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Vol. 18, No. 3

May-June, 1975

Thirteen Named to President's Honor Club

International Div. Holds First ACD Asia-Pacific Meeting

Amchem's International Division held its first agricultural technical meeting for its Asia-Pacific licensees and distributors at the Hotel Equatorial, Kuala Lumpur, Malaysia, February 26-28. Kuala Lumpur is the headquarters of the International Division's Southeast Asian operations.

Thirty-one delegates representing the following licensees and distributors attended: Ishihara Sangyo Kaisha Ltd., and



Wilbur Evans dictates report on Asia-Pacific Conference on return to Ambler.

Nissan Chemical Industries Ltd., Japan; Taiwan Nissan Chemical Industries Corp., Taiwan; Agchem Manufacturing Corp., Philippines; U.S. Summit Corp. (Overseas), Thailand; Harrison's & Crosfield (Malaysia) Sdn. Bhd., Malaysia; Harrison's & Crosfield Ltd., Indonesia; Agromore Limited, India; Ciba-Geigy Australia Limited, Australia.

Representing Amchem were Wilbur Evans, and Willard Snyder, Ambler; Yoshi Jingo, Manila; K. F. Yap, Singapore; A. M. Noordin, Chan Yan Hiong, Woo Kok Leong, and Mrs. Juliette Cheong, Kuala Lumpur. Arrangements were made by Amchem's Kuala Lumpur staff.

Evans Report

Here is Asia Pacific Regional Manager Will Evans' report of the meeting:

Continued on Page 2

Thirteen people from ACD and MCD Sales earned membership in the President's Honor Club (PHC) for outstanding sales performances during the year 1974. For this achievement all 13 and their wives were invited as weekend guests of the Company, at the Sheraton-Valley Forge Hotel.

A very interesting program was provided. It began with a welcoming reception at the Sheraton and ended with a farewell "brunch" at the Sheraton on Sunday morning, February 23, prior to departure for the International Airport. Included in the itinerary were tours of historical interest in the environs of Philadelphia, and a theatre evening for a performance of "Odyssey". The

wives of ACD's and MCD's Sales executives in Ambler acted as hostesses for the out-of-town ladies.

Membership in the PHC was almost equally divided—seven from ACD and six from MCD. From ACD (in alphabetical order): James E. Casey, Burdette V. DeGriselles, Leo P. Hunt, Harry R. Johnson, J. Milton Nunn, E. Nelson Porter, Gordon E. Westford; from

MCD: Donald M. Herrington, Edward R. Krueger, Eugene J. Mendlow, Frederick J. Moser, Thomas B. Walker, Robert A. Zornig. Each of these men received a specially designed Amchem ring, symbolic of membership, while each of the wives received a charm in the form of the bezel (top or face) of her husband's ring.

President Snyder was gratified by the extraordinarily fine results of the initial Honor Club Program, and in his welcoming address and in the awarding of the Honor Club rings, he thanked and congratulated the men on their achievements. This he felt was all the more remarkable in the face of present day adverse economic conditions.

A great amount of preparatory work was necessary in launching the PHC Program

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JAMES E. CASEY
Area Representative
ACD



BURDETTE V. DeGRISSELLES
Area Representative
ACD



LEO P. HUNT
Account Representative
ACD



HARRY R. JOHNSON
District Manager
ACD



J. MILTON NUNN
Nat. R.R. Coordinator
ACD



E. NELSON PORTER
Sales Representative
ACD



GORDON F. WESTFORD
Sales Representative
ACD



DONALD M. HERRINGTON
Tech. Sales Rep.
MCD



EDWARD R. KRUEGER
Regional Sales Mgr.
MCD



EUGENE J. MENDLOW
Aluminum Ind. Mgr.
MCD



FREDERICK J. MOSER, JR.
Tech. Sales Rep.
MCD



THOMAS B. WALKER
Tech. Sales Rep.
MCD



ROBERT A. ZORNIG
Tech. Sales Rep.
MCD

The Thirteen Charter Members of The President's Honor Club



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in the Interest of AMCHEM
Employees and Their Families

