

THE

AMCHEM

NEWS



Take
stock
in America.

Buy U.S. Savings Bonds

Volume 20, No. 4

October, November, December, 1977

Appointments, Transfers, Retirements, and Retirees

DICK HEINTZELMAN

Dr. Richard Heintzelman is another small town boy who has been promoted at Amchem. Heintzelman was born in Mt. Pleasant Mills, Pa., about 40 miles north of Harrisburg and was recently named Group Leader-Synthesis Group in AD Research and Development, reporting to Russ



Dick Heintzelman

Bishop. He has a bachelor's degree in chemistry from Lycoming College, Williamsport, Pa. and a doctorate from the University of Virginia in Charlottesville.

Mt. Pleasant Mills had only 200-300 people when Heintzelman was growing up so he went to school at Middleburg High nearby, participating in sports, mostly soccer, and clubs, principally the Key Club. The death of his father as Dick was at the end of his high school career caused him to move in with his brother in Port Treverton and there, next door, lived the girl he soon married.

Dick and Constance have two children, Angela, 3, and Jennifer, 8 and while Dick is engaged in carpentry, mostly furniture making, his wife sews, frequently making her own and her daughters' clothing. They both like to garden,

Amchem Groups Convene

MCD Sales Holds National Meetings

MCD Sales did things by halves back in September when they held, during successive weeks, two sales meetings almost identical in format, program, location, (Stouffer's Valley Forge Inn) and size. Members of the Mid-Atlantic, Midwest, and North Central regions met the first week and those of the Canadian, Great Lakes, Southern, and Western regions met the second. It took two and a half days time to cover all the subjects which ranged from personnel policies, through sales reviews, technical seminars, credit and order procedures, to salesman success stories.

The latter seemed to generate the most interest in the



Gene Snyder speaks to the group, Left to right, Jack Radzai, Bob Berner, Boris Jusic and Russ Bedford facing camera—Greg Gibson and Jack Harsma, backs to camera.

group. With humor and wit, one after another recounted for his colleagues, a story of success, minor or major, he had had with selling Amchem's pro-

cesses. It became obvious that some of the fellows might have missed a calling—namely, stand-up comedian.

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AD Sales Managers Get Amblerized



Sales Managers, left to right, Jim Casey, partially hidden behind Tom Arnold, Paul Niewoehner, Ivan Jones, Bob Tisch, and John Kirch.

All the AD Sales Managers met in August for a day of budget review and objective setting and another day of information and guidance from Industrial Relations Department people. The crew, assembled under the direction of Dick Lehman, Sales Manager, had sessions with Steve Appelbaum on management by objectives, another with Appelbaum, Phyllis Cates, and Malcolm Foster on interviewing, and still another on wage and salary administration by John

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too. Take a look at a suit or a sport coat Dick wears in to work sometime. It may be one of those his wife has made for him.

BUCK WALKER

Thomas "Buck" Walker, twice named to the President's Honor Club for his sales performances in 1974 and 1976 respectively, was made MCD Automotive Manager, by Jack Price, MCD General Sales Manager. He will report to Pete

Russell, National Automotive Sales Manager. Many people around here think that 50 miles north of Toronto, Ontario would be just a little south of the Arctic Circle but Buck, his wife Linda, and their 6 year old first grader live in Bond Head and it's just like a small town near a big city anywhere in the world.

He was born in Winnipeg and spent his early years in Jamaica because his father, a

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Buck Walker

APPOINTMENTS, ETC.

Continued from Page 1
military man, was stationed there. He came back to Toronto and attended high school there, played football and, from age 7 through 16, ice hockey in the age graded leagues which operate all over Canada. Some of them were good teams, too, winning championships among their peers.

After 2 years at Lakeshore Business College, Buck tried his sales wings in the printing business, for Kraft Foods, and finally, Amchem, where he has sold our MCD processes all over central and eastern Canada.

He enjoys lawning and gardening, being especially partial to his tomato plants. On days off from Amchem he can often be found sun bathing by his swimming pool. Some years ago, while working for Kraft Foods, he took a trip to visit the Montreal plant and, when leaving the city from the train station, he was introduced to Linda, his future wife. The person who introduced them was her father, who also worked for Kraft Foods and is now the president of the company in Canada. Linda is also a salesperson, working for the Otto Suture Corp. contacting primarily medical institutions.

JANET MULLIGAN

Back in late June, Janet Mulligan, Computer Operator in the Data Processing Department, was named Coordinator of Data Communications, reporting to Jean Bigotti, Operations Manager. Janet was born in West Philadelphia but really qualifies as a local citizen since her family brought her to this area when she was just a year old.

She went to high school at Mount St. Joseph's in Flourtown where she played intramural hockey and basketball, sang in the Glee Club, and was a member of the Sodality Club, a group which specialized in service and charitable work. After high school, she went on to Gwynedd Mercy College, North Wales, where she received an associate's degree as a medical secretary. She came to



Janet Mulligan

work at Amchem immediately after school and has been with us for four years.

Janet is a tennis enthusiast, playing regularly with friends and hoping that the new Amchem Recreation Association gets tennis play organized. She also does a variety of needlework. She can't quite explain how the switch from medical secretary training to data communications work came about. She arrived here as a secretary in Data Processing and was gradually trained in the wonders and idiosyncrasies of computers and now they eat out of her hand.

About a month after her promotion, Janet became engaged to a young man who works in Conshohocken. After marriage next May, they plan to settle in this area.

LIONEL MONFORTON



Lionel Monforton

In the Oct.-Nov.-Dec. 1976 issue of Amchem News, we reported on a promotion to Lionel Monforton, MCD Sales, and now he's received another. This one is to Canadian Region Sales Manager and he'll be moving to the Toronto area. Lionel is one year older, wiser, and richer since our last report on him.

TOM DAY

Tom Day, recently appointed Buyer, Chemical Raw Materials and Containers, looks back on his military service with mixed emotions. He didn't want to be in the Army and was highly discouraged when he was drafted because it pulled him out of college before he was finished. But his Army job wasn't difficult, was even somewhat pleasant (he was an M.P.), and "how else could I have gotten to spend a year and a half in Germany."

He was stationed in Kaiserslautern, a town about 90 miles south of Frankfurt, the hub of U.S. Army forces in Germany.

The college the Army separated Tom from was Delaware Valley in Doylestown, Pa., where he had gone from Cheltenham High School. Tom studied a good deal of chemistry in college and after his mili-



Tom Day

tary service he came directly to work at Amchem. He worked about 8 years in MCD Research, mostly on cleaners but some on inhibitors and some on what he calls "Schiffman's stainless steel process." Schiffman is Dr. Louis Schiffman, a former group leader in MCD Research.

