

Aeration is used to provide oxygen for the bacteria in the waste treatment plant.

'Bugs' work, Morrisville waste plant does job

Efficient waste treatment operations are more than a matter of "getting the bugs out." At Morrisville, getting the bugs in is helping the plant's waste treatment facilities exceed the plant's design capacity.

The plant is designed to operate with discharges of up to 250 parts per million of biological oxygen demand (BOD) organisms in its waste. BOD is a common standard of the strength of waste materials. The 250 parts per million would be the equivalent of the daily discharge of a city of approximately 7,000.

Now, however, the plant is discharging only 155 parts per million BOD, a significant reduction during which the waste treatment facility is operating at nearly 90 percent efficiency. How did the improvement come about?

Lee Nolting, quality superintendent, explains, "The sludge we were getting that provided the bacteria to feed on the BOD was just not doing the job."

"Part of the problem came about as the result of 'shock'. A sudden jump in production would kill the culture by overloading the waste treatment plant."

The solution, says Lee, was the purchase of a dry bacteria system from a California manufacturer. The bacteria was more resistant to shock loads and was "tailor made for our type of system," Lee continues.

That was a first step. As the bacteria became established, small amounts fed upon the BOD. The next step was to reduce losses



Gary Sadoff, quality assurance technician, takes a sample from the waste treatment process at Morrisville.

from production areas in the plant.

"We've made great strides in this area," Lee explains. "Better maintenance, improved loss monitoring—they're the keys." Employees have been made increasingly aware of the need to spot problems and make sure corrective measures are taken.

The third step was to hold a higher amount of suspended solids in the waste treatment basin. Lee points out that this was not possible with the old bacteria, because sludge would soon overflow the skimming (holding) tank.

Lee and other Morrisville employees have worked with city authorities since the plant's wastes are discharged into the municipal treatment facility for further treatment before discharge into the Delaware River.

StaleyNews

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Sno-Bol share all-time high

Super Strength Sno-Bol liquid continues to show dramatic gains and in the latest available statistics has captured its all-time high market share.

In the period entering October, Sno-Bol registered its sixth consecutive four-week share increase by jumping to 9.1 percent of all bowl cleaners sold in the nation. The comparable figure for a year ago was 6.9 percent.

Another important statistic—case sales after the national expansion continue to be on plan, and the June-September period for this year is 37 percent above the previous year. Shelf distribution of liquid Sno-Bol now covers 70 percent of national retail grocery sales, up from 38 percent coverage in March 1976.

The gains come as Super Strength Sno-Bol enters an ambitious television, magazine and trade promotional period. The hard selling and dramatic comparison of the cleaning power of Super Strength Sno-Bol versus Lysol and Vanish started its appearances on national television in early June and runs through mid-November.

It is estimated that the programs on which the commercials will appear have reached 90 percent of all television homes, producing well over 135 million gross home impressions.

Three national magazine ads with 10 cents off coupons will appear in 1977 in Family Circle, McCall's and Better Homes and

Gardens, and national trade promotions offering discounts to grocery stores will be offered this fall.

In a related note, the television commercial which illustrates the dramatic cleaning superiority of Super Strength Sno-Bol has withstood a challenge from the manufacturers of Vanish.

Vanish claimed that the commercial was misleading and protested to an advertising regulatory agency. The three national networks were also notified of the claim.

However, when the regulatory agency studied the documentation of the cleaning claim made on behalf of Sno-Bol, which was submitted by Staley, the agency upheld the claims as accurate. All three television networks agree with the regulatory agency.

Staley provided two tests comparing the rust removability of Sno-Bol, Lysol and Vanish. Porcelain panels were stained with an iron solution comparable to toilet bowl stains in difficulty to remove. The three products were applied to portions of the panels and then scrubbed using a mechanical sponge mop. The cleaning efficiency was rated by seven judges who were unaware of which products were being used. In a second test, the area treated with Sno-Bol was not scrubbed, while the areas treated with the other two products were. In both tests, Sno-Bol was found to have removed more of the stain, substantiating the "faster and easier" claim.

