

THE **amchem** NEWS



**Take
stock
in America.**

Buy U. S. Savings Bonds

Volume 22, No. 1

January, February, March, 1979

PRESIDENT'S MESSAGE

Amchem Headquarters and Plants Equal Opportunity Policy and Affirmative Action Program

I wish to reemphasize 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, sex, handicap, or national origin.

At my direction an Affirmative Action Plan has been prepared which covers each qualified location, reflecting the need 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 program, we irrevocably commit ourselves to equal employment as part of our daily way of conducting our business.

The Manager, 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. Employees are urged to contact the Manager, Industrial Relations on all questions relating to discrimination.

E. A. Snyder
President

January 1, 1979

SAFETY REPORT

We are indebted to John Horn, Safety Supervisor, for the following report on safety.

The increased emphasis on safety has again shown its effect in fewer accidents and fewer injuries during the past year. The year 1977 showed the *fewest* "lost time" injuries since 1968 when statistics were first kept. There was *one less* "lost time" injury in 1978 than in 1977 and because the number of man hours worked in 1978 was almost double that in 1977, the frequency rate (lost time injuries *per million* man hours worked) was cut in half.

Some of our components have been doing an outstanding job in preventing injuries. Our Clinton, Iowa plant, for instance, John Aplin, Plant Manager, has worked since *August of 1974*, without having a lost time injury. Our St. Joseph plant, Herb Sachs, Plant Manager, has gone for over *18 months* without a lost time injury.

Recently ended was a ten year record of no lost time injuries compiled by the Mechanical R & D Department. This was an especially significant achievement since that department is not only a Machine Shop, but also handled both AD MCD chemicals in testing the sophisticated spray machines each division produced. This department was, until recently, under the direction of John "Tex" Waldrum.

Continued on Page 2

MCD HOLDS SALES MEETINGS

MCD Sales again split its convention of salesmen into two, with one being held in San Diego, Cal., the other in Myrtle Beach, S. C.

At San Diego, the Western, Canadian, Great Lakes, and Mid-West Regions gathered together in September and at Myrtle Beach it was the Southern, Mid-Atlantic, and North Central Regions meeting in October. Though the meetings had dissimilar themes, they both had the usual characteristics of

such gatherings—emphases on greater sales, lower costs, and higher profit.

The principal difference in the two meetings was the presence of a photographer at Myrtle Beach and none at San Diego. Or if there was one in San Diego, he has not come forward with his pictures, so we present a picture summary of the doings in South Carolina.

The Regional District, and Industry Sales Managers, along

Continued on Page 2



Sales award winners in a relaxed mood. Left to right, Gary Morrisette, Kent Bonney, Tom Clubb, Howie Schroeder, Dave Needham, and Carl Stella.

UNITED WAY - 1978

The United Way campaign at Amchem in Ambler produced contributions from employees of \$18,168.58 for 1978. This was short of the goal of \$20,000 which had been set considerably above the previous year's goal. Nonetheless, it was an excellent response under the joint chairmanship of Jack Price, MCD Sales, and Dick Rockstroh, Manufacturing, and both expressed their appreciation to those who contributed. In addition, John Millard, Industrial Relations, company co-ordinator of the drive, expressed thanks for their service and effort to all those solicitors in various departments whose names appear below.

Gabe Mancini

Phyllis Cates

Suzette Porterfield

Jean Bigotti

Tom Enright

Nels Newhard

Mark Kuehner

Tom Jones

Sandy Wallace

Ed Rodzewich

Stan Harrison

Ray Collmer

Ed Metzler

John Zollo

Lee Krause

Jim Brennan

Sterling Johnson

Will Wiles

Gary Howard

David Dean

Dody Pfizenmaier

Arlene Storti

Mildred Anderson

Barbara Rizol

Dick Otten

Sally Perkins

Gary Fuess

Chris Seibenson

Rick Canull

Pat Harrison

Jane Matsinger

Helen D'Alfonso

Helen Mullin

Jean Palermo

Along with the full United Way list of organizations eligible for funds, Amchem employees specified several others including a Visiting Nurses Association, the Salvation Army, several hospitals and mental health centers, the local YMCA, and numerous charitable and health organizations.



It looks like the Arab in the Israeli quarters at the Munich Olympics but it's only Jim Schell outside his room at the motel.



