

THE AMCHEM NEWS

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International Convention, October 10-16, 1971

Message from the President

Seven years have passed since we, together with our entire family of overseas associates, celebrated Amchem's 50th Anniversary in Ambler. During this same period, Amchem's sales have more than doubled. Royalties and technical fees (the measure of our overseas sales and scope of activities), increased by approximately 65%—certainly by any standards, representative of growth and accomplishment. These past seven years have seen substantial change in the size, organization, scope of activities and the capabilities of Amchem and in all of the companies that make up the world-wide family of Amchem overseas associates.

The most significant change in Amchem's corporate character took place in 1968 when we consolidated with the William H. Rorer Company to form Rorer-Amchem, Inc., a large, diversified publicly held corporation. The William H. Rorer subsidiary—the corner stone of the Rorer-Amchem commitment in the health care field, is a more diversified enterprise than at any time in its history. Rorer pharmaceuticals are produced and marketed throughout the world. The Richards Surgical Products Division, has made pioneering strides as a source of surgical instruments and implants for orthopedic surgeons. The combined sales of Rorer-Amchem exceeded \$133,000,000 in 1970.

Amchem has made many changes this past year, primarily in the marketing phases of our business—changes required to gear ourselves for the challenges and goals of the future.

Rorer-Amchem's corporate goal envisions a doubling of our business over the next five-year period—"Operation '76." All of the businesses of Rorer and Amchem are orga-

nizing and planning for an annual 15% growth in sales and earnings in all of our business activities. In order to fully realize this ambitious goal, we are depending on our overseas associates to substantially meet these same standards throughout the world.

The future success of our businesses is dependent on expanding our market positions with existing product lines and the introduction and successful marketing of new and novel products. Many new product developments are coming from our research and development organization, and will be plugged in to our respective programs in the near future. I am referring particularly to ETHREL®, our new growth regulating product which is already being sold to the natural rubber industry. In addition to this use, ETHREL induces more uniform ripening of many food crops, product uniformity and quality and other significant labor savings in harvesting.

Our new herbicide—A-820—has great promise in the production of soybeans, cotton, and a host of vegetable crops. Our revolutionary autophoretic process is making rapid strides and bodes well for the future growth of our industrial chemical business.

Fifty years ago, Amchem joined hands with the first of its overseas licensees, CFPI. Today our overseas activities are actively pursued in 125 countries throughout the world, with 109 companies and organizations codeveloping the agricultural and industrial business interests of Amchem worldwide. We believe that the Amchem overseas organization is unique—a tightly knit, loyal family of business associates bound together by mutual respect and with the same business goals of maximizing growth and profits. We believe that together we represent the most outstanding pool of technical and marketing talents in the world in the industrial chemical and agricultural chemical fields—working together in harmony and with concerned dedication, we will continue to successfully grow.

W. Snyder
President



President Snyder (r) visits International Division Office Staff. (Standing, left to right). Marie Widdis, Angela Kenney, Loretta Elmes, Gail Gross, Janet Winning, Jean Rowan, Edith Young. (Kneeling). Mickey Krisan, and Steve Aboaf.



JAMES D. D'AMATO



STEVE J. ABOAF



KENNETH BRIDGE



WALTER R. DUDLIK

J. William Delanty

Vice Pres.-Director of International Operations

Bill is no stranger to most Convention delegates because of his frequent trips to Amchem licensees during his seven years with the Company. He came to Amchem in September, 1964 from Pennsalt Corporation, Philadelphia, where he was manager of licensing. Prior to this he had been manager of the International Division of F. J. Stokes Corp., Philadelphia, a staff attorney with the Glidden Co., Cleveland, Ohio, and a member of a Cleveland law firm. A native of Youngstown, Ohio, he is a graduate of Miami University in that state and obtained a law degree from the University of Michigan Law School in 1950. He is a member of the Foreign Traders Association of Philadelphia, Inc. and the Ohio Bar Association. He and Mrs. Delanty and their two daughters reside in Wyncote, Pa.

James D. D'Amato

Agricultural Commercial Coordinator Far East

Jim's entire working career has been devoted to international operations. He was in overseas sales and service for Rohm & Haas, from 1963 to 1967, and a sales-service coordinator for William H. Rorer, from 1967 to 1969. Immediately prior to joining Amchem, he was assistant manager, international division of CRC Chemical Co., in nearby Dresher. Jim spent six years in military service with the U.S. Army (Active) and the Penna. National Guard (Reserves), as a missile radar specialist. He attended both the Wharton School of Finance and Com-



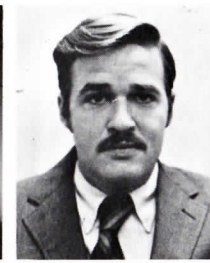
International Personnel Who Serve Amchem Licensees Around the World



J. WILLIAM DELANTY



WILBUR F. EVANS



JOSEPH HUDSON



YOSHIHARU JINGO



MICKEY J. KRISAN

merce and the Liberal Arts College of the University of Pennsylvania. Jim has the "singular" distinction of being the only bachelor in the International Division in Ambler. He lives with his widowed mother at 8018 Arlington Ave., Upper Darby, Pa.

Steve J. Aboaf

Administrative Assistant

Steve came to Amchem from Alexandria, Egypt, where he was born, via Standard and Poors and a travel agency, both located in New York. He has been in the International Division since February, 1969. He attended Instituto Don Bosco, in Alexandria, where he was a liberal arts student, 1953-56. Steve likes Amchem so well that he lives practically across the street from the company, with his wife and three-year-old daughter.

Kenneth Bridge

Agriculture Technical Manager

Ken has just returned from Malaysia where he had been directing the Ethrel® Development Program for the past year and a half. He came to Amchem in September, 1959 with a nine-year background of R & D work in new chemicals in plantations in Malaya, as an Advisory Officer for Imperial Chemical Industries, England. Born and educated in England, Ken is a graduate of Harper-Adams Agricultural College, Shropshire, where he earned his N.D.A. in 1949. He was a member of the Royal Marine Commandos in the Far East in World War II. Ken, Mrs. Bridge and their two children have resumed living in Chalfont, Pa.



JOHN L. LAMPITT



JOHN W. LAUFFER



RAYMOND MONTECINO



HOWARD E. NOBLE

Walter Dudlik*Metalworking Manager,
Pacific Far East*

Because his diversified experience in chemical research has made his services in demand by Amchem's licensees, Walt moves about the globe with the regularity of Melvin P. Laird or William P. Rogers. In his 12 years at Amchem, Walt has worked as a metalworking analytical chemist, an agricultural formulation chemist, as a Rodine® synthesis chemist and as a technical administrator. Prior to his affiliation with Amchem he had been a research chemist in stream pollution with Allied Chemical Corp. for six years and as a chief chemist and consultant with Roy Weston Co., also working in stream and air pollution. Walt is one of a trio of LaSalle College chem grads working at Amchem. He has just purchased a new home in Fort Washington, Pa., where he, his wife Carolyn and their three children are contemplating many happy years.

Wilbur F. Evans*Agricultural Technical Coordinator,
Pacific Far East*

Wil prepared himself for his Amchem assignment by obtaining a B.S. in agronomy from Penn State in 1955 and an M.S. in the same subject from Kansas State University in 1961. His business experience includes a stint as a sales representative for a farm supply establishment and as a purchasing agent for Atlas Chemical Industries, Wilmington, Del. At Amchem, which he joined in April, 1963, he has engaged in both primary and secondary screening at the Farm and has worked as an agricultural research and devel-

opment representative. He also put in a hitch in the U.S. Navy as an engineering officer.

Joseph C. Hudson
Metalworking Staff

Joe signed up with Amchem in July, 1963 as a metalworking research chemist following graduation from Lehigh University, Bethlehem, Pa., with a B.A. in chemistry. Quiet and unassuming, his ability and industry earned him a promotion to the International Division in December, 1965, where he is on the Metalworking Technical Staff serving licenses in Europe, Africa and the Middle East. Joe has no transportation problems since he lives only a short distance from the Company's offices. He and his wife Ana Maria are the parents of a one-year-old boy, Joseph C. III.

Yoshiharu Jingo*Agricultural Technical Coordinator
Pacific Far East*

"Yoshi," the first Japanese ever to be on the Amchem payroll, spent several months of indoctrination at the Amchem Farm following his employment by Amchem in January, 1967. While located here he made many friends. He received a B.S. in plant pathology from Chiba University, Japan, in 1962, and engaged in research work at Dainippon Ink and Chemical Company, Tokyo, where he remained for three years. Then followed post graduate work at the University of Wisconsin, where he received a B.A. in chemistry in 1965. He returned to Dainippon and worked in its Export and Import Dept. until he joined Amchem. "Yoshi," Mrs. Jingo and their infant son live in Chiba prefecture, which is outside of Tokyo.

Mickey J. Krisan*Export Traffic Manager*

The erect carriage and precise, staccato strut that give individuality to Mickey are not the result of his three years as a sergeant in the U.S. Army overseas in World War II. These characteristics were acquired through four years of training in physical education at Lock Haven (Pa.) State Teachers College where he obtained a B.S. in 1950. He has been with Amchem for 18 years. Five of these years have been in his present position; the others were in Inventory. Mickey and his wife Barbara are residents of Hatfield, Pa.