Volume, demand strong but earnings lower

Staley reports net earnings of \$37.6 million or \$3.50 a share on sales of \$819.3 million for the year ended Sept. 30, 1976.

The totals compare with net earnings of \$50.3 million or \$4.73 a share on sales of \$776.7 million for the prior year.

For the fourth quarter, net earnings were \$5 million or 47 cents a share versus \$11.5 million or \$1.08 a share for the previous

year. Sales were \$251.1 million compared with \$190 million. The prior year's per share earnings are restated to reflect a 2-for-1 stock split in March 1976.

Chairman Donald E. Nordlund said earnings for the quarter and year reflected lower prices for corn sweeteners, especially high fructose IsoSweet.

Mr. Nordlund added that the company's sales volume of high fructose syrup, regular corn syrups and dextrose was greater than in the prior year.

He indicated that sales of the company's numerous starches also had been strong, particularly modified varieties for the paper industry and food processing.

Regarding soybean processing operations, Mr. Nordlund said crushing margins were somewhat better than in 1975 but still below satisfactory levels. He pointed out that four soybean mills acquired by Staley in March had performed to expectations.

An increased earnings contribution from the consumer products group came from share-of-market gains for several laundry and homecare products.

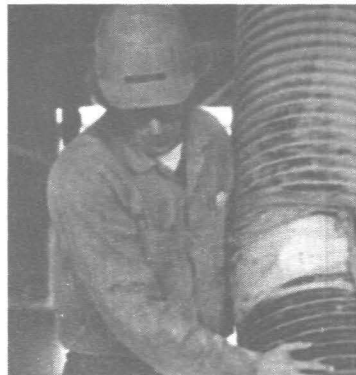
Looking ahead, the Staley chairman said sales would reach a new high in fiscal 1977 but corn sweetener prices needed to improve if the company is to sustain its 1976 earnings level. He expressed optimism that sugar prices, a major influence on corn sweetener profitability, would move upward in the coming year. He said the timing and extent of the upturn would have significant impact on company results.

Positive performances, stemming from expansion activities of the past year, are expected from the company's agriproducts and consumer products areas in fiscal 1977.

In the News...



Sounds/P3



Service/P4



Sausage/P4

Anniversaries

40 Years

WALTER HUGHES, senior mechanic, sheetmetal
 THOMAS VIGNERI, development engineer helper, 59 building
 DALE O'BRYAN, senior mechanic, electric
 JOHN TOKARZ, roof equipment operator, 9 building
 FRANCIS DIVELEY, senior mechanic, machine
 WALTER GERK, senior mechanic, Satellite I
 JESSE RAY, senior mechanic, Round House
 LYLE BAUMAN, shift foreman, elevators, 28 building

35 Years

ELZA GASS, senior mechanic, tin shop
 HARVEY GOLLAHON, senior painter-roofer
 EMMETT PAGE, senior mechanic, machine
 WENDELL WIMMER, manager, price development, industrial administration

30 Years

EDNA POWELL, cashier, corporate financial
 HAROLD SMITH, labor relations supervisor, industrial manufacturing
 CHARLES CROWELL, maintenance foreman, agriproduction
 LOUIS VON HATTEN, shift foreman, engine room, industrial manufacturing
 WILLIAM PFEIFER, conversion operator, 5 building
 NORRIS FORD, JR., converter A operator, 16 building
 ALONZO KARCHER, senior mechanic, elevator C & D, extraction plant
 CHARLES KMETY, assistant cooler operator, 17 building
 JOHN RENFRO, transfer driver, transfer
 HAROLD ENTRIKIN, senior painter & roofer
 JUDSON GUEST, plant cleaner, 77 building
 WILBUR HECTOR, stores coordinator, 77 building
 CHARLES WORLDS, conversion operator, 5 & 10 building
 I. HARLAND, Des Moines plant

