

StaleyNews

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Staley promotes unified stand to halt detrimental acts against U.S. corn and bean products in world market

Continued threats from and an increasingly militant attitude of the European Community toward U.S. agricultural products has urged the company to help focus Capitol Hill's attention on the issues. Recent concern has been over the EC's threats to restrict imports of corn gluten feed from the U.S. and to impose an internal tax on all fats and oils with the exception of butter.

These threats, if carried out, not only would create serious problems for processors such as Staley of feed grain and oil seed crops but also for U.S. farmers.

Through direct contact with federal governmental agencies and congressmen and by testifying at congressional hearings, Staley spokesmen are hoping for a unified front from Congress, the United States Department of Agriculture (USDA) and the Administration on the looming problems of foreign trade barriers, inequitable subsidization programs and foreign dumping of products in the world market.

Chairman Don Nordlund and Tom Fischer, executive vice president, have testified at recent congressional hearings to stress the negative impact of such moves on U.S. farm products in general but specifically addressing the serious effect that proposed limitations on the import of corn gluten feed would have on Staley and all corn refiners. Nordlund's testimony was before the Senate Committee on Agriculture, Nutrition and

Forestry -- the Subcommittee on Foreign Agricultural Policy.

Setting the pace for his presentation, Nordlund told the House Agriculture Subcommittee on Wheat, Soybeans and Feed Grains that Staley is one of the largest corn refiners in the U.S. and the fourth largest domestic soybean processor. The company is a leader in agri-technology and through such technology has developed many new products and new markets -- benefiting both the American farmer and consumer. Corn refiners produce corn syrups, dextrose, high fructose corn syrup, modified starches and power alcohol, he explained.

"The products are vital to the nation's supply of food and beverages and to the production of textiles, fuel, pharmaceuticals and building materials. In manufacturing these products," Nordlund said, "the industry generates two important by-products of the wet milling process -- corn oil and corn feed." (Nordlund and Fischer contained their comments to corn gluten feed as other witnesses testified on the edible oil tax matter.)

Corn gluten feed is used primarily as a feed ingredient in cattle and swine rations and to a lesser extent in poultry breeder rations. Production of corn gluten feed has grown in this country from 1.5 million metric tons in

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Scoring big--Decatur's dry starch employees hit a new monthly production record for October, 1983, surpassing the old mark set in March, 1979. Celebrating the occasion, in the top picture, tee shirts are presented in the back row, left to right, to Bob Powers, president, by Rolland Scribner, 20 building process steward, as Don Williamson, superintendent of drying and modification sees that Don Nordlund, chairman, has a shirt and Tom Fischer, executive vice president, receives one from Eugene Woodby, superintendent, dry starch. On hand for the occasion, seated from left, are Larry Cunningham, vice president and general manager, starch; Bob Mustell, operations manager; Delbert Rhymes, 118 building shift steward; Art Schoepfer, Decatur plant manager, and Gerald St. Pierre, coordinator of starch packing. In the bottom picture, Don Williamson, Bob Powers, Larry Cunningham, Tom Fischer, Don Nordlund, Gerald St. Pierre, Bob Mustell, Billy Hardy, coordinator of the starch warehouse, and Eugene Woodby watch Dave Wiseley, Manierre loader, 34 building, palletize product for shipment. For that particular month, 51 percent of the record production was packaged. Palletizing product for shipment was done at a rate of 7.8 packages per minute. This means that every eight seconds, a new bag was packed for the entire month of October.

Season's Greetings

Dear Employee:

As we observe another holiday season, it's an opportune time to reflect on the past year.

The company has just completed a difficult and challenging 12 months, yet many significant milestones were achieved as a result of your contributions. Your loyalty and dedication made 1983 a year of progress in many ways for Staley.

The coming year will offer new challenges and opportunities for you as an individual and for all of us as a company. We trust you will respond as always with the spirit and enthusiasm that have made Staley a unique place to work.

Thank you for your efforts and warmest holiday greetings to you and your family. May the coming year bring you health and happiness.

Don Nordlund
Chairman

Bob Powers
President

Cash awards offered for extraordinary contributions to business results

With the new fiscal year, the company has announced an Extraordinary Achievement Award Program to recognize outstanding individual or group contributions to business results. This program applies to any employee or employees not covered by a labor agreement or management bonus.

Cash awards will range from \$500 to \$5,000, dependent on the significance of the accomplishment. Awards greater than \$2,500 will be reserved for achievements and personal contributions of the most substantial nature.

Except in highly unusual cases, no employee will receive more than one award a year or an award in successive years for the same contribution.

Nomination for an award will normally be made by a division head. Because standards for selection will be high, not all recommendations will be honored.

Recommendations for this honor will be evaluated by an Awards Committee consisting of the Financial Group vice president, the vice president of corporate industrial relations, the research vice president and by a business group vice president not in the

nominee's chain of command. Thereafter, award recommendations by the committee must be approved by the president.

Extraordinary contributions generally are those arising from an invention or the accomplishment of a significant result by an employee or group of employees. Examples might include innovative or unusual work leading to a technical breakthrough or success in handling, minimizing or avoiding a particularly difficult problem.

Areas covered by awards

Awards can come from any area of the company -- technical, marketing, manufacturing or staff.

In technical areas, nominations could be based on a technological breakthrough or scientific discovery; new product or process development; significant improvement or modification of an existing product or process; solution of a customer application problem; significant overall results during a plant start-up, etc.

In other areas, awards might be made for innovative marketing or sales work resulting in substantial sales and profits. Contributions in a manufacturing operation could be a solution to a major operating problem or development of a major cost reduction idea. A staff contribution might be a solution to a major problem or the introduction of a new program or approach which reduces costs or increases organizational effectiveness.

In any event, the key ingredient for nomination is that contributions must have required unusual creativity, foresight or innovation or an unusually sustained application of abilities or dedication. Also the achievement must result in substantial improvement in

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In the News...



Winner/P4

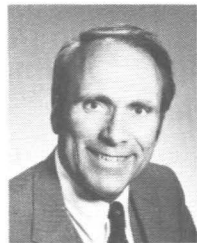


Worker/P5



Dieter/P6

Trask, Homan Prust, elevated



Warren Trask



John Homan



George Prust

Warren T. Trask has been promoted to group vice president of engineering and purchasing, reporting to Robert M. Powers, president. In his new assignment, he will be responsible for corporate engineering activities and projects as well as overseeing the company's purchasing function.

Succeeding Trask as vice president of manufacturing in the Industrial Products Group is John F. Homan, manager of the company's corn sweetener plant in Lafayette, Indiana. That move is effective December 1.

In addition, George M. Prust has been promoted from director to vice president of industrial relations.

Warren joined Staley in 1977, following a 20-year career with Mallinckrodt, Inc., St. Louis, Missouri, with whom he had held positions of plant manager, director of marketing in the industrial chemical division as well as management positions in manufacturing and research. He received a Ph.D. in chemistry from Iowa State University at Ames and a B.S. degree in chemistry from Monmouth College in Illinois. His community activities include president of The Decatur Boys Club.

Homan has been manager of the Lafayette South corn sweetener facility since 1978. He joined Staley in 1960 as an employment supervisor in the personnel division and held a number of supervisory positions at headquarters. Among these were assistant plant superintendent, syrup refinery superintendent and production manager of syrup and dextrose. Then in 1970, John was named plant manager at Morrisville, his position until going to Lafayette. A graduate of Rutgers University, Homan holds a B.S. degree in economics.

Homan's community activities in Lafayette have included membership on the boards of directors of the Chamber of Commerce, the United Way and Junior Achievement; the executive board of the Chamber of Commerce; and the Mayor's Advisory and Educational Committee.

Joining the company in 1954 as a management trainee, Prust took military leave of absence later that year, returning in 1957 as a job analyst in the personnel department. He was named a tax and insurance assistant in the financial and insurance department the following year and returned to personnel as employment supervisor in 1959.

George was named director of placement in 1960, elevated to employment manager in 1962 and was made manager of personnel in 1963. Five years later, Prust was named director of industrial relations.

A native of Decatur, he received a B.A. degree in business administration from Millikin University, Decatur, and an MBA in executive management from the University of Illinois, Urbana.

Over the years, George has been active in the community. His activities have included service on the board of directors and as president of The Decatur Club and The Decatur Boys Club. Prust has also been associated with The Decatur Mental Health Center and youth-oriented projects of The Council of Community Services.



Lou Welms, representative of the Travelers' Insurance Company, presents a plaque to Morrisville employees for going a year with no lost-time injuries. That mark was hit in July. Accepting the award are Marie Alfieri, personnel manager, and Floyd Phillips, co-chairman of the Union/Company Safety Committee at that time. Members of the committee, from the left, were Ray Furente, Mike Steiner, Paul Dean, Larry Van Doren, Frank Rowe, Bob Bushnell, Teresa Cronkhite and Bill Palardy.

Morrisville sets new safety record

Some 571 days and still going strong. That's the current Zero Lost-Time day count at Staley/Morrisville as of November 16, 1983. This means that more than 935,000 man-hours have been worked since the plant's last lost-time accident in April of 1982.

Keys to the safety record are a total commitment by all employees to work safely and a heightened awareness of the working environment and potential hazards therein, utilizing their 10-Point Safety Program Guidelines.

A significant contributor to this success has been a Union/Company Safety Committee, committed to working on programs and procedures that are both short- and long-term and have a positive impact on the employees' work environment.

As part of the program, accident investigation meetings are held on all near-misses, recordable and lost-time accidents. Participants include the injured party, his or her supervisor and area supervisor, plant manager, personnel representative and anyone else who can give valuable input to the investigation.

Focus of those investigations is on details of the incident, the extent of injury, reason for or cause of the incident, corrective action to be taken, as well as who is accountable for completion of the action plan and target date. A report is then issued to supervisors, members of the safety committee and posted in the control rooms. In addition, this report is reviewed at the next monthly shift communication meeting.

Morrisville also issues and reviews accident investigations from other Staley plants to keep its employees informed on the type of accidents occurring and to raise their awareness around potential incidents at their plant. These reports are reviewed for possible trends in the type of injuries occurring.

Looking ahead at general preparedness, Morrisville has an emergency plan committee committed to having every employee involved with valuable input into its emergency system. Members are working with gathering data on emergency notification, shutdown procedures and emergency routes. The committee has conducted cardiopulmonary resuscitation (CPR) and first aid training, the latter completed this fall.

A number of other safety-related activities are being undertaken at Morrisville, including last, but not least, the "Bingo" contest with prizes based on both their lost-time and recordable-accident-free record.

No single activity nor group of employees can be credited with the plant's success to date, however. "It's only been through the dedication and hard work of all Morrisville employees in addition to the support received from the corporate staff and other plants that have made this record a reality," says Bill Brewer, personnel assistant.

"Look out two years. Here we come."

