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January, February, March, 1978

## President's Message

### Amchem Headquarters and Plants Equal Opportunity Policy & Affirmative Action Program

I wish to emphasize my personal commitment and that of Amchem to the national policy and goals of equal employment opportunity for all people.

All of us are aware of our strong desire as well as our social responsibility to provide equal opportunity to all employees at every level of the work force, and in all areas of the work environment, regardless of race, color, religion, age, sex or national origin.

Affirmative Action Plans have been prepared for each qualified location, at my direction, reflecting the ever changing needs to insure opportunities for minorities and other affected groups at all levels.

Our programs include continuing and challenging policies and goals, as well as requiring equality of opportunity for all groups in employment, promotion, upgrading and transfer, rates of pay, training, facilities, and other related benefits.

Through our equal employment opportunity policy and affirmative action programs, we irrevocably commit ourselves to equal employment as part of our daily way of conducting our business.

The Director, Industrial Relations will be responsible for the administration and management of the Affirmative Action Plan and he will provide our reports on the progress against the stated goals. All employees are urged to contact the Director, Industrial Relations on all questions in your mind relating to questions of discrimination.

E. A. Snyder  
President

January 1, 1978

## MCD Sales Managers Convene

MCD Regional Sales Managers met in Ambler to discuss a wide variety of topics, complain about a wide variety of obstacles, suggest a wide variety of remedies, all in pursuit of the single goal of greater sales. They heard from their own group, from the marketing department, (Dwight Buczkowski) the industrial relations department (Dr. Steve Appelbaum) the manufacturing

department (Dick Rockstroh), and Bob Zornig, in charge of salesmen training.

It was reported but not confirmed that they also got an earful from their general sales manager. In any case, they left Ambler purged and cleansed, sharpened and honed, fortified and strengthened, amused and entertained, to do battle with the evil forces of our competitors. See pictures on page 3.

## AD Field Development Plans For 1978

In December, in the large conference room at the Amchem Farm, the Field Development Department held its annual international gathering. The formal program was chock full of reports and assessments of various AD products on a wide variety of crops in numerous countries throughout the world. The people of the department from all over the world, including those from Ambler, sought to draw lessons from 1977's results to be used in formulating 1978 programs.

One of the highlights of the

meeting was the discussion of the future of the Agricultural Products Division of Union Carbide and Amchem's part in it. Present for that discussion were Mr. R. S. Kirk, Vice President, Marketing, Sales Development, Mr. Gary Gammal, Vice President and Chairman of the World Agricultural Business Team, and Mr. William Delanty, Director, Area Company Relations for the Agricultural Products Division and formerly Amchem Vice President, International Division. ◇



Listening to an Amiben™ presentation, left to right Mel Kyle, Frank Precopio, Gary Gammal, UCC, John Millard, R.S. Kirk, UCC, and Gene Snyder. Other pictures on Page 3.

## The Giving of Amchem

New heights of giving were scaled during the United Way fund drive back in the fall of 1977. Under the joint chairmanship of George Russell, Director of Engineering, and Jack Price, MCD General Sales Manager, Amchem employees contributed \$18,797.20, 5% more than the goal of \$17,900. It was a higher total than in any previous campaign.

Winners of the incentive prizes (an emergency lantern) were

Edward Murt, Jr.	Mickey Krisan
George Barreca	Carol Mason
Howard Gunagan	Stephen Mimm
Patricia Denny	Nate Cobat
Joe Waters	Dick Munger
Grace Holcombe	Clyde Roberts

Bob Harris
Newton McCready
John Laughlin
George Russell
Dwight Buczkowski
Donato Calvano

In addition, three individuals, Tom Day, Dave Moteles, and Pat  
*continued on page 4*



# Appointments and Retirements

## CHRIS SIEBENSEN

Chris Siebensen was recently promoted to Assistant Buyer in the Purchasing Department from his former job in inventory control. He brings a bachelor's degree in business administration, considerable production, shipping, and inventory experience, and a wide variety of wrestling holds to



Chris Siebensen

bear on purveyors expecting to sell something to Amchem. The bachelor's degree is from Parsons College in Fairfield, Iowa, the experience is from Amchem's own operations, and the wrestling holds come from his career as wrestler, beginning in 7th grade at Springfield High School, nearby, through much of college. Visiting salesmen have been reported by the secretaries who sit outside Chris' office to have dropped their prices as much as 50% while in the confines of Chris' half nelson.