About 3½ years ago, Tom moved to the purchasing department—"the best move I ever made," he says. More

important, about a year ago he married the former Donna Hildebrand, who works now in the Amchem Traffic Department. They live in Tom's former apartment in North Wales.

Tom is, by his own admission, a "sports nut," playing golf and bowling in the Amchem leagues, fishing (fresh water and ice) with Ed Rodzewich, Barrie Robinson, and Andy Kepich and watching a profusion of games on TV. His life now is a far cry from the 2 week bivouacs in Germany or the military patrolling of the town to assist in traffic accidents or help overzealous GI's who had imbibed too much on payday.

GUS OLESON

In a small (population 400) mining town, Mohawk, in Michigan's upper peninsula, was born Gus Oleson, who retired from Amchem this past summer. Gus's family moved him nearer civilization (Detroit) when he was 12 and he went to high school and college there. He played football at Northwestern High School in Detroit and at Wayne State University. Gus describes himself as a "half baked guard and halfback" on some average teams but "I had fun."

New York, Ho!



The whole International gang (plus Gene Snyder) get together to record the occasion.

Among the first Amchemers to transfer to Union Carbide headquarters in New York City was Bill Delanty, former Vice President - International Division. Bill was to become Director of Worldwide Area Company Relations for the Agricultural Products Division. Before he left, all the folks in the International Division got together and contributed the plaque (see picture) whose inscription expressed their affection and best wishes.

Bill accepted the gift with modesty and humor and promised to be back in Ambler as frequently as he could with his new responsibilities. Gene Snyder was present also and thanked Bill for his past contributions to Amchem and wished him good fortune in the future.

There was great difficulty getting everyone assembled for



Bill Delanty, with his secretary, Mildred Morris, shows the plaque presented by all the International Division people.

a group photo (see above) what with phone calls, men's room visits, primping, and just plain wandering around. It was finally accomplished when Don Page discovered himself all alone in the International offices and realized where he was supposed to be.



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Employees and Their Families
Hugh Gehman, Editor



Gus Oleson

He played in one game at Valparaiso University in Indiana where his future wife was a student. They didn't know each other at the time but later they were both amused, when going over some old Valparaiso alumni magazines to see a description of that game mentioning the Wayne State halfback, Oleson.

He went to work in the Chrysler engineering department and then went with the Neilson Chemical Company where, in short order, he found himself doing work for both Mr. Inside, Ray Neilson, and Mr. Outside, Howard Neilson. The father of the two Neilsons really started the small package rust preventive business, according to Gus, and that's what he wound up doing for both Neilson and Amchem, after Neilson was acquired in 1951.

Gus and his wife had a 40th wedding anniversary in August. The couple have two married children, a boy and a girl, and 5 grandchildren, who all arranged a surprise party for the occasion that nearly flooded the Olesons. They plan to develop a property for easier living near Gaylord, Michigan, about 80 miles south of the Mackinaw Bridge. From that base, Gus plans to golf, fish, hunt, and consult.

EMMA NORVIG

Emma Norvig pauses during her late July visit to Amchem. She retired from MCD Marketing in mid-1976 and she and husband were in the final process of selling their home here and moving to California. They are following the westward migration of their children, a boy living now in Nebraska and a girl in California. Their new home is being constructed in a retirement community near Los Angeles.



Emma Norvig

THEDA OSTERHOUT

Theda Osterhout, Ferndale office, retired at the end of August and we can thank Bob Couch, plant manager, for the account which follows as well as the picture.

For ten years prior to joining Amchem I often wondered where the lady worked who often crossed my path at 9 Mile and Gainsboro on her bicycle. Four years ago I learned it was Theda Osterhout.

Theda joined Neilson Chemical in 1959 which then became Amchem in 1961. For the past 18 years she has been riding her bike to work, rain or shine, and serving our customers in the order department.

Theda has chosen early retirement so that she can pursue her many interests, particularly travel. She immediately will revisit Florida and has in mind another trip to Alaska, California and Hawaii.

Her work career is as varied as her interests. She spent 2½ years in the Far East and was in Japan, as a civilian typist with the army in 1951. Then came a year on Guam in the

accounting office of a SAC base. This not being enough excitement, she returned aboard a Danish freighter, stopping at many interesting points, including Holland, where she visited the city of Osterhoot from which her early ancestors emigrated to Canada and then the U.S.

Theda is active in the local Botanical Club, Ferndale's Business Women's Association, and her church. In her spare time she is going to strip the paint from the woodwork in her home and refinish it.

The Ferndale office group had a luncheon for her and we

were glad to welcome Blanche Van Buren, who has been ill, and Eva Longtine, who retired several years ago.

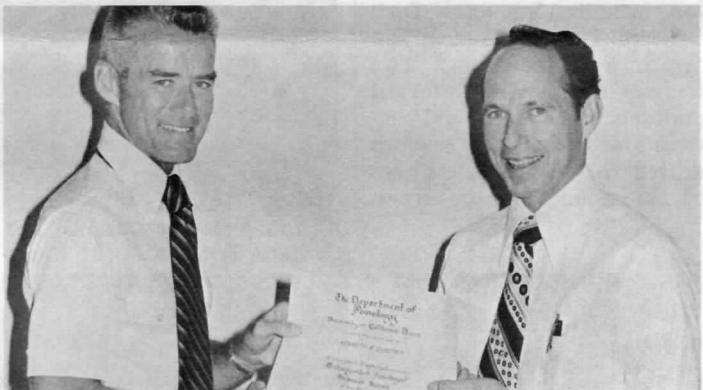


Theda Osterhout with her favorite means of transportation.



The farewell lunch, left to right, Debbie Grobble, Delores Crowley, Mary Brady, Mary Nizol, Blanche Van Buren, Theda, Ottilia Modrzyński, Fern Beacham.

Dunster Presented Award



Ken Dunster (r) receives the award.

The University of California at Davis has been in the news recently, largely because of the important reverse discrimination suit brought by a medical school applicant which has reached the Supreme Court of the U.S. But U.C. at Davis gets in our news because they awarded, last June, a distinguished pomologist certificate to Amchem's Ken Dunster, AD

Field Development (see picture).

The award recognized Dunster's achievement in research on plant growth regulator use in fruit orchards. It was made following a seminar given by Dunster on "Agricultural Chemicals from Discovery to Consumer Acceptance." A copy of his presentation is in the AD files if any

Blue Cross Green Stuff

Mrs. Lois Johanson, Industrial Relations, reminds all Amchemers outside the South-eastern Pennsylvania Blue Cross/Blue Shield area that the quickest and most direct way to get "out patient" hospital benefits is to pay the bill yourself when leaving the hospital and then send her a copy of the itemized bill with Out Patient Report Form #9124. If Blue Shield is involved in the service, please send also the Doctor's Service Report 7Z-3, completed and signed by the doctor or surgeon. Reimbursement will be made directly to the subscriber.