Dividend declared

Directors of the company on November 8 declared a regular quarterly dividend of 20 cents per common share, payable December 5 to shareholders of record November 21.

The regular dividend of 93 cents per share was declared on the company's \$3.75 preference stock. It is payable December 20 to shareholders of record December 6.

Recognition promptly

(Continued from Page 1)
company profit, progress, knowledge or desired business outcomes.

An award will be granted as soon as possible after determination of the achievement and the decision to recognize it.

Two tapped to manage plants



Ralph Senteney



Harlan Richards

Ralph E. Senteney and Harlan J. Richards have been promoted this fall to managers of Staley plants. Senteney succeeds Jim Crawford as manager of the soybean processing mill at Fostoria, Ohio, while Richards follows John Homan at the Lafayette, Indiana, South corn refinery. Homan has been named vice president of manufacturing in the Industrial Products Group.

An employee since 1972, Senteney most recently had been senior merchandiser for soybean meal at headquarters the past five years. In that position, he sold soybean meal in the domestic market, primarily in the East and Southeast. Prior to that, he was a merchandiser at the company's Champaign, Illinois, soybean mill, buying soybeans and selling truck meal on the local level.

Senteney is a graduate of Southern Illinois University-Carbondale with a B.S. degree in agricultural industries.

Richards, who also joined Staley in 1972, most recently had been operations manager at the Lafayette South plant, a position he has held since 1980. At the outset of his Staley career, Richards was a staff chemical engineer at the Morrisville plant, being promoted the following year to chemical engineer at Morrisville. He moved to the Lafayette South facility as technical superintendent in 1976.

The new Lafayette South manager holds a B.S. degree in chemical engineering from the University of Illinois, Urbana, and a master's of chemical engineering from the University of Delaware in Newark.

Corn gluten feed is by-product

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1972 to 3.3 million tons last year, most of which is exported to the European Community -- a \$500 million-a-year market for this single product.

Nordlund pointed out that corn gluten feed enters the European Community duty free as the result of an agreement by the EC some years ago. However, circumstances surrounding these imports have triggered concerns, misconceptions and false conclusions in the European Community regarding corn gluten feed.

Misconceptions abound

"First, the idea persists in the EC that the U.S. corn refining industry is producing corn gluten feed as a primary product because of an attractive market in Europe," said the chairman. He re-emphasized that corn gluten feed is a by-product of the corn refining process, which is directed toward production of corn sweeteners, starches and power alcohol.

To illustrate his point, Nordlund noted that "the value of the high fructose corn syrup obtained from a bushel of corn today is \$7.20 as compared to 98 cents for the value of the corn feed. In other words, high fructose corn syrup approximates 80 percent of the total value obtained from a bushel of corn, while corn gluten feed accounts for only 10 percent.

"These economics," he said, "clearly demonstrate that U.S. corn refiners do not process corn for the primary purpose of producing corn gluten feed for the European market."

Tackling the second misconception -- that corn gluten feed imports into the EC could reach 10 million tons by the mid-1980s because of explosive growth of the U.S. corn refining industry, Nordlund said an oft-cited reason for this projection is a major expansion of power alcohol capacity by U.S. corn refiners.

The chief executive officer acknowledged that corn refiners do look forward to growth and progress but not of the magnitude to warrant European concerns for 10 million tons of corn gluten feed imports annually. He pointed out that the corn refining business is extremely capital intensive and construction costs have more than doubled in the past decade, which reduces dramatic expansion possibilities for the future. Besides this, Nordlund said that high fructose corn syrup, principally responsible for the industry's recent growth, is reaching maturity.

Finally, the chairman noted that the gasohol hype of the late 1970s now has been replaced by realism. Supplying 10 percent of the nation's gasoline requirements with power alcohol was never realistic inasmuch as such a replacement would utilize over 4 billion bushels of corn annually -- an impossibility in view of corn's importance in the food chain.

"The power alcohol industry simply has not developed as some enthusiasts predicted," said Nordlund. He mentioned that several hundred alcohol plants supposedly were on the drawing board but only a handful are operational. Of those, only five corn wet milling plants are producing power alcohol.

Turning to corn gluten feed production, the chief executive officer said that two years ago, Vernon McMinimy, a company agricultural economist, made public forecasts that proved accurate. "It, therefore, would seem worthwhile to consider our projections regarding corn gluten feed and the EC for 1984 and 1985.

"For 1984, the company has revised its figures downward from previous estimates. We project corn gluten feed exports to the EC of some 3.8 million tons, essentially flat compared to this year's level (3.71 million tons). For 1985, the prospect is for a modest increase to approximately 4 million metric tons -- a far cry from the often-mentioned 10 million tons that have so troubled the EC in recent years and apparently continue to be worrisome."

The figures show the EC has no reason for alarm regarding a substantial increase in the imports of corn gluten feed in the next few

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Staley poised for better times with stronger sweeteners, starches; bean turnaround, new growth endeavors

As a company, Staley ends 1983 in a much stronger position than when the year began, Staley Technical Society members learned recently.

"While there were difficulties in 1983, there were also some significant developments that set the stage for improved performance in 1984 and reaffirm our optimism for the longer term," said Don Nordlund, chairman, who addressed the opening session of STS on October 20 in Decatur.

He noted that fourth quarter results began to reflect the improvement in the corn sweetener business. Nordlund said, "Earnings were severely penalized, however, by an unusually large LIFO adjustment due to the sharp increase in corn and soybean prices. These price increases, of course, were caused by a combination of the PIK program and the past summer's drought."

Skimming the difficulties, the chairman turned to the many successes of the corn refining business. Nordlund pointed out the outstanding work by manufacturing, including the excellent start-up of the Loudon plant; a top-notch job of corn buying; aggressive merchandising of by-products; an excellent sales job with ethanol; a strong performance by the starch group; and most important, the close cooperation between technical and marketing in achieving the additional cola approvals this past spring.

"This teamwork and talent," he said, "will lead to still higher approval levels for 'Iso-Sweet' (high fructose corn syrup) in the near future which, in turn, translates into greater growth for Staley corn refining. There is no doubt in my mind that we have the finest technical, manufacturing and marketing team in corn refining. I'm pleased also to note that this opinion is shared broadly among our major customers."

As difficult as 1983 was for corn refining, it was even more trying for soybean processing with negative factors that plagued the business in 1982 continuing throughout 1983. Nordlund said, "Domestic demand for soybean meal was weak as both livestock and poultry producers have attempted to minimize poor returns by reducing the size of their operations. The trend toward fewer hogs, chickens and cattle has been further encouraged by the prospects of high feed costs, related to the PIK program. This year's poor crops added to the problem."

On the international scene, U.S. soybean processors remained at a disadvantage due to the strength of the dollar and heavily subsidized foreign competition, STS members learned. Also, the industry continues to suffer from the residual impacts of President Carter's Russian embargo.

"A worldwide surplus of fats and oils caused weakness in pricing early in the year," Nordlund said, "but our refined oils division did set a sales record for the second straight year. Demand for refined soybean and corn oils has been strong over the past couple of months, resulting in considerable price improvement -- an encouraging sign for this new fiscal year."

Several of the company's other agribusinesses ended 1983 with favorable results.

The speaker noted that Staley Commodities International had a good year, reflective of the high volumes of futures trading on the Chicago Board of Trade and the Mercantile Exchange.

A PIK benefactor

Staley specialty feeds also enjoyed a good year. Unlike other profit centers in the company, it actually benefited from the PIK program. Because of PIK, cattlemen in the West and Southwest turned out their herds on wheat pasture, making Staley's feed block formulated to prevent wheat pasture bloat in cattle a strong seller.

"Our country elevator subsidiaries -- Ging and Livengood -- operated under favorable conditions," the chairman told STS members. "Large crops a year ago and the rise in corn and soybean prices this year resulted in maximum storage fees and good grain handling margins."

Results were mixed for the protein division in 1983. Sales of Gunther whipping proteins, Vico seasonings and soy protein concentrates increased. Raw material costs, however, increased substantially because of the drought's impact on soybean meal prices, which offset much of the gains in sales.

Turning to foodservice operations, Nordlund said sales and earnings increased for Gregg Foods and Re-Mi Foods. Gregg, in particular, made good progress with its foodservice line. Volumes were up at both the Portland and Garden Grove distribution centers.

Despite the difficulties in the world economies, Staley International responded with a solid performance in 1983. Final results, however, were a bit below last year.

"The major contributors internationally were ALMEX, our Mexican corn refining company, and GR Amylum and Tunnel Refineries, our Belgian and British corn refining affiliates.

"The ALMEX contribution warrants special mention, considering the depressed condition of the Mexican economy and the major devaluations of the peso," Nordlund pointed out. He continued, saying, "ALMEX was able to nullify these impacts with lower operating expenses, higher prices and increased sales volumes of starches and sweeteners."

During 1983, steps were taken to strengthen the company's financial position for long-term growth. Two common stock offerings and a debt-for-equity swap were successfully completed -- raising \$140 million in capital.

"The common stock offerings totaled nearly 5 million shares. Both offerings were well received by Wall Street, a good indication of the financial world's view of the Staley Company and our potential for success.

"This potential should begin to be realized in fiscal 1984 as we are looking for definite improvement in operating results," the chairman said.

Demand for high fructose corn syrup and the company's other corn sweeteners should continue to be strong and supply will be tight, especially next summer, according to Nordlund. He said, "Pricing should be more stable in 1984 and we expect again to set new sales and production records. On the negative side, higher corn costs are a certainty."

The sugar program should remain in place. The support price of domestic raws advanced to 17.5 cents a pound in October as scheduled under provisions of the Farm Act. . . . For the present time, the overwhelming consensus is that the current sugar provision will remain untouched in the Farm Bill until it expires in 1985, the speaker said.

Greater starch contribution

"We also anticipate a greater contribution from the starch side of our business in 1984," Nordlund told the technical group. "Some real strides have been made this past fiscal year and I am certain the momentum will continue. Starch has been somewhat overshadowed in recent years by the dramatic growth in high fructose corn syrup but starch is a very important part of our corn refining operations.

"The new food and industrial starches being developed at Van Buren illustrate the opportunities in this business. While HFCS is nearing maturity, I am convinced that we have only begun to scratch the surface of the potential for starch."

On the subject of Van Buren, Nordlund said the chemicals from carbohydrates program continues to make good progress. "We are encouraged by the customer reception to methyl glucoside in several different applications and some of the other chemical products continue to show much promise. It is still early in the game, but we expect to have a full-scale chemicals unit on-stream in the late 1980s."

Among other company businesses which anticipate better results in 1984 is refined oils. A continued national economic recov-



Members of Staley Technical Society turned out to hear Don Nordlund, chairman, discuss the significant developments in 1983 that set the stage for improved performance.

ery should stimulate sales of refined corn and soybean oils. The fast food and snack industries are leading economic barometers of disposable income. Both consume large quantities of edible oils. A healthier economy will mean more disposable income and, therefore, increased purchases of Staley edible oils by the fast food chains and manufacturers of snacks.

