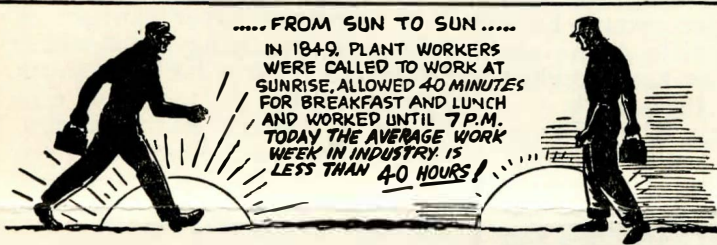
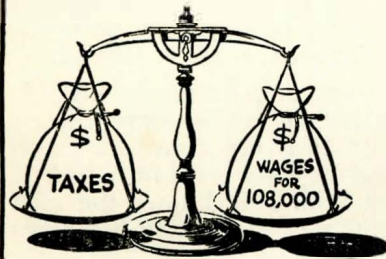
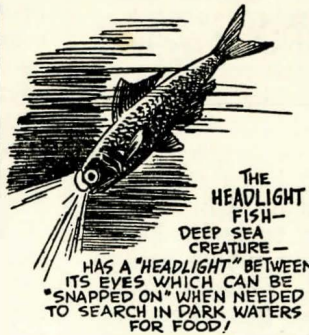


STALEY NEWS

THE POCKETBOOK of KNOWLEDGE BY TOPPS



INDUSTRIAL RESEARCH HAS FOUND A WAY TO CONVERT WASTE SKIM MILK IN DAIRIES INTO MATERIAL FOR MAKING BUTTONS



TAXES PAID IN 1937 BY ONE INDUSTRY—STEEL—WERE EQUAL TO A YEAR'S PAY FOR 108,000 EMPLOYEES



CUPBOARDS, STOCKED WITH FOOD WERE POPULAR ADJUNCTS TO THE WELL-FURNISHED BED-ROOM IN THE 18TH CENTURY....(SO NIGHT-TIME SNACKS COULD BE WITHIN EASY REACH IF ONE AWOKE HUNGRY)

HANDICRAFT CLUB VOTES TO REPAIR TOYS FOR XMAS DISTRIBUTION

Good Fellows Urged To Donate

In a special meeting of the Staley Handicraft Club held in their club house last week, the group eagerly stamped their approval on a toy repairing project to be conducted between now and December 24th.

The willing co-operation of Good Fellows last year in donating worn out or out grown toys for the club to repair and distribute to Staley children gave the members reason to believe that such a project would assume even greater dimensions than it did last year when it was first initiated. At that time, three nights a week, over a period of several months, were devoted exclusively to the collection and repair of toys to fill the stockings of children who might otherwise have been forgotten by Santa.

Will Work Five Nights A Week

This year, the period between now and Christmas will find the Club house a busy scene five nights a week operating from Monday through Friday. In addition, a number of members have offered to contribute their spare time during the day to toy repair.

New Parts To Be Purchased

The Fellowship Club has offered to buy wheels, axles, handle bars, or what have you, for the toys that need them. Tires will be replaced where needed, new heads attached to dolls, in short, general repairs can and will be made and everything, no matter what its condition may have been when received, will be ready to become the most prized possession of some boy or girl when wrapped up by the club at Christmas time. Considerable material will also be purchased for the manufacture of a number of small toys on the machinery owned by the club so that a real old fashioned Christmas can be given several hundred kiddies.

Good Fellows Please Donate

The success of the venture, this year as last, will depend upon the donation of hundreds of toys, new, used or broken, by Staley Good Fellows. These may be left with Mrs. May at First Aid, as soon as possible, or donors may simply call Johnny Anderson who has offered to pick them up.

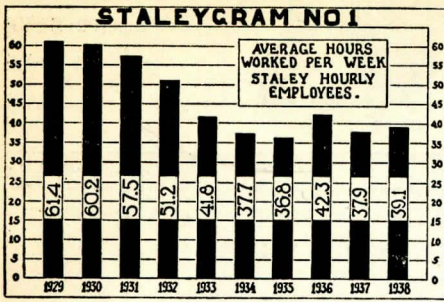
In response to a number of questions which arose last year relative to the types of toys which were acceptable to the Club, this general explanation has been issued. Anything, is useful which has ever brought happiness to the heart of a child between the age of 2 and 16. The state of repair is of no significance. Last year it was found that no toy proved too difficult for the ability of some one of the club to convert it into brand new condition before it reached some child's home.