William A. Drislane, Editor

ASIA-PACIFIC MEETING

Continued from page 1

"Twenty-two technical papers, based on the most recent research work from the various countries using Amchem's agricultural chemicals, were presented during the three-day meeting. Principal interest centered around Ethrel® Plant Growth Regulator and its potential use as a ripener of sugar cane, coffee, tobacco, pineapple, chilli pepper, and bananas; also for flowering of pineapple and for giving potential yield increases in peanuts. Papers from U.S. Summit Corporation and Agchem Manufac-

turing on the use of Amex-820™ for weed control in cassava and upland rice were well received, as was a paper by Ciba-Geigy Australia on Amex for tobacco sucker control. Considerable interest was generated for Lo-Drift™ and other new Amchem compounds that show promise of controlling transpiration in plants and increased yield of pineapple. Use of Weedazol® TL and TD in mixtures for total vegetation control was updated in a paper by Ciba-Geigy.

Visit Research Institute

"In addition, a visit was arranged to the Rubber Research Institute Research Centre at Sungei Buloh, where a presentation on the newest cultural practices in rubber production and the use of Ethrel® Latex Stimulant was given by the RRIM staff.

"The meeting served to promote an exchange of ideas, furnish new information on Amchem's ACD chemicals and generate enthusiasm for expanded research and development of Amchem's agricultural chemical lines. Delegates expressed the opinion that the

meeting was very successful, and results justified a second regional meeting within a few years."

Credit to Jingo, Yap, Noordin

Evans also adds this note: "Amchem's agricultural technical coordinators in the Asia-Pacific region—Messrs. Yoshi Jingo, K. F. Yap and A. M. Noordin—continually contribute new technical information by establishing their own research trials on the various crops, coordinating research work by the licensees and distributors and promoting research and development of Amchem's ACD chemicals with commercial companies and numerous government research stations. Keeping these programs operating effectively requires almost constant travel throughout their territories by these men."

Evans to Return

Evans will be making another trip to the Far East during June and July, at which time he will present a talk on Amchem ACD chemicals at the Research Institute for Estate Crops in Jogjakarta, Indonesia. Several weeks of this trip will be spent in Java, Indonesia, checking Ethrel trials in coffee, where preliminary work produced excellent results for ripening of that crop. Additional stops will be made in India, Malaysia, and other countries in the interest of both technical and commercial matters.

PRESIDENT'S CLUB

Continued from page 1

and completing the final stages of the Awards Weekend. Special thanks and credit are due to Bob Tisch and Paul Kern, Field Sales Managers of ACD and MCD, and to their wives and secretaries for organizing and handling the event so well.

Amchem's MCD Receives Citation for Outstanding Service

As a key supplier to the National Can Corp., Amchem was invited to National's inaugural Key Suppliers Awards Luncheon in Chicago. National is one of the three largest can manufacturers in the U.S. Gene Mendlow, MCD Aluminum Industry Manager, and Ed Krueger, MCD Sales Manager, North Central Region, represented Amchem and accepted a plaque which was awarded for supplying a superior product backed by outstanding service.

The citation on the plaque reads:

National Can
Key Supplier Award
In Recognition
of Outstanding Service
to National Can Corporation
and Its Divisions as a
Key Supplier during 1974