Despite a positive oils picture, the near-term outlook for soybean milling remains clouded. Protein demand in the U.S. is not expected to be strong because of low poultry and livestock numbers; a strong dollar will continue to hamper soybean meal exports; and Russia and Eastern Europe remain a question mark as purchasers of U.S. soybean meal. "We don't expect a full recovery in soybean milling until 1985," Nordlund stated.

Continuing, he said, "We remain confident, however, about the future in soybean processing. As in starch, I'm convinced that we haven't really begun to tap the potential of the soybean. Our research work at Staley, looking at what can be done with soybean oil, for example, is really in its infancy. Like corn, the soybean is a relatively inexpensive renewable resource. I hope we will concentrate more effort on its potential in the future."

Problem looms

Subsidized foreign competition is a problem of increased seriousness facing both of Staley's principal businesses. In the case of soybean milling, U.S. processors have lost sizable market share in the past 10 years in large part due to subsidized foreign soybean industries -- mainly from Brazil, he noted. In corn refining, sweeteners face the constant threat of foreign sugar being dumped in this country at far below actual cost of production. Only the present Farm Bill is keeping it "at bay," Nordlund said.

"At the present time, the European Economic Community (EEC) also is attempting to levy a tax on all edible oils and also is threatening to impose quotas on imports of corn gluten feed. In both instances, the impact would be very serious to Staley and all of U.S. agribusiness. We are working hard in Washington to encourage a tough stance by our government on these issues. . . .

"The American farmer, agribusiness and government belatedly have become aware that U.S. agriculture and agribusiness are competing in an unfair world marketplace, due to subsidization, dumping and other inequitable practices of foreign governments. I can report to you that government and agribusiness have expressed their concerns in very tough language. It is a good initial step in a crucial political battle for U.S. agribusiness, including Staley."

Concluding his comments, the chairman said that one of the principal reasons for his enthusiasm about the company's prospects is

Earnings off for 1983

The company on October 20 reported net earnings of \$13,688,000 or 47 cents a share on sales of \$1.7 billion for the year ended September 30, 1983.

These totals compare with net earnings of \$62,612,000 or \$2.75 a share on sales of \$1.6 billion for the previous year.

For the fourth quarter, net earnings were \$5,210,000 or 18 cents versus \$14,912,000 or 65 cents a share for the same period the prior year. Sales for the quarter were \$495,212,000 as compared to \$385,669,000 a year ago.

Chairman Don Nordlund attributed lower results for the year to unfavorable pricing for the company's corn sweeteners and starches and to continued poor processing margins in soybean milling. He stated that the earnings decline reflected higher interest expense and lower investment tax credits. In addition, corn costs were higher in 1983 as compared to the prior year.

Fourth quarter earnings, Nordlund said, were adversely affected by a LIFO inventory adjustment resulting from a sharp increase in grain prices.

The Staley chairman said sales volumes for many of the company's corn sweetener and starch products reached record levels in 1983. Selling prices, however, were unsatisfactory because of temporary industry overcapacity, particularly for high fructose corn syrup. Nordlund emphasized that market conditions were improved late in the fiscal year by several approvals permitting greater use of high fructose corn syrup in soft drinks.

Soybean processing was affected by weak demand for U.S. soybean meal both domestically and in the export market, he noted.

Staley international grain processing affiliates achieved good results in 1983, according to the chairman. He said that the company's commodity futures trading subsidiary, country elevators and foodservice operations also made positive contributions.

Looking ahead, Nordlund said that the company expects to make earnings progress in fiscal 1984, citing a more favorable climate for corn sweeteners and starches as the primary reason. Strong demand is anticipated for high fructose corn syrup.

"the dedication and talent of Staley people everywhere, represented so well by those of you here tonight. Technical innovation, product dependability, production efficiency and marketing effectiveness are the company strengths that will see us through 1984 and many more years to come."

Solving flavor mystery in colas nets Achievement Award for Pat McCurry

While researchers as a whole were commended for their diligent efforts and steadfastness to a project geared toward removing obstacles for the use of 55 percent high fructose corn syrup (HFCS) at higher levels in colas, one individual has been cited for discoveries that facilitated success in that endeavor.

For dedication, creativity, and key scientific contributions to HFCS approvals in cola beverages, Pat McCurry was presented a coveted Research Achievement Award on June 13 during a research assembly.

Commenting on the latest awardee and all other Staley researchers linked with the project, Dr. Richard Hahn, vice president, research and development, said, "One of the greatest pleasures as research director is to have a successful project -- one in which goals are met and the project succeeds." Approvals of the three main cola manufacturers could not have been gained without Staley's leadership, he noted.

"We appreciate everybody's forbearance and cooperation during this lengthy undertaking, including those whose projects had to be set aside from time to time while work was pushed ahead on this very important assignment."

Thanks were conveyed to all involved -- from the taste panelists, who helped tune the product to the cola flavor... to the analytical scientists, whose long hours and very time-consuming work proved fruitful. Also recognized were group managers Mark Hanover and Trish Richmond for their leadership roles in this venture.

Turning once again to the awardee, Dr. Hahn said of McCurry, "He is one of those people who worked long hours and whose creativity and innovative approach to the problem led to necessary breakthroughs."

Presented on only three previous occasions, the award has been given to a total of 10 other researchers. Originated in 1980, the program's first achievers were Gin C. Liaw and John F. Rasche.

Then an individual and two groups were rewarded late in 1981 for making significant scientific contributions to the company. Awardees that time included the individual -- Hank Scobell; Ken Moser, Bill Bomball and Deane Roth, for a joint effort; and Mike Campbell, Paulette Howard and Dave Zollinger, who achieved together. Last winter, Carl Moore had his name added to the achiever's roster for a number of accomplishments over his 22-year career with the company.

Selection of the award recipients has been made by the Awards Committee from nominations submitted by research and development management. Winners have received a cash award and had their names inscribed on a plaque in the Research Center.

The award recognizes individual or group technical accomplishments that are above and beyond normal expected performance,

according to Dr. Hahn. Major consideration is given to technical achievements which create a significant competitive advantage.

Longevity with the company is not among the criteria, however. A relative newcomer, McCurry has been with Staley only since June 1, 1981. The senior research chemist was formerly with Carnegie-Mellon University in Pittsburgh, Pennsylvania, 10 years as an associate professor of chemistry. McCurry, who joined their staff after receiving his Ph.D. from Columbia University in New York City, focused his work on graduate-level mechanistic and synthetic courses in organic chemistry.

Flavor all important in colas

Speaking of work with sweeteners, McCurry said, "To replace one sweetener in cola with another, one must create no discernible difference in flavors. Even if a product is preferred tastewise, it can fail because of the noted difference. Cola companies wish to match flavors precisely."

Understanding the chemistry for mechanisms and formulations is very important, he pointed out. "Minor components in high fructose corn syrup, for example, can cause problems in cola drinks but not necessarily in other soft drinks," according to the award winner.

"When a slight organic chemistry problem arose, we were given the task of identifying the source and removing it," said Pat. (This is where the contribution for which Pat was rewarded came in.) "We were there to respond to the needs of the cola people. By pushing our analytical tools, we got that job done," he said modestly.

Pat worked ever so closely with the special analytical laboratory in developing the procedures for detecting the problematic "element."

"We are finding keys to improving HFCS production quality which will permit even higher use levels for HFCS in colas. It would be ideal to make syrup, shoot it into an instrument and determine immediately that the product, by the instrument reading, meets a customer's requirements. To date, there are still too many factors involved, but we need to devise sound instrumental tests rather than relying so heavily upon flavor and odor tests.

According to McCurry, the quality of high fructose over the past two years has jumped incredibly. "In fact, the faster the product flows, the better quality made. When plants run at peak levels, quality is greatest," he noted. "One of the company's strong points is consistency of product," Pat said.

As in the flavor sensitivity Pat put to rest, researchers need the analytical tools to troubleshoot and set up systematic studies. "We would like to understand the system so we could more fully understand the variables," he said.

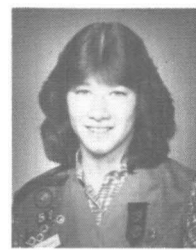
Mysteries such as these spur researchers to new heights of knowledge and, in some cases, unexpected rewards!



Pat McCurry displays a reminder of the Research Achievement Award while Dr. Richard Hahn prepares to give him a cash award.

Dillman receives top "girl" scouting award

Years of concentrated study in a variety of fields, service projects and leadership roles has netted Jodi Lynn Dillman the highest "girl" award in the Girl Scouting program. She received the first Gold Award ever given by the Shemamo Girl Scout Council, July 10, in Decatur, Illinois.



Jodi Dillman

Prerequisites for this honor included earning the Silver Leadership Award, the Silver Award and the Gold Leadership Award, accomplished over several years before Jodi embarked on the final requirements about two years ago.

During the final leg of her journey pursuing the honor, Jodi completed extensive projects in the fields of money management, foods, fashion and fitness over a one-and-one-half-year period, ending June, 1982. Thereafter, the daughter of Jack, group commodity accountant, agriproducts, Staley/Decatur, became knowledgeable in such fields as auto maintenance, child care and sports.

Along the way, service and leadership skills, both basic to scouting, were developed and practiced by Jodi during a 12-week program working with children at the Adolph Meyer Zone Center. She also volunteered as a hospital candy striper, assisted a troop leader of Junior Girl Scouts in fourth, fifth and sixth grades and served as a leader for first-grade Brownies at Southeast School.

While working toward the award, Jodi, a junior at Eisenhower High and member of Troop 58, received help and on-the-job training from consultants in banking, health and nursing, teaching, school administration, cosmetology and homemaking.

Some projects were quite extensive. For instance, to meet requirements for a project on money management, she had assistance from bank personnel, the Social Security office, an insurance firm and travel agency. Her father discussed the Staley employee benefits program with her and introduced Jodi to the stock market as part of that learning experience.

In addition, Jack worked with her three months on auto maintenance. Thereafter, Jodi was able to tune the family car under his watchful eye.

Some 12 months were also devoted to learning about baseball, softball, basketball and bowling. In addition, she began a fitness program, studied nutrition, skin and hair care and fashion for a seven-month project.

Jodi also spent 14 months studying emergency preparedness, which covered first aid, cardiopulmonary resuscitation and consulting with a representative from REACT. She has mastered survival procedures to be taken in case of fire, tornado, ice storms, power failure, poisoning and simple household emergencies.

Her decision to become a nurse is the result of 18 months Jodi spent researching career

possibilities. She had assistance from a registered nurse, the head of Millikin University's School of Nursing and the Regional Superintendent of School's office.

Active in scouting since a Brownie, herself, Jodi has acquired some 93 badges and patches for her many projects. Obviously, along the lengthy path to the Gold Award, she had multiple projects competing for her time. Ongoing support has been offered by her parents, who are active adults with Troop 58.