Informal discussion after dinner. Larry Knight, left foreground, appears to have the floor. The others listen with varying degrees of attentiveness.



Hill Yancey (L) and Layke Bounds (R) get their fledgeling badges while Henry Sansom beams.



The Southern Region. Left to right, Jim Schell, Henry Sansom, Manager, Layke Bounds, Jim Townsend (rear), Dave Needham (almost hidden), Tom Clubb, Mike Maguigan, Hill Yancey, Fred Edwards, Hugh Avant. As fine a group of Rebels as one can meet.



The Mid-Atlantic Region. Left to right, Dave Jarinko, Kent Bonney, Dick Andes, Stu Plante, Carl Stella, Joe Mazia, Dave Smith, Gene Sasso, Larry Knight, Joe Farnen, Ed Nusbaum, Manager, Mark Demerski, John Mahoney, Lou Beers. The scourge of Yankee purchasing agents.



The North Central Region. Left to right, Tony Macri, Manager, Fred Schmidt, John McDonald, Rex Dwars, Bill Schneider, Dave Sesso, Dan Kory, Tony Cook, Gary Morrisette, John Berglund. The way they line up above forms a gentle arc from Macri to Morrisette.

MCD SALES HOLDS MEETINGS *Continued from Page 1*

with various marketing managers, sales specialists, Ed Krueger, Field Sales Manager, Greg Gibson, Marketing Director, and Gene Snyder, President all addressed the group. Snyder also presented awards for sales performance and these went to the following:

Kent Bonney, Northeast District, Mid-Atlantic Region. Thomas Clubb, Southern Re-

gion. Dave Needham, Southern Region. Howard Schroeder, North Central Region. Gary Morrisette, Plains District, North Central Region. Carl Stella, Sales Specialist.

There was deep sea fishing to complement the usual sales meeting pastimes of golf, tennis, eating, and various other indoor sports.

No winners were reported but there was no inference that they were all losers.

SAFETY REPORT *Continued from Page 1*

The chart below is a summary of occupational injuries and diseases in 1978.

Plant or Group	Occupational Injuries and Diseases	
	Minor	Disabling
Ambler	18	5
Clinton	0	0
Ferndale	2	0
Fremont	1	0
St. Joseph	0	0
Windsor	0	1
AD Sales	0	1
AD Development	0	0
MCD Sales	1	0
Jacques Seed	10	14
Total	32	21

THE AMCHEM NEWS

Volume 21, No. 1
January, February, March, 1979

Published by
AMCHEM PRODUCTS, Inc.
Ambler, Pennsylvania
in the Interest of AMCHEM
Employees and Their Families

Hugh Gehman, Editor

LET IT SNOW

Bob Stevenson of our Clinton, Iowa plant rolls into the Amchem parking lot on the newest means of transportation to work.

RETIREMENTS AND TRANSFER



Edna examines her gift from the gang while Jack Carroll watches.



Before dinner. Left to right, Joe Alba, Susan Hess, John Donofrio, and Marilyn Lauchman.



Toast to Edna. Tom Henley (L) raises his glass along with Lois McFadden, Jeannie Palermo, Ed Murt (partially hidden) behind Don McKeever.



Part of the head table. Foreground to background, Barrie Robinson, Lou Sabatini, Helen Carroll, Jack Carroll, Edna, Les Steinbrecher, Frank Precopio.

Edna Lloyd

An Amchem stalwart, Edna Lloyd, retired from the company in December and more than sixty of her MCD Technical Department cohorts plus some others

turned out to see her off. The usual cocktail party preceded an excellent dinner followed by tributes to Edna from a number of Amchemers associated with her during her employment here. She was especially lauded for her friendliness, reliability, even

temper, and her good natured campaign against vulgarity and profanity in office conversation. Jack Carroll, her boss at retirement, surely spoke for most when he said, "she has been an excellent employee and I will miss her."



Anson Cooke (L) and Phil Jarinko wish Mel good luck in his new responsibilities with UCC.



Carol Evans (L) Barbara Emerson, facing camera, and Gerry Lavoy (R) enjoy the soup course.



Swapping stories at the bar are, left to right, Don Page, John Gallagher, Dick Lehman, and Jim Esposito.



Sue Fritz (L) and Patti Cappuccio (R) wonder when dinner will be served. Michael Nathan (C) clings to the bar.