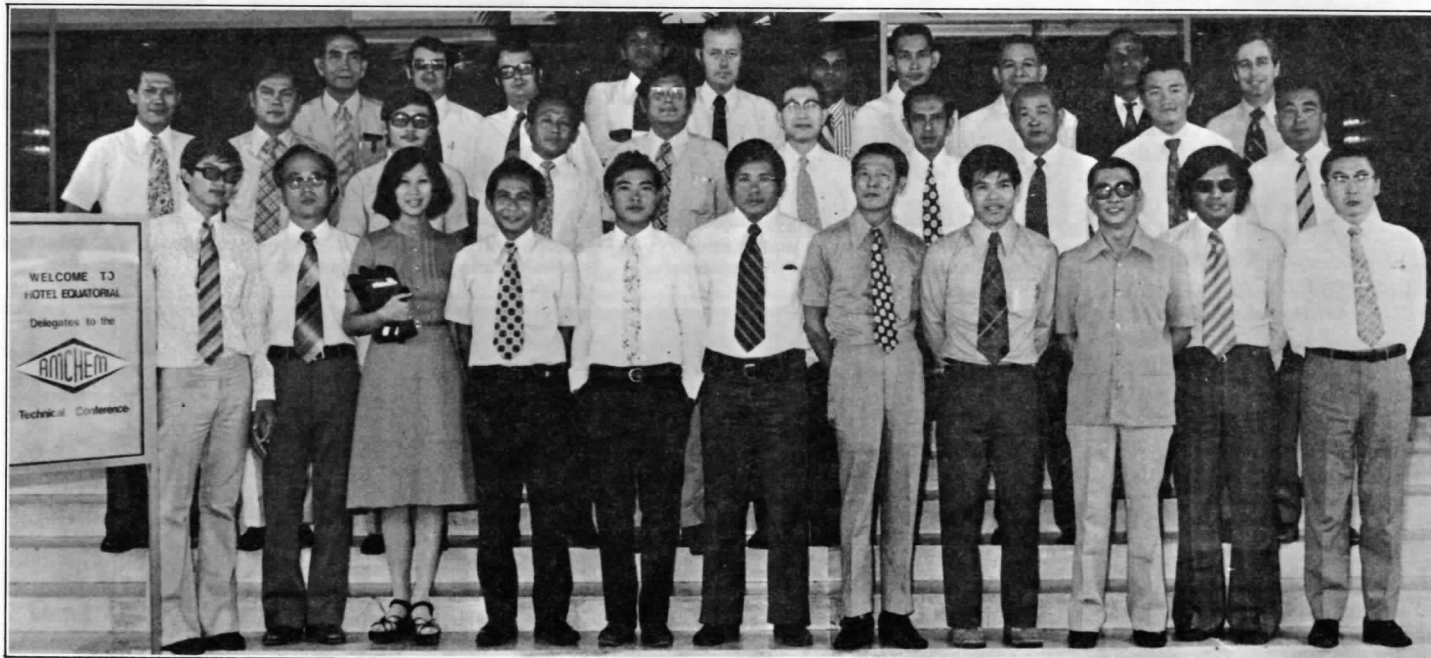
This message is also printed on a limited number of specially designed cans which will be given to all those at Amchem who were responsible for gaining this recognition.

The inauguration of the award coincided with the 75th Anniversary of National Can.

In his report of the event, Mendlow stated: "It was flattering to be able to accept this award in behalf of all the many individuals within our organization who collectively earned it. This includes the local salesmen with National Can plants, their Regional Managers, the Lineguard service people, the Cleaner and Aluminum Research groups, Jack Carroll's people, the Order Departments, Production, Shipping and, not least of all, Tom Vogl."



Evans (l) shows Page his itinerary of his next trip to Far East.



Delegates and Amchem personnel at International ACD Technical Conference, Hotel Equatorial, Kuala Lumpur, Malaysia, February 26-28.

Licensee CFPI Opens New Offices

During the last week in January, CFPI, (Compagnie Francaise de Produits Industriels) an Amchem pioneer licensee, celebrated the opening of new administration offices in Gennevilliers, a suburb of Paris, France. Among the guests at the ceremonies were Amchem Pres. Snyder and Stig Sasse, International Division's Director of European Operations.

In conjunction with the event, two pertinent talks were delivered, one on "CFPI and FOREIGN MARKETS," the other on "CFPI and DIVERSIFICATION." Translated transcripts of the two talks have been forwarded to THE AMCHEM NEWS by Vice President-International Division J. W. Delanty.

In essence, the first talk was an explanation of how CFPI conducts a successful export business through a penetrating, scientific study of its market requirements in all geographical areas of the world, with particular emphasis on the Common Market countries,

where technical and economic conditions are similar to those in France.

The success of this program was demonstrated by charts and figures which showed a steady annual growth in exports from 7.5% of CFPI's total business in 1966 to 19.5% in 1974. It was stated that the company plans to maintain an export ratio of 20% over the next three years.

