THE AMCHEM NEWS

LEON CHERKSEY

1898-1966

President
(1939-1956)

First Chairman of the Board
(1956-1966)

Condolence

In behalf of all Amchem employees, I wish to express our deepest sympathy to Mrs. Valerie Cherksey, widow of our late, beloved Chairman, Mr. Leon Cherksey, and all the other members of his family on the great loss which they have sustained.

Mr. Cherksey's high ideals and kindly spirit will always be an inspiration to all of us at Amchem.

Gerald D. Somig
Chairman and President

Vol. 9 No. 1

March, 1966

AM-Gems

This collection of AM-Gems was compiled by Mr. Cherksey just a couple of weeks before his death. A great admirer of those men who contributed to the welfare and improvement of their fellow human beings, Mr. Cherksey chose these precepts of Benjamin Franklin for publication in the *NEWS* with the following introduction.

In his autobiography, Franklin referred to the fact that at the age of 22 he decided he would try to lead an exemplary life and set up for himself certain virtues, with their precepts, as follows:

1. Temperance.
Eat not to dullness; drink not to elevation.

2. Silence.
Speak not but what may benefit others or yourself; avoid trifling conversation.

3. Order.
Let all your things have their places; let each part of your business have its time.

4. Resolution.
Resolve to perform what you ought; perform without fail what you resolve.

5. Frugality.
Make no expense but to do good to others or yourself, i.e., waste nothing.

6. Industry.
Lose no time; be always employ'd in something useful; cut off all unnecessary actions.

7. Sincerity.
Use no hurtful deceit; think innocently and justly, and, if you speak, speak accordingly.

8. Justice.
Wrong none by doing injuries, or omitting the benefits that are your duty.

9. Moderation.
Avoid extremes, forbear resenting injuries so much as you think they deserve.

10. Cleanliness.
Tolerate no uncleanliness in body, cloaths, or habitation.

11. Tranquillity.
Be not disturbed at trifles, or at accidents common or unavoidable.

12. Chastity.
Rarely use venery but for health of offspring, never to dullness, weakness, or the injury of your own or another's peace or reputation.

13. Humility.
Imitate Jesus and Socrates.

THE AMCHEM NEWS

Vol. 9, No. 1 March, 1966

Published by

AMCHEM PRODUCTS, Inc.

Ambler, Pennsylvania

in the interest of AMCHEM Employees and Their Families

William A. Drislane, *Editor-Art Director*

Message from the President

It never occurred to me that one day I would be referring to Leon Cherksey as the LATE Chairman of the Board. But unhappily this is the case. Those of us who are fortunate enough to have known Leon Cherksey over the years—beginning long before World War II—never could associate him with death.

I'm sure there are many others who have felt the same way. For Leon Cherksey's kindly presence existed everywhere in Amchem—in the plant, in the laboratory, in the office, at the Research Farm, in the Company's branches, in the International Division and even in the activities of many of our overseas affiliates.

Leon Cherksey's contributions to the success of the Company are legion and are best expressed in terms of growth.

At the time he became president of Amchem in 1939, there were approximately 50 people on the payroll. Today, Amchem employs over 700. Sales and profits have increased correspondingly.

It was during his tenure as head of the Company that the Agricultural Chemicals Division was expanded and 2,4-D and 2,4,5-T were discovered in this Division's laboratories. Another innovation connected with this endeavor was the acquisition of a farm for research purposes and which became the country's largest commercial experimental station devoted exclusively to chemical control of weeds and brush.

The expansion of the Company's marketing program—both domestic and overseas—the acquisition of subsidiaries and the establishment of five additional branches, the departmentalizing and enlargement of the various research activities, including the erection of facilities to house the essential equipment and increased number of personnel, are additional examples of Company growth under our late Chairman.

But most of all, the phase of our operations of which he was most proud was the creation of numerous fringe benefit programs for our employees. The Company's profit-sharing, pension, supplementary retirement and medical plans were all founded under his administration.

Also, over the years there are numerous instances of his generosity to individuals. These instances are known only to the recipients, for he respected their privacy.

In addition to all this beneficence within the Company, there were the many outside charitable, educational and patriotic organizations to which the Company became a donor while he was at the helm of Amchem.

His innate modesty kept him from ever discussing his private donations to charity, but we know that these, too, were extensive.

If Leon Cherksey were alive today, I'm sure he would not approve publicizing these kindly deeds, for he was a very self-effacing man. However, they are history and as such we should record them.

As your executive head, I intend to follow in the traditions of our late Chairman who so frequently stated that the success of the Company depended not just on the labor of one man but on the combined efforts of all. The policies that were developed over the past 52 years will be maintained and, with the help of everyone, we should be looking toward the continued progress of Amchem.

Gerald C. Romig

Chairman and President

Preface to

AN INSPIRING TRIBUTE

THE STORY of our late Chairman of the Board, Leon Cherksey, is not a "rags to riches" tale. He wasn't the fabled barefoot farm boy who arrived in the big city in search of fame and fortune. He was metropolitan in birth, upbringing, education and tastes, having been born in Philadelphia, on July 6, 1898, reared, and educated there.

Our beloved, late Chairman was an alert, matured young man of voting age, who had attended the University of Pennsylvania and had just completed a tour of World War I duty with the U.S. Navy, as a Chief Petty Officer, when he accepted employment with Amchem (then the American Chemical Paint Co.) on November 1, 1919. From that date until his death on January 27, he devoted his entire working life to the Company.

Even though there were only six people on the ACP payroll at the time of his initial association with the Company, he could see the growing market for metal beyond the already established and growing automotive industry and, therefore, the increased demand for the Company's pre-paint chemicals. Or as he himself put it tersely on appraising his prospects at the time: "A steady job with a good future."

As the Company grew, he grew with it, because he consistently demonstrated in the performance of his various tasks that he had the ability to assume additional business responsibilities anytime they were entrusted to him. So, it came as no surprise to his business associates that, after having served as secretary-treasurer and then executive vice president, he was elected president of the Company upon the death of J. Harvey Gravell in 1939.

His accomplishments from this point on are clearly recorded in President Romig's *MESSAGE FROM THE PRESIDENT* on the opposite page. There are, however, one or two other observations to make: that regardless of the size of the company with which he started, whether its personnel numbered six, six hundred, or 60,000, our late Chairman was destined to become that company's chief executive, for he possessed, in addition to his remarkable genius for business, the two recognized qualifications of a top executive—the ability to make a right decision and the rare capacity for understanding and handling people—gaining their confidence and respect.

The esteem in which he was held by the rank and file of employees is conveyed in the letter which one of them wrote to Mrs. Cherksey, and which we print on this page.

Mr. Cherksey was laid to rest in Roosevelt Cemetery, Trevose, in suburban Philadelphia, Sunday, January 30. A memorial service was held at Abington Friends Meeting House on the same day. And despite what many regarded as the worst snow storm this area ever experienced, there were over 100 people in attendance, further testimony to the esteem in which our late Chairman was held. In addition to executives and other personnel from Ambler and representatives from the Company's branches, Mr. Adrien Hess and his son Claude, of CFPI, Asnieres, France, flew over for the funeral and services.

Surviving, in addition to Mrs. Cherksey, the former Valerie James, are six daughters: Mrs. Doris Anne Mariani, Mrs. Joan Ferguson, Mrs. Barbara Kern, Mrs. Mary Hoffman, Mrs. Sandra Seltzer and Miss Leone Cherksey. Also surviving are 24 grandchildren and the following sisters and brothers: Mrs. Fanny Sulman, Herman Cherksey, Jesse Cherksey, Miss Marjorie Cherksey and Arthur Cherksey.

In addition to having been chief executive officer at Amchem, Mr. Cherksey was also chairman of the board of the Delaware River Ferry Co. and the Benjamin Foster Co.

He was a director of the Freedoms Foundation at Valley Forge and on the committee of the Chapel for the Four Chaplains.

He was a director of the Montgomery County Manufacturers' Association and a member of the advisory committee of the Girard Trust Bank in Ambler.

2 February 1966

Dear Mrs. Cherksey,

One thought was not expressed last Sunday which, to me, was Mr. Cherksey's greatest legacy. This was his inspiration to the young.

To me he was living proof that religious principles can be incorporated into successful business practices; that the only fair solution is one fair to both parties; that every man is worth something and every man should try; that a man with an idea is like a tender plant to be carefully cultivated and allowed to bloom; that people not things are the greatest satisfaction and that there is a power and strength greater than all of us.

He seemed, to me, to be a man who spent his whole life on the frontiers of knowledge, thoroughly interested in everything and enjoying the unknown more than the known. He had the courage to risk a fall, to get up, to go on. Without such men our whole system loses those who can support it in the future.

If I do nothing more in life than give my children the inspiration he has given me I will be very grateful.

Sincerely,

(Signature)

(Writer does not wish to be identified in the NEWS.)

Letters and Telegrams of Condolence Poured in from All Over the World to Pres. Romig

Here are a few Excerpts

"It was with deep regret that we received your information about the death of your Board Chairman Leon Cherksey.

"The news of his departure has touched us deeply.

"We convey to you, and to those concerned, our sincere sympathies in the loss your Company has sustained by his death."

• • •

"My colleagues and I were very sorry to learn from your letter of February 7th that Mr. Cherksey died recently.