Mel Kyle

Mel Kyle still frequents Ambler as well as Jacksonville, Florida, but when his official home base

was named as the latter city, his Ambler friends gathered to wish him well in his new situation in the Agricultural Products Division of Union Carbide. The

festivities were light and happy and the assembled Amchemers were obviously pleased at Mel's new position but sorry to see him less as a result of it.

Fern Beacham



After 15 years of service with Amchem, most of it in the Fern-dale office, Fern Beacham retired in November. Bob Couch reports that she is relaxing at her home in Royal Oak, Michigan. Her Amchem friends wished her well and presented her with a gift. The picture above was taken at her desk about 2 years ago.

Jim Abrams



Jim Abrams

Jim Abrams, MCD salesman in the Midwest Region, announced his retirement and was feted at a dinner in the Pittsburgh area in November with some of his present and older cronies in attendance. Jim came to Amchem from one of the steel companies (Jones & Laughlin) and sold for many years around Western Pennsylvania and Eastern Ohio. He moved to Missouri and managed the sales in the central part of the U.S. and was also responsible for plant operations in St. Joseph. He later returned to Pittsburgh from which area he retired.

Those who worked with Jim over the years remember his excellent qualities, particularly his tenacity, reliability, and deep knowledge of the steel industry. He was widely known in the Pittsburgh area of that industry and will be missed by Amchem's customers and employees alike.

Happiness Is a Warm Scrum



Mike Maguigan is pictured advancing the ball.

The combination of attributes of an MCD salesman (respect for purchasing agents, unawareness of time of day or season of the year, love of the interior of a car for hours on end, disdain for ease or complacency) and those of a rugger (respect for the technique and execution of the game, unawareness of heat, cold or other discomfort, love of "mixing it up in the scrum or open field," disdain for the possibility of injury) seem difficult to combine but Mike Maguigan, MCD salesman in the Southern region has done it. He is not only a member but is the captain of the Atlanta (Ga.) Renegades Rugby Football Club, a collection of amateur "ex-high school and college jocks" who double as doctors, salesmen, carpenters, plant operators, executives, lawyers, students, etc.

The Renegades are members of a loose association of 13 Rugby Clubs called the Georgia Rugby Union and, while they make no claim for formal title, Maguigan points out that his team has not lost to another Union team for three years. There are tournaments in the fall and spring and the clubs play members of their own Union as well as other clubs throughout the eastern U.S. and Canada. The Georgia Rugby Union selected an all-star team to represent it and Mike was both member and captain of that one, too. And several southern Unions recently combined to select an All-South team and the captain of that team turned out to be Amchem's Maguigan. This All-South team played a similarly selected one from the North with, unfortunately for Mike and his cohorts, the same result as the Civil War.

The Atlanta Renegades have begun some international competition, too, traveling to England and Wales for two games (both lost by close margins) in 1978. They intend to play in both Wales and Ireland in 1980.

Mike was introduced to rugby in college. After completing his football career (line backer-defensive end) at Virginia Military Institute, someone suggested he join them at rugby in the spring of his senior year. He did and has been hooked on the game for the last 10 years. Ice hockey players line up after a game and congratulate members of the opposing team and so do ruggers but ruggers go after the game, either right there on the field or at a convenient pub, tavern, or bar. Maguigan notes that ruggers are among the "hardest of beer drinkers."



Ken Coull (L) and Bill Hutt are registered in by Sandy Brown, seated. Lois Johanson, standing, checks on absentees.



Left to right, Bob Godorecci, Joe Tate, Jess Leadbeater, and Pepe le Rocco wait to take their temperature.



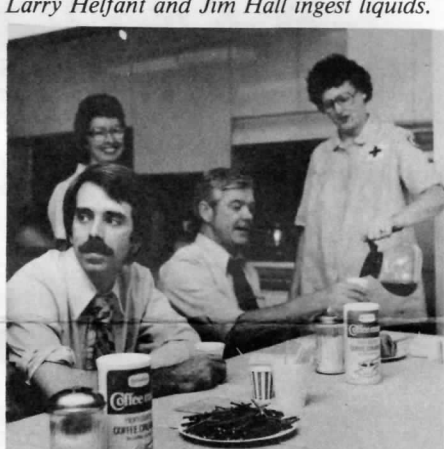
Penelope Francke, background, and George Siglin, foreground, get blood pressure measured and give medical history.