CFPI and Diversification

The second speech dealt with CFPI's emphasis on the diversification of products. At the present time the company is involved with over 3000 chemical specialties "con-

ceived, manufactured and sold" to industry, agriculture and other major chemical outlets.

A multiplicity of factors is included in this involvement: Some of these are a knowledge of the functions and capabilities of modern manufacturing equipment and the hiring of skilled personnel to operate it; the avoidance of waste and the application of economical practices resulting in a maximum quality product at a competitive price; a familiarity with a client's product requirements, the application of the product and its performance, the establishment of efficient communication systems between all facets of the company—research, sales, marketing, development—and the channelling of productive ideas between these departments.

Founded in 1928

CFPI was founded by Mr. Adrien Hess, President and Director General, in 1928, at which time it became an Amchem (then the American Chemical Paint Company) licensee. Mr. Claude Hess, son of the founder is Director General. Both gentlemen have been frequent visitors to Amchem and have shown a remarkable loyalty to the Company over the years. This was best exemplified by their appearance at the funeral of Amchem's late Chairman of the Board, Leon Cherksey, in January, 1966. Upon notification of Mr. Cherksey's death, both Claude

Peters Named President of Rorer International

On March 26, John W. Eckman, president of Rorer-Amchem, Inc. announced the appointment of Robert F. Peters as president of Rorer International, the company's overseas health care unit. Mr. Peters was also named a vice president and director of William H. Rorer, Inc. He succeeds Albert Marsili who died on January 29.

Mr. Peters, 52, was previously chairman of Denver Chemical Manufacturing Company and a vice president of its parent firm, Max Factor & Co. Prior to that he was chief executive officer of USV Pharmaceutical Corporation and had been vice president for international operations and a director of The Upjohn Company. He is a graduate of Columbia University and was a paratroop officer in the U.S. Army during World War II.

and his father left immediately for Philadelphia to attend the funeral and services.

President Snyder and Sasse consider it an honor to have attended the opening of CFPI's new Gennevilliers headquarters. Further solidification of the long-standing business and personal relationships that exist between CFPI and Amchem remains Amchem's constant and mutual goal.



Facade of new office building of CFPI at Gennevilliers, France.



Mr. Adrien Hess, Director General of CFPI, addresses guests at opening of new offices.



Mr. Adrien Hess congratulates Provincial Governor after the latter gives dedicatory speech. At right is Amchem's President Snyder, and at far right, Claude Hess.

Chemist Don Small Sings at Schweitzer Centennial

On last January 14, the Albert Schweitzer Fellowship, in cooperation with the Carnegie Hall Corporation, presented the Albert Schweitzer Centennial Concert in conjunction with the bestowal of the Albert Schweitzer Music Award on the eminent virtuoso of the violin, Isaac Stern, in Carnegie Hall, New York City. The event was one of the musical highlights of the season.

To have been present at this affair would have been an historical and cultural treat in itself, but to have been an active participant in the musical segment of the program was a privilege reserved for a few. One of those so fortunate is Don Small, ACD chemist.

Don Claims Music Essential

Since early in life, Don has been a confirmed believer that music, like language, rhetoric, painting, sculpture, is not only important but essential to civilization. This conviction is what impelled him to wander into a rehearsal of the renowned Bach Choir of Bethlehem one evening in May, 1942, when he was an R.O.T.C. professor of military science and tactics at Lehigh University. At the conclusion of the rehearsal he auditioned for the Choir, was accepted and has been singing with it ever since—a period of 33 years. This is the circumstance that accounts for Don's participation in the Schweitzer program, since the Bach Choir was featured at the Schweitzer Concert with the American Symphony Orchestra and the Columbus Boychoir.

Schweitzer Bach Authority

It was most fitting that the music of Bach should have been chosen for the Schweitzer Concert because the venerable

doctor was an outstanding authority on the works of this musical genius of whom Dr. Schweitzer wrote: "Whatever path we traverse through the poetry and the music of the Middle Ages, we are always led to him (Bach)." And what better medium to interpret his music than the famed Bethlehem Bach Choir!

At the Schweitzer Centennial Concert the Choir sang the Opening Chorus and the Final Chorus from the *St. Matthew Passion*, two of the Bach compositions for which the Choir has earned a national reputation.

