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Staley NEWS

Published exclusively for employees of the
A. E. Staley Manufacturing Co.

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Nov.-Dec., 1967

Annual Report Details '67 Results

A resumption of an upward trend in earnings in the 1968 fiscal year is seen for the Staley Company, according to the 1967 Annual Report issued to stockholders and employees Dec. 4.

In Fiscal 1967, which ended Sept. 30, sales totaled \$247,431,164, compared with \$252,075,246 in the previous year. Earnings in Fiscal 1967 were \$6,136,000, compared to \$10,760,000 in Fiscal 1966.

Chairman A. E. Staley, Jr., and President D. E. Nordlund, in their letter to employees and stockholders, note, "The decline in profits, magnified by comparison with an exceptionally outstanding prior year, was due to (1) a price war in the industrial corn syrup industry causing a sales price drop of 30 per cent from the levels that prevailed before it started and (2) a return of extremely keen competition and lower margins in the soybean industry. These conditions were not peculiar to the Company as the same problems plagued the entire corn and soybean industry."

Mr. Staley and Mr. Nordlund added, "The outlook for the year ahead is brighter than the situ-

ation which prevailed during the fiscal year just completed." With the continued development of the Company, it is believed reasonable to expect earnings to resume an upward trend."

The Company's 1967 Annual Report gives details of the year's operations. Some of the highlights are:

The purchase of two plants processing potatoes, tapioca, and arrowroot allowed the Company to broaden its line of special starches. "The Corn Division outlook 1968 can be quite good if reasonable selling prices are restored," the report says. "Customers in food, paper, and textiles are generally predicting good operating levels for 1968."

Increased research and new product introductory costs cut into operating profits of the Grocery Products Division which recorded new highs in case volumes. The Company's major grocery products—"Sta-Puf" fabric softener, "Sta-Flo" spray starch, "Sno-Bol" bowl cleaner, and "Staley" waffle and pancake syrups—all continued as top performers.

The Feed Marketing Division reported export sales of corn gluten feed exceeded the previous year with a record volume of shipments to Western Europe. Domestically, cattlemen gave immediate acceptance to a new molasses feed block, "Sweetlix" 'Bloat Guard' developed as an effective means of preventing legume bloat in cattle.

The International Division reported the Company's soybean processing plant in Spain completed its first full year of activities with highly satisfactory results. The Company is also participating in a soybean processing plant in Portugal which should begin production next year.

Staley's U B S Chemical Division is making engineering and site selection studies for relocation of its Cambridge, Mass., plant. "The relocation, made necessary by Urban Redevelopment, offers an opportunity to improve the Company's competitive position by selection of a site strategically located to serve the division's major market area and by improving the efficiency of manufacturing operations in a new facility," the Annual Report says.



CHRISTMAS IS THE SUBJECT—Rodger Snelson, a Staley engineer, discusses handcarved nativity scene with members of his family and Mary Carmen Cendoeya, second from left, an exchange student from Spain living with the Snelsons. Mrs. Snelson, seated second from right, holds 1-year-old James. Other Snelson children from left are Ann, Elizabeth, Rodger, Sara and Priscella, at right in front. (Related story and photos on Page 8.)

Pilot Plant Employees Show Christmas Spirit

Employees in the Pilot Plant decided not to send Christmas cards to one another this year and to do something for others instead.

As a result, the youths at Cantrell Hall (Boys Opportunity Home) and Webster Hall (Girls Welfare Home) will have a brighter Christmas.

"A few of the fellows decided the money spent on Christmas cards and postage to wish each other season's greetings could be put to a better use. They felt it wasn't necessary to send cards when they see each other nearly every day," Pilot Plant Supervisor Warren Wollrab explained.

"As the other people in the building heard about the idea, it was decided to take up a collection for the youngsters at the two homes," he said. The money started coming in and after everyone had been given the opportunity to participate, more than \$100 had been collected.

Ray Herron, materials coordinator in the Pilot Plant, and Edward Virgil Rambo made the presentations at the two homes in plenty of time for gifts to be acquired for the youths.

(Related Photo on Page 3.)

Guest Speaker Set For Awards Dinner

Dr. Charles E. (Chuck) Irvin, lecturer and consultant in sales, management development and communications, will be the guest speaker at the 21st annual Staley Service Awards Dinner Jan. 25.

A doctor of education, he taught at Oberlin College, Allegheny College, Ohio State University and Michigan State University before becoming a full-time lecturer and consultant 10 years ago.

Once again, Christmas fast approaches, another year is drawing to a close, and a New Year waits to make its entrance.

It is my pleasure to have this particular opportunity to say "Thank You" for your efforts and loyalty during the year. The year just ending has had more than its share of problems for us, but at the same time we have continued our program of growth and progress.

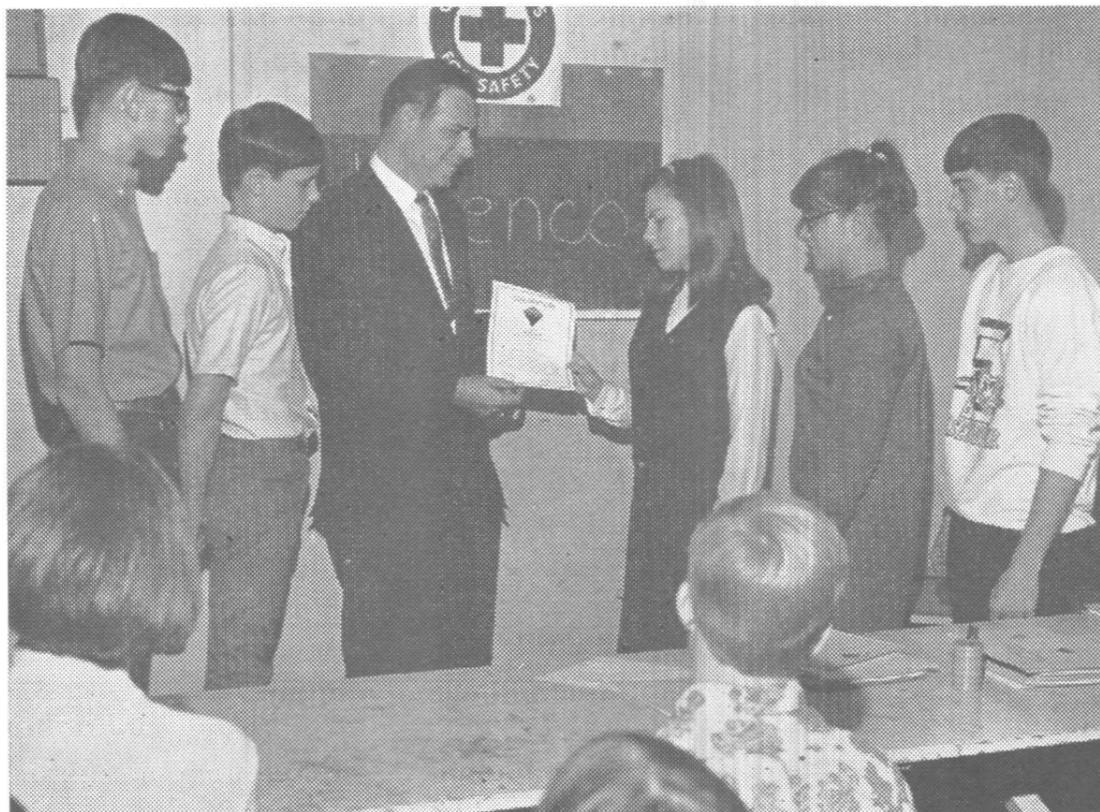
The accomplishments we have been able to achieve in the past year are the results of the fine teamwork we have throughout the Company. With these accomplishments to build on, we can look forward with determination in the knowledge that we are better equipped to meet the challenges of the coming year.