He married a girl he met when both took summer vacations with their respective parents at the shore in Waretown, N.J. and he and Susan now have Bridget, aged 5, and Lisa, aged 3½. Susan has been a nurse and was assistant manager of a woman's apparel shop prior to their marriage. The

Siebensen's have a 20' home-made Garvey in Barnegat Bay and enjoy riding around as well as fishing from it. Chris also has a Kawasaki motorcycle but can't find as much time anymore to ride it around.

## MARK COLE

There are a lot of people in Amchem who were born and raised in tiny towns and Mark Cole, newly appointed AD District Sales Manager, Northwest District, is one of them. Grangeville, Idaho is the place and it is a farming and logging town. Mark went on to the University of Idaho for a bachelor of science degree in agriculture and played varsity basketball there. The teams he was on didn't get into the NCAA tournament but were good, nonetheless.

After graduation, he began farming with his brother as partner. They grew wheat, small grains for cattle, and had about 100 head of cattle. Mark left farm life for Western Farmers Association, where he was an area manager and finally landed at Amchem as an agricultural sales representative.

He and his wife Karen have three children, Kathi, 19, and a college student, Richard, 17, and Michael, 14, still in school. They share boating and water skiing as a hobby and play lots of golf, although "often on opposite sides of the fairway." Another common interest of Mark and Karen is the work of their church.

## BLANCHE VAN BUREN

Many people in Amchem know or know something of Blanche Van Buren, who, for so many years was a stalwart of the company's operation in the Detroit area. Bob Couch, Ferndale Plant Manager, has sent along the account that appears below, as well as an accompanying picture.

Blanche retired on September 30, 1977 after 31 years of service. She started in the original Detroit Amchem office with other "well knowns"—George Williamson, Chuck Wirshing, John Linden.



Blanche Van Buren

Blanche handled all activities—orders, product information, sales correspondence, secretarial, etc. and she did the job—many times working Saturday and Sunday. Most recently she handled inventory control at Ferndale.

She had a stroke about 12 years ago which left her partially paralyzed and has had 3 bouts in the hospital in the past year. She is able to be around now and take care of her home in Ferndale. In addition, her cocker spaniel, Lady, keeps her busy.

We can only add to Bob's account that Blanche has always served as an example of steadfastness and devotion to her job and we can take heart from witnessing her courage in overcoming her multiple illnesses.

## JOHN PIERCE

John Pierce, who retired in February from Amchem as an MCD sales representative in the Great Lakes Region, completed about 40 years of work and recently confessed to some "misgivings on retirement." His work included stints as a dis-

tributor salesman at Ditzler Color Co., a color matcher at Boydell Brothers, and a salesman at Dibbele Color Co. and



John Pierce

later at Neilson Chemical Co. At that point Amchem entered his life when they acquired Neilson and he's been here ever since.

John is a Detroit boy, having been born and raised there, gone to high school and college there, and strayed only to attend Culver Military in South Bend, Indiana, prior to his return to Wayne State. He majored in business but had to leave because of the effect of the economic depression in the 1930's.

He and his wife, nicknamed "Tats", have a son and a daughter both married. They have four grandchildren, three through the son, and one through the daughter. John loves to hunt, fish, golf, and bowl and intends to continue these in retirement. The Pierces' will stay in their home in Birmingham, Michigan but are going to look for a place to settle part of the year. "It's a new way of life," said John.

## Another Natal Day



Sam Caterisano, the czar of pension information in Industrial Relations celebrated his recent birthday in the usual manner—being entertained at lunch by his friends in the department. The picture shows Sam (2nd from left) whooping it up with (left to right), Maxine McCleary, Nellie Lower, Sandra Brown, Mary Garr, Hugh Gehman, and Phyllis Cates. The picture was taken by another celebrator, Gerry Catalano.