As Jodi was presented her coveted and hard-earned award by Mary McCreary, recipient of the Golden Eaglet Award in 1937 (then the highest girl's award), her parents received parent's pins -- miniature versions of the one Jodi wears with pride.

Staley honored at festival

Special recognition was paid to the Staley Company during the annual Mexico Soybean Festival this fall. Held on the village square September 16 to 18, and sponsored by the local Jaycees, the event paid tribute to both the rural community and agribusiness. Staley leased the facility in Mexico in March.

Highlight of the three-day event was a parade on Saturday, for which John Botkin, plant manager, was the grand marshal. Staley's entry in that parade was an outhouse constructed by Norbert Schaefer, maintenance man, for two purposes -- float entry and for later use in the "Grand Prix of Outhouses." Eight outhouses were entered in that contest in which the Staley team had a respectable finish -- in the middle of the pack.

During the race, Tammy Murphy, computer operator, "rode" the outhouse which was powered by maintenance men Jeff Martin and John Tiller and utility men Larry Jones and Craig Fennewald. According to Jim Blaha, production superintendent, the team learned a lot from their first experience at outhouse racing and hope to do better next year. In fact, on behalf of the outhouse team, he's extended a challenge to any other Staley plant!

Following the race was a fire truck pull with a team from the plant (which placed fourth out of eight teams) pulling the vehicle. Those involved were Jim Shaw, degumming operator; David Stock and Richard Woodruff, bean preparation operators; Max Vinyard, meal loader, and Frank Koper, utility man.

Richard Woodruff and Norbert Schaefer placed fourth and fifth respectively in the hay bucking contest, which required throwing a bale over a high jump bar.

Other activities during the celebration included an old fiddlers' contest, harvest festival square dance, free street dance and concert, Mrs. Soybean Festival contest, a four-mile run, baby contest and tricycle grand prix, water fight, wholehog barbecue, crafts, farmers' market and a coin hunt for the younger set in a soybean box.



STS leaders chosen--Heading up the Staley Technical Society for 1983-84 are from the left, Oscar Washington, chairman; Celeste Sullivan, executive committee member; Jim McCollum, who has been replaced by Deane Roth; Diane Clark, publicity; Doug Fryman, reservations and arrangements; Judy Sly, Ken Patterson, and Sheri DeBose, all three executive committee members; and Denny Ward, secretary. Jim Holbrook, absent from picture, is the treasurer.

Teaming up for success...Loudon's management system is key element

Note: The last in this series on Loudon, to be printed in the next edition of the "Staley News," will reveal the work force's views on this form of management.

Not by chance, the Loudon corn wet milling plant has been running phenomenally well for more than a year. . . in fact, almost since the grind commenced on August 27, 1982. Making this possible, careful planning went into the management system as well as the plant's design and construction.

"Good operations come from a well designed facility with a competent work force," emphasized Don Barkman, personnel manager. "Selecting quality employees is very important, particularly in an organization such as ours that has a team-based, participative management approach. There is no first-level supervision: Our technicians carry many of those responsibilities themselves.

The participative management system allows individuals with knowledge of and expertise in an area to have input to its operation. In fact, technicians work along with management and staff professionals in solving many problems.

"From the 12,000 applicants, we selected some 200 persons to fill our technician positions -- taking only those we believed would thrive in this environment. Going through an intricate process, candidates spent from 10-to-14 hours completing the entire hiring process, which included testing, interviews, assessment and a four-hour pre-employment orientation giving an in-depth explanation of this unfamiliar type of management."

"In the early months of processing, Loudon was technically and operationally focused," said Pat Simms, operations manager. "Most efforts were placed on technicians gaining technical knowledge and operational proficiency. Start-up assistants from Staley's other corn plants played vital roles in helping our personnel acquire necessary skills."

As in the front end start-ups last fall, assistants from the other installations again were integrated with technician teams as the refinery was started up in March. At the outset, the start-up assistants ran the equipment, teaching technicians the process, then counseled them and finally backed off, helping only when called upon.

"Management was more structured with the technicians as they began processes," said Paul Herman, plant manager. "However, as the competence levels increased, the structured environment diminished to allow the technicians to take over responsibilities as they were ready."

The work force learned their roles rapidly, as witnessed by the fact that the plant has operated as well as other existing plants for some time. "The rate at which they picked up their responsibility is most gratifying," said Simms. "Since start-up assistants for the front end left late in 1982, the teams have maintained excellent operations in all those areas and succeeded in stepping up the front end and plant services areas to meet increased demands when the refinery was started up in March."

"With the plant running successfully," Barkman said, "we have begun to increase emphasis and training around subjects that will make the participative management system function effectively. These kinds of skills are much more subtle to develop and will take longer to absorb and use. The toughest part of this job is to reshape everyone's conception about management based on his or her former work experiences and help to discover the true potential of working in a participative fashion in this plant."

Common experiences build cohesion

Technician teams, varying in size from four to 22, are structured around the technological or service functions of the plant. The strength of a team depends upon the degree to which members share common time at work, assignment to the same territory, interface with the same technology, common goals, social contact and personal interdependence. The more these linkages exist, generally the greater the cohesion of the team.

With no first-level supervision in the plant, teams are accountable for results in the areas of production, quality, safety, housekeeping,



Staley employees are pictured on their jobs around the Loudon corn refining plant. Of 12,000 applicants, some 200 persons were selected to fill technician positions.

costs, training, attendance, overtime, performance improvement and pay evaluations.

Teams have a variety of leadership roles filled by technicians. Leaders are selected for a minimum of two-years by team members through a structured decision-making process. Selections are based on demonstrated skills, abilities and effective behavior rather than on an informal popularity contest.

Leadership roles include team coordinator (TC) for process teams operating together on a shift, area maintenance coordinator (AMC), coordinating maintenance technicians in the process areas, and the team resource (TR), who exists for process, quality assurance and maintenance teams. Not assigned to a regular operating job, the TC and AMC are responsible for work coordination, material flow, communication linkage and general assistance.

Team resources or TRs have a variety of responsibilities, depending upon team structure. They aid in developing team and interpersonal skills, take the lead in confronting interpersonal issues and may help in planning and scheduling training. The TR also maintains team members' records. He or she is assigned to a regular operating job except in maintenance where the TR assists team members working in the shop or in a process area.

In the front end quality assurance and plant services areas, where operations are about a year and one-half old, technicians are advancing rapidly in the management system. In those areas, team leadership roles have been in affect since late 1982 and technical teams are meeting and dealing with team measurement evaluations, operating procedures, cost analyses and control, safety issues and training.

Maintenance technicians have been selecting permanent leaders this summer after operating nearly a year with temporary leaders. "Waiting for a full contingent of maintenance technicians to be hired, the maintenance work force has done an admirable job of maintaining the plant under some trying conditions and changes in coordinators," said Simms. Maintenance technicians who wanted to try the coordinator's role had that opportunity on a temporary basis.

With the management system gearing up, the communications system is now in place. This means that technician participative groups are helping funnel information, analyze problems and make recommendations as part of helping manage the plant.

A formal plant network has been designed to facilitate communications and problem solving through the combined efforts of managers and technicians. Management groups in the network are each area management

team, the operations core group and the plant staff, composed of the plant manager and those reporting directly to him.

In each of the process areas, there are *area management teams* (AMT) comprised of the area manager, process engineer and a plant engineer. The membership has expertise in personnel management, process design, equipment operation, maintenance and repairs. The AMT in each major process area has the responsibility of daily and intermediate operation and decision making, project management, production, quality, safety, cost and housekeeping results.

Meeting each morning with this team are the area maintenance coordinator and the team coordinator on day shift. Together these five plan and coordinate the operating of the separate process areas.

Cooperation grows with maturity

Cooperative management of the areas within the plant through the area management teams and area core groups occurs as a natural entity, according to Simms. Automatically, they think in terms of cooperatively making decisions on operating parameters, improving an area and troubleshooting area problems. They formulate a joint recommendation before advancing an idea upward.

"As the plant matures, we are also seeing inter-area communications and cooperation strengthening. Areas understand their interdependence more clearly," said Simms. He noted that cross-communication is improving -- a necessary step which must continue to be improved to maximize the efficiency of the plant.

Training is a way of life at Loudon, Larry Thomas, personnel administrator said. "An important part of one's career will involve being trained or training someone else." When technicians are hired, they have a week-long orientation to provide an overview of the plant, procedures, the management system, communications vehicles and good manufacturing practices. Safety is also covered to identify hazards and provide information about permits in effect in the plant along with fire fighting training and use of safety equipment. This initial week is followed by two weeks of area orientation for the process technicians to give them a base of information about their area. Then they have on-the-job training.

Thereafter, each technician will have a minimum of four skill blocks to learn associated with his or her job. These are to be accomplished over four years.

As with all technicians, there are skill blocks which the leaders must learn and demonstrate. Training for the leadership roles is intensive. They cover 11 modules, some of

which are 12 or more hours in length, during their year-long program presented in two four-hour sessions each month.

Leadership modules include such topics as communication skills, coaching and counseling, training others, resolving conflicts and differences, discussion of leadership roles, facilitating meetings, decision making and problem solving.

System generates responsibility

"Currently, while learning to deal with the participative management system, our work force has had a large number of team meetings -- unavoidable as technicians become comfortable and adept in sharing decision making. Persons with knowledge or input to decisions can become partners in determining the optimum course of action," said Simms.

"At Loudon, we take the approach that specific individuals have knowledge of a particular area and have a need for the best solution to its problems because it affects them; so they should help make decisions," Simms explained.

Commenting on this type of management, the operations manager said that he and Bob Jansen, technical manager, encourage those with the most knowledge to make decisions, only stepping in if necessary. In turn, Paul Herman gives them the same opportunity. This approach to decision making is the key to Loudon's operating philosophy. "Management retains the right to manage; however, this right is not to be used as a club, but as a teaching tool," said Simms.

Technicians and area team members use input on projects from Herman, Simms or Jansen as another piece of data or information and use it as such rather than viewing it as management's directives for action.

"We are coaching the work force to have confidence -- not to just disagree, but to disagree with reasons. We are attempting to teach them how to disagree constructively and propose sound alternatives," Simms explained.

"Employees' participation in areas that affect or pertain to their work is all important to our environment," said Herman. "But they must become comfortable in taking on this responsibility. We are trying to let our technicians do a job in which they are functioning and growing. They need to have some latitude on the performance of their jobs. That is not to say they have a free hand. The role of managers in this operation is to help the work force move in the appropriate direction."

No system is without drawbacks, Barkman concedes. Explaining, he said, "Because there's a strong belief in consultation and shared decision making at all levels, quick decisions are difficult. . . . It is also assumed that getting things accomplished should be relatively easy in such a collaborative environment -- the difficulties of reality can breed disillusionment. . . . Having an opportunity to assist with decisions does not mean that everything goes your way in participative management. It is difficult to manage those decisions where self interest may conflict with organizational needs.