The Music Award

According to the program notes, "the Albert Schweitzer Music Award, given on the anniversary of his birth—January, 1875—was created to be presented to an outstanding performer whose efforts to improve the welfare of mankind have distinguished the music profession.

"Philosopher, musicologist, organist, theologian—whose influence on the interpretation of Bach continues to our very day—and winner of the Nobel Peace Prize, Schweitzer possessed an extraordinary spiritual power. His philanthropy, so celebrated in his time, made him one of the most famous

men in the world."

The Recipient of the Award

And from the published tribute to the distinguished recipient of the Schweitzer Award we quote these remarks: "To Isaac Stern for a life's work dedicated to music and devoted to humanity. Even in the mastery of your instrument, now long admired by the world of music, you have not been satisfied with consummate technical achievement and your unfailing musical instincts. You continually seek more, most particularly of that mystical quality which transforms music into the deepest of arts.

"How explain this inner dimension of the great artist except, perhaps, by understanding the quality of soul which, rooted in the art, spreads its branches over many areas of human concern. You have been most generous with your fellow artists, particularly with gifted young musicians who, in the light of their subsequent careers, merited the abundance of your attention, solicitude and love. You have given eminently of yourself to humane causes, causes you have led and in which you believe with all your heart.

"As artist and humanitarian, yes as a human being, you walk in the noble path of Albert Schweitzer."

Bach Choir 77 Years Old

Two years ago, the Bach Choir observed its 75th Anniversary, having been officially formed in 1898. For this occasion congratulations came in from various parts of this country and abroad, including a lengthy tribute from the president of the New Bachgesellschaft, Hanover, West Germany, which has been responsible for reviving the musical legacy of Johann Sebastian Bach since 1900.

For its first Festival the Bethlehem Bach Choir, gave the *Mass in B Minor* on March 27, 1900, under the direction of Dr. J. Fred Wolle. This was the first time that this monumental work was ever performed in its entirety in America. The nucleus of this group of 80 voices, which had rehearsed for 14 months, was the Moravian Church Choir. Except for an absence of five years (1906-1911), when Dr. Wolle was head of the music department at the University of California, the Choir has given its annual Festival each May. Following the death of Dr. Wolle in 1932, Dr. Bruce Carey became the conductor until he resigned in 1938.

Dr. Carey's successor was Dr. Ifor Jones, under whose inspiration Don Small attributes his devotion to Bach. The present conductor is Dr. Alfred Mann who "upholds the tradition of the dynamic leadership of the Choir's founder, Dr. Wolle," according to the 75th Anniversary Commemorative booklet.

Appeared in New York in 1917

The Choir's first New York appearance was in 1917. It has performed there on numerous occasions between that date and the Albert Schweitzer Concert this past January. Another concert has been booked there for December. The Choir also has given many concerts in Philadelphia's Academy of Music, and in Boston, Baltimore, Washington, Harrisburg, Hershey, Pa., and on T.V. It will again appear at the Academy of Music with the Philadelphia Orchestra this December, singing the *Mass in B Minor*.

Presently the Choir is in rehearsal for its 77th Anniversary Concert scheduled for the 2nd and 3rd weekends in May, in the Packer Memorial Chapel in Bethlehem, the site of all its previous anniversary concerts. Among those giving out with the notes, of course, will be the ageless Don Small, the 35-year veteran of Amchem's ACD Laboratory.



Members of Bethlehem Bach Choir at stage entrance of Carnegie Hall prior to giving performance.

Jones on Rostrum at Chicago Symposium

Tom Jones, Group Leader-Coil Coating, was one of the featured speakers at the 5th Annual Chicago Coatings Symposium, "Symco '75," March 11 and 12, at the Sheraton Oak Brook Hotel, Oak Brook, Ill.

Tom's talk, lasting a full hour, was titled "Theory and Practice of Pre-paint Systems." In it he explained the theoretical and practical aspects of pre-finishing systems, mentioning the various types of conversion coatings and their characteristics. The talk also emphasized the importance of thoroughly cleaning metal surfaces prior to the application of the conversion coating chemical.

