

Record Year Reported by Rorer-Amchem President

In a news release dated February 5, John W. Eckman, President of Rorer-Amchem, Inc. reported record results for the year ended December 31, 1973 as sales rose 17.2% to \$194,610,595 and net income gained 15.4% to \$24,278,788. Earnings per share were \$1.74 against

\$1.51 in 1972.

Fourth quarter sales rose to \$46,790,286, up 8.4%, and earnings were \$7,504,865, or 54 cents per share compared to 53 cents for the year ago period.

He noted that the percentage increases in 1973 sales

and earnings exceeded those of any other year since the company was formed in 1968 by the merger of Rorer and Amchem. He attributed the growth to the strong performance of agricultural chemicals, especially AMIBENT™, and to all major

units of the company with the exception of domestic pharmaceutical sales which were about even with the record prior year. The total health care line, he said, showed significant gains worldwide as did industrial specialty chemicals.



Take
stock
in America.

Buy U. S. Savings Bonds

Vol. 17, No. 2

March - April, 1974

ACD Hires First Female Sales Specialist

When we called Deborah (Debbie) Botner on the telephone in her new apartment in Winter Park, [Ed's. Note. She has since moved to Lakeland] Florida, a suburb of Orlando, late in the afternoon of January 14, and identified ourselves, our first question was "What prompted you to become an Amchem Lawn and Garden Product sales specialist, since you're the first of your sex to embark on such a career at Amchem?"

"I'm not surprised that you've asked me that question," replied Debbie, "because I've just come from the Florida Seed and Feed Trade Show, at Ocala, and for three days I bet I was asked that same question

by at least 300 people who had stopped at our Amchem booth. Well, I'll tell you," she continued in a most pleasing and cooperative tone, "I got tired working indoors—too confining. I felt I wanted to get out, move around and meet people in a broader area than in the confines of a cashier's department in a brokerage office. You might say I was 'bullish' on accepting a new challenge, even though the company I worked for provided a course which I took and passed with a 97 per cent average, thus indicating that I had the aptitude for success in the banking business."

"Now that we know the 'why' could you enlighten us on the 'how'?" we queried. "You mean how I knew about Amchem and the job?" asked Debbie. "Precisely," was our reply.

"Well," she said, "the man I date knows Tom Minter, the ACD sales representative who lives in Oviedo, just about 12 miles from Winter Park, and Tom told him about the opening and I said I felt that I could handle the job. From then on it was just a matter of being interviewed, stating my qualifications, going through the



Debbie Botner checks inventory stock of Weedone as part of her indoctrination period at Amchem headquarters in Ambler.

MCD Holds Sales, Marketing Management Meeting

MCD held a Sales and Marketing meeting, February 5-7, at Skytop Club, Skytop, Pa.

President Snyder delivered his message following a call to order by Jack Price, MCD Sales Manager, and opening remarks by Vice President-MCD Greg Gibson.

Industry reports were turned in by the following: Aluminum, by Jack Harsma and Dwight Buczkowski; Automotive, by Leo Damskey and Ellis Stockbower; Coil Coating, by Pete Callahan and John Curran; Fabricated Metals, by Bob Entrikin and Gene Mendlow; Steel, by Bob Steen and Hugh Gehman.

A new pricing policy, contracts, etc. as well as the 1974 sales forecast, were outlined by Price.

Continued on Page 7

Continued on Page 7



Published by
AMCHEM PRODUCTS Inc.
 Ambler, Pennsylvania

in the Interest of AMCHEM
 Employees and Their Families

William A. Drislane, Editor

Appelbaum Program Functioning Smoothly

(In the following paragraphs, Dr. Appelbaum gives NEWS reader's a concise explanation of the dual development program which he has designed and has put into practice at Amchem. To date he has conducted nine seminars in four different departments involving 110 participants. The accompanying photo shows Dr. Appelbaum conducting one of these programs at the Sheraton-Pennpike Motor Inn, Fort Washington. For a brief profile on Dr. Appelbaum, see THE AMCHEM NEWS, Sept. 1973).