Left to right, John Horn, John Kruzynski, Larry Helfant and Jim Hall ingest liquids.



John Donofrio pumps out his blood assisted by Red Cross nurse Fran Sabatini, wife of MCD analyst, Lou.



Assisted by two comely Red Cross nurses, Bruce Bailey (L) and Ed Nusbaum receive coffee.

RED BLOODED AMCHEMERS

One hundred seventy-five volunteers produced one hundred fifty-eight donors, the highest number ever to give blood at an Amchem-Red Cross Blood Program and far over the quota of 125 needed for coverage. Thirty of the donors were women, almost the same proportion of women to men as in total Amchem

employment.

The blood was taken in the executive dining room in early November and the surrounding pictures show the flow (no pun intended) of the donors from registration, through examination, donation, and libation.

Cross Country Krisan

There is nothing unusual about a fellow catching a fish or even catching two fish. What is special about the pictures of Mickey Krisan, Traffic, is that the fish he is shown holding were each caught off a different coast of the U.S. on the same vacation trip last summer. At the left, Mickey holds the bluefish he caught in the Atlantic Ocean off Barnegat, New Jersey, and at the right, the salmon he took from the Pacific, near Noya, California.



Mickey in the Atlantic.



Mickey in the Pacific.

WAY BACK WHEN



Standing, left to right, Irv Pintcke (deceased), Irv Berger, Phil Watke (deceased), Jim Welch, Les Hartwig, Bob Hinz, Walt Smith, Roy Lenon. Seated, far side of table, left to right, Jack Taylor, Frank Sherwood, Joe Torchiana (deceased), Gerry Romig, Dan Shaw, Ed Lacko. Seated, near side of table, left to right, Bob Beatty, Paul Dresher, Bill Allen (deceased), Maurie Turner, George Williamson, Dan Chisholm, Rudy Grun. Standing to rear, Ray Naylor (deceased) and Jim Farrell.



Standing, left to right, Dr. Pavlichenko (deceased), Tony Tafuro, Dan Shaw, Chuck Hallock, Unidentified, Maurie Turner, John Kirch, Rudy Grun, Walter Dykstra (U.S. Fish and Wildlife Service), Bob Beatty. Seated, far side of table, left to right, Gene Snyder, Bob Murphy, Dan Chisholm, Roy Johnson, Phil Watke, (deceased), Les Hartwig, Charlie Fisher (not Amchem), Unidentified (not Amchem), Dale Bush, Unidentified, John Gallagher. Seated, near side of table, left to right, Dr. Melander, Ed Lacko, Jim Farrell, Joe Torchiana (deceased), Frank Sherwood, George Wornham, Dick Fosse, Paul Dresher, Stan Fertig, Jack Taylor, Frank Risolia (deceased).

For Amchemers interested in "the good old days," Dan Chisholm, AD Sales, recently produced a couple of pictures of AD Sales and Marketing meetings held in Philadelphia (Dan thinks it was Frankie Palumbo's Restaurant) during 1958. The list of those present reads like a Who's Who of Amchem's Agricultural business history. Some are still with Amchem, some have retired, some have left, and a few have died.

Chief identifiers of those in the pictures were Jack Taylor, Dan Chisholm, and Rudy Grun. If anyone of our readers can identify any of those unidentified, please get in touch with the editor. It should be noted that the table of ladies in the lower picture had no connection with the American Chemical Paint meeting although it appears as if Ed Lacko was interested in establishing one.

Medical Model



Mazie relaxing in the dispensary office.

Mazie the model made her appearance in the Amchem dispensary as the picture shows. With a cigar in her mouth and hard hat at a jaunty angle, she waits to dispense medical advice and knowledge to all who came by. Sandy Brown, Company nurse, would not be pictured with Mazie because she "didn't want to upstage her."

Mazie is really used in the cardio pulmonary resuscitation portion of an advanced first aid course given at Amchem on Monday and Thursday evenings. 15 are presently enrolled and they are all quite familiar with Mazie.

MCD PAPER STORM

In an unusual burst of literary and scientific activity, members of the MCD Research Department have delivered 8 technical papers during 1978, more than twice the normal production of such papers. Lester Steinbrecher, MCD Research Director, is pleased with the situation and hopes it stimulates more such work. "The work itself is valuable and the presentation enhances Amchem's reputation in the field," said Steinbrecher.