I take this opportunity to extend warmest wishes to you and your families for a joyous Christmas and a New Year filled with the promise of this holiday season.

A. E. Staley, Jr.



ANNUAL REPORTS MAILED—Left to right, Sarah Scott, Patty Wampler, Patty Davis and Sherry Blickensderfer, members of the Messenger Group, prepare 1967 Staley Annual Reports for mailing. Presenting details of the Company's financial and divisional operations, the Annual Reports were mailed to employees and stockholders Dec. 4.



JA CHARTER PRESENTED—Nat Kessler, vice president, Manufacturing, and a member of the Junior Achievement Board of Directors, presents Staley JA charter to Penny Phipps, student president of the group. Other JA firm officers are left to right, Steve Cox, Joe Thompson, Peggy Johnson and Jerry Ray. The group organized in October.

Staley JA Group Off to Good Start

For the 11th straight year, the Staley Company is sponsoring a group of high school students in the Junior Achievement program, which is designed to help youths understand the operation of the American free enterprise system.

They gain this understanding through Junior Achievement, a nationwide program, by actively participating in the development and management of their own miniature company.

This year's Staley-sponsored firm is called KLEENCO. Its 16 student members from high schools throughout the city have elected officers and assignments have been made for production and sales of the product they have chosen to market.

The Staley JA group has decided to prepare, package and sell an all-purpose window cleaner, which is called "Kleen-It." Production is under way and the students have gotten off to a good start in selling the window cleaner.

They have organized their own production line for preparing and bottling the mixture of a chemical, two detergents and a water softener. "Kleen-It" sells at 45 cents per 12-ounce bottle, complete with sprayer, and 60 cents per 24-ounce refill.

KLEENCO officers for the year are:

Penny Phipps, president
Steve Cox, vice president-sales

Joe Thompson, vice president-manufacturing

Janice Breitman, secretary
Jerry Ray, treasurer

Martha Durbin, sales manager
Martha is the daughter of

Dennis Durbin, Plant Protection. She recently represented the Staley JA group at the Illinois Junior Achievement Management Conference in Peoria. Tom Krause, son of Bernie Krause, sales service engineer, is also active in the JA firm.

Staley also supports the Junior Achievement program each

year by providing interested employees to act as advisers to the students. This year's team of advisers include:

Bill Anderson, Purchasing
Dave Brandyberry, Industrial Engineering

Ken McClure, Personnel
Bob Rose, Control Division

Bill Weaver, Chemical Engineering

The advisers meet with the students at the JA business center in downtown Decatur on Wednesday nights when the students conduct business meetings, coordinate their company activities and manufacture their product.

At the end of the school year, the company is dissolved, but the students practical experience and valuable understanding of the various factors involved in running a business. Many of the students who participate in the JA program go on to college with the idea of pursuing a business career after graduation.



JA PRODUCTION LINE—Employee advisers Bill Weaver, second from left, and Ken McClure, second from right, supervise Staley JA group's production of "Kleen-It," an all-purpose window cleaner. Students, from left, are David Gould, Tom Krause, Peggy Johnson, Rachel Slater and Martha Durbin. Tom and Martha are youngsters of Staley Employees.

Plant, Office Posts

14 Employees Promoted

Fourteen employees have received promotions in recent weeks.

Henry B. Burge has been promoted to relief foreman in 16 Building, where he has spent the largest part of his 24 years with the Company. He joined Staley in 1943, starting on the Extra Board.

Roger D. Clark has been promoted from the hourly roll to Production Department relief foreman. He has been assigned to the foreman pool and will be working in 17 Building-Bulk Syrup initially. He joined the Company in 1963 and has held posts in the Control Lab and 111 Building.

Richard M. Dunscomb has moved up from industrial sales trainee to industrial sales representative. He joined the Company as an industrial sales trainee a year ago. A native of Urbana, Dunscomb holds a B.S. degree in business administration and economics from Culver-Stockton College.

Stephen C. Francis, industrial sales trainee since joining Staley last year, has been promoted to industrial sales representative. A native of South Carolina, he is a graduate of Clemson College in Clemson, S.C.

Calvin B. Gillespey has been promoted from Production Department assistant foreman to building foreman-118 Building. He has held a number of positions since joining the Company 20 years ago, including assistant Labor Relations supervisor and shift foreman in 4-6 Buildings.

Norman A. Kocher has moved up from order programmer-industrial products to grocery products section supervisor in the Materials Control Division. Prior to joining the Inventory Planning and Control Department in 1963, he held posts in the Control Division, Feed Marketing Division and Purchasing Division. He joined the Company in 1948.

Elston E. Mitchell has been promoted to unit record equipment supervisor in the Data Processing Department. He has held a number of positions in Data Processing since joining the Company in 1960, including computer console operator, machine operator A, and control supervisor.

Leroy Parker has been promoted from process shift foreman to process foreman in the Dry Starch Section. He has been a member of the foremen's group since 1955 and has worked in 20 Building during that time. He joined the Company in 1929.

John W. Rutherford has been promoted from the hourly roll to shift foreman-Elevators C & D. He joined the Company in 1946 and has held a number of positions at Elevators C & D, where he has worked for the past 20 years.

Ralph G. Smith has been promoted to senior industrial sales representative. He has been an industrial sales representative in the East since joining the Company, coming from the Morningstar Products Division of International Latex and Chemical Corporation. A native of Massachusetts, he holds a degree in economics from Colgate University.