Organizational Development and Management Development have come to Amchem and are currently being practiced at all levels within Amchem's management teams and within all divisions. If we look at Organizational Development, we actually view a planned, managed, systematic process to implement systems, maintain a balanced structure, and investigate the behavior of an organization in order to improve the organization's effectiveness in solving its problems and reaching its goals.

In practice, Organizational Development, commonly referred to as O.D., is a group of activities with a common aim of improving the effectiveness of the organization. One important characteristic of the O.D. approach is the emphasis on group participation which

focuses in part from the belief that groups can be more effective than their individual members operating alone.

Our current O.D. operation at Amchem focuses upon seminars which range in duration from one to three days and are devoted to the psychological aspects of organizational leadership, decision-making, and problem solving. They are intended to help management examine all of the psychological and social assumptions which underlie every management decision and organizational practice. These seminars yield two kinds of help: (1) education in the fundamental principles of organizational behavior, and (2) practice in applying these principles to business realities.

Management today operates in a very different environment

Page and Evans Back From Orient

Don Page and Will Evans are reestablished in their former quarters in the Ambler offices of the International Division after a two-and-a-half year stint in Kuala Lumpur, the base of Amchem's South East Asian marketing and research operations.

For Will, the relocation to home soil was no problem. But for Don, the move was a little more complicated, as he had the responsibility of overseeing the transportation of the household and personal effects of the Page family, consisting of himself, wife Gwendolyn and daughters Ann (8) and Juliette (7). Happily, all have resumed living in their former home in the Merrybrook section of North Wales.

from that in which it previously functioned, since this present environment is highly dynamic and uncertain. The 70s may well be described as a "decade of explosion". There is a "knowledge explosion", a "technological explosion", a "communications explosion", and finally an "economic explosion". These events are often viewed by employees as uncertainties and the O.D. professional can reduce this organizational crisis by having managers and employees understand and adjust to these changes. Understanding organizational behavior is as necessary to business success as the mastery of finance or marketing controls.

In working with Amchem and the management team, the O.D. professional must be able to understand the individual and his needs and integrate this unique combination with the goals of the Corporation. In practice, many members of Amchem's management have been interviewed, and a career path program has been initiated so that upward mobility and professionalism can be acquired via management development efforts.

This unique position, not taken by most corporations but emphasized at Amchem, is an important factor which has been a motivator for all levels of employees who aspire to managerial positions in their quest to achieve departmental and corporation objectives, while satisfying their own personal goals. Organizational development is responsible for fulfilling this purpose which makes the whole ball game worthwhile.

Steven H. Appelbaum
 2-4-74



Stew receiving 25-year Service Award gold watch from Chairman Romig in June 1961 in presence of W. Graham Smith.

Stew Snyder Retires ... No. 1 on "Hit Parade"

We had the opportunity of spending a few moments reminiscing with quiet, hard-working Stewart (Stew) Snyder in Ray Collmer's office on the morning of January 18. Stew, a chemical operator in Manufacturing, was No. 1 on the Amchem "hit parade," that is, he hit time card No. 1 on the A.M. and P.M. time clock, a distinction earned through seniority, since he was the oldest in point of service of all time card plant employees.

January 18 was Stew's last day on the job. On that date he joined the ranks of other Amchem retirees after almost 38 years with the Company.

When he first came to Amchem he said everything—offices, labs and manufacturing—was in Building #1.

For the first couple of years, Stew tells us, he was in Maintenance and Construction and then was transferred to Manufacturing. "All material—raw and finished—was handled manually in those days. We loaded thousands and thousands of drums on box cars by hand, but we first made sure the lids were sealed absolutely tight," he informed us. "The Company was real small, I don't believe we had any more than 30 or 40 people altogether—counting offices, labs, and plant—in those days. It's hard to believe in my time it grew so big."

Stew is a product of nearby Blue Bell and Whitpain School. ("This area was all farms when I was a kid," Stew reminds us.)

Back in the late 20s and early 30s he was a hustling third baseman on local sand lot teams. This was the era when a couple of local lads made the big leagues.

