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Vol. 18, No. 5

September—October—November, 1975

Promotions Strengthen Various Departments

In a move to strengthen sales to the automotive industry, Peter H. Russell has been promoted to the position of National Sales Manager—Automotive. Mr. Russell will report to Jack M. Price, MCD Sales



The Autophoretic® Coated T-Square points like a "Sword of Damocles" at Pete Russell, newly promoted to position of National Sales Manager—Automotive.

Manager, according to Gregory L. Gibson, Vice President and Director of MCD Marketing, who released the information.

Pete has held a variety of assignments in MCD sales—

Continued on page 2

Receiving Department Keeps Giving

The pictures surrounding this account of the Amchem Receiving Department show about as many lift trucks as people because the lift truck is the second most important asset of that department. 13 such vehicles are assigned to Receiving and most of the 20 men in the department can operate them. At any given moment of the working day, at least eight or nine of the propane fueled, 4000 lb. capacity trucks are out around Amchem, moving raw materials to production locations, finished products to shipping, just received goods to warehouses, trash and scrap metal to assigned bins, furniture to the offices, and chemical waste for processing.

Of course, the most important asset of the Receiving Department is its people. They work hard, mostly outdoors in any weather, and toward the goals of getting the material to the place required fast, and of keeping the company premises as neat and clean as possible. To do all this, they must work with most other departments of the company, but principally with shipping, production, maintenance, and purchasing. They are a service department and take pride in

what they have done to help Amchem over the years.

All the men have rather specific duties but all help out generally, for instance, when it is necessary to unload a truckload of drums quickly so production can begin an operation as soon as possible. Bob Leahy coordinates operations in Building 14, Al Grahame runs wagon trains of materials, Mark Swisher sees to Building 19 warehouse, Matt Sienko, Paul Moneglia (Sienko calls him "Monongehela") and Sam

Brunson unload trucks, rail cars, etc., Ed Witchey is in charge of the "yard." Sterling Johnson and George Mueller work on small packages of which there are hundreds during a month, and Sterling gets involved in the movement of furniture and equipment to and from the offices around the company. Joe Zenobio and John Naudasher service production centers and Gary Every keeps Building 23 warehouse in order. Francis DeTuro, Earl Harrar, Ken Coull,

Continued on page 4



Scenic view from Receiving Department window.

Production Department Resumes Full Work Schedule

In a letter to all production personnel on August 29th, 1975, Eugene Snyder, president of Amchem, announced a return to a full work week schedule effective September 15th. The work week had been reduced in June as a result of a downturn in the economy coupled with substantial increases in raw material costs.

Mr. Snyder indicated that the return to the full work schedule was based on a mild upturn in the economy evident late in the summer, and confidence that business would continue to recover gradually sometime in 1976.

Mr. Snyder expressed appreciation to everyone involved for their effort.

"We regretfully and reluctantly were compelled to take steps in June to reduce expenses. We made a deliberate decision against drastic steps—we reduced the work week in a modest and even handed way designed to maintain the security and stability of our family of employees. You recognized the necessity of this step and we are appreciative

of your understanding, patience and loyalty. We recognize and appreciate the extra effort you have put forth during this difficult period."

And he closed by saying, "Your continued help, loyalty and teamwork—one of Amchem's most valuable assets—will help insure Amchem's progress and growth—your future."



Message from the President

Amchem continues to experience a very difficult business period. As a direct result of the recession, our Specialty Industrial Chemical business suffered serious set-backs starting in the fourth quarter of 1974. Opportunities in our Agricultural Chemical business were limited because of key raw material limitations, the agricultural economy and by reason of uniquely unfavorable weather conditions in certain geographical areas. All of the costs of doing business have materially increased while our ability to pass on these burdens through price increases has been limited by keen competition and the recessionary economy. The year 1975 will not, therefore, be a year of growth for Amchem.

We are all concerned, and disappointed—more importantly, however, we are all the more determined to turn this situation around and return to progress and growth. The economy is strengthening and we have positive signs of improvement in both MCD and ACD. We must and will “turn around” in 1976. The most concentrated and dedicated efforts of all will be required. Amchem can, and does depend on all of you to put forth that extra effort and to exert your full determination to the accomplishment of our company goals and responsibilities. Amchem's future is your future.

E. A. Snyder

Licensee Employees Receive Service Awards



Stig Sasse, Director of European Operations, presents Service Awards to members of S.B.A. Chimie, Agriphar Agricultural Division, Amchem Licensee for Belgium and Luxembourg. From left to right: Messrs. De Roo, Ullens, Lacroix, Sasse, Mdse. Adans, M. Fouillien. The ceremony followed by a reception, was held in the company's dining room in the presence of M. Four, Chimie managing director and several other Chimie executives.



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Published by

AMCHEM PRODUCTS Inc.

Ambler, Pennsylvania

in the Interest of AMCHEM
Employees and Their Families

Hugh Gehman, Editor

PROMOTIONS

continued from page 1

territory salesman, territory sales specialist, industry sales specialist, industry sales manager, and a special project responsibility for promoting Amchem's new Autophoretic® Coating Chemicals. He retains the latter function but now assumes responsibility for all sales activity at automotive central offices in Detroit, and for all Amchem national automotive sales programs. He will be assisted by Thomas J. Bueter, Automotive Manager.