"That Mr. Cherksey's leadership was effective and inspiring is evidence from the impressive growth of your Company since the War, and it is certain that his associates will feel the loss severely."

• • •

"Nothing has shocked me more in a long while than the sad news of Leon Cherksey's death and I am writing to express my deepest sympathy to his widow, the family, and to you who have worked so closely with him over these many years."

• • •

"The warmth of Leon's friendship was associated with a feeling of loyalty and basic fairness that is difficult to describe.

"Surely the strength of his character will leave its indelible mark on those privileged to have known him."

• • •

"I need hardly tell you how terribly distressed I was when I received John's (Shellenberger) cable advising me of Leon's sudden passing away. I know that you must have been most upset about this and please accept my sincerest condolences in this sad bereavement. We have lost a great friend and associate which will be hard to replace."

• • •

"I will long remember the friendliness and kindness which Mr. Cherksey always showed to me whenever I had the pleasure of meeting him and it is sad to realize I will not meet him again."

• • •

"It was a great shock to hear of the death of Mr. Leon Cherksey. All of us who have met Mr. Cherksey were invariably impressed by his charming personality and his interest in our work."

• • •

"Even though Mr. Cherksey has passed away, I am sure that his personal share in the success of the Company will remain a lasting influence which will contribute toward a continued progress for AMCHEM."

"Please accept our sincere condolences which we beg you to extend to your staff and to his family, in this time of sorrow.

"You can rest assured that we shall extend all possible efforts to cooperate with you towards the continued progress of Amchem in our country."

• • •

"We are indeed sorry to receive this message and wish to offer our sincere condolences.

"The few times we had the pleasure of meeting Mr. Cherksey we learned to appreciate very much his friendliness, and we certainly shall miss him.

"You may rest assured that this firm will do its best to aid in a continuation of the policies laid down by Mr. Cherksey for the mutual progress of our firms."

• • •

"Even though he is gone physically, the marks of his past work, I am sure, will stay for a long time and will influence and inspire the whole Amchem family toward a continued progress and success. I most sincerely ask you, Mr. Romig, to accept my deeply felt regret and sympathy."

• • •

"We express our deepest regret and sorrow, and assure you that we shall keep the memory of your late Board Chairman in mind. The best method to honor the work and the remembrance of Mr. Leon Cherksey shall undoubtedly be to bring your Amchem Company to still greater progress."

• • •

"I shall always remember him as a courteous, righteous and competent man whose way of acting always reinforced the ties of friendship established between Amchem and ourselves and made our cooperation so pleasing."

• • •

"We were all shocked to hear of the passing of Leon Cherksey. He was a real fine gentleman, of sterling character, and greatly respected and admired by his many friends.

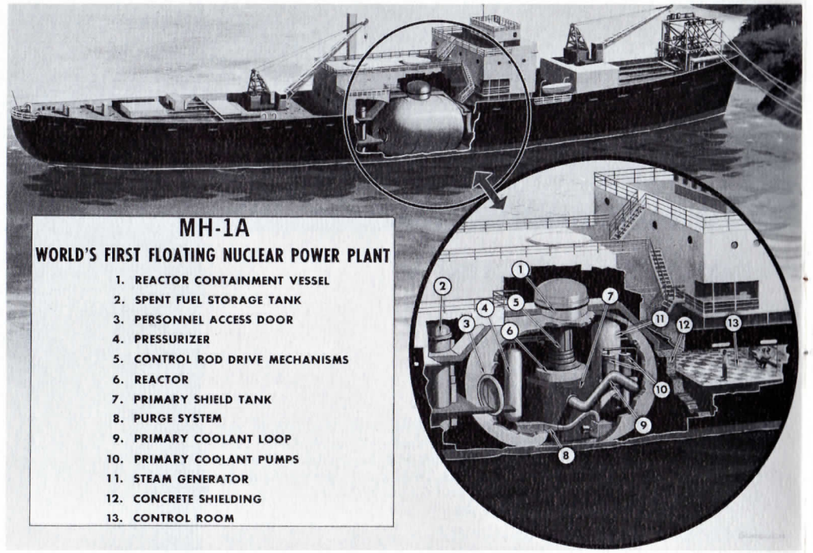
"He was a man of charming simplicity and humility. He will be greatly missed by all of us.

"Please accept our heartfelt sympathy and also extend our condolence to his family."

New

FOSTER INSULFAS SYSTEM

Used on World's First Floating Nuclear Power Plant



THE LIBERTY SHIP was probably the most widely used and best known cargo ship in World War II. With holds loaded to capacity with vitally needed supplies, Liberty ships set sail from every port in the U.S. Manned by intrepid crews and "protected" by a 12-man and ensign U.S. Navy armed guard, they braved enemy waters for far-distant shores—many never to reach their destination. But more survived than succumbed to torpedo and aircraft fire. Among these ships is the one that has become the World's first floating nuclear power plant.

Just like many of her sister ships and other trans-oceanic craft since before World War I—including naval vessels—this one uses Foster products in conjunction with her thermal insulation system.

At the Alabama Drydock and Shipbuilding Company in Mobile, Ala., where this ex-Liberty ship is being converted to house the nuclear power plant, Foster's new incombustible Insulfas Adhesive and Insulfas Coating were used to surface and vaporseal the thermal insulation on the ventilating and air-conditioning equipment.

The purpose of this first floating nuclear power generating station is to provide electric power to support military operations. Officially designated MH-1A, but named the STURGIS, the 10,000 kilowatt plant will be capable of supplying as much power as that needed by a community of 20,000 and will operate independently of shore fuel supply. Martin Company's Baltimore Division is prime contractor for the STURGIS to the U.S. Army Corps of Engineers. The STURGIS will stand in readiness to be towed to any port or waterway in the world to supply emergency power.

The pressure vessel to house the nuclear reactor core was built by the P. F. Avery Corporation, Billerica, Mass. It is 16 feet high and 6 feet in diameter and was made of four-inch-thick nickel stainless steel.

Orchids

Recently someone asked us "What is public relations?" That's a good question—with answers to it as varied as the interpretations or opinions of the individuals who wish to speculate on an answer.

Editorially speaking, what we like to think of as "public relations" is best expressed by the behavior of Ron Hanson under the circumstances related in the following letter to President Romig. Ron is an ACD Sales Representative, Western District, who lives in Billings, Mont., with his wife and four children. The letter, dated December 12, 1965, is as follows:

My dear Mr. Romig:

I wish to draw your attention to a very fine and appreciative act of one of your salesmen.

This past summer I was traveling alone between Billings and Missoula when my car on a beveled road with little or no shoulder ran off a side of the pavement. I succeeded in getting the car back on the road but it turned over, a total wreck.

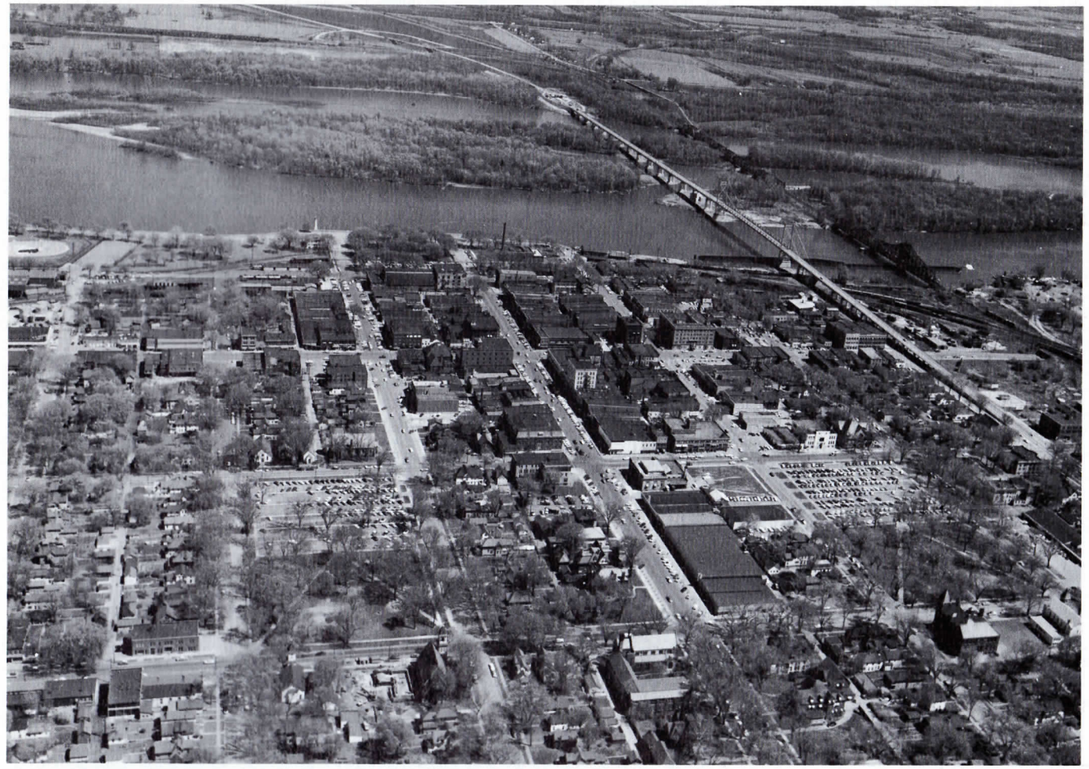
A man, Ron Hanson, Billings, Montana, traveling behind me stopped and got me out of the car where the windshield had been. Found a place for me to sit — put my coat around me and stayed until the ambulance arrived. My car was loaded with articles I had picked up on my trip. Mr. Hanson said he would wait until the highway patrol officers came and took my car.

