

It takes a heap of work to stage an annual meeting. Some of the behind the scenes activity included the preparation of gift packages of Staley syrup and Sta-Puf blue concentrated fabric softener for shareholders. Ora Flinn, messenger, 62 building, Decatur, was one of those working on the packages.





Sweetener leadership outlined

Staley's leadership role in the corn sweetener industry was outlined by President Donald E. Nordlund at the company's annual meeting in May at Decatur.

Speaking to more than 300 shareholders, President Nordlund said Staley's definition of leadership encompasses both basic processing efficiency and technology.

"We were one of the pioneers in sweeteners past and present and we intend to continue this role in the future," he said.

Among the steps outlined by President Nordlund was a 50 percent expansion of IsoSweet capacity at Morrisville, completed in January; a Staley-developed process for production of IsoSweet at Decatur, with expansions this spring and later this fall, and the plan for a new sweetener plant in Lafayette, Ind., with the first part of a three-phase development coming on stream in late 1977.

He noted that demand for corn sweeteners has been the most important contributor to earnings gains, with high fructose syrups leading the way.

"High fructose syrup has, in fact, added a new dimension to the company's and the wet milling industry's potential by making corn sweeteners competitive in the total sweetener industry-a vastly expanded market for us."

He continued that the removal of limitations on the use of corn sweeteners in FDA standards for jams, jellies, preserves and canned fruits, along with a continuation towards their use in brewing has resulted in significant market expansion for regular corn syrups.

President Nordlund indicated that the market growth for dextrose, while less dramatic than that for high fructose IsoSweet, has been stable.

Encouraging signs

Encouraging signs in consumer products performance were noted. These included strong demand for Sno-Bol, sales of Wagner drinks which have generally out performed the fruit drink category, and the national introduction of Sta-Puf blue concentrated fabric softener.

Several small volume consumer items were discontinued, he explained, so that those brands with the greatest potential could receive a greater concentration of resources.

President Nordlund noted that the required investment for growth in the specialty chemical business could not compete with other capital opportunities in principal areas of Staley business, and that capital and management energies will be more productively employed with the elimination of operations such as Kearney, N.J., and Charlotte, N.C.

He projected an optimistic long range picture for soybean processing, particularly in the field of soy proteins for human nutrition.

In spite of a drop in volume of textured protein sales for this year, primarily the result of lower meat prices, he said Staley will continue its development in the field with emphasis on the more sophisticated vegetable proteins.

"We believe the certainty of growth in food proteins is without doubt, and we intend to be a major part in that growth," he continued. He concluded by noting that the company "continues to view the future with confidence and enthusiasm."

Stock split gets approval

Stockholders of Staley approved a proposed 2-for-1 stock split at the company's annual meeting May 12.

Other management proposals approved by shareholders included an increase in the number of shares authorized from 5 million to 10 million, which provided for the split, a change from \$10 par to no-par value, staggered directors terms, and a revised stock option plan.

A resolution paying tribute to the late Chairman A.E. Staley, Jr., who died March 19, 1975, was introduced by Donald E. Nordlund at the outset of the meeting.

The 2-for-1 split approved by shareholders became effective May 27, 1975.

Following the annual meeting, Staley directors declared a postsplit quarterly dividend of 25 cents a share on the company's common stock.

The rate is adjusted proportionately from prior levels to reflect the 2-for-1 stock split which shareholders authorized earlier at the annual meeting May 12.

The dividend is payable June 6 to shareholders of record May 27. Effective date of the split is May 27. The usual dividend of 94 cents a share was declared on the company's \$3.75 preference stock. It is payable June 20 to shareholders of record June 6.

In other meeting action, directors elected officers of the company.

(Continued on Page 4)

Staley food role featured at IFT show in June

The Staley role in the world's food delivery chain will be highlighted at the Institute of Food Technologists show June 8-11 in Chicago.

The company will feature sweeteners, food starches, proteins and natural citrus flavors at a 20 by 20 foot exhibit area-one of the largest at this annual showplace of food developments.

Sealtest ice cream made with IsoSweet 100 and Staley 300 corn syrup topped with Smucker's toppings of hot fudge, pineapple and butterscotch made entirely of IsoSweet 100 and Neto 7350 corn syrup will highlight the sweetener



In an unmistakably Staley setting with the 11 million bushel capacity grain elevators in the background, the Cubs (in the field) and the Beaners square off in action at the new softball diamond. Thirteen men's teams are participating this year, and for the first time three women's teams have been formed.

display.