Worth noting . . .

Rene Lynn Ramsey, granddaughter of Clarence Bufkin, Sagamore maintenance mechanic, won the Grand Champion Market Litter swine group at the 1983 Indiana State Fair. Earlier in the summer, she showed the Grand Champion Gilt in the swine division at the White County 4-H Fair. A seventh grader at North White Junior-Senior High, Rene is completing her third year of 4-H competition.

Commodity handler at the Sagamore plant, Scott Strahle was distinguished as the "September Bowler of the Month" by the Lafayette Bowlers Association. Scott, who bowls in an Independent League at Star Lanes, averaged 206 pins for the month with five 600 sets and a high set of the month of 645.

Decatur's junior high city wrestling champion is 112-pound David Flies, son of Gary Kajander, coal specialist/purchasing analyst, and Teri Kajander, maintenance clerk, plant-wide, Staley/Decatur.

"Big leaguers" tell diet secrets, ways around scales

In a capsule, a high wager, some dirty tricks, rambunctious exercise and hard dieting when the pounds are up are ways in which two Staley/Decatur employees have found to "beat" the scale. They're a couple of champs at the game -- having lost...and gained hundreds of pounds over the years.

Yes, we're talking about Bill Watterson, systems manager, and his cohort, Cal Gillespey, systems maintenance analyst, who have teamed up four or five times in recent years to fight the battle of the bulge. And the fight continues...in the form of maintenance until one or the other grows weary of the once-a-week weigh-in and quits.

The fellows have tried other forms of weight control but have found that working with or against someone else is most effective for them. In fact, Bill recalls that they were within only a couple of pounds of their goal after a year on a maintenance program last October when he decided to "eat" again. By the end of winter, Watterson was 30 pounds heavier and Cal, 23. With beach-time looming, they decided to turn "thin."

This time, they sweetened the wager, betting \$500 they could meet their goals by June 17. On that date, Bill had to show 220 on the scale and Cal, 210. Both won a day or two early, but not without some "last ditch" efforts.

As Watterson recalls, neither got very serious about this undertaking until three weeks prior to goal time. During that last stretch, he knocked off 15 pounds, nine and one-half coming in the last five days, when he went on a strict steak, boiled eggs and diet pop regimen.

Cal resorted to one good meal a day, dropping all snacks. Gillespey found he was eating more slowly, chewing longer and getting more flavor out of the bone. But after he hit his goal and proved it to Bill, Cal said he raided the cookie jar and polished off frozen custard after dinner -- a treat he'd resisted all week.

These two dieters watch one another very closely and try to help out whenever possible. In fact, when Cal saw how much "trouble" Bill was in with only a week 'til show and pay time, he offered him a little "insurance" and a deadline extension of one week to meet goal for only \$25. Bill de-

Heat makes no waves

There's no place like Oregon when the sun shines: August 13, there was no better place in Oregon than Blue Lake Park -- site of the second annual Gregg Foods/Portland picnic.

What better combinations than super sunshine and swimming, excellent food and friends, cold beer and ball and loads of games and prizes!

Volleyball started early, ending up to be an eight-hour marathon, reportedly the most strenuous work many employees had done in years...Then there was the ever-popular softball game, a test of endurance in the 95 degree heat. Not much of the five kegs of beer survived the end of that game.

In less than two hours, this energetic crowd polished off 120 pounds of barbecued chicken, 100 pounds of barbecued ribs and 25 pounds of hotdogs, along with an assortment of salads and rolls. Not forgotten were Greggs' specialty dressings and super fine "Gold-n-Soft" margarine.

Next on the agenda - games. Adults recaptured their youth as they participated in hoola hoop contests and the precarious egg toss. Large Coleman coolers were awarded as prizes.

Children's games proved a highlight once again. Bill Dalton found a way to occupy 50 kids for 30 minutes in his spontaneous "slow walk" event! Other activities included sack races, waterballoon tosses, relays and a watermelon eating contest.

A youthful "Dance Fever" was created as the three-to-five-year-olds danced with selected adults from the audience. Can you guess which generation held up better? Prizes included ribbons, gift certificates, sports equipment and games.

Quite a haul and quite a picnic.



At this particular weigh-in, Cal Gillespey prepares to pay Bill Watterson a "penalty" for not meeting his maintenance figure. Bill offers him some candy as consolation.

calced he'd lose the weight instead but found the offer tempting.

Over the years, colleagues have grown to know Cal's preferences for "goodies" and have diligently tried to help him off his diet. He mentions the cherry pies from a canteen machine or a large candy bar mysteriously appearing on his desk. The pies he can resist until he meets a goal unless, of course, the wrapper has been ripped. "Who ever heard of letting a pie spoil?" he quips.

For safe keeping, though, Gillespey has a hook on his in-out tray where he hangs up his "donations" until he's fit to munch -- that's after he makes his weekly goal. Then he'll take a pie break or split a candy bar with Bill. And sometimes adding a little fun to their program, Bill will match Cal bite for bite on the candy. These little excursions into the sweets make their contest more interesting.

Cal has found a temporary way to take his mind off food. He keeps a spoon and a gallon jug of mustard around to "doctor" the hunger pangs. A dab of that condiment at noon numbs the desire for food. "On the other hand, green beans with a dollop of mustard and pepper isn't bad, and it's low cal too," according to Gillespey. But the girls in the department think his mustard routine revolting and take off when the jug comes out.

The big sweat

One of Watterson's secrets before weigh-ins on a bad week is to play a couple of fast games of racquetball on his way in to work and then weighing immediately before thirst overcomes him. Knowing this routine, which has been good for a couple of pounds, Cal on one occasion hid from him and watched as Bill searched in vain for his fellow dieter. Now, he'll ask for fair play on those mornings so he can hit the water jug early.

Another appetite depressant, says Gillespey, is a good insult. When he worked in the plant some years back, someone said if he got any larger, he'd never get out of his chair. That was when he went from a "round" 250 to a "lean" 205, and he's never climbed that high again.

Although the struggle to please the scale is over, there'll be the weekly challenge. By Friday, Watterson must show Cal 220 and Cal, Bill a 210. Any weight over their maintenance figures means a penalty -- priced at \$5 per pound. To keep the interest up, that's four dollars more expensive than prior maintenance campaigns. Cal is hoping to earn a little this way since the big bucks didn't come through!

Showing their maintenance figure earlier in the week is also permitted and sometimes necessary if, for instance, Thursday night promises to be a biggie. And there are a couple of other temporary "aids" they've resorted to such as an insurance plan where one can buy his way out of weighing for the week for a sum considerably less than what the penalty would be.

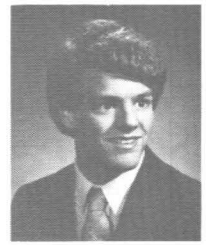
If really in trouble, it's best to wear good socks for the weigh-in. Unloading pockets, removing shoes, watch, tie, belt et al has been done. They agree these measures are legal if agreed upon before the contest begins.

If only a pound off his mark, Cal can easily reach it after lunch by not drinking anything all morning and taking a walk at noon. Or they've found that fasting the night before weigh-in removes a few pounds quickly, but acknowledged they can only dehydrate so much and not too often. "Yoyoing is not healthy and you can only fool the scale so long. Eventually, you really have to take that weight off," they agreed.

Rewards, there are some -- from better health to renewed wardrobes. Gillespey points out that he can control his blood pressure with his weight. All he must do is knock off some pounds.

Tapped for JA role

Although he didn't win the national post, Gary Fischer will have a strong influence over new conventioners at the 1984 National Junior Achievers Conference.



Gary Fischer

His road to national acclaim began a few years ago in high school when he joined the economic awareness program for high school students, currently involving some 300,000. These youngsters learn about the American free-enterprise system through hands-on experience -- forming mini-corporations, manufacturing a product and pursuing a profit with business and industrial leaders providing advice and expertise.

Since his sophomore year, the son of Mary Engdahl, quality control technician at the Des Moines oil refinery, has served as president of five J.A. companies. In the Iowa region this year, he was awarded a \$500 scholarship, was named "President of the Year" and also "Outstanding Young Businessman."

Gary made his bid for J.A. president during the 40th National Junior Achievers Conference held in August at the University of Indiana, Bloomington. This was his third national meeting. In preparing for interviews, practical examinations, written tests and public speaking, he consulted Norm Smallwood, the oil refinery's superintendent, to learn about team management and the theory behind it.

Gary fared well in competition, winding up among the six finalists. Following more interviews, he and two other young men were chosen as validated candidates to give election speeches to the 3,500 conference goers.

After two days of campaigning and debating, Fischer finished a close second to Dennis Lemenager from Worcester, Massachusetts. Gary qualified to become part of the "Readers Digest" seminar and, following a week of training this fall in Boston, will be one of the three leaders at next year's convention.

Engagements on behalf of J.A., of course, are sandwiched between his classes at Central College in Pella, Iowa, where he is studying business management on a pre-law scholarship. After his B.A., Fischer plans to attend law school at Drake University, Des Moines.

Then too, there's the clothing situation. Items that could not be buttoned 15 pounds ago are comfortable.

Cal says his wife can tell when he's lost weight because she can see the top of his tie, and there's a little less air between his belt and necktie that usually swings out like a flag.

Although losing weight is serious business to these fellows, they enjoy the challenge and finding ways to taunt one another. And with another success chalked up, they can put their \$500 back in the bank.



The Staley crowd from Gregg Foods in Portland mixed games, food and prizes at the summer picnic and had a grand time.



Perfect day all round--Staley Day 1983 couldn't have been improved from the standpoint of crowd, fun, food, good cheer as well as Illinois' victory over Stanford. Some 2,200 turned out for the annual event held in Champaign September 17 with the pre-game festivities once again at the Round Barn restaurant.