The next day, since he did not know my name, he called the different hospitals until he located me. Then he came to see me asking if there was anything he could do. When he left he had a florist send me a beautiful potted azalea.

In these days of pressure and competition when a busy man will go to all that trouble to see that a woman in her seventies, traveling alone, would have care is most commendable. I think Mr. Hanson is a man of great integrity and kindness. I know you will be pleased to know such a man is in your company.

Yours very truly,
Mrs. Ella C. Watson
350 N. 23, Corvallis, Oregon

We very much doubt that the Amchem "corporate image" could be better projected than by the actions of this modern day "Good Samaritan," Ron Hanson.



Aerial view of downtown Clinton shopping area showing new Gateway Bridge across the Mississippi.

NEW PLANT ACQUIRED IN IOWA...

Will Manufacture Granular Amiben

ON DECEMBER 21, Amchem took title to a 30-acre industrial site, including four buildings comprising 30,000 square feet, in the southwest section of Clinton, Iowa. Clinton is situated on the west side of the Mississippi River, 138 miles directly west of Chicago on the Lincoln Highway (U.S. Route 30). The city has an estimated population of 35,800.

As mentioned by Board Chairman Leon Cherksey in the November NEWS, the purpose of this acquisition is to manufacture granular Amiben and "package" liquid Amiben in pails and drums. The reason for selecting Clinton is that this city is located practically in the heart of the great midwest farming belt where Amchem can now give fast and economic service to corn and soybean growers through a chain of distributors.

According to estimates, the Clinton plant will not be in operation for at least four months, due to alterations and the installation of the necessary equipment for wetting and drying the granules.

The plant is being designed to manufacture and package 15,000,000 pounds of granular Amiben and "package" 750,000 gallons of liquid Amiben in one- and five-pound pails and in 30-gallon drums, annually. This production is based on a five-day, 40-hour week, year-'round schedule. Ample provision is being made to handle increased future demands. Liquid Amiben will also continue to be "packaged" and shipped from the Ambler and St. Joseph plants.

AMONG the alterations to be made at Clinton are two additions to two of the present buildings and the laying of a second rail siding parallel

Continued on page 8

New Plant—Continued from page 7

to the present 1,675-foot spur now served by the Chicago and Northwestern R.R. The reason for the latter project is that both the granules and the liquid Amiben will be transported from their basic sources in hopper and tank cars respectively, while the major portion of the finished products will also be shipped by rail to public warehouses located at advantageous points.

One of the above mentioned buildings is 50 x 300 feet and the other 50 x 120 feet. Both will be used exclusively for packaging, manufacturing, storage and shipping.

A main office building, 32 x 100 feet – the larger of the remaining two buildings – will be rented out, since paper work will be held to a minimum. Rental from this source should contribute a large portion of the annual local taxes. Plans are indefinite at the moment for the smallest (864 sq. ft.) of the four building complex.

The City of Clinton

The first settler in what is now Clinton was Elyah Buell who, in 1835 with a man named John Baker, chose the site to locate a ferry to carry people across the Mississippi River on their way to the West. The first claim on the land at that point was made by John M. Bartlett who operated a store. He called the place New York. In 1836 he sold the land to Capt. C. G. Pearce.

In 1855 the Iowa Land Company acquired the site and renamed it Clinton, for DeWitt Clinton, one time the governor of New York.

At one period in the 1880s Clinton was recognized as the largest lumber producing city in the world, with hundreds of log rafts floating down from the north to the sawmills, in the spring, and 40 to 50 steamboats passing the city daily, in the summer.

Woodworking plants followed the sawmills and Clinton became an important furniture and millwork center. When the lumber supply dwindled shortly after the turn of the century, railroading and other industry replaced woodworking.

Clinton now has 86 manufacturing industries employing more than 6,800 people with an annual payroll of over $37.5 million. In addition, there are 18 railroad, bus, trucking, utility and service companies that employ 1,522 people with an annual payroll of over 5.7 million.

Of significant interest to Amchem is the fact that Clinton is surrounded by one of the most fertile argricultural sections in the world. In Clinton County—of which the city of Clinton is the County Seat—and the seven-county area of Iowa and Illinois bordering it, there are a total of 13,090 farms. The total value of all farm products sold from these farms is more than $224,660,568.

Educational and Other Facilities

Clinton has a total of 19 public, parochial and private elementary schools, three junior high schools, one public, one parochial and one private high school, a community college and a private college. There are approximately 150 colleges and universities within 150 miles of the city. Clinton also has two well-stocked libraries.

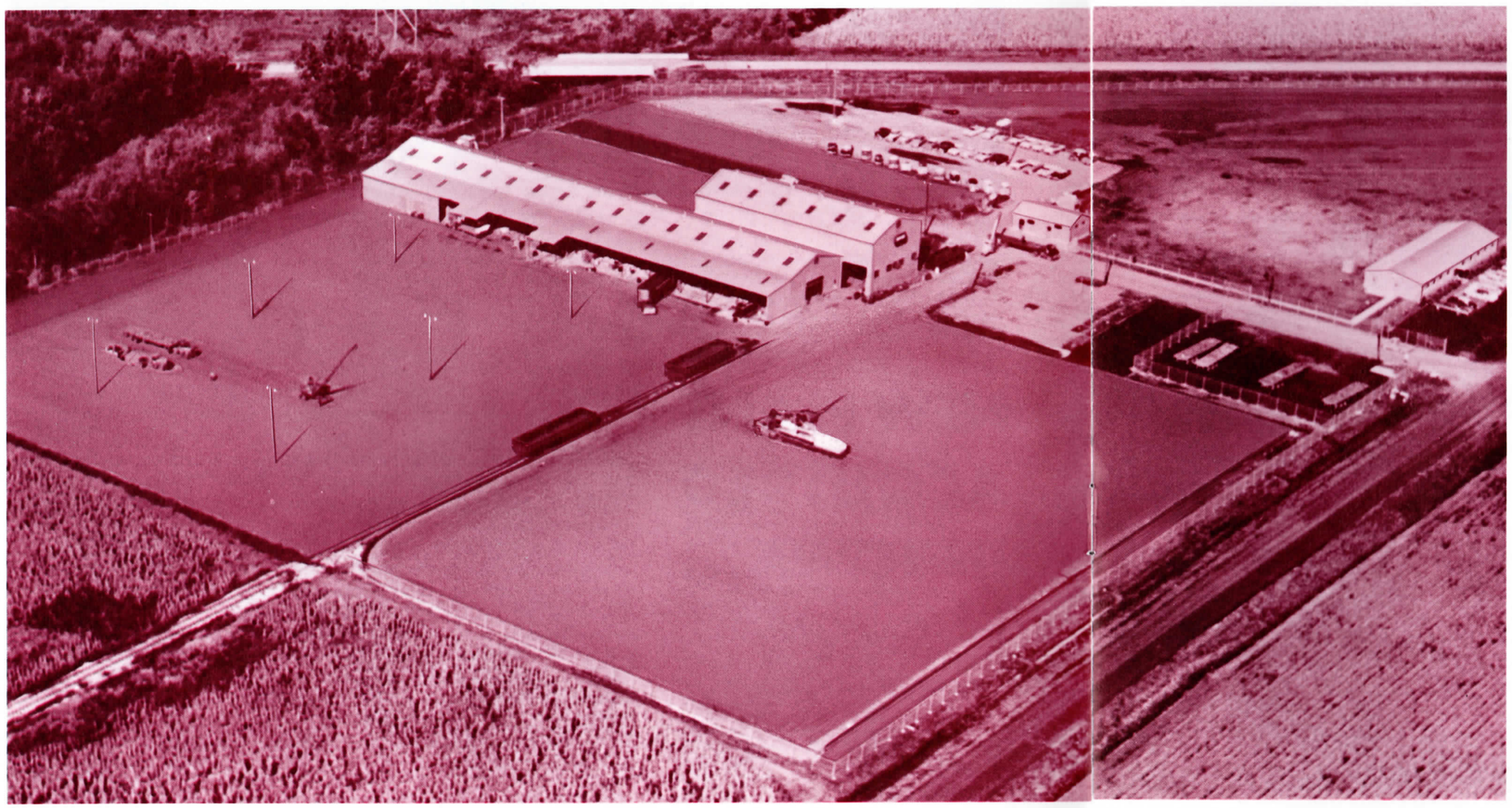
The city has three hotels, six motels, two hospitals and Veterans Administration Domiciliary with 560 beds. There are a total of 45 houses of worship for 20 different religious denominations. Recreational activities are served by 255 acres of parks, a public golf course, municipal swimming pool, private country club and a minor league baseball team affiliated with the Chicago White Sox farm system.

The city has a daily newspaper that was first published December 18, 1856. Its smart, eye-catching format would do credit to newspapers with many times its circulation of 23,300.

Clinton is typical of the many small to medium size cities throughout the Middle West that have made a substantial contribution to the sound economic growth of our country—through a planned program for development. There is every reason to believe that Amchem's new endeavor in Clinton will keep apace this progress.

Main Library, completed in 1904 is fine example of classic architecture.

