

# StaleyNews

Volume XXIII/No. 5

Decatur, Illinois/May, 1981

## Second quarter, six months earnings improvements attributed to an increase in HFCS sales volume, soybean milling

Staley reported net earnings of \$27,824,000 or \$1.25 per share on sales of \$532,281,000 for the second quarter ended March 31, 1981. The totals compared with net earnings of \$13,203,000 or 64 cents per share on sales of \$390,415,000 for the same period last year.

For the six months, net earnings amounted to a record \$60,524,000 or \$2.73 a share compared to \$21,882,000 or \$1.07 a share for the first half of the prior year. Sales for the six months were a record \$1,084,590,000 compared to \$751,466,000 a year ago.

Chairman Donald E. Nordlund attributed second quarter and six months improvement to an increase in high fructose corn syrup sales volume. He said the sales gain primarily

reflected growing demand for high fructose corn syrup as a sweetener in soft drinks. The company was in position to take advantage of this trend, according to Nordlund, because of recent expansion of HFCS production capacity at the Lafayette plant.

The company's soybean milling operations made a meaningful contribution in the second quarter and for the six months, but margins were not as favorable as for the same periods the prior year. However, Nordlund said soybean processing margins are expected to show strength with this fall's harvest.

The Staley chairman said prospects are excellent for the company's corn sweeteners, including high fructose corn syrup, dextrose and regular corn syrups. He indicated that the company's three corn refining plants will operate at capacity for the remainder of fiscal 1981 and noted that a further expansion of the company's high fructose corn syrup capacity will be completed this summer at the Morrisville plant.

## Safety pays off at Decatur plant

Trips, home entertainment equipment and jackets are being offered to Decatur plant employees who work safely during a contest running from May 1, 1981 through April 30, 1982. Qualifying hourly employees and first-line supervisors and departments working for designated periods without a recordable injury will be eligible for valuable prizes.

The contest is being held to provide incentives for individuals and peer groups to work safely and to improve awareness of safety on the job, according to J. B. Webb, supervisor of safety, Decatur. "We hope to reduce unsafe acts in the Decatur plant by creating a high level of interest in and concern about safe work performance," Webb said.

At the outset, employees in the Decatur plant were given a Staley logo safety decal bearing numbers 1 through 12, which represent each of the 12 months in the safety program. This decal is to be displayed on hard hats.

Colored dots will be given each participating plant employee at the conclusion of the month to place over that month's number on the hard hat decal to signify safety performance for that period. A green dot means both the employee and his contest group worked through the month without a recordable injury, while a yellow sticker indicates someone in the department had a recordable injury.

Concluding each contest quarter, all qualifying plant employees will have the opportunity to win home entertainment equipment such as a portable color television set or stereo from two plant-wide drawings. Conducted by the plant's Health and Safety Committee, one drawing will be from names of those who work at least 66 percent of their scheduled time during the quarter and have no recordable injury. The committee will draw the other winner from names of qualifying employees in contest groups that work the entire quarter without a recordable injury.

Decals are safety gauges.

Eligible employees who work at least 80 percent of their scheduled time during the contest's 12 months and don't have a recordable injury will be entered in a drawing for a weekend trip for two to either St. Louis or Chicago. Those qualified from contest groups that work all year without a recordable injury will be in another drawing for a four-day trip for two. That winner will have his or her choice of visiting one of four cities--Las Vegas, New Orleans, Washington, D.C. or Miami. Either trip will include travel, motel and expense money for meals and incidentals. Annual winners will be selected at drawings by Decatur industrial and agriproduction plant managers and the president of A.I.W. Local 837.

Also at the conclusion of the contest, hourly and salaried employees in the plant who work the entire contest and whose contest groups work those 12 months without a recordable injury, will receive a jacket bearing a plant safety decal.

"Each milestone in this contest is geared to reducing unsafe acts in the Decatur plant. Hopefully, safe work habits reinforced this year will carry over into the future," says Webb. "Safety does pay off every day it's practiced!"



With his wife looking on, Kenneth L. Schrishuhn, senior mechanic, pipe shop, 25-year awardee, admires his pocket watch.

## 213 honored at awards celebration

"Everybody wants to feel important. They don't want to be a number," says Cavett Robert, dean of a field known as "human engineering" or human engineering. He was guest speaker for the 34th Annual Service Awards program at Staley/Decatur, attended by 330 employees, spouses or guests on April 9 in the Masonic Temple.

Robert mentioned that while two-thirds of the people in the world go to bed hungry for food, 98 percent go to bed hungry for recognition. "In fact, eight out of 10 people did something last week they thought deserved some recognition."

"Staley is in the people business," the speaker pointed out. "Look at the number of guests here tonight celebrating 65 centuries of combined service. There is one thing for sure--if all of the company's assets were tallied today, the employees would have to be weighed as very important."

"The largest job, of course, in this people business is to make them feel important. . . open the channels of communication," Robert told the gathering.

At the same time, though, Robert said to be successful at one's job, "a person better know what he or she is doing and better believe in it."

"The richest person in this room is the one having a love affair with his or her job. That person never 'works' another day in his or her life!"