Gibson emphasized that the promotion of Pete Russell and the nature of his assignment marked a change of the function from marketing to sales. It is hoped that this change will build a stronger and more positive Amchem image.

Pete, who is tall, boyish looking, and friendly, plans to move his family from Chadds Ford, Pa., where they now live, to the Detroit area sometime after January 1, 1976. The family consists of his wife Janet and two children, Lori Ann, aged 12, and Craig, 7.

Shortly after Labor Day, the initial field trial of the Autophoretic® Coating Chemicals process will have begun and Pete, among others, will be busy with the details of the operation. It's the first big step in this challenging and important job, and Detroit may never be the same when it is all over.

OTHER PROMOTIONS

Jean Bigotti—Data Processing

Miss Jean Bigotti was named Computer Operations Manager effective July 1, 1975 by William Tomlinson, manager of the Data Processing Department. Miss Bigotti joined Amchem in 1966 and has been responsible for a number of data processing functions. She now takes full responsibility for batch operations as well as handling the terminal system, according to Tomlinson's announcement.

Bob Zornig—MCD Sales

Robert Zornig has been made Southwest District Manager, Western Region, of the MCD sales department, according to an announcement made by Paul Kern, Field Sales Manager. Zornig, one of the first members of the President's Honor Club initiated last year, will supervise activities in an area of southern California and all of Arizona, and will report to J. N. Harsma, Western Regional Manager.

Bob's previous sales territory has been the bay area around San Francisco and he has been a weekend gold pros-

pector there. His B.S. degree in geology from Arizona State University may help him find gold in “them thar hills” of Arizona and southern California.

Mike Clark—MCD Sales

Jack M. Price, MCD Sales Manager, announced the promotion of Michael J. Clark to the position of District Sales Manager, Great Lakes Region, effective August 15, 1975. He will supervise sales activities in Michigan and report to Paul R. Kern, MCD Field Sales Manager.

Mike had previously been salesman in the eastern Michigan area and then a sales specialist for steel industry products in the Great Lakes Region. He joins Glenn Reed who is the other District Sales Manager in the Region.

Bob Entrikin—MCD Marketing

Robert G. Entrikin of the MCD Marketing Department has assumed marketing responsibility for the steel industry product line (Rodines, Grano-draws, Cuprodines, etc.) in addition to his present Fabricated Metals marketing work and Ridoline cleaner marketing supervision. This announcement was made by J. W. (Pat) Harrison, MCD Marketing Manager and the change was effective July 1, 1975.

Bob Govoni—Foster Division

Bruce Foster, General Sales Manager of the Foster Division, announced the promotion of Bob Govoni to manager of the Northeast District. Mr. Govoni, who had previously been a zone salesman, will continue to make his headquarters in the Baltimore-Washington area.

Rorer-Amchem Acquires Company

According to an announcement released by Gordon Moyer, Vice President and Treasurer of Rorer-Amchem, the company has reached an agreement in principle with the Jacques Seed Co. of Prescott, Wisconsin to acquire the latter through an exchange of shares. Terms of the agreement are subject to approval by the Rorer-Amchem directors.

The Jacques Seed Company specializes in developing and marketing hybrid corn seed and other crop seeds and reports sales of over \$10 million for the last fiscal year. The acquisition is expected to add new growth potential to the agricultural business of Amchem.



Amchem People Cooperate On United Fund Drive

When this issue of the News went to press, the United Fund campaign at Amchem had just been launched. When readers receive their copies in the mail, the campaign will have been completed. Amchem, this year, conducted its United Fund drive early as one of a group of pilot campaigns for the Philadelphia area. As such, considerable importance was attached to the results which were to be influential in later campaigns.

Co-chairing the campaign organization this year were John Kirch, ACD Group Product Manager, and Paul Kern, MCD Field Sales Manager. They have diligently recruited captains, distributed literature and promotional material, set the goal, and provided the mechanism for contribution by all employees. Assisting in this planning and recruiting were Bob Entrikin, MCD Marketing Manager, and Steve Einfalt, Director of Industrial Relations.

Captains for the various departments are listed below.

Purchasing
Advertising
Accounting
Industrial Relations
International
ACD Sales
Research Labs—ACD
Research Farm—ACD
Analytical Lab
Mechanical R & D
Officers Group
Receiving
Production—Bldg. #5
Production—Bldg. #23
Production—Bldg. #9, 14, 34
Packaging
Shipping
Storeroom
Plant Managers Office
Process Development Bldg. #35
Maintenance
Inventory
Supervisors
Office of Regulatory Affairs
Engineering
Legal
Foster Sales
Hydro-Fax
Foster Lab
Foster Philadelphia Plant