John Lampitt*Agricultural Marketing Manager,
International Division*

John, a native of Coventry, England, has been with Amchem for five years,



AROF M. NOORDIN



DONALD L. PAGE



ROBERT P. REPROGLE



STIG F. SASSE

which is the same length of time he spent in Assam, India, as a scientific officer for the Assam Company, owner of extensive tea plantations in India. He returned to England where he took a marketing position with Shell International Chemical Company, London, in the spring of 1963. He resigned from Shell after three years to join Amchem in September, 1966. John is a graduate of Wye College, London, where he earned a B.S. in 1956. John, his wife and two children live in Doylestown, Pa.

John Lauffer*Metalworking Manager,
Latin American*

John, like co-worker Joe Hudson, came directly off the campus to Amchem, in December, 1967. He received his B.A. from Lycoming College, Williamsport, Pa. in 1965 and for the next two years he attended Cornell University. His first position at Amchem was Assistant to the Manager of Product Performance. He transferred to the Marketing Staff in Automotive and subsequently was assigned to Technical Services. He was promoted to Metalworking Manager, International Division, for Latin America in November, 1969. John was born in Millville, N.J. where he lived until he was three. He now makes his home in Ardmore, Pa. with his wife Gail and eighteen-month-old son Derek.

Raymond J. Montecino*Metalworking Technical Manager,
Europe*

Ray joined Stig Sasse as a member of Amchem's European group in May of this year. He received his B.S. in Chemistry in 1955, majoring in bi-

ology at Rutgers University. Ray then spent a year at George Washington University School of Medicine, Washington, D.C. He came to Amchem from the Barrett Division of Allied Chemical, Philadelphia, where he was a research group leader. He was born and reared in Haddonfield, N.J. Among his after-hours diversions are skiing and scuba diving.

Howard E. Noble*Agricultural Technical Staff*

Howard is an ex-U.S. Air Force Sergeant who includes, among other citations, the Vietnam and good conduct medals. He holds a B.S. degree from Penn State University, class of 1964.

Following his discharge from the USAF at the end of 1968, he joined Amchem on January 1, 1969. Born in Pottstown, Pa., he, wife Jeanette and one-year-old son live in North Wales, Pa.

Arof M. Noordin*Agricultural Technical Coordinator
Pacific Far East*

When Amchem established research facilities to develop Ethrel® in Malaysia, it hired Arof because of his keen knowledge of and 30 years experience in agriculture in that country, first as a student at the Malaya College of Agriculture from 1940 to 1946 specializing in soil science, then as a member of the Malaysian Department of Agriculture from 1946 to 1961, and finally as Technical Director of Weed-one® Products, Ltd. Malaysia, from 1961 to 1970. He joined Amchem in the latter year. Arof is a native Malaysian and currently lives in Kuala Lumpur, with his wife and six children.

Donald L. Page*Agricultural Manager, Pacific Far East*

Don, who was transferred to Malaysia last May came to the International Division in April, 1963, from New Mexico via Assumption College (now Windsor University), Windsor, Ont. (where he was a philosophy major earning an A.B.), Johns Hopkins University, Baltimore, Md. (where he was a postgraduate student in economics), U.S. Army Intelligence Corps, and the Pennsylvania R.R., Legal Department. Don, Mrs. Page and their two young daughters are presently living in Kuala Lumpur, where they will remain for approximately three years. Among Don's avocations are the theatre, golf, salt-water fishing, political affairs and books.

Robert Replogle*Manager, Foster Products*

Bob abandoned the banking business where he was a tax administrator for the Girard Bank, Philadelphia, to



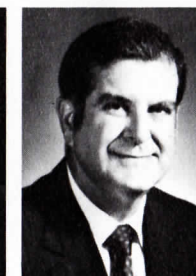
FRANS SCHUITMAKER



JOHN R. STERRY



BAUDEWIJN VAN DYCK



MIGUEL ZUBILLAGA

join Amchem's International Division in January 1967. He had been with Girard for three years following graduation from Penn State University, where he received a B.S. in business administration. He was born in Johnstown, Pa. Bob recently purchased a home in the suburbs of Norristown, Pa. where he and his wife, Carol, live with their two sons, Robert P. Jr., five, and Michael J. three and a half.

Stig F. Sasse*Director of European Operations*

Swedish-born Stig majored in business administration and languages in Malmo College, Sweden, and in English at City of London College. After coming to the U.S. in 1951, he studied traffic management, transportation and economics. Prior to his affiliation with Amchem's International Division in August 1957, he was employed by Firestone International, New York and Atlas Powder, Wilmington, Del. Previously, he spent a year as a translator in Paris, France. Stig, wife and the two young Sasses have been living in Brussels, Belgium since June, 1966.

Frans Schuitmaker*Agricultural Technical Coordinator
Latin America*

Frans, stationed at the Amchem Farm, is a real cosmopolite: He was born in Butenzorg, Indonesia, educated in the Netherlands and Chile, and now lives in Sellersville, Pa. He received his B.S. after six years of study at the Landbouwhoghe School, Wageningen, Netherlands, in 1955, and obtained a post graduate degree from Catholic University, Santiago, Chile, in 1963. His professional career, before joining Amchem in June 1968,

covers 15 years with Shell Chemical and Compania CIC, both in Santiago, Chile. The Schuitmaker family consists of Frans, his wife and four children, ranging in age from five to 13.

John R. Sterry*Agricultural Technical Manager,
Europe*

John spent three and a half of his fifteen-year Amchem tenure here in Ambler. The remaining years were divided between Switzerland and England, where he now lives with his wife and son. John joined Amchem's International Division on October 1, 1956, as an Agricultural Field Technician. In February 1960, he was transferred to Switzerland as a European Technical Service Supervisor. In 1963 he moved to England. John came to Amchem from Ghana, Africa, where he was a Colonial Agricultural Officer for the British Government, a position he assumed in 1954 immediately after graduating from the University of Aberdeen, Scotland, with a B.S. degree in agriculture. He was an RAF flight lieutenant during World War II. John and Mrs. Sterry are the parents of two boys.

Baudewijn G. Van Dyck*Agricultural Technical Coordinator,
Europe*

Bau is now stationed in Amchem's Brussels office where his services are easily accessible to the Company's European licensees. When he first joined Amchem in March 1967, he was located in England. A graduate of the State College of Horticulture, Vilvoorde, Belgium, in 1962, he first engaged in seed and plant control work in his native Belgium for one year. For the next four years he was director of the experimental station in Morocco, N. Africa. Bau is married and is the father of a six-year-old girl.

Miguel Zubillaga*Agricultural Manager, Latin American*

Before joining Amchem in April, 1962, Miguel was an established businessman in Cuba. He was Vice President and Director of a \$5 million brewery, and a partner of the late Miguel Dufau in Armor Machine and Chemical Company. Armor was the distributor for Amchem agricultural chemicals in Cuba before the Castro regime. Miguel Zubillaga was also owner of sugar and rice plantations and had other business interests until he became a victim of Castro confiscation. He is a graduate of the University of Havana from which he holds a B.S. degree in Business Administration. He, his wife and two children live in Lansdale, Pa.



Ernie Szoke Reports on International Patent and Trademark Requirements

On a limited scale, Amchem had been obtaining patents overseas as early as the 1920's. However, as its product lines expanded by the mid-30's, patent applications had increased and were filed in over 20 countries, including the major countries of Europe, as well as Japan, Australia, New Zealand and a few countries in South America and Africa. Today, Amchem files patent applications in as many as 50 different countries and territories. Generally, however, applications are confined to the 10 to 25 countries that provide the greatest market potential.

Where product distribution extends beyond the protection of the patents there is generally protection by trademark registrations which are obtained even more widely than the patents. Amchem has trademarks in most of the more than 120 foreign countries where trademarks can be registered. Unlike patents, which generally have a definite term, usually between 15 and 20 years, trademarks—symbols of the goodwill of the proprietor—are renewable indefinitely. Consequently, since trademark registrations in any country tend to accumulate over the years, Amchem's

trademarks are constantly increasing. At present Amchem has nearly 2,000 such registrations throughout the world.

This patent and trademark activity, that extends beyond the United States, reflects a decision made years ago by Amchem to export its technical know-how—a policy that the company has continued to pursue by means of licensing arrangements, many of which, over the years, have developed into close associations with many companies throughout the world. These licensing activities generally involve the tangible property rights, including patents, trademarks and technical knowledge, as well as business know-how and service, usually licensed as a combination of industrial property rights.

What problems are most frequently encountered in Amchem's efforts to obtain international patents and trademarks? For the most part, they involve the wide and multi-faceted differences in the laws and procedures as established by each country. However, most countries do provide for the grant of exclusive rights to a new invention for a limited period of time. Such patents are usually termed patents of invention. Other types provided by some countries include patents of addition, re-issue patents, patents of importation, patent registrations, design patents and certificates of inventorship. The latter are common in the Iron Curtain countries and convey no rights to the inventor other than a fixed monetary reward if the invention is worked by the State. A very few nations, notably the People's Republic of China (Red China) and certain Southeast Asian countries, have enacted no meaningful patent law to date.