During the evening, Chairman Don Nordlund expressed his appreciation for the awardees' dedication to Staley. "I extend a sincere 'thank you' on behalf of the company for that dedication and talent you have brought to your jobs, for without them our progress and growth could not have been achieved."

Although time did not permit him to recognize everyone, Nordlund mentioned a few being honored including "two very special ladies, celebrating 40th anniversaries with

the company--Dorothy Ray and Juanita Kopetz, sewing room operators in 20 building. Juanita's husband, Albert, has 44 years of service at Staley," Nordlund said.

### Many family connections

"We are proud of the many families that have made Staley their career," the chairman told the celebrants. He acknowledged the husband-and-wife team--Don and Bev Hoots. "Don is a lead loader in 75 building and has 30 years of service. Bev is export meal clerk, agriproducts, and has 25 years of service."

"We also have five pairs of brothers receiving awards. They are Jim and Lloyd Beckmeier, Henry and Bennie Hack, Charles and Harvey Baker, Floyd and Stanley Blair, and Harry and James Jackson."

Nordlund mentioned Bill and Jane Sumpter, who are brother and sister; Vern and James Ooton, uncle and nephew; and first cousins--Wallace and Robert Bean.

"As you know, the Staley Company has embarked upon the most ambitious expansion in its history. Each expansion is a building block that strengthens the entire company. And each adds to the job security and well being of Staley employees and their families. You have been the builders of our past, and it is your record of achievement, hard work, and loyalty that gives us the confidence to build for the future."

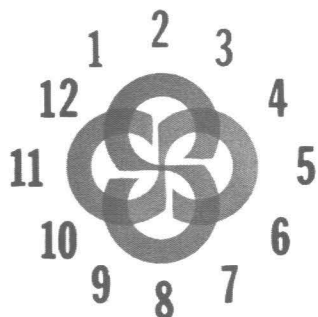
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## Consumer products operations for sale

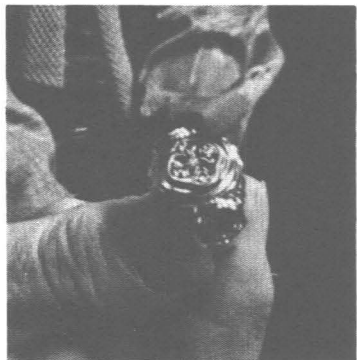
The company is actively seeking a buyer for portions of its consumer products business, although no negotiations are under way. Gregg's Food Products, Inc. of Portland, Oregon, and Re-Mi Foods in Elk Grove Village, Illinois, will not be involved in this divestiture.

Originally, located in Decatur, the Consumer Products Group moved to the Chicago area in 1970. Products in the retail line currently include "Cream Corn Starch" (the company's original product), "Staley Syrup," "StaPuf" fabric softeners; "Sno-Bol" bowl cleaners; "Wagner" breakfast drinks and "T.Q." isotonic beverage; "Sta-Flo" laundry starch and fabric finish; "Diaper Sweet" laundry aid and "Blue Rain Drops" water softener.

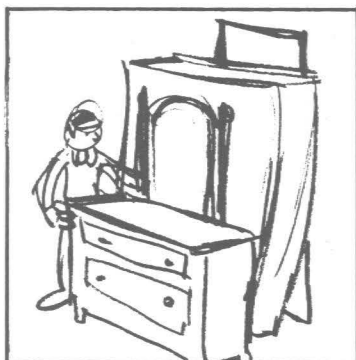
The foodservice division offers a full line of corn starch, pancake syrups, beverage concentrates and textured protein products for the foodservice industry--hotels, schools, hospitals, nursing homes, restaurants, etc.



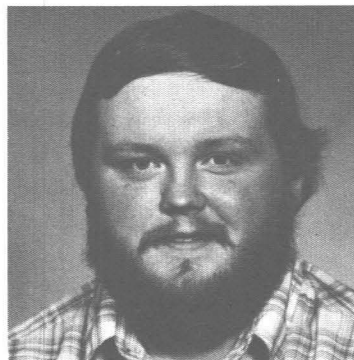
## In the News...



Displaying/P2



Surviving/P3



Advancing/P4

# Two dinners required to accommodate first group of service awardees

Service awards were presented by the Staley Company for the first time on January 10 and 13 of 1948 to 1,152 employees with a minimum of 10 years service. That group had an aggregate service record of 21,555 years.

Employees recognized at the celebration had anniversary dates counted up through December 31, 1947, to be eligible for their various awards. To accommodate the large crowd, twin dinners were held at the Masonic Temple.

Two awardees at the presentations in 1948 will earn their 45-year awards this year. They are Jed Ellis, manager, rates and routes, transportation, agriproducts, who joined the company on June 19, 1936, and Harry Robinson, senior management accountant, industrial products, who came on board August 10 that same summer. Among the younger awardees, they attended the first dinner for those celebrating 10 through 19 years of service, while the "seniors," with 20 or more years of service, attended the second one.

Looking back, Ellis and Robinson recall that after the first recognition parties, one waited to attend the annual celebration until he or she observed a 10th, 15th, 20th or 25th anniversary or had more than 25 years with the company.

