

StaleyNews

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Shareholders learn company primed for success with processing leadership positions, future technical orientation

With an eye on the future, Don Nordlund, chairman and chief executive officer, told key shareholders that principal among accomplishments in 1982 was the completion of an expansion program greatly strengthening the company for continued growth through the 1980s.

Elaborating, Nordlund said that during the year, the Loudon, Tennessee, corn sweetener and ethanol plant was completed, operation of the Des Moines soybean oil refinery was begun, and the joint venture sunflower seed processing plant at Velva, North Dakota, was constructed.

Also during 1982, the company acquired the Lafayette, Indiana, corn refining plant of Anheuser-Busch Companies, Inc., and the Van Buren, Arkansas, plant of Diamond Shamrock Corporation for the production of chemicals from carbohydrates. In addition, Staley purchased a 40 percent interest in Bio-Technical Resources, Inc., a genetic engineering and bio-research firm.

"These expansions reinforce Staley's position of leadership in corn refining and broaden the company's base in agri-business," the chief executive officer told the 380 shareholders attending the February 7 annual meeting.

Currently, however, Staley faces some immediate concerns, they learned.

As indicated in the 1982 annual report, Nordlund said, "The outlook for fiscal 1983 is uncertain, depending largely on the level of demand for corn sweeteners. The company's performance for the first quarter ended December 31 reflects the extremely competitive pricing in corn sweeteners and earnings for the full year will be lower than in 1982."

Net earnings for the first quarter were \$2,689,000 or 10 cents a share on sales of \$366,908,000. These totals compare with net earnings of \$16,508,000 or 73 cents per share on sales of \$393,054,000 for the same period the prior year.

"While prices were unfavorable, sales volumes of high fructose corn syrup and other corn sweeteners continued to grow and set new records, an accomplishment in view of the adverse market environment," the chairman emphasized.

Looking at soybean processing margins, he said they remained depressed in the first quarter, although there was somewhat heavier protein feeding by domestic poultry and livestock producers.

In addition, interest expense was substantially higher and investment tax credits lower in the first quarter versus a year ago, he told the gathering.

"Although our principal businesses were depressed, there were some bright spots during the first quarter," Nordlund said. "Our country elevators achieved excellent results. Grain handling margins were good and storage fees were at the maximum because of last fall's record crops. Our food

service operations, Re-Mi and Gregg, continued to perform very well and the company's international grain processing affiliates reported favorable results, although below those for the same period a year ago.

High fructose, strong influence

"Returning for a moment to our principal businesses, 1983 results will be influenced primarily by high fructose corn syrup pricing. This, in turn, will depend upon further approvals of the product in the soft drink industry. Fortunately, the prospects are promising."

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"Gold-n-Soft" sale coming

Late in April, another shipment of Gregg's "Gold-n-Soft" Margarine will arrive in the Midwest for distribution to employees and retirees who ordered the product.

For the first time, the margarine will be packed in a different type of plastic container—an eight-ounce National Football League tumbler. A case of tumblers will hold only two-thirds the quantity of margarine contained in a case of the regular Gold-n-Soft tubs. (The tubs, which will not be available at this sale, weigh one pound and come packed 24 to a case.) This means that if a person normally orders two cases of Gold-n-Soft, he or she will need three cases this time to obtain the same quantity of margarine.

For this sale there is no limit on the quantity of margarine that a person can order.

A case of 32 eight-ounce tumblers of the soy oil margarine will sell for \$10.50, while a case of 32 eight-ounce tumblers of corn oil margarine will be priced at \$12.50, both below the regular market value. These prices are approximately equivalent, on a per-pound basis, to prices regularly paid for the one-pound tub size.

This type of container was used last fall by Gregg's for a special football season promotion. However, a large quantity of the empty tumblers were not utilized due to the lengthy football strike and now, upon receiving orders, will be filled to meet the demands of Staley employees and retirees.

The new tumblers, like the tubs, make excellent storage units for leftovers and snacks or for carrying entrees in the lunch sack or pail. In addition, they make very good beverage containers, particularly with their tight-fitting lids, allowing fewer spills than a regular glass in the refrigerator.

Order forms for the margarine have been available several times in March issues of the "Now" for Decatur employees. Retirees in Decatur have been notified of the sale by mail. Employees elsewhere are placing orders at their respective locations, where the margarine is being offered. All orders are due with Brenda Smith, public relations, Staley headquarters, by Friday, April 1.



Dawn Mowen, visual information processing clerk, administration, industrial products, displays the new containers in which employees and retirees will be receiving their orders for Gregg's "Gold-n-Soft" margarine this spring.

Powers tells stockholders Staley held strong position in key markets, upped sales volume, improved efficiencies

"Fiscal 1982 was a difficult time for the Staley Company, not an uncommon occurrence for much of business and industry during the past year," Bob Powers, president, told shareholders at their annual meeting. "It was not, however, a year devoid of accomplishment."

Net earnings for 1982 were \$62,612,000 or \$2.75 a share compared to \$105,821,000 or \$4.75 a share for fiscal 1981. Sales were \$1.6 billion versus \$2.0 billion for the prior year. To put 1982 results in some perspective, Powers pointed out that the previous year was the most successful in the company's history. "Therefore, despite the comparison," he said, "fiscal 1982 still ranks as the third best year in Staley history."

Net income for 1982 was below the prior year's record level because of unsatisfactory market conditions in corn refining and poor soybean milling margins.

Powers noted that sales, measured in dollars, were down because of lower unit prices for corn sweeteners and reduced demand for soybean meal and oil. "Another factor was the disposition of most of our consumer products group the previous year.

"Sales of corn sweeteners and starches, measured by volumes, actually were up significantly," the president said. "Shipments of high fructose corn syrup, the company's most important single product, reached a new record, and sales volumes of regular corn syrups and dextrose also rose substantially. Our corn refining plants operated at near capacity for the year."

While sales were strong, profitability of corn sweeteners was adversely influenced by extremely competitive conditions in the corn refining industry. Powers told the gathering the situation was created by a temporary industry overcapacity for high fructose corn syrup.

Starch sales volumes up

Focusing on another portion of the Industrial Products Group, Powers said, "A challenging environment also existed for the company's industrial and food starch business in 1982.

"The nation's recessionary economy adversely affected the company's two largest industrial starch markets -- the paper and packaging industry and the building materials field. Despite trying conditions, Staley increased its sales volumes of industrial starches in 1982. The gain was made possible by additional capacity acquired through the purchase of the Anheuser-Busch corn plant in Lafayette, Indiana, early last year.

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How sweet it is

The Coca-Cola Bottling Co. announced early this month that it is increasing the percentage of high fructose corn syrup in the mixture it uses to sweeten its Coca-Cola fountain drink syrup--good news to the Staley Company.

Coca-Cola has used a 50-50 mixture of sucrose and high fructose in its fountain drink syrup as well as its bottled "Coca-Cola" beverages, but is in the process of increasing that level to 75 percent HFCS in its fountain syrup.

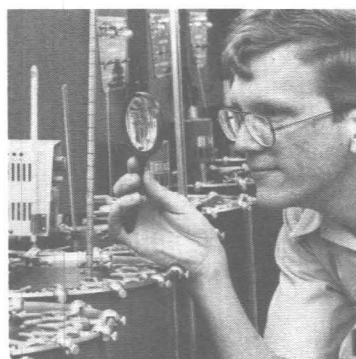
In the
News...



Awardee/P2



Shareholder/P3



Employee/P7

Debt-for-equity swap

Staley agreed on March 3 to exchange 674,957 shares of common stock for \$20.3 million principal amount of 8 7/8 percent debentures held by Dillon, Read & Co. Inc. This move was undertaken to further strengthen the company's balance sheet.