One year after joining Amchem, Stew got married. He and Mrs. Snyder are the parents of two girls and a boy and are the grandparents of 12, including a set of twins.



Top left: Leaving hotel for Seminar are (left to right) Les Steinbrecher, Stig Sasse, guide, another guide, Greg Gibson, John Curran. Top right: One of the former Orthodox Cathedrals in Moscow's Kremlin. Below left: Thousands wait in line daily to visit Lenin's tomb. Below right: Group of soldiers passing Kremlin palace.

Additional Report on Warsaw and Moscow MCD Seminars

Because the two seminars conducted in Warsaw, Poland, on November 16 and in Moscow, Russia, November 20 and 21, were a break-through in international business relations with countries formerly inaccessible to Amchem, we felt it would be interesting to give *NEWS* readers Stig Sasse's report of both events. This is in addition to Bill Delanty's observations which appeared in the last issue of the *NEWS*. Stig is Amchem's Director of European Operations.

"A one-day seminar was held at Jablonna, Warsaw." (Jablonna is a former palace of outstanding elegance, Ed's. note). "About 40 specialists from industry and government organizations in the metalworking field had been invited. Considerable interest was shown in processes such as ALODINE® NR-2 and DEOXYLYTE® 70A because of ecological considerations. As was the case in Vienna (the Annual European MCD Technical and

Marketing Meeting was held in Vienna, November 6-9, Ed's. note). Greg (Gibson), Les (Steinbrecher) and John (Curran) reviewed their papers, which had been translated into Polish in their entirety, and then invited questions from the floor. Once the 'ice was broken', very lively discussion periods followed each of the talks given by the Amchem delegates.

"The final stop was Moscow. Fortunately, Greg, Les, John, Bill Delanty, Ray (Montecino) and myself (Stig) had a Sunday to unwind a little. It was cold but sunny, and a very interesting day was spent looking, among other things, at the Czarist Armory collection inside the Kremlin walls. After this well-deserved rest, the Russian meeting got underway. Some 86 specialists from all over Russia were present, each one representing a particular industry or government institute. The Amchem technical papers had been translated into

Russian, and the question and answer period was handled through a translator.

During the entire stay in Moscow the Amchem group was taken care of by our Russian hosts in a most wonderful manner. Both parties (Amchem and the Russians) are looking forward to extended and deepened collaboration. There will be future meetings in regard to specific product applications, such as automotive pretreatment."

The Russian Report

The following is a summary of the proceedings as reported by the Soviets:

"On November 19, a technical discussion took place by specialists of NPO (Metalworking Institute) Laquer Coatings and by the firm AMCHEM covering questions of licensing and all questions regarding finishing of surfaces before painting.

"On November 20-21, a symposium took place with attendance of 86 specialists of

Organizational Change in MCD

A general letter, dated January 14, from James W. (Pat) Harrison, MCD Marketing Manager, states: "I am pleased to announce a change in assignment for Mr. Bruce V. Chambeau, effective January 10, 1974.

"Bruce will continue as Industry Sales Specialist—Coil Coating 50% of his time, reporting to P. J. Callahan. For the other 50% of his time, he will serve as Industry Sales Specialist—Aluminum; reporting to J. N. Harsma. In this capacity Bruce will spearhead our efforts in the aluminum extrusion market."

the USSR including specialists from a number of leading car manufacturers, science-research institutes and other companies.

"During the symposium the following papers were given: (1) Theory and practice of phosphating, by L. Steinbrecher (USA). (2) The work in connection with phosphating regarding finishing of surfaces before painting in the USSR, by N. Babakin (USSR). (3) Practice of finishing of surfaces in the automobile industry in the USA, by L. Steinbrecher (USA). (4) New advances in theory and practice of finishing surfaces before painting by means of electro-deposition, by L. Steinbrecher (USA). (5) The work in connection with finishing of surfaces before painting by means of electro-deposition in the USSR, by E. Kabanov (USSR). (6) Finishing of aluminum surfaces before applying organic coatings, by J. Curran (USA). (7) Coil-coating, by J. Curran (USA). (8) Pollution-control of waste water by conversion coatings, by J. Curran (USA). (9) Direction of future development work in areas of finishing of surfaces before painting, by R. Maczewskaja (USSR). (10) Combination of phosphate coatings with lubricants in cold deformation, by G. Gibson (USA). (11) The role of inhibitors in acid etching and chemical cleaning, by G. Gibson (USA).