City National Bank is another beautifully designed classic structure.



Amchem's new ACD manufacturing plant located in "Manufacturing Meadows", a new 189-acre industrial park in Clinton.

Houses constructed by Clinton high school vocational training students.

George Brumbaugh (r) receives 20-year award, Al Douty presenting. MCD Q.C. & E.S.

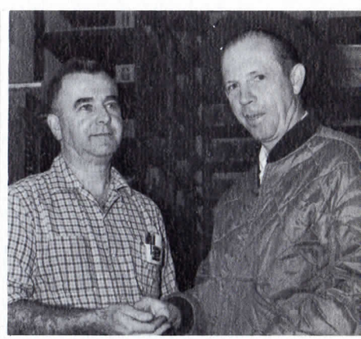
Sam Caterisano (r) accepts 20-year award from R. Naylor. Accounting

Hugh Gehman (c) receives 20-year award from J. O. J. Shellenberger (r) and J. Geyer (l). MCD

John Horn (l) is recipient of 20-year award from R. Rockstroh. Packaging

William Snyder (c) received 20-year award from J. Roberto (l) and G. Mancini (r). Shipping

Clarence Thompson (l) is recipient of 20-year award from A. Karcher. MCD Mfg.



Max Zebich (l) receives 20-year award from H. Hopwood. Receiving

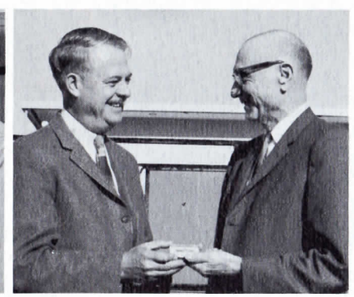
George Barreca (c) receives 15-year award from A. Karcher (l) and L. Carter (r). MCD Prod.

Leonard Carter (r) receives 15-year award from A. Karcher. MCD Prod.

Fran Cram receives 15-year award from J. Horn. Packaging

Lewis May (c) accepts 25-year service award gold watch and diamond pin from W. Dalton (l) and R. Neilson (r). MCD Mfg.

William Cole (r) receives 15-year award from H. Bailey. Maintenance



Paul Dresher (r) is recipient of 15-year award from M. Turner ACD Sales

Harry Faigen (r) receives 15-year award from R. Reeves. ACD Research

John Geyer (l) receives 15-year award from Pres. Romig. MCD

Mervin Hubbard (l) accepts 15-year award from G. Russell. Engineering

Joseph Mallozzi (l) is recipient of 15-year award from J. Horn. Packaging

Congratulations!

These are the men and women of AMCHEM who have received Service Award Emblems between Oct. 1, 1965 and Jan. 31, 1966.

25 YEARS

Lewis R. May

20 YEARS

George E. Brumbaugh — Sam F. Caterisano — Hugh Gehman
John E. Horn — William J. Snyder — Clarence E. Thompson
Max Zebich

15 YEARS

George W. Barreca — Leonard H. Carter — Fran H. Cram
William R. Cole — Paul F. Dresher — Harry L. Faigen
John H. Geyer — Mervin J. Hubbard — Joseph A. Mallozzi
Frank A. Risolia — Louis D. Serratore — Lloyd L. Shepherd
Jack P. Taylor

10 YEARS

Carroll Crabbe — Robert L. Crump — Gene D. Fox

5 YEARS

Bernard J. Cole — David Fritz — James W. Harrison
Emory E. McKeithen — Raymond J. Montecino — William E. Schneider
Betty L. Taylor

Frank Risolia (l) and Jack Taylor (r) accept 15-year awards from M. Turner. (c) ACD Sales

Louis Serratore (r) receives 15-year award from J. Horn. Packaging

Lloyd Shepherd (c) receives 15-year award from G. Smith (l) and R. Rockstroh (r). Plant Manager's Office

Robert Crump (r) accepts 10-year award from M. Turner. ACD Sales

Gene Fox (l) accepts 10-year award from J. Landis. ACD Research

Bernard Cole (l) accepts five-year award from L. Damskey. MCD Sales

David Fritz (l) recipient of five-year award. Anson Cooke presenting. ACD Research.

James Harrison (l) receives five-year award from J. Carroll. MCD

Emory McKeithen (r) accepts five-year award from M. Turner. ACD Sales

Raymond Montecino (l) receives five-year award from J. Delanty. International Div.

William Schneider (l) receives five-year award from L. Damskey. MCD Sales

Betty Taylor accepts five-year award from W. Weston. International Div.

Energy, Optimism and Diversification Lead to Rapid Growth at

ISHIHARA SANGYO KAISHA, Ltd.

President-Chairman Hiroichiro Ishihara wearing royal decorations. Picture was taken at conferment of the Order of Merit of the Rising Sun by the Emperor of Japan, November 3, 1965.

MR. TAKESHI TAJIMA
Managing Director

MR. SHUZO SUGIYAMA
Vice President

MR. KENZO ISHIHARA
Vice President

"DIVERSIFICATION is a ruling concept in U.S. business today.*"

That diversification is "a ruling concept" elsewhere is proven by the diversity of business interests of Ishihara Sangyo Kaisha, Ltd., Tokyo, Japan, an Amchem manufacturing associate since 1949.

This progressive Company, augmented by a number of wholly owned subsidiaries, is engaged in such widely different pursuits as mining, manufacturing agricultural and industrial chemicals, paints, tin refining, banking, land and sea transportation, engineering and construction, real estate and insurance.

**Forbes Magazine, Dec. 1, 1965*

BEHIND such intrepid ventures as these, one always finds a man of rare abilities, a man with ideas, curiosity, vision, and determination, a man of decision. At Ishihara Sangyo Kaisha, Ltd., such a man is Hiroichiro Ishihara, founder, President and Chairman of the Board of the company which bears his name.

Leaving his native Japan in 1916 at the age of 27, Ishihara encountered early adversity when he and his two brothers failed, through lack of experience and finance, as rubber planters in the Malay Peninsula. But his keen powers of observation and his inquisitiveness led to the discovery of high grade iron-ore after noting that the roads in the State of Johore (Malaya) were paved with laterite, a low grade iron-ore. This discovery led to the establishment of the Sri-medan Iron Mine near Batu Pahat, a small town in Johore. Thus, Mr. Ishihara may justly claim to be the pioneer of the iron-mining industry in the Federation of Malaya. With the two brothers, a limited partnership company, Nanyo Kogyo Koshi (South East Asia Mining Co.) — was formed in Singapore, in September, 1920. This was accomplished through the financial support of a far-sighted executive of the Yawata Steel Mills. At the same time a sales office was opened in Osaka. As the forerunner of Ishihara Sangyo Kaisha, Ltd., of today, this company shipped millions of tons of iron-ore to the steel mills in Japan.

WITHIN the next 20 years the Company's mining activities extended beyond Malaya to the Dutch East Indies (now Indonesia), the Philippine Islands and the China mainland. These operations were augmented by a fleet of 20 ocean-going vessels that transported, not only iron-ore, but bauxite, tin, wolfram and other mineral ores to the mills, and on the outward voyage carried general cargo to the countries where the mines were situated.

During this period, home-based enterprises included the opening of the Kishu Mine with a flotation plant to produce copper concentrates and pyrite ore in 1934, the Yokkaichi Plant for production of electrolytic copper and sulphuric acid in 1939, and a fertilizer plant erected in 1942.

AS A RESULT of World War II, Ishihara lost more than 80% of its assets, mostly its South-East Asian enterprises, and its entire cargo fleet. Only the remnants of the Kishu mine and the partially bombed-out Yokkaichi factory in Japan remained.

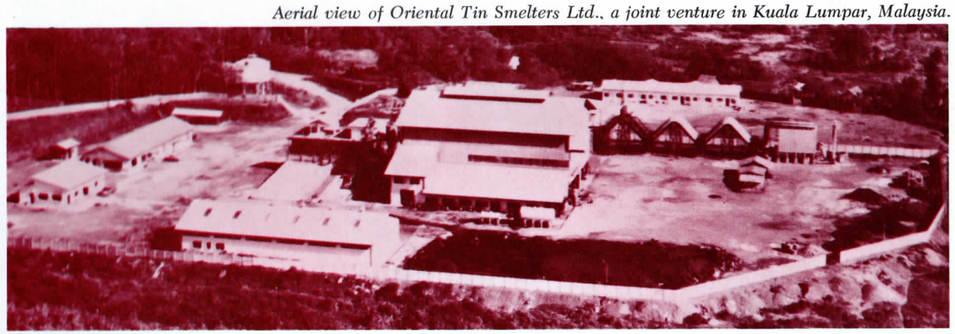
With the return to peace, under the inspired leadership of its founder-president, the sulphuric acid and fertilizer plants of Ishihara Sangyo Kaisha, Ltd. returned to normal operation. However, the demolished electrolytic copper plant had to be declared a total loss. After its first association with Amchem in 1949 as a manufacturing licensee, Ishihara saw the market potential for agricultural and industrial chemicals, and as a result of this, switched its emphasis from mining to the manufacture of these products.