25 Years

JUDSON STRONG, JR., agriproducts controller
 RICHARD HACKL, cooler operator, 17 building
 CHARLES ALSBURY, lower steep tender, 6 building
 LLOYD GRACE, senior anlyast, quality assurance
 LOUIE LITTERAL, laborer reliefman, Columbus plant
 ELLIS CARTER, tractor machinery operator, Champaign plant
 J. BELLUCKI, Des Moines plant

20 Years

TOM WHEATLEY, production manager, corn milling
 LLOYD WILLIAMSON, office clerk, HOULTON
 VERA ZEIGLER, head nurse, medical, industrial relations
 LARRY LEWIS, senior mechanic, electric
 JAMES SPIKES, laborer reliefman, Columbus plant

15 Years

ROBERT ATKINS, assistant foreman, Satellite IV, corn milling
 HARRY FORCE, JR., assistant foreman, syrup refinery & dextrose
 JAMES KELLY, area manager, sweetener sales, Atlanta
 HELEN WEATHERFORD, consignment release, price clerk, industrial administration
 RAY DRURY, senior applications chemist, industrial products research
 PAUL BOYS, mechanic, machine
 WILLARD GOFF, operator, 111 building
 JACKIE STUART, bag marking operator, 20 building
 DON MOORE, second year apprentice, millwright
 RALPH TOZER, shift foreman, packing & loading, dry starch

10 Years

CHARLES KNORR, engineering draftsman, corporate engineering
 ED MCGREW, JR., office manager, commodity futures office
 JIM SIMMERING, manager, systems maintenance, corporate information systems
 BILL SCHOETTLE, transportation manager, industrial products
 CATHY FORCE, methods analyst, corporate engineering
 PAUL HERMAN, plant superintendent, Morrisville
 STAN SOWA, soyflake process, 99 building
 ELMER WEBB, senior mechanic, sheetmetal
 LEE PENN, apprentice first year, electric
 RONALD SHINALL, chemical operator, 16 building
 JIMMY STONE, cleaner, 16 building
 JESSIE BUNCH, heavy equipment operator, 77 building
 RICHARD KLEE, lead packer, 29 building
 WILLIAM MILLER, truck operator, 34 building
 WAYNE HILL, senior mechanic, pipe
 TIM GUITERREZ, lead operator, Monte Vista plant

5 Years

ROGER GUSTAFSON, project engineer, consumer products
 GEORGE TAGGART, instrument technician, Morrisville
 CARL LINSON, instrument technician, Morrisville
 HELEN AMOS, data control clerk, corporate information systems
 LILLIAN DVORAK, department secretary, consumer products distribution
 JOE KAY, eastern regional manager, consumer products marketing
 D. V. KROHN, process instrumental control technician, Cicero
 G. P. MARIN, mix operator, Cicero
 NORMAN BAKER, operator C, Vico-Chicago
 WILLIAM KERVIN, bagging, Houlton
 GARETH LONDON, bagging operator, Houlton
 WILLIAM BROOKS, reactor operator A, Staley Chemical - Lemont
 F. R. NEMETH, boiler mechanic, Morrisville
 JEFF SAGE, lab checker, Champaign plant



D. O'Bryan



F. Diveley



J. Ray



W. Wimmer



E. Powell



H. Smith



A. Karcher



C. Kmetz



J. Renfro



J. Strong



R. Hackl



E. Carter



The bicentennial spirit was felt and heard around the world and London, which provided the spark that started it two hundred years ago, was no exception. Alan Daniels, sales representative, Staley London, decided to celebrate the bicentennial by displaying the Battle of Barrington flag outside Westminster Abbey, the final resting place for kings, queens and selected nobility.