At those first dinners, service lapel pins were awarded to employees marking 10, 15, 20 and 25 years, but the high point of the event, as it has remained to this day, was the awarding of watches to 245 employees with 25 years or more of active service.

Over the years, a few features of the program have changed, including some of the awards. In fact, there have been four changes in the emblems. The first three emblems were variations of the Staley shield logo, according to Kathleen Poe, chief clerk, industrial relations, corporate administration.

Recognition now begins with the fifth anniversary and continues at five-year intervals thereafter. At each mark between the fifth and twentieth observance, men receive tie tacks and women, necklaces bearing the Staley logo. The first emblem is sterling silver and from there on, the emblem is gold. At 15 years, the emblem contains three aquamarines and at 20 years, it has two aquamarines and one emerald. For 25

## Individual recognition unchanged at Staley

(Continued from Page 1)

Nordlund pointed out those who could not attend the dinner because of field assignments: Charlie Baker (35 years), Morris Birkhead (35 years), Dick Hoyt (30 years), and Ben Cochran (25 years), who are lending their expertise to completion of the Morrisville plant expansion and Bob West (25 years), who is on the Loudon plant project.

"The company's growth has caused change for all of us. This evening's activities are evidence, however, that one thing has not changed at Staley--namely, recognition of the individual.

"The 'Stars' of our show tonight, of course, are our 25-year award recipients. They epitomize the kind of people who have kept this company strong and growing, often against difficult circumstances. To the 25-year group and to all of our service awardees, once again 'thank you' from the Staley Company. . . ."

Master of Ceremonies Gilbert L. Bieger, executive vice president, corporate finance general, corporate finance, pointed out that besides Dorothy and Juanita, the 40-year group includes employees Walter C. Batson and Melvin H. Brandon as well as Robert E. Burchard, Robert L. Lighthall and Lynn M. Quick, who have retired since reaching their 40th anniversaries.

Bieger noted that 74 persons were 35-year celebrants with more than 2,590 years of service. . . . Another 79 were in the 30-year group collectively working more than 2,370 years for Staley. . . . And the 25-year class, 59 strong, had more than 1,325 years with the company.

"These ladies and gentlemen have every reason to be proud of their records with the Staley Company!" the emcee said.

years of service, employees have a choice of a watch, mantel clock, or pewter coffee/tea service.

At the 30, 35, 40 and 45-year marks, gold emblems are mounted on a tie tack, tie bar, tie chain, money clip, belt buckle, bracelet, necklace, brooch, cigarette lighter, watch band or identification bracelet. The jewelery sequence for the emblems consists of two emeralds and one diamond for 30 years; one emerald and two diamonds for 35 years; three diamonds for 40 and four diamonds for 45 years of service.

In the late 1970s, the program was changed to include spouses at the dinner. "This was done to recognize the contribution that spouses make to the Staley effort," said Mrs. Poe. At the same time, the retiree group, because of their increasing numbers, were given their own dinner.

### Early days recalled

Speaker at the first of the two original recognition parties was the late E. K. Scheiter, then executive vice president, who said, "On occasions like this, thoughts turn back and bring into pleasant memory our founder, A. E. Staley, Sr. He was truly a great man with a great vision, and yet he had the common touch. Money was always secondary to him. It was only a means to accomplish something greater. Pride of accomplishment came first. He was fundamentally happy because he always wanted to do something worthwhile, and he nearly always accomplished his objectives against terrific odds.

Focusing on some of the odds, the founder's son, A. E. Staley, Jr., who was president at that time, told the company's first awardees that "perhaps one of the most important milestones occurred shortly after the company was incorporated (November 12, 1906). At that time, my father was buying powdered starch from a company which

monopolized the market. He also wanted to sell lump starch as an adjunct to his business and went down to talk with the executives of the large company to line up a source of supply. Finally, my father offered a 10-year contract for his entire requirements of both powdered and lump starch if they would agree to sell him the latter.

"After some consideration, he was finally informed that the success he had made in merchandising package starches was an interference in the development of their own trade-marked brands; that in effect he was merely a barnacle on their ship and not only would they refuse to sell him the lump starch, but from that date onward they would refuse to sell him any powdered starch. My father's reply was characteristic when he said, "Very well, gentlemen, if I can't buy it from you and since there is no other source of supply, I am obliged to make my own." "His threat met only with laughter and ridicule," Mr. Staley told the gathering.

"Obviously, he (A. E. Staley, Sr.) did not have the capital to build a starch plant and he had no connections with banks or financing agencies by which he could obtain capital. He decided to go to the only businessmen he knew--the retail grocers in the East to whom he had been selling products for many years.

"To these grocers he told the story of his plans to erect a midwestern factory and of the success such a venture would bring. He offered them a unit of stock consisting of two shares of preferred and one share of common, with the common stock as a free bonus. In spite of the fact that the retail grocers of that day had little or no spare capital, he did succeed in selling enough to start his plans in operation.

"For a time my father was obliged to buy starch in Europe which had been exported from this country and bring it back in order

to keep his business going, but in 1909 he arranged to purchase an abandoned starch plant in Decatur and in 1912 the plant first started operations.