Such food starches as gelatinized Dura-Jel, Rezista, Dura-Jel, Perma-Flo, Consista, NuCol and Star-Dri corn syrup solids are featured. Sample packages of French's Gravy Makins onion gravy mix made with gelatinized Dura-Jel will be given away.

The protein counter will feature breakfast rolls made with new soy protein concentrate and meat patties made with Mira-Tex. Other proteins to be exhibited include Gunther D-100 whipping agents, Sta-Sol lecithin concentrates and new Bland 50 soy flour and grits. Also, a Sunday breakfast for the top prospects and trade publications editors will be held. The menu features the breakfast rolls and meat patties.

Included in the natural citrus flavors from Redd Laboratories will be natural essence oils, natural orange aroma concentrate and enriched citrus oils and terpeneless fractions.

In the News...



Keep on truckin'...P. 2



Ten pin champs. . . P. 3







Rich Begliomini, support syrup loader, prepares an outgoing shipment.

Morrisville 'keeps on trucking'

"Keep on truckin" has a special meaning for Morrisville employees.

With more than 80 percent of the plant's IsoSweet deliveries being made by truck, it is important to keep things on schedule during a period of continued high demand.

The plant's effectiveness in meeting the challenge of keeping more than 800 truck deliveries monthly in an area ranging from Alabama to Maine, was highlighted in May by a stellar performance that saw 99 percent of the truck deliveries on schedule during a two week period.

Viewed separately, the efforts of the many employees involved in such a performance might seem unrelated. However, each is like a piece of a jigsaw puzzle which when joined together form a picture of teamwork and communications.

Included in the picture are men and women in manufacturing, sales, materials handling, quality control and plant protection personnel who weigh incoming empty trucks and then the outgoing shipments.

The pieces of the jigsaw fall in place like this:

Orders by customers are placed--usually for "one day delivery" with either a regional sales office, with Decatur order

group or directly with the materials handling department at Morrisville.

Larry Trempel, materials manager, explains that the materials handling department keeps a continuing list of orders beginning at 10:00 a.m. until cutoff time at 5:00 p.m.

The people responsible for compiling the list are Bill Baker, traffic and purchasing clerk, and Marilyn Jackson, order processing clerk. Bill notifies one of the common carriers, with whom Staley works, as to the delivery date required and makes the arrangements for pickup.

Key factors

Key factors in determining



The Staley <u>News</u> is published monthly for Staley employees by Corporate Public Relations, Decatur.

Manager, Employee Communications.... Dan Hines

Manager, Visual

Communications. Lee Jeske Assist. Photographer. . Roy Enloe

winning combination Staley, Little Debbie а

If the baking industry has its Shangri La it must lie somewhere due east of Chattanooga, Tenn., in a serene setting of gentle hills and green valleys where the McKee Baking Company, one of the nation's largest independent bakers, has made its home for the past 18 years. McKee employs 1200 people in their manufacture of "SNAK" CAKES.

Some 5 million of these delicacies carrying the Little Debbie and the Astro-Mike logos are produced each working day on nine highly automated production lins at McKee's two Collegedale plants. At least 20 different varieties of small cakes are baked and packaged from a dozen or more carefully guarded formulations and shipped as far west as Denver and Phoenix; as far east as Boston and other major centers on the Atlantic Coast. The varieties range from such McKee Family favorites as Nutty Bars and soft oatmeal "cookies" to Swiss Cake Rolls, Coconut Rounds, Fudge Brownies, Blueberry Delights, Banana Twins, Raisin Creme Pies, Devil Squares and other tasty offerings for vending machines, retail outlets and institutional markets.

"We have been using Staley soy flour for the past 30 years,' says O.D. McKee. "Today, we don't make a cake without it.'

McKee explains that he was sold on soy flour from the beginning, mainly because it meant a healthier cake higher in protein for consumers, and a cake with far better moisture retention. "We think we have the best shelf life of any baker in the country," he adds. "And when you're covering 42 states, shelf life is a critical factor.

For cake formulations, McKee uses Staley F-200 soy flour, an ingredient which not only enhances shelf life by absorbing and holding large quantities of moisture, but also retards rancidity, helps to produce more uniform batters and provides a wellbalanced source of amino acids, vitamins and minerals. All eight of the essential amino acids are present in soy flour, which is 52 to 53 percent protein.