Staley, a leader in growing business

(Continued from Page 1)

A review of U.S. per capita sweetener consumption demonstrates that Staley is a leader in a growing business.

In 1972, U.S. per capita sweetener consumption was 125 pounds. Sugar accounted for 102 of those pounds and high fructose corn syrup only one pound. Last year, per capita sweetener consumption was 126 pounds, with sugar down to 77 pounds and high fructose up to 26 pounds. This trend will continue in the future, the chairman believes.

Much of this dramatic growth for HFCS has resulted from its success as a sweetener in soft drinks. During the past few years, high fructose corn syrup has been approved by all of the major soft drink bottlers, Nordlund explained.

The approvals include a 50 percent usage level in Coca-Cola and also in Pepsi-Cola fountain syrup. They do not include the use of HFCS in Pepsi-Cola cans and bottles.

"It is this large unrealized potential for high fructose corn syrup in Coke and Pepsi that heavily influences our near term prospects, and as the high fructose corn syrup market develops, Staley is prepared to be a full participant," Nordlund said.

He pointed out that last year the largest single capital project in the company's history -- the Loudon corn plant -- was successfully completed.

The Loudon plant is a highly automated, computerized facility that epitomizes the state-of-the-art in corn refining. It is a 70,000 plus bushel-a-day facility that produces high fructose corn syrup as well as ethanol. The plant's high fructose capacity is more than 600 million commercial pounds a year.

With the completion of Loudon, Staley's daily corn grind exceeds 400,000 bushels per day and its corn sweetener finishing capacity is 4.5 billion pounds annually with 3.5 billion pounds in HFCS.

"The outlook for the company's corn sweetener business is positive," the chairman told shareholders. "Sugar prices have stabilized at attractive levels, providing room for price improvement in corn sweeteners; and Staley corn sweetener sales will reach record levels again this year."

Soybean processing optimistic

Staley also is optimistic about the future of soybean processing despite present difficulties, according to the chief executive officer. International demand for vegetable protein continues to increase, reflecting growing world population and its need for better nutrition.

"We also see evidence that the growth of Brazil as a soybean producer is nearing a plateau. This fact will markedly affect the supply side of the soybean business, and the combination of factors should result in greater opportunity in the years ahead for the U. S. soybean industry, including the Staley Company."

In addition to a favorable outlook for the company's current corn refining and soybean processing operations, there are other reasons for optimism -- the development of new technology, new products and new markets.

One example pointed out by Nordlund is the company's current success with ethanol or power alcohol for use in motor fuels. "Ethanol appears to be a solidly entrenched part of our government's efforts to reduce dependence upon imported oil and to reduce the pollution caused by leaded gasoline."

Adding lead to gasoline still is the most economical way to boost the octane rating of gasoline, but it is obsolete in today's society. Lead emissions are no longer tolerated and, with considerable encouragement from Washington, the swing is away from leaded fuels. The most likely successor to lead as an octane enhancer is ethanol, the shareholders learned.



Golden girl--Acknowledged as one of the top sales people for Gregg Foods, Brenda Smith, employee activities coordinator, public relations, corporate finance, receives a plaque in appreciation of her efforts from Merle Sharp, president of Gregg. Looking on are Bob Coston, at left, division manager, Garden Grove, and Bill Dalton, vice president and division manager, Portland. In making the presentation, Sharp said that Brenda has sold "Gold-n-Soft" margarine in truckload quantities over the years. And she's gearing up for another sale in April!

Starch reputation enhanced in 1982

(Continued from Page 1)

"Addition of the former Busch facility also was important to the company's food starch business last year. Here again, the company's sales volume increased and Staley gained market share," said Powers.

The company has long been considered a leader in starch technology and the reputation was enhanced in 1982. During the year, Staley successfully introduced several new food starches, including a waxy maize product for use in canned fruit fillings, several modified corn starches for convenience food applications and some new tapioca starches for baby foods.

Nordlund told them, "Today, half of all gasoline sales are in leaded grades. As we move further into the '80s, the figure will decline and, conversely, demand for unleaded or ethanol-fortified fuel will rise."

Special starches promising area

An even more promising area for the company results from Staley's research developments in the field of special starches, including chemicals from carbohydrates -- the creation of starch-based products to replace petrochemicals, according to the chairman.

"Two years ago, chemicals from carbohydrates were little more than a promising concept in our laboratories," he said. "Considerable progress has been made since then. Today chemicals from carbohydrates are not a long-range dream. They are rapidly becoming a reality."

"Several companies have tested our new starch-based methyl glucoside and discovered that it gives excellent performance in insulation foams, packaging films, adhesives and paints. Others have tested our detergent surfactant, oil well drilling starch and new food starches. We are now selling commercial quantities of some of these products and, in some cases, have not been able to keep up with demand."

The purchase of a plant in Van Buren was for the purpose of producing chemicals from carbohydrates on a larger scale. The plant will use corn starch to produce 30 million pounds of our new chemical products annually. It is scheduled to begin operations this month.

"This Arkansas plant, however, is considered only an interim facility inasmuch as a market potential of some 5 billion pounds has been identified for our products," the chief executive officer said. The program still is in its formative stage but it could become as meaningful to Staley as high fructose corn syrup, the shareholders learned.

In summary, Nordlund said, "The Staley Company is well positioned for success. We have strong leadership positions in terms of processing capability in both corn refining and soybean milling. And we have the technical orientation to remain the leader in fields that will change dramatically in the years ahead."

Turning to soybean milling, Powers said that fiscal 1982 was an unfavorable period. "Both the domestic and world markets for soybean meal were weak, and there was an oversupply of soybean oil," he said.

In this environment, Staley's five soybean mills operated efficiently and the company maintained its market position, Powers told shareholders. (Staley is the fourth largest soybean crusher in the U.S. today with a processing capacity of more than 360,000 bushels a day.)

Refined oil sets record

While refined vegetable oil prices were depressed, the president pointed out that the company's sales volume increased by 30 percent in 1982, due largely to the addition of the new Des Moines, Iowa, refinery. In fact, the Staley refined oil division set a sales record for the second straight year.

In addition to the Des Moines plant, Staley also refines corn and soybean oils in Decatur. In total, the company's refineries have a combined capacity in excess of 800 million pounds a year.

Moving on, Powers said, "Aside from corn refining and soybean processing, the Staley Company is involved in a number of other businesses, most with an agricultural orientation. Several of them had favorable performances in 1982."

Elaborating, the president told the gathering, "Staley Commodities International, our commodity futures trading subsidiary, recorded the second best year in its history despite slow activity at the Chicago Board of Trade. This slowdown was overcome by an aggressive sales effort which led to increased trading in livestock and financial futures and an expansion of its customer base."

Powers noted that another Staley agribusiness -- the country elevators -- also had a good year in 1982.

Two Staley subsidiaries -- Ging, Inc. and Livewood Grain Company -- operate eight elevators throughout Central Illinois, including a highly automated export elevator at Coles, just south of Decatur. Train shipments from Coles to New Orleans doubled despite slow grain movement during the year, the shareholders learned.

Food service operations doing well

Citing the company's food service operations -- Re-Mi Foods and Gregg Foods -- Powers said they enjoyed a record year in 1982. Sales volume increased and profitability improved.

Re-Mi, which is based in Chicago, produces numerous food and beverage products for institutional feeding. Sales of institutional-pack corn starch and pancake syrup were exceptionally good, the president pointed out.

Gregg Foods is a leading supplier to the food service field in the West. Its major consumer

Officers elected

During its February 7, 1983, meeting, directors of the company elected the following company officers: Donald E. Nordlund, chairman; Robert M. Powers, president; Thomas V. Fischer, executive vice president, industrial products; Nathan Kessler, vice president, technical; Edward J. Koval, vice president, international; Thomas H. Lafferre, vice president, engineering and purchasing; Wayne S. Martin, vice president and general manager - sweeteners; Leland B. Miller, vice president and treasurer; and Kent N. Mittelberg, vice president, food and specialty products.