Of the countries that do provide

for the issuance of patents, most belong to an international system for recognizing and granting patent rights to citizens of the member countries on equal terms as extended to nationals. The convention often referred to as the Paris Convention seeks to guarantee the principle of equal national treatment with respect to intellectual property. The convention also assures the benefit of the right of priority on first-filed foreign applications. For example, if a citizen of a member country files an application in any of the other member countries within one year of the filing in his home country, it is treated as though it had been filed in that member country on the date on which it was first filed in the applicant's own country.

While the convention, to some extent, does harmonize patent activities among various countries, it falls short of establishing a single, uniform system for patenting throughout the world. Many basic differences exist. The term of patents varies from one country to another, as well as the date from which the term commences. This can be the priority date, application date, complete specification date, publication date, or granting date. In some instances there are two different publication dates, one of which determines the term of the patent. Thus, even a seemingly simple matter like ascertaining the expiration date of a patent requires more than a passing knowledge of the law in the particular country.

There are also wide variations in the manner in which patents are acquired, beginning with the documents required in connection with a patent application. All countries require a detailed specification and drawing describing the invention, generally in the language of the country. Usually an

application form, available from the specific patent office, is required. Most countries require a Power of Attorney authorizing a local attorney to act on behalf of the applicant, since most applications and communications concerning the applications must be handled through the local attorney. Generally, a certified copy of the priority application is required if priority is being claimed. In this case an assignment of the right of priority from the inventor to the applicant is also required. There must, of course, be a translation of the application and in some instances a certified translation of the priority application. Other requirements include witnesses to signatures, notarization and, in some cases, consular legalization, proof of status when the applicant is a corporation and certificates of nationality. Abstracts summarizing the invention as well as claims setting forth the scope of the invention are nearly always called for. Some countries require a declaration of inventorship and report of examination of the priority application.

After an application is filed, the patent office of the country in which it is filed will generally examine it. The procedures for examination and subsequent processing also vary in the different countries and can often involve drawn out proceedings including opposition by third parties. Since the opposition proceedings themselves can take several forms, a number of countries have changed them significantly in recent years. Most patent offices throughout the world are burdened by an ever increasing backlog of applications which must be examined. For those countries doing novelty and patentability examinations, the job becomes more and more complicated by the ever increas-

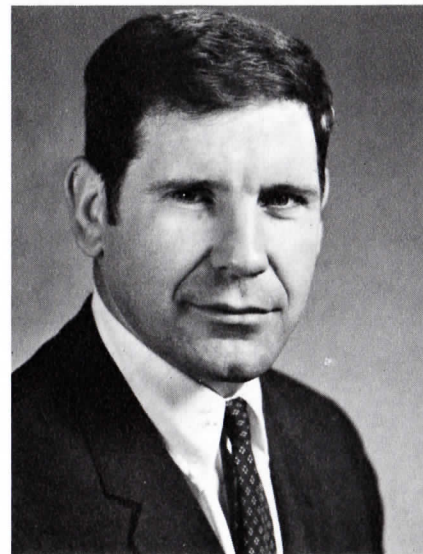
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ing number of references which must be searched. As a consequence, a number of countries now use a modified examination system. Under the modified examination procedure not every application is given an examination. However, there are provisions by which the applicant may request such examination, generally at a point some years after the filing, when the applicant has a better assessment of the commercial significance of the invention. Countries which presently provide for a deferred examination are: Australia, France, Germany, Holland, Hungary and Japan. Additionally, such revision of the patent laws was recently proposed in the United Kingdom. From time to time similar proposals have also been made in the United States; however, they have never received enthusiastic support, even though the problem generated by the burgeoning number of applications, which must be examined, are nowhere more severe than in the United States.

Those countries which provide for deferred examination generally provide for opposition procedures, whereby any interested party, in addition to the one or more examiners, can participate in the decision on patentability. These proceedings are generally designed to enable an interested party to oppose the grant of a patent when the Patent Office has reviewed it and is ready to accept the application. Normally this is done by publishing the acceptance in an official journal and providing a period during which objections to the grant may be raised. The applicant, himself, then has an opportunity to counter those objections.

After the patents are issued, most countries provide for the payment of annual fees during the life of the patent. This annual maintenance fee, or

tax to keep the patent in force, is generally graduated, increasing sharply in the later years of the patent's life. In addition to payment of renewal or maintenance fees, it is also necessary in some countries to produce evidence that the invention is actually being used in that country, either by



ERNEST SZOKE

importing or by manufacturing locally. The consequences for non-working will vary but generally will involve either lapse of the patent right or an opportunity for others to seek revocation or a compulsory license.

Trademarks, unlike patents, usually do not require annual payments, though in nearly all countries these are required for renewal after the initial registration period. Such initial registration period is generally 10 or more years. Thus, the problem of renewal and renewal payments is considerably less involved with respect to trademarks than it is in regard to patents.

How does Amchem obtain foreign patents and trademarks? Primarily we file applications directly through patent firms outside the United States. This method provides some economic advantages, though the main advantage is the direct relations with the attorneys who are familiar with the laws in each of the countries. This makes available to Amchem a great deal of expertise and know-how which can be very helpful in reaching decisions with respect to proprietary rights in those countries.

When and where to file patents and trademarks abroad? This is primarily a Management decision reached largely after considering the advice of the Amchem licensee. The Amchem Law Department advises Management of the legal requirements for patent and trademark registrations in all countries of interest. Prospects for reducing the legal complexities in worldwide patenting have been enhanced by the recent establishment of the World Intellectual Property Organization (WIPO). It administers the international agreements concerning patents and trademarks and promotes the protection of intellectual property throughout the world. Work is presently under way to establish a system for an international patent and an international registration of trademarks under the sponsorship of WIPO. This would eliminate the country-by-country determination of industrial property rights and greatly facilitate the job of protecting the company's rights throughout the world.

The magnitude and complexity of patent and trademark activities are largely due to the variations in laws in different countries. Like most companies we, at Amchem, look for the day when there will be a uniform, worldwide patent and trademark law.



Cliff Redfield pictured with Japanese junior high school students and their teacher, Takao Gaito, at Tokyo Airport.

Cliff Redfield Acquires Young Japanese Friends



Teacher Takao Gaito.



Cliff and Takao hold friendly chat.

Early this past summer Cliff Redfield, Systems Engineering, while on a technical assignment to Japan, made the acquaintance of a group of touring Japanese junior high school students and their teacher, Takao Gaito, at the Tokyo Airport.

Much impressed with Cliff's courtesy, Mr. Gaito acknowledged this informal meeting by writing Cliff a letter in which he enclosed several photos taken on that occasion. We are quoting the letter exactly as Mr. Gaito wrote it. We are also publishing a couple of the photos. The letter:

"Dear Clifford S. Redfield,
"I'm sorry not to write soon. We met you at the Tokyo airport. I was very happy to have the chance speaking English with you.

"I heard you are a chemical engineer, and have too sons and so on.

"I and our students have never speak English with foreigners before.

So it is very important experience for us. All of the students get the photo which you joined in. And they always remember the day when we met you.

"Now I'll talk about our school. Our school is very small. Three-story building. Its name is Otagiri Junior High School. 83 students. 8 teachers. There are 35 students in our class. We have six lessons a day. School begins at 8:30, over 5:10. After school, most of students have a club meeting at school. They play basketball, volleyball, play the brass band.

"Our summer vacation is shorter than yours. But we have holidays in each season. Of course we go to school on Saturdays. After all we go to school 250 days a year. Elementary school (for six years), junior high school (for three years) are compulsory education in Japan. But most of the graduate students of junior high school want to enter the high school.

"I'm teaching in the ninth grade. I'm teaching English and arts. Though I look very young, 34 years old, I've been teaching for 10 years at school. I hope to go USA and other countries. But I'm so poor to go round the world. I think Japanese government should assist concerning money. We teachers must add to our stock of information. So I will go round the world some day in my life.

"If you want to know about Japan, please ask me.

"Now I have to close this letter. I'm looking forward to your answer. My words and spelling are not good. I might make many mistakes. Please pardon me.

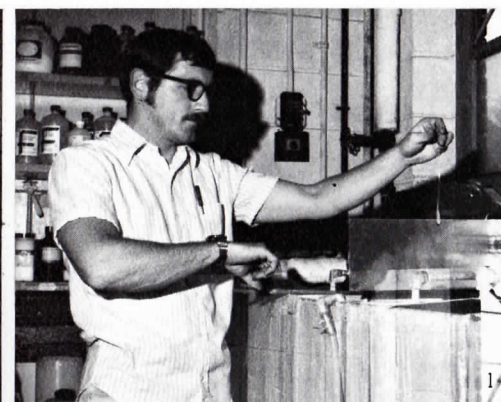
"Sincerely yours,

Takao Gaito
Otagiri Chugaku
2582 Kawago, Yamatanaka
Nagano-Shi, Japan."

Jack Carroll Explains the Functions of Amchem's Chemical Technical Services



Jack Carroll (l) discusses a Lineguard situation with Sandy Wallace, Systems Engineering.



Illustrations 1, 2, 3 show operations in Pilot Plant; (4) is scene in Analytical Lab; (5) personnel checking Lineguard instrument.

In 1953 the Metalworking Chemicals Division established a Development Department to handle the introduction and testing of new products in the field as well as the servicing of established ones in customers' plants. Over the years, as new markets developed and Amchem's share of old outlets varied, the structure of the Development group has changed to what we have known today as "Chemical Technical Services."