MCD Sales
Product Performance
Research—MCD

Technical Services
Systems Engineering

Earl Johnston
Marge Delaney
Patti Cappuccio
Gerry Catalano
Tom Kiefer
Gary Fuess
Paul Strohm
Carol Mandell
Gaye Winters
Luther Burris
E. A. Snyder
Sterling Johnson
George Mark
Jonathan Meister
Norman Woodward
William Wiles
David Dean
Robert Wright
Robert Wright
Robert Wright
Ted Sosnowski
Robert Compton
Ray Collmer
Myra Love
Dale Fetterolf and Jim Carroll
Howard Katsoff
John Jackson
Dick Mitchell
Nora Leasure
Don Chew, Dan Walden
and Dan Mullin
Jack Price
George Brumbaugh
Mark Kuehner, Nelson Newhard,
and Tom Jones
Jack Carroll
Sandy Wallace

The Amchem goal in 1975 was \$16,000, up by \$1,000 or almost 7% from last year. The general Philadelphia United Fund goal is \$22.7 million. At Amchem, special incentives to contribute in the form of a weekly drawing for a \$100 gift certificate and a grand prize of an all expense paid weekend for two at Tamiment in the Poconos were introduced this year. Any contribution of at least 50 cents per week for one year made the donor eligible for the drawing.

But the biggest incentive for contributions turned out to be the great need to be met by the United Fund and the educational, medical, and charitable services rendered by all the various agencies which the United Fund supports.

Eckman Involved in Philadelphia United Fund

The bare bones of the announcements in the Philadelphia Inquirer and Philadelphia Evening Bulletin in August were that the United Fund had named John Eckman, president of Rorer-Amchem, Inc., as chairman of its major employee campaigns department for the 1976 campaign. The announcement went on to say that the 1976 goal is \$22.7 million and that the drive begins September 29, 1975. Mr. Eckman's department is responsible for the largest chunk of the goal, about 40%.

Mr. Eckman talked about the job in a relaxing manner but it didn't sound like a relaxing job. What does he do? Well, the job is a mixture of recruitment, supervision, publicity, encouragement, diplomatic prodding, and a number of other things including many, many meetings—meetings to set goals, chart courses, select themes and materials, recruit company representatives, launch training programs, and so on and on.

Mr. Eckman stressed two important features of this year's campaign. First, about 10 companies are serving as bellwether groups to the rest. The bellwethers include both Amchem and Rorer and they will conduct their campaigns early, completing solicitations before the others begin. If all goes well, therefore, in these 10 early campaigns, results can be used as examples to show the remaining 350 that their goals can be met.

Second, he pointed out that it has been well established that in uncertain or even recessive economic times, people have tended to do better in their contributions to charity, education, and health care. National giving to all causes in both the United States and Canada reached a record \$25 billion in 1974, a year of uncertainty. And the Philadelphia United Fund also raised more money last year than ever before. The theme this year—LUCKY YOU—reflects this idea by appealing to the individual who has a job to contribute to help those who are less fortunate.

Mr. Eckman has been in United Fund campaigning for about the last five years and seems ready to continue. Does he like campaigning? Well, it must be done. And the appeal of the United Fund is to help alleviate poverty, strengthening those who need help so they can again make their own way. He feels no hesitancy in asking

for assistance or support in such a cause. And private contributions seem like a much better answer than intervention by government.

In addition to being president of Rorer-Amchem, Mr. Eckman is active in Philadelphia community affairs, being a director of the Chamber of Commerce, the University City Science Center, and the Urban Coalition. He is also president of the board of managers of the Wistar Institute of Anatomy and Biology, a director of the Pharmaceutical Manufacturers Association, a director of the Haverford School, and a life trustee and member of the executive board of the University of Pennsylvania.

They Went That-A-Way

Amchem people took vacations in a wide variety of places this year as usual. Just a few people selected at random and where they visited are listed below.

J. W. (Pat) Harrison, MCD Marketing, spent a week with family on Cape Cod, Mass.

Richard Mack, Receiving, and his family went to Wildwood, N.J. for two weeks.

Bob Dalrymple, MCD Pilot Plant, took his family to a reunion with his parents and his brother's family in Arkansas.

Annamarie Hopp, Legal Dept., went camping with several friends all over north-eastern Canada. One of the friends was Chris Emerson, also of the Legal Dept.

Ron Strain, Finance, set out for Tahiti but got only as far as Margate, N.J.

Stu Reed, MCD Research, divided his time visiting a graduate student son's music audition in West Virginia and depositing another son at College in Virginia.

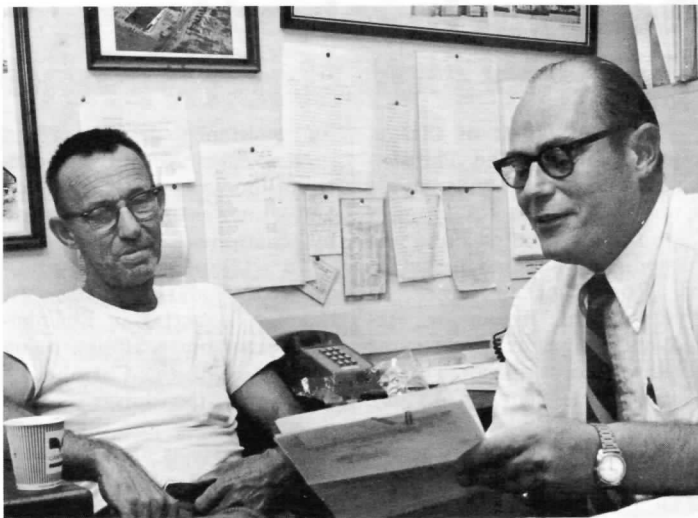
Mrs. Jean Flick, Inventory, spent two weeks at Ocean City, N.J.

