

The Lafayette plant, as conceived by the architect. The new corn sweetener plant represents part of the vigorous effort by the company to capitalize on market opportunities.

Staley News

Volume XVII/No. 10

Decatur, Illinois/October, 1975

Decatur United Way tops \$124,000

The in-plant campaign for the United Way of Decatur and

New benefits for retirees

The company has made significant improvements in medical protection for retirees who are covered by the Blue Cross/Blue Shield Over 65 Plan provided by the company.

The new health care improvements provide a \$50,000 major medical plan in addition to the existing coverage. The plan provides benefits for such things as special care required for long term illness, visits to the home or doctor's office, out-patient tests, private duty nurses, prescription drugs and hospital charges for out-patient radiation therapy.

Morrisville dryers start

Three new starch roll dryers at Morrisville have started operation. The roll dryers will be used for the manufacture of pre-gelatinized starches and represent a major expansion in the food starch production capabilities of the Morrisville plant.

Pre-gelatinized is the term to use "pre-cooked" starches as compared to regular starches which are cooked up by the user.

Macon County at Decatur plant reached a record \$124,500.

The record easily exceeds last year's figure of \$110,000. It includes the corporate gift.

The Decatur campaign was sparked by a significant increase in the number of fair share contributors. Fair share givers on the hourly ranks were twice those of the previous year and the salaried ranks saw at least a 25 percent increase in fair share giving.

Bob Smith, who was chairman for the in-plant campaign, expresses his "thanks and

appreciation to all the workers and the enthusiastic response from all employees."

A highlight of this year's campaign was a special drawing for fair share givers. The two winners each got their choice of a trip to New Orleans or Nashville.

The winner on the salaried roll was Roy Elmore, staff engineer, agriproduction, and the hourly winner was James Scott, chemical operator, 16 building. Both men chose New Orleans as their destination. The three-day, two-night trips are each for two people.

Staley syrup sales up

Staley syrup recorded a 15 percent sales increase during the past fiscal year and was the only major brand with a share-of-market increase.

The sales, based on case volume, also indicated that the demand for Staley syrup was the strongest in the past five years.

Ben Bartolini, product manager, attributes the growth to four factors: (1) the introduction of a 36-ounce size bottle which gives Staley increased shelf space on grocery shelves; (2) a newly designed label; (3) the use of Staley syrup promotions in network television game shows and (4) aggressive promotions.

"As the effect of tight

money and the recession was felt among shoppers, they became much more value conscious in their selections," notes Ben. "The added exposure of the Staley name plus this value awareness sparked shoppers to turn to Staley. Once having tried it, most returned."

Ben believes last year's performance offers a base for growth. Major market areas to be developed include three Mid-western markets and one East Coast market. Extensive advertising, couponing and cents-off promotions will be used in a manner first tried with great success in the Chicago and Philadelphia regions.

Sweetener demand sparks sales gains

Sparked by continued high demand for its corn sweeteners, the company recorded sales of \$776.7 million and earnings of \$50.3 million or \$9.46 a share for the fiscal year ended Sept. 30.

This compares to sales of \$621.3 million and earnings of \$15 million or \$2.84 a share for fiscal 1974.

For the fourth quarter, net earnings were \$11.5 million or \$2.16 a share versus \$7.1 million or \$1.35 for the same quarter the previous year. Sales for the quarter were \$190 million compared with \$186.4 million for the fourth quarter the previous year. Prior year's earnings are restated to reflect a 2-for-1 split effective May 27, 1975.

Chairman Donald E. Nordlund says output of high fructose IsoSweet more than doubled during the past fiscal year, the result of significant expansions at Morrisville and the startup of IsoSweet production at Decatur.

Mr. Nordlund noted that expanded production of IsoSweet will come on gradually during the first six months of fiscal 1976 and capacity will be increased from a current annual rate of approximately 800 million pounds to 1.2 billion pounds.

Another one billion pounds of corn sweeteners will be added in the summer of 1977 with completion of a new corn processing plant now under construction in Lafayette, Ind. Steep tank construction has begun at Lafayette.

Staley offers a complete line of corn sweeteners, including IsoSweet, dextrose and regular corn syrups.

Mr. Nordlund says that the increased production capacity combined with the expectation of somewhat lower year-to-year raw materials costs and improved results would be the basis for another strong year in fiscal 1976.