Amchem News reader cares to enlighten himself on this subject.

Children recently born to Amchem employees whose names were not previously published in the NEWS.

ELIZABETH JULIA ANDERSON
June 20, 1977
Father: James D. Anderson
MCD Research

JEFFREY PATRICK HUDSON
November 21, 1976
Father: Joseph C. Hudson
International

PATRICIA ANN LEISTER
August 31, 1977
Father: Harry M. Leister
MCD Research

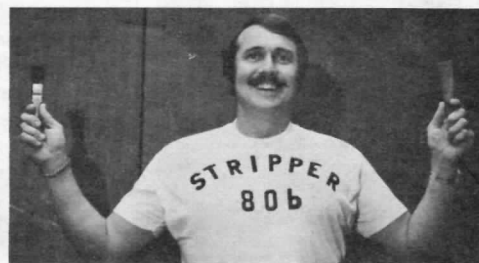
COREY ROBERT RAMSEY
August 20, 1977
Mother: K. Star Ramsey
Fremont Plant

BRYAN STEWART WOODWARD
June 20, 1977
Father: Norman S. Woodward
Ambler Plant

Breakfasts, lunches, and dinners were all at the Inn with one exception. It might be classified as additional sales training that caused Sales Manager Jack Price to have his charges eat out one evening at something called Bull Tavern.



Two views at dinner



Jim Mecham goes through a demonstration of his favorite Amchem product.



Ron Dinsmore (l) Gary Sadamori (c) and Curtis Evans (r) show rapt attention during the afternoon sessions. The back rows, strangely, seem attentive also.



Left to right, Dick Andes, Dave Roberts, and Fred Moser demonstrate the suave MCD Salesman; Mark Kuehner and Hank Panning in background.

Two International Division Conventions

One would think that early June in Holland by the sea would be an ideal time and location for a convention. This thought evidently occurred in our International Division and they proceeded to set the MCD International Automotive and Fabricated Metal Industry meeting June 8th to 10th at Noordwijk aan Zee.

About 40 Amchemers were there, including Joe Hudson,

International Division, Ambler, Ellis Stockbower, Marketing Dept., and Bob Cassel, MCD Research. A number of European Amchemers were present too, including Stig Sasse, Dick Galjaard, Pete McConnell, and Ingemar Granbom. The weather was nice, an informal atmosphere prevailed, and conversation during the sessions drifted to Amchem's coatings on automobiles and appliances.



At the technical sessions, left to right, Ellis Stockbower, Dick Galjaard, Bob Cassel, Joe Hudson, and Stig Sasse.



Two views of the licensees at dinner.



Hernando Jaramillo, Amchem Field Development in Colombia, Ken Bridge, Frans Shuitemaker, and Don Page, all of Ambler, listen to the praise of Ethrel.

Our International Division had its eye on another lovely convention site, Sao Paulo, Brazil, but this time it was a meeting of the International Society of Sugar Cane Technologists in mid-September. 1700 delegates from all over the world attended and they included Jim D'Amato, Ken Bridge, Frans Shuitemaker and Don Page, all of Ambler, Hernando Jaramillo from Colombia, Cesar Lamonega, Antonio Nelo, Joao Rando, and Warren Weston, all from

our Brazilian company.

An attractive Amchem booth was maintained and was heavily visited by the delegates. A strong presentation of the beneficial effects of Ethrel® was also made at the technical sessions by several distinguished speakers, one a Colombian woman who manages a sugar plantation, and the other by a South African scientist, an influential person in the development of Ethrel as a sugar cane ripener.

AD in Michigan

A Michigan Association of County Drain Commissioners really exists and back in mid-July Doug Dekker, AD sales representative in that state, and Bob deWilde, Ad Marketing, presented a program to about 50 of their members at Sugar Loaf Village near Traverse City, Michigan. The subjects discussed were water weed control and weed and brush control for drainage ditches and the pictures show the gathering in session and at intermission.



Doug Dekker, at podium, tells 'em about weed control.



Bob deWilde, seated, center, meditates at coffee break.

AD Field Development Entertains Itself

Back in late June, the families of people working in the Ambler AD Field Development and AD Research joined forces and held a picnic at the Amchem farm. More than 100 employees, their spouses and their children enjoyed chicken barbeque, potato salad, cheeses and dips, beer for those who do and birch beer for those who don't, and a wide variety of desserts. Much of the food was contributed by the various employee families who attended.

There was volleyball, touch football, pony rides, and other activity prior to the meal that was held in the pole barn where chairs and tables had been set up. It was also reported that three generations of Gallaghers were present—John the employee, his father, and his son. The only thing they failed to do was take any pictures or notify the Amchem News so there is no pictorial record of this outstanding summer, social event.

AD Field Development Entertains Agri-Business



The herd heads for the test plots.



Two views of the group at lunch. That looks like Harold Collins in the center of the photo on the left.

SALES MANAGERS GET AMBLERIZED

Continued from Page 1

Millard.

After the first day's program of budgets and objective setting, an afternoon of golf, tennis, swimming and other sports was scheduled. It rained, one of the few days of rain up to that time this summer, and only the die-hards played golf. The rest turned to other sports, mostly cards and arm wrestling it was reported.



John Millard and Phyllis Cates conduct a session on personnel concerns.

To Your Health

A Medical Department/Dispensary, housed on the lower floor of the main office building, began service at Amchem in Ambler on October 17th. Sandra Brown, R.N., formerly Medical Surgical Nurse in Holy Redeemer Hospital, Meadowbrook, Pa., began full time service designed to provide greater safety and medical care as well as to initiate preventive health care programs for Amchem employees.

Training Sessions for New AD Employees

AD Sales looks after its young by bringing all new employees to Ambler for a training seminar. It is a rigorous one, lasting a full week, beginning early and ending late each day. All phases of a salesman's experience in our AD are covered, from credit, order processing, and complaint handling, through quality con-

trol, government regulations, and labeling, to product information, weed identification, and sales techniques. The faculty included about two dozen Ambler technical, sales, manufacturing and office people. The class consisted of 9 recently hired AD salesmen listed below.

John Butler	Northeast	Gary Hartwig	Midwestern North
Phil Smith	Southern	Mike Carlson	Midwestern North
Rickey Boos	Iowa	Joseph Miller	North Central East
Bruce Maach	Iowa	Richard Waggoner	North Central West
		Kent Miller	Indiana

fairs, who spoke on the topic of Federal Regulations. Other speakers were Mike Koch, an aide to U.S. Congressman Tennyson Guyer from that district, and Dr. Marshall Martin of Purdue University.

