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Volume 23, No. 4

October, November, December, 1980

PROMOTIONS AND APPOINTMENTS

HUGH AVANT

In October Hugh Avant became an Automotive Sales Manager, reporting to Pete Russell in Detroit. It is just one more move for Avant in a number of moves he has made both before and since coming with Amchem in 1973 as a metalworking chemicals salesman. He was born and raised in Jeffersonville, Indiana and went to high school there, spending some time on the track team as pole vaulter and quarter miler.

After high school Hugh joined the Navy and spent more than 4 years flying in and maintaining Navy P2V Neptunes, Lockheed Electra's and other aircraft. His service took him to the Hawaiian Islands, Japan, the Philippines, Hong Kong, Formosa, and the islands Wake, Guam, Kwajalein, etc. He also flew a few missions in the Vietnam conflict. His return from service found him working first for McDonnell-Douglas in St. Louis, Mo., as a

flight mechanic and then Lockheed in Marietta, Ga., as a flight line supervisor. A short stint followed with National Convenience Stores during which time he also attended a couple of semesters at Kennesaw Junior College in Marietta.

Maris, his wife, and Hugh have 3 girls, Amy, Angela, and Alicia,

Continued on page 2



Hugh Avant

A GERMAN ODYSSEY

Three months after departing for Germany and intensive training in the Henkel P3 line of products, Glen Schoener, Research, was back at work in Ambler in early September. It was a memorable stay for Glen and Kate, his wife, and he reminisced on their experiences recently.

Schoener estimated he spent about 70% of his working time in

3 different Henkel laboratories in Dusseldorf and the remainder visiting industrial operations of P3 in automobile, vitreous enamelling, and anodizing plants. These travels took him to numerous cities, including the Frankfurt area, Dortmund, and locations in the Netherlands.

But it was on weekends that

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RETIREES HOLIDAY REMEMBRANCE

Something different will be initiated this year when our retirees and employees on Long Term Disability will receive a holiday package from Amchem. In the past, those eligible either picked up turkeys from our plants near their homes, or, were asked to purchase their own birds and be reimbursed by the company.

Shortly before Christmas, the eligible recipients will receive an assortment of fifteen cheeses, petits fours, cookies, turkey pate, and four varieties of jelly. We want each to know that this gift will arrive with Amchem's warm thoughts and sincere wishes for a joyous holiday season.

New Officers Named



Clyde Roberts



Pat Harrison

In companion notices, Gene Snyder, president, announced, in late July, the appointments of Clyde Roberts as Vice President, Finance, effective January, 1981 and Pat Harrison as Assistant Vice President, Marketing. At the same time he extended best wishes to John Knudson, Vice President and Chief Financial Officer, who will be leaving Amchem at the end of the year to assume the responsibilities of Vice President, Finance and Control at Henkel Corp., Minneapolis, Minnesota.

CLYDE ROBERTS

Fred Allen, the late noted comedian, during a censorship dispute with his radio network, described a vice president as "a man who comes to work at nine o'clock and on his desk is a mole hill. It's his job to make a mountain out of it by five o'clock." By consensus of Amchemers who know him, Clyde Roberts, newly appointed Vice President, Finance, doesn't fit the Allen caricature at all. He is a 12 year veteran of Amchem who began work here just as the merger with William H. Rorer was completed, arriving after 6 years of experience in accounting and financial operations with Coopers & Lybrand (then Lybrand, Ross Bros., and Montgomery). He will now be responsible for all data processing, credit, accounting, and banking functions of Amchem. Previously, he had been Assistant Chief Financial Officer and Controller.

Clyde added some details of his life to those published after his

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JAMES W. HARRISON

The new Assistant Vice President, Marketing, Pat Harrison, has almost 20 years at Amchem, all of it in the technical and marketing departments. He was brought from Chicago to the Philadelphia area by his parents when he was 2 months old and he went to both Central High School and Temple University in the city. With his bachelor of science in physics he went into the Army Chemical Corps and stayed long enough to go from the rank of 2nd Lt. to Captain and to see a little of Alabama and a lot of Utah.

After a short stint with a pump company, Pat came to Amchem where successively he worked in the Lineguard group, managed the MCD pilot plant, became marketing manager of the coil coating industry, and MCD Marketing Manager. While in the latter job he acquired an MBA at Pace University.

Pat and Doris, his wife, have three children, David, just grad-

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HUGH AVANT

Continued from page 1

aged 7, 4, and 9 months respectively. The family owns a "bass" boat in which Hugh fishes local lakes and a local reservoir. He also is a golfer and has done some trap and skeet shooting. Maria, a former executive secretary at Eastern Airlines and Anderson Electric Co., has played some tennis, is a water skier, grows indoor and outdoor plants and is involved in some church work.