Comprised of Four Groups

This Technical Service segment of MCD is comprised of four groups: 1) Chemists and technicians doing field service work on our products in customers' plants. 2) Pilot Plant testing of experimental laboratory formulations and treatment of panels and parts for customers and prospects. 3) Chemical analysis of competitive materials as well as routine checks on standard products and LFN's operating in the field. 4) Assembly, testing, troubleshooting, and field inspection of the company's Lineguard® process control instrumentation.

Currently, we have eleven chemists and technicians in the Research De-

partment who are assigned technical service work as their primary responsibility. When these men are not travelling or working in the laboratory on field related problems, they work on Research projects assigned to them by their Group Leader.

Three Types of Field Trips

Trips to customers' plants can be classified into three main types: 1) Start up of important new accounts. Generally, these are multi-metal coil lines, new automotive accounts, or cold forming operations, e.g. ordnance, wire mills. On these visits the main purpose is to establish proper operating parameters for our Company products and to train production and lab personnel on how to make the various measurements required. 2) Cost runs—These become more frequent each year as customers keep wanting more and more for less and less and competitive efforts increase. 3) Troubleshooting calls to solve a customer's complaint. These mainly include: a) inadequate paint adhesion, b) unacceptable appearance of the conversion coating and/or paint finish, c) inferior quality.

Pilot Plant Operations

Andy Dendler, who has been with Amchem eight years, is the Group Leader in charge of the Pilot Plant. This facility serves several purposes: 1) It assists the Research and Development areas by evaluating new laboratory formulations and methods of application. 2) It supplies coating systems either on standard panels or customer parts to demonstrate the results of one or several varied processes. Mostly, this involves efforts to get new business by way of comparative tests against competitive products. 3) It treats aluminum, steel, and galvanized panels which are sold to paint companies. (Last year we sold about 90,000 panels.)

The main pieces of equipment in use in the Pilot Plant include: One six-stage spray washer for treating aluminum panels, one seven-stage spray washer for treating steel and galvanized panels, one nine-stage line for treating coil up to twelve inches wide, fourteen 180-gallon dip tanks, sixteen 13-gallon dip tanks, two single-stage spray washers for treating three dimensional work.

Functions of Analytical Lab

Lou Sabatini, who has been with Amchem fifteen years, is in charge of the Analytical Laboratory. This group spends most of its time analyzing competitive materials and standard Amchem metalworking products. It handles about 250 individual requests each year which are divided as follows: Competitive material analysis, 45%; standard product analysis, 30%; water analysis, 10%; assistance to R & D and Foster Div., 8%; miscellaneous, 7%.

While much of the work involves volumetric and gravimetric analyses, an increasing amount is done each year using instrumental methods. Equipment for this includes: Arc spectrograph, atomic absorption spectrophotometer, infra red spectrophotometer, spectrophotometric colorimeter.

The Systems Engineering Group

Sandy Wallace, who has been with Amchem five years, is Group Leader for Systems Engineering which manufactures and services our Lineguard

Controllers. This department employs ten men whose duties include: 1) Assembly of the Lineguard units, 2) installation assistance to customers, 3) preventative maintenance visits in the field, 4) troubleshooting customer complaints, 5) testing, repairing, and re-conditioning returned units, 6) working on projects aimed at simplifying current design, improving reliability, and reducing costs.

Amchem has a variety of Lineguard controllers now in use by its customers. The main types are: Controller 80 for Automotive lines, Controller 70 for Multi-metal coil lines, Controller 67 for Multi-metal coil lines, Controller 60 for Aluminum can lines, Controller 50 for Aluminum coil lines, Controller 47 for Coil and aluminum extrusion lines.

To get the most from the Chemical Technical Service Department's efforts demands the cooperation and coordination of all departments involved: Marketing, Sales, and Technical. Working together CTS can successfully handle most situations that arise in the field and develop improved programs for the future.

Jack Carroll has been Manager of MCD Chemical Technical Service since October, 1965. A native of Philadelphia, he graduated from St. Joseph's College, with a B.S. in Chemistry in 1950. He joined Amchem in November, 1951, as a research chemist. In 1953, he was assigned to MCD Development, specializing in field development work on aluminum coil coating lines, where he remained until he was appointed to his present position in October, 1965.

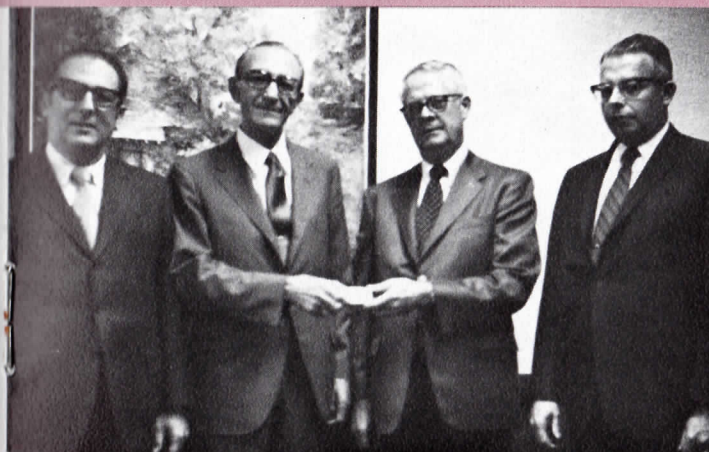
A former resident of West Philadelphia, he now lives in Hatboro, Pa., with his wife, the former Helen Wethman, and their seven children—four boys and three girls—ranging in age from three to 20 years.



Chas. Ball receives 25-year Service Award from Pres. Snyder on day of retirement. MCD Mfg.



Harry McNeely, Jr. (2nd from l) receives 25-year Service Award from Dick Rockstroh (l). Bill Dalton (2nd from r); Ray Neilson (r). Ferndale



Frank Sherwood (2nd from l) accepts 25-year Service Award from M. B. Turner. Pres. Snyder (l); Jack Taylor (r). ACD Sales



Jim Wilson (c) accepts 25-year Service Award from Don Chew (r). Dick Rockstroh (l). Foster, Phila.

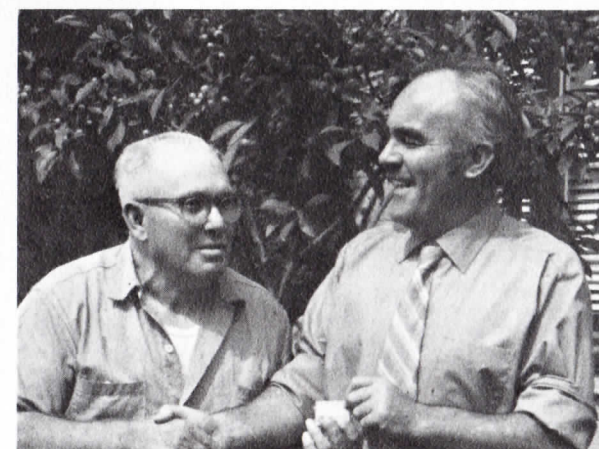


Silas Stuart (l) receives 20-year Service Award from Bill Dalton. Ferndale

Congratulations!

These are the men and women of AMCHEM who have received Service Award Emblems between June 1, 1971 and Sept. 1, 1971.

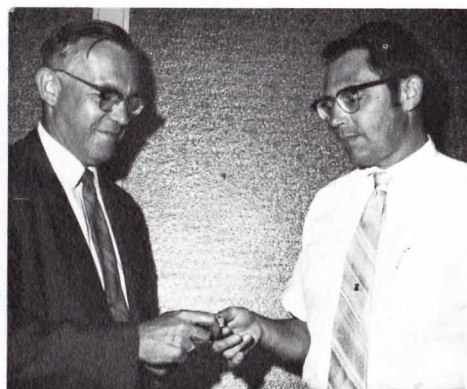
★	Charles Ball	Harry McNeely, Jr.	Frank Sherwood	James Wilson	★
★	Anna Nolan	Silas R. Stewart	Elijah Sumner		★
★	Catherine Frazer	Bennett C. Gast	John N. Harsma	G. Wayne Helman, Jr.	★
	Wilma E. Huntsman	Frank E. Manson	Karl R. Weigand	Howard Schroeder	
★	Nancy L. Bell	William Metz	George W. Sawyer	George A. Summers, Jr.	★
★	John C. Alpin	Marie A. Balestrieri	Robert A. Cassel	Donald Dierksen	★
	Robert L. Garrett	George Honer	Melvin Kratz	James Kreucher	
	Robert W. Murray	Philip O'Konski	John Plant	Frank Precopio	
	Ulysses Ross	Janet E. Winning	Edward L. Wood		



Elijah Sumner (l) accepts 20-year Service Award from Bill Dalton. Ferndale



Jack Harsma receives 15-year Service Award from Chas. Wirshing.



Carl Weigand (r) accepts 15-year Service Award from Dick Rockstroh.



Don McIntyre (c) receives 10-year Service Award from Ed Krueger (l); Chas Wirshing (r). MCD Sales



Bill Metz (l) accepts 10-year Service Award from Charlie Jack.



Gary Pike (r) receives 10-year Service Award from Jack Harsma.



Bill Schneider (l) receives 10-year Service Award from Ed Krueger.