Shaping attitude key to Morrisville safety

Where does safety begin? Is the answer found in the voluminous material published by government regulatory agencies? Or is it in elaborate programs? Or perhaps—just perhaps—is the answer simpler?

Morrisville Plant believes it is. "Employee attitudes," sums up Marie Roche, personnel manager. "Nothing else matters if the employee doesn't practice total safety awareness. That means he or she must make safety uppermost in their minds."

The key to developing a safety conscious attitude lies in communications, according to Marie.

"We are trying to help employees—both on the line and in supervision—to perform their jobs with an ongoing attitude of safety awareness.

Included in the ways to do this are monthly departmental safety meetings, in which each foreman meets with employees to discuss safety topics. The format for the meetings is arranged in cooperation between the company and the union safety committee.

Another device being encouraged is upward communications. The employee is

encouraged to make his or her suggestion known immediately, rather than waiting for the monthly meeting.

This type of one-to-one communication between employees and first-line supervision is where it's at on safety awareness.

In separate meetings with foremen and the union safety committee, each group was asked for its recommendations on establishing safety priorities. Significantly, each named the same priorities as the other monthly meetings, improved communications, and additional individual weekly contacts between supervision and employees.

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

Staley News wrapup

Moving day is coming up for consumer products. The group will move from its present Oak Brook offices to different facilities at 2222 Kensington Ct., also in Oak Brook. The move to the new consumer headquarters will allow the group to make more efficient utilization of building space.

Livergood Grain Co. has purchased two additional elevators, formerly owned by Snyder Grain Co. The elevators, located in Kincade, and Sicily, Illinois, bring to six the number of elevators owned by Livergood, a subsidiary of Staley.

A new three-year contract has been signed between Staley and the Amalgamated Meat Cutters and Butcher Workers of North America Local No. 7, which represents the employees at the Des Moines plant. The new contract runs through September 30, 1979.

Houlton plant has begun the processing of recovered potato starch slurry. The plant receives incoming shipments of slurry from regional potato chippers and processors. In the first month, more than 232,000 pounds of starch slurry was dried.

Kenneth Long, mixer operator, 2 building, and Martin Jones, switchboard operator, 2 building, (at Decatur Plant) have been commended by the Volunteers in Court program, in which trained volunteers counsel youthful offenders. The success rate of the program has generally exceeded the traditional approach in which offenders are placed on probation and are assigned to overburdened court workers.

The Monte Vista expansion continues to make an impact. In early October, a new starch drying record was set as 864 100-pound bags of Sta-Lok 400 were dried. Construction continues on the lab and shop, and as the new potato crops is harvested, incoming shipments of culls are picking up.

Four plants work without lost time injury

Four plants completed fiscal 1976 without a lost time injury. They were Vico, which racked up a second perfect safety with no lost timers or reportables last year; Galesburg, which also worked without a lost time injury last year; Murtaugh, and Chicago Warehouse.

Ninety three percent of Staley employees at locations outside Decatur participated in the Safety Spirit of '76.

The special safety award coffee mugs which were presented to employees who worked the year were distributed in October. Shipments to some plants were delayed by a UPS strike.

At Decatur, the severity rate showed the most dramatic drop. Reportables were basically the same--199 vs. 193 last year--and the severity rate of 3.6 compared with 3.4 last year. But the days lost dropped from 5,079 in 1975 to 514 in 1976. The severity rate dropped from 1,004 to 95, one of the best figures in Staley history.