Gus recounted the difficulties of getting that plant under way and the small capacity it had. Then he said, "With the outbreak of World War I and the disappearance of European markets which had been purchasing a large part of the company's production, the plant was obliged to shut down and, as some of you well remember, remained idle for 15 months. During the period of that long shutdown, the company had no working capital. The banks had called their loans and when the demand for starch again picked up, the company had no capital to resume operations.

### Greatest sales job

"At this point, I think my father did the most outstanding selling job I have ever heard of. The stockholders--the retail grocers to whom he had sold originally--had seen their dividends stop and regarded their investment as lost. Nevertheless, he went to those retail grocers again and asked them to purchase first mortgage bonds on the company's plant to provide capital to again grind corn. He succeeded! He induced those grocers to buy the bonds and he did raise the money. To my thinking, this was a most magnificent tribute to his selling ability and to the high esteem in which he was held by the people who knew him.

"The years following November, 1915, were war years and the demand for starch was unlimited. The plant continued to operate and gradually increased its capacity, but by the end of the war, it became apparent that the company could not depend on simply pearl and powdered starch, but that it had to have syrups and sugars as a part of its line of products. This resulted in the erection of the present refinery, which was

(Continued on Page 3)

## Problem solved: Four tie tacks can be worn at once

Now working on his second 45-year hitch with the company, Bill Miller, project coordinator for Decatur's plant expansion, carries his many memories of his first four decades and five years at Staley on the third finger of his left hand. There, he proudly displays a cluster of gold Staley logos and precious stones, which he has received in recognition of his years of service with the company. A unique ring, it's one that cannot easily be duplicated. In fact, few have the awards to make up a ring of its type, explains Bill.

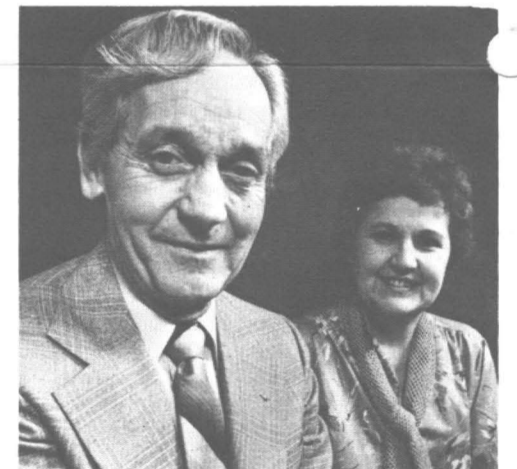
The story of his ring goes back nearly two years when Bill and his wife, Norma, export sales services assistant, commodity operations, were trying to figure out how he could use four tie tacks or tie pins, all very similar since they are all service awards. Mutually, they decided that one day Bill might have a ring made, using the 45-year-pin as a base and adding the stones from the other three pins. Over the next year, Norma, from time to time, tried to move this project along with no success. Bill was too busy to seek a jeweler for the task.

And so it was that Norma had some time last fall to investigate the project while Bill

worked in Morrisville. One day, she gathered up the jewelry, trotted into Bracken Jewelers, and placed the pieces on the showcase for Pat Coventry, the jeweler, to look over. He's the brother of Joan Snead, casual employee, grain division. After analyzing the collection a moment, he suggested that the jewels not be removed from their original settings but be used as units in a ring. However, since there would be space for only three of the four pieces, he thought the diamond from the 30-year award could be placed in the center of the 45-year pin, thereby using all of the modern logos in the new ring. (Bill's 30-year tie tack was in the shape of the former logo.)

Agreed upon between Norma and Coventry, the piece was made up as a surprise for Bill. One weekend while on furlough from Morrisville, Bill was enticed into the jewelry store for the unveiling. While he stood there awaiting a "surprise," he became a little nervous about what he was going to see. He had an idea it would be a cluster of his service award stones used somehow in a ring.

But when Miller saw the creation, he knew that the job couldn't have been done any more tastefully. The ring suddenly became



Bill and Norma Miller

his most cherished piece of jewelry.

At its center is his 45-year award with its original four diamonds and the extra diamond from the 30-year pin. To either side of that logo are positioned the 35-year pin with its two diamonds and one emerald and the 40-year pin with three diamonds.

When asked about the finger on which he wears it, Bill laughs and says, "I wear it on my wedding ring finger because I've been married longer to Staley than to Norma!" But the truth is that his wedding band is just too tight.

### Ring holds many memories

When Miller looks at his ring, he can conjure up many significant moments in his life. . . not only at the company but also with his family. The two seem almost inseparable at times.

Turning the calendar back to November, 1933, Bill recalls joining the extra board then but being laid off during that next summer--the only time he worked for anyone else. Miller was recalled to work on September 6, 1934, his service date, and went back to the extra board.

Bill's father, Irv, was a mechanic at Staley for whom the company founder's son, Gus, had been a helper during his summer months in the plant as a youth. Gus and Irv became good friends and shared many incidents, including getting into a "pickle" for watching a baseball game from 16 building! One

(Continued on Page 4)



Some 330 turned out to honor the 213 service awardees at the 34th annual celebration April 9. Of the group, 59 received 25-year watches.