Also present in McKee's baked goods--primarily in the cake coatings--are Staley's Sta-Sol lecithin concentrates. (Three types of lecithin concentrates are derived soybean oil processing

improves machinability and reduces stickiness.

"The fat must be dispersed properly," Dr. Lord explains. "If it isn't, it can separate from the dough and cause serious problems in production."

Dr. Lord, because of recent consumer and legislative agitation against sugar, is now spending considerable lab time in seeking ways to reduce the sugar level in the company's product lines. Both he and O.D. McKee expressed a strong interest in the Staley Bland-50 soy flour (see story in the February Staley News), a product which can add greater protein enrichment without the flavor limitation of regular soy flour.

"Man, if you could reduce the flavor of soy flour, it would be the greatest thing you could do for cake bakers and for nutrition," McKee enthuses. "It might just help us solve this sugar problem."

Certainly, as the new soy flour becomes available, it won't be ignored by McKee and other executives of the company.

A 'grabber'

"I'm a grabber," he explains. "If anybody puts out anything good. I don't want to miss it." His past record as the founding father and the guiding genius of McKee Baking over the past four decades bears out this strong bent for new ideas and new approaches in the bakery field.

and somehow, someway, make it soft," he remembers. Soon afterward, he developed a soft, raisin creme sandwich also.

Such inspirational insight, combined with 16-hour days, an unusual wife gifted in business matters, and two sons--Ellsworth and Jack--both of whom decided early in life to stick with the family enterprise, could only lead to continued success.

duties for 'in process' quality control measures, yet have been able to complete tests for as many as 17 shipments in a four hour period."

The jigsaw puzzle is now complete. Within a period usually not exceeding 24 hours, no fewer than a dozen employees in four different departments have contributed to the complete picture of performance at a time of continuing high demand for high fructose IsoSweet.

the schedule are transit time,

destination, and truck availability.

This information is then passed on

ment keeps an adequate "Iso-Sweet" inventory in the truck

loading facility to handle the next

day's shipments and avoid delays.

avoid trucks just 'dropping in',"

explains Larry. "The volume of

trucks loaded each month requires

scheduling since delays will occur

if trucks back up. That calls for

close contact with those trucks

owned by our customers, and not

one of our common carriers, They

sample of the product is drawn and

check for solids level and flavor is

done before the shipment is re-

Rogers or Narcy Evangelista.

The tests are conducted by Walt Maylie, John Rogers, Dick

Lee Nolting, quality control

supervisor, explains that the

truck sits at the gate awaiting

release by the plant protection

guard who in turn completes the

weighing of the loaded carrier only upon approval of the shipment

sential," Lee continues. "We are continually performing our other

"Speed and accuracy are es-

from quality control.

leased.

After a truck is loaded, a

have to be scheduled, too.'

The manufacturing depart-

The important thing is to

to manufacturing.



taken to the quality control lab. Although quality control checks are made continuously throughout the process, a final

"You might say we cater to the 'lunch pail' set," says O.D. McKee, founder and chairman of the company bearing his name, in referring to the young wives, the schoolchildren, the workmen who tote lunch pails and other prime small packaged cake purchasers.

Whoever the consumer might be, and there are millions in 42 states, McKee Baking's cakes, because of their long-lasting freshness and appetizing appearance, are devoured with relish, whether it's 10 or 1,000 miles from the McKee plants. The "love at first bite" advertising slogan can't be far wrong.

Long-time customer

No one appreciates and applauds McKee's steady growth and success in the small snack cake field more than Staley. McKee Baking over the years has been a long and faithful customer, using sizable quantities of such Staley products as lecithin, soy flour, corn syrup, dextrose and food starch.

Staley: a light-brown UF or unbleached fluid; UF-4 with a higher active ingredient content with no added fatty acids, and BF or bleached fluid, a light amber colored lecithin.) McKee purchases the UF type lecithin.

"Lecithin has its advantages," says Dr. Derek D. Lord, McKee's director of research and development. "It reduces the viscosity of the coating. A small amount can replace a significantly larger proportion of fat. Also, by emulsifying the fat, lecithin helps us to produce a more tender product without the problem of the oil bleeding from the dough."

