



Project engineers Herb Becker, left, and E. C. Weimer, of Stearns-Roger Corp., review the site of the new Dextrose Unit from the 8th floor of the Administration Building.

## Dextrose Unit Contract Let; Plans in Gear

A contract for design and engineering has been awarded and general plans are speeding forward in preparation for construction of the new Crystalline Dextrose Plant, one of the major projects in our recently announced \$10-million-plus expansion program.

Stearns-Roger Corp., Denver, Colo. engineering firm, was awarded the design and engineering contract early last month. They are currently at work on the project, after having conferred with Staley engineers while looking over the plant site on a recent visit to Decatur.

Project engineer for Stearns-Roger is E. C. Weimer. Staley project engineer is Herb Decker. Also working closely in early planning of the project is George Wack, facilities planning staff member.

The current schedule calls for completed plans and beginning construction by late spring or early summer, 1964, according to E. B. Freyfogle, chief engineer. The overall project is slated for completion by spring of 1965.

During the next 60 days, Staley engineers will be planning relocation of utilities and extension of railroad track to the site of the new building, which is located north of the Research Center and east of the Oil Refinery.

In other phases of the expansion project, engineering is underway on the fifth syrup line and the new boiler. Full-scale production is expected from the new syrup processing facility about a year from now, although some additional processing capacity will be realized next summer.

Announced in early September by Chairman A. E. Staley, Jr., the project is the largest single expansion in the Company's 57-year history. It will make our Company a full-scale pro-

Continued on Page 2

# Staley NEWS

Published bi-monthly, exclusively for employees of the A. E. Staley Manufacturing Co.

Vol. 6, No. 3

Decatur, Illinois

November, 1963

## 'Total Systems Study' Plans Announced at Staff Meeting

Plans for a "Total Systems Study" were announced by President E. K. Scheiter in a meeting of division and department heads Oct. 29.

A far-reaching program that will affect all areas of Company activity and take from three to five years to fully develop, the study will get underway immediately with a "feasibility survey," expected to take four months.

Under the direction of Lee Crouse, manager of Corporate Information Systems, the feasibility survey will determine major areas for developing integrated systems to provide the right information to the right people at the right time. Costs and risks will be realistically weighed against expected pay-out.

Better and faster information is essential to effectively plan and control business activities in the increasing tempo of change and competition today, Mr. Scheiter pointed out. Advanced systems will enable us to improve our operations and serve customers more efficiently with growing sales and production volumes, he said.

The study will also determine how information flow can be

## Service Awards Banquet Scheduled for Jan. 23

The 17th annual Service Awards dinner will be held on Thursday, January 23, 1964 at the Masonic Temple.

A committee is currently at work mapping out the program and selecting a main speaker.

speeded with electronic computer techniques, and how the mounting volume of paper work may be trimmed by eliminating unnecessary clerical routines and duplicated efforts.

Accomplishing these goals will not be easy, Mr. Scheiter said, but it is essential to continued growth and progress of the Company and its employees.

## The 'News'

In this issue of the Staley News, we are attempting to catch up on noteworthy happenings of the past ten months. This has been an eventful period—for individuals, and for the Company as a whole. Although some are dated, we feel that the happenings are significant. For the "record," they remain newsworthy.

## Annual Report Judged 'Finest' ...

# Wilma Sidwell Wins Annual Quiz

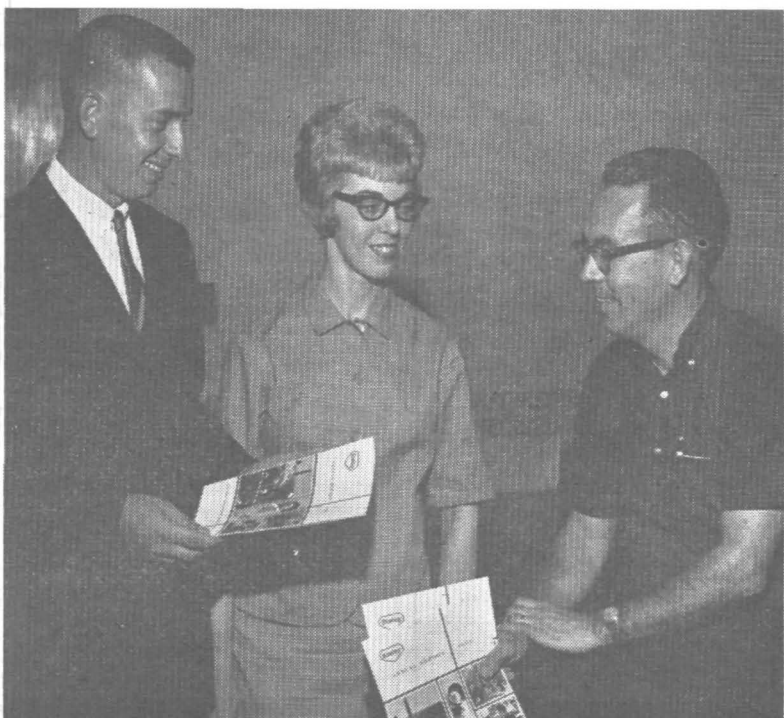
A perfect 100% score in the Annual Report Quiz led Wilma Sidwell, Market Development, to first place honors and a share of Staley common stock.

James T. Matthews, Engineering, placed second, and Willis Sprague, Labor Relations, finished third. They win \$20 and \$10, respectively, in the annual competition among Staley folks.

Although they may not have realized it at the time, contestants in the Annual Report Quiz were dealing with the best report of its kind in the milling industry.

This word was received recently from Financial World magazine, which judged our 1962 Annual Report best of all entries in the milling industry. More than 5,000 annual reports were considered in the 97-category competition.

Staley received a bronze "Oscar of the Industry" trophy at the magazine's annual Awards Banquet on Wednesday, Oct. 30 in New York. Accepting the award was John DeBoice, public relations director.



Winners in the 1962 Annual Report Quiz exchange congratulations and look over the award-winning Staley report. They are, from left, Willis Sprague, Labor Relations, third place, Wilma Sidwell, Market Development, who took first place with a perfect score, and James T. Matthews, Engineering, runnerup.

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# 1963 Sales Hit All-Time High; Income Gains

An all-time sales high and increased net income highlighted a record-studded year of Company progress.

Record sales of \$185,136,084—up 6.5 per cent from 1962—and income of \$5,513,225 were announced last Wednesday at the year-end meeting in the Research Center auditorium by Controller Charles Glynn. Presiding at the meeting was Chairman A. E. Staley, Jr.

Overall sales hit new record highs in each of the four quarters, with the fourth quarter peak topping any quarter in the Company's history.

Earnings, at \$2.40 a share, increased 27 cents a share over 1962.

Industrial sales, spearheaded by a dramatic spurt in syrup tonnage, spurred overall business gains on the way to a record volume year.

Grocery Products, paced by industry leaders "Sta-Puf" rinse and "Sta-Flo" spray starch, also finished with a record-breaking sales year.

Also earning a place in the corporate record books was UBS, with all-time highs in both sales and income.

Mr. Staley expressed particular appreciation to the production force for "a remarkable job" in keeping pace with orders when the plant was taxed to capacity.

He predicted that 1964 will be "a busy year, one of high volume, operating to capacity while at the same time hurrying to complete our expansion."

Details on the Company's 1963 activities will be given in the Annual Report, which will be published next month.

## 'STA' Viewed By Thousands After Listing

Staley stock quotations are seen daily by thousands throughout the country, now that Staley appears in newspapers along with other companies listed on the New York Stock Exchange.

Stories in newspapers and periodicals heralded the Company's May 29 listing on the "Big Board", when trading began under the ticker symbol "STA".

Thus, being listed draws attention to the company and maintains a continuing interest in our products and progress.

Commenting on the event, Chairman A. E. Staley, Jr. called the listing "an important milestone . . . a significant step for our Company and our stockholders, one we have planned and worked toward for years".

He said the listing "gives Staley stockholders now and in the future ready access to a large, open and uniformly well-run market in which to carry out their investment decisions".

On the heels of our Exchange entry, Company officials announced record high sales for the first nine months of the fiscal year, and net income up over the same period a year ago.

Sales for the third quarter were \$136,929,000, compared to \$128,519,000 last year. Net income was \$3,943,000, up from \$3,639,000 a year ago. Earnings per share for the nine months were \$1.72, compared with \$1.63 last year.

## Staley Pay Higher Than State Average

The average Staley hourly employee earns over \$12 per week more than the average manufacturing employee in Illinois.

Gross weekly pay for Staley employees averages \$118.68, compared with a \$106.40 average for other manufacturing employees over the state. This breaks down to a difference of some 30 cents an hour that Staley folks earn above the typical employee.

Compared with other employees engaged in the manufacture of food and kindred products, Staley employees earn \$13.48 more each week, or 33.7 cents more per hour.

Last year Staley folks earned an average of \$8.71 a week more than the state-wide average.

## Expansion . . .

Continued from Page 1

ducer of both liquid and crystalline dextrose.

Annual capacity of the new dextrose unit will be more than 100 million pounds. The product is widely used in the baking, candy, ice cream, canning and other food industries. It is now made by only two other U. S. manufacturers.

Dextrose is a pure white sugar, produced by the hydrolysis of corn starch. It is made by carrying the conversion further to produce a very high dextrose syrup, the base material for crystalline dextrose.

The decision to plan production at this time was based on current market demand and indications that the dextrose market will grow substantially in the years ahead. Use of corn syrups and sugars has increased considerably in the past year, as customers use more corn sweeteners to replace cane and beet sugar.



America's leading fabric softener is getting a new look. Famed "Sta-Puf" rinse, pioneer in its field, is being converted to newly designed translucent plastic bottles. Demonstrating the easy handling of the new slim-ribbed neck is Teresa Freeman, Administrative Services. "Sta-Puf" is being converted from glass to new-design plastic as swiftly as schedules permit.

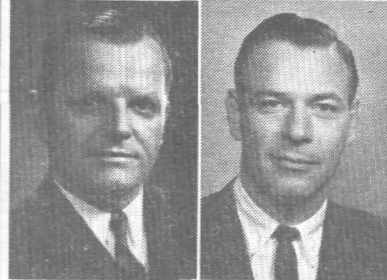
## Expanded Board of Directors To Hold Meeting Nov. 12

The Board of Directors will hold its regular quarterly meeting on Nov. 12, the second since stockholders voted to expand the Board from 12 to 15 members and elected three new directors in May.