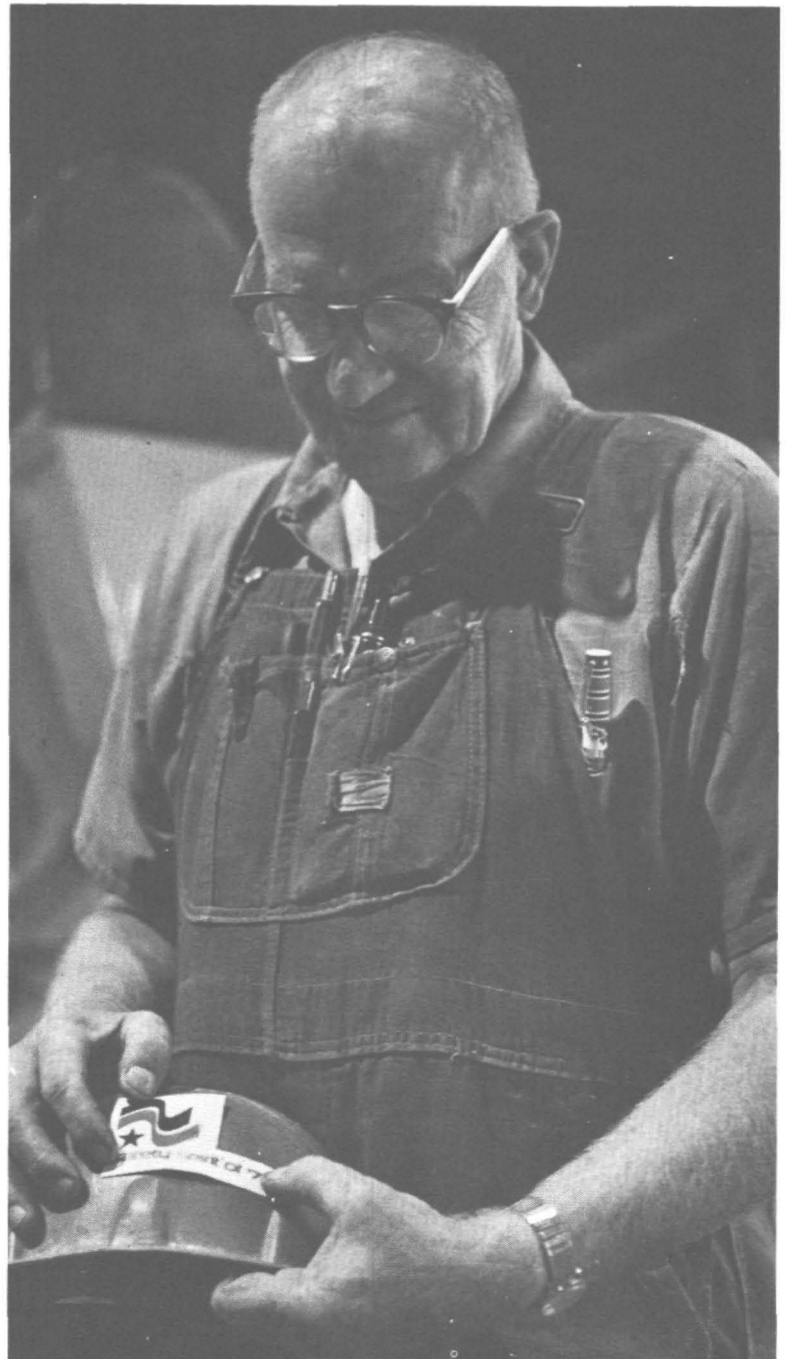
Commenting on other divisions' 1975 results, Mr. Nordlund indicates that soybean processing results were off substantially, on the combination of reduced crop, impaired quality of beans and sluggish feed demand through most of the year. Consumer results were up nominally, while international was off from the prior year.

The comparative summaries:

For the twelve months ended Sept. 30	1975	1974
Sales	\$776,789,000	\$621,386,000
Net Earnings	\$50,362,000	\$15,048,000
Earnings per Common Share	\$9.46	\$2.84

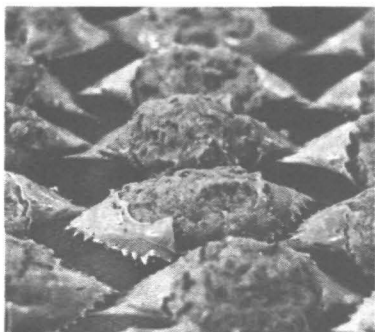
For the three months ended Sept. 30	1975	1974
Sales	\$190,037,000	\$186,468,000
Net Earnings	\$11,589,000	\$7,147,000
Earnings per Common Share	\$2.16	\$1.35

Prior year's data adjusted to reflect the 2-for-1 split of the company's common stock effective May 27, 1975.