Bob Entrikin, MCD Marketing, stayed home and painted his house while his wife went to England.

Dick Otten, ACD, went to his cottage in the Poconos for 2 weeks. His family had been there previous to his arrival.

Harold Collins, ACD, camped with his family at Brigantine, N.J.

Mrs. Alice Brown, Foster Division, divided time between a southern trip (Atlanta, Ga.) and New England.



Mark Swisher (l) and Dick Munger (r) show varied reactions to the notice.

RECEIVING DEPARTMENT *continued from page 1*

Earl Clower, and Richard Mack all operate fork trucks where needed and Clower spends an average of 2 days a week, keeping a rented warehouse in Ambler in shape. Matt DelConte is responsible for intraplant services. Anything needed, anywhere and at any time (well, almost anytime) is DelConte's responsibility. Ron Moss is the dispatcher from the office for many of these operations and keeps records of received goods, weights, etc.

"Carl" Brown, the biggest man in the department, is the

"lead" man, matching the various men to jobs as they arise, trying to get everything delivered on time. He has been interested for some time now in getting the place straightened up and, as a result, a number of areas have been cleaned out and set in order. To anyone not familiar with the Amchem "yard", it looks like a bewildering array of drums, drums, drums, tanks, miscellaneous equipment, and more drums. It seems to be Brown's aim to have each pallet space assigned and the information on what is there readily available, even if only in his head.



Joe Zenobio takes his eyes off the road for a moment.



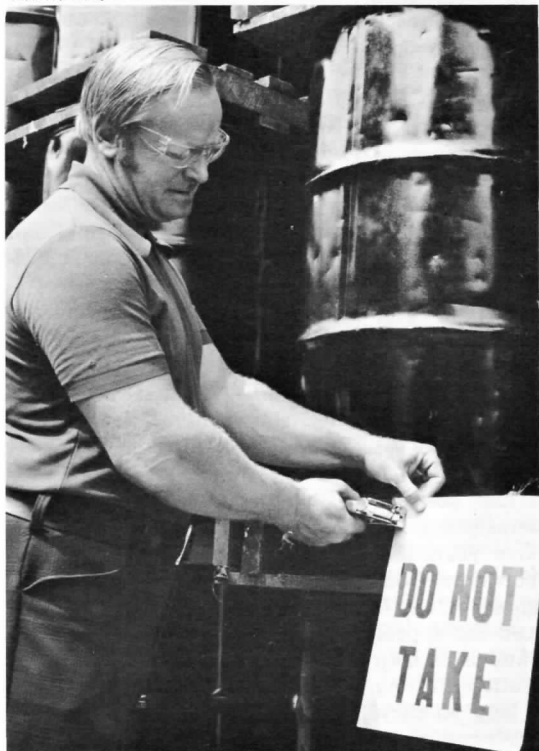
Dick Munger always keeps a tidy desk.



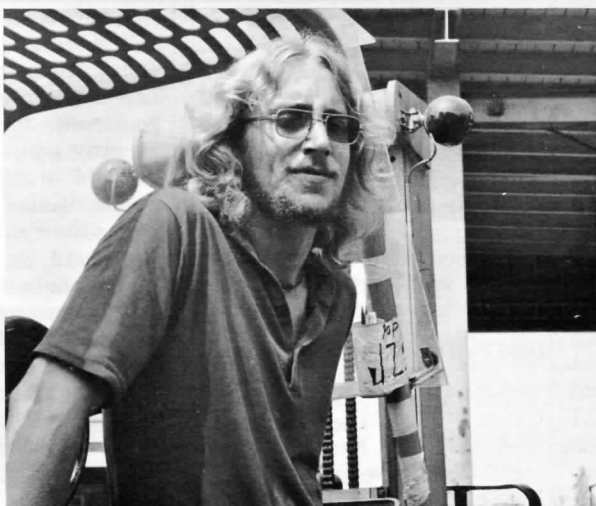
John Naudasher waits for an assignment.



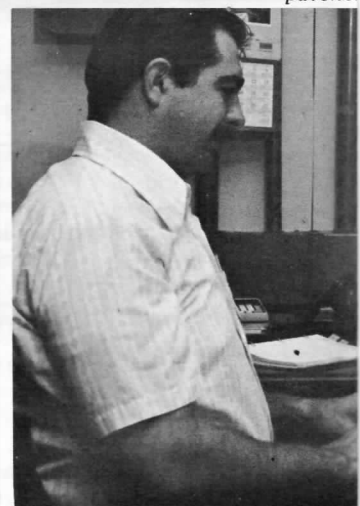
Versati patches



Carl Brown posts a sign. Better not take!



Earl Harrar at quitting time.