Also elected were Kenneth A. Robinson, vice president, soybean crushing; Phillip M. St. Clair, vice president, agriproducts group; G. David Satterfield, vice president, corporate relations; Robert L. Schwanke, vice president, finance; Robert K. Scott, vice president and general counsel; Henry M. Staley, vice president, business and economic analysis; Raymond Stanhope, vice president, administration and government relations, and secretary; Warren T. Trask, vice president, manufacturing, industrial products group; Frank H. Wagner, vice president; Ralph A. Wagner, controller; William S. Robertson, assistant treasurer; and J. Patrick Mohan, assistant secretary.

Five directors reelected

Stockholders at the annual meeting, February 7, 1983, reelected five directors to the company's board.

Reelected to the board for three-year terms are: William Barnes III, Pierre Callebaut, Thomas V. Fischer, Donald C. Miller and Henry M. Staley.

Barnes is chairman of the board of The Citizens National Bank of Decatur, Illinois; Callebaut, director and chairman of G. R. Amylum, a Staley Company affiliate in Belgium; and Miller, vice chairman of Continental Illinois Corp. Fischer is executive vice president, industrial products, and Staley, vice president of business and economic analysis for the company.

Dividends declared

Directors of the company on February 7 declared a regular quarterly dividend of 20 cents per share of common stock. The dividend was payable March 7 to shareholders of record February 22.

The usual dividend of 94 cents a share was declared on the company's \$3.75 preference stock. It was payable March 18 to shareholders of record March 4.

product, "Gold-n-Soft" margarine, is the "number one" tub margarine in the Pacific Northwest and in the Los Angeles market. Powers acknowledged that this standing was strengthened in 1982.

The 1982 performance of Staley foreign affiliates surpassed the previous year's results. Share of equity companies' earnings was \$6,460,000 as compared to \$4,117,000 the previous year, Powers told the shareholders. The principal reason for the improvement was more favorable results from Staley grain processing affiliates in Europe and Mexico, he noted.

The company has three corn refining affiliates -- G. R. Amylum, which is located in Belgium; Tunnel Refineries, in England; and Almex, in Mexico.

Despite difficult conditions in the Common Market, Amylum and Tunnel recorded excellent performances in 1982. Almex achieved another record sales year in 1982 along with good profitability. Powers said, "Results were adversely affected however, by the devaluation of the peso."

Concluding, the company's president said, "The Staley Company maintained a strong position in all of its key markets in 1982 despite an unfavorable economic climate and fierce competition. Sales volumes increased in many instances, illustrating the company's capabilities from both manufacturing and marketing perspectives. In addition, programs were initiated to improve efficiencies and reduce costs. These programs are proving successful and we expect continuing benefits from them in the future."

Mild weather draws capacity crowd to shareholders' annual meeting



The shareholders' annual meeting included registration, reports by the chairman and president, business on hand, refreshments and socializing. A buffet featured foods incorporating Staley ingredients, such as pizza snacks made with Staley soy protein concentrate and Staley vegetable oil; Swedish meatballs, containing Staley textured soy protein concentrate; cocktail franks, made with Staley soy protein concentrate and served with barbecue sauce, containing Staley corn syrups and starches. The cheese canape was made with Staley vegetable oils; cookies contained Staley corn syrups and beverages, "Isosweet 5500" high fructose corn syrup. The Velvet Fizz also contained high fructose, a Gunther whipping agent and Staley starch. A photo display of the new Loudon corn wet milling plant and the Van Buren facility being readied for production of chemicals from carbohydrates and starches was also an area of high interest.

Improvements sought for starch packaging, shipping at Decatur

Much effort and money go into making the finest quality starches at Staley. To help guarantee those starches, when packed in bags, reach customers in the best possible condition and remain aesthetically pleasing, several new pieces of equipment and procedures are being tried in the Decatur plant.

While trials currently are being made in limited areas, the total packaging and shipping system for dry packaged industrial products is being studied for efficiency by a task force, whose size varies with the topics being tackled. This program is part of an overall effort to reduce costs, provide better service to customers and to reduce the physical work load of the employees required to handle the bags as they go into and out of storage at 34 building, the starch warehouse, said Lou Feriozzi, superintendent of starch processing and shipping.

Procedures being tried thus far in the program include stretch or plastic wrapping of pallets, automatic gluing of bags as they are palletized, the use of a new ink coder for improved identification purposes, a uniform pallet size for most loads, slip sheets and expendable pallets.

Stretch wrapping is now being tested on Decatur's laundry starches coming out of 118 building and "Nucol" starch from 113 building. The first shipment prepared in this manner left the plant on February 9, headed for General Foods, Canada. It consisted of 420 100-pound bags of "Nucol" stretch wrapped on 20 pallets.

Bob Garretson, director of starch sales, supports the stretch wrapping concept. "It will reduce in-transit damage, provide cleaner shipments and allow rehandling of bags by either the customer or Staley without tearing bags since no glue holds these shipments together," said Garretson.

Another "plus" provided by stretch wrapping is that partial shipments can be tagged before being enveloped by the plastic, thereby reducing trucker handling errors, according to Dick Purcell. He is manager of customer service and chairman of the task force, which began its study in August, 1982.

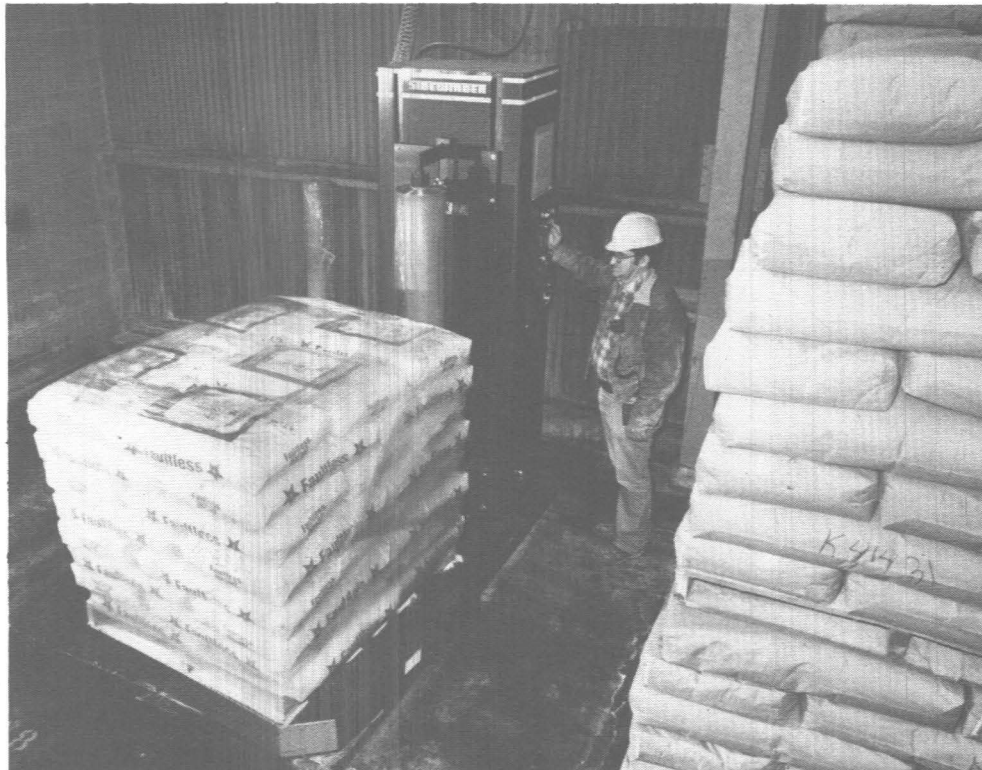
Other members of that group include Les Carr, senior industrial engineer; Feriozzi; Bob Fisher, manager, starch order entry, scheduling; John Fitzgerald, shipping and receiving manager, Sagamore; Gary Kajander, buyer; Bob Mustell, director of operations, starch; Gary Towne, associate management accountant; Bob West, project engineering manager; Tom Wheatley, Decatur project manager; and Bill Winetroub, product manager, starch. These employees are making a study of the packaging and shipping problems cited by a group of industrial products personnel from not only Decatur but all plants, including representatives from manufacturing, marketing, sales, administration, purchasing and engineering.