# Survival hints for travelers on business or family vacations

Hotel, motel and high-rise fires can pose a very real hazard to occupants. Annually, many people die in such fires and most could have been saved by planning ahead for the possibility of fire and exercising a calm exit or preservation techniques.

Bruce Hendrix, loss control engineer, corporate risk management, says whether a person is at home or away, the real threat from fire usually comes from the by-products (gases and smoke) and panic that can kill victims even if the fire never reaches them. Reports following recent hotel fires state that many victims didn't have to die, but they were victims of indecision or were victims of their own and others' panic.

"Travelers should plan for the unexpected by taking a few moments to determine alternate escape routes from their temporary sleeping quarters. Fires in hotels are not that uncommon, considering there are more than 5,000 of them a year," the loss control engineer said.

Whether planning a business trip or a family vacation, now is a good time to review some precautionary measures set forth by the National Safety Council. Hendrix suggests that this article be taped inside a suitcase or attache to serve as a reminder of tasks to be performed before settling in to unfamiliar surroundings or of steps to be taken in an emergency.

## Smoke gets in your eyes

"Where there's smoke, there's not necessarily fire. Great amounts of smoke will be produced by a smoldering mattress. . . Air conditioning and air exchange systems will sometimes pick up smoke from one room and carry it to other rooms or floors. This is an important point to remember because 70 percent of the hotel fires are caused by careless smoking and discarding of hot matches," Hendrix said. "In any case, one's prime objective should be to leave the hotel at the first sign of smoke!

"Smoke being warmer than air will accumulate at the ceiling and work its way down," Bruce said. "Fresh air to breathe is at near the floor. This means that in the presence of smoke, a person should get on hands and knees or stomach and stay close to the floor while moving out. Those who don't, probably won't get far. An irritant to eyes, smoke will eventually force eyes shut, allowing no sight. For this reason, it is very important that one knows the surroundings so well that he or she can feel the way to safety."

To remain in control, one must understand the situation, the protective measures, where to go and how to get there. Surviving a fire begins with planning right after checking in at a hotel or motel.

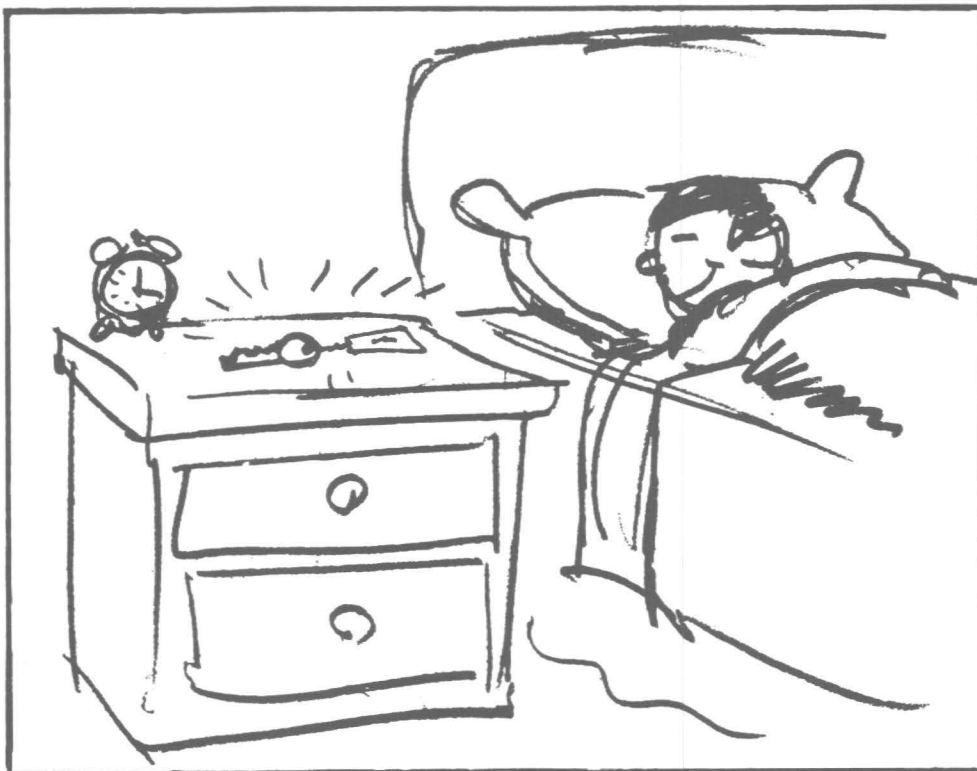


## Locate the exits before retiring.

1. After setting suitcases down in the room, take a few moments to locate several escape routes. Search the hallway for fire exits. Count doors from the room to those exits and note the side of the hallway they are on and any obstructions between the room and the stairwells such as an ice maker, pop machine, etc. In a dark, smoke-filled hallway, it is essential to know the exact path to the escape hatch. (Elevators must be avoided since they may malfunction during fires.)
2. Having located exits, investigate each and be sure that the doors work and the stairwells are clear of debris. Be aware of double doors to some stairwells.
3. If the building has a fire alarm system, locate the nearest one to the room and learn how to operate it. You may have to activate the alarm in darkness or dense smoke.