251 with 3,475 years of service celebrate fall anniversaries



Melvin Chapple



Leroy Dean



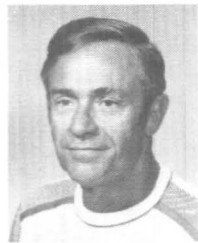
Ray Eichman



Wally Holden



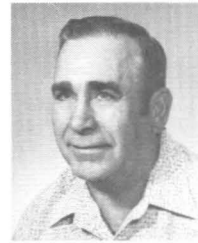
Richard Karl



Jim Peterson



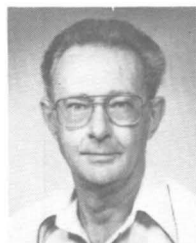
Gilbert Seward



Clarence Williams



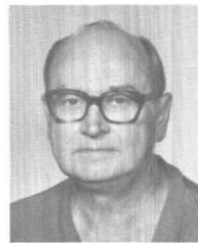
John Yokley



Jim Babcock



Alfred Born



James Glazebrook



Charles Hall



Donald Johnson



Bill Letner



Ronald D. McCoy



Warren Moore



Ed Stratton



Earl Strohl



Vivian Vander Burgh



Jack Wilcox



Stuart Wolken



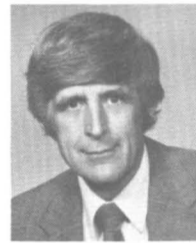
Oliver DeRuyscher



Howard Flowers



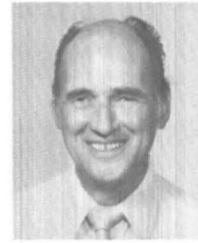
Evelyn Knorr



Ken Moser



Jack Roland



Richard Vail

35 Years

MELVIN CHAPPLE, supervisor, starch modification, dry starch, manufacturing, industrial products, Decatur
 DOROTHY COLLINS, manager, starch pricing, administration, industrial products Decatur
 LEROY DEAN, senior mechanic, 77 building, Decatur
 RAYMOND EICHMAN, plant controller, soybean milling, agriproducts, Fostoria
 DELMAR FOSTER, senior painter-roofer, 77 building, Decatur
 WALLY HOLDEN, tax manager, corporate control, corporate finance, Decatur
 RICHARD KARL, rigger leadman, 61 building, Decatur
 JAMES MULLINIX, cooler operator, 17 building, Decatur
 WILLIAM OSBORN, lubrication serviceman, 5 & 10 building, Decatur
 JAMES PETERSON, relief superintendent, manufacturing, industrial products, Decatur
 MERRILL POUND, senior supervisor, refining, syrup and dextrose, manufacturing, industrial products, Decatur
 GILBERT SEWARD, laboratory supervisor, soybean milling, agriproducts, Frankfort
 DEAN WEBB, production supervisor, soybean milling, agriproducts, Decatur
 JAMES WETHERHOLT, rigger leadman, 31 building, Decatur
 CLARENCE WILLIAMS JR., Karry Krane operator, 77 building, Decatur
 JOHN YOKLEY, rigger leadman, 61 building, Decatur

30 Years

VINCENT ALBERT, senior mechanic, 5 & 10 building, Decatur
 JAMES BABCOCK, senior analyst, 99 building, Decatur
 CHARLES BITZER, truck driver, warehouse, industrial products, Chicago
 ALFRED BORN, Merco operator, 6 building, Decatur
 ROBERT CAMAC, development engineering helper, 59 building, Decatur
 WAYNE COX, senior mechanic, 101 building, Decatur
 RONALD DEVORE, rigger leadman, 61 building, Decatur
 JERRY FINCH, rigger leadman, 31 building, Decatur
 LAWRENCE FLAUGHER, development engineering helper, 59 building, Decatur
 JAMES GLAZEBROOK, leadman loader, 17 building, Decatur
 CHARLES HALL, senior mechanic, 31 building, Decatur
 LESTER HAVENER, weighmaster, 28 building, Decatur
 DONALD JOHNSON, painter-roofer, 77 building, Decatur

DALE KING, power systems operator, 2 building, Decatur
 BILLY LETNER, senior mechanic, 101 building, Decatur
 HENRY MASSEY, environmental engineer, environmental sciences and safety, corporate finance, Decatur
 RONALD D. MCCOY, production planner, sweeteners, administration, industrial products, Decatur
 WARREN MOORE, supervisor, production operations, corporate information systems, corporate finance, Decatur
 ALVIN MORRIS, rigger leadman, 1 building, Decatur
 EDWARD STRATTON JR., process operator 2, 5 & 10 building, Decatur
 EARL STROHL, floor gang laborer, 20 building, Decatur
 MATTHEW THOMAS, shift leader, Vico Products, food and specialty products, Chicago
 VIVIAN VANDER BURGH, manager, order processing and systems, administration, industrial products, Decatur
 JOHN WILCOX, new construction engineer, technical, manufacturing, industrial products, Decatur
 DONALD WILLIAMSON, superintendent, starch modification, dry starch, manufacturing, industrial products, Decatur
 STUART WOLKEN, night superintendent, manufacturing services, industrial products, Decatur

25 Years

JONATHAN COOMBS, purchasing/product coordinator, soybean milling, agriproducts, Frankfort
 OLIVER DERUYSCHER, meal loader, soybean milling, agriproducts, Des Moines
 HOWARD FLOWERS, plant controller, soybean milling, agriproducts, Des Moines
 EVELYN KNORR, senior Telex operator, communications, corporate office services, corporate finance, Decatur
 KENNETH MOSER, group manager, industrial products and process development, chemicals from carbohydrates, research, Decatur
 JACK ROLAND, national account executive, sweetener business unit, industrial products, Langhorne
 RICHARD VAIL, project engineer, technical, manufacturing, industrial products, Decatur

20 Years

CARL BAGLEY, backhoe operator, 77 building, Decatur
 HARVEY BECKHAM, rigger leadman, 5 & 10 building, Decatur
 HENRY BOND, evaporator operator, 9 building, Decatur

JOHN CAUDILL, warehouseman, 34 building, Decatur
 RICHARD CHILDRESS, evaporator operator, 9 building, Decatur
 DAVID CONLEY, disposal operator, 77 building, Decatur
 ROSEMARY CURTIS, secretary to the president/chief operating officer, corporate, Decatur
 JACK DOORE, senior mechanic, 31 building, Decatur
 RICHARD GORHAM, production supervisor, Gunther Products, food and specialty products, Galesburg
 RUSSELL HEITZ, storekeeper, operations and budget control, research, Decatur
 STEPHEN HYND, maintenance superintendent, dry starch, manufacturing, industrial products, Decatur
 ROBERT JORGENSEN, lead operator, 44 building, Decatur
 JAMES KEYES, senior quality assurance scientist, quality assurance, research, Decatur
 DON KRAMER, senior mechanic, 31 building, Decatur
 GLENN LOWE, utility laborer, 80 building, Decatur
 CORNELIO LUJAN, lead operator, manufacturing, industrial products, Monte Vista
 BEVERLEY MOORE, receiving/shipping coordinator, maintenance, manufacturing, industrial products, Decatur
 PHILLIP REYNOLDS, PS drier operator, 20 building, Decatur
 STEPHEN SINCLAIR, utility leadman, 44 building, Decatur
 ALVIN TAYLOR, senior mechanic, 31 building, Decatur
 RICHARD WEBB, senior inventory planner, maintenance, manufacturing, industrial products, Decatur

15 Years

LARRY AUTON, track laborer, 77 building, Decatur
 DORIS BASLER, supervisor, hourly employment, plant personnel, manufacturing, industrial products, Decatur
 JAMES BLAKEMAN, chief, plant protection, manufacturing services, industrial products, Decatur
 PAUL BRITTON, drum dryer operator, manufacturing, industrial products, Houlton
 NORMAN CAMPBELL, night plant superintendent, manufacturing, industrial products, Sagamore
 ROY CHAMBERLAIN, lead operator, 6 building, Decatur
 EDGAR COULTER, 108A operator, 99 building, Decatur
 JUDITH CREAMER, senior records management clerk, corporate office services, corporate finance, Decatur
 MARY CROWELL, equipment rebuild clerk, maintenance, manufacturing, industrial products, Decatur
 DONALD DAVIS, senior mechanic, 77 building, Decatur
 HOMER DAVIS, warehouseman, 99 building, Decatur
 DANIEL DOTY, power systems operator, 2 building, Decatur
 PAUL DULANEY, ion exchange operator, 5 building, Decatur
 ROBERT FORD, maintenance mechanic, manufacturing, industrial products, Sagamore

SAMUEL GOIN, converter A operator, 16 building, Decatur
 WILLIE GREEN, senior mechanic, 77 building, Decatur
 DONALD HALL, senior mechanic, 5 & 10 building, Decatur
 JOHN HAWTHORNE, senior mechanic, 1 building, Decatur
 DIXIE HEDDEN, secretary to the director of manufacturing, agriproducts, Decatur
 FRANCISCO JAMES, warehouseman, Gregg Foods, food and specialty products, Portland
 ROBERT JACKSON, water treatment operator, 2 building, Decatur
 DANNY JENT, rigger leadman, 77 building, Decatur
 JOHN KOMINEK III, elevator helper & weigher, soybean milling, agriproducts, Fostoria
 BOBBY LEWIS, stores coordinator, 39 building, Decatur
 GIN LIAW, group manager, engineering, food and agriproducts, research, Decatur
 LOYAL MAIDMENT, meal room packer, sewer, trucker, soybean milling, agriproducts, Fostoria
 THOMAS MALONEY, division controller, corporate development/international, corporate administration, Decatur
 ROBERT METZINGER, maintenance mechanic, manufacturing, industrial products, Sagamore
 VERNON MEYER, commodity handler, manufacturing, industrial products, Sagamore
 ORVILLE OWENS, supervisor, refining, syrup and dextrose, manufacturing, industrial products, Decatur
 DARRELL PARE, senior mechanic, 31 building, Decatur
 JAMES PARKS, losses supervisor, utilities, manufacturing, industrial products, Decatur
 BETTY POLEN, supervisor, administrative services, corporate office services, corporate finance, Decatur
 HOBART POLLOCK, plant laborer, maintenance, manufacturing, industrial products, Sagamore
 TOMMIE POUNDERS, mechanic, 1 building, Decatur
 JACK REPERT, maintenance mechanic, manufacturing, industrial products, Sagamore
 PAUL REX II, building operator, 99 building, Decatur
 MICHAEL ROSEBRAUGH, shift operations resource, manufacturing, industrial products, Lafayette
 PATRICK STOWELL, senior mechanic, 77 building, Decatur
 GEORGE STUBBLEFIELD, senior mechanic, 77 building, Decatur
 JERRY SUMNER, senior mechanic, 5 & 10 building, Decatur
 JERRY TATUM, track laborer, 77 building, Decatur
 JOHN TESLER, controller, Gregg Foods, food and specialty products, Portland
 WILLIAM THOMAS, lubricator, manufacturing, industrial products, Sagamore
 MICHAEL THOMPSON, repairman, 11 building, Decatur
 JOHN WARD, senior mechanic, 77 building, Decatur

(Continued on Page 9)

81 surpass five-year service date

(Continued from Page 8)