Other aspects of the talk dealt with novel developments in the area of both pollution-free and low temperature systems, and the requirements of conversion coatings as pretreatments for waterbased and powder coating paint films and the different problems associated with these paint systems.

The talk was delivered before an audience of approximately 175 technical people, mostly from industry and colleges.

Jones joined Amchem in June, 1971, after two years as assistant professor at P.M.C., now Widener College, Chester, Pa.

Retirement Dinner for Lou Fox

Thirty co-workers and five retirees of Maintenance gave Lou Fox a retirement dinner on March 19 at the Wissahickon Fire Company, Ambler, and presented him with a gift.

"What was nice about the affair," says Teddy Sosnowski, Storekeeper in Maintenance, "was that everybody showed up, including the bosses and retirees Mike Carter, Al Lear, Stan Clayton, Johnny Gaines and Phil Baum."

Lou had been a carpenter in Maintenance since 1966.

When we asked Lou what he intended to do now that he's on "Leisure Lane," he said, "Oh, the usual, a little travelling, gardening and keeping in touch with my friends."

Lou and his wife live on Butler Pike, Blue Bell.

Piacitelli Retires—Was Construction Supervisor

Frank Piacitelli, who had been Supervisor of Construction for 23½ years, retired on December 31, 1974. Being a friendly, self-effacing little guy, Frank slipped away without fanfare, so we had to garner these few biographical facts from his successor, who happens to have the same surname but whose first name is John.

John P. tells us that Frank got into the construction business with his father at the early age of 16, completing his high school education at night, and continued to run the business after his father had passed away.

Never averse to hard work, Frank learned construction from the ground up (no pun intended) by mastering every type of building equipment, from pick axes to derricks, from trowels to multi-ton rollers, during his 47 years in construction.

He has a number of industrial buildings to his credit in the Schuylkill Valley area and at one phase of his life he even owned and operated a coal strip mine in West Virginia.

After this versatile career, with its 18-hour working days and, at times, uncertain financial results, Frank decided to

chuck it all and enjoy a more normal life with steady employment in a reliable firm offering a decent salary and a liberal retirement plan, so he came to Amchem in May, 1951.

Even though he is now retired, Frank doesn't intend to rock himself into senility on the back porch of his Norristown home while gazing at the distant hills of Valley Forge Park; no, not while he's the owner of some deluxe camping and fishing equipment and a set of pro golf clubs yearning to propel the little pellet and nudge it into the hole.

Frank has been married for 38 years. He and Mrs. Piacitelli are the parents of two children: a son, Frank, who is a metallurgical engineer with Honeywell Inc., and a daughter, Diane, a biochemist in Seattle, Washington.

Tisch Announces Promotions, Assignments in ACD Sales

At the first of this year, Robert F. (Bob) Tisch, ACD Field Sales Manager, announced the following personnel changes in ACD Sales: Jim Farrell, Sales Representative, Northeast District, promoted to Market Development Specialist; Rick Boyd, Sales Representative, New York State, promoted to National Sales Training Manager. Both are newly created positions.

On February 19, Tisch also announced the promotion of James E. (Jim) Casey to District Manager, Midwest-South.

Casey had been an area sales representative, Iowa District, since its formation in May, 1973, having transferred from the Midwest-South District where he had been a salesman from the time he joined Amchem in June, 1971.

He has spent ten years in sales work, including stints with Ralston Purina and Allied Chemical Corporation.

Casey graduated with a B.S. degree from Iowa State University, in June, 1964.

A native of Iowa he still makes his home there in Marshalltown, with his wife Judith

and five-year old son, Brian James.

Hughson Ref on Wooden Way

In an indirect way the "Wooden" has something in common with the illustrious Johnny of UCLA fame for it's our way of telling our readers that Wally Hughson, Foster Sales Rep., Southeast District, was chosen by the Florida High School Activities Association to referee in the Class AAA high school play-offs, Florida District 9, this past basketball season.



Taylor Addresses Ag. Conferences

Jack Taylor, ACD Manager-Sales Administration, addressed two agricultural chemical conferences. He gave a talk at the Inland Empire Agricultural Chemical Association, in the Virginia City Motor Hotel, Spokane. The title was "What About Production in 1975?"