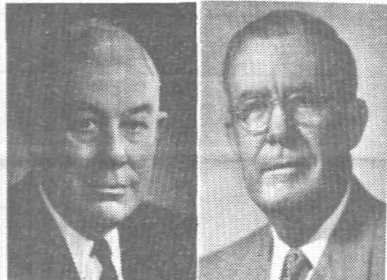
New Board members are: **Robert H. Davidson**, who joined the Company in early May to head our marketing activities; **Nat Kessler**, general superintendent; and **Herman Pevler**, president of the Wabash Railroad.

Davidson was elected a vice president at the same time. Prior to joining the Company he was administrative vice president of Economics Laboratory, Inc., New York. He was formerly national sales manager of General Foods' Jello Division.

Also elected vice president was **Forrest W. Apperson**, who has been manager of Grocery Products since 1943, and has steered the Division to quadrupled sales volume in the past 10 years. A 33-year Staley veteran, Apperson will retire Jan. 1.



Davidson Kessler



Pevler Apperson

## Staley Accident Rate Rises, Still Below Industry Average

Plant accidents at Staley increased slightly in both frequency and severity in 1962,

but remained significantly below figures reported for the food industry.

Lost time accidents happened here at the rate of eight per million man-hours worked. There were a total of 43 lost time accidents last year. This compares with 11.24 for the food industry.

In severity, or number of days lost per million man-hours worked, our rate of 250 was only about one-third as high as the food industry.

As of Sept. 30, we had a total of 47 lost time accidents—four less than in all of last year.

The 1962 figures:

	Severity	Frequency
Staley	250	8
Food Industry	757	11.24

In 1961, our severity rate was less than 200, and frequency was approximately seven. The food industry jumped from 10.3 infrequency and from 600 in severity.

Most frequent type of lost time accident here is falls, according to **Dick Hopkins**, safety director. In 1962, falls accounted for 15 of the 43 accidents—or more than one out of three. There have been 16 falls in 47 accidents so far this year.

## Staley NEWS

Vol. VI, Nov., 1963 No. 3

Bruce Shaeffer, Editor  
Lee Jeske, Photographer

## 29 Staley Veterans Retire With 900 Years of Service

Twenty-nine Staley veterans retired recently, with service to the Company totalling 900 years, averaging more than 30 years per person.

Leading the list is **Fred Harless**, who retired after 45 years service in the Boiler Room, where he has worked since joining the Company after discharge from the U. S. Navy after World War I.

**Carl Walters** retired as a sales accountant after 44 years service. He started in 1919 as a clerk in Auditing, then worked in Sales Analysis as chief accountant, and as senior accountant in the Control Division.

**Dale Tish** retired as a labor leadman in the Yards after 41 years service. He started in the Yard in 1922, and has been lead man since 1953.

**Francis (Billy) Morrow** retired as a brickmason-senior mechanic after 41 years service. He started as a brickmason, and has been a senior mechanic since 1946.

**Tony Fratini** retired after 40 years service, as a senior mechanic, a post he has held since 1949. He began shoveling feed, then worked his way up in the Roundhouse.

**Pat McHood** retired as a vacuum pan operator in the Syrup Refinery after 40 years service. He began as a laborer in the old Table House, and has been vacuum pan operator for more than 20 years.

**Henry Doore** retired in May, after 39 years service. He died on May 28. He worked most of his years with the Company in the Syrup House.

**Fred Schwesig** retired as shift foreman in Wet Starch after 39 years service. He started in the Millhouse, and was made assistant foreman in 1938.

**Frances Stapleton** retired as secretary to the Company Secretary after 38 years service. She started in Auditing, and was promoted to the position she held at retirement in 1948.

**Ray Huffer** retired as shift foreman in Dry Starch after 37 years service. He started in the Sugar Dept., and worked his way up in Starch Drying.

**Frank Prell** retired as senior mechanic in the Millright Shop, ending a 36-year career with the Company. He began as a Garage extra, and became a senior mechanic in 1947.

**Russell "Red" Stockwell**, shift foreman in the Syrup Refinery, retired after 36 years. After starting as a Kiln House extra, he advanced to shift foreman.

**William Whitmore** retired with 36 years service in the starch and soybean plants as an inositol operator.

**William Ewing** retired with 33 years service, mostly in the Pack House, as a packaging equipment maintenance man.

**Art Witt** retired as an operator in the Oil Refinery, where he spent more of his 30 service years with the Company.

**William Atwood** retired as a rigger lead man in the Yards after 30 years service. He started as a painter in the Yard.

**Wayne Venter**, salesman for Grocery Products in Kansas City, retired after 30 years.

**John Zienkosky** retired as shift foreman in the Syrup Refinery after 26 years service. He started on the Extra Board, and had been shift foreman at the MSG Plant.

**Carroll Dant** retired as a operator in the Starch Dri. Bldg. after 26 years service. He spent most of his career in Starch, after starting on the Extra Board.

**Frank Quickel** retired after 26 years service, as a reel tender in Corn Oil Extraction. He started in Elevator C, and worked in the Packing House.

**Roland D. Earle**, former president of UBS Chemical, retired as a research consultant. He ends a 25-year career with Staley and UBS, and is now living in Hollywood, Fla.

**John Monaco** retired as extraction plant oiler in Lubrication and Oil Supply after nearly 25 years service, most in this department.

**James Housley** retired from the Millhouse after 20 years service. He began on the Extra Board, and retires as a Mill maintenance man.

**Clarence Williams** retired after 20 years service, as a rigger lead man in the Yard, where he spent most of his Staley career.

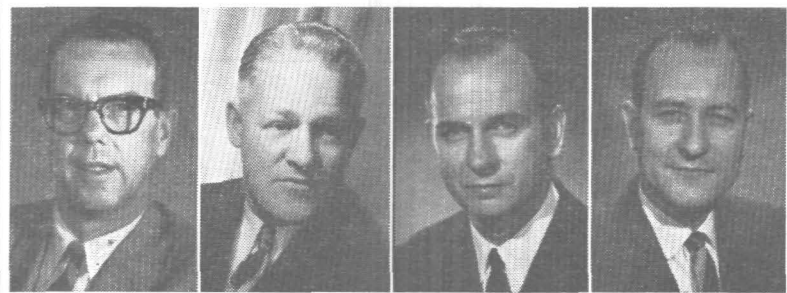
**John Enlow** retired as a steam drier operator in 9 Bldg. after 20 years service. After starting on the Extra Board, he worked his way up in the Feed House.

**Arthur Tribit** retired as assistant foreman in the Boiler Room, after spending most of his 19 service years there. He started on the Extra Board.

**Frank Morgan** retired as a packaging line operator in 17 Bldg. after 18 years service, beginning on the Extra Board.

**Andrew Taylor** retired from the Painesville Plant after 18 years service. He retires as a packer.

**Merle Phillips** was granted a disability retirement. He retires as a steam drier operator, after 22 years service, mostly in the Feed House.



Volle Kirkpatrick Julsen Schultz

## Four Advance in Grocery Products

Expanding product lines and marketing programs have resulted in a reorganization and

increased responsibilities for three men in Grocery Products, according to **Henry Volle**, newly-appointed division manager.

## Staley Participates In Career Meeting

Five Staley people participated in a career conference at Millikin University Oct. 15.

Introductory speaker was **Roy L. Rollins**, vice president, who spoke to the students on futures in industrial careers.

Leading individual group meetings were **J. H. Beaumont**, Corn Division, **W. Robert Schwandt**, Manufacturing, **Richard E. Schuman**, Research, and **George M. Prust**, Personnel.

The Conference was sponsored cooperatively by Staley and Millikin's business administration department.

**Paul D. Kirkpatrick**, previously assistant grocery products manager, has been promoted to national sales manager.

**Frank W. Julsen**, advertising manager, is now advertising and merchandising manager.

**Walter E. Schultz** was promoted from package supervisor to marketing service manager.

Volle indicated that this is the first step in a reorganization plan that will lead to further strengthening of the Division's marketing support for the already growing number of consumer products, as well as those being acquired or developed for the future.

## Staley Folks Ask Questions About Company Operations

Have a question about the company you'd like answered? Most of us do.

Upon this premise we are starting a question-and-answer column as a regular feature of the Staley News.

In each edition we will publish the questions of Staley folks, along with the answers from a person immediately concerned with the area in question.

Mail questions to the Editor, Staley News. Names will be withheld on request.

Here is the first round of questions from Staley folks, and the answers:

**Q: "To what extent is Staley international? In how many countries does the Company have plants, and in which countries are Staley products sold?"**

**Dick Burkhalter**  
Chemical Engineering



**A: From Earl Bailey, Overseas Div.:** Staley has two wholly-owned foreign subsidiaries—A. E. Staley Manufacturing Co. (London) Ltd., and Staley (Canada) Ltd., Ajax, Ontario. Staley also has



a joint venture with the Permutit Company, Ltd., London, England, and has 50 per cent interest in Staley, A. G., Fribourg, Switzerland; and Societe de Placements et d'Investissements S. A., Luxembourg, which two companies own essentially all of Glucoseries Reunies, S. A., of Alost, Belgium; Tunnel Glucose Refineries, Ltd., Greenwich, England; and International Development Corp., Luxembourg.

Staley serves more than 70 countries directly, and Staley products are distributed world-wide after sale to the U. S. Government. Direct sales volume has been recorded this year in most countries of the free world, including Europe, Africa, South America and Asia.

The Company has an agent in each of the countries where products are sold, and maintains offices in London, Switzerland, and San Juan, Puerto Rico, employing 15 persons.

**Q: How many cities and states do Staley tank cars visit, and what is the farthest point? How is overseas transportation handled?"**

**Todd Riley**  
Painters



**A: From Al Lukey, Traffic:** Staley tank cars regularly visit every state in the Union. They pass through literally thousands of cities, towns and hamlets on various routes.

Exported oil products are shipped via rail either to the port of exportation, or to St. Louis, where the oil is put in a barge, moved to a Gulf port on the Mississippi, then transferred to a tanker. Between April 15 and Nov. 15, the St. Lawrence Seaway is also used to some extent, with tank cars being unloaded directly to the vessel that will carry the oil to the overseas destination.



Dry export products are moved directly to a port of exportation for loading on a vessel.

Staley corn syrups are loaded on ocean-going vessels enroute to Hawaii.

Soybean products are barged out of Painesville, through Lake Erie, to the Hudson River, to the New York area, for domestic consumption.

**Q: Why doesn't the Company standardize pumps, staying with the same types and the same brands? Wouldn't this cut down on the parts inventory?"**

**Joe Childress**  
71 Bldg.



**A: From John Winings, Engineering:** Basically, this is what we are trying to do. Although desirable, this cannot be attained completely, because no one manufacturer can supply every type of pump or piece of equipment that is needed. We feel that we accomplished the next best thing by setting up a cross-index system for all pumps, showing each pump on the premises, what parts will fit it, and what parts are available. We are currently purchasing as many pumps as possible from one source, but we cannot fail to experiment, from time to time, with promising new designs.