FELLOWSHIP CLUB PLANS BIGGER, BETTER XMAS PARTY

Looking forward to the entertainment of better than 2,000 at the Annual Christmas Party, the Staley Fellowship Club board of managers has been directing committees to scan every entertainment possibility and report to their group for final action, both on types of entertainment available and more spacious accommodations for the kiddies.

Thus far, the date for the Christmas outing has been definitely set for the 17th of December and the Armory has been engaged for the scene of activities as its accommodations will make it possible for all the children to be entertained at the same time, without splitting the group into two parties as has been necessary during the past few years.

(Continued on Page 24, Col. 2)



STALEYGRAMS

This issue of your "News" offers a new feature. We have called it STALEYGRAM because it is a diagram portraying some feature of our work here at Staley's. Those of you who are saving your copies of the "News" in 8½ by 11 inch notebooks will find that while the picture may be one of interest at the moment, its value will increase as others appear and comparisons, one with another, can be made.

STALEYGRAM No. 1

shown above gives us the history of our average hours worked since 1929. The bar indicating the 1938 average number of hours worked per week represents the average for the first six months. This bar may be higher or lower at the close of the year.

THE RECORD			
	SEPT.	OCT.	TOTAL THIS YEAR
TOTAL INJURIES	340	382	2881
EYE INJURIES	47	66	521
NO GOGGLES	3	4	66
REPORTABLES	8	14	129
LOST TIME	5	7	49
DAYS LOST	128	**202	**737
*WAGES LOST	696.32	**1098.88	**4009.28
LATE REPORTS	7	14	130

*FIGURED AT 68¢ PER HOUR. (STALEY AVERAGE FOR 1937).
 **ESTIMATED BECAUSE ONE INJURED MAN NOT YET BACK TO WORK.

\$16,874.10 TOTAL COMMUNITY CHEST FUND SUBSCRIBED BY STALEY PEOPLE

The 1938 contribution of Staley people to the Decatur Community Chest fund is now \$16,874.10 with all contributions accounted for. While not as large as last year, the amount is only a little over \$700 less than subscribed for 1937.

At present there is little indication that the quota set for Decatur will be subscribed this year. A number of employee groups have reported smaller gifts than last year and only a few have reached or exceeded their 1937 mark.

To Jim Galloway, Plant Superintendent, again goes the credit for a successful Staley campaign, and to his corps of assistants and Tom Gogerty, right hand man and chief overseer of the records, whose activity at the point from which our campaign activities pivoted bore the brunt of the book work essential to the recording of pledges and the collection of the money.

Decatur has meant much to Staley's and Staley's have meant a great deal to Decatur. Once again as the opportunity to make Decatur a better place in which to live has been served, Staley people whose contributions have kept the Staley share in the front rank may say, "We have been proud to lend our assistance to the activities which have and are making Decatur a better place for all of us to live and grow."

TWO STALEY YOUNG PEOPLE

The thrill that comes once in a lifetime and then only happens to one out of a large and highly selected group has been experienced by the children of two Staley men.

Guy Centner, the tall, slim, good looking son of Gerry Ellegood, has been elected president of the Decatur High School Senior Class, numbering 450 students. His election came after considerable service to the class in highly responsible capacities.

Earl Smith, son of the genial Ed., our Timekeeper, and Director of Athletics, has been elected Captain of the football team at Appalachian State Teachers College. Earl plays right tackle and his big hands and long arms have been instrumental in his team's success on North Carolina gridirons for the past three years.

IS SAFETY YOUR BUSINESS?

Roy Rollins, Director of Safety

TO THE EXTRA BOARD:

If you have never thought of your job as being particularly dangerous you are due for a shock. You have been the victim of nine of the forty-nine lost-time accidents which have occurred in our plant so far this year. You have lost two hundred twenty-three of the seven hundred thirty-seven days that have been lost because of accidents. You have reported late to the First Aid thirteen times and you have suffered infections as a result of your failure to report promptly for treatment. Your Safety Record, I am sorry to tell you, is worse than that of any other department in the plant. There are reasons why this is true of course, so let's look at those reasons, not as alibis but to find out how and why you must do a better job of Safety than men in regular departments in order to get results as good as theirs.

The regular man knows his job. Every little action becomes a habit with him. Every sound is familiar and he sees trouble before it reaches him. He knows the men with whom he works and he knows what they will do and how. He knows what kind of accidents are liable to happen on his job because he has seen them.