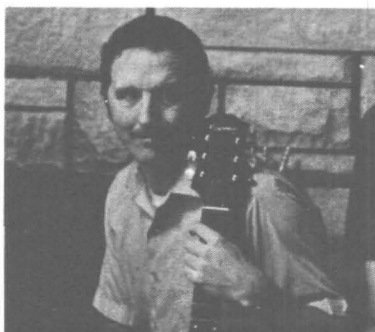


Harold Schable, tinner, Decatur, applies a Safety Spirit of '76 sticker to his hard hat. In his shirt pocket is the bicentennial pen being given to participants in the year-long effort. More details on the safety campaign are on page 4.

In the News...



King Crab P/2



Swing king P/3



Crab picking isn't all that easy, but this lady at Graham & Rollins seems to enjoy it. The best pickers average 50 to 60 pounds of crabmeat a day, can earn up to \$300 a week.

Mira-Tex extends crabmeat uses

Where Chauvin has undergone a diversification route, Graham & Rollins, has restricted its operations to the blue crab and fresh crabmeat, Crabmeat Hampton, (the product using Mira-Tex), and Imperial Crab Spread (a cheese-based dip).

Unlike shrimp, crabs abound. To hear a waterman talk, it's a good thing only two or three crabs survive from the million or more eggs a female carries. Chesapeake Bay watermen annually harvest millions of pounds of blue crab. The succulent crustaceans are destined to be steamed, stuffed, deviled, shredded into salads, patted into crab bakes, and, in their softshell state, eaten whole.

"My problem is not supply," says John Graham, president of the firm. "It's getting pickers, the women skilled in removing the claw, regular, and backfin meat from the crab."

"At one time in Hampton there were at least 15 crab plants," John notes. "Now there are seven, and a couple of these are barely hanging on. It's not so much from lack of crab as lack of skilled labor."

Live crabs are brought in by fishing boat from the Bay, or by truck from North Carolina, Maryland, or the Gulf Coast.

The crabs are washed in a revolving, inclined drum, collected in wire baskets, and then cooked for 10 minutes before being dollied into the cooler.

The crab pickers--some 40 to 50 of them--take over at 5 a.m. the next day. They are paid by the pound with the best pickers averaging 50 to 60 pounds a day and earning up to \$300 a week. There are few young pickers. The average age, according to John is 55 to 60, and at least one is more than 80 years old.

"In this business," says John, "production is geared to the number of pickers. When I came here, we had 22 to 25 pickers producing about 550 pounds of crabmeat a day. Now we have 50 pickers on the average and production has more than doubled."

Graham's crabmeat prod-

ucts are packaged by hand and marketed to institutions and wholesalers, most of whom are out of state.

John's interest in Mira-Tex developed when he felt the need to branch out from a total reliance on fresh crabmeat and create a crabmeat product with price and profit geared to high volume and packaged for home consumption.

Graham enlisted the aid of two Virginia Polytechnic Institute scientists, whose contribution was subsidized by U.S. Sea Grant funds. A number of companies were asked to submit samples of crabmeat additives.

These samples were used for all types of concoctions. Most were frozen, dehydrated and given bacteria tests before taste-testing at every opportunity by Graham and his friends.

The effort took about four months, and at the end, in Graham's words, "everybody

(Continued on Page 4)

Mira-Tex eases shrimp cost pinch

There are thousands of seafood processors in this country. Most, like John A. Chauvin and Graham & Rollins, are small, family-owned enterprises linked for generations to the sea and its bounty.

All have had their problems in recent years. The catch of tablegrade fish and crustaceans from the oceans and inland waters of the world continues to decline. This year there was no Gulf shrimp at all for Chauvin in Louisiana. The big boats have been taking too much out of the water for too long," John Chauvin laments. His company now imports most of its shrimp from the Persian Gulf and other faraway waters.

As a consequence of such shortages, not only for Gulf shrimp but for many other of the more desirable species, prices for seafood are "going through the roof" and consumer resistance is escalating.

It's a disturbing trend, and to counter it seafood processors are turning to textured soy protein to "extend" limited supplies of an expensive commodity without sacrificing nutritional values, product quality, taste appeal, appearance, or processing efficiencies.