Marie Balestrieri receives five-year Service Award from Clyde Roberts.



Don Dierksen (r) receives five-year Service Award from Dean Bolton.



Mel Kratz (l) accepts five-year Service Award from John Heckler.



Jim Kreucher (r) receives five-year Service Award from John Alpin.



Bob Murray (l) accepts five-year Service Award from Harry Bailey.



Frank Precopio (l) accepts five-year Service Award from Pres. Snyder. ACD-MCD Research



Janet Winning accepts five-year Service Award from Mickey Krisan (r). Bill Delanty (l). International



Ed Wood accepts five-year Service Award from Frank Piacitelli.

Down to Earth with Charlie Jack

There's an office out at the Research Farm that has a character all its own. No wall-to-wall job cushions the visitor's footsteps; no matched suite of executive office furniture excites his admiration—even a few of the furnishings are of the authentic hand-me-down period. Upon entering this chamber, designed more for function than for aestheticism, a sensitive nose will detect a scent that is an incompatible mixture of clinical freshness and moist clay. And except for its generous size, it could be the base of operations for the skiing instructor at a fledgling winter resort, because



(Top) Charlie Jack plans work schedule in his "personalized" office.
(Below) "There's a little cultivating to be done over there" Charlie says to Ted Blichasz.

aligned on two of the walls is an assortment of skiing accouterments reflecting the recreational preferences of the office's occupant, Charlie Jack, Amchem Farm Manager.

Charlie has the kind of job that, during spring and early summer, demands his presence in three or four different places at the same time, and in his own quiet, unspectacular way Charlie seems to be able to get to all of these places simultaneously.

"There's a lot more activity going on now than when I came here in the fall of 1952," Charlie told us as he interrupted his paper work at his desk

one day in late July. "The Farm", he continued, "was then about 50 acres; now it is over 175—just three and a half times as big. Twenty of these acres are under experimental cultivation every year; between five and six are devoted to turf. There are five acres for research work on brush, a little over two in orchard, a small area contains dwarf trees and a vineyard. Roughly, the various buildings—the new research center, greenhouses, headhouse, barn and the residence—cover about four acres. The remaining acreage is for future research projects. Incidentally, this was the first farm in



(Top) Manager's house as it looks today. Other photos show the house, barn and entrance in 1952, the year Amchem purchased the Farm, the first of its kind in America.

the world devoted exclusively to research on herbicides."

Charlie showed us a couple of slides that pictured the condition of the property at the time Amchem purchased it. Naturally, there is no comparison between its appearance then and now. The only structure that is recognizable is the residence, and even that has undergone alterations. A succession of improvements, in-

cluding a continuous expansion program paralleling the growth of Amchem's herbicide business, has transformed the property into an attractive complex, with the experimental plots and other outdoor research areas planned to meet the requirements of each specific type of research project, of which there are hundreds.

"In the beginning," resumed Charlie, "I divided my time between research work and managerial duties. I had to, because the research staff at the Farm was composed of only four people: Barbara Davis (now Emerson),

Tony Trafuro, and W. Powell (Andy) Anderson (both of whom are no longer with Amchem), and myself. Excluding Mrs. Emerson, naturally, we seeded the flats and plots, cultivated and fertilized the soil, sprayed the crops, controlled and recorded the progress of the various experiments. We also did field work in places like the United States Agricultural Experimental Station in Beltsville, Md. We weren't above doing such janitorial chores as washing windows, cleaning the greenhouse — which had been built at the end of 1952 and early 1953 — and keeping the farm machinery in working order. I still attend to the latter, although the inventory of farm equipment is considerably greater now than it was in those early years. We're a complete, fully mechanized outfit now."

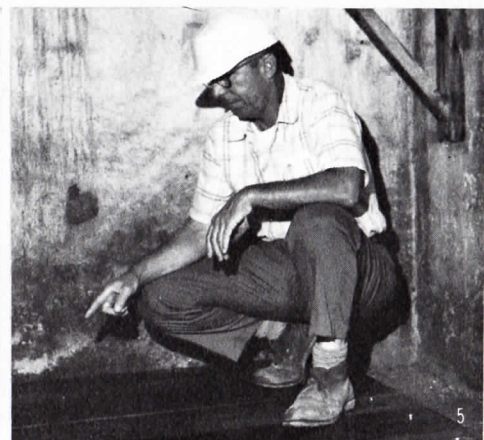
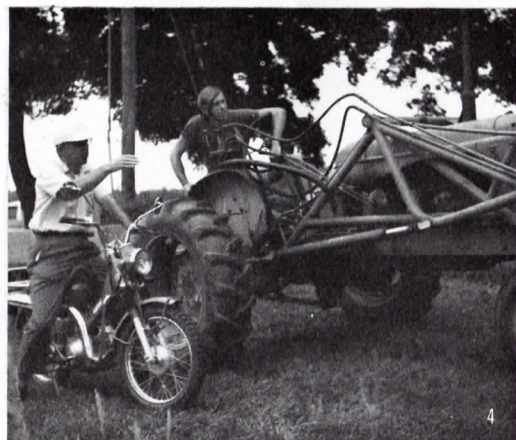
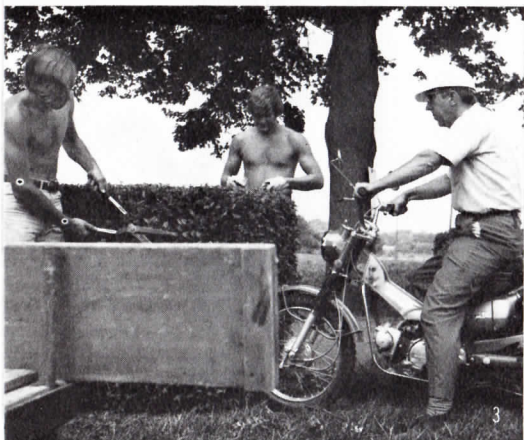
Although his manual skills are still in demand, the major portion of Charlie's time is devoted to supervisory work and purchasing. He arranges the seasonal work schedule so that personnel is available when and where needed. He directs the men in the preparation and sterilization of the soil for seeding and planting, and instructs the inexperienced help in the operation of farm machinery.

He purchases seed, flats, pots, fertilizers, top soil, fuel, and other commodities necessary for conducting a successful research program indoors or out.

Charlie came to Amchem after a year with the Grange League Federation, a co-operative composed of farmers in northern Pennsylvania, New Jersey and New York, which has since merged with Eastern States Cooperative to form Agway. He had been hired for the GLF job by a recruiter while attending the University of New Hampshire, Durham, where he received his Masters in horticulture in 1951. He previously had received a B.A. from Dartmouth in 1947, where he majored in botany.

Charlie was born in Pelham, N.H., just across the State line from Lowell, Mass., where his father taught at Lowell Textile Institute.

Continued.



(1) Bill Metz directs summer help in readying new plastic roof for greenhouse. (2) Metz (r) and assistant batten down new roof. (3) Jack checks trimming job (4) "Move that earth beyond the tree", Charlie tells young operator (5) "Ding, dong, dell, Charlie's in the well" in old time spring house at the Farm.

As a 1st Lieutenant Navigator in the Air Force, he flew 29 combat missions in the Italian campaign in World War II.

In his childhood, Charlie developed a taste for agriculture through the proximity of his uncle's farm, which was next door. This early contact with the soil plus his formal university training and experience with GLF, not only in several of its farm supply stores but also in its laboratories in Ithica, N.Y., and in research and quality control work in the field, gave him the type of background that Bob Beatty was looking for in a candidate for the managerial post at the new Amchem Research Farm, in 1952. Through Bob's close business and personal associations with GLF management, he became aware of Charlie's qualifications and hired him — and that's how it all began.