There was a nice writeup of the meeting in the Lima, Ohio, News the next day and Amchem News readers are indebted to Tom Arnold, Regional Sales Manager, for the pictures and information on the gathering.



Goings On Around Amchem

Jim Shaw, TV Star

Jim Shaw, International Division, and always high in the Amchem bowling league standings, had a bowler's celebrity status back in July when he appeared on Channel 29, a local UHF TV station. The program was TV 29 Bowling, and after handicaps were applied, Jim lost to his opponent, 167 to 166. Numerous Amchemers were watching and, naturally, so was Jim's family.

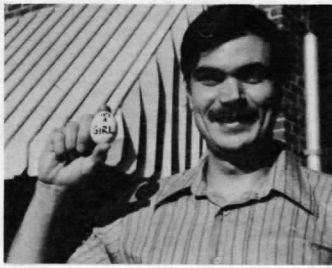
Higher Education

Amchem's temperature rose by two degrees recently when Don Wentz, Data Processing, was awarded a Masters in Business Administration, from Temple University and Dave Moteles, Manufacturing, a Bachelor of Science in Chemical Engineering from Drexel University.

AD Executives

AD Field Development people are always infiltrating trade and technical societies. The latest are Anson Cooke, who was named Executive Officer of the Plant Growth Regulator Working Group, and Barbara Emerson, who was elected Vice President of the Council of Botanical and Horticultural Libraries.

A Good Egg



Sandor Farago, Systems Engineering, shows a new wrinkle in baby announcements which he was passing out recently. "Most people don't care for the cigar and candy isn't good for them," said Sandor. Elaine was the baby for whom the egg was inscribed, "It's a girl."

Face Feeding



The cherry cheese cake that Gerry Catalano (r) holds for Phyllis Cates to cut was made by Gerry and marks the birthday of both during the same week. The scene above is probably repeated by different folks almost daily all over the company.



Wanna Buy A Duck?

The ragamuffins pictured are John Kachmar (l), MCD Sales, an unnamed Labrador Retriever, and Bruce Chambeau (r), also MCD Sales. All three were participating in a duck hunt on Sedge Island in Barnegat Bay, N.J. and some of the 45 ducks the group got are shown. John and Bruce each are correctly holding a 12 gauge Browning Automatic Rifle which they used on the 2 day excursion in late 1976. "The barrels were never cool," said Chambeau. Later in the day, Kachmar oven roasted 6 of the ducks stuffed with wild rice and mushrooms. "Delicious," quacked Chambeau.

AD Athletes

A pickup team of volleyballers, playing under the name of Amchem, walked off with blue ribbons at a Lower Gwynedd Civic Association Countrie Picnic in early July. The Amchemers who composed the team were Bob Dryden, John and Nancy Gallagher, John Kirch, Mike Mallozzi, Sue Witta, Pat Parkins, Barbara Emerson, and a partial ringer, Charlie Jack's son.

The volleyball tournament was part of a day long program

of games, picnic lunches, and demonstrations by a fire company, an air show, etc. for the citizens of the township.

"It was a great day," said Bob Dryden. "The volleyball was no big deal. There were only 4 teams and we beat 2 church teams to win. We substituted freely and John Kirch's height really helped out."

Milestone

Earl "Red" Seiz and his wife Catherine celebrated a 40th wedding anniversary early in the fall.

AD Field Day

The Amchem AD Field Day, long an outstanding occasion in the plant growth regulant business, is reduced in scope now but is still the day when the AD Field Development Department and AD Research get together to review the progress of test plots. It is a chance for both to see where the tests of various promising compounds stand and to ponder what other directions testing or synthesizing should take.

It happened early this summer again and the pictures show the group as they inspected various test plots out at Amchem's farm. It was a beautiful, sunshiny day and the fellows and girls were dressed in a wide variety of colorful clothing. All of us ought to visit our farm on such a beautiful day and stroll around a little to absorb some of the quiet, rural atmosphere. Watch where you are walking, though, they have valuable crops there.



Bob Dryden, extreme right, shows the chemical's effects on crop.



The group stares at more weeds.



On to the next section.



Tracy Pence awaits the first event at Scioto.

Crazy Over Horses

The young lady on the horse shown in the pictures is Mrs. "Tracy" Pence, secretary to Tom Arnold, AD Regional Sales Manager. She is pictured at Scioto Downs where she rides regularly. In addition to the picture, Arnold supplied a long article from the Columbus Citizen-Journal about Rosemary, which is her correct name.

She has been a horse lover since childhood, has many awards from classes and shows, has schooled hunters and jumpers, and taught riding. She and her husband, Norman have a 19 month old son who has his own black pony. The Pence's also have been breeders and judges of Cavys (guinea pigs) and Scottish Terriers and are active in local Kennel Clubs. Each adult Pence holds a full time job and these activities are presumably to fill up unused chunks of time in their lives.

Ah, Matrimony!

What the four pictured young ladies have in common is that they were all engaged to be married when the pictures were taken. Barb Reimel, AD Sales, was to wed John Gerstlauer in



Joyce Witche



Cindy Nippins Wild

late August and they had purchased a home in East Norriton. John owns an auto repair shop in Flourtown. Joyce Witche, Accounting, and Harold Baker were planning a wedding in June, 1978 and intend to live in his apartment in

Norristown thereafter. Cindy Nippins, International, and Paul Wild selected November as their wedding month. Paul is business and sales manager at Betz Laboratories, Trevose. Judy Ruth, Industrial Relations, intends being Mrs. Frank



Judy Ruth

T. McCauley, Jr. and settling between Ambler and Willow Grove, where he is employed by Eaton Corporation. Janet



Barb Reimel Gerstlauer

Mulligan, Data Processing, is also part of the engaged group at Amchem. (See Appointments, page 2.)

1977 Golf Finale

It rained as usual on the 1977 golf league outing but prizes for the summer's competition as well as for the outing tournament were awarded anyway. As the pictures show, novices, hackers, average, and good golfers mixed strokes and banter on a September Saturday, after which they all enjoyed an excellent buffet supper at the Oak Terrace Country Club near Ambler.