To Chauvin in Louisiana and Graham & Rollins in Virginia, Staley has been a key in keeping costs in line and product lines competitive.

Barry James, director of marketing, protein division, explains Mira-Tex 400 provides seafood processors with a finished product every bit as economical, nutritious, and flavorful--or even more so--than seafood in its natural state.

J.W. (Bill) Robinson, the protein division's director of product management, points out that Mira-Tex allows a seafood processor to "form" new products that he might not be able to make otherwise.

Also adding impetus to the interest in textured soy proteins is a recent Food and Drug Administration policy no longer requiring the word "imitation" on labels of products using soy protein as long as the products are nutritionally equivalent to the ordinary seafoods.

The experiences of both Graham & Rollins and Chauvin tend to support textured protein's capabilities in extending and enhancing critically short and extremely high priced food from the sea.

Chauvin, operates in a small, single-story plant in Gretna, across the Mississippi River from the seafood mecca of New Orleans. It uses Mira-Tex in all of its dressings for specialty items as stuffed crab, stuffed shrimp, shrimp and crab patties.

Graham & Rollins, like Chauvin a small family-owned firm, occupies modest facilities on a small tributary of Chesapeake Bay, a vast body of water called an "immense protein factory" by author H.L. Mencken. G & R uses Mira-Tex in its Crabmeat Hampton, one of the most promising of its new products for consumer markets.

John A. Chauvin, president of the company bearing his name, and his son, William D. (Bill) Chauvin, general manager and executive vice president, began using Mira-Tex in their Sho-van line of specialty items less than a year ago.

"I felt from the first it was a good thing to put in our products," Bill admits. This feeling persisted even though there was one bad experience with spun protein from a pharmaceutical supplier. "The spun protein was easily identifiable in the product. And that we couldn't have," recalls Bill. This didn't stop the search for a more suitable extender. Before selecting Mira-Tex, the Chauvins prepared numerous samples for an eight-person, taste-test panel.

"Some picked the protein-enriched product as the better product," Bill reports. "Most said they couldn't notice a difference."

The fact that Mira-Tex is a neutral tasting ingredient pleased the Chauvins, along with the product's ability to lose its identity in the final mix.

Also, the use of Mira-Tex in stuffed crabs increases yield by at least 8 percent.

For many years, cook-peel cocktail shrimp was the backbone of Chauvin's business, bringing in 90 percent of revenues. But as the cost of shrimp climbed, demand declined, and the Chauvins quickly sensed the need for diversification in their product line.

Currently, the specialty lines plus lobster tails, catfish fillets, flounder, turtle soup, frog legs, and other fish items--some imported from halfway around the world--bring in 75 percent of sales, with cook-peel shrimp down to the remaining 25 percent.

Processing for fresh Gulf shrimp (when the Chauvins can get it) and imported shrimp is conducted at the Gretna plant by 70 to 100 employees.

The shrimp are first fan-tailed then frozen for next day processing. Two cooks prepare the dressing about two hours before the "stuffing crew" comes on duty. The Mira-Tex is rehydrated before the final mixing of seasonings, vegetables, and other ingredients. All stuffing of the shrimp is done by hand. Labor is paid on a piecework basis and Bill says some of the girls can stuff 5,000 shrimp in three hours.

After stuffing, the shrimp are trayed, carted to a blast freezer where they await bread-ing and packaging on the following day. Production, according to the Chauvins, average about 100 cases of stuffed shrimp a day (240 shrimp to a case).

Sales are made direct to wholesalers and dealers throughout the United States and eastern parts of Eastern Canada. Some specialty items carrying the Sho-van brand are retailed at supermarkets in Florida, Louisiana, and Texas.

Chauvin uses about 500 pounds a week of Staley's textured vegetable protein in recent months. There have been no problems.

Consumer acceptance?

Business is steadily increasing (up to 30 to 40 percent over 1974), Bill points out. So, he says, the taste, texture, quality, and price must be right.