## Area Teachers See The Staley Story

Seventy-two Decatur school teachers were taken on a picture tour of the plant and through 57 years of Staley history during the Company's business-education day programs Oct. 17.

Morning and afternoon sessions were held in the Research Center auditorium, under the direction of **John DeBoice**, public relations.

Following the slide presentations, the educators heard **Dick Schuman** discuss Staley research and the key role of teachers in preparing students to lead tomorrow's research efforts.

Rounding out the program was a short talk on Staley's training program, presented by **Bob Sanner**.

## Taste-Rite Candy Now in Production By Staley JA's

Officers have been elected and production of "Taste-Rite" peanut brittle is underway at the Staley Junior Achievement company.

"Taste-Rite" peanut brittle sells in one-pound boxes for 65¢ each. Sales are made by the students, principally door-to-door.

Staley advisers are **Kent Mittelberg** and **Richard McBride**, management, **Neal McDonald** and **Richard Fiala**, production, and **Chuck Brauer**, sales.

## Gridiron Favorites Entertain Foremen

A good crowd of Staley foremen was entertained by two outstanding personalities from a golden era in Chicago Bears and Millikin University football at the Oct. 21 Foreman's Club meeting.

**George Musso** of Edwardsville, and **Glen Corbett**, Decatur, teammates on the Millikin teams of 1929, 1930 and 1931, and later on the mighty Chicago Bears of the 30's, exchanged gridiron quips and showed a movie on the Bears.

Handling the introductions was a third member of the '30, '31 and '32 Millikin teams, **Roy Rollins**, who teamed with Musso on the same forward wall that paved the way for flashy halfback Corbett's scoring leadership on all three Big Blue elevens.

Musso and Corbett were described by Rollins as forerunners of the two platoon system. "Corbett was the offense, and Musso was the defense," he said, "although they both hung around when the other guy was performing because we didn't have enough players for two full platoons."

## Staley Woman's Club Plans Rummage Sale

The Staley Women's Club will have a rummage sale on Friday and Saturday, Nov. 29 and 30 in the former firehouse at Locust and Jasper Sts.

Opening the Club's fall activities was a children's night, held at the Third E. U. B. Church on Oct. 17.



TOP—Busily engaged in breaking up Taste-Rite peanut brittle are Junior Achievers Janet Renfro, left, daughter of John Renfro, 59 Bldg., and Karen Malchow, daughter of John Malchow, Roundhouse.

## Evaporator a Staley 'First'; Syrup Production Increased

The world's first continuous-finish corn syrup evaporator in successful commercial production is part of the two-year expansion and modernization nearing completion in the Syrup Refinery.

The project will be completed within the next 30 days, after removal of kiln stacks and dust collection equipment, currently in progress.

Production from the fourth line, major element in the program, is now reaching and exceeding design standards, according to **Lee Miller**, refinery superintendent. Overall syrup production capacity has been increased 20 per cent.

Capacity will jump again when a fifth line now in engineering is completed next year. The fifth line is part of our recently-announced expansion into production of dextrose.

Removal of the kiln stack signifies completion of the changeover from bone char to carbon decolorizing processes, a step that has made room for the fourth and planned fifth lines, in addition

to space for more enzyme tanks, office and shower facilities.

There were formerly 24 bone filters, occupying space on 10 floors of the Syrup Refinery. They have been replaced by less than half as many carbon process leaf filters, concentrated on the sixth and seventh floors, and taking up less than half the space.

Kilns had been used to regenerate bone char in the old decolorizing process since the Refinery began operation in 1919. After the filtering capacity of the bone char wore down, it was passed from the old filters into the kiln, where heat restored it for continued use.

Major significance of the successful continuous-finish evaporator is in producing highest quality syrups to any weight specification. The refined syrups are concentrated with less exposure to heat, thus enhancing their original qualities while preparing them for shipping and storage in convenient and economical forms.

## Tech. Society to Hear Neisler Lab Executive

Dr. Chester J. Cavillito, vice president in charge of research for Irwin Neisler Laboratories, will be the featured speaker at the next Staley Technical Society meeting, scheduled for Thursday, November 19 at the Decatur Club.

He will discuss the impact of recent Food and Drug Administration regulations on the pharmaceutical industry.

A capacity crowd was on hand at the October meeting to hear **L. E. Doxsie**, vice president, Corn Division, discuss problems and opportunities of the Division.

Doxsie reviewed current marketing conditions, trends, and production and sales forecasts in sales of Staley starches and syrups. He also outlined the market for crystalline dextrose as it currently exists, projecting future markets, and Staley's anticipated place in the overall dextrose growth picture.

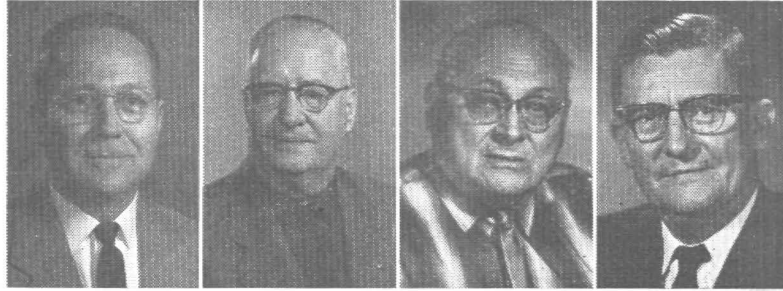


Ray Bass, Machine Accounting, left, and Norman E. Russell, executive director of the United Fund, discuss a daily progress report, tabulated in our IBM Dept. The IBM process, which takes some 33 minutes daily, has saved from four to five hours a day in clerical work since Sept. 26. Our 1963 United Fund contribution was \$42,150 as of Nov. 6.

# 393 Celebrate Recent



Beals Bell Cornthwaite Cole



Cox Hettinger Isaacs James



Custer McDonald Murphy Owens



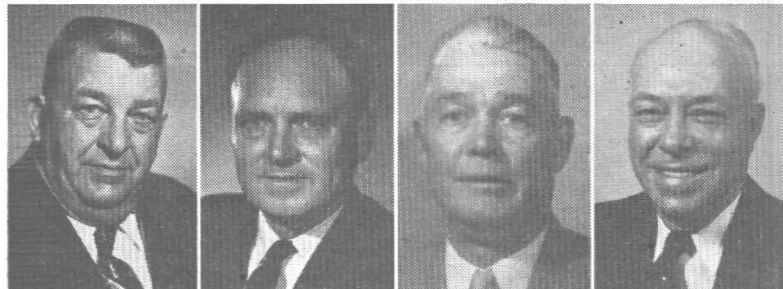
Peters Wheeler Yetter Anderson



Cable Cummings Dash Rexroat



Riedlinger Sheehy Adcock Atwood



Augustine Bourne Boyle Bridgewater



Britton Bronson Brumley Carroll Clements Crone Dayton Deckard



Greenwood Grossman Grunert Hanson C. Jackson G. Jackson R. Jackson Kester Lavery Lents

Three hundred ninety-three Staley employees have celebrated service anniversaries ranging from five to 45 years in recent months.

They account for a total of 7,310 years continuous service to the Company.

Leading the list is Ed Lashinski, Electric Shop foreman, who completed 45 years on May 29. He has been in the electric shop for most of his Staley career, serving as a helper from 1918 to 1925, then as an electrician until 1937, when he was made assistant foreman. He has been foreman of the Electric Shop since 1950.

Other employees celebrating service anniversaries are:

**40 Years**  
 Archie Beals, Tin Shop, Sept. 20  
 Harry D. Bell, Elev. D, Aug. 30  
 Sylvester Boos, 1 Bldg., May 18  
 George L. Carnahan, 101 Bldg., July 13  
 John Cole, Lub. & Oil, June 30  
 Boyd L. Cornthwaite, 16 Bldg., Aug. 21  
 Ira J. Cox, 17 Bldg., April 6  
 Walter Hansen, Maint., April 30  
 Earl O. Hettinger, Cont. Lab., March 25  
 Arthur Isaacs, Oil Ref., Aug. 7  
 Dwight J. James, Pipe Shop, Oct. 3  
 Claude W. Luster, 12 Bldg., Aug. 30  
 John McDonald, Appl. Rsch., Sept. 10  
 Doris Murphy, Exec., March 1  
 George W. Owens, Civil Engr., Oct. 20  
 Noble C. Owens, I & C, May 22  
 Paul J. Peters, 17 Bldg., Sept. 19  
 George H. Sheumaker, 17 Bldg., Aug. 13  
 Homer E. Stuart, Yards, Aug. 22  
 Frank Watkins, Pipe Shop, April 23  
 Earl C. Wheeler, 16 Bldg., April 6  
 William B. Yetter, Brickmason, Oct. 31

**35 Years**  
 John F. Anderson, Fellowship Club, March 24  
 Pauline Cable, Overseas Div., Oct. 1  
 Arthur Cummings, Oil Ref., June 3  
 H. Russell Dash, Sales Order Serv., May 2  
 Pete B. Nolan, Eng. Rm., April 18  
 James B. Rexroat, 5-10 Bldg., Oct. 25  
 Kathryn Sheehy, Rsch., March 26  
 John J. Stetz, Brooklyn, N. Y. Whse., Sept. 1  
 Eldo Riedlinger, Ext. & Process, May 4

**30 Years**  
 Floyd N. Adcock, Ext. & Process, April 10  
 William Atwood, Yards, May 10  
 Harry Augustine, Mach. Shop, April 26  
 Everett L. Becker, Pipe Shop, March 27  
 Carl H. Bomball, Scale Hse., Sept. 15  
 William H. Bourne, Oil Ref., Sept. 25  
 Chester P. Boyle, 20P Bldg., July 24  
 Russell L. Bridgewater, Pipe Shop, Aug. 7  
 Forrest G. Britton, 12 Bldg., Aug. 5  
 Carl K. Bronson, Inst. & Cont., Sept. 22  
 Howard Brumley, 2 Bldg., Sept. 22  
 Donald C. Carroll, Millwrights, Aug. 11  
 Cager C. Carter, Shipping, Oct. 22  
 William D. Cherry, 20P-118 Bldgs., Aug. 9