First place awards for play during the summer were as

follows:

1st Tournament (alternate shot)

Stan Mayew
John Koerwer

2nd Tournament (teams of four)

Tony Serratore
Ralph Lelii
John Checchia
Marion Eggleton

3rd Tournament
(Calloway handicap)

Ralph Lelii

League low net score
(with handicap)

Nate Giorgio
Chris Siebensohn

Low Gross Score

Flight 1 Stan Mayew

Flight 2

Nate Giorgio
Gabe Mancini
Doug Blosser

Flight 3

Competitive Flights

Flight 1

Dick Otten
Wally Dragani
Barrie Robinson
Hank Panning
Doug Blosser
Chris Lefebvre

Flight 2

Flight 3

Most Improved

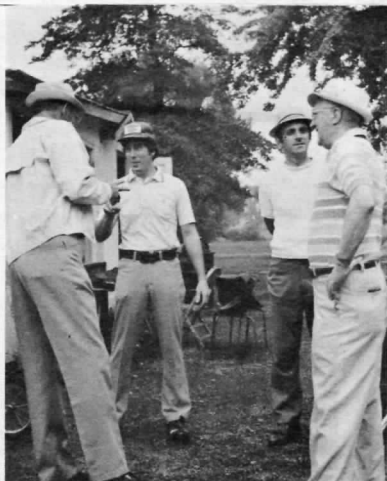
Male
Female

Doug Blosser
Patti Cappuccio
(the only female competitor)

A special Meritorious Service Award for all his past work, worry and attention to

the golf league went to Merv Hubbard.

First place awards at the outing went to Nate Giorgio for lowest net score using Buckley handicap, Dwight Buczkowski for lowest net score using the blind Calloway handicap, and to Merv Hubbard and Giorgio as blind partners. Including the additional awards to second and third places, all awards totalled over 30 dozen golf balls. That's a lot of golf balls but it wouldn't come close to replacing all the balls lost during the summer's play by the participants.



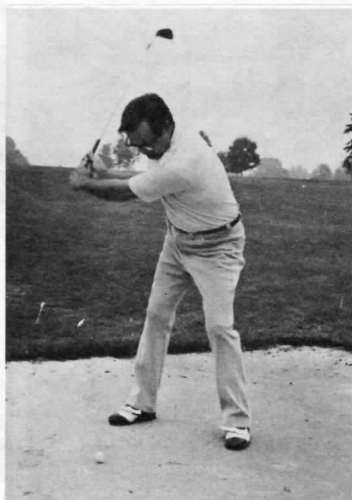
Karl Weigand (1) tells (l to r) Chris Siebenssen, John Checchia, and Walt MacLaughlin he intends to win.



Awaiting catastrophe, l to r, Harold Collins, last year's winner, Max Zebich, Anson Cooke, and Elwood Gant, three of last year's losers.



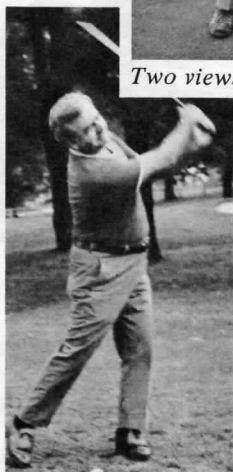
Two views, fore and aft, of Phil Jarinko using new mini putter.



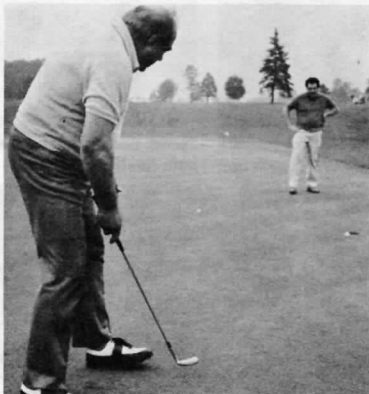
Stan Mayew coming out of trouble.



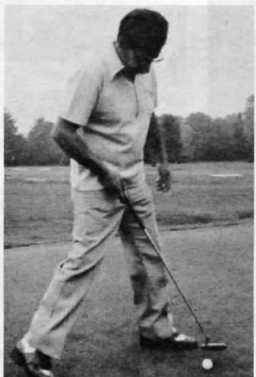
Shirley North hits away. the first of several.



Max Zebich misses



Mancini magic. It dropped.



Joe Rocco gets set to putt.



Patty Cappuccio saw several traps during the afternoon.



Bob Applegate (2nd from left) receives 25 year award with on-lookers Dick Rockstroh (l), Ray Collmer (r) and Joe Mallozzi. Manufacturing



Herb Hopwood (c) gets 25 year award as Dick Rockstroh (l). Bob Meech (c) receives 25 year award from Dick Rockstroh (l) Manufacturing as Bob Couch watches.



Ferndale



Henry Sansom receiving 20 year award from Paul Kern (l) and Jack Price. MCD Sales



Maxine McCleary (r) happily accepts 15 year award from John Millard. Industrial Relations



Don Herrington (l) receives 15 year award from Jack Price. MCD Sales



Gary Fuess (r) accepting 10 year award from Jack Taylor. AD Sales



Bob Brock 5 years Finance



Elwood Gant 5 years Industrial Relations



Frank Markley (l) accepts 15 year award from Bob Applegate. Manufacturing



Martha Davies receives 15 year award from Jim Hall. Packaging



Loretta Elmes (l) receives 10 year award from Ken Bridge. AD Field Development



Tom Kapushinski (r) receives 10 year award from John Heckler. Shipping



Earl Tate (r) receives 10 year award from Rick Alphonse. Manufacturing



James Best (r) after receiving 10 year award from Jim Hall. Packaging



Roy Johnson (l) accepts 20 year award from Mel Kyle. AD Field Development



Harry Haldeman (r) receiving 15 year award from Ed Feather. Purchasing



Tony Macri (r) receives 10 year award from Ed Krueger. MCD Sales



Edie Young receiving 10 year award from Joe Hudson as Rich Montella (l) and Bill Snyder (r) watch. International



Bill Dixon 5 years Farm



Harry Rosenberger 5 years Maintenance



Gary Every 5 years Maintenance



Rex Nygren 5 years AD Research



Dave Hoover 5 years Manufacturing



Walter Jenkins 5 years Manufacturing



Carl Wilson 5 years Windsor



Lester Hinch 5 years Ferndale



Bob Dunlap 5 years AD Sales

Congratulations

These are the men and women of AMCHEM who have received Service Award Emblems from July 1, 1977 through October 1, 1977.

★ ————— 25 YEARS ————— ★

Robert J. Applegate Herbert W. Hopwood Robert C. Meech

★ ————— 20 YEARS ————— ★

Roy R. Johnson Henry C. Sansom
Thomas J. Paulson Stig F. Sasse

★ ————— 15 YEARS ————— ★

Martha H. Davies Florence I. Michener
Harry W. Haldeman Maxine P. McCleary John M. Nunn
Donald M. Herrington Frank S. Markley Matthew J. Sienko

★ ————— 10 YEARS ————— ★

James L. Best Gary B. Fuess Earl F. Tate
Loretta J. Elmes Thomas R. Kapushinski Edith E. Young

★ ————— 5 YEARS ————— ★

Robert J. Brock Warren E. Gant Rex E. Nygren
William R. Dixon Alester P. Hinch Harry E. Rosenberger
Gary M. Every David P. Hoover Carl F. Wilson
Walter B. Jenkins

UNION CARBIDE CORPORATION

DENTAL EXPENSE ASSISTANCE PLAN

Your Union Carbide Dental Expense Assistance Plan which was effective on September 1st, 1977 provides substantial benefits for most dental bills. It is intended to **encourage preventive dental care** and help pay expenses for restorative care and treatment of oral diseases when they arise.