Those who have presented such papers this past year are:

Timm Kelly
Aluminum Group
"The Preparation of Two Piece Cans for Internal Coatings"
to the National Metal Decorators' Association
on October 24, 1978

Timm Kelly
"The Effect of Environmental Concerns and Energy Conservation Upon the Cleaning and Treating of Aluminum"
to the American Electroplaters' Society 65th Annual Technical Conference
in June, 1978

An unfortunate auto accident on the way to deliver the paper prevented its being given.

Nelson Newhard
Group Leader,
Aluminum Group
"Conversion Coatings—Chromate and Non-Chromate Types"
a discussion on corrosion control by coatings sponsored by the Office of Naval Research at Lehigh University, Bethlehem, Pa.
on November 14, 1978

Robert Cassel
Group Leader,
Steel Group

Wilbur Hall
Autodeposition
Group

Dr. James W. Davis
Manager, Product
Service Group

Dr. Harry Leister
Group Leader,
Autodeposition
Group

Andrew Hamilton
Fabricated Metals
Group

"Zinc Phosphate Washer Troubleshooting"
in Plating and Surface Finishing Journal
of the American Electroplaters' Society
September, 1978

"The Theory and Practice of Autodeposition"
Presented at North Dakota State University
on May 31, 1978

and at the Fourth Annual International
Conference on Organic Coatings in
Athens, Greece
in July, 1978

and in the Journal of Water-Borne Coatings
in August, 1978

"New Developments in the Aluminum
Coil Coating Industry"
at the Fall Technical Meeting, National Coil
Coaters Association in Washington, D.C.
on September 27, 1978

"Autodeposition: A New Concept for
Preventing Corrosion"
at the Society of Automotive Engineers
Congress and Exposition in Detroit, Michigan
on March 1, 1978

"Iron Phosphate Systems"
in the Plating and Surface Finishing Journal
of the American Electroplater's Society
in September, 1978

PROMOTION

Late in 1978, Phyllis Cates was promoted to Supervisor, Employment, in the Industrial Relations Department. She is an energetic, enthusiastic girl who was born and raised in Doylestown, Pa., and went to Central Bucks High School there. She played hockey, basketball and, having been elected home room president for her last 2 years, was automatically a member of the student council.

She went on to Endicott College for Women in Beverly, Mass., where she received an associates' degree in secretarial science. This eventually led to a job in Boston at John C. Page and Co., insurance brokers. She began as a personnel secretary and before leaving she was doing the hiring of clerical people. Phyllis was two years in Boston and shares the opinion of many young people that Boston is a wonderful city, particularly for young people.

Phyllis and Jim Cates, a fellow she had known since she was 12 years old, got married in 1970 and went to Florida where Jim attended Florida Institute of Technology and Phyllis worked at both the Metropolitan Life Insurance Co. and the First National Bank, all three institutions in Melbourne, Florida. Subsequently, she has learned that Mel Kyle, now UCC Agricultural Division Manager, Product Services, and his wife lived only a



Phyllis Cates

short distance away. Their paths were not to cross, however, until both later came to work at Amchem, Phyllis in the Industrial Relations Department.

Her interests are wide and varied. She entertains a lot and says she enjoys it very much. Cooking is another enjoyment. She loves to grow things and takes considerable time in the summer cultivating annual flowers and spends all year round nourishing plants (many unusual ones) in her home. She and Jim have recently begun to keep salt water fish, more difficult to maintain than the fresh water variety, but very brilliant and varied. They vacation yearly on Nantucket Island where the past-times seem to be mostly athletic—swimming, sailing, bicycling, and surf casting.

Most people at Amchem who know Phyllis would probably agree that one of her principal interests is people, a happy circumstance for someone working in personnel.

Department of Amplified Information

Two issues ago (July-August-September, 1978) in the list of Amchem scholarship winners from Wissahickon High School, a 1974 co-winner was Philip Bracht, son of Norman Bracht, Maintenance Supervisor. Norman wasn't working at Amchem at the time of the award but he is now and we'd like to establish his connection with those bright students. Unfortunately, we spelled Philip's name with an

"o" rather than an "a" for which we apologize.

Coincidentally, with a little detective and memory work from Barbara Emerson, Edith Szabo, and Nancy Gallagher, it was established that the other scholarship winner in 1974 was a Mary Grunmeier, daughter of Mary Grunmeier who formerly was a technical information specialist at the Amchem farm and has since departed Amchem.