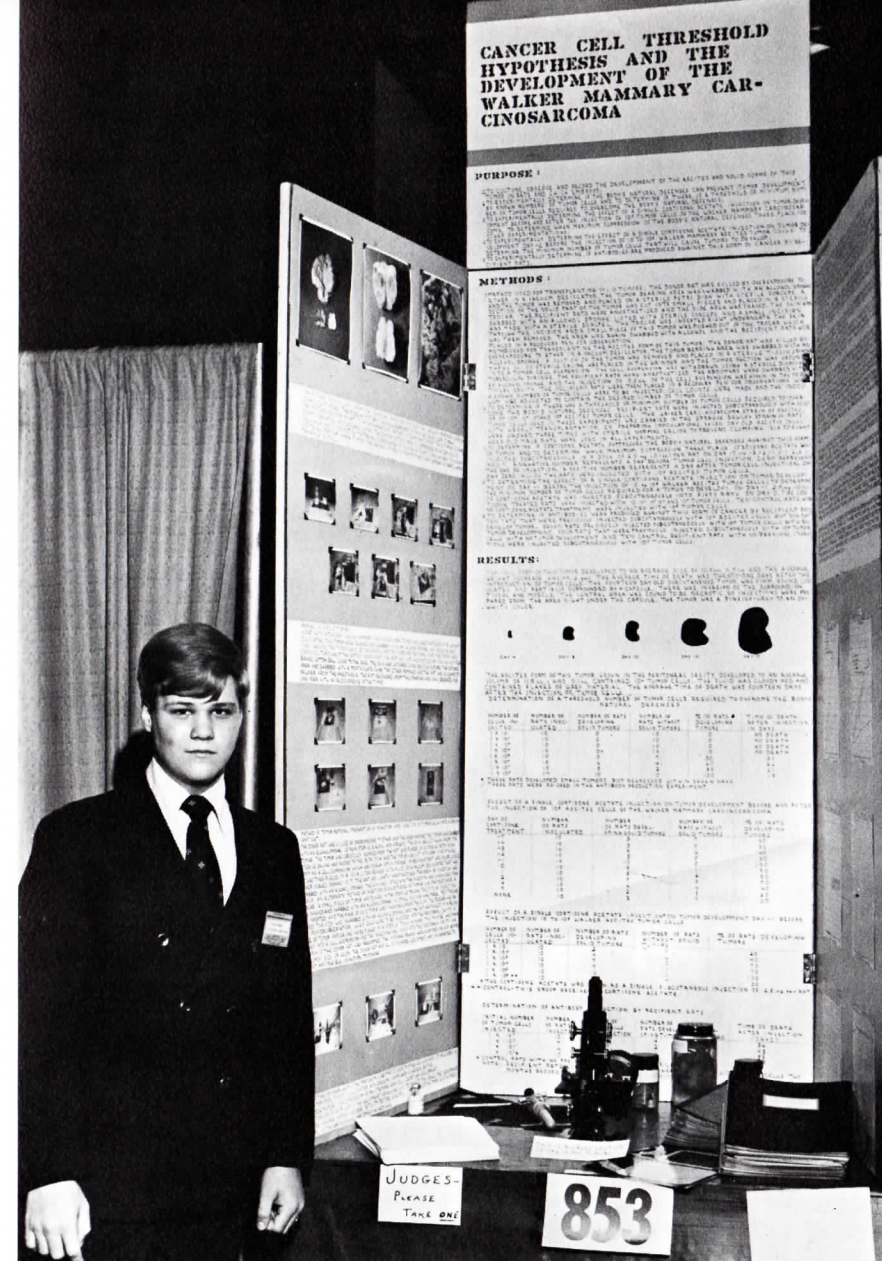
Knowing Charlie, it wasn't necessary to ask him about the presence of the ski equipment in his office, for

there isn't a more avid devotee of the snow slopes than he. Coming from a ski region, it was only natural for him to hit the trails as a youngster. Since then he has skied in over 50 different established ski areas, in addition to accepting the challenge of pioneer jaunts where he and his friends had to pack down the "white stuff" with snow shoes. In all this time he has had only one minor accident. It occurred when he and his skiing companion collided on the trail at Wildcat, N.H., in the winter of 1969.

The entire Jack family of five are ski enthusiasts and manage to work in a few trips up to New England during the skiing season, when Charlie takes his annual vacation. In addition to Charlie and wife Carolyn, the other members of the family are daughters Cathy, 19, a student at Philadelphia College of Textiles and Science; Connie, 16, a junior at Wissahickon H.S., and Charlie, Jr., a freshman at Ambler, Jr. High.

"Living at the Farm these past 18 years has been a rewarding experience," resumed Charlie. "To Carolyn and myself it has provided the ideal environment for rearing our children. All of us enjoy the privacy and openness of the country, with its natural facilities for outdoor activities, yet we still have all the conveniences offered by present-day suburban communities: Schools are modern and close by, professional services are readily available, church and Sunday school are also nearby, and shopping centers are only minutes away.

"But the biggest advantage of all is that the successful operation of an experimental farm doesn't depend on a cash crop each year. Family life, therefore, is completely detached from the operation of the farm, and the farm operator or manager is not subject to the natural and economic pressures experienced by tenant and owner farmers. Freedom from such anxieties has made our life here a very comfortable existence, a life for which all of us are sincerely appreciative." And if you know Charlie, you can be assured he means every word of this.



Ricky standing beside his entry which won third place in the International Science and Engineering Fair in Kansas City. Many considered his entry "to be the ultimate in scientific achievement for a seventeen-year-old high school pupil."

Ricky Harris Still Winning Science Honors

The July, 1969 issue of the *NEWS* carried the story of Ricky Harris' success in science fair competition. The son of Robert G. Harris, a chemist in MCD's cleaners group, Ricky was then a sophomore at Reading, Pa. Central Catholic High School. Now, as a senior at the same school, he still continues to garner science honors, having captured first prize in the Reading-Berks County Science Fair for the last six out of seven years. From here he went on to win third prize in the 22nd International Science and Engineering Fair, held in Kansas City, Mo., last May 10-14.

In the latter event he felt a little

disappointed at the outcome, since his entry titled *Cancer-Cell Threshold Hypothesis and Development of Walker Mammary Carcinoma*, was considered by many to be the ultimate in scientific achievement for a seventeen-year-old high school pupil.

Ricky was the first place winner in the 1969 International contest in Fort Worth, Tex.

For his efforts at the Reading-Berks Science Fair, he was awarded a four-year scholarship by Albright College, in Reading.

Additional honors include a first place award by the Pennsylvania Ju-

nior Academy of Science for his oral presentations during each of his four years at Reading Central Catholic H.S., and a special award by the Reading-Berks County Tuberculosis and Health Association. After he graduates from Albright, Ricky expects to study medicine at Thomas Jefferson University (formerly Jefferson Medical College), Philadelphia.

Bob Harris is still not awed by his son's brilliance, which he attributes to the boy's dedication and hard work. But here we disagree with Bob, for we believe that behind this lies a bit of transcendental mental superiority—or genius, to put it simply.



Les Hartwig (r) congratulates brother Edgar on receiving the U.S. Dept. of Agriculture Distinguished Service Award.

U.S.D.A. Award to Les Hartwig's Brother

Dr. Edgar E. Hartwig, brother of Les Hartwig, Amchem Advertising Dept., received the U.S. Department of Agriculture Distinguished Service Award from Secretary of Agriculture Clifford Hardin, in Washington, May 18.

The award was for "creative research in soybean breeding and varietal development, and for inspiring leadership of soybean production that has been a significant factor in the growth of the U.S. soybean industry."

Dr. Hartwig is U.S.D.A. research agronomist at the Delta Branch Experiment Station, Stoneville, Miss. He has been engaged in soybean research since 1943 and has seen production

increase 29 times and yield per acre double.

He maintains a large soybean germplasm bank which has been invaluable as a source of resistance to diseases and insects in soybeans. His work in soybeans has extended to other countries, especially those in Central and South America.

Dr. C. G. Sheppard, Superintendent of the Delta Branch Experiment Station, recently said: "Dr. Hartwig has devoted his life to improving soybean production and cultural techniques. I know of no one in the scientific field who has made a greater contribution to agriculture in the United States and throughout the world."

Weston Completes IESC Assignment

Warren Weston, former Marketing Director and Manager of Amchem's International Division, has completed an overseas assignment for the International Executive Service Corps. Warren who still resides on General Nash Drive, Lansdale, was a special advisor on marketing at Invequimica Limitada, Medellin, Colombia, S.A. for a two-month period earlier this year. He was accompanied to Colombia by Mrs.

Weston.

IESC public relations director informs us this organization "is a non-profit corporation which arranges for executives to share their managerial know-how with enterprises in the developing nations. These volunteers, exemplars of the best in American business, are helping the free nations to help themselves achieve economic stability."

Golf Season Ends

Another successful golf season has been completed by the Amchem Golf League. Although the weather threatened several times, the fifteen scheduled playing dates were completed without interruption at the Montgomeryville C.C.

1971 League Awards

Flight #1

Champs J. Mancini, P. Rocco
Low Gross D. Buczkowski—36
D. Otten—36

Flight #2

Champs R. Davis, M. Markovich
Low Gross M. Markovich—37

Flight #3

Champs .. A. Kepich, M. L'Annunziata
Low Gross D. Dunn—39
M. L'Annunziata—39

Flight #4

Champs E. Seiz, S. Minio
Low Gross R. Kriebel—43
J. Breen—43

Flight #5

Champs H. Katsoff, J. Feckno
Low Gross S. North—47

League Low Net

(Gross minus Handicap)

D. Buczkowski—29 M. Markovich—29

The grand championship play-offs were held the week of August 23.

The pairings of the above flights and the results are as follows: Flight #3 eliminated Flight #4. Flight #1 eliminated Flight #2. Flight #5 eliminated Flight #3.

In the finals Flight #1 consisting of Joe Mancini and Joe Rocco, defeated Flight #5 for the grand championship by one stroke on the last hole.

The annual banquet and the awarding of prizes was held October 2nd at Forest Inn. Pictures of the affair will be published in a later issue of the NEWS.

Officers for this past season were: President, Jack Campbell; Secretary, Jim Thirsk; Treasurer and Custodian of Records, Merv Hubbard.

Members of Golf Committee (including the officers) were Dick Otten, Andy Ducsik, Ralph Lelii (Trophies), Tom Day (Tournament Chairman), Ed Rodzewich, George Brumbaugh, Ernie Szoke.

The entire complement of players wishes to thank Amchem management for its interest and support of this activity.

Jack Campbell, Pres. J. H. Thirsk, Sec.



Who Says They Don't Read Billboards?