Like soy flour, lecithin helps to prolong shelf life. It also has a number of other desirable attributes for bakers in addition to its fat dispersion properties. It can stabilize the coating on baked goods, for example, yielding a higher gloss and providing not only a more appetizing appearance but better eating qualities. It also

He was the first in the baking business, for example, to automate the task of putting creme on soft cookies. He was one of the first to highly automate mass production of small cakes. He was the first in the nation to convert high speed candy wrappers into wraps for soft cakes.

There have been other "firsts" over the years since those days in 1932 when O.D. McKee, an entrepreneur at heart from the day he sold his first bible, bought a little cookie plant in Chattanooga and marketed his first McKee Baking Company product, a penny oatmeal cookie. Acquisition of a small penny raisin cake company gave him a second product and stimulated further expansion. "I wanted to take that oatmeal cookie

Pete Schwarz makes a quality control check for solids in IsoSweet.

Pam's spirit whips adversity

When Pamela Crabtree walked the few feet to receive her social nursing degree in graduation ceremonies at Southern Illinois University in May, it was a triumphant march over adversity that she had started soon after being injured in a flame-enveloped auto accident nearly six years ago.

For Pamela, 24 year old daughter of John Crabtree, foreman, stores/77 complex, the world was undoubtedly a big plum tree ripe for picking before the two-car accident the evening of Sept. 27, 1969.

She was a popular cheerleader at Decatur Eisenhower



K. Mittleberg



B. Robinson



AGRIPRODUCTS

KENT MITTLEBERG from director of operations, agriproducts, to director of marketing, refined oils and specialty feeds

DICK FISHER from manager, vegetable oils, to director, manufacturing

BILL ROBINSON from group leader, food technical services, to director of product management, protein division

JERRY COON from sales service specialist to sales coordinator, specialty feeds

CORPORATE

EARL DONALDSON from engineer draftsman to engineer design draftsman, engineering JOSEPH EMPEN from senior research chemist to group leader, paper and paper conversion lab, research & development.

high school, a contestant in the queen contest for the local county fair and was starting her study towards a degree in physical education and a teaching career.

Then tragedy struck. As she and a friend, who was driving the car, were driving to classes at Lake Land Junior College, a head-on collision occured. Pamela's friend died from the flames, while Pamela, who never lost consciousness, suffered third degree burns over 75 percent of her face, forearms and hands, and 20 percent of her body.

It was shortly thereafter the two factors emerged to play a role in Pamela's recovery. First was her own indomitable spirit. Next was the financial protection offered by her father's Staley employee benefits.

In the next three years, John's coverage was to pay more than \$14,000 in medical and hospital expenses--nearly 90 percent of incurred costs--for a series of skin grafts and therapy.

And Pamela was to be introduced to a new vocation--social nursing.

New vocation

Pamela obviously could not do such things as write letters to friends or perform any of the other tasks which people take for granted until the ability to do them is drastically taken away.

However, a social nurse visited Pamela and assisted her with letter writing, as well as reading to her and becoming a close friend.

Pamela was so impressed with the woman's concern that she decided that she too would build a career working with the ill and injured.

"She's a brave girl," John explains. "Some people might have quit, but Pamela wanted to do something to help others. We're very proud of her.

"And I never miss a chance to tell people the value of their benefits. Our tragedy made me realize the protection they offer against adversity."

But it was Pamela who was to succinctly state her own happy ending to the story even as she lay on a hospital bed in the burn unit at Barnes Hospital.

"It's just wonderful to be alive ...I'm going to come back (to school) and do two back handsprings just to show these people here that I can do it. . .I'm going ahead with my normal life.'



The Hustlers took honors in the Friday International League. Left to right, Jack Beck, Dave Zickerman, Bob Gilbert, Denny Durbin and Denny Richhart.



The Dash and 5 Dots were convincing winners in the Staley National League. Left to right, Ed Tilley, Jerry Gersmehl, Russ Dash, Marion Bergandine and Paul Mrotzek.



J. Coon



The "drive safely" message with a Staley identification is a familiar sight these days around Decatur. Nearly 3,000 of the car window decals such as the one Barbara Bellows, employment secretary, is placing on her car window were distributed to employees in May.

The race in the Triple A league went down to the final frame before the Loners copped the title. Left to right, Dale McClure, Gene Nixon, Jerry Dilbeck, Darrell Law and Denzil Nixon.