On the move



Larrie Kitchen

CORPORATE
PHILIP JORDAN from hourly roll to storeroom assistant
DAVID BEALS from utility technician alternate to utility technician, research & development
LARRIE KITCHEN from management trainee to transportation specialist, transportation
GLENN VANCE from utility technician to night building superintendent
ROGER WEHNING from store-room assistant to utility technician alternate
LYNN ELDER from senior estimator to assistant purchasing agent, construction equipment, purchasing
SCOTT HAVENER from messenger-plant to utility clerk, corporate information systems
RANDY KIRBY from utility clerk to receiving & shipping clerk, corporate information systems

AGRIPRODUCTS
JOHN ROBINSON from hourly roll to assistant foreman, agri maintenance

CONSUMER
JANELL MALINSKI from junior customer services clerk to military order services clerk
EARL SCHULTZ, from director quality assurance to manager, Staley operations, manufacturing

INDUSTRIAL
BARBARA BAUM from messenger-office to maintenance office clerk, maintenance
MELVIN CHAPPLE from production department relief foreman to shift foreman, dry starch
ROBERT GARRETSON from area manager, specialties to regional sales manager, specialties
ADELLE ST. PIERRE from maintenance office clerk to secretary to industrial products controller



The better shrimp stuffers at Chauvin can stuff 5,000 shrimp in three hours.



Left to right, Jordan Smith, Larry Landwehr, Jim Guthrie, Sam Jackson.

From R&B to C&W, the beat's a Fierce thing

Hold on to your hats, country music and rhythm and blues fans, here comes "Fierce" a group of Staley employees which is out to set the Decatur music scene on its ear. And listening to Larry Landwehr, programmer, describe the group, one might wonder if old Hank Williams didn't stir just a little bit in his grave.

The group is composed of Larry, Sam Jackson, maintenance office manager; Jim Guthrie, systems analyst and Jordan Smith, foreman, riggers/millwrights.

Larry is the unofficial spokesman for Fierce, and he disguises the band's abilities behind a steady patter of humor.

"We call ourselves 'Fierce' on one side of the drum. On the other side, the 'ie' is crossed out and 'a' added for Farce. How well we're playing determines which side of the drum we turn toward the audience."

Actually, Fierce has already gained attention in the Decatur area as a really fine group of musicians. However, none of the

members are going to forget that they're playing primarily for fun.

The organization got off to a sputtering start about a year ago when Sam, who is also active in local theatrical groups, stopped by Larry's house. He noticed Larry's guitar and volunteered that he would like to learn to play.

Adventurous

Larry is an adventurous sort, known affectionately to his many friends for his tremendous enthusiasm for anything that he does. There could be no doubt that Larry would succeed in teaching Sam to play the guitar.

Next to join the group was Jim. A country boy, Jim heard about Larry and Sam's jam sessions and said he'd like to join. Although Jim has never had a music lesson, he has a natural talent that propelled him into lead guitar.

Jordan Smith was the final addition. (Don't feel bad, Jordan... Ringo was the last to join the Beatles, too.) Although he admits that country isn't his bag, he (Continued on Page 4)



Robert Lighthall



Elmer Luallen



Herbert Cochran



Charles Lake, Jr.



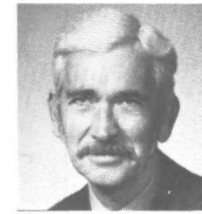
Robert Smith



Elzie Lourash



Elza Henderson



John Higgins



Leo Griffin



Donald Bledsoe



Charles Vaughan



Donald Ballard



Richard Hoyt



Bob Etherton



Burt Smith



Archie Sturgill



Dale Alexander



Ivan Finrock



Jay Johnson, Jr.



William Salefski



Joseph Schwartz



Tom Burcham



Harry Jackson



Robert Buxton



Joe Beckler



Ivan Williams



Richard Moore

85 mark October anniversaries

35 Years
ROBERT LIGHTHALL, assistant to director, corporate transportation

30 Years
ELMER EARL LUALLEN, shift foreman, boiler room
HERBERT COCHRAN, shift foreman, 11-18-75, corn milling
CHARLES LAKE, JR., shift foreman, pack & load, dry starch
CHARLES BRITTENHAM, process support, 5 building
JAMES DENNIS, cleaner, plant clean-up
ROBERT SMITH, stores clerk, storeroom, 77 building
ELZIE LOURASH, serviceman, 5 building
OVAL LEWIS, operator, 111 building
ELZA HENDERSON, pumping station operator, 2 building
JOHN HIGGINS, senior analyst, quality assurance
CLYDE SIMS, repairman, 1 building
LEO GRIFFIN, senior painter-roofer
WILLIAM BURKE, senior analyst, quality assurance
DONALD BLEDSOE, spouter, 28 building
JOHN GIDEON, senior mechanic, electric
CHARLES VAUGHN, operator, 111 building