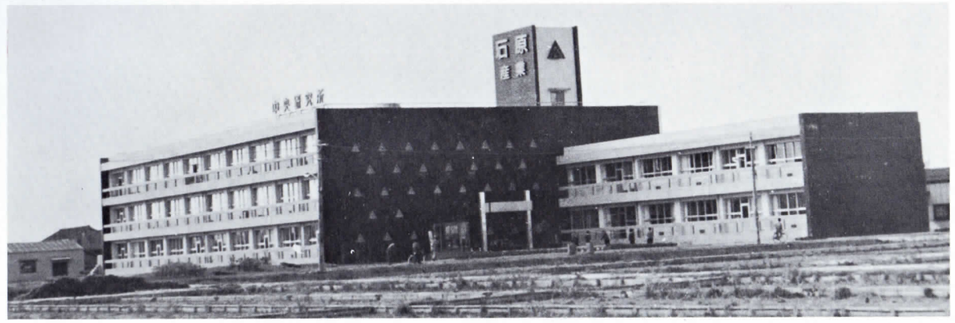
The introduction of Weedone 2,4-D formulations by Ishihara, in co-operation with Nissan Chemical Industries and their jointly formed "2,4-D Education Bureau," effected a complete revolution in rice farming in Japan. The use of Weedone plant hormones produced greater crop yield of other agricultural products and, according to Mr. K. Nakamura, manager

Continued on page 14

Aerial view of Yokkaichi Combined Plant situated at tip of bay forming the port of Yokkaichi. Total area: 180 acres.

Aerial view of Oriental Tin Smelters Ltd., a joint venture in Kuala Lumpar, Malaysia.





Central Research Laboratory at Kusatsu, with experimental plots, completed in March, 1965.

ISHIHARA—continued from page 13

of Ishihara's Overseas Division, "herbicidal formulations and growth regulating compounds have come to be accepted as essential constituents of present day agricultural practices in Japan." With Ishihara, these products have developed into a multi-million dollar industry and constitute over 30% of its national sales.

ANOTHER VENTURE into the area of diversification was the establishment of a titanium dioxide pigment manufacturing plant in Yokkaichi, in 1952, under a technological arrangement with the Glidden Co., Cleveland, Ohio. Today, Ishihara is Japan's largest producer of these pigments, not only serving an extensive home market but exporting 50 to 60 per cent of its production abroad. On a far lesser scale, Ishihara manufactures and markets latex emulsion and other type paints through its subsidiary, Sekisan Paint Manufacturing Co., with a plant near Tokyo and another in the vicinity of Osaka.

In step with its progressive outlook, Ishihara opened a new laboratory with the most modern scientific equipment, last April, in Kusatsu, near the ancient city of Kyoto. It is fully staffed with 120 research personnel.

AGAIN TURNING to interests outside Japan, Ishihara invested in a banking enterprise in Indonesia in 1956, a coastal shipping company in Singapore in 1960, a tin-ore smelting and refining plant in Malaysia in 1963, and a tin-ore and mining operation, also in Malaysia, due to start this spring.

In addition to its two head offices—at Osaka and Tokyo—and its branch offices at Nagoya, Sapporo and Fukuoka, Ishihara Sangyo Kaisha, Ltd. has a total of 16 subsidiary companies, sales offices, agencies and representatives in the Orient, as well as Brazil and Belgium.

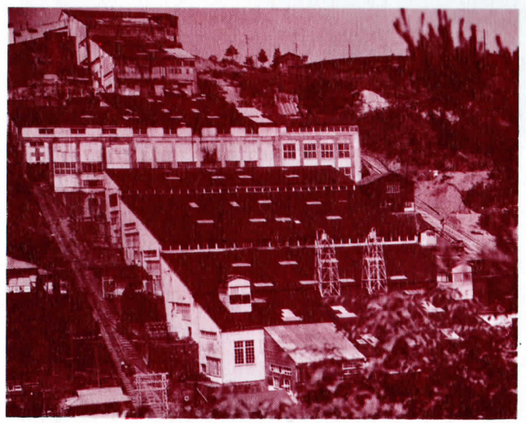
As a tribute to his initiative and business genius and in recognition of his meritorious services in pioneering the iron mining industry in the State of Johore, Founder-President and Chairman of the Board, Hiroichiro Ishihara, was decorated by the Emperor of Japan in 1930 and by His Highness the Sultan of Johore in 1931. Last November, he was again decorated by the Japanese Emperor for his contributions to the overall economic and industrial development of post-war Japan.

The other officers of the Company are: Vice Presidents Shuo Sugiyama and Kenzo Ishihara; managing Director Takeshi Tajima, and the following Directors—Kazuo Matsukawa, Magoichi Nakatani, Masatomo Ohga, Chikaaki Yamada, Kunitomo Nakamura, Giro Inamoto, Jiichi Namura, Daisuke Nishimura, Takeshige Honjo, Akira Abe, and Jiro Shiroya.

THE TOTAL NUMBER of employees is 2,891. Total gross annual sales are $42,000,000.

Present capital (fully paid up) is $8,300,000. The number of stockholders, as of September 30, 1965, was 35,321.

Amchem deems it a rare privilege to be able to include such a highly respected firm as Ishihara Sangyo Kaisha, Ltd., among its manufacturing affiliates and looks with anticipation to the future for a continuation of this most pleasant association.



(At left). *P. T. Bank Perdania, Djakarta, Indonesia, one of Ishihara's many diversified interests.*

(Below-left). *Dressing and ore flotation plant at Kishu Mine. Products are copper concentrate and pyrite ore.*

(Below-right). *A packaged display of Amchem weedkillers and plant hormones with their Japanese nomenclature.*

ACD Research Laboratory Group. *Front row (left to right): Allen Tindall, Jacob Landis, John Hoy. Back row (left to right): Joseph Angelichio, Gene Fox.*

ACD Production. *Front row (left to right): Joseph Alba, Andrew Mayersky, Anthony Bruno, Frank Boland, Melvin Nagle. Back row (left to right): Stewart Snyder, Shirley North, Frank Markley, Harry Morris, Thomas Ryan, Robert Applegate.*

Plant Manager's Office Group. *Front row (left to right): John Nelson, Lloyd Shepherd, Walter Krough. Back row (left to right): Earl Wilson, George Williams, Francis Super.*

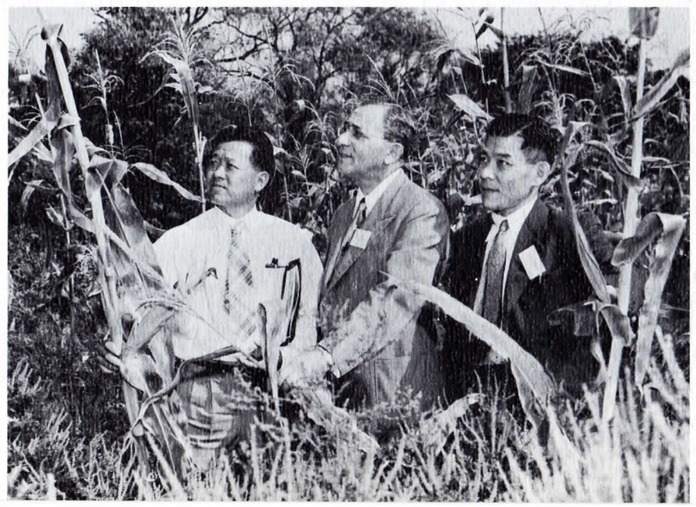
ACD Research Farm. *Front row (left to right): Gordon Collom, Charles Jack, Richard Carson, Fred Schiefer. Back row (left to right): William Metz, Theodore Blichasz.*

ACD Production and Research Have Perfect Safety Record

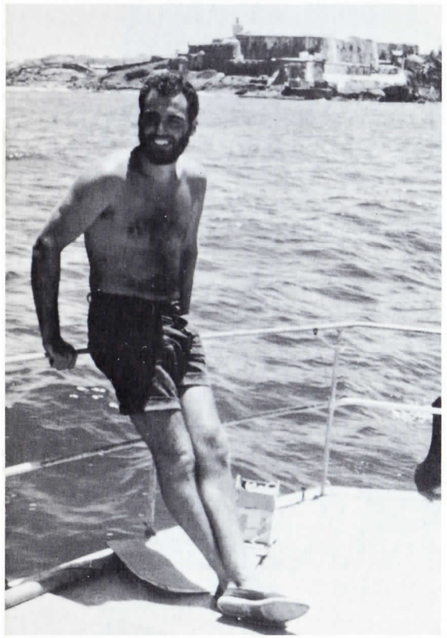
December 31 found ACD Production and Research with perfect safety records for the entire year of 1965 in the "Percentage of Improvement category." Personnel in both of these departments selected gifts from a large and versatile assortment of merchandise which were presented to them on the afternoon of March 1, as a reward for their efforts. Strangely enough, over 90% of the men chose household items to give to their wives in preference to workshop tools or equipment for themselves. The winners are pictured above.

Through the Years

From time to time in the future, we're pretty sure we'll chance to come upon a picture out of the past, such as the one on the left. It shows our late Chairman, Mr. Cherksey, flanked by (left) Dr. Richard K. Tam, Hawaiian Agricide & Fertilizer Co., Honolulu, and (right) Mr. Fumio Watanabe, Sangyo Kaisha, Ltd., Japan, inspecting test plot at the Research Farm during 1953 International Convention field trip.



SID SHAW'S SOUTH SEAS SAGA



Sid on rail of CYGNUS A in San Juan. Historic Morro Castle is in the background.