"During the symposium a motion picture entitled *The Face of Metal* (USA) was shown.

"The symposium took place in a business-like atmosphere and has created keen interest by Soviet specialists in the development work of the firm Amchem."



Les Steinbrecher receives his five shares.



"Tex" Waldrum—a winner, Les and Dr. Frank Precopio look on.



Wayne Ellis (l) earned five shares.



Will Hall (back to camera) is an annual recipient.



Andy Hamilton got a double—ten shares.



George Schneider joins the elite circle.



A general view of research personnel who attended Awards dinner.

Eight Researchers Receive Company Stock

In recognition for having U.S. patents issued to them during 1973, eight researchers were awarded Rorer-Amchem stock certificates at the Second Annual Amchem Inventor Awards Dinner, Monday evening, February 11, at the Golden Chariot Restaurant, Montgomeryville, Pa. Presentations were made by President Snyder.

Among the eight, Andrew Hamilton was the recipient of ten shares of Rorer-Amchem stock for having had two patents issued to him during the year, while Anson Cooke, Wayne Ellis, Wilbur Hall, Tom

Kiefer, George Schneider, Les Steinbrecher and John Waldrum each received five shares as a reward for having one patent issued to each of them.

For Waldrum, this was his twenty-third patent. And for Steinbrecher, it was his thirteenth. Kiefer also received a bronze medallion for having been awarded his first patent.

Prior to introducing President Snyder, Frank Precopio, Vice President-Corporate Technical Director, reviewed the rules for qualifying, which include the awarding of bronze medallions to inventors of 1 to 9 patents; a silver medallion for

10 to 19 patents, a gold medallion for 20 or more patents. Waldrum is the first and only recipient of the latter, which was awarded to him at last year's dinner. Steinbrecher is the holder of a silver medallion.

Following the presentations, Mr. Snyder complimented the winners on their contributions to the continued success of the Company. In connection with this, he again emphasized the importance of the Company's objective of a 15 percent increase in annual sales, stating that this goal was reached by ACD in 1973 due, largely, to

the fine sales performance of Amiben™. He also predicted a bright future for Ethrel®, based on sales in its initial appearance on the market in 1973, and said that the future success of Amchem's newest product, Amex™, looked encouraging.

MCD also showed improved sales for 1973, and the International Division, in his words, had a "banner year." He said that Foster, too, showed an increase in sales.

A total of 79 researchers, representing ACD, MCD, Foster and Mechanical R&D, were present at the dinner.

Notable Speech Given by Stan Fertig at Annual Meeting of NEWSS in Philadelphia

"The role and the preparation by industry to meet the challenges of pest control is based on ... (the) fact that chemical pesticides are and will continue to be the front line of defense in our battle to maintain agricultural production. If the goal of USDA (United States Department of Agriculture) is all-out production in 1974, then we could see 15 to 20 million acres put back to work."

These were the opening remarks in a single-spaced, 12-page paper delivered by Stan Fertig, ACD Director of Research, before 350 attendants at the 28th Annual Meeting of the Northeastern Weed Science Society (NEWSS), January 8-10, at Holiday Inn, Philadelphia.

The paper was one of 70 given by as many different pesticide scientists, in 20 morning and afternoon sessions, throughout the three-day program. The sessions, usually followed by open discussions, were devoted to explaining the results obtained by the application of various herbicides on agronomic and horticultural crops, on ornamentals, aquatics and turf. Also, several sessions covered ecology, physiology and soils.

Attending the conference were representatives of Federal, state and county agencies as well as people from the chemical industry.

