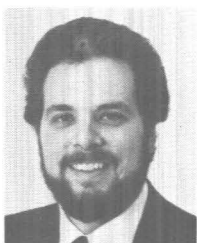
Donald Copeland Jr.



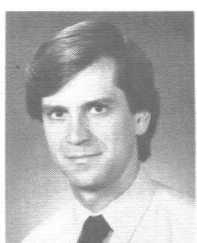
Tim Devore



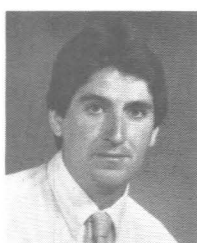
Marlene Reusch



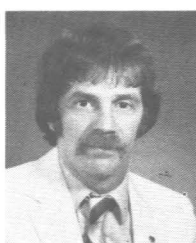
Ronald Scott



James Disney



Randy Dotson



Fred Bardfield



Cynthia Jordan

CORPORATE

MICHAEL BROWN, from systems manager, technical, to manager, technical services, corporate information systems, Decatur
CARROLL "BUD" COLTER, from manager, computer center, to director, data center, corporate information systems, finance, Decatur

DONALD COPELAND JR., from senior process engineer, manufacturing, sweetener business group, Loudon, to principal process engineer, process engineering, technical, Decatur

TIM DEVORE, from research technician, advanced research and development, technical, to shift foreman, pilot plant, research and development, Decatur

JAMES DISNEY, from hourly roll, to shift foreman, pilot plant, research and development, technical, Decatur

RANDY DOTSON, from senior technician, food and agriproducts research and development, technical, to shift foreman, pilot plant, research and development, technical, Decatur

DONALD LATSHAW, from supervisor, engineering services, technical, to associate civil engineer, engineering specialties and general facilities, technical, Decatur

KATHRYN MUELLER, from data process trainee, to computer programmer, corporate information systems, finance, Decatur

MARLENE REUSCH, from business systems designer, to senior business systems designer, corporate information systems, finance, Decatur

SUSAN RHODES, from secretary, director, process control, engineering, technical, to secretary, group vice president, technical, Decatur

LINDA SCOTT, from secretary, group vice president, technical, to office systems

analyst, corporate information systems, finance, Decatur
RONALD SCOTT, from senior computer process control engineer, sweetener business group, Loudon, to principal control engineer, process control engineering, technical, Decatur

ETHANOL BUSINESS GROUP

MARLENE HICKS, from chief accounting clerk, control, industrial products, to administrative coordinator, Decatur

STARCH BUSINESS GROUP

FRED BARDFIELD, from supervisor, west scale house, to supervisor, rail services, manufacturing services, Decatur

SUE DAVIS, from administration assistant to human relations development specialist, manufacturing, Monte Vista

KARLA WIESCAMP, from utility clerk to administrative supervisor, manufacturing, Monte Vista

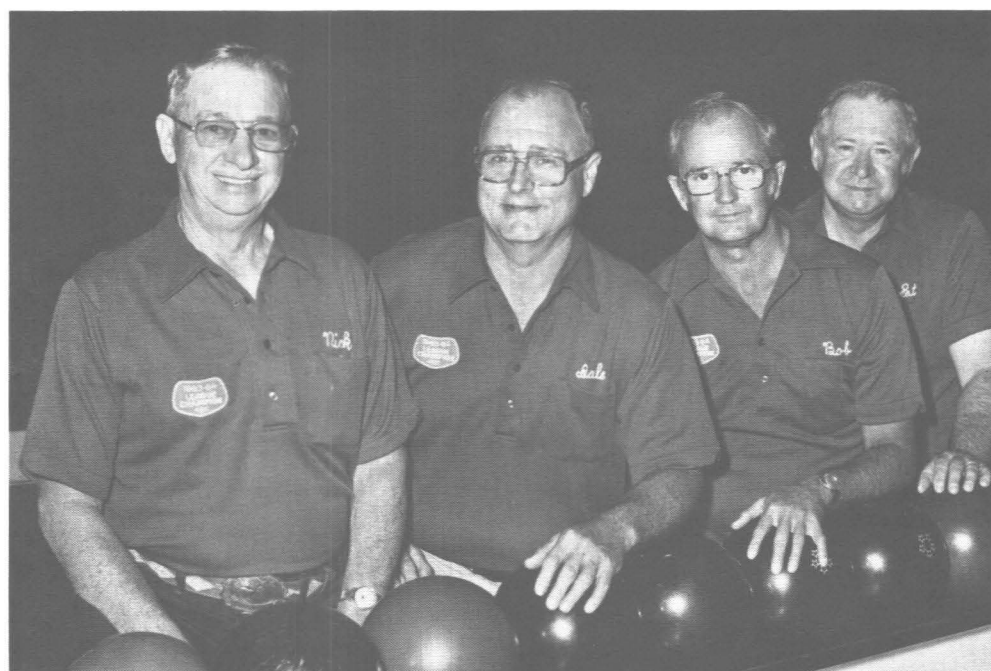
SWEETENER BUSINESS GROUP

CYNTHIA JORDAN, from associate chemist, polymerizable products, corporate technical, to marketing specialist I/sweeteners, Decatur

ROBERT NEWBORN, from merchandising manager, commodities, Morrisville, to merchandising manager, commodities, Loudon

Worth noting . . .

Dean's List entry at the University of Mississippi spring term was Stephen Trask, son of Warren, group vice president, technical operations.



Triple "A" champs repeat--The Loners were once again the winners in the Staley/Decatur Triple "A" League. Members of that team, from left, are Denzil Nixon, Dale McClure, Bob Murphy and Everett Patrick. Jerry Dilbeck is also a team member.