Nicholas Chervinko, Tin Shop, July 22  
 Raymond M. Clements, Millwrights, July 28  
 Verne S. Crone, Lub. & Oil, April 29  
 Daniel Dayton, Maint., May 10  
 Fred Deckard, 20P-S Bldg., July 13  
 Francis J. Dewey, Tin Shop, Aug. 12  
 Earl Dizney, Painters & Roofers, May 29  
 Louie E. Doxsie, Corn Div., April 14  
 Leverett C. Early, Millwrights, July 19  
 Wilbert O. Falk, Extra Bd., Aug. 10  
 George A. Finch, 20S Bldg., Aug. 9  
 Ora F. Fisher, Pipe Shop, Aug. 9  
 James E. Ford, 5-10 Bldg., May 25  
 Raymond Franklin, Cont. Lab., April 14  
 Arnold French, Yards, April 28  
 Lloyd E. Gill, Yards, Oct. 29  
 John F. Gillespey, Gardener, Sept. 18  
 Virgil L. Grady, M & M, April 14  
 Linn V. Greenwood, Mach. Shop, May 10  
 Joseph N. Grossman, Purchasing, Aug. 11  
 Raymond Grunert, 111 Bldg., May 25  
 John M. Hanson, Jr., Tin Shop, July 7  
 Orville Hinton, Yards, May 5  
 Carson C. Jackson, Ext. & Process, Sept. 22  
 Gordon E. Jackson, Janitors, July 20  
 Richard A. Jackson, 11 Bldg., July 15  
 Chester E. Kester, 11 Bldg., Aug. 12  
 Charles F. Lavery, Millwrights, Aug. 9  
 William F. Leek, Tin Shop, Aug. 11  
 Norman Lents, Production, June 4  
 Elmer D. Lind, Mach. Shop, Aug. 5  
 Marion Mattison, Boston, April 1  
 Otto S. McKee, Elec. Shop, Aug. 9  
 Frank Meyers, 17 Bldg., July 24  
 Phillip C. Meyers, 111 Bldg., Aug. 12  
 John B. Nickey, Tin Shop, May 17  
 Raymond Nihiser, Eng. Rm., Aug. 9  
 Sheldon Powell, Tin Shop, April 11  
 Eddie Prell, Yards, May 4  
 Kenneth H. Reed, Garage, May 17  
 Wilbur F. Reed, Inst. & Cont., July 19  
 Harold L. Reeve, Cont. Lab., Aug. 10  
 E. E. Rhodes, Soybean Div., Aug. 9  
 Todd C. Riley, Painters & Roofers, Aug. 18  
 Roy L. Rollins, VP & Director, Aug. 23  
 John Rozanski, Tin Shop, Aug. 16  
 Arthur W. Salogga, 101 Ext. Tower, Aug. 5  
 Harry Schultz, 101 Bldg., May 30  
 Ervin Earl Shobe, Tin Shop, May 24  
 Robert G. Slaw, Elec. Shop, Sept. 7  
 Clyde Smith, Elec., April 6  
 Vern E. Smith, Extra Bd., Aug. 9  
 Washington Smith, Garage, June 25  
 James C. Snelson, 101 Ext. Tower, Aug. 5  
 Gustav S. Sowa, Asst. Gardener, Sept. 12  
 Marshall L. Spain, Painters & Roofers, Aug. 8  
 John Swarthout, 22-47 Bldgs., April 14  
 Fred Tilinski, Jr., Feeds, May 25  
 Walter Tilinski, Cont. Lab., Sept. 22  
 Lee D. Weddle, Millwrights, July 24  
 Sam B. Williams, Tin Shop, May 10  
 Kenneth B. Wood, Time Study, July 19  
 Richard D. Yocum, Millwrights, July 2  
 Charles Yonikus, Tin Shop, May 17

Carl D. Young, Inst. & Cont., July 19  
**25 Years**  
 G. James Dustin, Proc. Engr., June 15  
 Roland Earle, Davie Research, June 21  
 Michael Griffin, Round Hse., May 31  
 Walter F. Kwasny, Chem. Engr., July 19  
 Eldred K. Olson, Cont. Lab., Aug. 16  
 James B. Roderick, 20S Bldg., July 12  
 Paul E. Schahrer, Shipping, July 15  
 Lloyd T. Stubblefield, Pipe Shop, July 25  
 William J. Maginn, Sales—Phila., Sept. 19

**20 Years**  
 Dorothy Albert, Soybean Div., June 14  
 Eugene Bolby, 111 Bldg., Sept. 8  
 Jessie K. Boos, Extra Bd., Sept. 3  
 Edward Bottmer, Sales, April 12  
 Sam Boulware, 1 Bldg., June 29  
 Frances Bretz, 17 Bldg., April 27  
 Cecil Brown, 20 Process, June 3  
 Virginia Brumaster, M & M, Oct. 4  
 Henry Burge, 16 Bldg., April 30  
 Elizabeth Butler, 17 Bldg., April 22  
 Oren O. Campbell, 5-10 Bldg., Oct. 26  
 Ralph F. Clark, Garage, Sept. 14  
 Evelyn Clesson, Extra Bd., July 27  
 Charles Clow, Feed Hse., April 23  
 George D. Crisman, Cont. Lab., Aug. 3  
 Herbert Decker, Engr., June 28  
 Harry G. Deibert, Reclamation, April 13  
 Lawrence E. Dial, 48 Bldg., Sept. 10  
 Edward Doyle, Groc. Prod., May 31  
 Donald R. Dye, Mach. Shop, July 7  
 Susie Edwards, Extra Bd., April 22  
 Glenn B. Elder, Protection, Oct. 26  
 John Enlow, 9 Bldg., April 30  
 Jane Ernst, Proc. Engr., June 24  
 Peter J. Finnegan, Boston Whse., Aug. 17  
 Roy E. Finney, 59 Bldg., July 16  
 William C. Frew, Sales, Phila., Oct. 11  
 Amanda C. Garfoot, 17 Bldg., April 15  
 Margaret Grant, Extra Bd., July 27  
 William F. Green, 5-10 Bldg., Oct. 19  
 Fontus Harlin, 111-113 Bldg., April 23  
 Prentis L. Harlin, 29 Bldg., Aug. 3  
 Theodore Hastings, Feed Hse., May 11  
 Sylvester Hines, 20P & 118 Bldgs., March 3  
 Dillard Hitchcock, Painesville, March 5  
 Fred Jenkins, 5-10 Bldg., March 3  
 Doris H. Jones, 17 Bldg., July 24  
 Mildred I. Jones, 20 Bldg., April 28  
 Mildred Kaminski, Extra Bd., Aug. 25  
 Robert J. Kelly, Yards, July 30  
 George K. Kuizinas, 17 Bldg., March 16  
 James McEwen, 1 Bldg., June 15  
 Lille S. Meyers, 17 Bldg., July 27  
 Charles Murray, Jr., Garage, April 16  
 Green D. Newberry, 12-26 Bldg., July 28  
 Jack H. Payton, 111 Bldg., July 16  
 Bernice K. Picard, Extra Bd., July 31  
 Helen Rader, 17 Bldg., April 15  
 Agnes Ray, Extra Bd., April 28  
 Faye Rentfrow, 17 Bldg., July 9  
 Bessie Roby, Extra Bd., Sept. 3  
 Clarence Roddy, 9 Bldg., April 6  
 Walter Ruley, Chem. Engr., April 23  
 Rufus A. Scott, 29 Bldg., April 20  
 David J. Smith, Boston Whse., July 15  
 George Smith, Whse., June 23  
 James E. Smith, L & O Shop, Sept. 4  
 Wayne Stanley, Mach. Shop, March 23  
 Ira Thompson, 75 Bldg., April 13  
 Margie L. Vest, Prod. & Maint., Aug. 12  
 John Wayner, Painesville, March 31  
 Gladys I. Whitacre, Sewing Rm., Aug. 27  
 Lyndell D. White, 5-10 Bldg., Aug. 31  
 Henry Woermann, Yards, Aug. 28  
 Emil J. Wombacher, Reclamation, April 13

# Service Anniversaries

### 15 Years

Floyd Adcock, Millwrights, May 17  
 Ernest E. Allen, Proc. Engr., Oct. 1  
 Lillian Anderson, Tele. Dept., Aug. 23  
 Chester Boggs, Painters & Roofers, June 8  
 Robert Boyd, 16-116 Bldg., May 18  
 Jack Burcham, Elev C, June 2  
 Willard A Carter, 19 Bldg., Sept. 28  
 Eugene Chapple, 5-10 Bldg., Sept. 7  
 Melvin L. Chapple, 16 Bldg., Sept. 17  
 Dorothy Collins, Sales Order Serv., Oct. 16  
 Leroy A. Dean, Pipe Shop, Sept. 28  
 C. Dean Devore, Credit U., July 9  
 William Dodd, Pipe Shop, May 13  
 Edward Ellis, 59 Bldg., Sept. 29  
 Lee B. Falkenburg, Ref. Oil, March 1  
 Delmar Foster, Painters & Roofers, Oct. 6  
 Robert Guyann, Off. Serv., June 24  
 James A. Hayes, 17 Bldg., Sept. 8  
 Leonard Hoadley, Brickmasons, May 11  
 E. Wally Holden, Tax Dept., Sept. 8  
 Wayne Hull, Mach. Shop, May 25  
 George W. Jewell, Prot., Sept. 27  
 Henry D. Johnson, 17 Bldg., Sept. 29  
 Richard L. Karl, Yards, Sept. 30  
 Donald Klinger, Pipe Shop, May 18  
 Norman A. Kochner, Cost & Analysis, Oct. 18  
 Carl J. Koslofski, Yards, Sept. 29  
 Willie Kupiec, Prot., May 12  
 Robert Leisner, 17 Bldg., May 17  
 John B. Long, 20P-118 Bldgs., Oct. 7  
 Dale E. Matthews, Stores, Oct. 5  
 Roger Mauterer, Proc. Engr., Oct. 26  
 Eula Mae Metzger, Groc. Prod., Oct. 8  
 James B. Mullinix, 17 Bldg., Sept. 8  
 Clifford Newlin, 20P-118 Bldgs., June 2  
 Robert Nihiser, Reclamation, Sept. 28  
 Charles O'Dell, Pipe Shop, May 11  
 William Oldweiler, Prod. Cont., May 29  
 William M. Osborn, Mach. Shop, Sept. 9  
 James Peterson, Pipe Shop, Sept. 29  
 Merrill E. Pound, 5-10 Bldg., Sept. 8  
 Karol Richardson, Pipe Shop, May 24  
 Dorothy E. Rogers, Data Proc., Aug. 19  
 Fletcher Roman, Sales, May 1  
 Jesse Scheibly, Yards, May 18  
 Derald Schoneman, Yards, May 14  
 Woodrow W. Seay, Sales—Atlanta, Sept. 1  
 Margaret Shepherd, Switchboard, May 18  
 Carl A. Simroth, Engr. & Maint., June 8  
 Claude W. Smith, 20P-118 Bldgs., May 13  
 George Spates, 1 Bldg., June 2  
 Fred B. Spellman, 9 Bldg., Sept. 25  
 Fred Starbody, Painters & Roofers, May 27  
 Anton Stepanyk, Yards, Sept. 13  
 Ted M. Taylor, Jr., Pipe Shop, May 18  
 Larry M. Trempel, Traffic, April 26  
 A. Willard Turner, Chem. Rsch., Sept. 20  
 Paul H. Urben, Sales—Atlanta, Oct. 6  
 Herbert J. Wallner, Sales, Aug. 16  
 Dean Earl Webb, 101 Bldg., Sept. 27  
 James D. Wetherholt, Yards, Sept. 8  
 Howard J. Williams, Sales—Kansas City, Sept. 1  
 Ella V. Yates, Off. Serv., July 6  
 John K. Yokley, Yards, Sept. 29