Three ACD men also on Program

Armin Furrer, ACD Research, Farm, was chairman of the Program Committee. Richard Messinger, also of ACD Research, was chairman of the Industrial and Conservation section. John Gallagher, ACD's turf specialist, was a participant in the Special Program on Yellow Nutsedge. Various personnel from all facets of ACD's operations attended many of the sessions.

Among the score or more cogent observations made by Dr. Fertig which are worth quoting, and which we have excerpted from his talk at random, are these: "New chemicals do not evolve from test tubes like new model cars from an assembly line ... When one does come along that looks promising, you have five to eight years of evaluation and a \$5 to \$8 million investment before any balance sheet starts changing color from red to black." Continuing he stated: "Even more significant and costly is the safety evaluation in terms of residue determinations, acute and chronic toxicity testing and evaluation of effects on wildlife and the environment. Again, only industry has the complex research and development organization required to plan and expedite the multitude of tests required.

Registration Prolonged

"It is my (Fertig's) guess that the full implementation of FEPCA will add additional three years to the registration process, and I am not convinced that the added delays and resulting added costs will make things that much safer for humans, the environment or posterity. I can well visualize a serious detrimental influence on our available food supply, our forest resource and products, human and animal health and our aquatic environment.

Pesticides 2% of U.S. Chemical Sales

"How many of the public really are aware that pesticides account for less than 2 per cent of all U.S. chemical industry sales. If pesticides were completely eliminated, over 98 per cent of the chemical load going into the environment would continue. Yet, more is known about the toxicity, metabolism and eventual fate of pesticides than most of the remainder of the environmental contaminants.

Cooperation a Must

"Industry must have sympathetic cooperation from public agencies in order to continue to provide safe and effective pesticides for agriculture and animal health."

In a concluding paragraph Dr. Fertig told his listeners: "I

feel fairly strongly that the bread-and-butter business of killing weeds, insects, fungi and nematodes will be done with chemicals and the agricultural chemical industry cannot provide the kinds of chemicals needed to do the job and protect the environment without the participation of the federal and state laboratories to assist with the testing and development of these chemicals and in training the needed pest control specialists."



John Gallagher (l), ACD Research, with George Bayer, Agway, Inc.

Amchem Again to Sponsor NACAA Awards Program

For the seventh straight year Amchem is sponsoring the Public Information Awards Program of the National Agricultural County Agents Association (NACAA) which has a membership of over 4000.

According to Dan Chisholm there will be well over 1000 participants vying for State, Regional and National prizes of more than \$6000 in cash.

The winners will be invited to attend the Public Information Banquet at the 1974 Annual Meeting in Tucson, Arizona, later this year, at which time the cash awards will be made.



(Left to right) Dr. Ralph Hansen, President NEWSS, 1973; Dr. Mark Cathey, U.S.D.A.; Dr. Stan Fertig, ACD Research Director; Dr. T. W. Edminster, U.S.D.A.; Walter Gentner, NEWSS President, 1974.



President Snyder



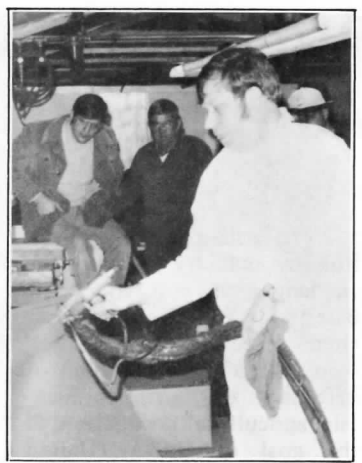
Frank Owens



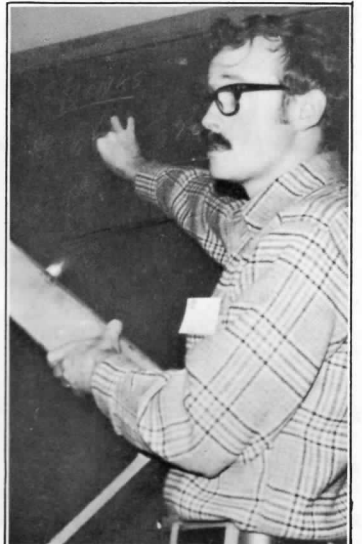
John Geyer



Workshops in session at Holiday Inn.