St. Joe Visitor



Pictured at left is Phil O'Konski, materials man at our St. Joseph, Missouri plant with Jake Landis, Ambler Manufacturing. Phil was visiting Ambler to insure that St. Joe specs were being met here.

Engineering License

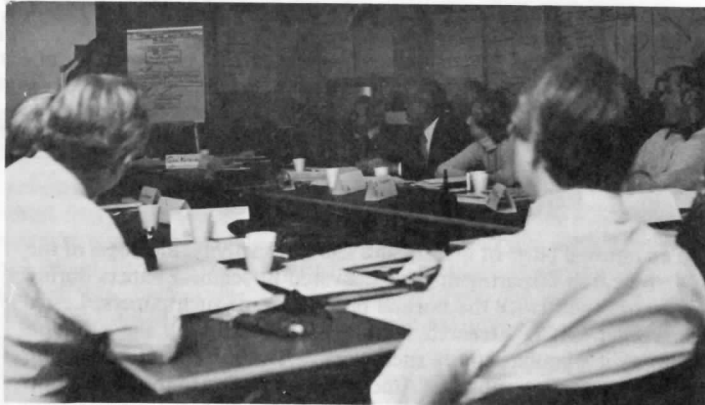
It was reported in October that a member of the engineering department, Norman Reifsnnyder, was licensed as a professional engineer by the state of Pennsylvania. Norm had taken and passed an examination in the dis-

cipline of electrical engineering and he joins George Russell, Director of Engineering, as the second member of the Amchem Engineering Department to be so licensed.

Second UCC Managers Training Session



Left to right, Barbara Emerson, Ed Rodzewich, Bob Entrikin, Ells Stockbower, Al Sadel, Jim Esposito amid numerous charts.



Left to right, background Mark Kuehner, Dwight Buczkowski, Phyllis Cates, Ed Nusbaum. Back to camera are believed to be Sandy Wallace (1) and Bob Zornig.

Marketers' Meeting

Mid November was the time of a meeting of the MCD Marketing department in Ambler. It was a full day meeting and touched on 1978 performance, 1979 outlook, future planning, profitability improvement, and joint projects with Union Carbide. The sessions were directed by Pat Harrison, Marketing Manager, with Greg Gibson, Director of Marketing, and Gene Snyder, President, also participating.



Left to right, John Curran, Bob Entrikin, Hank Panning, Gene Mendlow, Kristin Sandberg, and Bruce Chambeau rivet attention on the speaker.



Left to right, Joe Waters, Ells Stockbower, dried leopard skin, Dwight Buczkowski and Bill Starzynski all listen to Pat Harrison expound.

HOLIDAY EVENTS **The Party**

The second annual Christmas Party for children of Amchem employees was held at the research farm on December 16th

and about 40 were there to enjoy the refreshments, a magic show by Dr. Richard Morland of the AD Research Process Group,

and the visit of Santa, an appropriately jolly, fat, and red suited fellow who bore a striking resemblance to Chuck Haldeman, president of the Employee Recreation Association. Arlene Storti and

Judy Henise saw to it that everyone was properly fed and that the program moved along and the pictures show the charm and wonder that little children can bestow on such an occasion.



Bob Morland, magician for the day, makes all the kids vanish except one. Judy Henise (r) and friend.



Lining up for Santa.



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

RICHARD J. ALFONSE, JR.
October 24, 1978
Father: Richard Alfonse
Mfg. Ambler

PHILLIP RUSSELL BIELEMA
September 15, 1978
Father: Russell Bielema
Clinton Plant

DORIE ANNE CROUCH
December 17, 1978
Father: Jack Crouch
AD Sales

LINDA TEREASA GARDNER
December 5, 1978
Father: Michael Gardner
Ferndale Plant

KRISTEN LYNN LEADBEATER
October 17, 1978
Father: Jay Leadbeater
Traffic

MELISSA LYNN MILLER
October 18, 1978
Father: Chris Miller
AD Sales

MICHAEL EDWIN OBERG
September 27, 1978
Father: Frank Oberg
AD Sales

JAMES TYLER TOWNSEND
November 17, 1978
Father: Jim Townsend
MCD Sales

BRIAN JAMES WILLIAMS
November 12, 1978
Father: Mark Williams
MCD Sales



Santa's lap is a place of enchantment.