### 10 Years

Vincent E. Albert, 59 Bldg., Sept. 1  
 Merle Dean Alcorn, Feed Hse., Aug. 14  
 James Babcock, Cont. Lab., Sept. 21  
 William E. Beals, Millwrights, Aug. 19  
 Vivian Belcher, Sales Order Serv., Sept. 8  
 Charley R. Bell, Sales, April 10  
 Charles Bitzer, Chicago Whse., Sept. 8  
 Arbold Bork, 60 Bldg., June 18  
 Alfred E. Born, 6 Bldg., Sept. 24  
 Floyd Brandon, Millwrights, June 8

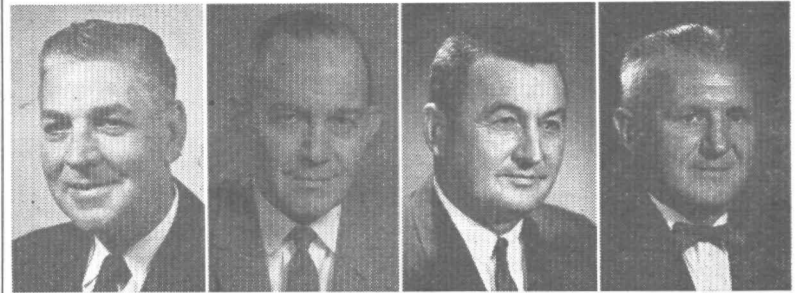
William Brennan, Groc. Prod., May 18  
 Jack C. Brown, 5-10 Bldg., Aug. 13  
 Charles D. Cissna, Prot., Aug. 28  
 Clayton L. Clark, Painesville, April 13  
 Carroll Colter, Acct., June 15  
 Alva Conaway, 5-10 Bldg., June 17  
 Gareth E. Cowgill, 59 Bldg., Aug. 13  
 Wayne Cox, Millwrights, Sept. 1  
 Eleanor Dazey, Prod. & Maint., Sept. 16  
 Jack Decesaro, Yards, Aug. 14  
 Ronald Devore, Yards, Sept. 18  
 Alphondus Dobbins, 17 Bldg., June 17  
 Henry G. English, Sales, July 14  
 Jimmie L. English, 59 Bldg., Sept. 23  
 Charles Ferrell, Painesville, June 9  
 Jerry A. Fineh, Yards, Oct. 14  
 Lawrence A. Flaughter, 59 Bldg., Sept. 10  
 Crawford H. Garren, Sales—Atlanta, Sept. 14  
 Thomas Garren, Tech. Serv., June 16  
 George A. Geary, Painesville, July 6  
 Joseph Gentry, 60 Bldg., June 8  
 John Gilbert, Feed Prod., June 22  
 James C. Glazebrook, 17 Bldg., Sept. 21  
 Jackson Gullede, 101 Bldg., June 11  
 Ronald Hackl, Elec. Shop, Sept. 22  
 Charles A. Hall, Clean-up, Oct. 16  
 Gerald E. Hardway, Painesville, Oct. 1  
 Kenneth E. Harlow, Painesville, April 28  
 Lester Havener, Yards, Sept. 28  
 Virgil M. Hector, Cont. Lab., April 13  
 James P. Holmes, 34 Bldg., Aug. 21  
 Roy O. Hopkins, Millhouse, Aug. 21  
 Andrew A. Horn, 17 Bldg., April 10  
 Thomas L. Hurst, Chem. Rsch., Oct. 12  
 Donald Johnson, 34 Bldg., Sept. 21  
 Earl Judkins, Painesville, June 6  
 P. Raymond Keithly, Engr., Sept. 15  
 Dale J. King, Yards, Sept. 17  
 Leonard Knox, 59 Bldg., June 12  
 Clyde Largent, 59 Bldg., June 9  
 Billy G. Letner, Elec. Shop, Sept. 2  
 Ottis L. Livingston, Feed Hse., Aug. 13  
 James Lotzgesell, Appl. Rsch., May 18  
 Henry C. Massey, Proc. Engr., Sept. 7  
 Ronald D. McCoy, Prod. & Maint., Aug. 25  
 James McCullough, 16-116 Bldg., Sept. 29  
 Ray Meisenhelter, Jr., Proc. Serv., May 1  
 Charles R. Michels, Jr., Millwrights, Aug. 27  
 Richard Minks, Elev. C & D, Sept. 29  
 Warren Moore, Mach. Acct., Sept. 1  
 Alvin Morris, Yards, Sept. 21  
 Richard S. Nichols, Spec. Prod., Aug. 24  
 James H. Owens, 59 Bldg., May 22  
 Donald Peck, 59 Bldg., May 21  
 Robert Pence, Groc. Prod., June 16  
 Hersey W. Pridemore, Painesville, Oct. 5  
 Virgle Rambo, 59 Bldg., Sept. 1  
 Wilbur R. Reed, Jr., 20S Bldg., March 23  
 William C. Rice, Groc. Prod., July 1  
 Lloyd J. Robinson, Yards, Aug. 28  
 Jack Shipman, Painesville, June 1  
 Wilma Sidwell, Mkt. Div., March 25  
 John W. Smith, Millwrights, April 10  
 Nicholas Sopko, Painesville, March 16  
 Robert Sowers, 17 Bldg., June 17  
 Ralph Staley, Painesville, March 16  
 Edward Stratton, Jr., 5-10 Bldg., Sept. 9

Earl Strohl, 59 Bldg., Sept. 23  
 Robert Thompson, Painesville, June 5  
 Eugene Timmerman, Pipe Shop, Aug. 13  
 Ward W. Trammel, 34 Bldg., Aug. 26  
 Floyd E. Turner, 34 Bldg., June 22  
 Billy J. Walker, 59 Bldg., Aug. 19  
 James B. Watt, Jr., Painesville, June 11  
 Hans Weinhold, Painesville, Oct. 19  
 Jack M. Wilcox, 59 Bldg., Sept. 8  
 Lynn Williams, Trans., May 26  
 Harley Wimer, Painesville, March 30  
 Stuart Wolken, Yards, Sept. 3  
 Edward E. Wood, 5-10 Bldg., Aug. 21  
 Paul Wooley, 5-10 Bldg., Sept. 18  
 Jordan O. York, 34 Bldg., Aug. 26

**5 Years**  
 Edgar J. Van Allsburg, Sales—N.Y., Oct. 1  
 Edward Beck, Appl. Rsch., Mar. 17  
 Annabelle Benson, Off. Serv., June 16  
 Robert Bretsch, Groc. Prod., Mar. 17  
 Ada Burchard, First Aid, Sept. 8  
 David Clark, Engr. Rsch., June 16  
 David S. Cobbleddick, Appl. Rsch., Aug. 25  
 George Cogswell, Appl. Rsch., Sept. 4  
 Robert Daily, Law Div., March 3  
 Opal Finfrock, Switchboard, Mar. 13  
 Patricia Fletcher, Engr., May 14  
 Annabel Fuller, Ind. Sales, Aug. 7  
 Helen Good, Grain Div., April 29  
 Paul A. Grasemann, Appl. Rsch., Aug. 18  
 Bebe A. Gray, Ind. Sales, March 26  
 Richard Grimm, Sales, May 5  
 Lewis J. Hardy, Boston Whse., Aug. 11  
 Robert I. Hedden, Chem. Rsch., Oct. 14  
 Harriett L. Houk, Off. Serv.—Whse., July 21  
 James M. Joles, Painesville, July 14  
 Frank Julsen, Groc. Prod., June 2  
 Edwin O. Kaul, Jr., Rsch., June 30  
 Evelyn F. Keller, Off. Serv., Oct. 14  
 William Kimberly, Engr. Rsch., June 20  
 Betty Knepper, Off. Serv., March 10  
 Mary J. Lain, Mach. Acct., Oct. 22  
 John F. Lucey, Groc. Prod., July 7  
 Harold March, Engr., June 16  
 Louise McCollister, Sales—Atlanta, Sept. 1  
 Edgar Melvin, Phila. Whse., April 14  
 Scott Milroy, Groc. Prod., April 1  
 Doris Morganthaler, Cont. Div., June 12  
 Velva R. Morrison, Credit, July 30  
 Kenneth B. Moser, Chem. Rsch., Sept. 2  
 Edna Mukenhaupt, Ind. Sales, April 14  
 John Newberry, Fellowship Club, May 27  
 Henry S. Patterson, Groc. Prod., July 21  
 Lorraine Petty, Off. Serv., May 22  
 Rex Pister, Sales Order Serv., March 21  
 Robert Powers, Paper Lab., April 14  
 Mary E. Raley, Data Proc., Sept. 23  
 John Rasche, Engr. Rsch., June 9  
 Howard E. Rose, Jr., Groc. Prod., June 25  
 Glenis Sanger, Painesville, Sept. 2  
 Carolyn J. Smith, Purchasing, July 7  
 Martin L. Smith, Sales, July 21  
 Robert Sucher, Engr., June 16  
 Han Tai, Chem. Rsch., Sept. 3  
 Noble Tarter, Purchasing, June 12  
 Richard L. Vail, Engr. & Maint., Sept. 29  
 Jerrel Zimmerman, Appl. Rsch., March 12