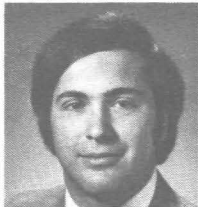
J. Eastman



A. Elder



L. Elder



L. Grider



S. Behnken



W. Gillespie

On the move

CONSUMER

ANNA EVERLING from branch plant inventory clerk to production and materials control clerk, manufacturing

CORPORATE

DAISY SIMMS from permanent part time to utility clerk, financial
JIM EASTMAN from research chemist to senior research chemist, food products, R&D
PATRICIA WICKLINE from utility clerk to salary payroll coordinator, financial
ALICE ELDER from statistical loss/yield coordinator, quality assurance, to staff management accountant, control
LYNN ELDER from assistant purchasing agent, construction equipment to purchasing agent/construction equipment/maintenance, purchasing
LYNN GRIDER from assistant purchasing agent, construction equipment to purchasing agent/manufacturing supplies, purchasing
BARBARA HENDRICKS from data input trainee to data input operator, corporate information systems

INDUSTRIAL

ALBERT PRICE from hourly roll to production department relief foreman, manufacturing
SCOTT BEHNKEN from staff chemical engineer to chemical engineer, syrup refinery and dextrose
WALT GILLESPIE from production department relief foreman to shift foreman, dry starch

AGRIPRODUCTS

DAN CAMERER from sales trainee to protein salesman



THANKS TO TECHNOLOGICAL ADVANCES AND SURGERY, DR. HOWELL WORKS TO REPAY FAVORS.

From silence to service for Dr. Howell

The teachers thought the boy was retarded. He didn't speak. And he failed to respond to even the simplest of instructions.

So, at the age of six, David was carted off to an institution to be warehoused with other retarded children. It was expected he would probably live out his life in such a condition, perhaps passing from institution to institution, until finally he died, relieving society of the drain he represented.

It was not to be that way. Today, that boy holds a D.V.M. degree, heads up the toxicology and animal testing department of Staley and is known to his friends and associates as Dr. David Howell.

Dr. Howell was not retarded. He was deaf.

What happened to cause the dramatic turn-about? Some understanding and perceptive people became a part of Dr. Howell's life, or as he admits, he might have actually lived as a mental retardate.

"There was an old teacher at the school for the retarded who perceived immediately what my problem was," Dr. Howell recalls. "That Howell boy's not retarded--he's just deaf," he said. And with that, I was placed in a school in Flint, Mich., for the deaf."

The significance of what nearly happened to Dr. Howell has never left him. As a result, even though he today has hearing, thanks to technological advances and surgery that were unheard of only thirty years ago, he has pledged a career of public service to working on behalf of the handicapped. He is active in the Association for the Deaf and has held national office in it and several other organizations.

"I believe that quite a few children who are classified as retarded or slow learners are really suffering nothing more than hearing problems," he reflects. "My own problem had nothing to do with mental abilities. It was the result of bone deformities which blocked the transmission of sound."

Terrifying

Dr. Howell recalls the first time he heard speech. He was nine years old, and in his own words, "It scared the Hell out of me."

Ironically, the breakthrough was the result of a wartime invention--sonar. The U. S. Navy donated lightweight magnesium skull caps which used sonar principles to three schools for the deaf at the conclusion of World War II in 1946. Dr. Howell was the first student in his school to try out the cap.

"It fit like a small skull cap on top, but came around in front almost to our eyebrows," he

says. "I had never heard normal sound. But this device used bone conduction methods to transmit the sound, and it was as though I was hearing with my own ability. It was a terrifying experience."

The next few years were to be a mixture of frustration and success for Dr. Howell. "I'd break down crying sometimes when I was trying to learn the vowels," he reflects. "It was a day-in and day-out process for four and one-half years."

But Dr. Howell justified the perception of the first person who had noted his deafness and soon was in a joint training program with the public school system. He jumped nearly seven grades in one year. And he was the valedictorian of his high school class, a feat he repeated when he graduated at the top of his veterinary class at Michigan State.

In 1963--after 17 years of wearing specially constructed hearing aids--Dr. Howell underwent the first of two operations to install a vein plug which would allow him to hear without external devices.

Gains made

"That such surgery is possible points to the gains that have been made in treating causes of deafness," he notes. "But my concern still lies with those who are already deaf. I know the traumatic experience of deafness--and the innate cruelties which a deaf mute must sometimes endure."