## Study the room

4. Returning to the room, study its layout in case a smoke or fire-filled corridor cuts off escape.



Place room key in a handy location. A bedside table is convenient.

5. Form a habit of placing the room key in the same place every time away from home. In an emergency, it is always there so precious moments are not spent searching for it. Not knowing what is on the other side of the door, a hasty re-entry may be necessary.
6. Check the windows and determine whether or not they open. Learn how to manipulate the latches. Look outside. If only a couple of feet from the ground, the window could be a means of escape if the hall is unusable. On an upper floor, there may be a roof or deck within safe dropping distance. However, dropping from more than two floors usually results in injury.
7. If fire starts in your room, report it to the fire department and then try putting it out. (The "desk" may only send someone to investigate, but the fire department will send help!) If impossible to extinguish the fire, leave the room and close the door behind you to keep smoke and flames contained. Sound the alarm and arouse neighbors.
8. Hearing an alarm, noise in the corridor, the sound of fire engines outside, get moving. Do not disregard these sounds. Grab the key and head for the door. If there's any smoke in the room, roll out of bed and crawl to the door. Before opening it, feel the door and knob for heat. Don't open it if either one is hot because fire could be just outside. Slowly open the door to assess the conditions but be prepared to slam it.
9. If the hallway is clear, walk to the nearest exit. In the presence of smoke, crawl into the hallway and close the door to protect your belongings. Stay close to the wall on which the exit is located to count the doorways preceding it. If the nearest exit is blocked, try the alternate route but don't use the elevator.
10. In the stairwell, hold onto the rail for guidance and protection against being knocked down by stampeding exiting occupants. Exit doors may be locked on the stairwell side so you will likely have to walk down to the first floor.
11. If smoke is encountered on the way down the stairs, don't try to go through it. Turn around and walk up. When you reach the roof, prop open the door to vent the stairwell and to protect yourself from being locked out. This is the only time you should leave a door open. Find the windward side of the building and await help there.
12. Finding escape through the hallway blocked by smoke or fire, don't panic.

Persons can survive a fire in their rooms. Open a window to vent the room if smoke is present. If located in a room on the first or second floor, one may be able to drop to ground safely. Higher up, a person is usually safer staying in the room. Keep the window closed if there is no smoke. There may be some outside—a good reason for not breaking out the window. Besides, falling glass can be dangerous to firefighters below or a hazard to climb through.

13. If the telephone works, let the operator know the room is still occupied. The National Safety Council suggests hanging a bed sheet out the window to signal firefighters. Don't waste time waving out the window for help though. Use that precious time for other preventive measures.



Is the window a means of escape?



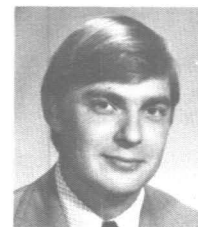
If there's smoke in the room, crawl to door. Feel it for heat before opening.

help clear smoke in the room, swing a wet towel around. If the fire is outside the window, pull down draperies and move everything combustible away from that area. Bail water all around the window.

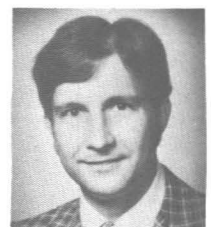
17. Stay calm and don't give up. Help will come sooner than you think.

"Few people are burned to death in fires. With an escape plan, one can adapt to the emergency and greatly increase his or her chance of survival. Live to tell about your adventure by having a 'game' plan," said Hendrix.

## Crawford becomes Fostoria manager; succeeds Houghton



Daryl Houghton



James Crawford

D. Daryl Houghton has been promoted to domestic meal sales manager for the Agri-Products Group with the additional responsibilities as manager of the Decatur soybean plant. He has been manager of the company's soybean processing mill in Fostoria, Ohio. Succeeding him in that position is James D. Crawford.

Houghton has held various positions with Staley since joining the company in 1976 when Staley acquired four soybean mills from Swift & Company. Prior to that, he was employed by Swift from 1970 until the acquisition. Houghton was named crude oil sales manager by Staley in 1976, with related duties dealing with the marketing coordination of the four soybean mills. In 1979, he was promoted to plant manager at Fostoria.

A native of Atlanta, Illinois, Houghton attended Southern Illinois University at Carbondale and graduated from the University of Illinois with a B. S. in agricultural economics.

Crawford has held several positions in both the company's industrial and agriproducts groups, since joining Staley in 1970. In 1976, he was named eastern district manager of the refined oil division. Crawford returned to Decatur as a senior merchandiser in 1980.

A native of Vandalia, Illinois, the new Fostoria manager was graduated from Eastern Illinois University with a B. S. degree in business administration.

## Milestones recounted

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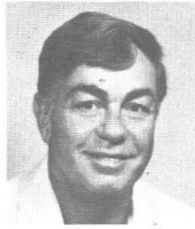
completed in 1920," Gus Staley reminded the group.

As an example of the competition that prevailed in those days, Mr. Staley said the price of corn syrup two weeks before the company made its first carload was \$6.00 per hundredweight, and two weeks after it had started making corn syrup, the price was \$1.50 per hundredweight—far below the cost of production. This competition and the depression of 1921 seriously threatened the company's solvency, but finally additional capital was obtained through the sale of another bond issue and the company weathered that storm.