Demonstration at Foster Plant.



Jim Palmer at blackboard

Foster Sales Meeting Features Workshops

Shirt-sleeve workshops were the main ingredient in the three-day sales meeting of Amchem's Foster Division, February 6-9, at Holiday Inn, King of Prussia, and at Foster's Philadelphia Plant.

The working sessions were divided into the two sectors of Foster—OEM, which serves the Original Equipment Manufacture market, and Thermal, which supplies Field Construction Products. In both workshop programs the emphasis was on the technical aspects of the products and how to apply them properly. Nowhere was this more evident than in the workshops at the Philadelphia plant where the sales representatives donned working outfits and participated in actual product application demonstrations.

Heading the Sessions

The various sessions were conducted by Irv. Steltz, Product Development Manager; Wayne Ellis, Foster Director of Research; Frank Owens, OEM Industry Manager; Denny Dunn, Industry Manager Field Construction Products; Bob Sage, Technical

Service Manager; Jim Nieson, Manager, Engineering Services; John Jackson, Sales Coordinator.

Remarks by Pres. Snyder

Opening the three-day event were remarks by President Snyder, who was introduced by Vice President-Foster and Hydro-Fax John Geyer. Mr. Snyder was followed by Treasurer Rudolf Grun and Bruce Foster, National Sales Manager of the Foster Division.

Mr. Snyder complimented the men for achieving a 13% sales increase in 1973, stating that with aggressive planning, diligence and dedication a similar or greater increase could be profitably accomplished in 1974.

Grun Explains Structure

Treasurer Grun explained the organizational structure and responsibilities of Amchem's Accounting Department.

The combined sales force of the Thermal and OEM sectors now numbers 30—the largest in Foster's history.



Top Row: (left to right): Tom Barlow, Hal Royle, Charles White, Bill Lukens, Bob Govoni, Sam Good, Don Reynolds, Don Cordes, Tom Wilson. Middle Row (left to right): Marion Dawson, Bob Valesky, Bob Cooper, Jim Palmer, Joe Moreau, Lance Frasier, Bob Greene, Jim Nieson, Bill Johnson, John Jackson, Wally Hughson, Gene Sieber, John Threlkeld. Sitting (l to r): Irv Steltz, Denny Dunn, John Geyer, Bruce Foster, Frank Owens, Vic Barlow.

Social Security Benefits Increased by 11 Per Cent

The Social Security Administration District Office in Norristown advises that Congress recently passed, and the President signed into law, a bill increasing cash payments under social security by 11%.

The increase is to be effected in two steps. The first amounts to 7% and is effective March 1974, with the increase being reflected in the checks sent out in the first week in April. The additional 4% will be added to checks beginning in June 1974 and first payable in the checks issued in early July.

To finance these increases, Congress chose to increase the annual taxable earnings base rather than increase the contribution rate. The 1974 annual taxable earnings base was increased to \$13,200. Last year it was \$12,600. The contribution rate for employees and employers remains at 5.85% each. For the self-employed,

the rate is 7.9%.

The bill also increased Supplemental Security Income payments from \$130 to \$140 a month for eligible individuals and from \$195 to \$210 per month for an eligible couple. These increases are retroactive to January 1974, but will not show up in benefit checks until April. Financing of these payments are from General Treasury Funds and not from Social Security Contributions.

PFA Seminar Attracts Farmers, Ranchers

Farmers and ranchers from 15 food-producing states participated in a marketing and management seminar at Decatur, Illinois, February 21-22. The seminar was sponsored by Professional Farmers of America, a service organization headquartered in Cedar Falls, Iowa, that provides a weekly management newsletter, marketing advice, management and travel seminars, financial planning and public relations aids to farmers.

The objective of the seminar was to update farmer knowledge on the food and energy crises, to improve farmer managerial skills, and to give producers from various parts of the nation an opportunity to exchange profit ideas for 1974.

Seminar participants also had an opportunity to take part in future market training sessions.