"Handicapped people represent a tremendous hidden resource," he continues. "It is up to society to find a way to channel them into productive roles." He points out, for example, that deaf people can work in high noise situations that would be uncomfortable for employees with normal hearing."

Dr. Howell warns against extending undue sympathy to handicapped people, though. "They don't want special favors. . . and they don't need them. Anyone who is over-protective with the handicapped person does them a disservice when that person must face hard knocks in the real world." And, he adds, he has no sympathy for people who use their handicap as a crutch.

Finally, in addition to his personal experience with deafness, Dr. Howell is seeing a repeat of his story in his own six-year old son.

"The bone problem which caused my deafness is hereditary," he explains. "My son suffers from it and as he gets older, his deafness will become more severe. But thanks to the strides made in special education--mandated by federal law--he'll have

advantages I didn't know. Despite his handicap, he's equivalent to other youngsters his age.

"The implementation of special education classes is the type of victory that came about after years of lobbying and informational efforts by groups such as the National Association for the Deaf. There have been others such as new legislation requiring that televised weather warnings and disaster warnings must be accompanied by written captions. We're hoping this will be extended to national news broadcasts, also . . ."

As Dr. Howell talks, he sounds a note of optimism. He believes in what he is doing, and because years ago one person cared enough to perceive the real problem of a small boy who did not speak or respond to others, Dr. Howell was rescued from a life that would be void and meaningless. Today, he works to repay the favor.

Champaign offers 'textbook' example as record is set

Champaign plant has provided a textbook example of processing efficiency as the edible protein department in September set a record production and shipping mark that was 10 percent above plant design capacity.

The total shipped exceeded the previous best by nearly 20 percent--a tribute to what superintendent Bert Robinson calls "a darned good job by all our people."

Bert continues that "all the pieces must fall in place" without breakdowns and other types of malfunctions.

In other news from Champaign, a new 200,000 gallon fuel oil storage tank has been completed, and plans call for an increase in fuel oil usage in light of anticipated increases in natural gas which will force the rate paid by the plant for natural gas above that paid for fuel oil.

Also, a new electronic monitoring system to check the moisture of soy meal at Champaign will soon be in operation. The monitoring was formerly done manually with as many as five samples taken from each outgoing car shipment. Now, the monitoring will be continuous, allowing the 12 percent allowable moisture content to be kept more consistent.



A nostalgic look at an old time butcher shop—with traditional flavor and modern soy products from Staley—will highlight the Staley exhibit at the American Meat Institute in Chicago in November. Left to right, Dick Lockmiller, director, marketing services, protein; Barry James, director of marketing; Kent Mittelberg, director, protein/specialty feeds; Bill Robinson, director, product management and Steve Moore, associate food technologist.

Procon soy concentrate takes center stage at meat show

A variety of Staley products for use in processed meats will be displayed at the American Meat Institute convention in Chicago Nov. 6-9. The Staley exhibit will reflect the atmosphere of an old-fashioned meat shop of the 1920s, and Staley reps dressed in hats and old-time butchers' apron will dispense samples of half a dozen luncheon meats and beef snack sticks.

Staley products included in the formulation of the meat products will include Procon soy concentrate, Vico seasonings, Staleydex dextrose, Star-Dri corn syrup solids, and textured proteins.

Tom provides 'helping hand'

There once was a song about "those faraway places." And for many of us, like the singer of the song, they will be only something that we've read about in a book. But for Tom Hurst, "faraway places" are opportunities to help people.

Tom is a volunteer with the International Executive Service Corps, a not-for-profit organization which recruits people with special skills to assist companies in developing countries. Tom's expertise as a research associate, syrups and fermentation, was first put to use by the Corps for two months in November-December 1975 when he was assigned to a coconut processing company in Brazil.

The Brazilian company was seeking improved methods of fractionating the nut and ways of utilizing their product. The immediate goal—to make a new charcoal for use in iron ore smelting furnaces.