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**AMCHEM PRODUCTS Inc.**

Ambler, Pennsylvania

in the Interest of AMCHEM  
Employees and Their Families

Hugh Gehman, Editor

# The Best Laid Plans

Paul Burger, of our Ambler Engineering Department, has been performing, for a number of years, a rather unique service right under our noses. He is a member of the board of directors of the Pennsylvania Planning Association, a state-wide organization dedicated to the achievement of sound planning objectives for local, regional, county, and statewide organizations. The Association organizes regional conferences and workshops for lay and professional planners, holds an annual 3 day conference for planners each fall, and meets bi-monthly in Harrisburg.

Paul got into this work when he first submitted a letter of constructive criticism to his Township Board of Supervisors regarding a planned residential development ordinance under consideration. He was appointed to an ad hoc committee to improve the proposed ordinance. Subsequently, he became a member of the Buckingham Township Planning



Paul Burger, in his office beside the head fashioned by his daughter, a fine arts major.

Commission and was its chairman for about 4 years.

He feels he has gotten "a broader knowledge of planning" from this experience and also takes satisfaction in passing this knowledge around to others interested in planning. Paul's experience demonstrates that it is possible to "fight city hall" if one speaks up and then follows up.



John Horn, standing, opens the meeting and introduces guests who include Harold Collins, (c), ORA.



Harold Collins, standing, appears to be invoking divine guidance, but he is only beginning his speech on the Toxic Substances Control Act. John Horn (l) and two EPA speakers look solemn.

## ORA and EPA explain TSCA at MADV

As the pictures show, John Horn was at it again—organizing and running a conference on safety matters for the Manufacturers' Association of Delaware Valley. This time he dragged another Amchemer into the proceedings. Harold Collins, of the Office of Regulatory Affairs, was one of the three speakers on the general subject of the Toxic Substance Control Act. The other two

speakers were from the U.S. Environmental Protection Agency.

Horn was the major-domo, the master of ceremonies, the father confessor, and the mother hen of the half day meeting held at Stouffers in Valley Forge. About 50 representatives of area industry were present to soak up the toxic substance presentation.

## MORE PICTURES—AD FIELD DEVELOPMENT PLANS



An informal discussion led by Wilbur Evans.



Two more views of the group



## AD SALES MANAGERS CONVENE—PICTURES



MCD Sales Managers (l to r) Jack Harsma, Henry Sansom, Ed Krueger, Pete Callahan, Ed Nusbaum, Bob Zornig (training supervisor) and Lionel Monforton. Present but not in picture is Russ Bedford.



Left to Right, Paul Kern, Jack Price, Jack Harsma, and Henry Sansom listen attentively to Dick Rockstroh discussing the infrequency of late shipments to customers.

## Errata

In the July-August-September issue, we placed Ron Moss in the Maintenance Department and we did the same thing with Gary Every in the October-November-December issue. Both men are really in the Receiving Department and we have adjusted our mental records. "Don't go transferring us without proper authority," said Every.

## Medical Miracle

In about seven weeks from the date she started at Amchem in October, Sandra Brown, R.N., assembled equipment in the new company dispensary that included the following,

an electrocardiograph which records the working (beat and muscle contractions) of the heart,

a Titnus Visinal Screening Machine that measures near,

far, and peripheral vision,

a Baumanometer for measuring blood pressure,

a Otoscope which helps observe blockage or infection of the ear,

an ophthalmoscope to help locate scar or other damage to the cornea of the eye,

a pulmonary function machine which checks the air passages and locates obstructive lung disease,

blood testing equipment, a dressing cart for first aid, and a scale. Still to come is an audiometric booth with an audiometer for hearing tests.

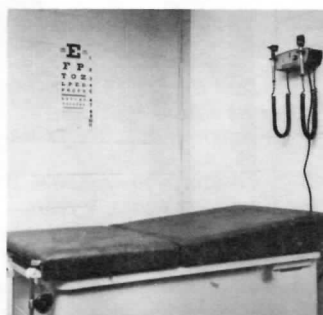
All this material is located in a new dispensary on the lower floor of the main office building. The new function is part of the Industrial Relations Department and it is contemplated that periodic medical examinations, special medical programs such as the Bloodmobile, pre-employment and

termination medical examinations, along with the treatment of accidents as they occur are to be the initial services offered to employees.