Ron Moss (60 words per minute)



The longer the cigar, the smoother the lift seems to be Matt DelConte's motto.

Earl Clower p

Presiding over the whole operation is the genial communicative Dick Munger, who keeps his composure in spite of an incessantly ringing telephone, unexpected arrivals of various shipments, requirements all over the company for this and that and "I need it fast," good natured jibes from his men, shrinking warehouse space, and poorly identified materials. "The Receiving Department is misnamed, of course," he says, "but the jobs have to get done so we do lots of them that aren't really receiving. For instance, they need extra ice to manufacture

an MCD product so we have to get 4500 pounds of ice tomorrow. At 6 A.M., too."

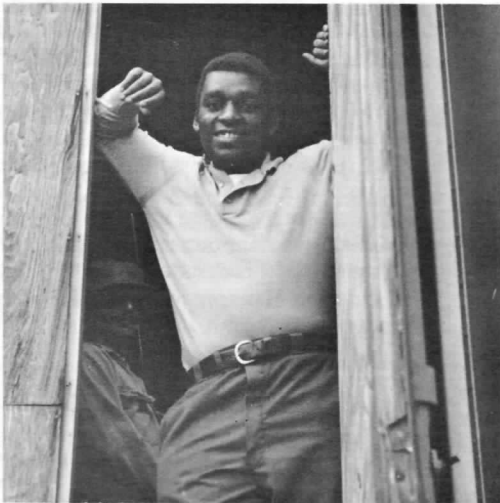
Although the slowdown in MCD business earlier this year had lowered the amounts somewhat, the following figures demonstrate the size of the receiving job done and its growth. In 1954, Amchem received over 12 million pounds of material into the plant via truck, rail, etc. In 1964 it had grown to about 29 million pounds and last year it reached 68 million pounds. It's no wonder they enjoy taking a coffee break at 9:30 in the morning.



Al Grahme's "long, long train a-winding."



Richie Mack subs at the dis-
s desk.



Sam Brunson looks pleased. The trailer's all
unloaded.



"Where to, next?" says Francis DeTuro.



- zero errors).



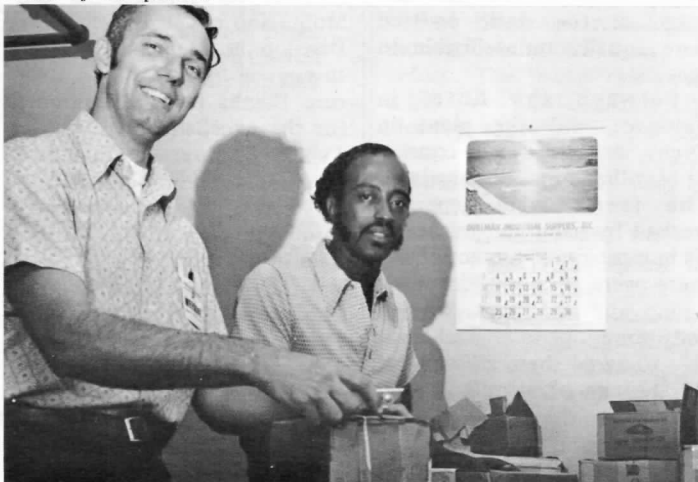
From left to right; Ken Coull, Matt Sienko, Ed Witchey, and Paul Moneglia
take a coffee break on the "front porch."



Gary Every supports his lift truck.



uses in his travels.



"Good things come in small packages," say George Mueller (l)
and Sterling Johnson (r).



Bob Leahy pulls over to let traf-
fic pass.

An American In Poland

The initials of F.S.M. and the names Tychy, Katowice, Stolecki and others are only the beginning of the memories Jack Campbell, Manager of Engineering Services, has of his trip to Poland this past summer. Jack was in Poland to assist the International Division and their customer in checking out the practicability and suitability of an automotive spray washer, a job Jack has done for



JACK CAMPBELL

U.S. and Canadian customers more times than he has fingers and toes.

F.S.M. is the name of the customer located at Tychy (pronounced Tee' Hee). Tychy is a small town about 4 miles from Auschwitz, location of the notorious prison camp, and stands on the main rail line through Poland. Katowice (pronounced Kat-oh-weese-ee), is an old mining and industrial city of about 100,000 people about 200 miles south of Warsaw, and is where Jack's hotel was located.

Every morning except Sunday, Jack drove a rented car the 20 miles or so from Katowice to Tychy. There are certain apprehensions and downright hazards in driving a car in a foreign country when your visa says you "will not be driving any car," and when you understand only the signposts with international symbols, not the ones with directions written in Polish. Jack's thumbnail guide was to go ahead if the guy in front went ahead, and stop if the guy in front stopped, fairly reliable advice even in American traffic.