Olson Roderick Schahrer Stubblefield



Young Dustin Griffin Kwasney



Weddle Wood Yocom Yonikus



Spain Swarthout F. Tilinski W. Tilinski



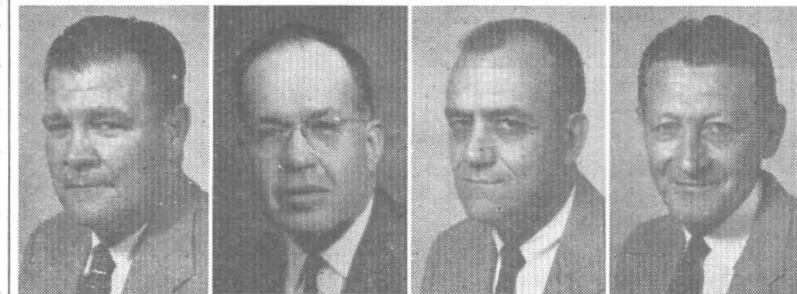
C. Smith V. Smith W. Smith Sowa



Rollins Rozanski Salogga Schultz



Reed Reeve Riley Rhodes



Leek Lind McKee Myers



Meyers Nickey Nihiser Powell



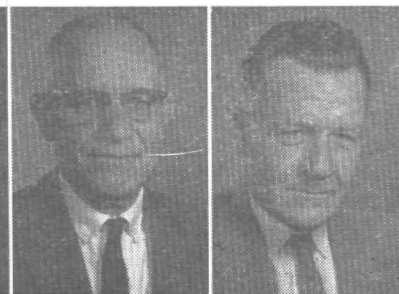
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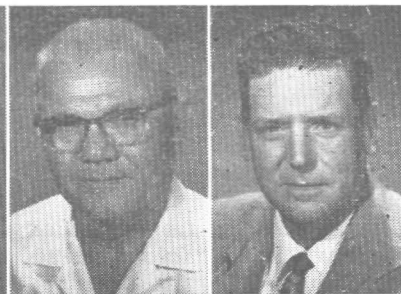
Early Falk



Finch Fisher



French Grady



Gill Gillespy

# Forty-One Staley Folks Step Ahead In Recent Plant, Office Promotions

Forty-one promotions have been announced in plant and office departments since your last Staley News.

**James Moore** was promoted from manager of the Crude Oil Dept. to manager of commodities. He is succeeded by **Harold E. "Tony" Lents**, who served as assistant

assistant manager in that department for 11 years.

**Duane Chicoine** was promoted from senior instrument engineer to manager of instrumentation.

**Leland Miller, Jr.** was promoted from chemical engineer to section superintendent, Syrup Refinery.

**Reeder C. Miller**, former manager of soybean meal sales, was promoted to project manager, Traffic. He is succeeded by **Richard A. Koppein**, who was promoted from assistant manager of soybean meal sales.

**Walter B. Malloy** was promoted from industrial relations assistant to senior grain buyer and merchandiser.

**Emery Blythe** was promoted from order entry and scheduling supervisor in Sales Order Service to assistant manager of the Crude Oil Dept.

**W. P. Brumaster** was promoted from relief assistant foreman to acting foreman in the Millwright Shop.

**Bruce Dwiggin** was promoted from chemical engineer to Packaging foreman.

**Gene Hyland** was promoted from design engineer to area maintenance engineer.

**Charles O. Jones** was promoted from technical supervisor to building foreman, #118 Building.

**Leo Kelly** was promoted from relief assistant foreman to shift foreman, Maintenance.

**Allen Koleff** was promoted from junior chemical engineer to chemical engineer.

**Robert A. Magruder** was promoted from design engineer to sales service engineer.

**R. N. McDonald** was promoted from junior industrial engineer to industrial engineer.

**Kent Mittelberg** was promoted from inventory planning analyst to manager of the Inventory Planning & Control Dept., succeeding **Robert M. Mills**, who resigned to join another company.

**Thomas Myers** was promoted from junior chemical engineer to chemical engineer.

**Scott Page** was promoted from foreman to assistant building foreman in Production.

**Edwin Schwalbe** was promoted from area maintenance engineer to maintenance supervisor.

**Harland E. Taylor** was promoted from associate development engineer to chemical engineer.

Other promotions: **Coy Allen**, from assistant foreman, Engineering & Maintenance, to night maintenance supervisor.

**Ted Banning**, from chief clerk in Inventory & Planning Control to order programmer in Distribution.

**Robert Bilyeu**, from assistant foreman to shift foreman, Production.



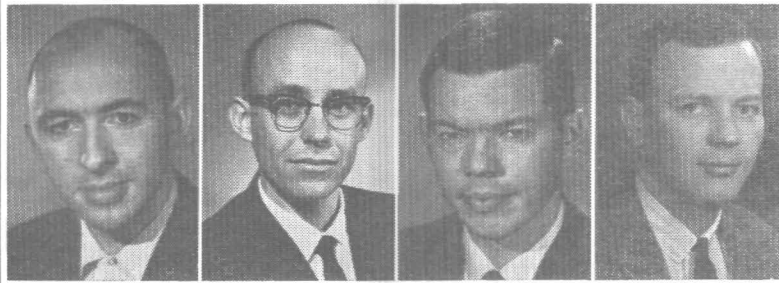
Lents Chicoine L. Miller R. Miller



Koppein Malloy Blythe Brumaster



Dwiggin Hyland Jones Kelly



Koleff Magruder McDonald Mittelberg



Myers Page Schwalbe Taylor

## Shay Heads Personnel Promotions



Shay

The promotion of **Roy Shay**, to manager of industrial relations and the naming of **Ken Moore** to head new Salary Administration Dept. highlighted a division realignment announced by Roy L. Rollins, vice president.

Named to succeed Moore as manager of personnel is **George Prust**, former employment supervisor. Prust will report to Shay, who is now responsible for personnel administration in

**William Burchard**, from shift foreman to Boiler Room foreman.

**Dean Burdick**, from mechanic to assistant foreman Maintenance.

**O. O. Campbell**, from shift foreman, cont. lab., to shift foreman, Syrup Refinery.

**Herbert W. Cochran**, from hourly roll to relief foreman, Production.

**Robert Cooley**, from senior mechanic to assistant foreman, Roundhouse.

**Dale Elliott**, from hourly roll to shift foreman, Syrup Refinery.

**W. R. Fisher**, from junior engineer to distribution facilities engineer.



Prust Moore

addition to labor relations.

Other promotions:

**Marion Shupe** was promoted from personnel assistant to assistant employment supervisor.

**Wes Hicks** was promoted from Industrial Engineering to compensation analyst in Salary Administration.

**David F. Hite**, from senior mechanic to assistant foreman, Pipe Shop.

**Wayne S. Martin**, from management trainee to buyer, Purchasing.

**Arthur Mense**, from hourly roll to assistant foreman, Production.

**W. F. Morrison**, from hourly roll to shift foreman, Boiler Room.

**M. E. Pound**, from hourly roll to shift foreman, Syrup Refinery.

**Dick Purcell**, from scheduling supervisor, Distribution, to forecaster of consumer products, Grocery Products.

**Leo E. Richards**, from shift foreman to assistant building

# Research Division Announces Re-Grouping and Promotions

A series of promotions and a realignment of positions and services in Research and Development have been announced by Dr. J. A. Bralley, vice president.

**Dr. William Armstrong** has been appointed section manager of consumer products research, and **Paul E. Grasmann** has been named to head a consumer products research group.

The Consumer Products Research Section is responsible for development of new consumer products, reformulation of existing products to foster higher performance, and technical services as required by consumer product manufacturing.

**John Wrightsman** has been named group leader of a new Technical Service Group, which has been formed to give swifter, more efficient technical assistance to customers in the paper and textile industries.

The new group includes the entire staff of the Dextrin and Adhesives Laboratory, formerly headed by Wrightsman, along with representatives from the Paper and Textile labs.

**Dr. Hans Wolff** recently returned from a year's leave to become group leader of the Chemical Products Laboratory in the Applications Research.

**Dr. R. W. P. Short** has been promoted from research chemist to senior research chemist in Chemical Research.

In engineering research:

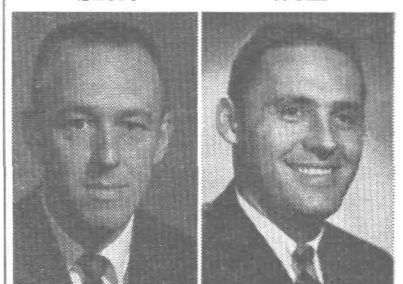
**Arthur E. Schoepfer** was promoted from economic evaluation



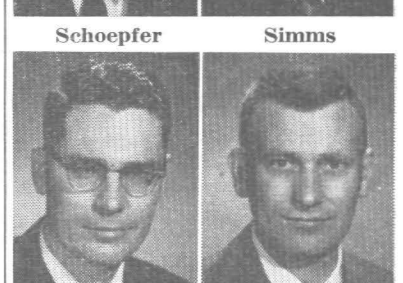
Grasmann Wrightsman



Short Wolff



Schoepfer Simms



Clark Will

tion engineer to senior development engineer, and **William M. Kimberly**, **David C. Clark** and **Rodney L. Simms** were promoted from associate development to development engineers.

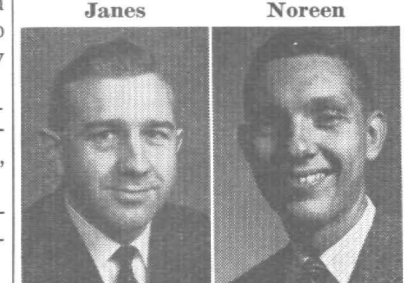
## Ten Receive Advancements in Sales



Rapp McKinney



Janes Noreen



Florschuetz Stehr

foreman, Production.

**Delbert Stout**, from hourly roll to shift foreman, #118 Bldg.

**Glenn E. Thompson**, from cost and materials supervisor to relief foreman, Production.

**Lawrence U. Walker**, from relief foreman, Production, to shift foreman, Millhouse.

Ten promotions have been announced recently in sales divisions.