H. DAVID WILSON, payroll administrator, financial, corporate finance, Decatur

10 Years

WILLIAM BARTER, utility laborer, 31 building, Decatur
EDWARD BELUE, cleaner, 77 building, Decatur
JAMES BENVENUTO, substrate ion exchange operator, manufacturing, industrial products, Morrisville
JERRY BLEM, boiler operator, soybean milling, agriproducts, Fostoria
CHERYL BROWN, junior quality assurance technician, refined oil, agriproducts, Decatur
LARRY CARDER, helper, 2 building, Decatur
HERBERT COAR JR., maintenance mechanic A, manufacturing, industrial products, Morrisville
MARK COLLIER, stores coordinator, 80 building, Decatur
RANDALL COOK, assistant production superintendent, chemicals from carbohydrates, industrial products, Van Buren
MARK DENNIS, laborer, soybean milling, agriproducts, Champaign
TIM DEVORE, research technician, microbiology and physical testing, advanced research and development, research, Decatur
JOHN DI LEONARDO, Staport loader I, manufacturing, industrial products, Morrisville
EDWARD DOOLEY, feed loader, manufacturing, industrial products, Morrisville
DAVID DUNCAN, PS mixer operator, 20 building, Decatur
RONNIE EVANS, cleaner, 77 building, Decatur
STEPHEN FISCHER, lead packer, 29 building, Decatur
ROGER FISHER, equipment/file coordinator, soybean milling, agriproducts, Champaign
RICHARD FLOKKEK, dextrose operator, manufacturing, industrial products, Morrisville
HARVEY FORKNER, switch crew operator, soybean milling, agriproducts, Des Moines
MICHAEL GADSBY, refinery rover, manufacturing, industrial products, Morrisville
HOWARD GARD, process control monitor, wet milling, manufacturing, industrial products, Sagamore
NEIL GLADWIN, substrate ion exchange operator, manufacturing, industrial products, Morrisville
WAYNE GODDARD, meal loader, laborer, soybean milling, agriproducts, Champaign
TERRY GOOD, production supervisor, soybean milling, agriproducts, Champaign
DANIEL HARPSTRITE, service laborer, 47 building, Decatur
RONALD HARRISON, senior energy engineer, manufacturing, industrial products, Decatur
FRED HICKS, water treatment operator, 2 building, Decatur
DOUGLAS JENKINS, technician, plant services, manufacturing, industrial products, Loudon
EDWARD JOYCE, lead packer, 29 building, Decatur
ROBERT KERNER, filter operator, manufacturing, industrial products, Morrisville
GARY KOPP, preparation operator, 101 building, Decatur
ROBERT LAMB, process control operator, feedhouse, manufacturing, industrial products, Sagamore
ARTHUR LOWERY, technical director, Gregg Foods, food and specialty products, Portland
ANN MANUEL, library assistant, advanced research and development, research, Decatur
LONNIE MCVAIGH, cleaner, 77 building, Decatur
JAMES MICHAEL, laborer, soybean milling, agriproducts, Frankfort
NORMA MILLER, export logistics coordinator, soybean milling, agriproducts, Decatur
WILLIAM MORRIS, technical superintendent, manufacturing, industrial products, Decatur
CURTIS NEAL, stenciller/cleaner, 20 building, Decatur
IDA NELSON, telephone operator/receptionist, manufacturing, industrial products, Morrisville
JOSEPH PAGE, utility trucker, 99 building, Decatur
JAMES PFROMMER JR., commodity handler, manufacturing, industrial products, Sagamore
DONALD QUEARY, supervisor, processing, dry starch, manufacturing, industrial products, Decatur

JESUS RAMIREZ, commodity handler, manufacturing, industrial products, Sagamore
WILBER REED JR., Manierre loader, 20 building, Decatur
JOSEPH REYNOLDS, computer operator, corporate information systems, corporate finance, Decatur
DENNIS RITCHHART, fumigator, 77 building, Decatur
RONALD SCHUMM, meal room packer, sewer, trucker, soybean milling, agriproducts, Fostoria
JOANNE SHASTEEN, data input operator, corporate information systems, corporate finance, Decatur
JERRY STRIPE, warehouseman, Gunther Products, food and specialty products, Galesburg
JUDITH TISH, supervisor, customer service/order processing, food and specialty products, Decatur
BOBBY TRENT, supervisor, plant protection, manufacturing services, industrial products, Decatur
WILLIAM YATES, expeller operator, manufacturing, industrial products, Morrisville

5 Years

DAVE ALDINI, maintenance mechanic A, soybean milling, agriproducts, Des Moines
ROBERT ARMSTRONG, technician, plant services, manufacturing, industrial products, Lafayette
MAX AUSTIN, cleaner, 20 building, Decatur
TOMMY BAILEY, production helper, 101 building, Decatur
RONALD BAKER, helper, 99 building, Decatur
KENNETH BARRETT, technician, refinery, manufacturing, industrial products, Lafayette
RICHARD BLACK, utility laborer, 111 building, Decatur
MICHAEL BLICKENSTAFF, technician, wet milling, manufacturing, industrial products, Lafayette
JOHN BOWERS, production worker, Gregg Foods, food and specialty products, Portland
JAMES BRAAKSMA, assistant buyer, manufacturing, industrial products, Lafayette
KATHLEEN CAMPBELL, process support laborer, 101 building, Decatur
CHARLOTTE CARLSON, staff nurse, medical and environmental affairs, corporate finance, Decatur
DENNIS CASE, operator, Gunther Products, food and specialty products, Galesburg
BART COCHRAN, helper, 29 building, Decatur
CRAIG COMSTOCK, meal loader, soybean milling, agriproducts, Des Moines
ROBERT CROSE, utility laborer, 111 building, Decatur
MARY CROSSETT, ion exchange operator, manufacturing, industrial products, Morrisville
SCOTT DUNCAN, acid treatment/tank operator, 29 building, Decatur
ROBERT DURLEY, cleaner, 99 building, Decatur
ROBERT FLANNIGAN JR., operator, 6 building, Decatur
STANTON FLOWERS, utility trucker, 99 building, Decatur
ISRAEL FOSTER JR., junior operator, 6 building, Decatur
WILLIAM FRY, technician, refinery, manufacturing, industrial products, Lafayette
GENEVA GALLIEN, technician, refinery, manufacturing, industrial products, Lafayette
STEVEN GRIFFIN, technician, refinery, manufacturing, industrial products, Lafayette
DON GROOMS, boiler operator, soybean milling, agriproducts, Des Moines
CHARLES HAGOOD, plant superintendent, soybean milling, agriproducts, Des Moines
JOHN HARDEN, technician, wet milling, manufacturing, industrial products, Lafayette
EDNA HERNANDEZ, laborer, soybean milling, agriproducts, Des Moines
WILLIAM HILL, technician, refinery, manufacturing, industrial products, Lafayette
JAMES HOLBROOK, senior laboratory manager, application and technical service, food and agriproducts, research, Decatur
TERRY HUGHES, automatic starch packer operator, 20 building, Decatur
ALAN HUTSON, technician, refinery, manufacturing, industrial products, Lafayette
WILLIAM KENNY, technician, refinery, manufacturing, industrial products, Lafayette
STEVE KING, technician, refinery, manufacturing, industrial products, Lafayette

Corn gluten favored as economical feed

(Continued from Page 2)

years. But Nordlund suggested that "this is not the crux of the problem.

"Instead, attention should be focused on the Community's Common Agricultural Policy and its protectionist philosophy, which makes the EC an attractive market for U.S. corn gluten feed," Nordlund said.

Explaining, the chairman continued, "The price of grain in the EC is artificially high compared to the U.S. and world prices. To ensure that their internal grain prices stay at or above the support levels, the EC requires that imported grain carry a levy equal to the difference between the world price and the EC support price. This levy system serves to restrict the imports of cheaper world grains, thereby protecting the internal price. Under GATT the levy system does not apply to corn gluten feed."

For this reason, corn gluten feed is favored by European formula feed compounders and livestock feeders as an economical feed ingredient. U.S. corn gluten feed allows feed compounders in the EC to formulate less expensive animal and poultry rations without sacrificing nutritional value.

"Obviously, any restrictions on the imports of corn gluten feed would be detrimental to the European feed compounders, livestock feeders and subsequently the community's consumers," said Nordlund.

If the EC policy of maintaining artificially high internal grain prices were to stop, the chief executive officer said, "The flow of corn gluten feed to Europe would be reduced as world price grains once again provided economical feed rations. . . .

"Now the EC is threatening to abort a long-standing commitment made in earlier GATT negotiations to allow corn gluten feed to trade within the EC without restrictions," he said.

"Instead of facing the consequences of its own policy, the EC is seeking to avoid them by shifting the burden to U.S. agribusiness

and the American farmer," Nordlund explained. He continued by saying, "If the EC is successful in efforts to shift some of the burden of its policies to the non-EC producers of corn gluten feed, there is little to keep it from doing the same thing to the non-EC producers of soybean meal and soybeans." (The EC presently is a \$3.7 billion market for U.S. soybeans and soybean meal.)

Nordlund expressed the hope that "the United States government, U.S. agribusiness and the American farm community will have the resolve to say to the EC -- 'no more.' We will not carry the burden of your policies; we will not allow you to ignore our 'fair market' philosophy; we will not permit you to erect more artificial barriers that are damaging to the entire U.S. agricultural sector."

He called for the members of the committee and their colleagues to support resolutions made by Illinois legislators addressing the serious challenges to U.S. agriculture raised by the EC.

"Further, we would encourage the Congress to request that USDA and the Administration formulate a specific plan of retaliation if the EC persists on its present course. . . ."

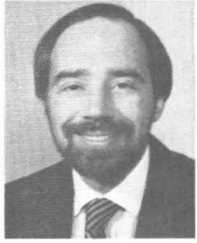
Noting that these are stern measures which could result in significant consequences, Nordlund said, "The time has come for U.S. agriculture to stand firm. Only with firmness can we demonstrate our resolve to the EC and other foreign governments who erect trade barriers, pursue inequitable subsidization programs and foster the dumping of products in the world market."

Concluding, the chairman pointed out that U.S. agribusiness and the American farmer still are the most efficient and prolific producers of feed grains and oil seed products in the world. "All we seek is an equitable environment in which to compete."