Arriving at the automobile plant about 8 A.M., Jack began helping F.S.M. engineers with the checking and mechanization of the 16 stage washer in order that they might have an efficient and workable piece of equipment for producing a first class Granodine® phosphate coating job prior to painting. F.S.M. manufactured a Fiat 126 sub-compact car, primarily for the Polish and Russian mar-

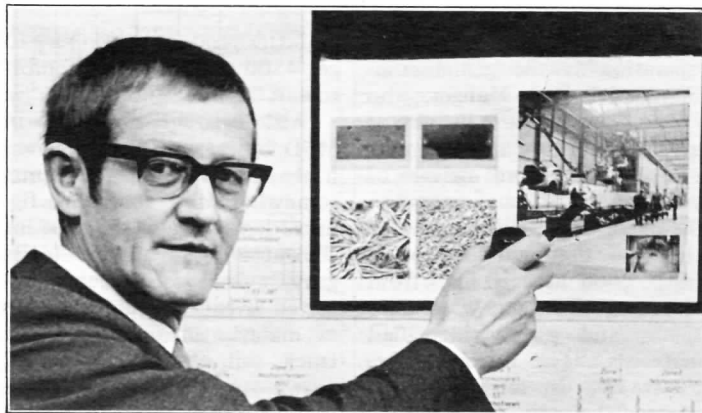
ket. One of the engineers with whom he worked spoke English, and therefore became Jack's principal contact. His name was Andrej Stolecki and Jack came to respect his ability as an engineer and to like him personally. Later in the visit, Stolecki paid Jack the high compliment of asking him to call him Andrej during off-work hours. During and after work, Polish engineers all expect to be addressed as "Engineer," except by relatives, close friends, or respected acquaintances.

Work days generally ended about 5 P.M. but many times, the job required Jack and the engineers to stay until 11 or 12 midnight. At such times Jack and a couple of the engineers would dine together in a small town restaurant about 4 miles from Tychy, where Jack recalls the beer was excellent. Most every day after work, either early or late, Jack chauffeured four workers, who normally would take a bus, to their condominiums in Tychy. They were grateful, because the ride in the car saved them time, money, and the more rugged bus ride.

His evenings were generally given over to report writing, communications with the Amchem Brussels office, and with Ambler. Occasionally there was time for a short walk in the vicinity of the hotel and at other times Jack would sit in the lobby with several Englishmen who also were working at the F.S.M. plant. The hotel, called the Orbis-Silesia, was comfortable and the food there was excellent, though, in general services, Jack likens it to the Hotel Casey in Scranton, Pa. There was no air conditioning and no television. The radio worked sporadically but it is doubtful if it could have served as very much diversion because, either the Polish language or the static emitted were equally unintelligible to Jack.

Between the hotel in Katowice and the plant in Tychy, the countryside consisted of rolling hills and farmland. The farms were generally worked by hand and by horse. As in most European countries, there were lots of bicyclists, young and old, men, women and young people. Jack was able to avoid them all with his car, but an occasional cyclist, tipsy from the tavern, would present some problems.

The people were friendly and the workers co-operative.



RUDI WAGENKNECHT

Wagenknecht Elevated

Our International Division reports several promotions of interest to Amchem people made by Henkel G.m.b.H. in Dusseldorf, West Germany. Dr. Rudi Wagenknecht, who served for a number of years as technical manager of the Gerhard Collardin Company, a subsidiary of Henkel and located in Cologne, was appointed Managing Director of Collardin. Rudi has visited Ambler on a number of occasions and has made many friends in MCD. He is well known among our other licensees, particularly in Europe, where he has helped and advised in furtherance of Amchem Metalworking business.

Henkel also announced the appointment of Dr. Johannes Dahs as Manager of Field Industrial Adhesives at Henkel. He previously had served as Manager of Inorganic Products (Amchem)/Adhesives Division of Collardin.

There were no political or religious discussions because both Jack and his hosts chose not to open either subject.

Among the minor personal difficulties Jack reported, was the lack of patent medicines or drugs for sale anywhere. No aspirin, no Rollaids, no antihistamines, and so forth, that our drug stores overflow with. Polish electrical outlets are 220 volts and a special adapter and plug are required for the normal 110 volt U.S. appliance. Luckily, Jack's electric razor could operate on either voltage but he had to buy a Polish plug with the proper outlet fittings, clip off his own plug, and attach the wires of the Polish plug to his razor.

So on July 15th Jack left Warsaw, having arrived there on June 19th. Chief Engineer Choma of F.S.M. relayed a message to Amchem via Ray Montecino of our International Division in Brussels. He asked to express his and F.S.M.'s sincere thanks to Jack Campbell for the excellent job he did at Tychy. Choma said that Jack gave every minute of not only his normal 12 hour working day, but also of his private time in assisting them on a subject they knew too little about. Choma wants Jack to visit Tychy again in a year or so to discuss extensions in the present line, expansion of production facilities, etc.

The reward of one good job seems to be the assignment of another.