Seven of the promotions were in the Corn Division. They are:

**L. W. Rapp**, from assistant branch manager, Chicago Office, to manager of industrial products, Kansas City Office.

**Frank Janes**, from salesman to sales supervisor, Chicago Office.

**Robert E. Smith**, from industrial sales representative to assistant branch manager, Atlanta Office.

**James F. Kelly**, from senior salesman to assistant branch manager, Chicago Office.

**Donald L. McKinney**, from industrial sales trainee to technical representative, Atlanta Office.

**Kenneth P. Noreen**, from industrial sales trainee to industrial sales representative, Chicago Office.

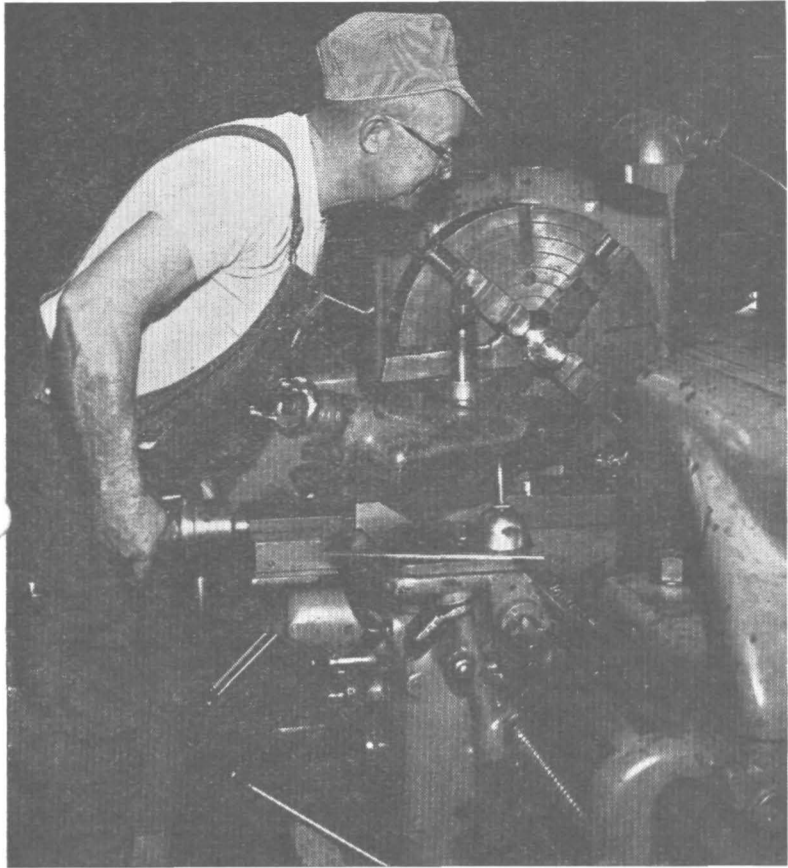
**William S. Lyon**, from industrial sales trainee to industrial sales representative, Cleveland Office.

In Refined Oil, **John E. Stehr** was promoted from assistant sales manager to sales manager, replacing **Eugene Weckerly**, who resigned to join a California processing firm.

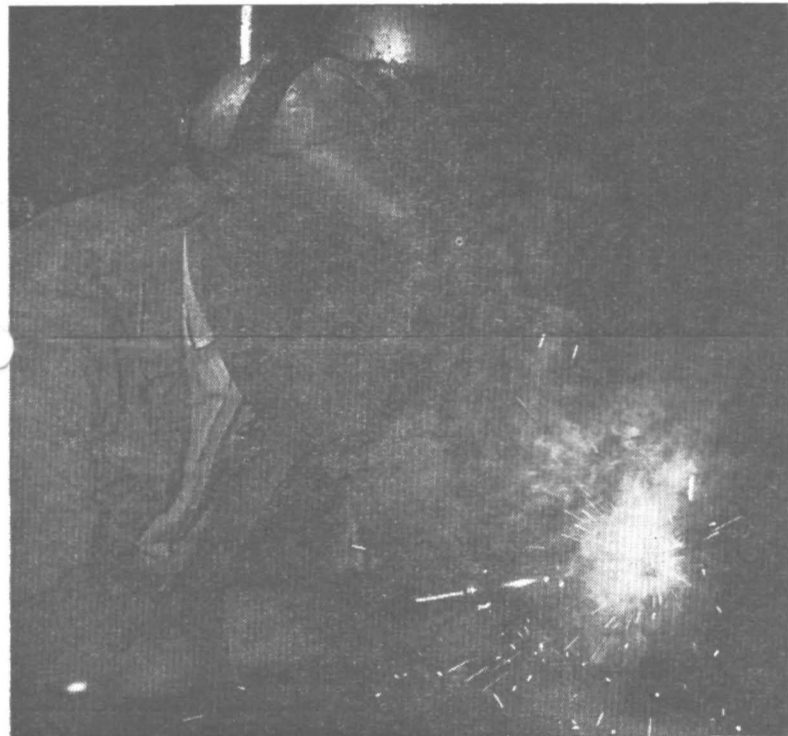
In Feed Sales, **Duane Florschuetz** was promoted to field manager. He was formerly a sales representative.

In Grocery Products, **Raymond Servitto** was promoted from retail salesman to territorial manager for the Cleveland Office.

# Staley's 'Machine Doctors'--The Maintenance Story



Emery Grunert machines a new Staley-patent cap, designed to hold the pin in the Moyno Pump at the Syrup House. He is using a precision lathe.



Everett Becker uses the new shielded arc process for welding a pipe for the new locker room in 16 Bldg. A new addition to the Pipe Shop, the welder is faster and cleaner than the old stick electrode process.



Riggers remove a structural steel beam to get an old bone filter out of the Syrup Refinery. From left, Orville Hinton, lead man; Alvin Morris, Richard Karl and Ronald Devore.

by Roy E. Adams

For the person not directly involved, the maintenance of a plant often seems to be a rather simple activity. "Just fix it as quickly as possible".

Most employees, whether in production or administration, hourly or salaried, have some difficulty in appreciating the complexity of the maintenance organization that is necessary to keep an industrial plant operating.

Maintenance is human relations, psychology, and diplomacy. Maintenance is planning and scheduling and cost analysis.

Do we fix it thoroughly or just enough to get by, or buy a new one? Maintenance is expediting and inventory control (some 40,000 different parts must be warehoused for instant use).

Maintenance is shipping and receiving and record keeping (more than 180 work orders are processed every day at Staley's).

A maintenance organization is a hospital staffed with doctors, specialists, orderlies, operating rooms, medical stores, bandages, x-ray, diathermy, fluoroscopes, and instruments of all kinds.

The struggle against time, frequent emergencies, unexpected problems and long hours are the daily expectations of both the hospital and the maintenance organization.

Even the terms are comparable; for example, fractures and breaks, high temperatures and overheating, strains and ruptures, aging and brittleness, high and low pressures, circulating problems, regulation and control, valves and pumping, sensing devices, choked tubes and orifices, digestion, abrasion, constriction, and fatigue.

The routine of the hospital and the maintenance organization is also similar. First, there is the call for help (the work order); then, the diagnosis of the problem. Next are treatment or operation to effect a "cure". Periodic checkups and inspections catch some problems before they are serious. There are reports and charts to keep track of how the "patients" are getting along. In each organization are new treatments, methods, and medicines constantly being tried and new skills to be learned.

The purpose of a maintenance organization is to save the life of "machines", to keep them "healthy", and to keep the plant operating at peak efficiency as much of the time as possible at a minimum cost. "An apple a day keeps the doctor away," was grandma's preventive maintenance program.

To keep the life blood of production circulating at its normal rate and pressure requires the team work of a sizable group of specialists. These are the mechanics of the various crafts: Instrument and Control, Electrician, Machinist, Millwright, Sheetmetal, Boiler Maker, Pipe Fitter, Garage, Painter and Roofer, Rigger, and Lubrication.

Years of training and experience are required to become a proficient maintenance mechanic. Each man is expected to be able to work on many different kinds of equipment. Each must be able to diagnose jobs and provide proper repairs, in order to get the equipment back into production in minimum time.

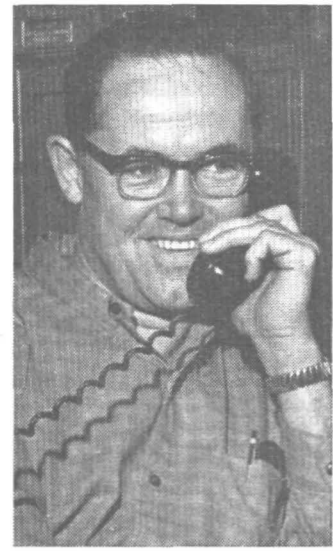
Coordinating the work of mechanics is the Shop Supervisor. Here is a specialist who must also be intimately acquainted

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The role of maintenance in modern industry is many times misunderstood, and underestimated, particularly in an organization as diverse as the Staley Company.

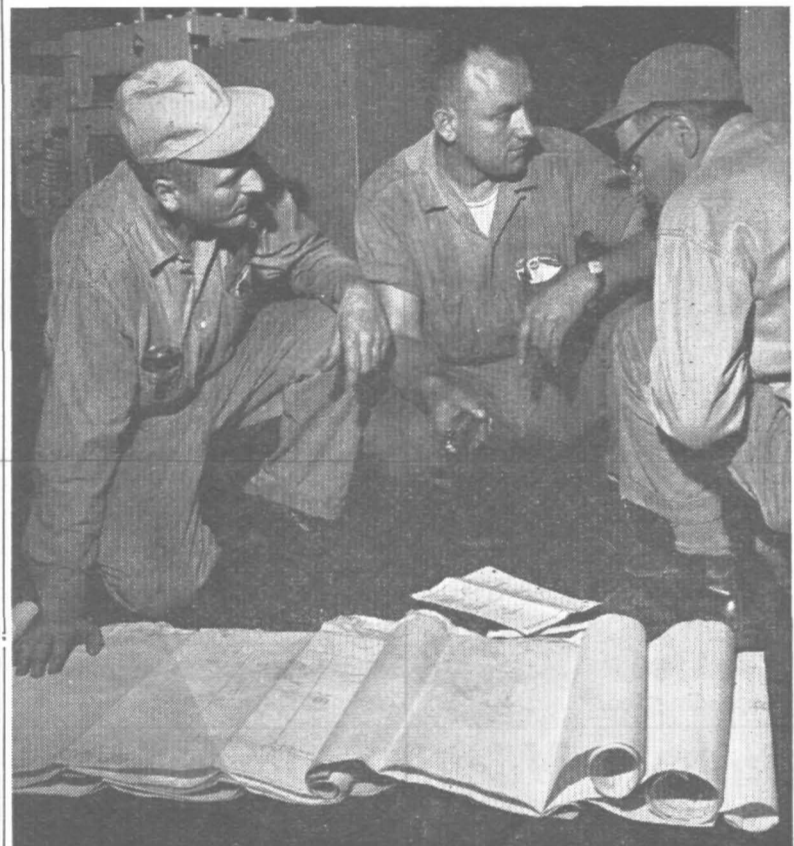
In this article, Roy Adams, area maintenance engineer, gives us a comprehensive look at the many skills, functions and responsibilities of Staley's maintenance organization.

Using a novel, but realistic, comparison with a hospital and staff of doctors, he takes us on a first-hand tour of Maintenance at Staley—an organization of nearly 700 people, with an annual payroll of more than \$3,000,000 and equipment valued at that much more, a group of technicians that works around the clock, seven days a week, and completes some 50,000 jobs a year.



Roy Adams

Adams has been a member of the Company Engineering and Maintenance corps most of the time since beginning work here in 1957.