You are almost entirely without this knowledge. In many cases the job you are called for is entirely new to you or, at best, unfamiliar. You will have to be more alert than the regular man. You will need to ask a hundred questions (don't be afraid to ask them) and you will need to watch new machines and new ways of doing things. Do your part but don't dash in blindly and act as though you knew all about it. You will only succeed in convincing the regular man on the job that you are a smart aleck and he won't help at all. Be sure of what you are doing before you do it. DON'T ADD TO A BAD RECORD.

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By The Personnel Department
For The Employees Of
**THE A. E. STALEY
MANUFACTURING COMPANY**
DECATUR, ILLINOIS
W. G. Reynolds, Manager of Personnel
J. M. Richey, Editor

All news and suggestions should be given the editor by the 10th and 25th of each month.

BUILDING A BUSINESS

A man who drives a truck has certain definite tasks. He must pick up loads at different places, deliver the loads rapidly, but with care. He may have to see that the truck is properly greased. He may be required to make small repairs.

If this man buys a truck and goes into business for himself, he must continue to look after those tasks and take on some others. He must make major repairs or pay to have them made. One way or another he must rent, or build, or buy an office and a garage. He must take on the job of finding customers. He must persuade those customers to pay a fair price; he must collect the bills. And he must be responsible for damage that occurs to his loads.

Business Men Must Prove Ability or Fail

If the truckman hasn't the ability to do all of these things reasonably well, he will get less money from his own business than he got when he worked for somebody else and may, in the end, lose his truck and all of his savings.

If the truckman has the ability, he may establish a good business that will earn him more money than he earned on his old job. He will be entitled to more money because he will have developed and used abilities that he never used before, and in addition, he will have assumed risks and responsibilities that he never assumed before.

Risks Increase As Business Grows

If this truckman's business grows, he will have to hire helpers. If the helpers make mistakes, that's his tough luck. It has become his job to teach them how to prevent damage to loads and loss of trade. If he lacks the ability to work with them and plan for them and teach them, he will never be able to build an important busi-

ness. He may fail utterly. That is the danger point in the development of business.

Business Tests A Man's Character

When a man hires other people in an effort to expand his business, he puts his own character to test because the process of expansion will expose his weaknesses and penalize him for them. He may be able to get away with a few tricks when working for someone else. A man can be unfair with his employer and hold his job because the employer can peg him in a job where his unfairness will harm nobody. But when that man takes assistants into his business, his unfair practices bounce back on him. Assistants who have ability and initiative will not stay with him and he will end up with poor help that will make many errors and add to his expense and drive away his trade. Eventually, he will fail.

Business Is Built On Character

Many business men fail when they try to grow beyond their one-man businesses, because they lack the character that business requires of men. They seldom understand the fundamental fact that a man who cheats his business assistants is destroying the vitality of his business, that unfair practices is a form of business suicide.

If the truckman has the integrity to survive the test that comes when he hires assistants, he will be past the second hurdle and on the way to a sound business. He may make some mistakes in choosing his men and will have to correct these mistakes. Eventually he can build an organization of people of integrity who respect and trust him and who respect and trust each other. Such an organization is the best assurance that a business will be permanent. Businesses not founded on integrity are short lived.

XMAS CANDY FOR SALE

The Cafeterias are planning to offer Christmas Candy for sale again this year and employees may place their orders any time between November 25th and Friday, December 9th. Samples of candy will be on display at both of our Cafeterias and handy order blanks will be found at the display tables.

THE TRADING POST FOR SALE:

Two pair Love Birds, blue and green, reasonable. Walter Himes, 700 N. 33rd.

Springer Spaniel, 4 years old, has hunted two. Also Pointer, 2 years old, hunted one year. Both may be seen working by appointment. Call Extension 259, or Co. 840-4.



24% of our total population attend school. In England the figure is only 16%; in France, 13%; in Germany, 13%; and in Italy, 12%.

* * *

There are 182,652 federal, state and local taxing jurisdictions in the United States.

* * *

If we say nothing, nobody will repeat it.

* * *

More soybeans were processed in our plant during the month of October than during any previous month in our history.

* * *

When the Engine Room won the *Safety Freeze Out Contest* their record for time worked without a lost time accident was extended beyond the six year mark.

* * *

Nothing is achieved before it is thoroughly attempted.