The Turkeys



The annual Christmas turkey hunt ended here for Ambler Amchemers.

Ferndale Meeting



Words and pictures reached Ambler in December of the marriage in August of Bob Meech, that venerable veteran of Amchem, to Bea Lapplander. Bob, a former MCD Salesman who now buys things to help keep Ferndale (or Warren?) running, and Bea were given a shower by the Ferndale office group after which the newlyweds honeymooned for 3 weeks at Bob's house along Lake Michigan. The picture at the left shows the whole group, left to right, Delores Crowley, Debbie Grobbel, Bea, Linda McLeod, Bob, Carolyn Harris, and Tillie Modrzynski. At right, Bea and Bob receive a gift from Tom Richards, a Monsanto salesman, who contributed to the occasion.



Bob Entrikin (L) accepts 25 year award from Gene Snyder.
MCD Marketing



Nate Giorgio (2nd from left) at 25 year award ceremony with Jack Carroll (L), Les Steinbrecher (3rd from left) and Jim Davis.
MCD Research



Carl Stella (2nd from right) accepts 25 year award from Greg Gibson (R), Ed Krueger (L) and Ed Nusbaum.
MCD Sales



Jim Dewlen (R) receives 20 year award from Bob Tisch.
AD Sales



Les Steinbrecher (R) and Gene Snyder seem pleased at 20 year award for Les.
MCD Research



Mario Trillo (2nd from left, front row) accepts 15 year award from Dave Smith (R) and Shorty Stroud (2nd from right) with the gang around.
Fremont



Illa Brustman accepts 15 year award from Les Steinbrecher.
MCD Research

Congratulations		
These are the men and women of Amchem who have received Service Award Emblems from October 1, 1978 through December 31, 1978.		
★-----25 YEARS-----★		
Robert G. Entrikin		Natale E. Giorgio
	Carl D. Stella	
★-----20 YEARS-----★		
	Lester E. Steinbrecher	



Charley Jones (R) receives 15 year award from Norman Bracht.
Maintenance



Jim Townsend (R) receives 10 year award from Gene Blaskievich, Plant Manager of a respected customer, Reynolds Metals, Tampa, Florida.
MCD Sales

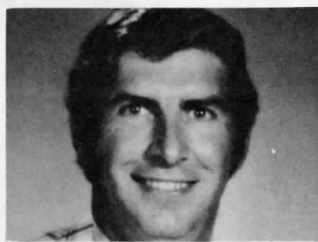
★-----15 YEARS-----★		
Richard M. Bailey	Mario R. Trillo	Illa G. Brustman
Liela F. Beacham		Charles F. Jones
★-----10 YEARS-----★		
Anthony W. Cooke	Jeanne C. Nathan	Clyde J. Roberts
Billy J. Geddle	Raymond F. Perrott	James O. Townsend
Howard H. Munck		Gordon F. Westford
★-----5 YEARS-----★		
Robert W. Couch	Charles J. Gruszka	Kenneth E. Smith
Hazlitt W. Cuppy	Paul H. Henton	James B. Spencer
Anthony A. Deginto	John R. Laughlin	Brenda J. Tate
Judy Dempsey	Newton W. McCready	William R. Wylie
	Eugene R. Shirley, Jr.	



Howard Munck (R) accepting 10 year award from jovial John Aplin.
Clinton



Bill Geddle (L) accepts 10 year award from Emory McKeithen.
AD Sales



Tony Cook received 10 year award.
MCD Sales



Gordon Westford received 10 year award.
AD Sales



Clyde Roberts (L) receiving 10 year award from Rudy Grun.
Financial



Jean Nathan receives 10 year award from Ed Feather (L) and Harry Haldeman.
Purchasing



Gene Shirley
5 years MCD Sales



Ken Smith
5 years Ferndale



Jim Spencer
5 years Maintenance



Ray Perrott (C) receives 10 year award from Norman Bracht (L) and John Smirga.
Maintenance



Charles Gruszka
5 years MCD Research



Newton McCready
5 years MCD Research



Bill Wylie
5 years Manufacturing



Brenda Tate
5 years Manufacturing



Bob Couch
5 years Ferndale



John Laughlin
5 years Financial



Judy Dempsey
5 years Financial



Hazlitt Cuppy
5 years Manufacturing