DONALD BALLARD, operator, 111 building
FORREST WILMOT, tank car cleaner, 17 building

25 Years
RICHARD HOYT, superintendent, stores/reclamation, maintenance
WM. RICHARD HOOPER, shift foreman, plant protection
ROBERT ETHERTON, superintendent, soy protein, agri-products
BURTON SMITH, eastern region credit manager, financial
ARCHIE STURGILL, shift foreman, 9 building
DALE ALEXANDER, carbon operator, 5 & 10
ROBERT BEADLESTON, fireman E end, 1 building
THEODORE LEROY GARRETT, westfalia operator, 29 building
GEORGE MARTINA, utility driver, transfer
IVAN FINROCK, JR., senior mechanic, pipe
CLARENCE HEDGES, drier building cleaner
JAY JOHNSON, JR., senior mechanic, pipe shop
BOBBY HEISERMAN, tank-pump operator, 12 building
LEROY LAMB, lead operator, 111 building
WILLIAM SALEFSKI, utility labor, 20 building

LYLE BURGESS, 75 building operator, 75 building
JOSEPH SCHWARTZ, rigger leadman, riggers
THOMAS BURCHAM, loader, 17 building
JOE GRAYNED, JR., drier operator, 28 building
CARL TERNEUS, general utility, 28 building
JAMES WAGNER, utility labor, 39 building
HARRY JACKSON, grain unloading helper, 28 building
CHARLES COX, lead tank car inspector, quality assurance
ROBERT BUXTON, second year apprentice, electric
CECIL BLANCETT, senior analyst, quality assurance
JOSEPH BECKLER, steam drier operator, 9 building
ROBERT MILLER, senior analyst, quality assurance
IVAN WILLIAMS, leadman & weigher, 6 building
CLARENCE HARVEY, separator operator, 6 building
RICHARD MOORE, trucker & dumper, 20 building

20 Years
PAUL JOYNT, carbon operator, 5 & 10 building
CHARLES FISHER, rigger leadman, riggers
ROBERT HARMEIER, assistant cooler operator, 17 building

JOHN HOWE, westfalia operator, 29 building
SHIRLEY WINSLOW, chemical technician leadman, Houlton

15 Years
MERLIN LANDGREBE, pump operator, 6 building
NANCY RICHARDSON, accounts receivable bookkeeper, financial
ROBERT MAYBERRY, supervisor of printing, corporate information systems
RAY ASHLEY, JR., senior project engineer, engineering
WILLIAM BOMBALL, research chemist, research & development

10 Years
DELMAN BALL, chemical operator, 16 building
ERNEST FLEENER, auto starch packer, 20 building
VICTOR KARCHER, building cleaner, 28 building
EARL KEENE, receiving clerk, 77 building
LAURENCE PEARSE, mechanic, sheetmetal
JULES SAULETEL, carbon operator, 5 & 10 building
RICHARD BENTON, second year apprentice, sheetmetal
ROBERT TRAUGHBER, tank car cleaner, 17 building
JAMES BOOKER, JR., cleaner, 11 building
KENNETH CARL, mechanic, sheetmetal

REX SOWERS, stores clerk, 77 building
ROBERT COOK, lower steep tender, 6 building
ANDREW LIMING, loader, 47 building
JOHN POLLEY, mechanic, senior, pipe shop
DON JOHNSON, director industrial products, research & development
CARL PICKENS, research technician, research & development
ROBERT BARNETT, assistant product manager, food services, consumer products
WILLIAM HUEBNER, senior development engineer, research & development
ARNOLD GONYA, drum dryer leadman, Houlton
DANIEL EDGECOMB, mechanic, tin shop

5 Years
WALTER YACKEL, JR., food technologist, research & development, consumer products
MICHAEL TREACY, territory manager, specialties, industrial products
G. LEO WILLOUGHBY, gateman, plant protection
LARRY VAUGHN, clockman, plant protection
G. VARGAS, warehouse fork lift, Cicero
CRAIG OLSON, utility man A, Sno-Bol

Real-life disaster of fire ever present

This is the year of the "disaster" movies. While millions thrill and chill to the exotic horrors of celluloid earthquakes, fires and sharks, they too often ignore the spectre of a more pressing danger with them daily--fire.

Fire--or the threat of it--should be especially immediate to Staley employees. In some areas the use of hazardous materials, accompanied by the storage of different types of chemicals in a relatively small space contribute to the potential for a fire. Added to this is the large amount of grain stored at some locations.