Orthodontic expenses for your covered dependents under age 19 are also included, up to a total of \$500.

The Plan leaves you completely free to choose your dentist, and the Insurance Company can mail benefit checks directly to your dentist to save time and trouble. Amchem pays the entire cost of the Dental Expense Assistance Plan.

This Plan is designed to help you keep a healthy mouth through regular check ups and to help you meet major dental expenses when they occur. However, you should not expect it to cover the full amount of your dental bills. The following pages provide more details.

Eligibility

You and your eligible dependents are covered under the Plan starting the first of the month coincident with or next following the date you have one year of credited service with Amchem.

Your eligible dependents, provided they are not eligible as employees, are:

Your spouse

Your unmarried children up to age 19 (up to age 23 if wholly dependent on you for support and maintenance).

Dependents in active military service or dependents residing outside the United States or Canada—except dependents of Internationally Assigned Employees—are not eligible.

You do not have to enroll. Coverage starts automatically as soon as you become eligible provided you are actively at work, otherwise upon your return to active work. Your spouse and dependent children are covered whenever you are.

Covered Dental Expenses

The Plan pays for covered dental expenses according to a "Schedule of Maximum Allowable Covered Dental Expenses." The Schedule states the maximum amounts which the plan will pay to help you meet your dental bills. Your dentist, of course, is free to set his fees as he sees fit, and actual charges may not be the same as or even proportional to the amounts shown in the schedule. In that case it will be up to you to make up the difference. For example, if your dentist charges \$10 for a periodic check-up the Plan would pay \$5 and it would be up to you to pay the remaining \$5.

Amount of Coverage

The maximum amounts payable for each person covered by the Plan are:

\$500 in one calendar year

\$5,000 in a lifetime

\$500 for orthodontics (Orthodontic benefits are available only to dependent children up to 19 years of age. The \$500 maximum for orthodontic treatment is included in the calendar year and lifetime maximums.)

Please note that these maximum amounts are based on the benefits actually paid by this Plan, **not** on the dentist's charges.

Deductibles

An annual calendar year deductible of \$25 for each person covered by the Plan is applied against all Type B expenses incurred by that person in any one calendar year.

No deductible is applied against Type A (preventive) and Type C (orthodontic) expenses.

Important note: The \$25 yearly deductible for each covered person is based on expenses up to the amounts in the Schedule. These are "Covered Expenses." Charges beyond the scheduled amounts are not "covered," and do not count toward the deductible.

TYPES OF EXPENSES

Type A Expenses

For diagnostic and preventive services

No deductible is required before receiving benefits for:

- Dental x-rays, including full mouth x-rays (but not more than one set in any period of six consecutive months).
- Oral examination (but not more than one examination in any period of six consecutive months).
- Preventive treatment, consisting of oral prophylaxis (clean-

ing and scaling of teeth) and topical fluoride treatment (but not more than one service in any 12 consecutive months).

- Space maintainers.

Type B Expenses

For restorative care and treatment of diseases

These expenses are subject to an annual \$25 deductible for each person covered. They include:

- Fillings, other than precious metals and castings.
- Root canal therapy.
- Treatment of periodontal and other disease of the gums and tissues of the mouth.
- Oral surgery, including extractions.
- Repair or recementing of crowns, inlays, onlays, dentures or bridgework.
- Administration of general anesthetics in connection with oral surgery procedures where medically necessary.
- Inlays, onlays and crowns.
- Initial installation of fixed bridgework to replace missing natural teeth, including inlays and crowns as abutments except periodontal splinting.
- Initial installation of partial or full removable dentures to replace missing natural teeth and adjacent structures (including precision attachments which can be justified as functionally necessary with study models and radiographs) and any adjustments during the six-month period following installation.

Type C Expenses

For orthodontic treatment

No deductible is required before receiving benefits. Coverage is for dependent children up to 19 years of age **only**, and applies to appliance therapy (braces) and surgical therapy (surgical repositioning of the jaw, facial bones, and/or teeth to correct malocclusion).

How to File a Claim

Claim forms are available from your benefit plans representative or office. When you or a covered member of your family plan to visit a dentist, fill out Part I of the claim form according to the instructions attached to the form. The dentist will fill out Part II.

The Insurance Company will send an explanation of payment with the benefit check. If you have authorized the Insurance Company to pay your dentist directly, the dentist will receive an explanation of payment with the check, and you will receive a copy of the explanation.

When Your Dental Expense Assistance Plan Coverage Stops

Coverage for yourself and your dependents stops automatically on the last day of the calendar month in which you terminate employment. To "terminate employment" means that you cease active work as an employee for such reasons as a resignation, layoff, retirement, leave of absence or death.

A dependent's coverage stops automatically on the day immediately preceding the date such dependent ceases to be your dependent as defined by the Plan.

Any individual's coverage stops automatically as of the date on which total covered dental expenses incurred equals the maximum lifetime benefit.

Predetermination of Benefits

Except in an emergency, fees should be discussed with your dentist before treatment takes place.

If you or your covered dependents will require treatments likely to involve covered dental expenses of \$100 or more, you should ask your dentist to file for predetermination of benefits. This assures that both you and your dentist will know in advance just what part of the dentist's charges the Plan will pay, and helps you plan accordingly. Here's how it works:

The dentist notifies the Insurance Company of the proposed course of treatment by itemizing services and charges on a claim form. The Insurance Company then determines the amount the Plan will pay and informs you and your dentist. This gives you the opportunity to discuss the matter with your dentist before the work is done.

Predetermination of benefits will help you avoid surprises. Most dentists are familiar with predetermination procedures.

Whether or not you request predetermination of benefits, the

Insurance Company will pay the claim based on whatever information it has about your case, taking into account alternate procedures, services, or courses of treatment, based on acceptable standards of dental practice.

Predetermination is not required for courses of treatment under \$100, or for emergency treatment, routine oral examinations, x-rays, prophylaxis, and fluoride treatments.

Treatment in Progress

Benefits are not provided for treatment received prior to the date on which your insurance becomes effective. However, if a course of treatment is started before the effective date, and completed after the effective date, part of the cost may be covered. The Insurance Company will determine whether a portion of the dentist's fees can be allocated to treatment received after the effective date and therefore included as a Covered Dental Expense under the Schedule.