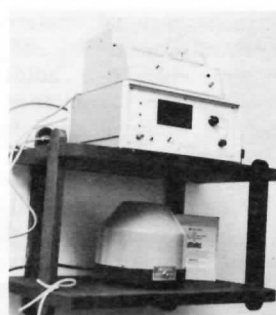
The area of the dispensary had formerly been occupied by company store and Office Services offices and the Amchem Manufacturing Department had spent considerable time altering the space to make it suitable for a dispensary and safety area.



*Sandy Brown takes the blood pressure and examines the eyes of Judy Ruth.*



*Views of some of the available equipment for Medical examinations.*



## Bloody But Unbowed

The annual blood letting at Amchem brought out no less than 118 donors. The usual pre donation physical check-up and the usual post donation refreshment were part of the ritual as shown in the pictures (courtesy of Bob Entriakin). The whole show was administered by Lois Johanson, with help from Sandy Brown and Nellie Lower, all of Industrial Relations. The number of donors was just short of the Red Cross group requirement and about 10 Amchemers who were absent that day donated in January at another location.



*Nurse attends to Jim Hall (holding his head). Carcass on right is unidentified (and just as well).*



*Nurse shows Marion Eggleton where to refuel while in the background Lois Johanson and Sandy Brown sign up the next candidate.*



*Assorted Amchemers (including McHenry Rush, back to camera, Reinhold Strobel, facing camera, and Harry Haldeman, dine on snack food.*



*Jim O'Donnell surveys the gaping hole on his arm after completing his donation.*

### THE GIVING OF AMCHEM— continued from page 1

Garrett got a prize of a day off with pay. All prizes were by drawing.

As in all financial campaigns, the backbone of the work is done by the solicitors, area captains or whatever they may be called. Those who served Amchem so well in this recent campaign are as follows

Marge Delaney  
Phyllis Cates  
Chris Emerson  
Tulio Quirantes  
Joann Waters  
E. A. Snyder

Nels Newhard  
Tom Jones  
Joe Waters  
Sandy Wallace  
Jack Taylor  
Dody Pfizenmaier

Ken Haldeman  
Will Wiles  
David Meister  
Ron Strobel  
Ed Metzler  
David Dean

Earl Johnston  
Helen D'Alfonso  
Jean Bigotti  
Marilyn Lockman  
Pat Harrison  
Jane Matsinger

Arlene Storti  
Barbara Rizol  
Edith Szabo  
Barbara Emerson  
Harold Collins  
Stan Harrison

Sterling Johnson  
Ben Schrandt  
Ray Collmer  
Bill Young

An Award of Excellence was conferred on Amchem for the fine response to the appeal. Often overshadowed in campaigns such as this one, is the immense help given to educational, charitable, and health organizations in the area to help more than a million and a half people who are in need of it. That's what remains when the campaign publicity subsides.



AD Nuptial



The former Sue Witta and her husband, Dave Fritz in his office out at the farm.

The fresh air, sunshine, and rural atmosphere of the Amchem farm helped bring about another union of Amchem people. This time Sue Witta and Dave Fritz, AD Field Development, met playing cards at lunchtime and now, after marriage, play cards in his former apartment in Hatfield.

It took them several months before they even met but things went quickly and surely after that. After the wedding at St. Pauls Lutheran Church in Norristown, they honeymooned by motoring through the Smokies in Tennessee.

Twin Dynamos



Michael and Carolyn Shedlock, with their mother, Margaret, brighten up a doorway in the Industrial Relations offices on a visit to Amchem just before Christmas. The twins were then about 9 months old and Margaret had resumed her work in AD Research and Development for more than a month. Things improved considerably around the offices starting about the time of the twins' visit.