Dr. Neil Harl, popular Iowa State University economist and attorney, discussed the legal aspects of modern farming, including: enforcing contracts, how to protect yourself from liability suits, your liability for employees, and other related topics.

J. N. "Chris" Christianson, Phoenix, Ariz. management consultant, offered tips on the personal side of management: motivation, employee relations, personal satisfaction and other areas.

Other speakers included Robert Suter, Purdue U. economist; R. W. Fischer, President of Soy Pro. International; Bruce McKenzie, Purdue U. Agricultural Engineer; Bud Frazier, president of the National Grain and Feed Assn.; and Jim Gill, Wyoming, Ill. farmer.

Couch Manager Ferndale Plant

A notice from R. K. Rockstroh, dated January 14, makes the following announcement: "We are pleased to announce that Mr. Robert W. Couch has joined Amchem as Plant Manager of our Ferndale Michigan facility. Bob has had many years of chemical industry experience in general management and technical management positions, and we are confident that he will contribute to the continuation of the fine performance we have come to expect from Ferndale."

Niewoehner Now Indiana ACD Manager

Bob Tisch, ACD Field Sales Manager, made the following announcement on January 17: "In order to concentrate more sales coverage and management in the important Midwest market, the State of Indiana has been established as a separate district, effective February 1, 1974. In line with this, I am pleased to announce the appointment of Paul E. Niewoehner as District Manager of this key market area.

"Paul has been with Amchem for almost five years. He started as an Area Salesman in Iowa. Then promoted to Account Representative in Indiana. Paul is extremely well qualified to manage this new district and brings to his new assignment experience, knowledge and accomplishment."



Debbie mans Amchem display booth at the Florida Seed and Feed Trade Show, Ocala, this past January. With her is Mr. Tom Brannen, President of the Florida Seed and Feed Association.

BOTNER

Continued from Page 1

formalities of being hired, spending a week of indoctrination in Ambler, then out covering my four-state territory of North and South Carolina, Georgia, and Florida under the guidance of Nelson Porter and Minter.

"Both Tom and Nelson introduced me to a number of their former Lawn and Garden customers, and then demonstrated some of the successful techniques used by veteran sales people in calling on new customers. Both men were a great help to me. I learned a great deal from them and really appreciate their assistance.

"This week my schedule runs like this: Tomorrow (Tuesday, January 15) I'll fly from here to Raleigh, North Carolina, travel with Porter and call on dealers both there and in Durham. Wednesday, I'll drive to Salisbury, also in North Carolina. Thursday, I'll visit dealers in Columbia, South Carolina. Friday, I'll stop in Jacksonville, Florida, and then head for Winter Park. This is a typical work week!

"One of the features about this job is that at the end of the day when I get back to my motel, I can often contact many of my former college friends who are located throughout the four states that I cover."

Debbie was born in Barbourville, Kentucky, June 27, 1949. At age four she moved with her parents to Harrodsburg, about 30 miles from Lexington, in the famous "blue grass country," where her father is the proprietor of

Botner's Rexall Drug Store.

After graduating from the local high school she enrolled in Florida Southern College, Lakeland, where she made the dean's list as an art major and gained her A.B. and, in addition, a certificate entitling her to teach art, from kindergarten through 12th grade.

While at Florida Southern she earned a string of honors, both in class and in extra curricular activities.

Among her hobbies she lists horseback riding, reading, sailing, gourmet cooking, painting and travel.

Besides her father and mother, she has a younger brother and a younger sister living at home in Harrodsburg. She also has a nineteen-year-old brother serving in the U.S. Navy.

MCD Meeting

Continued from Page 1

The marketing phase was covered by MCD Marketing Manager Pat Harrison, MCD Field Sales Manager Paul Kern, and Aluminum Industry Marketing Manager Dwight Buczkowski.

Vice President-Corporate Technical Director Frank Precopio and Jack Carroll, MCD Manager of Technical Services, presented the technical outlook.

The advertising and public relations program was presented by Steve Zartarian, MCD Advertising.