Coordination of Benefits

In many families more than one member is working and it is possible for the same person to be covered under more than one plan. If you or your eligible dependents under Union Carbide's Dental Expense Assistance Plan are also covered by another group plan providing dental benefits, payments from the plans will be coordinated so as not to exceed the total of allowable expenses. In other words, you may not profit from your group plan benefits. Which plan pays first depends on which is the primary plan and which is the secondary. If you or members of your family will be covered by two group plans providing dental benefits or if you have questions about coordination, see your benefit plans representative.

Other Amchem Benefits

If any dental benefits are available under an Amchem group medical expense plan, the benefits otherwise available under the Dental Expense Assistance Plan will be reduced by the amount of benefits payable from the other plan.

Examples

In all the following examples, the figures under the heading "Maximum Allowable" have been taken from the Schedule of Maximum Allowable Covered Dental Expenses contained in the Dental Expense Assistance Plan booklet on pages 17-19.

Example 1—Employee

	Procedure	Maximum Allowable	Plan Pays
Type A Expenses (no deductible)	Periodic Examination	\$ 5.00	
	Full mouth x-ray	18.00	
	Cleaning and Scaling	11.00	
	Plan Pays		\$ 34.00
Type B Expenses	Simple extraction	9.00	
	Plastic processed to gold pontic	86.00	
	Two cast gold full crowns	156.00	
	Total	251.00	
	Deductible	—25.00	
	Plan Pays		226.00
	Total Plan Payment		\$260.00

Example 2—Employee's Spouse

Type A Expenses (no deductible)	Initial Examination	6.00	
	4 bite-wing x-rays	6.00	
	Cleaning and scaling	11.00	
	Plan Pays		23.00
Type B Expenses	Amalgam-two surfaces	10.00	
	Root Canal Therapy-one canal	64.00	
	Total	\$ 74.00	
	Deductible	—25.00	
	Plan Pays		49.00
	Total Plan Payment		\$ 72.00

Example 3—Employee's 10 Year Old Child

Type A Expenses (no deductible)	Periodic Examination	\$ 5.00	
	Topical Fluoride Application	8.00	
	Plan Pays		\$ 13.00
Type C Expenses (no deductible)	Initial Payment	150.00	
	14 monthly payment (@ \$20)	280.00	
	Plan Pays		430.00
	Total Plan Payment		\$443.00

HIGHLIGHTS OF YOUR UNION CARBIDE DENTAL EXPENSE ASSISTANCE PLAN

Type A Expenses

Paid According to a
Schedule of Allowances
—No Deductible—

Diagnostic

Oral Exams (not more than one
in any period of six consecu-
tive months)

X-Rays (not more than one set
in any period of 24 consecu-
tive months for full mouth;
one in six consecutive months
for bite-wing)

Preventive

Prophylaxis and Fluoride Treat-
ment (not more than one ser-
vice in any 12 consecutive
months)

Space Maintainers

Type B Expenses

Paid According to a
Schedule of Allowances
—Subject to annual calendar year
deductible of \$25
for each person—

Restorations

Fillings

Inlays

Onlays

Crowns

Treatment of Gum Disease

Root Canal Therapy

Extractions and Oral Surgery

General Anesthesia (when medi-
cally necessary)

Installation/Repair of Bridgeworks
and Dentures

Type C Expenses

Orthodontic Treatment

Paid According to a
Schedule of Allowances
—No Deductible—

Maximum Payment
\$500

(Dependent children only
to age 19)

\$500 Individual Maximum Per Calendar Year; \$5,000 Lifetime

UNION CARBIDE CORPORATION SAVINGS PLAN

The Union Carbide Savings Plan is now an important part of our Company's overall program of benefits that add substantially to the value of your Amchem compensation. The Savings Plan provides the convenience of saving regularly by payroll deduction with the added incentives of substantial Company Contributions to your account and several investment options.

In brief—you authorize regular savings by payroll deductions. The Company then adds 10%–20%–or 30%, to your authorized deduction depending on your years of service. Your deductions plus the Company Contributions are then invested in either a short-term or long-term investment fund, or, if you wish, partly in both. The money you put into the short-term fund is paid out to you, with interest, every two years. The money you put into the long-term fund is invested based on the options you elect and normally is paid out when you retire or at earlier termination of employment.

Your Participation

As a full-time employee, you can start participating in the General Savings Fund when you complete one year of Company Service Credit.

Your Basic Deductions

Each week or month you can save from 2½% to 7½% of your regular earnings into the Savings Plan. Starting at the 2½% minimum, and going up in ½% steps, you can choose any percentage you wish, until you hit the 7½% maximum. In other words, you can authorize a Basic Deduction of 2½%, or 4%, or 5½%, or 6% . . . and so on. The top limit is 7½%.

For Plan purposes, “regular earnings” means your straight-time earnings, but not any pay for work beyond your regularly scheduled hours.

Company Contributions

Each month, Union Carbide adds 10, 20 or 30 cents to each dollar of your basic deduction, depending on your years of Company Service Credit.

If you have between 1 and 2 years, the Company adds 10¢ to each dollar of your basic deduction; 2 to 3 years – 20¢ to the dollar; and with 3 or more years – 30¢.

Two Ways to Save

To give you flexibility in your financial planning, there are two parts to the Savings Plan:

1. The General Savings Fund (GSF)—where there is a pay-out every two years.
2. The Personal Investment Account (PIA)—where everything is normally held for you until retirement or termination.

If you have less than 3 years of Company Service Credit, your deductions and the Company Contributions go only into the General Savings Fund.

With 3 or more years of Company Service Credit, you can participate in either the General Savings Fund or the Personal Investment Account—or in both if you wish.

You can divide your money—your basic deductions plus Company Contributions—between the GSF and PIA in 25% steps. You can put 100% in either one, or 50% in both, or 25% in one and 75% in the other. And, you can change this division of your money, at any time, simply by filling out a form.

Your Supplemental Deductions

If you are putting a full 7½% Basic Deduction into the Savings Plan, you are eligible to authorize a Supplemental Deduction of

up to 5% of your regular earnings—starting with a minimum of ½% and going up in ½% steps to 5%. The Supplemental Deduction will go into the Personal Investment Account only!

The Company will not add any contribution to your Supplemental Deduction. Even so, this option gives you an opportunity to invest up to an additional 5% of your regular earnings in the Personal Investment Account.

Furthermore, a “catch-up” feature allows you to make up in the future for Supplemental Deductions not made in the past. As long as you have Basic Deductions made for the Savings Plan, your record will be credited each month with an amount equal to 5% of your regular earnings. These credits will continue to accumulate as long as you remain in the Plan. When you have accumulated credits of at least \$500 and have at least three years of Company Service Credit, you can make a Supplemental Deposit—covering all or part of the credit on your record, but not less than \$500.

The General Savings Fund— for short-term savings

How the Fund is invested—Your GSF deductions and Company contributions are invested by the Trustee in bonds and other securities that are legal investments for trustees under the laws of the state of New York—but not in common or preferred stocks.