Taking these problems as their initial focus, the group is following its study with recommendations and approved implementations on a limited basis to determine the extent of improvements they will provide in handling products. "In all cases, the task force will be measuring any increased packaging and/or shipping costs versus a cleaner, more presentable package," said Purcell.

The laundry starch area was targeted for the stretch-wrapping trial for several reasons, including the fact that laundry starch is packaged in the smaller 50-pound bags, which tend to slip around on pallets. Often, shipments are small and these bags cannot be glued on the pallet because every bag is redistributed by the Staley customer.

Stretch wrapping might replace current gluing practices in some areas, where the procedure would take place just prior to shipping to allow maximum flexibility in warehousing and shipping. The stretch-wrapping operation could thus be extended into such areas as industrial and food starches, dextrose and corn syrup solids.

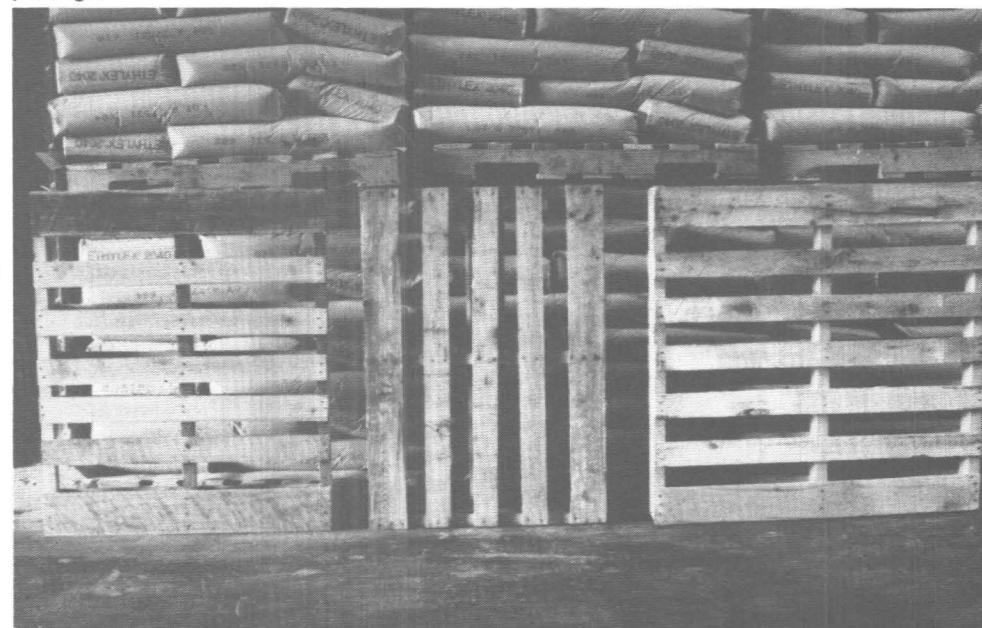
For bags that can be glued together as they are palletized, starch manufacturing recently installed an automatic gluing machine, which is being given a test run. It applies one even bead of the adhesive in the proper quantity to permit good adhesion between bags but not enough to cause the bags to be ripped apart when one is removed from the pallet. This equipment currently is being used in 34 building, but could be used at all palletizing stations -- two in 34 building and one in 20 building, according to Feriozzi.



This pallet of starch is being stretch wrapped prior to shipment. The tough, protective plastic used to envelop the load reduces in-transit damage, provides a cleaner shipment and allows the customer to rehandle bags without tearing them since no glue is used to hold the bags together.



For identification and tracking purposes, legible lot numbers are very important on Staley products. Note that the dots imprinted on the "Eclipse N" starch bags by a new ink coder are more easily read than the numbers run off by the old equipment on the "Stayco C" package.



Eliminating the need for two inventories of the same products for two different sizes of pallets, a new 48-by-34-four-way-entry pallet is being tried out for all starch shipments. Pictured in the center, the new pallet is flanked on the left by the 48-by-40 pallet, which has been used for truckload shipments and on the right by the 48-by-48 used in rail carloads.

In the past, there has been some difficulty identifying a palletized load's product code or lot number. Better identification was necessary.

Legibly marking and numbering bags consecutively from the first to last as the product is packed and put into storage is the duty of a new electronic coder in 20 building, where both food and non-food starch is packaged. The equipment automatically codes and counts bags with a series of dots standing for lot numbers without coming into contact with the bags, according to Feriozzi. This coder replaces the old Kiwi equipment, the rollers of which often gummed up during a run, making codes unreadable: "Legible lot numbers will assist the company in tracking merchandise through the system and allow customers to read lot numbers on every bag."

An attempt also is being made to standardize operations with the use of one pallet size for all starch shipments. The first shipment on a new 48-by-34-four-way entry pallet was made on January 17, going to Kimberly Clark in Lee, Massachusetts. That shipment consisted of 1,056 100-pound bags of "Ethylex 2005" starch on 44 pallets shipped by railcar.

Until now, carload shipments were made on 48-by-48 pallets and truckloads on 48-by-40, meaning that Staley had to warehouse two pallet sizes and virtually two different inventories of the same products. By using only a 48-by-34 pallet, the company requires only one pallet size and one inventory of each product.

In addition, slip sheets are being tried on all of these pallets to provide more efficient and economical handling of the stored bags from storage to shipment. The slip sheets allow the starch to be removed from the pallet by a push-pull attachment on a forklift truck and placed in the car at Staley and then unloaded by the customer with similar equipment and placed on a pallet again at its destination. This procedure eliminates freight costs on the heavy wooden pallets.

The task force is also looking into the elimination of the pallet exchange program, which is costly not only to the Staley Company but also to the customer because it requires a trucking firm to carry 17 or 18 wooden pallets weighing 65-to-75 pounds each on the truck trailers at all times. In order to overcome this problem, the group is exploring the use of expendable pallets (a disposable corrugated cardboard pallet) as well as the use of slip sheets.

"If we can gain customer acceptance of the use of expendable pallets or slip sheets in place of the wooden pallets now used, it will allow us to ship 13 or 14 more 100-pound bags in each shipment, which will result in the customer receiving more usable product for money spent on freight since the 65-to-75 pound returnable pallet would be replaced with a slip sheet or three-to-five-pound expendable pallet. Both of these can be sold to a paper reclaimer along with the paper bags that were shipped on them," said Feriozzi.

"In the long term, our task force will study various sizes of bags as they relate to products and bulk densities. We may determine that some bag sizes should be eliminated or others added to again help guarantee that product arrives at our customer's operation in good condition," said Purcell. "We have a number of objectives we are currently working on and we'll continue to tackle additional problems as they arise."

Full implementation of these innovations will require complete and open communication, understanding and cooperation between manufacturing, order entry, sales personnel and Staley customers, Feriozzi said.

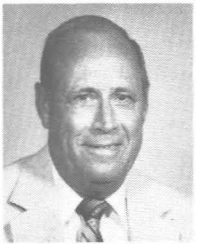
Customer advantages include better and more efficient service from Staley, less manual labor to transfer the product from the shipping container to the storage area, less chance of bags tearing with the right amount of glue to hold them in place, legible lot numbers, and a starch product neatly stacked in bags that are sized to fit the pallet or slip sheet they are on. At the same time, Staley gains more satisfied customers and reduces costs in the storing and shipping of products.