Electricians Leo Schimanski, left, and Cecil Barr, center, review plans before installing a new 2000-pound switch gear in the Engine Room. Advising and assisting is Willard Kearns, supervisor.



Melvin Workman threads a pipe for use at the Syrup Refinery as a cutting length.

Flash Answers

### 'Yes' on Tax Cut—Here's Why

A reduction in Federal income taxes is one of the major goals of the Kennedy administration. Various versions of how it should be done have been endorsed by Democrats and Republicans alike. It has been "cussed 'n discussed" in virtually every circle and economic group in the nation.

Here is what six Staley folks had to say when asked, "What do you think about the proposed Federal income tax cut?":

**Derald Schoneman, Yard Dept.:** I haven't given it too much thought. It probably would be good. I have seven dependents, so the Government doesn't take too much from my earnings right now. I feel that I get more than my money's worth from the Government right now. National security must come first—without that, we have nothing—and I am willing to pay my fair share for it.



**Edwin Sheets, #16 Bldg.:** I like it. There are a lot of different angles to it, though. I have listened to both Republican and Democrat versions. They both sound good, and I'm not sure which ideas are best for the people. I'm going to wait and see, and hope for some kind of a tax cut, and see if we also cut some of our government expenses.



**Paul Kalem, Lubrication:** I definitely think we should have a cut. I think we are paying too much now to the Federal Government, and getting too little. I'm for a corresponding cut in spending too.



in spending too.

**John Miller, #19 Bldg.:** I think it's alright. It should help things by giving people more of their earnings to spend. I think we're taxed too high, and I think the Government spends too much, too.



**Peggy Ray, Extra Board:** Yes, I'm in favor of any cut in income taxes. It seems to me the more a person makes, the more they take. The people come out losers financially although they earn more money all the time. I don't see that we're getting anywhere, especially when people are discouraged from saving by additional taxes on all interest earned, on money that was originally taxed when it was earned.



**Harold Richards, Dry Starch:** I'm all for it. A tax cut has been long overdue. I think it will assist the whole economy... with more money in their pockets, people will buy more, and this will speed production. It ought to go into effect January 1, 1964. I think it will be passed sometime early next year.



Other clerks keep watch on the many repair parts in order to keep the supply constant. A single work order request may become as many as 5 or 6 separate shop work orders. These, in turn, can result in 800 to 1,000 job assignments to the shop mechanics each day. The multiplication is the result of complex craft assignments to accomplish a single repair job.

### Staley's Machine Doctors...

Continued from Page 7

The Shop Supervisor is responsible for the endless details involved in getting the right number of mechanics to the job at the right time. He must also be sure that materials are secured and work is done correctly without undue interference with production.

The Maintenance Shop Foreman is responsible for the activities of his mechanics and supervisors. He is comparable to the resident hospital physician and has the same problems of training, coping with urgent needs and keeping his own organization operating smoothly.

The staff consultant and general practitioner of the maintenance organization is the Area Maintenance Engineer. His duties cover a multitude of activities, plus every special problem that occurs in his area of the plant.

Backing up the efforts of these men with doctors' kits of tools, who go out and attend the patients, are a group of people who make up the clerical staff.

The clerical staff gets the work orders out to the shops so that they can be planned and scheduled. Then the clerks keep track of the jobs so that progress can be checked and costs recorded.

### How Sweet it is...

Because of dextrose and corn syrup manufacturers' increasing inroads into the sugar business, cane and beet sugar refiners are considering reactivation of their sugar information program, according to a report carried in "Candy Industry and Confectioners Journal".

### Soybean Capital Without

### Rail Car Embargo Imposed by Gov't.

The "Soybean Capitol of the World" was almost without its namesake commodity recently, as the Interstate Commerce Commission sought to "relieve congestion" by imposing a rail embargo on loading any more cars of soybeans entering Decatur.

With the help of Decatur city officials and the Illinois Congressional delegation, the "congestion" was dissipated in a hurry, and, 14 hours after it took effect, the embargo was lifted. Soybeans could once again gain entry to their capitol city, and 48 Staley folks working at Elevators C and D could continue unloading.

Because of its short duration, the embargo didn't cause any discernible hardship on the Company. However, had it continued, even for a few days, it could have put us at a disadvantage to competitors. As it was, unloading activities continued on a 24-hour schedule, and we didn't run out of cars to unload.

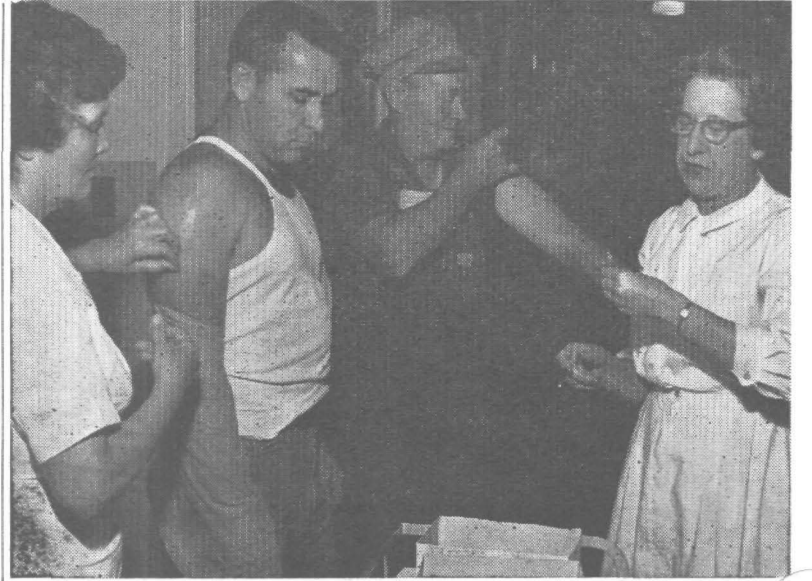
### Kellogg's Promotes Hip-O-Lite Creme

Kellogg's is helping to put some "snap, crackle & pop" in our "Hip-O-Lite" sales, with a nation-wide promotion offering 25¢ for purchasing marshmallow creme and making "marshmallow treats" from their "Rice Krispies" cereal.

The program, billed as one of Kellogg's bigger sales promotions of the season, will be publicized on their cereal boxes (both sides) and via advertising in the November issues of McCalls and Better Homes & Gardens.

### Welcome Back...

Alyce Radford, Ind. Sales, Atlanta  
Raymond Reinbold, Extra Board  
James Cross, Auditing  
Scampy Powell, Process En-Hans Wolff, Applications Rsch.  
Robert D. Riedlinger, 20S Bldg.



Bracing for injections against flu and upper respiratory diseases are John Tipsword, Pipe Shop, left, and W. D. Himes, Yard. Handling the needle work are Staley nurses Mary Scherer, le. and Opal Dick. More than 1,250 Staley folks were protected during phase one of the Company program, conducted during the week of Oct. 14. Second phase is set for the early part of January.

### Sales Conferences Held Recently

"More in '64" is the order of the day, as Industrial Sales and Grocery Products used variations of the same phrase as themes for the annual slate of sales meetings.

In Industrial Sales, it was "Still More in '64", during a three-day meeting near Chicago.

Grocery Products will "Go For More in '64", and they're still going at it. The first of five two-day meetings got under way on Oct. 28 in Dallas. Other meetings will be held consecutively in Atlanta, Ga.; Cincinnati, O.; Heddonfield, N. J.; and New York City.

### Congratulations...

E. E. Rhodes, appointed to the Board of the National Soybean Processors Association.

George Stern, Jr., son of George Stern, 63 Bldg., a senior at the University of Illinois, was appointed a midshipman lieutenant in the Naval Reserve Officers Training Corps.

Second Lieutenant Ernie R. Dash, son of Russ Dash, Distribution, has been assigned to Clark Air Force Base in the Philippines, as a weather observer.

### A Busy Signal...

All inside telephone numbers at Decatur have been changed from three to four digits to free an additional 100 outside lines.

Telephones in the 100 series are now preceded by the number "8", and numbers in the 700 series have the numbers "82" substituted for the first number "7".

### Good Luck...

**Granted military leaves:**  
Richard Rutherford, 5 & 10 Bldg.  
Larry Eubank, Feed House  
James Hopkins, Feed House  
Robert Riedlinger, 20S Bldg.  
Jack Garren, 20S Bldg.  
Stanley Wilber, Engr. & Maint.  
Gaylen James, Engr. & Maint.  
Russell Trowbridge, Jr., Production Control

**Granted School Leaves:**  
Billy James Evans, Process I engineering  
William Stoner, Grain  
Richard Kemp, 17 Bldg.  
John Williams, Extra Board  
Thomas Madell, 20 Bldg.

### WANTED:

... a do-it-yourselfer who plans to put up ceiling tile in the near future. Please contact public relations for picture-taking purposes.

### Promise Leads to a Family Tradition

The retirement of Fred G. Harless, Jr. brings to light an interesting story of how one thing can lead to another.

Harless was at a U. S. Navy Base in France during World War I when his father wrote him from the Staley Boiler Room that the foreman had promised him a job when he returned from the war.

When he got home, the foreman made good, and Harless joined his father in the Staley Boiler Room, working as a fireman. That's the same job he recently retired from, but with one big difference.

"I was working on the old hand fired boilers over in the old Hominy Mill Building," he recalls, "but the regular Boiler Room was being built up with four new stokers. When they discontinued the old ones everybody was glad. Shoveling coal and ashes by hand was a hard life."

"I was working on the old hand fired boilers over in the old Hominy Mill Building," he recalls, "but the regular Boiler Room was being built up with four new stokers. When they discontinued the old ones everybody was glad. Shoveling coal and ashes by hand was a hard life."

Harless' son, Dale, is an ash pump operator in the Boiler Room, a third-generation employee with the Company 17 years—since he came home from the Navy in World War II. His brother, Herbert, is a senior electrician with 34 years service. A sister, Mrs. Alma C. Cox, is a packaging line inspector with 22 years service. She has two sons with the Company,

Dean Cox, storeroom coordinator, and James Cox, an operator in the Oil Refinery.

Several other relatives are Staley employees, and now, retired at his home in Decatur and a place down in the Ozarks "where the fishing is good," Harless feels that the foreman's promise of nearly 50 years ago has been kept in full measure.



Celebrating their golden wedding anniversary recently were John Galamback and his family. He retired in 1958 after more than 36 years service to the Company, and a distinguished career as a second baseman in softball and in raising tomato plants. Shown with him are, seated, from left, son Carl, daughter Leona Kersch, wife Tillie, and daughter Helen Buttz, Jr. Standing, from left, Mrs. Carl Galamback, Martin Kersch, and Ralph Buttz, Jr.