Rorer-Amchem Reports Earnings

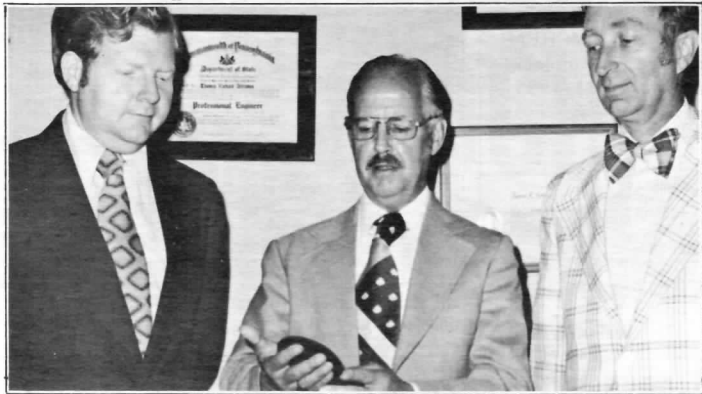
Gordon V. Moyer, Vice President and Treasurer of Rorer-Amchem, Inc., released sales and earnings figures of the diversified chemical concern for the first six months of 1975. Rorer-Amchem combined sales increased 13.5% to \$146,941,434 and net income rose 9.0% to \$16,018,601 or \$1.15 per share versus \$1.05 per share for the corresponding period in 1974.

All divisions, however, did not contribute to this growth. Domestic health care, international health care, and Amiben™ soybean herbicide sales increased but industrial specialty chemical sales fell well below 1974 in the second quarter, and for the year to date.

Several new products are noteworthy. Maalox® Plus antacid was successfully introduced to the market and Amex® herbicide received government clearance for commercial sale.

Our Autophoretic® chemicals were introduced to the automotive industry at the new Chrysler plant in Detroit in early September.

George Russell Honored



The certificates on the wall belong to Tom Antrobus (l) but George Russell (c) received the "Engineer of the Year" award.

A couple of Amchem employees were recently involved in an award ceremony of the American Institute of Plant Engineers, Valley Forge Chapter. The award was "Plant Engineer of the Year" for 1975-76 and its recipient was George A. Russell, P.E., Director of Engineering at Amchem. One of the presenters of the award was Tom Antrobus, of the Amchem Engineering Department and a Group Director of the Valley Forge Plant Engineers Club.

Amchem has grown from a single plant facility in Ambler to a large international corporation, with ten manufacturing plants. From 1947 to the present, George has assisted in this growth and has been deeply involved in the planning, erection,

and operations of a number of these plants. His mustache, dapper dress, and good humor are familiar to Amchem people in Ambler, Clinton, Iowa, Fremont, California, Windsor, Ontario, Houston, Texas, and all the other locations where he works.

George has been active also in the Valley Forge Plant Engineers Club, becoming its first president in 1956. He has served as president of the Valley Forge Chapter of the National Society of Professional Engineers and is currently Assistant Secretary for the Lower Gwynedd Township Municipal Authority. He is also presently serving the First Baptist Church of Lansdale as Church Moderator.

Kern Named Hospital Trustee

Paul R. Kern, MCD Field Sales Manager, was recently appointed by the trustees of the University of Pennsylvania in Philadelphia, to the Board of Trustees for its Graduate Hospital. Graduate is one of four hospitals now under University supervision.

The objective of the newly

formed trustee board is to establish Graduate Hospital as completely independent except for a teaching affiliation with the University. To accomplish this objective, the board includes Philadelphia area people with varying talent and experience, including medical, business, legal, and teaching.



Frank Precopio (l) Don Small (c) and his wife Emily (r) all enjoy Don's joke.



Bob Beatty (c) appears to hold Graham Smith (r) and other guests spellbound with one of his stories.

A Small Retirement

The dinner for Don Small on the evening of July 24, 1975 at Steakmaster Restaurant was out of the ordinary. Don was retiring after more than 35 years with Amchem, almost all of it in the Agricultural Division Formulation Laboratory.

More than fifty friends and acquaintances gathered to mark the occasion, swap stories and comments, and present Don with the gift of a "new" saw, something to help keep him in good physical trim in the days to come. Russell Bishop presided in the enforced absence of Jim Esposito, who was called out of town at the last minute for

customer service. Arlene Storti had capably supervised many of the arrangements.

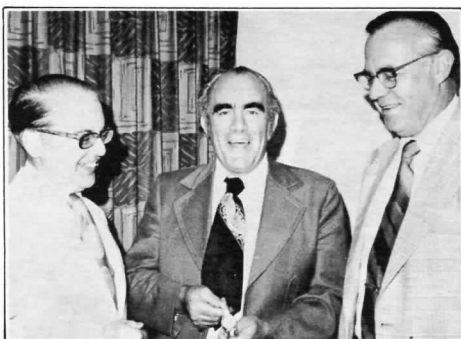
It is noteworthy that more than a few of those gathered were former Amchem employees who worked with Don while they were here. During speech time, several of them joined present employees in paying tribute to Don. Don himself gave some humorous and appreciative remarks. He invited everyone to drop around to his home at 3216 Lenape Drive, Dresher, Pa., where he intends to loaf some, work some, help bring up his family, and dispense advice to all who will receive it.

A Funny Thing Happened on the Way to the Hotel



Jack Harsma, Western Regional Sales Manager of the MCD Sales territory, and one of his salesmen, Ben Gast, arrived at the Kon Tiki Hotel in Phoenix, Arizona, recently to find the

welcome shown above. Harsma says it is the "first time my name has been in lights." Gast was reportedly speechless, probably a first for him, too.