"The bottom line to all of these efforts, though, is to improve the package not only to protect current business but also to generate increased sales," said Garretson. "The task force is moving in the right direction. We intend to do everything we can to improve our package to remain competitive in the market place."

Joining the leisure life . . .



Dean Cox



Jed Ellis



Fran Noland



Harold Richards



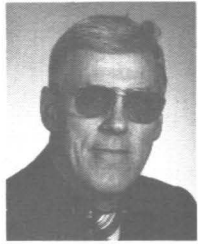
Clark Kikolla



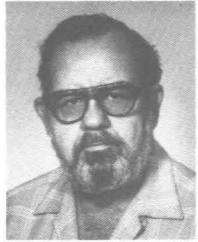
Robert Schuerman



Harry Robinson



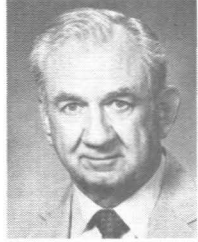
Robert Sanders



Jordan Smith



Clarence Wangrow



Ronald Saunders



Albert Schau



Helen Wangrow



Lloyd Williamson



Raymond Van Scyoc



William Woodworth



Otto Kurek



Glenn Niles

Effective January 1, 1983

DEAN COX, stores coordinator, manufacturing, industrial products, Loudon

JED ELLIS, assistant transportation manager, transportation, agriproducts, Decatur

ROBERT KELLY SR., senior maintenance supervisor, soybean milling, agriproducts, Decatur

CLARK KIKOLLA, chief grain sampler/genetic corn, grain, agriproducts, Decatur

JAMES LUCAS, analyst, 29 building, Decatur

ROBERT SCHUERMAN, vice president, government relations, corporate administration, Decatur

JORDAN SMITH, general supervisor, planning/projects, maintenance, manufacturing, industrial products, Decatur

CLARENCE WANGROW, new construction supervisor, maintenance, manufacturing, industrial products, Decatur

HELEN WANGROW, supervisor, order entry, starch, administration, industrial products, Decatur

LLOYD WILLIAMSON, office clerk, starch, starch business unit, industrial products, Houlton

OTTO KUREK, superintendent, syrup shipping, syrup refinery, manufacturing, industrial products, Decatur

GLENN NILES, supervisor, refining, syrup refinery, manufacturing, industrial products, Decatur

FRAN NOLAND, secretary to the executive vice president, industrial products, Decatur

HAROLD RICHARDS, superintendent, starch drying, dry starch, manufacturing, industrial products, Decatur

HARRY ROBINSON, senior management accountant, control, industrial products, Decatur

ROBERT SANDERS, planner, maintenance, manufacturing, industrial products, Decatur

RONALD SAUNDERS, senior area manager, specialty feeds, food and specialty products, Medford, Oregon

ALBERT SCHAU, maintenance mechanic, manufacturing, industrial products, Sagamore

LARRY TREMPER, materials manager, manufacturing, industrial products, Morrisville

Effective February 1, 1983

HARRY CHAMBERS, senior mechanic, Satellite 1, tin shop, Decatur

HERBERT FEEZEL, development engineering helper, 59 building, Decatur

JOSEPH JAY, warehouse leadman, manufacturing, industrial products, Houlton

JUANITA KING, order editing clerk, oil, control, agriproducts, Decatur

OTTO KUREK, superintendent, syrup shipping, syrup refinery, manufacturing, industrial products, Decatur

GLENN NILES, supervisor, refining, syrup refinery, manufacturing, industrial products, Decatur

FRAN NOLAND, secretary to the executive vice president, industrial products, Decatur

HAROLD RICHARDS, superintendent, starch drying, dry starch, manufacturing, industrial products, Decatur

HARRY ROBINSON, senior management accountant, control, industrial products, Decatur

ROBERT SANDERS, planner, maintenance, manufacturing, industrial products, Decatur

RONALD SAUNDERS, senior area manager, specialty feeds, food and specialty products, Medford, Oregon

ALBERT SCHAU, maintenance mechanic, manufacturing, industrial products, Sagamore

LARRY TREMPER, materials manager, manufacturing, industrial products, Morrisville

RAYMOND VAN SCYOC, senior production supervisor, soybean milling, agriproducts, Decatur

WILLIAM WOODWORTH, senior draftsman, protein, food and specialty products, Decatur

OTTO KUREK, superintendent, syrup shipping, syrup refinery, manufacturing, industrial products, Decatur

GLENN NILES, supervisor, refining, syrup refinery, manufacturing, industrial products, Decatur

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WILLIAM WOODWORTH, senior draftsman, protein, food and specialty products, Decatur

Wins science recognition

Kathy Empen has been singled out as Stephen Decatur High School's recipient of the annual Bausch & Lomb Science Award. This prize recognizes high scholastic achievement in science.



Kathy Empen

Her other recent honors include being named to "Who's Who Among American High School Students," a National Merit Commended Scholar and the school's 1982 Outstanding Chemistry Student. She has also been awarded the Jonathan Baldwin Turner \$1,000 scholarship to the University of Illinois College of Agriculture and athletic letters in both volleyball and softball.

Her other activities include National Honor Society president and participation in band and the student newspaper. Kathy, who is the daughter of Joe, manager, Gunther Products, Decatur, plans a science-related major at the U. of I. in Champaign.

Worth noting . . .

Among high school musicians, Lorie McLaughlin was selected to play flute in the all-state orchestra, which performed recently at the Illinois Music Educators Association's state convention. A senior at Stephen Decatur High, Lorie was one of 17 Decatur students to take part in the music program. She is a daughter of Ralph, parts engineer, maintenance, manufacturing, industrial products, Decatur.

Both Bob and Greg Williams lettered in football at Illinois Wesleyan University last fall. Bob, a senior, earned his fourth letter in the sport. He switched to tight end this year after three seasons as fullback and was used largely on running plays. His career rushing totals were 121 carries for 475 yards and a 3.9 per carry average. Bob's 63-yard run versus Augustana set up a touchdown in Wesleyan's 15-0 victory in 1980. . . . Greg earned his second letter after starting every game this fall. He was a reserve in 1981 as a freshman. This season, Greg was credited with 32 solo tackles and 34 assists, one fumble recovery, four tackles for losses and five quarterback sacks. They are the sons of Decatur employees Norville, assistant transportation manager, administration, industrial products, and Pat, casual, switchboard operator.

Kathi McClugage has received her Master of Arts in Business Administration from Sangamon State University, Springfield, Illinois. She previously earned a bachelor's in education from Millikin University, Decatur. McClugage, senior payables clerk, control, industrial products, Staley headquarters, has been an employee almost six years.

Tradition continues

Although Helen and Clarence Wangrow retired from the company in December after 71 years of combined service, their son-in-law, Byron Fast Jr., territory manager, sweeteners, industrial sales and marketing, will keep the family's chain of years with Staley growing.

Helen spent all but five of her 35 years at Staley/Decatur in industrial products and Clarence worked in the plant's maintenance department about half of his 36 years. Byron, with Staley eight years, is the son of Byron Sr., chief process service engineer at the time of his retirement four years ago, ending a 34-year career.

The family chain goes back even farther taking into consideration Byron Sr.'s wife's (Naomi's) brothers -- Jim, Harold, Robert and Charles Fuson, who worked for the company over the years.

Jim, night superintendent, was an employee 42 years before retirement; his wife, Amelia Volentine was an employee in the stenographic and service departments two years and his son Jim worked on the extra board a few summer months. Harold, retired senior mechanic in the sheetmetal shop, was with the company 36 years. Robert worked on the extra board three summers during college and Charles was with the engineering department two years. On top of this, Naomi's brother-in-law, Harold Gabriel, a pipe shop mechanic, had 48 years of service when he retired.