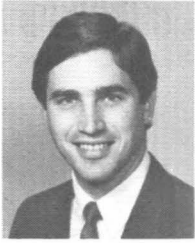
CHARLES KRAUT, product manager, Gunther Products, food and specialty products, Decatur
SHARON LAWLER, vacation relief person, wet milling, manufacturing, industrial products, Sagamore
CARLTON LAWRENCE, laborer, soybean milling, agriproducts, Des Moines
EUGENE LOUIS, helper, 29 building, Decatur
THENOPHIA MCEVOY, benefits specialist, benefits and compensation, industrial relations, corporate administration, Decatur
STEPHEN MCGRATH, production worker, Gregg Foods, food and specialty products, Portland
BRUCE MCKINNEY, technician, utilities, manufacturing, industrial products, Lafayette
RODNEY MCNUTT, production supervisor, soybean milling, agriproducts, Champaign
SOPHIA MEDINA, operator, manufacturing, industrial products, Monte Vista
THOMAS MORRIS, technician, refinery, manufacturing, industrial products, Lafayette
KANDACE MURPHY, lead packer, 29 building, Decatur
ROBERT MURPHY, bag dumper and cleaner, 99 building, Decatur
ROBERT NEWBORN, merchandising manager, commodities, manufacturing, industrial products, Morrisville
LESLEY NICHOLSON, marketing specialist III, performance product, starch business unit, industrial products, Decatur
LARRY NOE, PS drier operator, 20 building, Decatur
STEVEN PALM, area manager, specialty feeds, food and specialty products, Plano, Texas
SHIRLEY PEOPLES, peripheral equipment operator, computer operations, corporate information systems, corporate finance, Decatur
MICHAEL POLLEY, technician, refinery, manufacturing, industrial products, Lafayette
GREG PUNELLI, lubricator, soybean milling, agriproducts, Des Moines
RAUL RAMIREZ, maintenance mechanic A, soybean milling, agriproducts, Des Moines
ANTHONY RAUCH, dryer operator, 118 building, Decatur
KYLE RAY, technician, refinery, manufacturing, industrial products, Lafayette
KATHLEEN RYAN, process support laborer, 101 building, Decatur

GARY SCHROEDER, technician, utilities, manufacturing, industrial products, Lafayette
RICK SCHROEDER, process operator, 101 building, Decatur
RICHARD SIGMON, building operator, 99 building, Decatur
BRADLEY SMESTED, laborer, soybean milling, agriproducts, Champaign
ALVIN SNYDER, senior production supervisor, soybean milling, agriproducts, Des Moines
MARK SPAULDING, process operator, laborer, soybean milling, agriproducts, Champaign
STEVEN STAGGS, operator, Gunther Products, food and specialty products, Galesburg
ROBERT STERLING, warehouseman, Gregg Foods, food and specialty products, Garden Grove
JAMES STEWART, technician, refinery, manufacturing, industrial products, Lafayette
FREDERICK SWICK, technician, utilities, manufacturing, industrial products, Lafayette
JOHN SZWAST, reactor operator, manufacturing, industrial products, Morrisville
LARRY TRUNCALE, laborer, soybean milling, agriproducts, Champaign
MIKE VALDEZ, operator, warehouse, manufacturing, industrial products, Monte Vista
RICHARD VOTEAU, plant manager, manufacturing, industrial products, Sagamore
RICK WARREN, laborer, soybean milling, agriproducts, Champaign
MARK WELCH, relief operator, soybean milling, agriproducts, Des Moines
THOMAS WHEELER, technician, refinery, manufacturing, industrial products, Lafayette
FRANKLIN WHITE, technician, refinery, manufacturing, industrial products, Lafayette
KEVIN WHITE, laborer, soybean milling, agriproducts, Champaign
RAFAEL WHITFIELD, feed loader, manufacturing, industrial products, Morrisville
GEORGE WIESE, buyer, equipment/maintenance, manufacturing, industrial products, Lafayette
RANDALL WILLIAMS, technician, wet milling, manufacturing, industrial products, Lafayette
ROBERT YATES, technician, utilities, manufacturing, industrial products, Lafayette

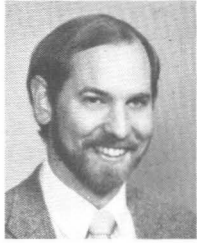
25 promoted around Staley



Tom Weaver



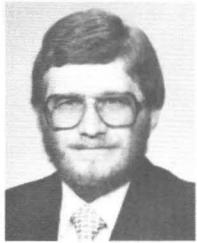
Dan Wooldridge



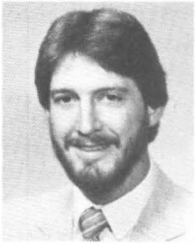
Tom Aurand



Bill Bomball



Denny Dowell



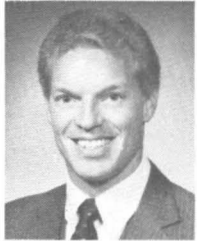
Bruce Hendrix



Diana Herriott



Ashwin Madia



David Bertram



Diane Burchard



Dewey Gosnell



Kathi McClugage

AGRIPRODUCTS

TOM WEAVER, from manager, plant transportation operations, to manager, transportation operations, transportation, Decatur

DANIEL WOOLDRIDGE, from sales assistant, eastern district, to central territory manager, refined oils, Decatur

CORPORATE

THOMAS AURAND, from food scientist, to laboratory manager, food and agriproducts, research, Decatur

DOROTHY BISHOP, from assistant technician, to research technician, food and agriproducts, research, Decatur

SHARON BUTLER, from senior telephone operator, corporate office services, to

telecommunications coordinator, corporate information systems, finance, Decatur

WILLIAM BOMBALL, from laboratory manager, to senior laboratory manager, chemicals from carbohydrates, research, Decatur

DENNIS DOWELL, from operations technician III, soybean milling, Des Moines, to buyer, construction, purchasing, Decatur

BRUCE HENDRIX, from loss control engineer, to associate safety engineer, environmental sciences and safety, finance, Decatur

DIANA HERRIOTT, from food technologist, to food scientist, food and agriproducts, research, Decatur

PAULETTE HOWARD, from chemist, to research chemist, food and agriproducts, research, Decatur

JANET JONES, from utility clerk, corporate office services, finance, to engineering

Joining the leisure life . . .



Lyle Wiegand



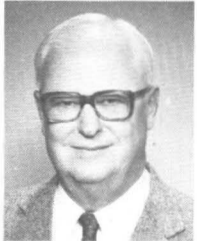
Paul Jelks



Walter Moore



Laurence Voyles



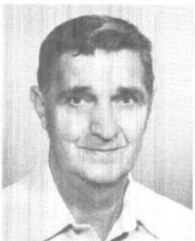
Walter Funk



Roy Oathout



Harold Pieper



Willie Swindle

Effective September 1, 1983

HARVEY BAKER, maintenance coordinator, dry starch, manufacturing, industrial products, Decatur

GEORGE CRISMAN, waste treatment chemist, manufacturing services, manufacturing, industrial products, Decatur

JOE GRAYNED JR., car mover operator, 28 building, Decatur

WILBUR MAUS JR., supervisor, starch drying, manufacturing, industrial products, Decatur

LYLE WIEGAND, senior western district manager, refined oils, agriproducts, Orange, California

Effective October 1, 1983

MELVIN BRANDON, grain mixer, 28 building, Decatur

JOSEPH BROWN, evaporator operator, 5 & 10 building, Decatur

EARNST FORCE, senior mechanic, 77 building, Decatur

ROBERT HOOTS, senior mechanic, 77 building, Decatur

PAUL JELKS, maintenance coordinator, night, maintenance, manufacturing, industrial products, Decatur

FLOYD MCELROY, senior mechanic, 31 building, Decatur

WALTER MOORE, production supervisor, soybean milling, agriproducts, Fostoria

LOUIS NEITLING, production supervisor, soybean milling, agriproducts, Champaign

LAURENCE VOYLES, supervisor, milling, manufacturing, industrial products, Decatur

Effective November 1, 1983

WALTER FUNK, tank car cleaner, 17 building, Decatur

ROLLAND LITTLE, plant electrician, soybean milling, agriproducts, Champaign

ROBERTA NUGENT, division secretary, manufacturing, agriproducts, Decatur

ROY OATHOUT, fireman, east end, 1 building, Decatur

WILLIAM OWENS, senior operations auditor, internal auditing, corporate finance, Decatur

HAROLD PIEPER, supervisor, claims/international transportation, administration, industrial products, Decatur

CLARENCE SANDERS, pump/tank operator, 5 building, Decatur

WILLIE SWINDLE, lead operator, 101 building, Decatur

TED TAYLOR, senior mechanic, 1 building, Decatur

RAYMOND WALSER, conversion unit helper, 20 building, Decatur



With a 14 and 2 record, "B" shift's softball team was proclaimed the champions at Staley-Morrisville. Players, in the back row, from left are Dave (Trees) Rexrode, Mike (Bammer) Fritz, George (Crash) Sabo, Bill (You Got It) Rogan, Joe (Pea Shooter) Crossin and Lindsay (Scoop) Robbins. In front, from the right, are Al (Foul) Frazier, Bill (Hamms) Eischied, Scotty (Cy Young) McGoldrick, Jim (Legs) Crossin and Norm (Sweet Talkin) Hughes. Missing were Joe (Rockin Chair) Shalkowski, Steve (Lil Guy) Jones, Andy (Swing Batter) Evans, Del (Roberto) Harmon and Mike (Rag Arm) Sottile.

document clerk, engineering services, engineering, Decatur

ASHWIN MADIA, from laboratory manager, to senior laboratory manager, advanced research and development, research, Decatur

ROBERT MOORE, from manager, loss control, environmental science, to senior safety engineer, environmental sciences and safety, finance, Decatur

MAUREEN NEFF, from office messenger, to utility clerk, corporate office services, finance, Decatur

FRED SANSOM, from associate development engineer, to development engineer, chemicals from carbohydrates, research, Decatur

INDUSTRIAL

DAVID BERTRAM, from rate analyst, to traffic manager, ethanol/commodities, administration, Decatur

TRACY BREWER, from personnel clerk, to administrative assistant, cost analysis, manufacturing, Morrisville

DIANE BURCHARD, from transportation equipment coordinator, to supervisor, transportation equipment, dry starch, administration, Decatur

MARY CROWELL, from maintenance engineering clerk, to equipment rebuild clerk, maintenance, manufacturing, Decatur

THOMAS DOXSIE, from supervisor, transportation equipment, to traffic manager, starch, administration, Decatur

DENNIS EDWARDS, from computer process control engineer, corporate engineering, Decatur, to area manager, alcohol, manufacturing, Loudon

DEWEY GOSNELL, from superintendent, utilities, power, to superintendent, power plant, utilities, manufacturing, Decatur

KATHI MCCLUGAGE, from senior accounts payable clerk, control, to marketing assistant, starch business unit, Decatur

JAMES POWELL, from assistant warehouse foreman, Chicago, to field representative, warehousing, administration, Decatur

JOSEPH TULIBACK JR., from shift foreman, to wet milling supervisor, manufacturing, Morrisville

"B" shift tops

From May through August annually, the weekend warriors at Morrisville grunt and groan their way through an inter-department shift softball game. This year's champs are from the ranks of "B" shift.

Under the able "general management" of "Foul" Frazier and his captain "Legs" Crossin, the twice weekly games took place and "B" shift heroes reigned supreme. Wait until next year, fellows. There are quite a few out to trim your sails!

Worth noting . . .

George Vice III graduated with honors from Notre Dame University earning a Bachelor of Arts & Letters Degree. The son of George, refinery C.P. operator at Lafayette's Sagamore plant, he is now working toward a degree in law.

Ricky Leach took first-place honors at the Indiana State Fair in the mare-four-years-and-younger English Halter Class and the Reserve Champion-seven-years-and-younger English Halter Class with his yearling mare Dawn IBN Mist. He is the son of Larry Leach, shift supervisor at the Frankfort plant.

Staley News

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