We Hardly Know Ye, Jack



The picture and caption below were supplied by Barbara Emerson. On Halloween, Charley Jack was greeted by a "Jack"-o-lantern (what else?!) caricature—hardhat, glasses, big cigar, and all at a Research Farm party to celebrate his arrival here 25 years ago. That was when he came down from the mountains of New Hampshire to be Amchem's first Farm Manager. Nancy Gallagher, who arranged the affair, reflects the hilarity of clever gag gifts which fellow workers gave Charley. Ranging from a literal hotdog skier through an engine repair manual, Model T Ford and Cherry Bomb motorcycle models, snow reports, and an offer of truck-driving lessons, the mementoes promise him plenty of activity and pleasure in the next 25 years, too.

Down Mexico Way

As the two picture sequences show (top to bottom), Jeannie Palermo and Sharon Lauer demonstrate only one of the daring activities in which they engaged, along with Jane Matzinger, on a recent vacation in Acapulco, Mexico. Other

such activities allegedly were gourmet eating, bending elbows, and fending off males.

Amchemers, who did not sign up for the Employee Rec-

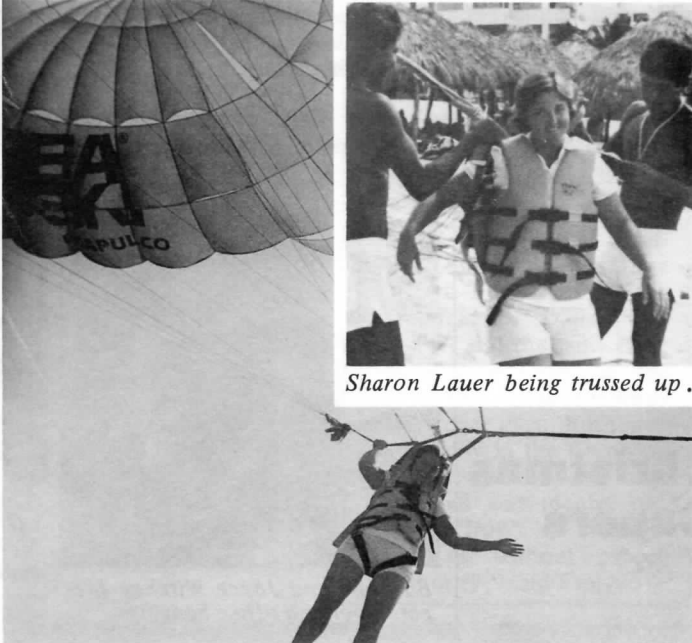
reation Association trip to Acapulco back in the summer can see a part of what they missed. After the ride down, Sharon and Jeannie agreed that there was nothing to it."



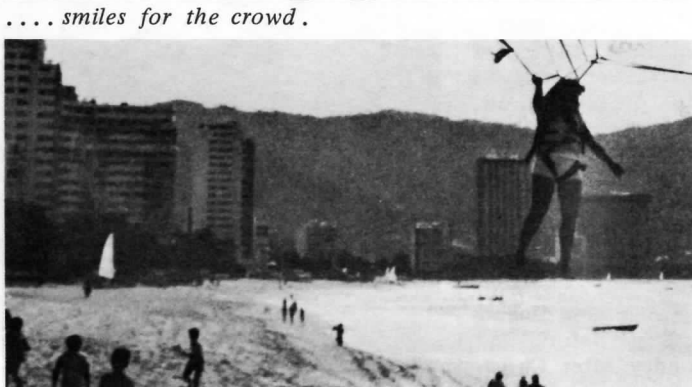
Jeannie Palermo on the way down . . . . . about to land . . . .



. . . being unbuckled.



Sharon Lauer being trussed up .



. . . . smiles for the crowd .

. . . . Look out, below!

*"Backward, Turn Backward, O Time, In Your Flight, Make Me A Child Again Just For Tonight!"*

—Elizabeth Akers Allen, 1860



Children of Amchem employees show wonderful reactions to Santa Claus.



Santa's elves - kneeling (l) Gerry Keil and Donna Day; standing (l) Patty Cappuccio and Arlene Storti. Extra small but unidentified elf in lower center. Santa and elf Gerry Keil demonstrate that Christmas isn't only for kids.

Milling around at the party.



The Employee Recreation Association held a Saturday morning Christmas party for children of employees about a week before the holiday. It was out at the farm and more than 40 kids attended along with one or both of their parents and even a few grandparents.