By Bill Brumaster

Out on the hardwoods the 1938-39 edition of the Staley basketball team is pawing the varnish off of the floor getting into shape for the season's opener. L. Ruthrauff, Staley coach, is wearing a smile as long as it is broad and grinned broader than ever when he predicted one of the most successful seasons in years after looking the boys over during the pre-season workouts. Said Leck, "We have the material and we always have the fight. A practice game with one of the city leaders a couple nights ago was enough to prove to most of us that we will not only have a first rate team but some very, very promising reserves to toss at our rivals.

★ ★ ★

Two or three practices a week, first in one gym, then another are being wedged in to get the boys in shape for the Industrial league. In addition, the usual custom of entertaining outstanding teams of national standing will be continued this year and several games have already been tentatively booked. The Industrial league games will be played in the Y gym with the usual admission of 10c per. Games against foreign foes are expected to be played at the St. James gym.

★ ★ ★

Research, Yard, Print Shop, Millwrights, Executives and Starch Shipping, in the order named represent the present standing in the Senior Bowling league. The Research crew look good enough for league winners at the half-way point after having won 70 percent of their games, established the high team series, hold the high team game and are in the second spot for high team averages.

★ ★ ★

Stewart and Brumaster are the high series holders with a pair of 608's and that 250 game of Lynn Davis' is still good, having been neither duplicated or bettered. Lents has rolled the next best individual game with a bright shinny 242 to give Lynn the best scare he has had.

In the Departmental league it is Pipefitters and Laboratory, tied for first with 1 win each, followed by the Millwrights, Tanners, Office, Painters, M. & L. and the Boiler Room. The Lab. holds two of the season's records with a 926 for the best game and a 2591 for the best series to date. That displaced the Millwrights 2511 which was good enough until the 7th of November.

★ ★ ★

Individual honors are held by C. Koshinski and I. Cox. Koshinski, being a two timer with a high game of 244 and a high series of 612. I. Cox has a rope around the high individual average for the season with a 175.

FELLOWSHIP CLUB XMAS PARTY

(Continued from Page 21)

Friday, November 4th, a scouting party made a trip to Chicago to survey Orpheum Circuit talent which could be engaged for the biggest Staley kiddies' event of the year.

Final action upon the report of the committee will be left to the Board of Governors, to whom the committee has been able to report that a selection may be made from childhood favorites which headline the vaudeville circuits of the country such as monkey acts, clowns, bicycle acts, magicians and ventriloquists.

Tentative arrangements have also been made with the Community Recreation Association for their participation in the program. It is not known at this time, however, just what their part in the program will be, but they are offering a variety of suggestions from which the Board may choose and the pre-view of the program indicates that the entertainment will last from two and one-half to three hours beginning at either 1 or 1:30 p. m. As usual, a treat will be given each kiddie by the Fellowship Club as he or she leaves the Armory.

Needless to say, it will be impossible for the Club to entertain other than Fellowship Club members' children again this year.

The method to be used in distributing the tickets, and other final details will be announced in time for every kiddie to obtain a pass to what is confidently expected to be the best Christmas party in the history of the Club.

ANSWERS TO QUESTIONS WE HAVE HEARD

Question No. 1. What is the status of the Staley car switching case which has been in the courts for some time?

Answer. At present the company is hopefully waiting the decision of the Inter-state Commerce Commission. Our company has received a decision in its favor in the Illinois Commerce Commission and is expecting a decision from the Interstate Commerce Commission any day. The appeal was made to that body in August.

Question 2. Has a ny change been made in the days on which applications for Credit Union loans may be received?

Answer. No. Applications are still restricted to Tuesdays, Wednesdays and Thursdays, exclusively.

Question No. 3. Who is the father of the soybean in America?

Answer. Mr. A. E. Staley. Soybeans were grown in this country prior to our use of them but their use was a novelty and few understood their possibilities. To-day, due to Mr. Staley's foresight and energetic planning, more soybeans are raised around Decatur than in the rest of the country put together.

The wide publicity given the use of plastics made from the bean by the auto industry has diverted attention from our processing. Only recently a magazine with national circulation credited Henry Ford with being the father of the soybean, however, they corrected their mistake several weeks later saying that Mr. Staley was entitled to the credit. The simple facts are these. Only 5% of all the soybean meal produced in America is used in industry to make plastics and only 10% of the oil is used commercially and this includes the entire automotive industry. All the rest of the meal and oil products being sold for human and animal consumption and the Staley plant has the first and is the largest in this country.