Safety is beautiful--and Adelle St. Pierre, maintenance office clerk, 77 building, offers proof. Her brightly decorated hard hat adds a personal touch to her safety wear. Another beautiful side is the decrease in the number of head-related injuries since hard hat wear became mandatory at Staley Decatur.

niversarıes

30 Years

SIMON HARRIS, senior mechanic, machine shop WALLACE BEAN, senior mechanic, boilermakers

25 Years

JOSEPH CLIFFORD REYNOLDS, senior chemical engineer, agriproducts

20 Years

BEN COCHRAN, plant engineering superintendent, industrial manufacturing DALE CARTER, buyer, construc-

tion & equipment, purchasing

15 Years

WILLIAM HAGENBACH, director environmental sciences, engineering

WILLIAM SHELTON, senior development engineer, research & development

FRED DALE SHAFFER, ion exchange operator, 5 & 10 building JAMES LIGON, manierre loader, 20 building RICHARD SEMELKA, mechanic, I

8 C LAURENCE VOYLES, JR., me-

chanic, pipe BURNIE ROSS, maintenance man A, Columbus plant HARVEY SMITH, maintenance

man A, Columbus plant 5 Years

STEPHEN GIST, service labor, 44 building TERRY CROWELL, pump & tank

operator, 5 & 10 building JIM RODGERS, process support man, 5 building VIRGIL GASS, office janitor, 62

building JUDY SHARP, senior time clerk, corporate financial

HOWARD BARNETT, senior

Accident prevention key to classes

Unsafe acts by employees and unsafe conditions are described by Tom Ellison, safety director at Decatur, as primary cause for accidents.

"There are two other main reasons why accidents occur," he adds. "Though rules are written, nobody bothers to tell the employees why they should follow them, and in many cases employees are not properly instructed on how to do their jobs safely.

To strengthen the safety program at Decatur, Tom is currently conducting safety leadership classes for supervisors.

"Accident prevention is the theme of the classes," says Tom.

He defines an accident as unplanned, unwanted events that may or may not produce injury to man or damage to property.

"There are several reasons why employees should want to prevent accidents," he continues. "First is the suffering which occurs. The pain can be momentary or last a lifetime. There is also the loss of family pleasures. Major adjustments are often necessary when a person is handicapped or disabled.

"The social pleasures which must be curtailed because of injury are numerous. And workmen's compensation and legal benefits, while substantial, are

Staley plans 700,000 share stock offering

Staley Mfg. Co. has filed a registration statement with the Securities and Exchange Commission for a proposed offering of 700,000 shares of common stock by the company.

The 700,000 shares gives effect to the 2-for-1 split of the company's common stock effective May 27.

The company will apply the proceeds from the offering toward construction of a new corn processing plant in Lafayette, Ind.

The cost of the Lafayette plant had been estimated at approximately \$50 million in earlier announcements; however, in its filing statement the company said it is considering adding significantly to the plant capacity, a move which would raise the total project cost to approximately \$85 million.

The proposed offering would be made through an underwriting group managed by Loeb, Rhoades & Co. and Kuhn, Loeb & Co.

Stock split

seldom a substitute for the satisfaction of working for a full paycheck.

"If a portion of a plant is destroyed, it could result in loss of jobs as well as lives. Nobody likes to work with employees who are 'accident prone.' The list of reasons for safety goes on and on.

There are several factors in what Tom describes as "the accident sequence.'

Tom points out that if an employee lacks the knowledge to do the job safely, the potential for an accident is increased.

More important factors include unsafe conditions which should be promptly corrected, and unsafe acts--which account for the greatest number of accidents.

"A consulting firm's study showed that 88 percent of 75,000 selected industrial accidents were caused by unsafe acts, 10 percent were caused by unsafe conditions and only 2 percent were considered acts of God.'

Tom says the best way to eliminate the potential for accidents is to remove the direct causes.

"While protective clothing or gear may prevent personal injury resulting from an accident, the accident itself still occurs. Protective equipment is only a shield.

"The most effective accident prevention is to prevent unsafe acts and conditions. The supervisor can play a role in this by inspection programs to make sure an area is laid out properly; that fire protection is adequate; that proper mechanical guards are in place; that equipment is properly maintained; that lighting and ventilation is correct; that good housekeeping is observed, and that employees wear necessary safety clothing and equipment.

Most importantly, the supervisor should offer proper instruction, set an example and stimulate interest in safety among the employees with whom he works.