Recounting some milestones from the 20s through the 40s, including the beginning of the soybean industry, Mr. Staley told those gathered at the first program in 1948 that the accomplishments were all possible with the foresight and knowledge of the company's founder and by the awardees' diligent efforts.

These awards dinners throughout the years are Staley's way of expressing thanks to employees for their many years of service in creating and building the company. Awards continue to serve as an expression of gratitude to each for his or her contributions to the core of experience, skills and knowledge upon which the younger members of the company may rely and which will allow the company to continue to prosper in the years ahead.

# 68 compile 1,095 years of service



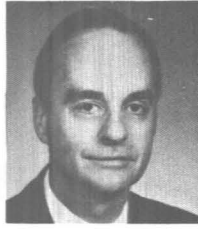
Arthur Peterson



David Rosenthal



Harold Sayrs



Henry Staley



David Banfield

## 40 Years

ARTHUR PETERSON, night superintendent, industrial manufacturing  
DALE DURNIL, senior mechanic, millwrights  
BARTON GHARRETT, turbine operator, 2 building  
EMERSON LAWHORN, senior mechanic, pipe shop  
EARL ESCHBAUGH, JR., crane operator, riggers  
HAROLD GARNER, senior mechanic, pipe shop  
JAMES MCLAUGHLIN, senior mechanic, millwrights  
CHARLES SAMPSON, senior mechanic, pipe shop

## 35 Years

GEORGE HENSON, JR., weighmaster, 28 building  
GEORGE PEACOCK, JR., production supervisor, soybean milling, Champaign  
DAVID ROSENTHAL, properties supervisor, corporate control, corporate finance

## 30 Years

JAMES MCGEE, manager, accounting operations, control, agriproducts  
HAROLD SAYRS, office manager, Gunther, proteins, agriproducts

## 25 Years

HENRY STALEY, vice president, business/economic analysis, corporate finance general, corporate finance  
RUSSELL FOSTER, pod operator, 29 building

## Joining the leisure life . . .



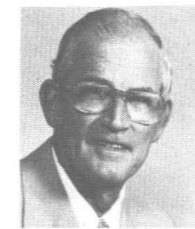
John Austin



Paul Kelley



Will Roberson



Glen Bowman



Helen Rader

## Effective April 1, 1981

JOHN AUSTIN, utility operator, 11 building  
ALVA JORDAN, ion exchange operator, 5 & 10 building  
PAUL KELLEY, sewing room operator trainer B, 20 building  
WILL ROBERSON, lead loader, 20 building  
JOSEPH SLAW, repairman, 11 building

## Effective May 1, 1981

GLEN BOWMAN, foreman, transfers, 77 building  
HELEN RADER, senior analyst, 29 building

HAROLD MARTIN, senior mechanic, C-D, 101 building  
DAVID BANFIELD, senior mechanic, round house  
JON HOSLER, senior mechanic, I & C

## 20 Years

WILLIAM HEBENSTREIT, senior technician, food and agriproducts, research, corporate technical  
RICHARD WINKLEBLACK, director of accounting, corporate control, corporate finance

## 15 Years

JAMES EASTMAN, senior research chemist, starch processing, research and development, corporate technical  
HAROLD KRAUS, research chemist, starch processing, research and development, corporate technical  
SHARON REYNOLDS, data control clerk, corporate information systems, corporate finance  
SAM SHANKLIN, manager, specialty feeds, agriproducts  
LINDA CALDERONE, clerk-stenographer, tax department, corporate control, corporate finance  
SHERYLE KUIZINAS, assistant analytical chemist, advanced research, research, corporate technical  
GEORGE SMITH, JR., area manager, sweeteners, industrial sales and marketing, industrial products  
HELEN TOLMASOFF, secretary to area manager, Los Angeles, industrial sales and marketing, industrial products  
CHARLES PHEGLEY, purchasing agent/equipment, purchasing, corporate technical  
TED PALA, shipping clerk, Cicero  
WILLIE DAVIS, material handler, Chicago warehouse  
ALBERT RICHESON, 75 building operator, 75 building  
ROBERT SCHEIBLY, cooler operator, 17 building  
LYLE HASTINGS, cleaner, 77 building  
JERRY ISAACS, mechanic, electric shop  
CLIFFORD BRAGG, 108A operator, 99 building  
HENRY DAVIDSON, 108A operator, 48 building  
KENNETH LAWHORN, packer/palletizer, 47 building  
WILLIAM SZACHNITOWSKI, bulk-packing operator, 47 building

## 10 Years

MARK LEONI, regional manager-Denver, marketing, consumer products  
MAHENDRA PATEL, plant chemist-Vico, proteins, agriproducts  
MARVIN HILTON, utility man, 40 building