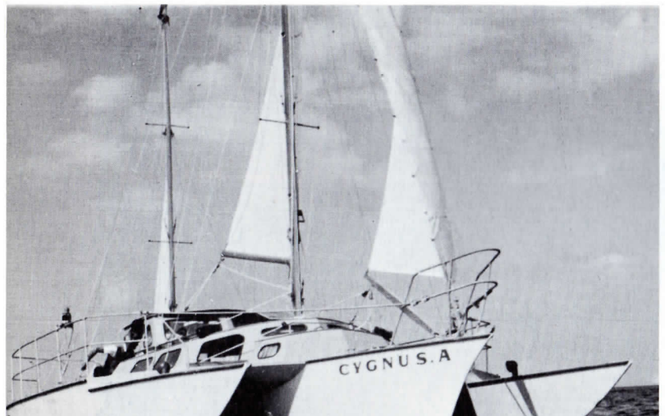
IF YOU HAD to bail out of a plane 1000 miles northeast of the Marquesas Islands in the South Pacific last August 16th and were picked up by the three-man crew of a small, odd-looking craft, you'd never expect to find that one of your rescuers was from Lafayette Hill, Montgomery County, Pa. Even more astonishing would be the fact that he had an indirect association with Amchem. But such would have been the case . . . for on that day—as he had been every day since February 20, 1965—Sid Shaw was a member of a three-man crew sailing a trimaran across the Pacific. Sid is the younger son of Dan Shaw, ACD Staff, Ambler.

The Shaw saga had a dry-land beginning when Sid, as a graduate mechanical engineering student in 1962-63 at Stanford University, Palo Alto, Calif., was introduced to a young radio astronomer, Dr. V. Radhakrishnan, from India, who had been a classmate of Sid's brother, Len, at Stanford. In early 1964 when Dr. Radhakrishnan (who from here on will be referred to as "Rad") decided to accept an assignment at a radio tracking station in Australia, he conceived the idea of going to that Continent by a trimaran, a rather primitive mode of transportation, for a trimaran is something of a Siamese triplet of the sailing world—and a pygmy at that!

The Radhakrishnan trimaran project—from brain to blueprint to launching in England—took roughly one year to accomplish, so it was August, 1964, before Rad, Dave Morris, an Englishman, plus an itinerant seafarer sailed from England for Vigo, Spain.

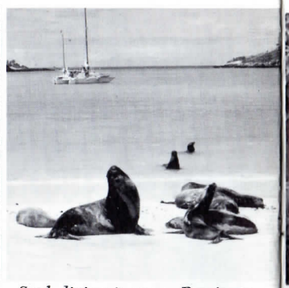
WITH THE ISLANDS in the Caribbean as their next major objective, the hurricane season in that area postponed the trans-Atlantic journey until mid-January, 1965. However, after reaching the Canary Islands, off the African coast, the crossing of the Atlantic to Antigua in the West Indies was accomplished in just 26 days. It was at this port of call that Sid joined his friend Rad as a member of the crew and on February 21 saw the trimaran for the first time. It was named the CYGNUS A.

THOUGH SID, an ex-Navy man, had sailed catamarans—two-hull vessels—on the West Coast, he found the CYGNUS A to be an unusual craft, consisting of three hulls structurally connected, each hull equipped with a jib sail. The center—and largest hull—was 35 feet from stem to stern. It contained the crew's quarters, galley and helm. The port and starboard hulls were used for storage. The overall or combined beam of the three hulls was 18 feet.



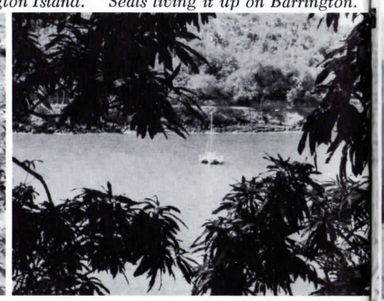
View of bow of triple-hull CYGNUS A at anchor in the Caribbean.

Rad finds new friend on Barrington Island.



Seals living it up on Barrington.

Sid admires waterfall from pool.



CYNGUS A at anchor in Tahiti.

The triple sails gave remarkably good speed in favorable winds (as for example, the 3000-mile stretch from the Galapagos Islands to Hiva Oa in the Marquesas was covered in the excellent time of three weeks. The highest speed attained being 178 miles in a day).

For the next three months, Sid and his marine nomads covered the islands in the Caribbean making all the well-known ports-of-call and finally docking at Arecibo, Puerto Rico, from which they sailed for Cristobal, Panama Canal Zone, on May 20.

When the voyage proper got under way, the progress of the CYGNUS A can be traced by the following schedule: *May 20*, left Arecibo, Puerto Rico. *June 3*, arrived at Cristobal, Panama Canal Zone (Atlantic end) for passage through Locks. *June 6*, arrived Balboa, (Pacific Ocean side). Moored at this port for two weeks. *June 20*, left Balboa for Taboga (an island near Balboa). *June 21*, left Taboga. *July 11*, arrived at Wreck Bay, Galapagos Islands. *July 15*, left Barrington Island (one of the Galapagos group). *August 23*, arrived at Hiva Oa, Marquesas Islands. *August 27*, left Hiva Oa. *August 30*, arrived at Nuku Hiva, Marquesas. *Sept. 3*, left Nuku Hiva. *Sept. 10*, arrived at Maniki Island in the Tuamotus (the dangerous archipelago). *Sept. 13*, left Maniki. *Sept. 16*, arrived Papeete, Tahiti. *Oct. 14*, left Tahiti. *Oct. 16*, arrived at Bora Bora. *Oct. 18*, left Bora Bora. *Oct. 25*, arrived at Cook Island. (From this point of the itinerary to its destination in Sydney, Australia, only arrivals are listed.) Pago Pago, Samoa was reached *November 6;* Suva, Fiji, *November 17;* Noumea, New Caledonia, *December 6;* Sydney, *December 24.*

We've had a pleasant experience in reading a collection of correspondence mailed by Sid to his parents and brother, from various ports where the CYGNUS A docked. Some of the characters encountered and the events connected with them have a distinctly Maugham flavor but are too numerous to include here.

However, the collection, as voluminous as the manuscript of a short novel, is replete with co-incidental meetings in the most remote places. Also, a few of the chance acquaintances were extremely interesting, one person in particular is worth noting, a German girl named Tis, who is described as "beautiful." She suddenly appeared on the dock at Arecibo, P. R., and as related by Sid, "she turned out to be a long lost friend of a mutual friend. She originally had been on a yacht owned by her and her brother and two other Germans. She got fed up in Casablanca and sailed on the CYGNUS A to the Canaries (Canary Islands). There she joined an Australian boat which, after four weeks in the Atlantic and only several hundred miles from Antigua, ran into a freighter in the middle of the night. The freighter sailed on and left them, but luckily the yacht sank slowly and was still floating three hours later when the freighter decided to come back. It was a Norwegian ship, and after two more weeks it dropped her and the Australians in Scotland. Tis went back to Hamburg and sold her story to the newspapers, TV and *READER'S DIGEST*. With the money she flew over here (Puerto Rico)."

There is also mention of a couple of chance meetings with "loners" who were making trans-ocean voyages in craft shorter than Ralph Boston can broad jump.

In the last bit of correspondence, dated December 25, from Sydney, Sid relates that when the trimaran stopped at New Caledonia, in the South Pacific, he rented a Hertz on his credit card. With this kind of territorial expansion, Hertz probably could have put Sid on a sedan chair on top an elephant if he'd gone to India.

The Sydney press and radio gave the CYGNUS A expedition extensive coverage, according to Sid, who also states that Rad and Dave are going to work for the radio tracking station in that city.

A Sid-to-Papa 'phone call, on January 23, informed the latter that he (Sid) was working for the University of New South Wales, Sydney, on nuclear research.

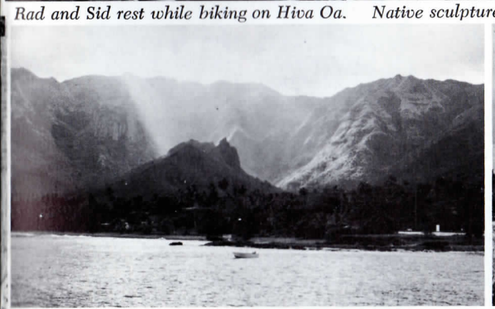
Sid in an early letter to his parents conveyed his thanks to George Russell, who heads-up Amchem's Engineering Department, for George's introduction to Mr. Norman C. Demers, Assistant Transportation and Terminals Director of the Panama Canal. Mr. Demers had made special arrangements to regulate a slow flow of water into the locks in keeping with the requirements of the CYGNUS A. Incidentally, the only time on the entire trip that the CYGNUS A resorted to mechanical locomotion was when she had to be powered beyond the Canal locks by a Johnson 18 hp outboard motor.

WANT TO SIGN UP for the next CYGNUS A voyage, anyone? Contact Danny Shaw!

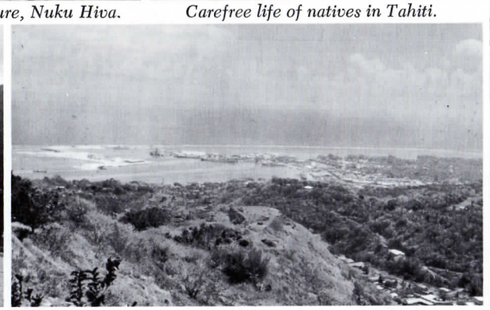
Rad and Sid rest while biking on Hiva Oa.