Richard H. Williams has moved up to systems analyst-programmer in the Corporate Information Systems Division.



Burge



Clark



Gillespey



Kocher



Mitchell



Parker



Smith



Williams



Rutherford

He has been a systems analyst since joining the Company a year ago.

Other promotions:

Eloise C. Easterling, from control clerk to keyed data supervisor, Data Processing

Ronald D. McCoy, from soybean meal scheduling coordinator to industrial consignment inventory coordinator, Materials Control

Robert C. Nixon, from unit record equipment supervisor to computer console operator, Processing

Oops! We Errored: Two Smiths Mixed Up

There are 20 persons named Smith working for the Staley Company, but only two with the initials "R. G." You guessed it. We got them mixed up in the last issue of the STALEY NEWS. In the promotions column, it was incorrectly reported that Richard G. Smith had been promoted to a senior industrial sales representative. Ralph G. Smith actually received the appointment (see photo and promotions story on this page.) Richard G. Smith is product manager-Vico Products in the Vico-Asmus Products Department. We apologize for the error.



PROCESS BUILDING ROOF POURED—Roof of the new process building addition to the Dextrose Plant is poured and finished, by workmen. Steel framework at right will support a cooling tower for cooling process water used in making dextrose. Expansion of the dextrose process and warehouse facilities is now more than half completed.

Safety Department Tally Shows Reduced First Aid, Lost-Time Accident Cases

Significant reductions in the number of employee first aid cases and lost-time accidents and a substantial decrease in the number of days lost highlighted the Safety Department's fiscal 1967 annual report.

From Sept. 30, 1966, to Sept. 30, 1967, we had 2,067 first aid cases, 164 fewer than the same period a year ago. There were 177 reportable accidents compared to 131 last year.

In the important category of lost-time accidents, the 1967 total of 29 represented an improvement of more than 25 per cent over the previous year when 40 were recorded.

This improvement was also reflected in lower accident frequency and severity rates in fiscal 1967. The frequency rate of accidents for the year ended Sept. 30 was 4.95 lost-time injuries per million man hours, worked, compared to 6.95 in fiscal 1966. The severity rate was 1,029 lost-time injuries per million man hours, a substantial decrease from 1,244 a year ago.

The reduced figures for lost-time accidents and frequency rate represent the best records posted in these categories in the past 10 years.

Safety Director Bob Garretson said a major factor in the improved safety records was the plant cleanup campaign. "Overall, the plant was cleaner and more orderly. This was a big help because there were fewer safety hazards to contend with as a result."

He added that the new "bump cap" program, renewed efforts by the Union Health and Safety Committee to promote safety, coverage of safety programs by the Staley News, an increase in the number of departments holding special safety meetings, and expanded use of personal protective equipment by employees were all contributing factors to the improved results.

"Generally, there seemed to be an increased awareness of safety among all employees. This is an objective we are continually striving for and we're looking forward to even better safety results in the current year," Garretson said.

Following is a breakdown of the areas where lost-time accidents occurred, using the 14 general categories employed by the Safety Department in compiling the records.

| | Lost-Time |
|--------------------------|-----------|
| Chemical Engineering | 1 |
| Wet Starch | 5 |
| Pilot Plant | 1 |
| Utilities & Spec. Feeds | 3 |
| Soybean Plant, Elevators | 3 |
| Maintenance | 10 |
| Control Lab | 1 |
| Dry Starch | 4 |
| Syrup Refinery | 1 |
| Mfg., Gen. Offices | 0 |
| Oil Refinery | 0 |
| Research | 0 |
| Office Janitors | 0 |
| Shipping Inspectors | 0 |



LaBrie Stern

LaBrie, Stern Named to Tapioca Trading Positions

Laurent J. LaBrie has been named manager of the Company's tapioca trading center, L. E. Doxsie, vice president, Industrial Marketing Division, announced.

Doxsie also announced the appointment of Norman P. Stern as coordinator of the tapioca trading center, which is headquartered at Staley's New York District Industrial Sales office.

Both men come to the Staley Company from the Morningstar Products Division of International Latex and Chemical Corporation.

LaBrie held administrative positions in sales, research and production during 23 years with Morningstar. He joined Morningstar in 1944 as technical director. During World War II, LaBrie worked for the U. S. Government as head of the chemical branch, Office of Price Administration.

A native of Philadelphia, LaBrie is a graduate of Drexel Institute in Philadelphia and did post graduate work at the University of Pennsylvania.

Stern has been a marketing manager at Morningstar for more than four years, responsible for acquiring imported tapioca flour and starches for factory processing and resale. Prior to that, he was an administrative assistant at Stein, Hall & Company, Inc., New York, for three years.

A native of New York City, Stern is a 1951 graduate of City College of New York, where he received a degree in business administration. He also did graduate work at New York University.

Construction Over Half Completed As Dextrose Expansion Moves Ahead

Construction of the new process building and warehouse additions to the Dextrose Plant is well over half completed, according to Duane Chicoine, project engineer.

Chicoine said most of the major pieces of equipment for the process addition have been set in place, and work is getting under way on installation of auxiliary equipment, piping, and wiring.

Installation of the cooling tower on the roof of the two-to-three story process building addition began a few days ago. This equipment will handle the cooling of process water, a major consideration in the production of dextrose.

Exterior construction of the process addition is nearly complete while all of the steel has been erected for the one-story warehouse addition on the southeast corner of the Dextrose Plant. Insulated steel paneling for the exterior of the warehouse addition is expected to arrive and be installed within a few weeks, Chicoine said.

Work is proceeding on the new indoor bulk truck and liquid tank truck loading facilities in the warehouse addition. The bulk truck facility will feature on-scale loading to insure accurate shipment weights consistent with customer orders.

Partitions are being erected and plumbing is being installed for the new quality control laboratory and employee locker room facilities in the process building addition.

The expansion project will result in a significant increase in the production of "Staleydex"

dextrose to meet growing demand in the baking, candy, ice cream, canning, soft drink and other food industries served by the Company.

The first phase of the Dextrose Plant expansion, an interim expansion of facilities in the existing building, was carried out by Staley work forces prior to the start of actual construction on the new additions last July.

New crystallizers were moved in and other equipment was added to boost production to meet the increasing demand for dextrose until the large-scale expansion project is completed.

Completion and startup of the new Dextrose Plant facilities are scheduled for next summer.