The August 9th issue of *SPORTS ILLUSTRATED* contains a lengthy and interesting article on a talented, but modest, schoolboy athlete in Kansas. The *NEWS* is not particularly interested in the young man's athletic accomplishments but what does interest us is this quote from the *SI* story: "The roads to Yates Center (Kansas, where the young phonom lives) pass many gnarled groves of blackjack, oak and broad fields of soybeans, milo and, of course, hay—as well as a few billboards advertising a miracle fertilizer or plant food with the hard-sell words **PUT MORE JACK IN YOUR BEANSTALK.**"

It's amazing that at the rate of speed *SI* reporter William Johnson had been traveling on the highway between Kansas City and Yates Center he should have been able to read this slogan for Amchem's Amiben "the soybeans best friend."

Being a sportswriter, and not a farmer, Mr. Johnson can be excused for classifying Amiben as a "fertilizer or plant food" rather than realizing its true function as the world's No. 1 herbicide for killing weeds in soybean crops.

We are illustrating another version of the Amiben billboard that is one word shorter.



By using a tandem of flat cars and double-deck stacking the filled drums, one truck operator can move over eight times as many drums as one tork lift truck.

Baynard Amiben Product Manager

Jack Davies, ACD Dir. of Marketing, has announced that Robert E. (Bob) Baynard has joined ACD as Product Manager of Amiben. He will report to Davies.

Baynard comes to Amchem from Monsanto Company, St. Louis, Mo., where he had been, successively, salesman, sales supervisor, district manager, director of field sales and product sales director. In this last assignment he was responsible for directing the development of the market plans for Monsanto herbicides.

He is a native of Detroit and a graduate of the University of Delaware, Newark. He, Mrs. Baynard and their two children, ages one and three, are locating in the Valley Forge area.

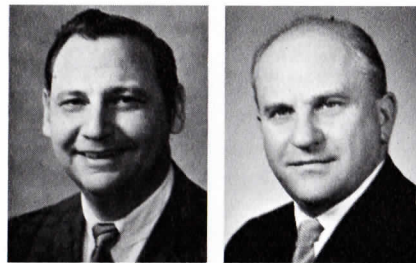


Mel Nagle's Son Wins Bronze Star

U. S. Air Force Captain Bruce M. Nagle, son of Melvin Nagle, MCD Manufacturing, and Mrs. Nagle, has been decorated with the Bronze Star Medal for meritorious service while engaged in military operations against Viet Cong forces. Captain Nagle, a weather officer, was cited for his performance while assigned to Detachment 23, 30th Weather Squadron, Phu Cat AB, Vietnam. His outstanding knowledge and resourcefulness in providing weather support aided to the success of combat missions and air support flown in Southeast Asia.

He was presented the medal at Moody AFB, Ga., where he now serves as chief forecaster in a unit of the Air Training Command which provided flying, technical and basic military training for U. S. Air Force personnel.

A 1962 graduate of Hatboro High School, the captain received a B.S. degree in mathematics in 1966 from Westminster College, New Wilmington, Pa. (see July, 1966 *AMCHEM NEWS*). He also holds another B.S. degree in meteorology from the University of Utah. His father and mother are residents of Lansdale.



LES STEINBRECHER WILLIBALD MACHU

Steinbrecher and Machu at Brighton Conference

Les Steinbrecher, MCD Director of Research, and Prof. Willibald Machu, MCD Consultant stationed in Vienna, Austria, represented Amchem at the Annual Technical Conference held in Brighton, England, last May 25 to 29. Also present was Richard E. Shaw, Metalworking Pretreatment Manager, ICI Paints Division, Slough, Bucks, England, which is an Amchem MCD licensee in the U.K. All three gentlemen gave papers.

Steinbrecher's paper was titled "A New Chemical Pretreatment Process for Improving the Application of a One Coat White Electropaint." In summary, the paper explained that a white paint film applied to a steel surface by the electrophoretic method of painting tends to be off-white or yellowish in color; also, foreign deposits on the surface to be painted appear in the white paint film as color imperfections. These problems are avoided by pretreating the steel surface with various aqueous solutions containing copper. The conversion coating contains deposited copper which functions to mask the color imperfections in the electrodeposited white film and produces an unblemished and uniform white electropainted surface.

Les received his B.A. from Temple in 1950 and his M.A. from Drexel in 1957. He has completed his required studies for a Ph.D. at the University of Pennsylvania and is currently preparing his thesis. A native of South Philadelphia, he now resides in Southampton, Pa. with his wife and three children.

Prof. Machu spoke on "Conversion Coating on Composite Metal Articles." It explains that conventional phosphating and chromating methods used for individual steel, zinc and aluminum differ from one another with regard to treatment time, temperature and bath composition. Thus they cannot be used for the treatment of composite metal articles. Zinc phos-



phate solutions containing only minor amounts of fluoride ions can be used for treating articles where the proportion of aluminum surface, based on the total area, is not greater than about 5%. By increasing the fluoride content, a new solution has been developed which permits the production of fine-grained, dense, homogeneous coatings of high corrosion resistance on workpieces comprising any arbitrary proportion of the total surface area in the form of steel zinc or aluminum.

Prof. Machu joined Amchem in early 1961. He has been located in Vienna, Austria, since that time, where he engages in extensive research projects. He had spent several weeks here in Ambler prior to locating in Vienna. He previously headed the Department of Mining and was director of a branch of the National Research Center at the University of Cairo, Egypt. He is a native of Vienna and a graduate of Vienna Technical University from which he holds a Doctorate.

Mr. Shaw's paper was titled "An Improved Pretreatment for Electroprimed Cars." The talk was based on the new installation at the Ryton, England, factory of Chrysler UK, which incorporates dip/spray application in all pretreatment stages and is the first in the world to adopt this system before electropriming of motor car bodies. Mr. Shaw said that the installation gives superior cleaning, phosphating and overall protection in hidden areas. In the paper, many interdependent design and process factors are discussed, together with details of the control tests now established.

Mr. Shaw, an occasional visitor to Amchem, joined ICI Paints Division in 1936. He obtained a B.S. degree at London University and is a Fellow of the Institution of Metallurgists. As a licensee, ICI employs Amchem's MCD products in its various prepaint treatment operations.



MARK KUEHNER FRANK MANSON

Kuehner Prominent at Electrocoating Seminar

Mark Kuehner, MCD Group Leader, Steel, was one of 17 prominent technical authorities chosen to address more than 750 persons who attended *ELECTROCOAT '71*, the electrocoating Seminar sponsored by the Electrocoating Committee and the National Paint, Varnish and Lacquer Association, held in the Palmer House, Chicago, last April 27-28.

Mark's address was printed and distributed among the attendants. It dealt with the selection of the best chemical conversion coating system to employ in the electrocoating of metal parts.

"Any conversion system must be adapted to the entire ultimate paint system, and the optimum operating conditions must be determined by experimentation," Mark stated. "Zinc phosphate and iron phosphate coatings are the two recommended for steel." The paper was complete, analytical and conclusive.

The June issue of *PRODUCT FINISHING* magazine gave full coverage to the seminar and quoted liberally from Mark's paper.

Among the other speakers were Kenneth N. Scott, vice president and group executive of General Motors Corporation, and Gordon Phillips, an executive of Glidden-Durkee, Cleveland, Ohio.

Mark joined Amchem in March, 1965. Married and the father of three young boys, he and Mrs. Kuehner reside in Glenside, Pa.

Manson and Steinbrecher Granted Patent

The process on which Les Steinbrecher based the paper that he delivered at the Institute of Metal Finishing, at Brighton, England, was developed by him and Frank Manson, MCD chemist, both of whom have been granted U.S. Patent 3,579,429.

Frank and Les have assigned the patent to Amchem.



Those are not quadruplets that Tony Varsaci is cradling in his lap; nor are they cab-bages—just a big basket of fruit to celebrate his 30th Anniversary at Amchem. The card read: "To Adam, from the Eves of the Garden of Eden."

Ed Hayman's Son Receives Army Medal

First Lieutenant David T. Hayman, son of Ed Hayman, MCD Research, and Mrs. Hayman has recently been presented the ARMY COMMENDATION MEDAL for meritorious service in South Korea during the period 8 January, 1969 through 29 January, 1970 as Brigade Adjutant, 2nd Brigade, 7th Infantry Division. The citation states: "Lieutenant Hayman performed in a most outstanding manner during his tenure in the Command . . . His tireless efforts earned him the respect of his superiors and the utmost cooperation of those under his direct supervision. Lieutenant Hayman's outstanding initiative, diligence, and devotion to duty reflect great credit upon himself, the 7th Infantry Division, and the United States Army."

David quarterbacked the football team at Central Bucks High School, which he formerly attended.

His father, a 15-year employee of Amchem, was a former model for science fiction stories.

The Haymans live in New Hope, Pa.

October 4 Begins Fire Prevention Week

While beauty pageants and other similar events of a more entertaining and sometimes frivolous nature are widely publicized, the six days annually designated as Fire Prevention Week become the subject of a few five second spot announcements on radio and TV or receive limited coverage in the news media.

But when we consider that a fire breaks out every 50 seconds in a dwelling somewhere in the United States and that in a recent year fires claimed 12,200 lives, not to mention the thousands who were disabled, suffered painful wounds or were permanently disfigured, all of us should be more conscious of a fire occurring in our home than of finding the refrigerator or the cupboard empty. A person can survive without a meal but not without a home. So let us make life a little easier for Eddie Ruth and the other volunteer firemen who work at Amchem by taking all precautions to prevent fires, not only during Fire Prevention Week but throughout the year.