Native sculpture, Nuku Hiva.

Carefree life of natives in Tahiti.



Exquisite beauty of Hiva Oa, Marquesas.



Beautiful Bora Bora with its snug little harbor.

Children aboard CYGNUS A in Tahiti.

Beatty Named ACD Tech. Assistant to President Romig

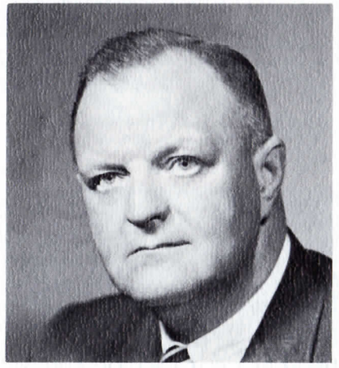
Dr. Stanford N. Fertig Succeeds Him

TWO MAJOR CHANGES in ACD Research have been announced by President Romig. As of March 1, Robert Beatty, ACD Director of Research and Development became ACD Technical Assistant to Pres. Romig. As of the same date, Dr. Stanford (Stan) N. Fertig, Professor of Agriculture, Cornell University, Ithaca, N. Y. joined Amchem as Beatty's successor. Dr. Stanley McLane continues in charge of crops and hormones; John Kirch, non-cropped (tree and brush) areas; and Dr. Anson Cooke, biological research.

In his new capacity, Beatty will continue to report directly to President Romig, from whom he will accept special assignments as well as keeping him up to date on developments in the herbicide field.

Bob Beatty has been with Amchem's ACD since that department's infancy. Joining the Company to do field development work on plant hormone products in 1939, he became Director of ACD Research and Development in 1948.

Encouraged by the far-sightedness of our late Chairman, Leon Cherksey, Bob pioneered in the development of



ROBERT BEATTY

the Company's two great discoveries, 2,4-D and 2,4,5-T and built a research organization which is constantly referred to in chemical circles as "the best group of herbicide men in the country."

Some recent developments during Bob's tenure are the highly successful amitrole, amiben;* PYRAMIN® and bromoxynil formulations.

He has been author or co-author of nearly two dozen scientific papers on weed control. He helped found the Weed Society of America in 1954 and was this organization's first president. He is also a member of the following organizations: The American Society of Agronomy, American Society of Horticultural Science, American Society of Range Management, and the Northeastern Weed Control Conference, of which he was president (1953-54).

He is also a fellow of the American Association for the Advancement of Science and was a consultant to the U.S. Biological Warfare Laboratory (1956-58).

Bob is a graduate of Penn State University where he received his B.S. in Horticulture in 1933. While at State he played tackle on the football team. After graduation he worked for the Pennsylvania Department of Agriculture and for a time conducted his own florist business.

Bob is a native of Philadelphia but now resides in Penn Wynn with his wife, Margaret. Mr. and Mrs. Beatty have one daughter and two grandchildren.

DR. STANFORD N. FERTIG

Dr. Fertig, who is well known to all ACD Research personnel for a number of years, having cooperated with them on numerous research projects, brings a wealth of knowledge and experience to Amchem.

At Cornell he was engaged in extension work, research and teaching. In research and extension, he worked with New York farmers, county agricultural agents, farm control, corn, and small grain production, forage crop establishment and management, and other agronomic problems. He was also responsible for the research program in the aquatic environment.

Reared on a general crop and livestock farm near Marlinton, West Virginia, Dr. Fertig was active in 4-H Club work and later became a Club leader.

After graduating from Potomac State College, Keyser, West Virginia, in 1940, he attended West Virginia University from 1940 to 1942 where he was a member of the Agricultural Club, Poultry Club and the Agricultural Club Radio Committee. He was elected to Alpha Zeta and Phi Epsilon Phi Honorary Societies.

From 1942 to 1946 he served in the U.S. Naval Air Corp as a radio-radar technician and later as engineering and communications officer. He served in the Pacific Area, taking continuous part in the invasion operations from 1943 to the end of the war. After the war he served as instructor and later as officer in charge of a section of radio and radar training, U.S. Naval Air Station, Jacksonville, Florida.

In February, 1946, he returned to West Virginia University to receive his B.S. and M.S. degrees. He served as Chancellor of Alpha Zeta and President of the Agricultural Council and was elected an associate member of Sigma Xi in 1947. From February, 1946, to June, 1947, he worked as teaching assistant in the Field Crops and Soils Department at West Virginia University. In September, 1947, he enrolled in the Graduate School of Cornell University and completed the Ph.D. requirements in June, 1950. He also taught in the Field Crops section. At Cornell he was elected to full membership in Sigma Xi in 1950.

From October, 1954, to June, 1956, he was on leave from Cornell and worked at the College of Agriculture, University of the Philippines, assisting in the development of a research program on weed control and training of staff in the Department of Agricultural Botany. While in the Philippines he was elected to honorary membership in the Philippines Society for Advancement of Research and Sigma Alpha Beta, Society of Agricultural Botanists.

He was Vice-President of the Northeastern Weed Control Conference in 1957, and served as President during 1958. The Conference has an annual membership of over 600 people in experiment station research, industry, and Extension.

From February, 1957, to July, 1963, he served as project leader in Agronomy Extension.

A major portion of his time, since 1963, has been spent on weed control research, and teaching in the areas of Agronomic crops and aquatics.

At present, he is serving on two study committees of the National Academy of Science.

He is married and has a 16-year-old daughter.

*Amiben is Reg. Trade Mark outside U.S.

Dave McInnes (c.) is presented with gold watch and 20-year service award by W. Graham Smith. Others at presentation are (l. to r.) Ray Collmer, Dick Rockstroh and Harry Bailey.

Dave McInnes Retires to Travel

A long and mutually happy association was interrupted last November 12 with the retirement of Dave McInnes after 20 years of faithful service in Amchem's machine shop. Dave epitomized the ideal employee image, with his loyalty, ability, cooperativeness and knack for getting along with people—all of which gained him the respect of his fellow-workers, superiors and management alike. His co-workers tendered him a farewell dinner November 3rd and presented him with a matching set of luggage.

Although he had reached retirement age, the move was of his own choosing, because he had been looking forward to touring the country with Mrs. McInnes and paying visits to two of their married daughters on the West Coast.

Dave and Mrs. packed up bag and baggage and vacated their Ambler apartment, Saturday, November 13. On the following day their four other married daughters, son, and 23 grandchildren celebrated Dave's retirement with a family reunion and party at the home of one of the daughters in New Jersey.

A highly imaginative person, he was a skilled photographer, whose pictures frequently appeared in the *AMCHEM NEWS*, as well as a first class "ham" radio operator (see AMCHEM NEWS, July, 1963).

A long and happy retirement is the wish of all of us.

Collmer and Robinson Promoted

A. RAYMOND COLLMER, Supervisor of Maintenance since April 1, 1961, was promoted to Plant Production Superintendent to succeed the late Robert Breininger. Raymond J. Robinson was elevated to Collmer's former position. These changes were effective as of January 1, 1966, according to Vice President-Director of Manufacturing, W. Graham Smith.

RAY COLLMER

Collmer joined Amchem's Engineering Department in March, 1953 following a two-year stint as public utilities engineer with the Association of Fire Underwriters, Philadelphia. Prior to this he was an engineer with the Eastern Inspection Bureau, New York City.

A graduate of Olney High School, Philadelphia, Collmer attended Temple University and the University of Pennsylvania. A native of Philadelphia, he now makes his home in Tinicum Township, Upper Bucks County, with his wife, Phyllis, and four children: Alan 20, June 17, Jill 12 and Mark 9.

Robinson was hired and assigned to Amchem's Maintenance Shop in November, 1959. More recently he has been specializing in the building and assembling of equipment for the application of weed and brush killers.

He is a graduate of Ambler High School. He served in the U.S. Navy in 1945-46, and subsequently was a partner in the G. Spengler & Sons machine shop, Wyndmoor, Pa.

RAY ROBINSON

Ray, Mrs. Robinson and the two younger of their four children are residents of Ft. Washington. The couple's older children are married and live away from home.

Krisan Export Traffic and Office Manager

MICKEY KRISAN has been promoted from ACD Inventory Control to Export Traffic and Office Manager, International Division, as of January 1, 1966, replacing Christian Andersen who resigned to accept a position in another State.

MICKEY KRISAN

This is the second promotion for Mickey. His first Amchem assignment was in the Receiving Department. He was upped to Inventory Control in June, 1956.

He is a World War II veteran, having served in the U. S. Army from 1943 to 1946. He holds a B.S. in Biology from State Teachers College, Lock Haven, Pa., from which he graduated in 1950.

He is single and lives with his mother at 405 Tennis Ave., Ambler.

Hank Sansom Is Winner

HENRY C. (Hank) SANSOM, MCD Sales Representative, was the top performer in the year-long *MCD Project 65* Sales Promotion Contest sponsored by the Eastern District. Hank was awarded a color television set of his choice.

The winner was announced by President Romig on the first day of the two-day Eastern District Sales Meeting, February 8 and 9, at Penn Center Inn, Philadelphia.

It was a neck and neck race from start to finish. The lead changed constantly and the winner was not determined until the last day.