A MERRY CHRISTMAS FROM PILOT PLANT—Pilot Plant employees Virgil Rambo, right, and Ray Herron present Christmas collection to Bernice Plankenhorn, a staff member at Cantrell Hall (Boys Opportunity Home) for gifts for youngsters at the home. Pilot Plant employees donated more than \$100 to help make Christmas brighter for youngsters at Cantrell Hall and Webster Hall, both agencies of the United Fund. (See story on Page 1.)



CHRISTMAS OFFER—Our broker representative, Joe Spry, left, and Joe Patterson, store manager of BeLo Market in Portsmouth, W. Va., stand next to one of our grocery products displays featuring seasonal Christmas stocking offer which is helping to move volume.

Paper Industry Sales

White, Lehman Move Up

Appointment of **C. W. (Bill) White** as assistant manager, Paper Industry Sales, has been announced by **James H. Beaumont**, vice president, Industrial Sales.

G. A. T. Moore, Paper Industry Sales manager, also announced the appointment of **Ellis R. Lehman** as southern regional manager, Paper Industry Sales.

White, a native of Decatur and a 1942 business administration graduate of Millikin University, served as a B-17 pilot in World War II, joining Staley in 1946 as an accountant.

From the Accounting Department, he moved to Industrial Sales as an administrative assistant, then held positions in the Control Division and Distribution Division. Most recently, he has been product manager, industrial starches, in the Industrial Marketing Division.

In his new position, White will continue to specialize in sales development of new Staley



White **Lehman**

paper mill starches and dextrans, while assisting with the managerial duties of the Company's Paper Industry Sales operations.

Lehman will be based in Atlanta, Ga., where he will direct the field operations of the paper industry sales force throughout the South.

Lehman has been a senior technical paper industry sales representative for the past eight years. Prior to that, he was a chemist in the Research and Development Division for seven years. He joined the Company in 1952.

Thirty-Eight Employees Observe November Service Anniversaries

Thirty-eight Staley employees marked service anniversaries in November, ranging from five to 35 years. They account for 890 years service with the Company.

Heading the month's list is a banner group of nine 35-year veterans. They include:

- Otto H. Artze**, Roundhouse Nov. 23
- William C. Artze**, Pipe Shop, Nov. 23
- Herbert L. Beilsmith**, Engine Room, Nov. 7
- William P. Brumaster**, Maintenance Section, Nov. 14
- Cecil K. Fundy**, Pipe Shop, Nov. 18
- James E. Fuson**, Night Plant Superintendent, Nov. 21
- Paulus E. Jones**, Maintenance Section, Nov. 8
- Floyd R. Klinghammer**, Pipe Shop, Nov. 21
- Garland Roberts**, Mill House, Nov. 18

Employees observing service anniversaries ranging from five to 30 years in November include:

- 30 Years**
 - Alice L. Owens**, 20 Building, Nov. 16
- 25 Years**
 - Joseph R. Childress**, Elevator C, Nov. 18
 - Ray E. Driscoll**, Shipping Inspectors, Nov. 5
 - Charles A. Farris**, Yards, Nov. 5
 - Homer E. Jacoby**, Painters & Roofers, Nov. 12
 - Raymond A. Kaler**, Engine Room, Nov. 5
 - Cecil H. Lewis**, Painters & Roofers, Nov. 12
 - John D. Miller**, 19 Building, Nov. 18
 - David T. Mitchell**, Oil Refinery-Chemical Section Superintendent, Nov. 23
 - Harry Morthland**, Feed House, Nov. 5
 - Junior E. Nihiser**, Shipping Inspectors, Nov. 5
 - Fredrick J. Quintenz**, Maintenance Section, Nov. 18



O. Artze **W. Artze** **Beilsmith** **Brumaster**



Fundy **Fuson** **Jones** **Roberts**



Driscoll **Farris** **Kaler** **Lewis**

- George R. Russell**, Elevators C & D, Nov. 12
- Edward Taylor**, Boiler House, Nov. 18
- Delmar E. Thompson, Jr.**, Transportation, Nov. 12
- Raymond Wells**, 48 Building, Nov. 18
- Ezra Welton**, Feed House, Nov. 16

20 Years

- Raymond Harper**, Auditing Department, Nov. 5
- Clark A. Lewis**, 116 Building, Nov. 12
- Leon H. Peters**, Corn Oil House, Nov. 17
- George J. Wack**, Facilities Planning, Nov. 17

15 Years

- Robert D. McCarron**, Paper Industry Sales, Nov. 1
- David W. Miller**, Grain Division, Nov. 4
- Mildred M. Nolan**, Industrial Sales-New York Office, Nov. 8
- Mary Sivey**, Vico-Asmu Products-Detroit, Nov. 25

5 Years

- Roger S. Leiser**, Engineering Research, Nov. 1
- Norman P. Stern**, Industrial Sales-New York, Nov. 5
- Leona L. Watrous**, Grocery Products-Pontiac, Nov. 1
- Sophie A. White**, Chemical Research, Nov. 13



Miller **Mitchell** **Nihiser** **Quintenz**



Russell **Taylor** **Wells** **Welton**



FOREMEN'S CLUB SPEAKER—Gene Vance, left, director of athletics for the University of Illinois Athletic Association, gets ready to dig into turkey dinner along with Staley employees Rod Fletcher, Harry Atkins and Jim Cozad, from left. Vance was the speaker at the Staley Foremen's Club November meeting. After his speech, he answered questions.

'Sta-Puf' Package Draws Praise

Good packaging can go a long way in helping to sell a product, especially a grocery product, where first impressions play a big role in attracting the interest of the fickle consumer enough to buy the product.

Our "Sta-Puf" fabric softener package received praise for its design in the November issue of "Detergent Age," where it was described as exhibiting "the best thinking in package design."

In a packaging critique of three leading fabric softeners,

Jerome N. Michel, vice president, Walter Frank Organization, says about the "Sta-Puf" package, "Staley's label and coloring and size impression are outstanding."



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Editor, Rex Spires
Photographer, Lee Jeske

New Training Program Gives Foremen the 'Big Picture'

As our plant processes and operations become increasingly complex, training our foremen by providing them with the information and guidance they need to do an effective job takes on added importance.

With this in mind, Manufacturing and the Training Section recently launched a new program of supervisory orientation and training. "What we are attempting to do is give our newer foremen a broader picture of the Staley Company—an overall understanding of corporate activities, including the entire Manufacturing operation and where they fit into it," Plant Superintendent Bob Schwandt explained.

Schwandt and Al Foley, Maintenance Section superintendent, worked closely with the Training Section in developing the program.

The initial phase of supervisory training continues to emphasize technical training to give new foremen the operating know-how they will need on their jobs.