All together, the Wangrows, Fasts, Fusons and Gabriel have 244 years with Staley!

Members of the Staley Employees Credit Union have reelected Tom Wheatley chairman of the board. He is project manager, industrial manufacturing, Decatur. Other officers, all from Decatur, elected at the annual meeting include Lee Delhaute, director of accounting, control, industrial products, vice chairman; C. Dean DeVore, president and treasurer, credit union; Paul Baughman, senior mechanic, electric shop, secretary; and Jerry Logue, vice president and assistant treasurer, credit union. Re-elected directors are Wheatley, Delhaute, DeVore, Baughman, Koran Capshaw, night superintendent, manufacturing, industrial products; Allain "Dike" Ferris, senior mechanic, tin shop; Clarence Rader, retiree; Bill Robertson, assistant treasurer, financial; Harold E. Smith, lead packer, 29 building; Other Summerlott, controller, industrial products; and Don Williamson, superintendent, starch modification, dry starch, industrial products. Paul Zeck, senior mechanic, tin shop, has been elected a director.

The Staley Employees Credit Union ended 1982 with assets of \$17,162,265. Loans to members at year end were \$11,702,738. Shares totaled \$15,366,520. Membership stands at 6,493 with 1,027 trust accounts. All Staley employees are eligible to join the credit union, located at 440 North 22nd Street, Decatur, Illinois 62521.

Worth noting around the company . . .

Gregg's Gold-n-Soft bowling team has participated eight years in the Food Association of Oregon League. Members include John Tesler, captain; John Herrington; Conrad Eisenach; Jerry Mann; Ted Mach and Larry Case.

Among the young scientists attending the four-day 27th International Edison Birthday Celebration during February in Akron, Ohio, was Kathy Empen, who represented the Decatur, Illinois, area students. A senior at Stephen Decatur High, she was among more than 400 students and teachers from across the nation involved in the symposium. Kathy is a daughter of Joe, manager, Gunther Products, Decatur.

Outstanding Decatur bowler Don Adcock, senior mechanic, millwright shop, has been elected president of the Decatur Men's Bowling Association for a one-year term. Adcock is a member of both the Decatur Men's Bowling Association's Hall of Fame and the Illinois Bowling Association's Hall of Fame. His son, Tom, was elected to a one-year term on the local association's board.

Airman 1st Class James R. Duff was named Airman of the Month for December. The stepson of Larry Hawthorne, buyer, construction, purchasing, Decatur, Duff is a medical technician in the medical corps and is stationed at Laughlin Air Force Base in Del Rio, Texas.



Staley/Lafayette revelers ring in the holidays together with dinner parties.

Technicians received hands-on training, solid technical base at new refinery

Please note: This is the second of a two-part story on the new Des Moines oil refinery, which achieved consistent designed capacity rates for all processes in November, 1982. The first portion of the story was printed in the December edition of the "Staley News."

The start-up of the Des Moines oil refinery was handled in large measure by the technician team with Decatur resources, involved with design and construction, lending their expertise along the way.

Supervisors were all on board and trained by mid-summer, 1981, and time was provided to train the technicians, who were hired by July. Due to computerized control, technicians received highly technical, specialized instruction.

"Even with the computer being the 'ears' and 'brain' of the plant, the refinery needs competent operations personnel." Explaining, Tom Cain, production superintendent, said, "This type of operation is not easy to staff: It requires people with a high level of technical competency.

"We have given the technicians a solid technical base, acquainting them with how this plant would run by hand, if that were possible, so they know the hows and whys. They must feel comfortable sitting at a television screen, making the equipment work. Therefore, they have to know the mechanics of the process thoroughly."

Familiarizing themselves with the plant, the technicians had hands-on instruction during the pre-start-up phase when every part of the operation was checked out for completion. Pumps and equipment individually were started to be certain they were mechanically complete. When all was ready, the team washed out and sanitized the system and had a control run to make sure it performed to design specifications.

From mid-August, 1981, to the end of February, 1982, they sequentially examined the system and made the initial oil run on Friday, November 13, 1981! Degummed product was run thereafter, while the hydrogenation system was checked preparatory to running. And the plant was running through the deodorization process in mid-February. The first hydrogenated production was in April, 1982.

Until all processes were running, degummed oil was sent by rail to storage tanks in Naples, Illinois, and from there barged to New Orleans for the export market. As production of hydrogenated and salad oils came on stream, the export market was phased out.

Efficient layout

Aside from the latest processing steps and computer, Norman Smallwood, plant superintendent, remarked about the efficient layout of the building, equating it to a well-designed, efficient kitchen. His office is located very near the laboratory, his first stop making rounds to obtain control results. Then he proceeds into the plant, only another few steps. The control room is but a couple of steps to any process.

The refinery, itself, exclusive of tank farms and hydrogen gas plant, covers only 45,000 square feet, a relatively compact area.

Another design feature, very important to a food plant, is sanitation. "The building is designed that way," according to Rog Lester, the project engineer. "The floors slope and curbs were built to allow proper and complete drainage. Dan Taylor, Staley's sanitation engineer, provided the sanitation standards. In laying out the processes, we tried to isolate equipment or processes that tend to spill or leak."

Heated by steam, the refinery also uses steam as the heating medium in the process. Most of the steam as well as the crude oil and condensate is piped via three separate pipelines over a bridge from the company's soybean mill. Only a very small quantity of steam is generated at the refinery in the hydrogen plant through the process of making the gas. That, too, is used in the process.

"This is a marvelous energy-saving plant in terms of its hot and warm water recirculation system," says Dave Heidel, a three-year Staley veteran from Decatur, who was a chemical engineer resource on the project. A series of heating and cooling procedures

are required in many of the chemical reactions at the refinery with steam used as a heating medium in the process, he explained.

Some water is cooled through a cooling tower, but much cooling takes place by rerouting water heated up by one process to another where it loses its heat and is then run on to cool another area, from which it picks up some heat...and around and around the circuit it goes. This is possible because a vegetable oil refinery has a large process temperature difference, ranging from 150 degrees to 400 or 500 degrees F. in the final stages. Hot water coming from the final stages is used to heat the crude oil in the early processing steps, and the 150-degree water is used to cool hot oil in the process itself.

Actually, water is not directly used to cool the 400-to-500-degree oil. Economizers use hot oil to heat the in-coming cold oil before it goes into the heat exchangers. Heat is, therefore, transferred directly from one oil stream to another.

Water from the warm water tank is used to heat oil in the tank farms so no energy is expended to keep that oil between 100 and 200 degrees F. Not only is the plant saving in heating costs in terms of steam, but also in cooling water costs as well. Cooling water is normally 80 degrees.

Providing further savings, all of the condensate from the soybean mill is added to the hot water system to obtain some heat value from it and to help on make-up water costs, according to Heidel.

"When you start from scratch, it is much easier to build in energy-saving features than when you have equipment installed and have to make an additional investment," John Rasche, process engineer for the project, pointed out.

Intricate process dispels impurities

Co-product of the Des Moines soybean mill is crude oil, purchased by the Des Moines refinery! Prior to the refinery's operation, that oil was sold to other processors.

Coming by pipeline, the crude oil is warm and will not freeze, even in coldest weather, as long as it keeps flowing from one facility to the other.

As the crude oil arrives in the refinery, it is held in a large tank and maintained at 150 degrees by means of a warm water system. Entering the process, it is filtered to remove residual soybean meal.

The filtered oil goes to a hydration tank in which the phosphatides or gums in the oil are hydrated with water, becoming a heavier, gummy phase.