Perseverance, change vital to future

"Change is a part of life.... History will never be cyclical but it may be coincidental," said Tom Haggai, speaker for the 38th Annual Service Awards program this spring. Some 250 employees, spouses and company guests were on hand for the event.

Speaking to the awardees, Haggai said, "The purpose of this dinner is to honor you, not just because of so many years of service, but because you are the people who have made Staley the company it is today."

Haggai, whose inspirational messages are heard daily from coast to coast on radio, serves on numerous corporation boards and is chairman of the Independent Grocers' Alliance (IGA). He is an advisor to Eastern Airlines and founded the T.H.A. Foundation to give college scholarships to young men and women planning careers with the Boy Scouts or other youth-related agencies.

Haggai said, "Think about those who will follow you at Staley. What life style is important if a company like this will have its better days ahead? Three words are essential in describing the scenario -- change, praise and perseverance."

Starting with perseverance, the speaker noted, "If I work hard enough and long enough, I will be a success. That's perseverance."

Differentiating that from refined perseverance, he said the latter is a blend of brain and brawn. Illustrating the two, Haggai said, "If I told you to go through that wall, you would get through it one way or another. You could beat your head through the wall, but the pile of mush on the other side would not be much good. Others might elect to go out the door and meet on the other side.... That's acting with refined perseverance...."

"History will never be cyclical but it may be coincidental. Illustrating this point, Haggai said, "No two eyes or two fingernails are alike. If the God of the universe does not duplicate Himself in any area, how can we say history will repeat itself? We can't. We embellish things as we look back."

"We forget things. From 40 to 30 years ago, the United States controlled half of the

world's acknowledged wealth. We did not earn it. We did not deserve it. Following the Depression, we had World War II and then all that pent up consumer demand. We came out of the war as a country unscathed. From 1945 to 1955 making money did not take much genius. With that demand out there, if your company did not sell what it made, something was wrong.... Times have changed though.

"Companies have to change. Will they persevere? It will take you veterans to say that although we don't understand everything being done here, we are pleased to be part of the company...."

"Look forward. By doing so, you understand why Staley is doing dynamic things now. The reason a company stays 'well' and does things dynamically is because of you, the employees. With the pressures of life, you are working harder."

"It's a great thing to say 'think positive' when your house burns down. Don't take away from what we learn from negatives though. The tears, the pain are important. Learn from those as well. I can still remember what I missed in school, not what I learned."

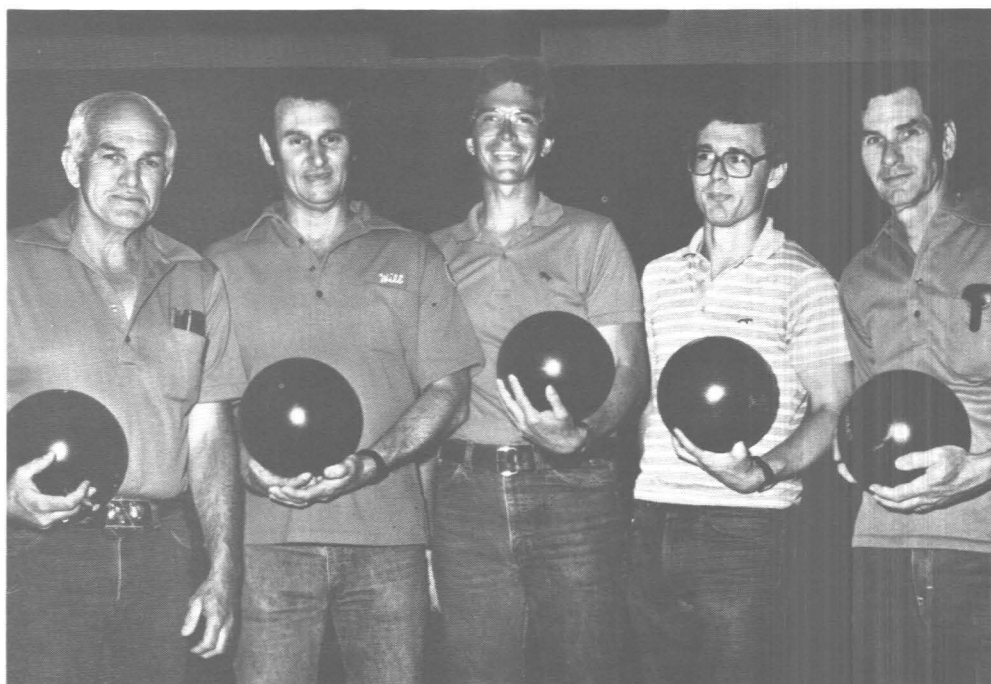
"Grab the good stuff that goes by," Haggai recommends. "The negatives are my teachers. We all have some downers. Praise also helps."

Praise is another part of the picture, Haggai pointed out. How do you get energy?

"Put people in a climate where the best of them comes forth. You must think Staley provides that climate because some of you have been here 35 and 40 years. That is habit forming."

"You are the most positive single force at Staley. You have words of encouragement (praise) that can create the warmth, the encouragement to make this company greater in years ahead."

Haggai left the awardees with the thought, "Your perseverance, good attitudes and warm encouragement will be very important as the Staley Company moves into an even more dynamic future."



Pipe Shop tops Nationals--Teammates who gave the Pipe Shop its claim on the Staley National League title this season are shown, from left, Bob Swift, Will Goff, Jerry Radley, Bill Barnett and Tom Radley. Dick Barnett also bowls on that team.



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