An innovation was the lengthy leadership clinic conducted by Steve Appelbaum, Industrial Relations, on the afternoon of February 5.



Walt Hicks [l] receives 15-year Service Award from Chris Fitzios.
Windsor Plant



Helen D'Alfonso accepts 10-year Service Award from John Geyer.
Foster



Anthony Serratore [l] and Carl Meyers [r] accept 10-year Service Awards from Frank Piacitelli.
Construction



Rey Castillo [l] receives 10-year Service Award from Bill Golightly.



Theda Osterhout receives 15-year Service Award from Gene Barger.
Ferndale



John Damiano [r] accepts 10-year Service Award from Russ Bishop.
ACD Lab



George Wolgen [r] accepts 10-year Service Award from Foster, Dallas
Chris Fitzios.
Windsor Plant



Roy Cramer
5 Years



Oliver Davis
5 Years



McHenry Rush
5 Years

New Members of the Amchem Stork Club whose names were not previously published in the NEWS.

GABRIELLE ANNA HIRST
November 16, 1973
Father: Louis B. Hirst, Jr.
Hydro-Fax



LISA CHRISTINE OBERG
December 12, 1973
Father: Frank E. Oberg, Jr.
ACD Sales



JONATHAN ROMAN SHAFFER
February 4, 1974
Father: David R. Shaffer
ACD Sales

Congratulations!

These are the men and women of AMCHEM
who have received Service Award Emblems
between January 1, 1974 and
February 28, 1974

★ ————— 20 YEARS ————— ★

Robert H. Detwiler

★ ————— 15 YEARS ————— ★

William D. (Dan) Friend Theda L. Osterhout
Walter Hicks Edward A. Rodzewich

★ ————— 10 YEARS ————— ★

Helen D'Alfonso Carl E. Meyers
John J. Damiano Anthony J. Serratore
Harry R. Johnson George Wolgen

★ ————— 5 YEARS ————— ★

Roy W. Cramer James Seeton
Oliver Davis Linda J. Spindler
McHenry Rush Robert H. Uhler

Welcome to Our New Employees

hired between December 1, 1973 and January 31, 1974

Jeff H. Allwine, Packaging; Allan L. Alspach, Mechanical R&D; John P. Applegate, MCD #23; Dorothy May Billyard, Brussels Office; William Broadus, Foster Houston Plant; Mary C. Carey, MCD Sales, Broad Axe; William F. Clayton, Maintenance; Richard A. Colschen, Clinton Plant; Gregory L. Comer, ACD Rodine; Joy Y. Conley, ACD Sales Office; Robert W. Couch, Manufacturing Dept.; John L. Cox, St. Joseph Plant.

Also Hazlitt W. Cuppy, Mechanical R&D; Anthony A. DeGinto, Jr., MCD Production; Ron W. Groenewold, Foster Chicago Plant; George K. Henry, Maintenance; John P. Heslop, Hydro-Fax; C. Wally Hughson, Foster Sales; Marsha Huntzinger, MCD Research; Bernard L. Huot, MCD Sales; Catherine A. Jack, International; John R. Laughlin, Accounting; Martha McMillan, ACD Sales, Grand Prairie.

Also Holly Marple, Advertising; William Louis Martin, III, Foster Dallas Plant; Barbara E. Neylon, MCD Sales; Mary Margaret Nizol, Ferndale Office; Mark S. Protz, Receiving Fremont Plant; Robert L. Pugh, ACD Rodine; James Queenan, Maintenance; Ronald Guido Ricci, Fremont Plant; Kermit J. Riedy, MCD Research.

Also Margaret Y. Shedlock, ACD Research; Juan Sosa, Foster Dallas Plant; Howard L. Stout, MCD Production #23; Edward F. Tokarski, Manufacturing Dept.; Henry L. Tolbert, Ferndale Plant; Walter R. Trautman, Foster Chicago Plant; Patricia L. Tremor, Ag. R&D, Atlanta; Johnny B. Trevino, Foster Houston Plant; John D. Whiteman, Receiving; Ron Winters, Foster Houston Plant; Michael E. Zall, Technical and Patent.