The second phase involves a comprehensive look at nearly every area of Company operation, with intense, informative presentations from managers and key people in some 21 different departments and divisions.

The leadoff session includes a presentation by Public Relations of the historical background of the Company, its organization, and its place in industry. This session also includes discussions of our product lines by Grocery Products and Industrial Products person-

nel. From this beginning, the sessions progress through a series of talks and visual presentations by prime staff people involved in the areas of the Manufacturing Division and its operations, the Safety Department, Labor Relations, Personnel, the Extra Board, Industrial Engineering, Sanitation, Chemical Engineering, the Control Lab, Sewer Loss, Maintenance, Plant Protection, Production Control, Packaging Equipment and

NAMES

... in the News

Bonnie Jess, supervisor-Messenger Group, was elected president of the Decatur Chapter of the American Business Women's Club at the organization's Nov. 15 meeting.

Hans Wolff, group leader-Industrial Products Development, Applications Research, was elected a member of the Board of Directors of the Decatur and Macon County Hospital Association at its annual meeting Nov. 21.

Ilmar Palm-Leis, Engineering and Maintenance Department, received a trophy designating him as the thistle class champion for the 1967 racing season of the Stephen Decatur Commodore Yacht Club at the group's annual dinner meeting Nov. 26.

The home of James R. Stocker, Employment supervisor, was selected for an honors award in the Decatur Chamber of Commerce's annual Building Review contest. The Stocker residence, at 1683 Hinsdale Avenue, was picked for the award as representative of one of the outstanding construction projects in Decatur in the two years from Oct. 1, 1965, to Oct. 1, 1967.



MANUFACTURING DISCUSSION—During one of the discussion periods included in a new orientation and training program for foremen, Nat Kessler, vice president, Manufacturing, answers a question. Clockwise from left, foremen are Ed Henry,

Robert Bean, Tom Duncan, James Bean, Leo Edwards, Clifford Kretsinger, Howard Hawthorne (hidden from view), Stuart Wolken, Charles Michaels, Charles O'Dell, and Clifford Grant. Roger Clark was absent when photo was taken.

Materials, Transportation, Materials Control, Purchasing and Systems.

Ample time is provided at each session for questions and answers.

Included in the four-month period of once-a-week sessions are three discussion meetings. These were led by Roy Shay, Industrial Relations manager;

Nat Kessler, Vice President, manufacturing; and Schwandt.

At these meetings, carryover questions from the previous sessions are discussed topics of interest in any area of Company operations are explored.

The first 12 foremen to receive training under this program completed the second phase early in December. The

last phase involves supervisory development and these 12 men will begin this training next spring. In the meantime, another group of foremen, who were recently named to their jobs and are now completing their technical training, will begin the planned program of orientation and information in early January.

"The excellent support of the people involved in these new presentations has given some of our newer foremen a greater insight into what their jobs mean, what their role is in the overall operation of the Company, and some of the problems they may encounter and how to react to them," Dave Pritts, supervisor of Training, said.

Staley Profiles

Dobbins, Peterson Give Time to Help Others

A group of 16 men in Decatur firmly believe they can do something about juvenile delinquency by helping youngsters who have not had the opportunity for full development of their potential.

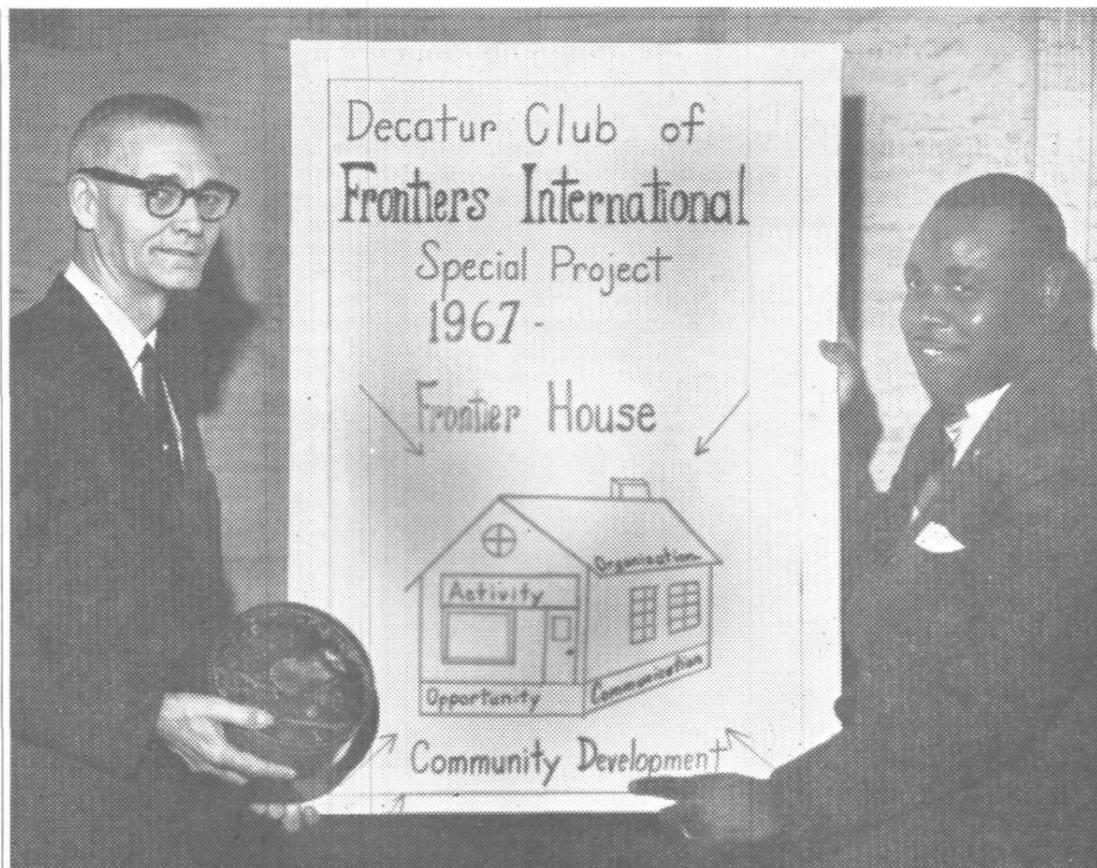
Al Dobbins, 17 Building, and Howard Peterson, Plymer Development Group, are two members of this small but dedicated group of men organized as the Decatur Chapter of Frontiers International, Inc. To be members, attendance at weekly meetings and a considerable amount of their off-the-job time are required.