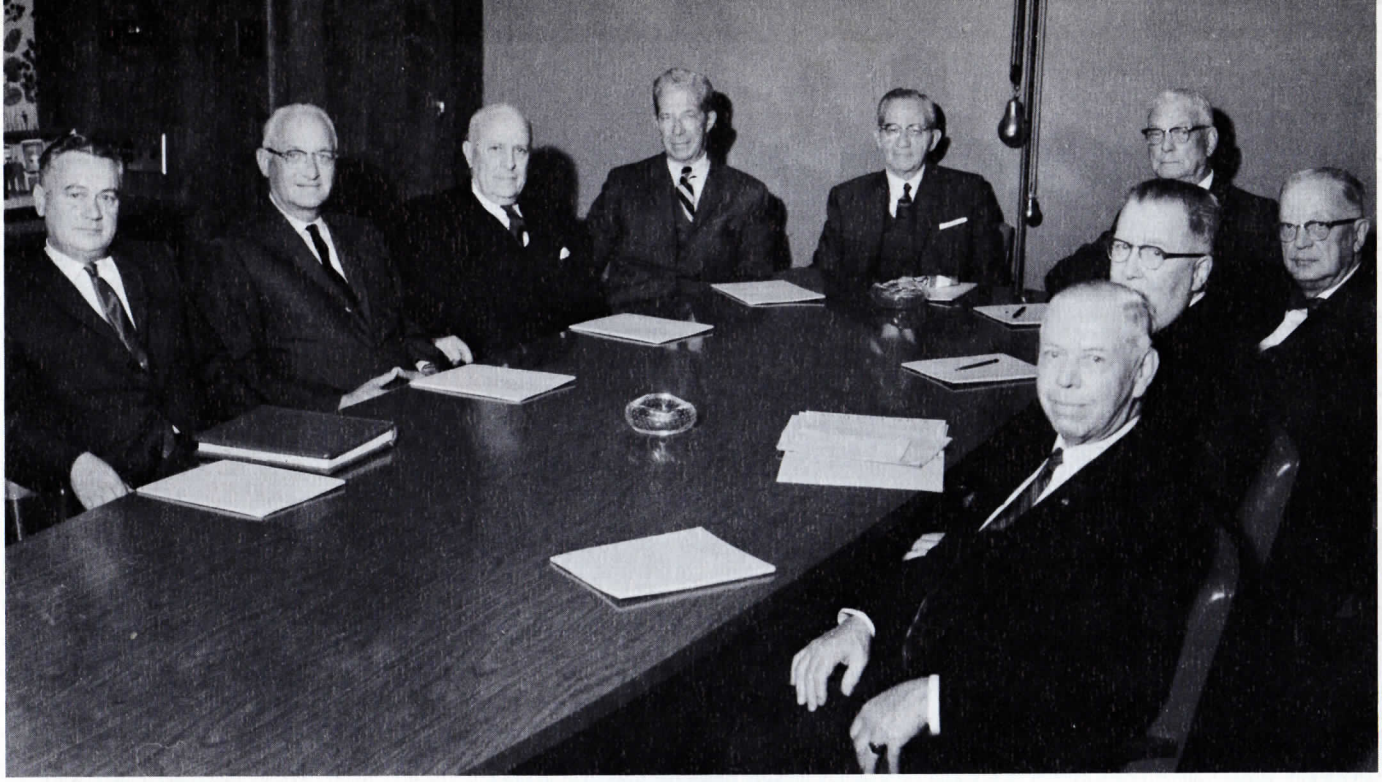
The contest rules, as devised by the Eastern District Supervisors under Gene Mendlow, Assistant Eastern District Sales Manager, and directed by Al Sinclair, E. D. Sales Manager, gave every Sales Representative an equal chance, so that a contestant with a more lucrative territory had no advantage over a salesman with a less productive group of major prospects.

Each salesman submitted a list of six prospects to his supervisor. These were screened, with deletions and additions made until the best six prospects in each salesman's territory were determined. Then each salesman "went to work" on his prospective accounts.

The purpose of the contest, in addition to increasing sales, was to expedite the flow of the necessary reports from the men in the field to the Regional Office, in order to keep the latter informed on the progress being made by each sales representative in his contacts with the prospects.

Another sales promotional program for 1966, *Teamwork 66*, was also outlined at the same meeting.

Hank (left) is about to accept peacock symbol of color TV set from Pres. Romig.



GENTLEMEN OF THE BOARD

(Clockwise) Lyle K. Slingluff, *Secretary;* Benjamin Foster, *President, Benjamin Foster Co.;* J. O. J. Shellenberger, *Vice President-Director of Marketing;* Gerald C. Romig, *President;* Leon Cherksey, *Late Chairman of the Board;* F. P. Spruance, Sr., *former Vice President (retired);* W. Edwin Dill, *Laurence E. Brown Co.;* Raymond M. Naylor, *Treasurer;* Elmer L. Menges, *Attorney. This photo, taken at the meeting on December 9, 1965, is the last picture taken of Mr. Cherksey.*

Introducing New Members of the Amchem Stork Club

(Not previously listed in The NEWS)

TODD RUSSELL NASH, May 26, 1965
Father: Russell Nash (ACD Sales)

EDWARD ALLAN POPE
. . . October 6, 1965
Father: William Pope (MCD Sales)

STEPHEN EUGENE MEISTER
. . . November 26, 1965
Father: Edgar Meister (MCD Sales)

KELLY ANN KERN, December 1, 1965
Father: Paul Kern (MCD Sales)

BARBARA ANN NUSBAUM
. . . November 21, 1965
Father: Edwin Nusbaum (MCD Sales)

JOHN WESTON HECKLER
. . . December 22, 1965
Father: John Heckler (Maintenance)

SAFETY CONTEST December 1965

Following are the standings of the various departments.

A. ACCIDENT FREQUENCY RATE — Frequency rate of each department is based on performance of the past 11 months, plus current month.	B. PERCENTAGE OF IMPROVEMENT — Percentage of Improvement is based on performance of all preceding months within the current calendar year as compared with standings at the close of previous year.
1. ACD Production	1. ACD Production
2. Research	2. Research
3. Packaging	3. Packaging
4. Receiving	4. Shipping
5. Maintenance	5. Receiving
6. MCD Production	6. Maintenance
7. Shipping	7. MCD Production
8. Construction	8. Construction

Welcome to Our New Employees

(Not previously listed in The NEWS)

NAME	HOME TOWN	ASSIGNED TO
JAMES A. AKOS	*Euclid, Ohio*	MCD Sales
MARIE A. BALESTRIERI	*Ambler, Pa.*	Accounts Payable
PAUL W. BISHOP	*Telford, Pa.*	Maintenance
THEODORE BLICHASZ	*Montgomeryville, Pa.*	ACD Farm
LAURA A. BLIZZARD	*Ambler, Pa.*	Office, Director of Manufacturing
ANNA MAY BLOSSER	*Lansdale, Pa.*	ACD Packaging
CAROL W. BROWN	*Norristown, Pa.*	Receiving
F. CLARKE CASTEEL	*Santa Clara, Calif.*	Fremont, Plant
MARGUERITE C. CLEES	*Troy, Michigan*	Ferndale, Office
GREGORIO COLELLI	*Ambler, Pa.*	Construction
NORMAN COOPER	*Ambler, Pa.*	International
THOMAS C. DAY, JR.	*Hatboro, Pa.*	MCD Research
ROBERT C. DE WILDE	*Bridgeton, N. J.*	ACD Research
PATRICIA L. ESMOND	*Ambler, Pa.*	International
JENNIFER E. FORBES	*Philadelphia, Pa.*	International
CLARA G. GARRISON	*St. Joseph, Mo.*	St. Joseph, Office
EVA C. JOHN	*Ambler, Pa.*	International
JOHN F. KOERWER	*Sellersville, Pa.*	ACD Farm
EVELYN G. KRAUSE	*Norristown, Pa.*	IBM
JOSEPH W. KRZACZEK	*Rockledge, Pa.*	MCD Development
ARTHUR LAMIRANDE	*Windsor, Ontario*	Windsor, Plant
JAMES P. LESHER	*Doylestown, Pa.*	Inventory
PAUL R. LOMSKE, JR.	*Detroit, Michigan*	Ferndale, Plant
SARA L. MAGUIRE	*Philadelphia, Pa.*	Inventory
DOMINIC MARINCOLA	*Ambler, Pa.*	Shipping
ANTOINETTE R. McBREEN	*Ambler, Pa.*	ACD Packaging
LOIS A. MILLER	*Ambler, Pa.*	MCD Research
LIONEL P. MONFORTON	*LaSalle, Ontario*	MCD Sales, Canada
JAMES J. O'DONNELL, III	*Philadelphia, Pa.*	Traffic
JENEANE POPP	*Oak Park, Michigan*	Ferndale, Office
CLARENCE M. RILEY	*Philadelphia, Pa.*	MCD Production
ROGER S. ROBBINS, III	*Horsham, Pa.*	Maintenance
JOHN E. SCHNEIDER	*Ambler, Pa.*	ACD Research (Residues)
RICHARD L. SWOBODA	*St. Joseph, Mo.*	St. Joseph, Plant
LOUIS TORO	*Telford, Pa.*	Mechanical Development
G. WATSON WHITESIDE	*Evanston, Illinois*	ACD Sales (Lawn & Garden)