The party was highlighted by a visit from Santa Claus and his elves were all around the place, serving refreshments, entertaining the kids, and brightening things up generally.

There were multitudes of cookies and soft drinks and

everyone was treated to movies that were exciting and humorous. John Millard ably served as projectionist and Phyllis Cates was both behind and before the scenes, promoting a good time for all. Gerry Keil, Arlene Storti, Donna Day, and Patty Cappuccio were Santa's

elves (see picture). Not much could be determined about Santa but Kenny Haldeman, Inventory Control, had been heard to remark some time earlier that he "had to eat a lot to build up my belly for an important job."

## Christmas Capers

More was going on at Amchem around Christmas than just the children's party as the pictures show. Decorations, celebrations, felicitations, food, money, gift exchanges and other holiday activities mingled with work to produce heightened enjoyment of the season. Having Friday before and Monday after Christmas off didn't hurt either.



Ed Murt and Joyce Witchey prepare door and office hangings.



Brenda Tate, Michael Nathan (c) and Don Lawrence decorate the financial (money) tree.



A couple of turkeys being carried off by John Pilsits (l), and Don McKeever. Jean Dougherty (r) took hers out earlier.



Best wishes for the holidays from the computer hang behind Al Sad-del flanked by (l to r) Loretta Malack, Helen D'Alfonso, and Gary Every distribute company turkeys to employees. Scene is loading dock near main entrance.



Checks are decorated with extra dollar signs by Gertrude Scheetz (l) and Betty Veen.



Sterling Johnson (l), Earl Clower (c), and Gary Every distribute company turkeys to employees. Scene is loading dock near main entrance.



Safety First

The first all-Amchem fire drill at Ambler in the memory of most employees there took place this past fall. At a quarter

to twelve one morning, the alarm summoned everyone to their proper exit and soon the parking lots, side lawns, etc., were buzzing with people who had only a moment before

been charging around at their regular tasks. When it was all over and declared a success, did they return to their posts? Not at all. They went to lunch.



MCD Sales and Marketing people got out into the parking lot safely.



International Division people mingle near their exit.



Left to right, Pete Russell, Eells Stockbower, and Jack Price leave reluctantly for an early lunch.



The gang, mostly Accounting, troops out the gate.

A Christmas Story

A safety story to warm the cockles of John Horn's heart (Horn is Amchem Safety Supervisor) occurred to Pat Harrison before Christmas. Pat's mother had given him, for Christmas, a smoke detector with instructions to set it up before the holiday. Pat had gotten around only to installing the battery and it lay in its

box in the dining room where various family members delighted in setting it off for fun. One evening a candle on the picture window sill of that room unexplainably melted down over the sill, the radiator, the floor and the rug and the wax took fire with the whole Harrison family in the next

room watching TV. The window sill, the rug, and the window shade were all burning when the smoke alarm went off in its box. The family left the TV to see who was fooling with the new smoke detector this time and discovered the blaze. Luckily they put it all out but it wasn't easy.

What's in A Name?

A photographer got lost in the basement of the main office building in the area of the new dispensary to find Tony Serratore, Maintenance, surveying a door he had just fitted and hung and John Coonan putting the finishing touches on some of his painting. Serratore says that his name means sawing (Serra) doors (Tore), and he certainly was doing that. Coonan thought his name meant rich man but that something had gone wrong.



Tony Serratore seems surprised that his door hangs.



John Coonan touching up the mural.

Toward Better Rabbits



The whole gang, VWers in the front, Amchemers Mel Patterson (l) Bob Zornig (c) and Pete Callahan in rear.



Bob Zornig, surrounded by apparatus and lecture aids, fills in the VW boys.

In connection with the start-up of a new Volkswagen assembly plant in Western Pennsylvania, Amchem staged a training program in Ambler for some of the VW personnel. The wonders and foibles of zinc phosphate coating automobiles together with the intricacies and advantages of Amchem's Lineguard control units provided the subject matter of the sessions. Bob Zornig, MCD Training Supervisor, provided the bulk of the professorial duties but Pete Callahan, Regional Sales Manager and Mel Patterson, Technical Sales Representative, assisted. All three, plus Paul Kern, MCD Field Sales Manager, helped entertain the visitors after meeting hours.