Tom worked the two months without pay from the Corps, using his vacation time from Staley. The organization did pay his expenses, however.

The effort was successful, reports Tom. And now, he's looking forward to further work with the Corps. His schedule at Staley prevented him from taking an assignment in Manila, the Philippines. But a Staley connection was provided when John Wagoner, retired physical chemistry group leader received the job.

Tom hopes to return to Brazil, perhaps on a more permanent basis following his retirement in two years. The reasons: "The Corps is a purely voluntary program aimed at helping people. It presents the positive side of American technology to people who can benefit from it. And they're appreciative. We've a helping hand... a good will ambassador for America."

More than 10,000 persons, primarily from meat processing companies around the country are expected to attend the convention.

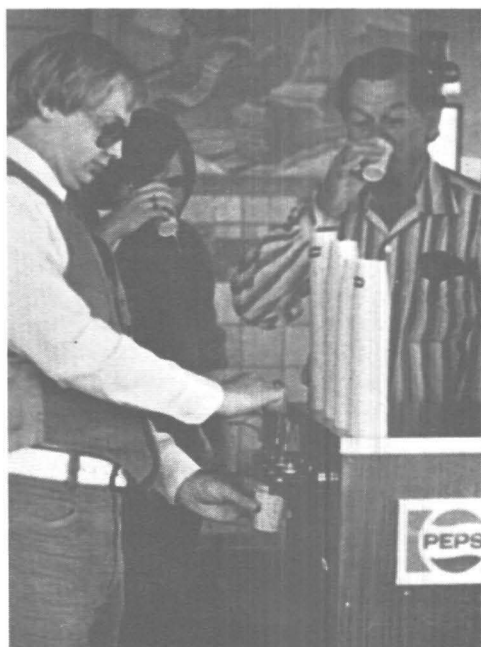
Taste tests set at soft drink show

New IsoSweet 5500 will be introduced at the annual National Soft Drink Association show at Chicago in November with a taste test comparing cola sweetened with a blend of IsoSweet 5500 and sucrose and lemon-lime sweetened solely with 5500 versus controls of each drink sweetened with invert sugar—the traditional sweetener for soft drinks.

A similar test was held in October among Decatur employees. Volunteers were asked to taste the lemon-lime drinks and indicate their preference, and then do the same with the cola drinks.

The results showed that 53 percent of the 250 participants favored the cola sweetened with IsoSweet 5500 and sucrose. The results were a virtual dead heat in the lemon-lime category. The conclusion—IsoSweet 5500 does not affect the taste or sweetness of drinks in any discernable fashion.

The company has announced that it plans to have the new sweetener available in commercial quantities by the end of calendar 1976. It will be produced at 5 & 10 building in Decatur.



Ed Sadowski, courier, right, and Scott Havener, utility clerk, participate in the taste test of cola and lemon-lime drinks sweetened with IsoSweet 5500 and regular sucrose. Rick Anderson, associate food technologist, prepares the drinks.

Staley gluten feed quality key to 40 years service to Agway

The more things change, the more they stay the same. The germ of truth in that old saying is illustrated by the continuing relationship between Agway, a large north-eastern farm cooperative serving 12 states, and Staley.

Agway, Inc., located in Syracuse, N.Y., is the result of the merging of three northeastern cooperatives in 1964. Importantly, from a Staley viewpoint, one of the co-ops had been a customer of Staley corn gluten feed since the early 1930s. And the relationship continued through to the newly formed organization.

Then, when Morrisville Plant began operations, it became the supplier of corn gluten feed to Agway. As a result, two new elements—Agway and Morrisville—continue a more than 40-year relationship of supply and service.

Although Agway has seven suppliers of corn gluten feed, which it then blends at twenty-two regional plants into its own brand name feeds primarily for bulk distribution, Staley is the major supplier.