Staley losses during fiscal 1975 totaled slightly more than half-a-million dollars from 36 fires. Twenty-two of the fires totaled less than \$100 loss, three figured at \$100-\$1,000 loss, five were in the \$1,000-\$10,000 range, two accounted for \$10,000-\$50,000 loss and four totaled losses of more than \$50,000 each.

Primary causes of the fires included improper disposal of waste materials, poor house-keeping, electrical short-circuits and inadequate process control.

One employee suffered serious burns.

Each plant has well-defined areas in which matches, lighters or other smoking equipment is prohibited.

Also, volunteers at each location are trained in fire fighting skills. For example, at Decatur, more than 90 employees are members of the volunteer fire fighting team. Many of these employees also serve on the volunteer fire departments in their communities.

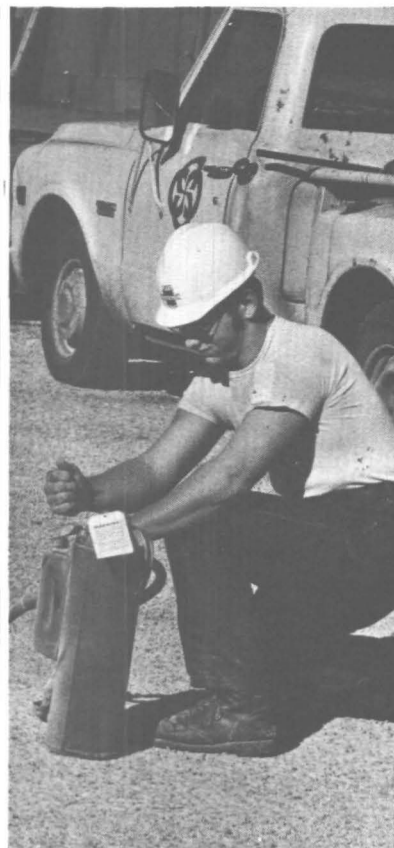
Tom Lesyna, plant protec-

tion superintendent, Decatur, urges employees at all locations to learn the location of fire extinguishers in their work areas to understand their use. Tom adds that any employee who does not know how to use a fire extinguisher should notify his foreman and arrangements will be made for instructions.

"This is especially important because there are different types of fires that are best fought with differing systems," Tom notes.

Tom explains that there are three basic types of fires. Class A fires are designated for burning wood, paper, fuels or rubbish. They are best combated with soda acid or water. For Class B fires--oil liquids or chemicals--dry chemicals, foam or carbon dioxide should be used. Other types of materials might only spread the blaze. Class C fires are electrical fires and only dry chemicals or carbon dioxide should be used to extinguish them.

"Each employee should check his or her work area and look for potential hazards. If he finds any, the supervisor should be informed so corrective action can be taken," concludes Tom.



Fire! Do you know how to combat it? Left to right, as the blaze rages, James Hempsmier recovers a dry chemical extinguisher to smother the flames. In the center picture, he "charges" it by a sharp blow to a valve. In the final shot, he approaches the flame slowly, holding the nozzle of the extinguisher low, extinguishing the flame on the edge nearest him by moving the nozzle from left to right. Jim is in plant protection.

Court volunteers aid children

Judy is 15. She is pretty with long blond hair that reaches the middle of her back. She is a shoplifter.

Judy was caught and placed on probation by the Macon County juvenile court.

There was a time when Judy--and countless other youths like her--would have been relegated either to detention or to the case load of an overworked probation officer who lacked the time for anything more than quick visits.

Now, however, thanks to the efforts of volunteers who partici-

pate as friends, counselors and listening posts to young people in trouble, Judy has someone to turn to--Sally Katzenmaier, secretary, corporate law/administration, who as a Volunteer in Court, meets with Judy at least an hour a week.

Sally is one of three Staley employees who in the past year participated in the court program. Others were Martin Jones, switchboard operator, 12 building, and Robert Hoots, senior mechanic, pipe shop.

The importance of the charge given the volunteers cannot be overlooked. Statistics have shown that patterns of criminal behavior begin at an early age.

Traditional methods of dealing with youthful offenders are believed by many authorities to only increase the potential of recidivism (repeat offenders). Detention and punishment is believed to harden attitudes or actually act as the much-desired recognition children seek, whereas probation programs are so loaded with cases they cannot give needed attention to the child. The Volunteers in Court program overcomes shortcomings of previous efforts.