Current project of the local group is to raise \$20,000 to establish and operate a "neighborhood house," to be called "Frontier House," as a place where less fortunate youths, who are generally unable to participate in wholesome recreational and leisure activities, can go for leadership and direction.

"These are the youngsters who spend a lot of time on the streets because they lack the finances and the motivation to better themselves," Dobbins explained.

"What we want to do is give them some supervised activity in a home-like atmosphere, a place where they can come and play ping pong and checkers, read a good book, get help with their homework, or just have the opportunity to talk over their problems with an interested adult," he added. "By giving them a place where they feel welcome and at ease, we believe we can help these youths acquire good habits, build their confidence and generally direct them toward self-improvement."

Peterson said club members started raising funds for this



FRONTIER HOUSE THEIR GOAL—Al Dobbins, right, holds one of the posters being used in a drive to raise \$20,000 to purchase a house for supervised activities aimed at helping young-

sters who have not had the opportunity for full development of their potential. Howard Peterson displays one of the fruitcakes he and Dobbins have been selling as part of the fund drive.

project a year ago by selling high-quality fruitcakes during the Christmas holidays. The club netted approximately \$600 from this project and is expecting to do at least that well doing the same thing this year.

At the rate the club is going, it will take several years to realize its goal, but various service, church and civic groups have expressed an interest in the project and additional support may be forthcoming, Dobbins indicated.

Dobbins, a 14-year Staley em-

ployee, is a charter member of the Decatur Frontiers International group and has been secretary of the organization since it was formed in 1963. In addition, he has been a Red Cross volunteer worker for 16 years, the last 12 as chairman of the Motor Corps Committee, and has been active in Boy Scout and church work.

Peterson became interested in the club two years ago when his wife, who teaches at Washington School, told him about the club's work in the "Head

Start" program at the school, a project aimed at helping parents better prepare pre-kindergarten children for school. At present, club members are making home visits, in cooperation with the Decatur-Macon County Opportunities Corporation, to give instructional aids to pre-school children enrolled in the "Self Start" program.

Dobbins and Peterson are two of the many Staley employees who give of their time and efforts to benefit community projects.



111 BUILDING GETS TROPHY—Foreman Floyd Lenover, second from left, and steward Charles Parrill, second from right, admire new traveling trophy presented to 111 Building for having the best cleanup record during October.

On hand for the trophy presentation were Dave Mitchell, Oil Refinery Section Superintendent, left; Nat Kessler, vice president, Manufacturing, center; and Plant Superintendent Bob Schwandt, at right.

Best Cleanup Records

111 Building, Pipe Shop First Recipients of Traveling Trophy

Two double winners in the recent Plantwide Cleanup Contest, which ended in September, are the first recipients of the traveling trophy now being awarded to departments showing the greatest average percentage improvement over par in the sanitation inspections.

Foreman **Floyd Lenover's** 111 Building-Inositol crew received the traveling trophy for October and Foreman **Dwight James' Pipe Shop** gang was the recipient for November.

The top department is named each month after the weekly CLOD inspections have been tabulated. It receives the trophy

for display until another department does a better cleanup job for a month.

In the October tabulations, five departments showed an average percentage improvement over par of better than 44 per cent. In addition to 111 Building, they included the Chemical Engineers Helpers, 12 & 26 Buildings-Starch drying and Grinding, Engine Room and Water Treatment, and 6 & 8A Building-Merco.

In all, 23 departments equalled or bettered par in October.

Twenty-six departments bettered par in November. At the head of the list, the Pipe Shop was closely followed by the

Small Machine Shop-17 Building, Engine Room and Water Treatment, and 6 & 8A Buildings-Merco.

As part of the revised cleanup campaign format, sanitation inspectors are selecting the CLOD they find most frequently during the month and noting it with the results for particular emphasis in the following month's inspections. In November, emphasis was on keeping cleaning devices, such as brooms, mops, brushes and shovels, stored in place after use. Sanitation emphasis in December is on detailed cleaning in places such as ceilings, walls, ledges and equipment supports.



NOVEMBER TROPHY—Pipe Shop employees gather around Foreman Dwight James, holding trophy at center, and steward Ray Blaase, at right holding trophy, as they accepted the clean-

up award for November presented to the shop by Nat Kessler. The Pipe Shop will have the trophy for display during December, or until another department does a better cleanup job.

Lewis Heads List

32 Veteran Employees Reach Service Marks

Thirty-two employees marked service anniversaries, ranging from five to 40 years, during December.

The 32 celebrants account for a total of 595 years service with the Company.

Leading the list in length of service is **William H. Lewis**, a technologist at the U B S Chemical Company, a division of the Staley Company.



Lewis

Employees marking service anniversaries in December, ranging from five to 35 years, include:

35 Years

Walter A. Koshinski, Millwrights, Dec 15

Carl W. Leek, Millwrights, Dec. 15

Antonio Romano, Electric Shop, Dec. 20

William M. Stork, Millwrights, Dec. 20

30 Years

David H. Harcastle, Maintenance Section, Dec. 1

25 Years

Wendell L. Bauman, 77 Building, Dec. 1

Oliver R. Etheridge, Technical Consultant, Dec. 1

George L. Jones, Jr., 20 Building, Dec. 1

Joseph W. Lucas, 20 Building, Dec. 1

Carl E. Miller, Lubrication & Oil, Dec. 1

Howard W. Shepard, 48 Building, Dec. 1

George N. Williams, Machine Shop, Dec. 1

20 Years

Clifford M. Grant, Plant Protection, Dec. 20

Norma B. Knop, Industrial Engineering, Dec. 12

Gus R. Leach, Transportation, Dec. 1

William Woodworth, Process Engineering & Technical Service, Dec. 19

10 Years

H. David Atkins, 17 Building, Dec. 9

Forrest R. Bodine, Yard Department, Dec. 11

Bobby G. Brandon, Elevator C, Dec. 31

Ronald L. Crane, Plant Clean-up, Dec. 11

Anthony V. Damelio, UBS, Dec. 2

Eloise C. Easterling, Data Processing, Dec. 30

Audrey T. Koshinski, Financial, Dec. 23

Rodger K. Snelson, Electrical & Mechanical Engineering, Dec. 2

Albert D. Summers, Control Lab, Dec. 2

Kenneth V. Whitsitt, Electrical & Mechanical Engineering, Dec. 17

Verne E. Wilson, 12-26 Buildings, Dec. 31

5 Years

R. Jack Fisher, Transportation, Dec. 10

Robert M. McCourt, Utilit. Section, Dec. 26

Everett W. Tetley, Engineering Research, Dec. 31

Edwin W. Zale, Paper Industry Sales, Dec. 1



Koshinski

Leek

Romano

Stork



Harcastle

Bauman

Etheridge

Jones



Lucas

Miller

Shepard

Williams

1,557 Employees Receive Flu Shots

A total of 649 employees received inoculations in the second round of the Company-sponsored flu prevention program conducted recently.