Wisler on EIA Board

Amchem adman Norman E. Wisler was elected by the membership of Eastern Industrial Advertisers, a 320-member professional association, to serve as a Director on its board. Consisting of advertising men and women from industry, advertising agencies, publishing houses and specialty advertising companies in the Delaware Valley and Wilmington area, EIA is one of the largest and most progressive chapters of the Association of Industrial Advertisers, an international advertising organization with a membership of approximately 4000.

Norm's term as EIA Director began this past July 1 and will expire June 30, 1973. From July 1, 1970 until June 30, 1971 he served EIA as chairman of the association's nine-member Clinics and Seminars Committee, which developed and presented eight educational programs during that period.

During the two years prior to July 1, 1970, Norm served EIA as a member of its Clinics and Seminars Committee. In addition, he also served on the association's Programs Committee from July 1, 1968 through June 30, 1969.

Norm is a graduate of the Charles Morris Price School of Advertising and Journalism, Philadelphia. He also attended Temple University.

Wedding

Emily Mary Wallace, Accounting, traded in the "Wallace" for Netherton when she took Herbert L. Netherton, Jr. as her lawfully wedded husband, August 7, at St. Phillip Neri R.C. Church, Pennsburg, Pa.

Engaged: Donna Wack got a solitaire so big it sparkles like the Disney symbol on TV. She'll be Mrs. Hildebrand come next April.

Sound Advice

Love and marriage may go together like a horse and carriage—but so do money and marriage. Plan ahead with Savings Bonds . . . through Payroll Savings.



Amchem Officers host George Williams at Luncheon. (L to R). Chairman Romig, Pres. Snyder, Vice Pres.-Dir. Marketing Shellenberger, George, Legal Dept's. Bill Gannon, Vice Pres.-MCD F. P. Spruance, Jr. (behind Gannon), Fred Heller, MCD Research.



Chairman Romig, Guest of honor George Williams, President Snyder and Fred Heller are seated prior to being served in a private dining room at William Penn Inn.



Stan Clayton is dinner guest of fellow-workers in Maintenance. (r to l). Ray Robinson, Stan, Harry Bailey, Ray Collmer.



Co-workers also gave Stan an outboard motor which he displays.



One of the groups from Maintenance at the retirement dinner for Stan. All shops were represented.



Francis Super's retirement and his 25th Anniversary at Amchem co-incident. Pres. Snyder presents solid gold service award watch.



Group from Plant bid Tony Bruno farewell on his last day at Amchem prior to retirement. (l to r) Dean Cooper, Mike Carter, Lou Fox, Tony, Al Lear, Walt Bright, Ray Robinson.

Four Veteran Amchem Employees Retire

George Williams, Stanley Clayton, Anthony Bruno and Francis Super, with a total of 126 years of Amchem service recently retired.

George, who had been assigned to the office of Vice President-Manufacturing Graham Smith, had completed

47 years with Amchem on June 20. Stan had 28 years service, and at the time of his retirement he was chief electrician attached to the Maintenance Dept. Tony, a chemical operator for 27 years had joined Amchem in August, 1945. Francis ("Supe") was

a 25-year employee on September 3. Like George Williams he was also attached to Mr. Smith's office.

Management and their co-workers wish all four a long and pleasant retirement.

Introducing New Members of the Amchem Stork Club

whose names were not previously published in the NEWS.

AMY BURNETT DARLINGTON
July 12, 1971

Father: Thomas S. B. Darlington, Jr.
ACD Sales

MICHAEL DELLA DONNA
July 11, 1971

Father: Anthony Della Donna
Traffic

RONICA DORAIN JOHNSON
June 26, 1971

Father: Kenneth E. Johnson
ACD Production

ANDREW WILLIAM KUEHNER
May 19, 1971

Father: Mark A. Kuehner
MCD Research

ANNE ELIZABETH LEHMAN
May 22, 1971

Father: Richard R. Lehman, II
ACD Sales

SHANNON LYNELLE SMITH
May 9, 1971

Father: Clifford L. Smith
Ferndale Plant

On the Cover

The cover of this issue is symbolic of the International Convention being held here in Ambler during the week of October 10. Amchem licensees from the entire free world will be in attendance. An interesting technical and business program is planned for delegates, as well as entertaining events for delegates' wives. Other International Conventions were held in Ambler in 1953, 1957 and 1966.

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Ambler, Pennsylvania

in the Interest of AMCHEM
Employees and Their Families

William A. Drislane, Editor-Art Director

Welcome to Our New Employees

hired since the last issue of the AMCHEM NEWS and prior to September 1, 1971

Carol Anderson, MCD Sales; George Bailey, Phila. Plant; Robert Baynard, ACD Sales; Beverly Campbell, Accounting; James D'Amato, International Division; Marion Dawson, Foster Sales; Herbert Diehl, Mechanical R & D; Eleanor Emlen, Accounting; Christopher Fitzios, Windsor Plant; Timothy Golema, Chicago Plant; Lawrence Handy, ACD Sales;

Ellwood Johnson, MCD Production; Donald Lucas, Phila. Plant; Mok Meng Ying, International Division (Malaysia); Stanley Micsion, Maintenance; Michael Rand, Foster Research; Gerald Rottmann, ACD Sales; Robert Smalls, Phila. Plant; Walter Trautman, Chicago Plant; Carol Walden, ACD Farm; Tina Weingrad, Foster Sales; Karen Vinsh, Accounting.

Recent International Visitors



Christian Bigner (C), Bigner & Company A.B., Lidingo, Sweden, MCD Licensee, is a periodic and popular visitor to Amchem. Mr. Bigner is flanked by Bill Delanty (l) and Joe Hudson, Amchem International Div.

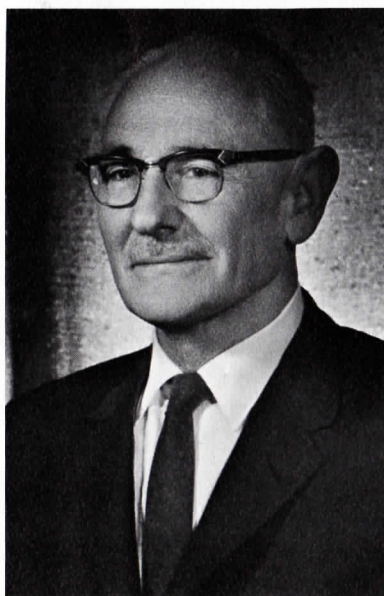


Brian Milne (l), Ivan Watkins—Dow, New Plymouth, New Zealand, is welcomed to Amchem by John Lampitt, International.



Philippe Piette, a student from Antwerp, Belgium, gets a few pointers from Bill Delanty, V.P.-International.

In Memoriam



ALFRED DOUTHY
1899-1971

To us, Al Douthy seemed indestructible. For in the January, 1970 *NEWS* we penned a brief profile on Al in which we commented on his remarkable physique for one of his years, during a recreation break at the MCD Sales Meeting at Seaview Country Club, in August, 1967. "Al was 68 years old at that time," we wrote. "And what was disappointing to us was that there were no spectators to admire the skill and energy displayed by a man of his years—that is if they had really known Al's true age, for his appearance then and now would lead one to believe that he is in his mid-fifties."

Even up until his last hospitalization he moved about with his customary energy. But "death laid its icy hands" on Al on August 16, in Temple University Hospital, and robbed Amchem of its first Technical Director and, until his recent illness, Corporate Technical Advisor. He was 72 and the second oldest Amchem employee in point of service.

Al joined Amchem in May, 1923 as Technical Director at the invitation of J. Harvey Gravell, the Company's founder, and for the following five years he was the Amchem Technical Department until he was joined by young Gerald Romig, the Company's present Chairman of the Board, and in the following year by Albert Saukatis.

*Man foretells afar
The courses of the stars; the very
hour
He knows when they shall darken
or grow bright;
Yet doth the eclipse of Sorrow and
of Death
Come unforewarned.*

William Cullen Bryant

Condolence

We wish to express our sympathy to Mrs. Alice M. Freund, Accounting, and the other members of her family on the death of her mother, Mrs. Ella A. Williams, who died in Abington Hospital, August 4.

Al had the satisfaction of having lived to see his one-man department grow to its present force of 171 people.

Under his direction thousands of patents had been issued to the Company — a large number of which can be attributed to Al exclusively.

Al was born in Germantown, the son of Nicholas Douthy, a well known vocal instructor in the early 1900s, and Freda (Shloss) Douthy.

He was educated at Central High School, Philadelphia, and graduated from the University of Pennsylvania in 1919.

A long-time resident of Wyncote, Pa., he and Mrs. Douthy moved to Foxcroft Square Apartments, Jenkintown, within the last couple of years.

He is survived by his wife, the former Mary Mumford; his mother and a sister. To all of them we offer our sincere sympathy.

A number of Amchem officers, executives and other personnel attended the funeral services and burial in Whitmarsh Memorial Park, Horsham, Pa. on Thursday, August 19.

To perpetuate his memory, an oil painting of Mr. Douthy is being painted. It will be hung in the reception area adjacent to the metal-working laboratories he liked to refer to as his "second home."