After extensive training, including classes in psychology, each volunteer was assigned a youth between the age of 12-16 who was in trouble with the law.

No watchdog

Rather than acting as "watchdogs" for the youths, Sally, Bob and Martin become friends with them. They meet

with the young person at least once a week and learn to know them. Importantly, none acted as though they have all the answers to the child's problems. Often, the situation facing the child is never even discussed.

"We want to establish trust with the kids," explains Bob. "They don't need preaching or suspicion."

Martin agrees, noting that "young people will open up to someone who shows an interest in them."

"That's why we take our time in working with a child," Martin continues. "I want him to know that I'm there to help him."

"Sometimes I just talk with the girl assigned to me," says Sally. "It means a lot for her to be able to have someone who'll listen."

Like other of the more than 40 volunteers in the program, the three Staley employees participate in recreational programs, shopping trips, movies and a variety of activities with the youths--but always on a one-to-one basis.

Is the effort succeeding? Sally has acted as a volunteer with three other girls, while Martin has had three boys and Bob has worked with two youths. After the youth is removed from probation, he is also out of the Volunteers in Court program. Yet, many of the young people keep in touch with their Volunteer. And as Sally says, "It's worth the effort if we can help even one child."

Report all injuries promptly

"No safety record is so important that an employee should risk his own welfare by failing to report every accident or injury promptly."

That's how Steve Lockhart, loss prevention supervisor, explains the company philosophy regarding reporting of injuries.

"We try to instill in each employee a safety awareness that makes him want to strive for a

continuing record of personal and plant safety," Steve continues. "But that doesn't make records more important than the health of employees. Yet, some people won't go to first aid with injuries because they are afraid it will endanger a safety record."

Steve says that the purpose of safety promotions--such as the year-long Spirit of '76 effort currently under way is to create

and western bar for every Saturday night. It was turned down because the gruelling schedule would have spoiled the fun the guys were having.

"We hope to keep getting more engagements," explains Larry. "But, our main purpose is having some fun and meeting new people."

So, beat me daddy, eight to the bar, bump me with a boogie beat all the way on a truck going down old 66-Fierce is in town.

Demand has increased substantially for Staley's textured vegetable proteins in seafood applications. The company is currently developing other products for seafood. One, new Pro-Con soy protein concentrate will be available in fiscal 1976. The new concentrate is 70 per cent protein, free of the flatulence factor, highly absorbent and ultra-bland.

"With Mira-Tex, the new soy protein concentrate, and a number of other products, Staley is definitely in the business of supplying seafood processors with their growing food ingredient needs," concludes Barry James.

safety awareness, not records.

"A part of safety awareness has to include the proper and prompt treatment of cuts, bumps or other injuries," he adds.

Although the current Spirit of '76 safety promotion awards prizes based upon the employee's ability to complete the year without a reportable injury, he should still report injuries to first aid. A first aid case doesn't disqualify him since a reportable injury is one requiring treatment away from the plant first aid offices. A first aid case is treated in-plant. A lost-time accident is one in which the employee misses work following the day of the accident.

"Many times, simple injuries require only first aid treatment," Steve points out. "But, regardless, if an employee doesn't realize that the real purpose of safety is to improve his welfare, then we've failed."

"An untrained person cannot detect the extent of an injury--one to himself. The simplest cut can lead to infection. A bump on the head might seem minor but actually cause serious head injury. The impact of muscle strains might not be fully felt until days after the injury."

Steve points out that each plant either has nurses on duty at all times or personnel qualified and trained in first aid.

Staley News

The Staley News is published monthly for Staley employees by Corporate Public Relations, Decatur.

Manager, Employee Communications Dan Hines

Manager, Visual Communications Lee Jeske

Fierce

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adapted quickly and added rhythm and blues to the group's numbers.

Fierce soon realized that if it was fun to perform for each other, it would be even more so to perform before a public. The first step was private parties. Next came local clubs and recently Fierce was offered a standing contract at a small-town country

TSP, sea foods

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agreed that the Staley product was it."

Since then, he has served his Crabmeat Hampton, which is 75 percent crabmeat, 12 percent soy protein, and 13 percent bread crumbs, seasonings, and other ingredients to several thousand Virginia dentists, who, Graham recalls, "thought it was great."

Vegetable protein "extenders", as the price of natural seafoods continues to escalate, are becoming increasingly important to the Chauvins, John Graham, and other processors in the field.

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Address Correction Requested