William Dalton (c.) shows his 25 year Service Award gold watch while Bob Couch (l.) and Dick Rockstroh (r.) look on.

Congratulations
These are the men and women of AMCHEM who have received Service Award Emblems between July 1, 1975 and August 31, 1975.

★ — 25 YEARS — ★
William Dalton

★ — 20 YEARS — ★
James J. Rapone

★ — 15 YEARS — ★
Bernard J. Cole
Kenneth W. Dunster
William J. Neill
Okie Stecki

★ — 10 YEARS — ★
Leslie Anderton
Andrew J. Kepich
Betty L. King
Paul Moneglia
Milton D. Parkins
Katherine N. Pfaff
E. Nelson Porter
Peter H. Russell

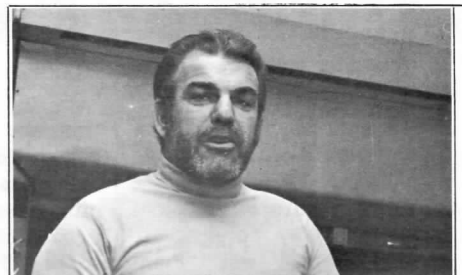
★ — 5 YEARS — ★
Patricia Cappuccio
John E. Davies
John Dover
Gerald G. Marshall
Arof M. Noordin
M. Craig Stark



Les Anderton (r.) receives 10 year Service Award presented by Chris Fitzios (l.). Windsor



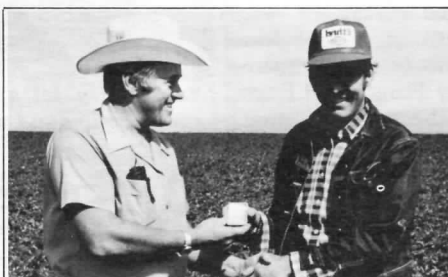
Bill Neill (r.) accepts 15 year Service Award from Myron Johnson (l.). MCD Sales



Andy Kepich, receiver of 10 year Service Award, in the Laboratory. MCD Research



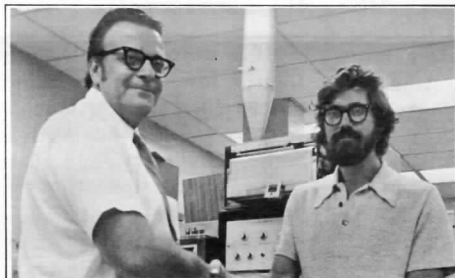
Betty Lou King (c.) receives 10 year Service Award. Herb Sachs (l.) and Virginia Chequer (r.). St. Joseph



James McKinley (r.) accepts 10 year Service Award from Dick Fosse (l.). ACD Research



Paul Moneglia (r.) accepts 10 year Service Award from Dick Munger (l.). Receiving



Milt Parkins (r.) receives 10 year Service Award from Stan Harrison (l.). Analytical Research



Katherine Pfaff (l.) accepts 10 year Service Award presented by John Geyer (r.). Foster



Pete Russell (c.) accepts 10 year Service Award. Jack Price (l.) and Pat Harrison (r.). MCD Sales



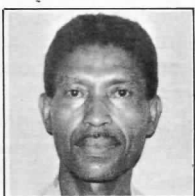
Pat Cappuccio
5 years—Accounting



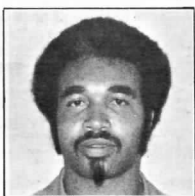
Jack Davies
5 years—ACD



John Dover
5 years—Foster, Chicago



Nathaniel J. Kane
5 years—Foster



George Mitchell
5 years—Foster



Arof Noordin
5 years—International



Jack Smith
5 years—ACD Research

CHILDREN RECENTLY BORN TO AMCHEM EMPLOYEES *whose names were not previously published in the NEWS.*

TROY ALAN ARNOLD
May 7, 1975
Father: Thomas L. Arnold
ACD Sales

HELEN H'REN
June 25, 1975
Father: David A. H'Ren
Foster, Dallas

BRIAN JOSEPH McCOY
June 13, 1975
Father: Roger A. McCoy
St. Joseph Plant

SARAH ELIZABETH SCHROEDER
July 9, 1975
Father: John R. Schroeder
ACD Sales

MARY CATHARINE CAPPuccio
June 1, 1975
Father: Salvatore A. Cappuccio
Ambler Plant

ALEXANDER BURKE JONES
June 17, 1975
Father: Thomas C. Jones
MCD Research

DANIEL McMANUS
April 1, 1975
Father: Joseph P. McManus
Analytical Research

SHAWN WESLEY SPENCER
August 8, 1975
Father: Lee B. Spencer
Ambler Plant

KERI ALISON GOLIGHTLY
April 30, 1975
Father: Willard L. Golightly
Foster, Dallas

CRAIG ALBERT KUCHENTHAL
July 25, 1975
Father: George W. Kuchenthal
ACD Sales

JASON PAUL MAASSEL
June 12, 1975
Father: Donald P. Maassel
ACD Sales

ROBERT JAMES VALESKY
July 4, 1975
Father: Robert J. Valesky
Foster Sales