Gluten feed is an important contributor to protein for cattle and poultry. Its 21 percent protein level, for example, helps dairy cattle consume the protein necessary to produce milk.

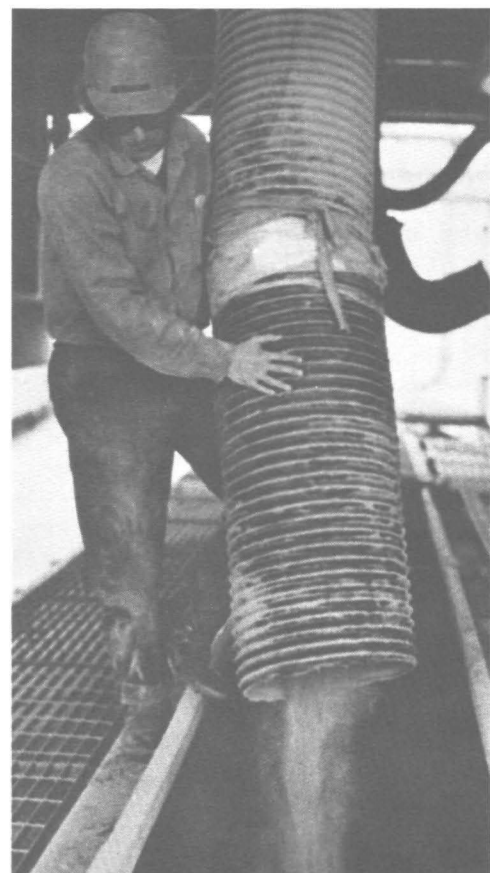
It is estimated that a cow must consume nine-tenths of a pound of protein for each gallon of milk it produces. Agway nutritionist Dr. K. L. Dolge notes that a typical dairy cow in the Agway area will produce about 1,750 gallons of milk annually. There are incidentally an estimated 1.5 million dairy cows in New York and Pennsylvania, alone.

"That means the animal must consume a large amount of nutrients," he explains. "Obviously, its stomach size is limited and low protein forage alone will not supply the necessary protein. That's why we must concentrate the nutrients in her diet."

Dr. Dolge adds that in blending its feeds, Agway seeks to offer animals not only a good protein source but to meet their requirements for energy producing carbohydrates.

The market for feed ingredients is highly competitive. In addition to the other processors of corn gluten feed, which is a middle protein source, Staley must compete with other sources of protein.

"We have computer analyses that show us how we can supply a feed that meets all the animal's requirements by altering the mix of ingredients," Dr. Dolge explains. "That means that if corn gluten feed gets out of line price-wise with other middle protein sources, we can change our formulation—perhaps substituting other feed ingredients



Gluten feed loaded at Morrisville.

for gluten feed—and still feed the animals satisfactorily."

Dr. Dolge quickly adds, however, that such a change in formulas is not made in a snap judgment.

One of the reasons is that Walt Carter, assistant manager, corn feeds, and Bob Emmons, manager, corn feeds, work closely with Harold Wetzel and Bruno Tasch of the Agway purchasing department to make sure that Staley corn gluten feed is competitively priced. And they're on hand to check against quality problems, because although price is important, quality isn't forgotten.

Mr. Tasch points out, for example, that each incoming shipment is carefully checked for protein content, and to make sure that it is "cool and sweet smelling." A heated and soured product will destroy the taste of the blended feeds and cows will not eat them.

Other quality control checks include moisture content, absence of foreign materials and overall cleanliness of product.

On-time shipments are another gauge used by Agway to measure its suppliers.

In each category, Staley scores high, says Mr. Wetzel. Both he and Mr. Tasch point to the cooperation of Staley employees in providing not only competitive prices but quality products that are shipped on time. But each warns against smugness. "If a supplier falls down and fails to correct a situation, then we put him in our little black book," Mr. Tasch says. "It takes a good supplier to stick with us... and Staley is one of our oldest."

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