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

KENNETH ALLEN ASHBY October 16, 1977 Father: William T. Ashby Accounting	ELAINE MARIE FARAGO September 27, 1977 Father: Sandor Farago MCD Chem. Tech. Services	JARED DWAIN MECHAM March 7, 1977 Father: Jimmy D. Mecham MCD Sales	CASEY TYLER SMITH November 4, 1977 Father: Philip W. Smith AD Sales
ISABELLA CALAMITA August 1, 1977 Mother: Angela Calamita Windsor Plant	SHANA LEE GALLENTINE November 27, 1977 Father: Thomas Gallentine AD Sales	RENEE LYNN MILLS July 1, 1977 Father: Dennis R. Mills AD Sales	NE QUAN SHALAYA ZEIGLER September 9, 1977 Father: Vertis R. Zeigler Ferndale Plant



Greg Gibson (r) accepts 25 year award from Gene Snyder.  
MCD Sales



Al Sadel (c) received 25 year award as Rudy Grun (r) and Gene Snyder looked on.  
Financial



Dave Dean (2nd from right) receiving 25 year award from John Heckler with Ray Collmer (r) and Dick Rockstroh.  
Shipping



Charlie Jack (c) with 25 year award. All beaming are Gene Snyder, Anson Cooke, Russ Bishop and Frank Precopio.  
Farm



Wally Dragani (2nd from right) after 25 year award presentation with (l to r) Dick Rockstroh, George Tull and Ray Collmer.  
Maintenance



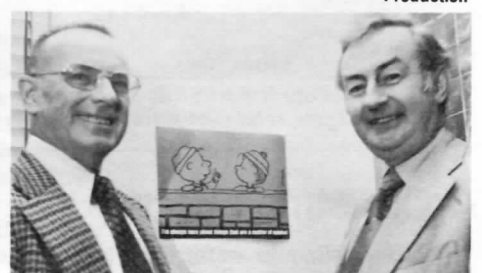
John Thompson (2nd from left) with 25 year award and (l to r) Dick Rockstroh, Len Carter and Janis Lipacis.  
Production



Stan McLane (c) discussed 20 year award with Mel Kyle (l) and Frank Precopio.  
AD Field Development



Ken Stroud (l) receives 15 year award from Dave Smith.  
Fremont



Tom Hopkins (l) receives 15 year award from Sandy Wallace.  
Systems Engineering



Bryon Nagle (r) accepting 10 year award from John Heckler.  
Shipping



Karl Wundschock (l) received 10 year award from Paul Bishop.  
Forty Foot Road

### Congratulations

These are the men and women of AMCHEM who have received Service Award Emblems from October 1, 1977 through December 31, 1977.

★ 25 YEARS ★		
David E. Dean		Charles C. Jack
Valdo R. Dragani		Albert J. Sadel
Gregory L. Gibson		John A. Thompson
★ 20 YEARS ★		
Stanley R. McLane, Jr.		Elsie J. Wilkinson
★ 15 YEARS ★		
Thomas L. Hopkins		Kenneth I. Stroud
★ 10 YEARS ★		
Fredrick K. Bonney		John T. Mahoney
Paul E. Burger		Bryon A. Nagle
Peter J. Callahan		Ernest F. Watts
Delbert L. Dyson		Karl H. Wundschock
★ 5 YEARS ★		
Richard E. Andes	Jean W. Flick	Phillip P. Flood
Vincent J. Cannata		George R. McMahon
Marion A. Eggleton		William H. Warriner



Pete Callahan (r) receives 10 year award from Paul Kern.  
MCD Sales



John Mahoney (r) receives 10 year award from Ed Nusbaum.  
MCD Sales



Paul Burger (r) accepts 10 year award from George Russell.  
Engineering



Kent Bonney  
10 years MCD Sales



Ernest Watts (r) receives 10 year award from Chris Fitzios.  
Windsor



Bill Warriner  
5 years Production



Jean Flick  
5 years Production



Phil Flood  
5 years Production



Vince Cannata  
5 years MCD Sales



Dick Andes  
5 years MCD Sales



George McMahon  
5 years MCD Sales