Lecithin is recovered through a degumming system consisting of Alfa-Laval self-cleaning centrifuges. In the centrifuge, the gums come off and are sent through a scraper surface dryer, which is the source of lecithin. Hydrogen peroxide can be added to the lecithin, making it a lighter honey color rather than a maple-colored product. This degummed oil is vacuum dried and sent to a degummed oil storage tank.

Caustic refining of the oil is the next basic step in the process in which additional free fatty acids and soap that escaped in the water or degumming stage are now removed. Adding caustic sodium hydroxide to the oil is a more efficient separation than water but would destroy gums for sale as lecithin. Hence, it follows the lecithin purge.

A water centrifuge cleans up any caustic agent and soaps remaining in the oil, now much clearer after the solids have been removed in filtration and gums spun off in the centrifuge. Only acidulated soap stock can be made from the by-product of this process and is used for industrial-grade grease or animal feed.

The refined oil is then bleached to remove some color pigments and flavor components. Clay or diatomaceous earth is slurried into the oil to absorb color pigments and the oil goes into a vacuum bleacher after which it is filtered.

Following bleaching, the oil is further processed in one of two ways. So called "liquid" or salad oil moves on to the deodorization process--its final step, while

"hard" oils are produced by reacting hydrogen with the oil, thereby breaking the oil's double carbon bonds, lowering its melting point and making it more stable. Some hydrogenated oil is solid at room temperature.

Solids characteristics custom made

For blending purposes, the refinery makes a sterine to be added in different proportions to any of the oils produced in hydrogenation to obtain certain solids characteristics.

Hydrogenation, a batch process, lends itself very well to computerized control. During the process, a batch is converted or hydrogenated and eight-to-10 base stocks made up under a range of cooking conditions. These base stocks are used to formulate a variety of hydrogenated oils. In all, the refinery will have more than 1,000 specifications for certain degrees of hardness and characteristics desired by customers.

In hydrogenated oils, the customer dictates the hardness desired at various temperatures. For instance, the mouthfeel of oil used in candy will differ from that used in margarine. Margarine is made with properties close to butter. When removed from the refrigerator, it should be spreadable but contain enough solids that it will not melt down. To keep the mouthfeel like butter, it must go totally liquid at 98 degrees F., the temperature of the mouth. Melt down is geared to solid fats, which decrease as the temperature goes up. Heavy-duty shortening must have a quantity of solids to keep it stable.

Instead of preparing each hydrogenated oil from scratch, the technicians blend different base stocks together in blend tanks, avoiding a different cooking pattern for each customer. Having all base stocks available at a given time allows flexibility and rapid service.

In making the base stocks through the hydrogenating process, a slurry of nickel catalyst and bleached oil are pumped into a converter. The catalyst and oil are heated to 300 degrees and then hydrogen is bubbled in. Once the reaction begins, it gives off heat, requiring that the oil be cooled to keep it down to the cooking range desired.

Depending on the type of base stock, variables include the nickel catalyst, concentration, amount of hydrogen added, pressure of hydrogen, reaction time and temperature.

When oil reaches its appropriate Iodine Value, it is pumped out, cooled and filtered to remove the spent catalyst. Finally, the oil is pumped to a base stock tank.

From the blend tanks, hydrogenated oil goes to a deodorization process--the final step or last purification. During deodorization, the oil is heated to almost 500 degrees F. in a pure vacuum vessel. All fatty acids are boiled off. A by-product of deodorization is VOD or vegetable oil distillate, sold to make vitamin E products.

While the beginning filtration takes the majority of the foreign material out of the oil, the deodorization process removes the least amount but produces the most noticeable difference, according to Bill Hausmann, process engineer. The oil is almost clear, flavorless, brilliant and odorless. Thus, it can be used in any type of food without imparting any of its own characteristics.

Quality control, production aid

Quality control personnel do more than wave a "red flag" in their work, according to Dennis Tucker, supervisor of this function. "They know more about process problems if quality deviations are noted. As well as performing quality assurance procedures, their work is a production aid."

From the crude oil coming into the plant to the refined oil products ready to leave, all are kept under surveillance.

About half of the laboratory apparatus is geared to the testing of liquid oils and the other half to the hydrogenated products. One of the tests most popular among the technicians is the Solid Fat Index, unique for each blend of hydrogenated oil, says Roger Sinram, Q.C. technician and former chemistry teacher six years before joining the refinery in 1981.

Taste paneling, Roger explains, is also very important in determining the quality of an oil. Oxidation, which increases if oil mixes with air or is overheated, detrimentally changes the flavor from bland, nutty or buttery to one that is strong, painty, fishy or rancid. Oils so classed are rejected by Q.C.

Another Q.C. technician, Shelley Eike, likes performing tests that reflect on processing. She explains that "If we find a high free fatty acid content, it might mean that not enough temperature and vacuum were used in the deodorizer. We also look at color in the finished sample. A high red means that it has not been properly bleached and there may be a problem in the deodorizer. High peroxide value also means trouble," she added.

Quality assurance technicians check the computer and see that the pH, conductants, turbidity and color are all on target. Every part of the process is tested, some four times an hour to twice a day, depending on how they are running, according to Shelley. In this way, Q.C. techs helped fine-tune the process during start-up and continue to keep their fingers on the pulse of the operation.

Where it's all headed

The primary territory for Des Moines refinery products is west of the Mississippi River. Because of a deficit of capacity to service the Southwest, West and North, this location was selected for the refinery, according to Larry McNamara, sales manager, refined oil division. "The number of Staley oil products has not been increased with Des Moines' production," he said, "only the volume or quantity available. No new products have been added to our line."

Others competing for this market include Archer Daniels Midland, with a refinery in Lincoln, Nebraska; Honeymead, at Mankato, Minnesota; Cargill, which produces hydrogenated oils at Wichita, Kansas, and salad oils in Des Moines.

"Our marketing strategy was to build a base before the Des Moines plant started up," said McNamara. "We, therefore, merchandised salad oil to customers, which are now being served by the plant. In the interim, we purchased the oil and warehoused it at several points, allowing us to send it to accounts that would be served out of Des Moines. This permitted us to get these customers on-line before the plant was ready."

When up to capacity, the new facility will nearly double Staley's supply of lecithin, the market which Frank Janes, manager, lecithin products, has been developing.

About one-third of the hydrogenated oil will be headed for margarine processors; one-third, for shortening and a third, for frying. Among major accounts which will be served from this plant are Frito Lay's snack food plants; OREIDA Foods for potato blanching; Land-O-Lakes in Hudson, Iowa, for their margarines; Wilsey Foods for salad dressings, margarines and shortening products; Nalley's Fine Foods' salad dressings; T. J. Lipton for Wishbone dressings; Nabisco Brands for Blue Bonnet Margarine; S. E. Rykoff for salad dressing and shortening oils; and Gregg Foods and Re-Mi, Staley's own producers of margarine, salad dressings and shortening products.

"The Des Moines refinery provides a major competitive advantage to the oil division. With high quality production at competitive operating expenses and the advantage of low-cost western crude soybean oil, we have quite an opportunity," says McNamara.

Worth noting . . .

A veteran community volunteer, Al Dobbins, cooler operator, 17 building, Decatur, has been appointed to the Illinois Secretary of State's Senior Citizen Advisory Council. This group reviews programs of the Secretary of State's office, such as those pertaining to driving, to see how the elderly can be better served. Dobbins is an official of the Macon County Chapter of the American Red Cross' Green Thumb gardening program, a past president of the Decatur chapter of the Frontiers International Club and is a recipient of the Decatur Human Relations Commission's Community Service Award.

Des Moines refinery, a compact facility designed for efficiency, sanitation



Familiar sights and faces around the new Des Moines oil refinery are pictured. The primary territory for products from this facility is west of the Mississippi River with about one-third of the hydrogenated oil headed for margarine processors; a third for shortening and another third for frying. When up to capacity, the new facility will nearly double Staley's supply of lecithin.