Earlier this year, he spoke at the Montana Soil Fertility and Agricultural Chemical Conference, held in Heritage Inn, Great Falls, Montana, on "Agricultural Chemical Products for 1975."

Elwood Dart, a member of the Inland Empire Agricultural Chemical Association, wrote a letter to Taylor complimenting him on the quality of the talk and reporting how well it was received.

Mr. Dart also paid a compliment to Amchem in these words: "Amchem is a respected brand of high quality in the Pacific Northwest and also a very highly respected supplier and we hope you'll be selling lots of products very soon."

New Appointments in ACD Marketing and Foster Division

Marion Eggleton, Manager-Market Planning and Research, ACD Sales, has announced the appointment of Richard Share as Market Research Associate, succeeding Robert deWilde who was recently promoted to Industrial Market Manager.

Share's most recent position was product research manager, Philco-Ford, Blue Bell, Pa. He also has been a part-time lecturer and instructor in the field of marketing principles, research, systems analysis and sales management at Temple University.

He holds a B.S. in geology and physics and an M.B.A. in Marketing from Temple. He lives in Philadelphia with his wife and four children.

Chambers Manager Foster Engineering Services

Irvin Steltz, Manager-Product Development, Foster Division, has announced the appointment of Fletcher Chambers as Manager of Foster Engineering Services. Formerly employed by Honeywell, Inc. and Lupton Manufacturing Co., he comes to Amchem with a background of 17 years industrial engineering experience.

He received a B.S. from Temple University. He resides in Norristown with his wife and one son.



Earl Seiz (c) accepts 25-year Service Award gold watch from Jim O'Donnell (r). Dick Rockstroh (l).



Emil Stoyanov (2nd from left) accepts 25-year Service Award from Gabe Mancini (l). Ray Collmer, Dick Rockstroh (at right). Shipping



Dave Dollman (l) receives 20-year Service Award from Nelson Newhard. MCD Research



Joe Myers (l) receives 15-year Service Award from Sandy Wallace. Systems Engineering



Bill Neill (l) receives 10-year Service Award from Sandy Wallace. Systems Engineering

Congratulations

These are the men and women of AMCHEM who have received Service Award Emblems between March 1, 1975 and April 30, 1975.

★ — 25 YEARS — ★

Earl B. Seiz
Emil Stoyanov

★ — 20 YEARS — ★

David Y. Dollman
Wilbur S. Hall

★ — 15 YEARS — ★

John P. Curran
Joseph R. Myers

★ — 10 YEARS — ★

Mark A. Kuehner
William H. Neill
Robert H. Pritchett

★ — 5 YEARS — ★

Irene C. Coffey
Salvatore DiGrande
Markham M. Fraser
Kenneth L. Kraklio
Louis J. Lendvay
Stuart E. Plante
Jack E. Smith



John Curran (r) accepts 15-year Service Award from Pat Harrison. MCD Marketing



Mark Kuehner (r) receives 10-year Service Award from Les Steinbrecher. MCD Research



Lee Van Deren (r) receives 10-year Service Award from Jim Dewlin. ACD Sales



Marvin Bascue
5 Years
St. Joseph Plant



Juan Cardenas
5 Years
Dallas Plant



Salvatore DiGrande
5 Years
Construction



Stuart Plante
5 Years
MCD Sales

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

JAMES DOUGLAS ANDERSON, Jr.
February 16, 1975
Father: James Douglas Anderson
MCD Research

DANIEL WAYNE ELLIOTT
March 27, 1975
Father: Gerald A. Elliott, Jr.
St. Joseph Plant

TIFFANY LANE MORRISSETTE
March 24, 1975
Father: Gary J. Morrisette
MCD Sales

PATRICK K. BROCK
January 29, 1975
Father: Robert J. Brock
Accounting

DARLA RENEE JOHNSON
February 23, 1975
Father: Gary L. Johnson
ACD Sales

MICHAEL THOMAS WEAVER
March 9, 1975
Father: John D. Weaver
Industrial Relations