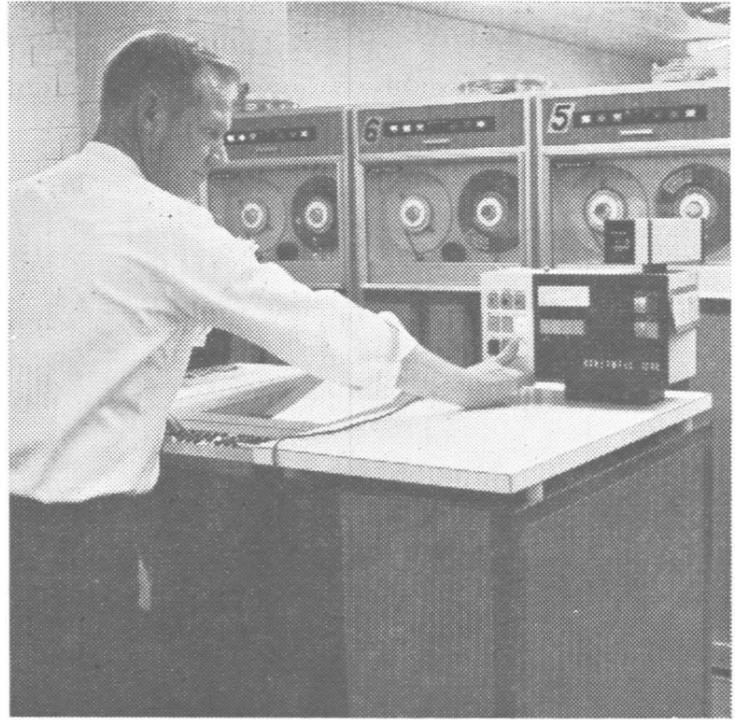
This brought the overall total for the two rounds to 1,557 employees who received flu shots. In the first round, 908 Staley people were given flu shots.



Charles (Chuck) Lemker is manager of the Data Processing Department. Department secretary Vivan Mahannah hands him some new reports to look over before they are distributed.



Eloise Easterling, keyed data supervisor, prepares daily work assignments for operators as information is fed to the department from other areas of the Company.



Carroll (Bud) Colter, assistant Data Processing manager, operates the computer console which controls the various units of the computer, including tape drives and printer.

Beehive of Activity

Data Processing Is Key to Flow of Information



Shirley Morse, Marna Caldwell and Sondra Simpson, keyed data equipment operators from left, convert source documents to punchcards on keyed data machines. Information can also be converted to magnetic tapes.

A large business like Staley generates tremendous amounts of facts and figures. At the same time, it feeds on hefty doses of old and new data each day to help it function smoothly and profitably.

The Data Processing Department is an important focal point in this vital in-and-out flow of business information. Here, handwritten and typewritten information comes from practically every department in the Company to be assembled into organized reports, or processed for storage use with additional information at a later date.

Amid the computer equipment, unit record and keyed data machines, the work is carried out by employees in three sections.

There is the keypunch section which takes source documents—typewritten and handwritten information—and converts the facts and figures to punchcards. This information can also be transferred to magnetic tapes depending on the end use of the data.

Punchcards go to the unit records section where they can be sorted, interpreted, reproduced, or colated. The latter means, for example, to take information from two files and merge them to get an updated version. This section can produce comprehensive reports from the punchcards, or prepare the information to feed to the computer.

The computer and control section is the most complicated and fascinating part of the data processing operations. The computer, composed of two banks of tape drive units, a high-speed printer, a console from which it is controlled by an operator and auxiliary equipment, performs at bewildering speed—in fact, in nano-seconds, or billionths of a second.

The tapes processed from the computer are used in printing reports, payroll checks, production orders, inventories, accounts payable, accounts receivable and other vital information needed in our day-to-day operations.



Doug Precht, unit record equipment operator, runs a batch of punchcards through sorting machine. Cards are coded for machine sorting. Cards are sorted by project for easy retrieval of information they contain.



Eleanor Hanson, control clerk, pulls a reel of magnetic tape from the tape vault for use in preparing a report on the computer. The tape vault contains some 1,200 magnetic tapes. Control clerks retrieve necessary tapes for specific projects.



Warren Moore, computer console operator, threads a magnetic tape onto one of the tape drive units of the computer. Tapes feed information to computer which calculates it and results are printed out on a high-speed printer unit.



GIFTS FROM SOUTH AFRICA—Arlys Leslie Jones of South Africa talks about intricate painting on shell of an ostrich egg, one of the presents she brought to the Burton Smith family. Smith children hold other gifts. Seated in front from left are Dennis, Jane and Jeanette Smith. Burton and Mrs. Smith are seated. David, left, and Danny, in back, round out the Smith family. Miss Jones is living with the Smiths during the current school year.

Guests of Employees

Exchange Students to Get View Of Christmas in This Country

Celebrating Christmas in this country will be a new and somewhat different experience for three exchange students from South Africa, Spain and Switzerland, being hosted by Staley employees and their families during the 1967-68 school year.

The three students are gaining first-hand knowledge about the American way of life while attending Decatur schools as American Field Service scholarship recipients and living with families in the community.

Arlys Leslie Jones of Port Elizabeth, South Africa, is a guest of the **Burton Smith** family. Hans Benninger of Mannedorf, Switzerland, is living with the **Howard Peterson** family and Mary Carmen Cendoeya of San Sebastian, Spain, is staying with the **Roger Snelson** family.

Smith is assistant manager, Credit Department; Peterson is a research technician, Polymer Development Group; and Snelson is a senior project engineer in the Electrical and Mechanical Engineering Department.

A brief visit with each of the students in the homes of their host families led to a discussion of what Christmas was like in their countries.

Miss Jones, who is attending Stephen Decatur High School with Jeanette and Danny Smith, said, "Here you have snow and cold weather at Christmastime. In South Africa, the temperature is between 95 and 110 degrees. I had never seen snow until I came to Decatur."

She added, "Because of our warm climate, our Christmas

trees and other decorations are mostly outdoors. The children anticipate the arrival of Santa Claus, but they are told he comes by helicopter instead of reindeer and sleigh, because we have no snow.