## 5 Years

NORMAN HUGHES, shift foreman, industrial manufacturing, Morrisville  
FRANKLIN BILYEU, pool foreman, industrial manufacturing, industrial products  
SUZANNE MUCKENSTURM, employee communications manager, public relations, corporate finance  
PATRICIA WICKLINE, salary payroll coordinator, financial, corporate finance  
ROBERT ALSBURY, grain cleaner operator, 6 building  
ROCKY BUNDY, utility man, 111 building  
MICHAEL COOK, development engineer helper C, 59 building  
TERRY GAITHER, building cleaner, 28 building  
RONALD JONES, 99 building cleaner, 99 building  
DOUGLAS MENSE, helper, 29 building  
CHARLES SILEVEN, III, assistant fireman "A", boiler room  
DONALD WEST, development engineer helper, 59 building  
CYRUS FORT, cleaner, 101 building  
BILL BLEDSAW, utility operator, 16 building  
STEPHEN FORD, utility man, 20 building  
ANTHONY LAYTON, utility leadman, 44 building  
HAROLD WEST, development engineering helper A, 59 building  
GREGORY HILL, service laborer, 47 building

# Bill's memories etched in special ring

(Continued from Page 2)

day while Bill was with his father, they met Mr. Staley who asked Bill what he'd like to do. "Of course I wanted to be a mechanic like Dad, but since the company had a rule against two from one family working in the same department, I told Mr. Staley I thought the tin shop would be a great place to work." And that's where he went shortly thereafter until 1960.

In February of that year, and Bill easily remembers the date (the 24th), he took tests to become a foreman, after having been up all night while his daughter was born. Why he selected that time to take the tests, Bill's never figured out because he'd been asked in the past but had declined. "I guess the time was right and I didn't realize my daughter would be born that soon," he said. So with no sleep, he took the day-long exam.

Bill didn't think he'd passed the test and was prepared for bad news when he went for his scheduled interview. To his surprise, he was made assistant foreman in the sheet metal shop. Then John Homan (now plant manager at Lafayette) needed an assistant in Satellite I in the extraction plant and Bill received that job. When Homan moved on, Miller became foreman of Satellite I, a job he held five or six years, before being named foreman of the sheet metal shop, then of the

round house and, finally, the general foreman of all three shops. Miller was made maintenance superintendent in 1973, his position until he nearly retired last September.

Twenty-nine years ago last December 8, Bill and Norma Miller were married. Their family includes three sons and a daughter. Son Dan, 26, will receive his master of fine arts degree from the University of Wisconsin this year; Rick, 25, who is married and has one child, works in 44 building, Decatur; Julie, 21, works for the Macon County Rehabilitation Center in Decatur; and Jim, 13, is in the eighth grade at Mt. Zion. He was the shocker of the family, according to Bill, who thought they were through having children until Norma announced there would be one more. The Wednesday evening Jim was born, Bill had to make out his work schedule and was preparing it when Norma and baby were wheeled out of the delivery room.

Norma recalls the moment well. She says, "He put down his pen and took a long look at that child through his horn rimmed glasses and decided Jim was, indeed, his child. He had the telltale Miller ski slope. . . a carbon copy of old dad, who was there, as always, in spirit, but still keeping pace with his Staley job."

## On the move around the company



Gary Camp



Jack Wineinger



Gerry Bramel



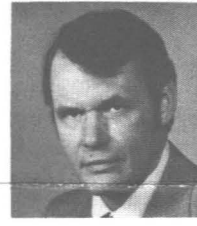
James Riley



Dick Barnett



Don Thompson



Robert Hermann



Larry Jones

## AGRIPRODUCTS

GARY CAMP, from production supervisor, Des Moines, to senior production supervisor, agriproducts, Des Moines  
JACK WINEINGER, from laborer, Des Moines, to production supervisor, agriproducts, Des Moines

## CORPORATE

DON THOMPSON, from corporate utilities supervisor, engineering services, corporate technical, to corporate utilities manager, engineering services, corporate technical  
GERRY BRAMEL, from senior research chemist, starch processing research and development, corporate technical, to senior laboratory manager, technical service and

STEPHEN MCCALL, pack/load operator, 17 building  
JOHN MCCOLLOM, floor gang operator, 20 building  
MICHAEL MCDANIEL, development engineering helper, 59 building  
RICHARD MEROLD, warehouseman, 99 building  
GERALD MOORE, 99 building operator, 99 building  
JERRY RADLEY, packer/palletizer, 47 building  
EDWARD MATTA, steep operator, Morrisville  
JORGE MICOLTA, roving operator A, Morrisville



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

Address Correction Requested

development laboratory, starch processing, research and development, corporate technical  
RICHARD BARNETT, from civil/structural engineering supervisor, engineering services, corporate technical, to civil/structural manager, engineering services, corporate technical  
JAMES RILEY, from staff process engineer, process engineering, corporate technical, to associate process engineer, process engineering, corporate technical

## INDUSTRIAL

ROBERT HERMANN, from project manager, industrial manufacturing, Morrisville, to maintenance manager, Decatur, industrial manufacturing, industrial products  
LARRY JONES, from plant loss prevention supervisor, industrial manufacturing, industrial products, to manager, plant loss prevention, industrial manufacturing, industrial products

## Dividends declared

Directors of the Staley Company on April 13 declared a regular quarterly dividend of 20 cents per common share, payable June 8 to shareholders of record May 18. The regular dividend of 94 cents per share was declared on the company's \$3.75 preference stock. It is payable June 19 to shareholders of record June 5.

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