"Couple these things with an attitude that encourages employees to participate in safety awareness in their work area, and we're well on the way to eliminating those 98 percent of the accidents which occur because of unsafe acts or unsafe conditions.'

Energy reduction report shows several top goal

Morrisville, Decatur corporate and all consumer products group production locations have exceeded the corporate goal of a 10 percent reduction in energy consumption.

The figures are included in the latest report of energy conservation throughout Staley.

Consumer operates plants in Cicero, Arlington, Pontiac and Chattanooga. Gas is the fuel used at each location and electricity is purchased.

Total fuel usage for the plants in the second quarter was down 15 percent from a year ago, with year to date fuel usage down more than 19 percent.

Total electrical consumption showed a slight increase of just under 2 percent. However, on a per unit production basis for the quarter, Chattanooga had a 31.5 percent decrease, Cicero 8 percent.

At Morrisville, the primary fuel is residual oil for the boilers and feed and gluten dryers. Gas is used for carbon regeneration.

In spite of increased production, fuel usage for the past quarter was down 23.3 percent per unit of production. Year to date usage is down 19.2 percent.

tinues to decline with the quarter figure down 19.4 percent from last year and year to date usage is

62 and 63 buildings) total corporate steam usage for the quarter 25.7 percent below the base period, and reduction for the year was 28.9 percent. Total electrical usage for the quarter was down 24.7 percent, and the year to date reduction was 22.5 percent. The results for Decatur agri-

products, Columbus, Galesburg and Houlton have been adversely affected by significant drops in production levels.

Wagner sets share-of-market sales record

Wagner fruit drinks have attained the highest share of market sales in the fruit drink category in the brand's history.

The recent strong showing places Wagner drinks a strong third in a category which includes more than 200 national, regional and private label brands.

Bob Corman, product manager, says Wagner's television commercial and mass couponing Electrical power usage conhave contributed to a 27 percent growth, within the category. Additional network television is scheduled for the July-August down 18.9 percent. period and throughout fiscal 1976. For Decatur corporate (59, 60,

10 Years

RICHARD HANSON, industrial engineer, methods, industrial SHIRLEY WEGER, receiving clerkstarch production, industrial GENE DANIELS, assistant manager, technical services, industrial MARGARET PAYTON, inventory clerk, industrial

JUDIE SPATT, senior deduction clerk, consumer products, control EDWARD WILLIAMS, shift foreman, soy flour, agriproducts CHARLES GALLAGHER, process

control technician, industrial manufacturing, Columbus plant HARRINGTON SHAW, JR., development engineer helper, 59 building

THOMAS TYLER, conversion unit helper, 20 building JOSEPH WALKER, lead loader, 47 building CHARLES JACKSON, dryer op-

erator, 9 building DONALD HODGES, operator A, 118 building DANIEL STILES, mechanic, I & C THOMAS BLY, development en-

gineer helper, 59 building CALVIN COMP, trailer comp, transfer

RAY ASHCRAFT, cleaner, 20 building

patent attorney, patent & food law

MARY MONTGOMERY, chief clerk, oil refinery, agriproduction VELVA LINDSEY, lead research steno, research & development SHIRLEY CHERVINKO, keyed data equipment operator, corporate information systems CAROL MOORE, keyed data equipment operator, corporate

information systems LINDA BETZER, audit/billing clerk, agriproducts, administration



W. Bean



C. Reynolds

(Continued from Page 1)

Donald E. Nordlund, president and chief executive officer, was elected to the additional post of chairman, succeeding the late A.E. Staley, Jr., who died March 19, 1975.

Other officers reelected are: G.L. Bieger, vice president, finance; R.W. Brooks, vice president, consumer products group; T.V. Fischer, vice president, industrial products group; N. Kessler, vice president, technical; J.W. Moore, senior vice president, agriproducts group; R.L. Schuerman, vice president, international; J.H. Beaumont, vice president, industrial sales; R.M. Powers, vice president, agriproducts group; B.Z. Shaeffer, vice president, corporate relations; H.M. Staley, vice president and treasurer; F.H. Wagner, vice president, consumer products development; R.L. Schwanke, controller; E.R. Stanhope, secretary and general counsel; L.B. Miller, assistant treasurer; J.T. Holmes, assistant secretary and D.F. Rentshler, assistant secretary.

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