Payouts from the General Savings Fund—This Fund works on a 2 year cycle or Plan Period starting on July 1st of “odd-numbered” years. At the end of your first Plan Period you receive:

1. your deductions plus interest
and
2. interest on the Company Contributions—with Company contributions themselves held for you in a “deferred” account for 2 more years, then paid to you with interest. (This must be done in order to meet the U.S. Treasury Department regulations).

At the end of each Plan Period thereafter you receive:

1. your deductions plus interest
and
2. interest on the Company Contributions during the Plan Period
and
3. Company Contributions from the prior Plan Period plus interest.

The Personal Investment Account— for long-range use

When you have three or more years of Company Service Credit, you can participate in the Personal Investment Account (PIA) which gives you a choice of four investment options:

1. United States Series “E” Savings Bonds
2. Union Carbide Corporation Common Stock
3. A Fixed Income Fund—managed by Metropolitan Life Insurance Co. and invested in high-quality bonds and mortgages.
4. An Equity Investment Fund—managed by Metropolitan Life Insurance Company and invested in Common Stock and other equity-type investments.

You can allocate your PIA deductions and Company Contributions to these options in 25% steps, in any combination that suits you.

You may change your allocations within the PIA at any time by filling out a new authorization form, and the change will be effective in the month in which the Trustee receives the form.

Although the PIA may be used for any long-term investment goal, it is especially useful in planning for a supplemental income during retirement. In addition to the opportunity for accumulating a sum of money payable in a lump sum at retirement you also have the option of converting the payout to monthly payments for a specified term of years or even to monthly payments guaranteed for your lifetime.

Whichever choices you make, you should approach this part of your financial planning with serious thought and—if possible—the help of your own financial advisor.

Payouts from Both Parts of the Plan

Here are the other times when accounts may be paid out in full or in part . . . at death or retirement, you (or your beneficiary) are entitled to the full value of your accounts in the General Savings Fund and the Personal Investment Account. This includes the deferred account being held for you in the General Savings Fund.

If you leave the Company for any reason other than death or retirement and you have at least 3 years' Company Credit Service, you also receive the full value of your accounts in both parts of the Plan. If you have less than 3 years' service when you leave you still get all the money in your General Savings Fund unless you are discharged for cause, or quit, in which case you forfeit the Company Contributions (and related interest) made to the General Savings Fund during the current Plan Period, but not those in your deferred account.

In addition, you may withdraw money from either the GSF or PIA (normally received within 60 days after receipt of your request) subject to various conditions and penalties which are discussed in detail in the Savings Plan booklet to be distributed in the near future.

Taxes

Here is a brief summary of the basic general rules of how the Federal income tax laws in effect on July 1, 1973 affect your interest in the Plan:

- 1. Your deductions are taxed before they go into the Plan so they are not taxed to you when you receive them.
- 2. You pay no tax on Company Contributions when they go into the Plan and you don't declare them as income until you actually receive them.
- 3. No tax applies to earnings of either part of the Plan as long as they remain in the Plan.
- 4. All taxable amounts which you receive in excess of your deductions while an active employee are taxable as ordinary income.
- 5. If you or your designated beneficiary elect to receive installment or annuity payments upon your retirement or death, you or your beneficiary will normally report as ordinary income a pro rate portion of these payments.
- 6. The beneficiary of a deceased employee may be able to exclude up to \$500 of the otherwise taxable income.

The above rules are only intended as a general guideline in helping you understand the various Federal income tax consequences of participating in the Plan. However, you may wish to consult with a tax advisor in order to properly plan your participation in the Plan.

You will receive an individual statement upon withdrawal or settlement of your account to assist you in preparing your tax return.

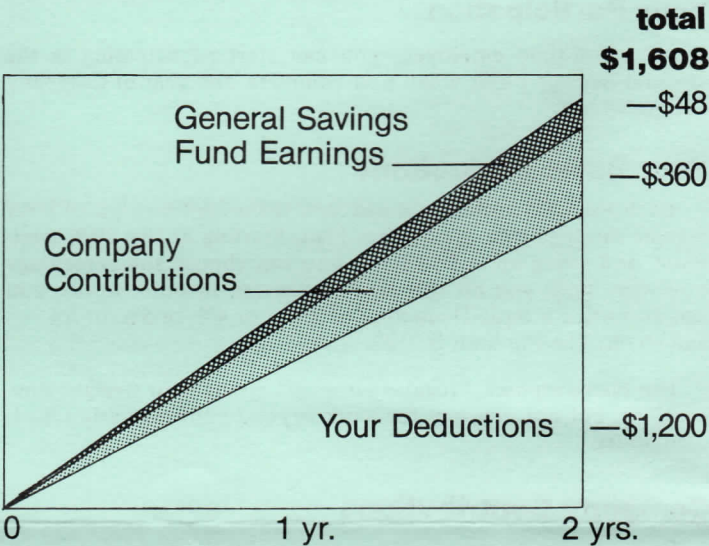
Other Facts

Company Contributions to the Trust Fund are for the exclusive benefit of Plan participants and their beneficiaries. The Company cannot get back any of the money it contributes.

You get a statement of your status in the Personal Investment Account at least once each year. Statements of General Savings Fund Accounts are furnished when the money is paid out every 2 years.

How Your General Savings Fund Can Grow

If you save \$50 per month and the Company adds 30% or \$15 a month more (assuming you have 3 or more years' Company Service Credit), and assuming the money earns 3% interest compounded annually, here's about how your General Savings Fund Account would grow over the 2-year Plan Period . . .



How Your Personal Investment Account Can Grow

The following table shows how your account might grow through investing in U.S. Series "E" Savings Bonds or the Fixed Income Fund, two of the four PIA options.

Although it is impossible to predict interest rates for the future, the following table shows how your account would grow if an interest rate of 6% were maintained for the entire period. (For 1977, the Fixed Income Fund has a guaranteed interest rate of 8.75%.)

Your Monthly Basic Deduction	Amount of Company Contribution	Value of Your Account After 10 years	Value of Your Account After 20 years
\$ 25	\$ 7.50	\$ 5,280	\$14,737
\$ 50	\$15.00	\$10,560	\$29,474
\$ 75	\$22.50	\$15,840	\$44,211
\$100	\$30.00	\$21,120	\$58,948

A different picture would likely result if your deductions and Company Contributions were invested 100% in Union Carbide stock or 100% in the Equity Investment Fund or, partly in any combination of the four general methods of investment. Since stock prices may vary considerably during the year, the price of the stock at the time it's purchased or sold for you can have a marked effect on the value of your particular account at any given time. Any assumptions you use may therefore be higher or lower than actual performance in the years ahead. That's why it would be impossible to portray accurately the future performance of investments.