55 celebrate 520 years with Staley

20 Years

PAUL BAUGHMAN, senior mechanic, electric shop, 77 building, Decatur
 FREDERICK BOLIEK, dryer operator, 118 building, Decatur
 ARLONE RITTER, secretary to the vice president and general manager, sweeteners, sales and marketing, industrial products, Decatur
 DALE SEIBER, project engineering manager, technical, manufacturing, industrial products, Decatur
 JERRY SHAW, inventory coordinator, dry starch, manufacturing, industrial products, Decatur

15 Years

WAYNE CROW, senior area manager, specialty feeds, food and specialty products, Norwalk, Iowa
 CAMERON FERGUSON, principle process engineer, process engineering, corporate engineering, Decatur
 KENNETH GILMORE, rigger leadman, riggers, 77 building, Decatur
 DAVID HAYS, senior analyst, 99 building, Decatur
 WILLIAM HUNT, senior mechanic, pipe shop, 77 building, Decatur
 GEORGE LOVE, pool foreman, manufacturing services, industrial products, Decatur
 PHILLIP MORAN, bagging operator, manufacturing, industrial products, Houlton
 JOE RUSSELL, dryer operator, 9 building, Decatur
 JAMES SCHABLE, senior mechanic, tin shop, 77 building, Decatur
 ROGER TATE, senior mechanic, machine shop, 77 building, Decatur
 PAUL TROXELL JR., supervisor, shift operations, corporate information systems, corporate finance, Decatur

10 Years

LARRY BYFORD, shift foreman, manufacturing, industrial products, Morrisville
 PAUL DYSON, reactor operator, manufacturing, industrial products, Morrisville
 STEVEN FINCH, supervisor, refining, syrup refinery, manufacturing, industrial products, Decatur
 AARON HOLLOWAY, 108A operator, 99 building, Decatur
 KINNEY JACKSON, manierre loader, 20 building, Decatur
 THOMAS MCGOLDRICK, reactor operator, syrup, manufacturing, industrial products, Morrisville
 DAVID PECK, senior mechanic, pipe shop, 77 building, Decatur
 SANDRA RICHARDSON, customer service coordinator, protein, food and specialty products, Decatur
 RALPH SMITH, development engineering helper, 59 building, Decatur
 MICHAEL STEWART, track laborer, 35 building, Decatur
 FRANKLIN VAIL, process supportman, 5 and 10 building, Decatur
 DUWAYNE WILLIAMS, senior mechanic, pipe shop, 77 building, Decatur

5 Years

EDWARD BEARD, technician, utilities, manufacturing, industrial products, Lafayette

DAVID BERGHOFF, technician, wet milling, manufacturing, industrial products, Lafayette
 RICHARD BINGAMAN, maintenance mechanic A, soybean milling, agriproducts, Des Moines
 RANDALL BIRGE, technician, refinery, manufacturing, industrial products, Lafayette
 JOHN BROWN, roving operator, manufacturing, industrial products, Morrisville
 LARRY BURCHAM, shift repairman, 1 building, Decatur
 RICHARD COOK, lead loader, 34 building, Decatur

CHARLES DOMANICO, process engineer, manufacturing, industrial products, Loudon
 HARLEY FUNK JR., gateman, 40 building, Decatur

CRAIG GASCHO, technician, utilities, manufacturing, industrial products, Lafayette

DONALD HILTON, helper, 28 building, Decatur

DAVID HORN, technician, refinery, manufacturing, industrial products, Lafayette
 MICHAEL JEWELL, warehouseman, 34 building, Decatur

GLORIA KOENEKAMP, secretary to the vice president and general counsel, corporate law/patent, Decatur

LYLE LEHMAN, lead loader, 34 building, Decatur

DENNIS LINTON, laborer, 20 building, Decatur

PAULA MARTIN, cleaner, 12 building, Decatur

ROBERT MCDONOUGH, Staport leadman, manufacturing, industrial products, Morrisville

MILTON NARVAEZ, operator A, food and specialty products, Vico, Chicago

DENNIS PALLWITZ, maintenance mechanic AA, soybean milling, agriproducts, Des Moines

DINESH PATEL, operator A, food and specialty products, Vico, Chicago

BRUCE ROADRUCK, technician, wet milling, manufacturing, industrial products, Lafayette

CHARLES ROZHON, technician, utilities, manufacturing, industrial products, Lafayette

ROBERT SARGENT, utility leadman, 44 building, Decatur

MICHAEL SHARP, maintenance engineer, manufacturing, industrial products, Lafayette

TIMMIE SHUPPARA, process supportman, 11 building, Decatur

DAVID STURGEON, technician, refinery, manufacturing, industrial products, Lafayette

Staley News

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

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



Title defenders--Among the Staley/Decatur women's slow-pitch teams in 1982, the Odds Ends took first-place honors for the regular season and hope to improve their '82 record of 11 and 1. Team members pictured at season's end, in the front row, from left, are Mary Lou Hackert, wife of Bob, Kathi McClugage, Diane Burchard, Carol Nixon, Shirley Shook and Mike Shook, bat boy. In the back row, from left, are Keith Allen, assistant manager, Shelley Capps, wife of Tony, Debbie Reed, Jeanette Hawkins, Dusty Zickerman, wife of Dave, Marty Allen, wife of Keith, and Larry Shook, manager. Missing from the photo were Gene Nixon, assistant manager, LaVonne McCord, Paula Wopat, Mary Smith and P.J. Webb, wife of Dick.

On the move around the company



John Hicks



Dave Mjolsness



Kim Seidman



Rosemary Noel

JANICE SUHOMSKI, from assistant technician, to research technician, food and agriproducts, research, Decatur

INDUSTRIAL

BECKY CHAPPELL, from employment secretary, industrial relations, corporate administration, to secretary, industrial sales and marketing, starch, Decatur
 RANDALL COOK, from supervisor, starch specialties, dry starch, manufacturing, Decatur, to assistant production superintendent, manufacturing, Van Buren
 TERESA CRONKHITE, from quality control supervisor, to quality assurance manager, manufacturing, Morrisville
 BERNARD D'EMIDIO, from instrument technician, to instrument technician II, manufacturing, Morrisville
 JANET LOGAN, from secretary, industrial sales and marketing, starch, to order entry coordinator, starch, administration, Decatur
 DEBORAH MEIKLEJOHN, from secretary to the plant manager, to administrative coordinator, manufacturing, Van Buren
 ROSEMARY NOEL, from secretary to the director of chemicals from carbohydrates, to secretary to the executive vice president, Decatur
 JUDITH SLY, from associate process engineer, to process engineer, technical, manufacturing, Decatur
 GEORGE TAGGART, from instrument technician, to instrument technician II, manufacturing, Morrisville

CORPORATE

MARION BRADFORD, from research chemist, to senior research chemist, food and agriproducts, research, Decatur
 JOHN HICKS, from quality assurance scientist, to senior quality assurance scientist, research, Decatur
 DAVID MJOLSNES, from photographer, to chief photographer, corporate relations, Decatur
 KIM SEIDMAN, from management trainee, to benefits supervisor, industrial relations, administration, Decatur



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Ready for action--As the softball season draws near, the Staley Stars prepare to defend their 1982 Staley/Decatur league and tournament titles. First-place team members from 1982, in the front row, left to right, are Timmy Hill, bat boy and son of Al, Al Hill, Larry Auton, Scott Duncan, Rick Stuart and Bob Hackert. In the second row, from the left, are Terry Crowell, Dan Harpstrite, Terry Hale, Bill Barter, Rick Albright, Bob Murphy, Mick Stewart and Terry Johnson. Unavailable for the picture were Lyle Clark and Rick Black, who rounded out the team.