"On the whole, Christmas is celebrated much more quietly in South Africa than here. We have family gatherings and caroling, but there are not things like your Christmas parades and school Christmas programs," Miss Jones said.

Miss Cendoeya, who is attending St. Teresa High School with Ann, Rodger and Sara Snelson, also enjoys a warm climate in San Sebastian where the temperature varies from the 40's to the 70's at this time of year.

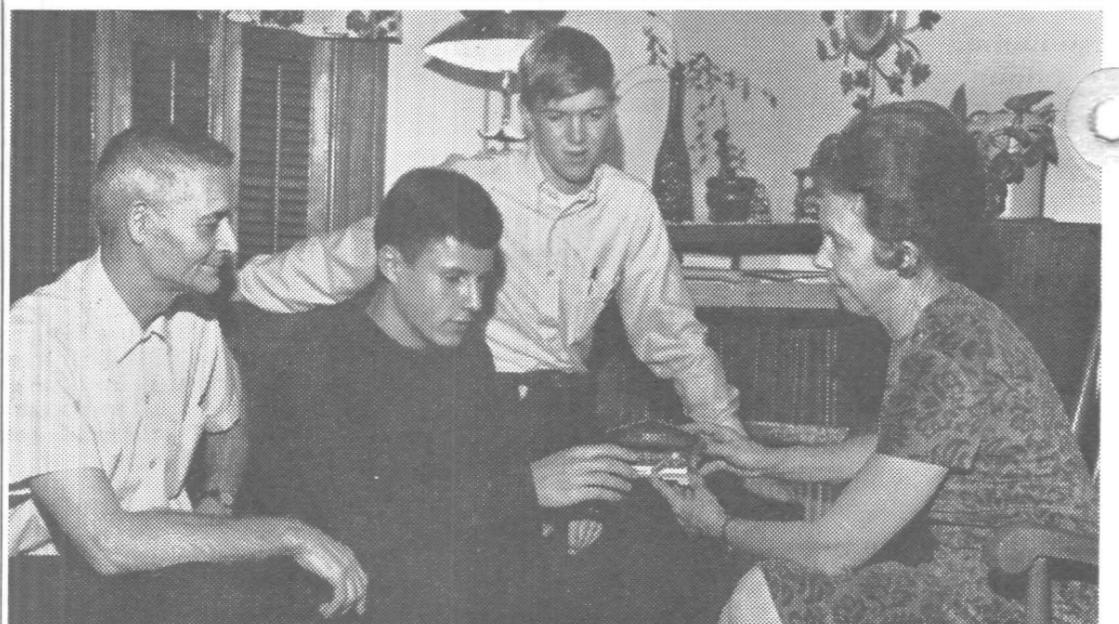
Her home is only a few blocks from the beach and the Bay of Biscay so she has ample opportunity to go swimming when weather permits during the holiday season in Spain, she said.

Miss Cendoeya noted that Christmas is observed Jan. 6 in Spain and "instead of Santa Claus, the children look for the Three Kings (Three Wise Men) to bring their gifts. Like Miss Jones, she also had her first experience with snow in Decatur, having seen it only from afar in the mountains of her country.

Hans Benninger, who attends Eisenhower High School with John Peterson, said Christmas is a relatively quiet day in the home in his country. "There is generally not the amount of activity as there is in this country, but caroling and school programs are not uncommon."

In direct contrast to the other two students, Hans is used to a great deal of snow. He said he and his friends get in a lot of skiing during the holiday season in Switzerland. "The homes are decorated and nearly every family has a Christmas tree, but with real candles for lights," he said.

All of the students indicated there are differences in the way Christmas is celebrated from country to country, but that the basic meaning of the day is the same where ever it is observed throughout the world.



SWISS MUSIC BOX GIFT—Hans Benninger of Mannedorf, Switzerland, seated between Howard Peterson and Mrs. Peterson, points out one of the miniature figures on the Swiss music box he brought to the Petersons. Hans, or John as he wishes to be called while in Decatur, attends Eisenhower High School with John Peterson, looking on.

8 Veteran Employees Retire to Leisure Life

Eight veteran employees have retired in recent weeks with a total of 224 years service among them.

Heading the retirees in length of service is **Charles W. Schmitt, Sr.**, who closed out a Staley career of nearly 43 years upon his retirement. All of his years with the Company have been in the Yard Department, where he has been rigger leadman for the past 20 years. He joined Staley in November, 1924.

Charles E. Younger, assistant foreman in the Sheetmetal shop for the past 10 years, retired after 41 years service. His entire Staley career was spent in the Sheetmetal Shop, where he started in 1926.

Wilber R. Reed, a senior mechanic in the Instrument and Control Shop, finished out a 34-year career at Staley upon his retirement. He has been a senior mechanic in the Instrument and Control Shop for the past nine years. Before that, he held a number of posts in the old M & L Department. He started his employment on the Extra Board in 1933.

James C. Snelson retired after 34 years service, most of which was in the Soybean Extraction Plant. He held positions of floor tower operator, roller mill operator and loading and packing leadman during his career.

Vincent P. Fogarty, a senior painter and roofer in the Paint, Roof, Cleanup and Brickmasons Department for the past 14 years, retired after a quarter century of Company service. He held posts in the Paint and Roof Shop since 1947. Prior to that, he was a crane helper in the Yard Department after starting on the Extra Board.

Mildred Ruth Kaminski retired after slightly more than 24 years at Staley. For most of her career, she worked on the Extra Board with stints on the 20 Building packaging lines.

Truman R. Johnson, rigger helper in the Yard Department, closed out a Staley career spanning nearly 24 years upon his retirement. He worked in the Yard Department during most of his years with the Company after starting on the Extra Board.

Dr. Clarence E. Ireland, a physicist in the Chemical Research Department since joining Staley, retired after a 23-year Staley career. A native of the



Schmitt



Younger



Reed



Snelson



Fogarty



Ireland

Decatur area, Dr. Ireland received his doctorate degree from the University of Illinois and taught at Millikin University before joining the Company in 1944.

Willenbrink Baby Decatur's First In Sesquicentennial

Ronald V. Willenbrink, a Staley chemical engineer, and his wife received a double bonus when a daughter, Stacy Lynn, was born to them Dec. 4.

Their baby was the first born in Decatur after the state's Sesquicentennial (150th anniversary of its statehood) officially got under way.

As a result, Stacy Lynn was presented gifts from The Heritage Committee, Inc., a local group planning activities for Decatur's observance of the Illinois Sesquicentennial, and several Decatur businesses and organizations.

She will also represent Decatur in the state Sequicentennial baby contest.