Hugh has sold Amchem's products in Virginia, Alabama, Mississippi, & Louisiana, and will shortly move with the family to the Detroit area.

FRAN OGDEN

Fran Ogden, formerly Fran Baxter, was appointed Accountant III in July and reports to Don Lawrence. She has had a variety of accounting responsibilities at Amchem and now will be handling capital accounting, transactions involving Union Carbide Corp. which result from the joint occupancy of the Ambler facility, and various gov-



Fran Ogden

ernmental statistical reports.

Fran was born in Arlington, Virginia but her family moved to Cherry Hill, N.J. when she was young. She graduated from the local high school and began a 13 year quest for a college degree. She began full time at a junior college in Orlando, Florida, and later, while earning a living, took classes at night at Ursinus, Rutgers, and West Chester, finishing at the latter with a bachelor's degree in accounting. She now has begun work at Temple University, Ambler campus, towards

an MBA degree.

She has become something of an athlete since high school, enjoying tennis, bowling (in the company league), and downhill skiing. But she talks most about dancing, recalling dances in high school, and doing rock and disco dancing now.

TOM HOPKINS

Appointed to the new position of Lineguard Service Coordinator, reporting to Jim Costello, is an 18 year veteran of Amchem technical service—Tom Hopkins. He is a graduate of Benjamin Franklin High School in Philadelphia, having been born and raised in the Brewerytown section of the city. Tom was too small for



Tom Hopkins

most athletic teams when in high school so he became Philadelphia Bulletin reporter for all varsity sports, calling in results, writing up games, and getting into all events free.

After high school he worked for Merck Sharpe and Dohme and went at night to Temple University and later the Ogontz campus of Penn State for courses in production control and management. In 1962, he joined Amchem and has served in the pilot plant and lineguard sections ever since.

Tom is a gardener, paying most attention to flowers, shrubs and trees, in addition to what his wife, Mary, calls his "summer toy," a swimming pool. Mary is a veteran 4th grade teacher at the St. Joseph School in Warrington. The couple have three children, Tom, Jr., Robert, and Mary Lou and a grandson, Tommy, aged 4. Hopkins also says that he is one

of the Eagles' and Phillies' most avid TV fans.

RICHARD PATTERSON

Richard Patterson was appointed Assistant to the Plant Manager in Amchem's new Warren, Michigan facility and he left his duties in the Ambler Environmental Engineering section for Detroit in mid-August. Rich is another Amchemer born in Philadelphia (West Philly) but he grew up in Havertown, Pa. and



Rich Patterson

graduated from Haverford Township High School. During school years he worked as an operator in a dry cleaning establishment and as a maintenance man in a local hospital. He next attended Drexel University full time for a year but then began to work as a chemical operator and continued school at night. He came to Amchem in 1978 and finished his engineering studies shortly thereafter.

Rich and his wife Patty have a 7 year old daughter named Christine. One of his hobbies is tropical fish and he has had several tanks around the house in the past. He only has one now but it is a 55 gallon size and currently houses (tanks?) about a dozen varieties. He had what he called "a 10 inch Oscar" in Ambler of which he became quite fond, even though the fish was vicious enough to eat all the others in his (or her?) tank.

Meanwhile, Patty has a hobby of making and furnishing doll houses. She puts the house together from a purchased kit and proceeds to carve, glue, and fashion a wide variety of furniture and other furnishings, all miniature and very painstaking.

CLYDE ROBERTS

Continued from page 1

election as Assistant Treasurer and Controller in late 1975 (see Amchem News, Feb.-March, 1976). He attended Girard College High School in Philadelphia prior to college and now admits to receiving the Dobson Medal in Accounting for achieving the highest grades in accounting courses in college (Wilkes College in Wilkes-Barre, Pa.). He also received a CPA license in 1966.

A GERMAN ODYSSEY

Continued from Page 1

the Schoeners did intensive traveling. They visited all over Germany, including places such as Mainz, Koblenz, Cologne, Bonn, Trier, Baden-Baden and such non-German cities as Brussels, Belgium, Paris, France, and Innsbruck, Austria. It was a welcome change for Kate who, during the week, spent much of her time reading, walking, and shopping.

The couple stayed in an apartment about a 10 minute walk from the Henkel laboratories and cooked and ate things that they normally would have in the U.S. Since they are both of German extraction, they noticed little difference in their eating habits except that beef is not as easily obtainable in Germany as it is in the U.S. They were highly embarrassed on their initial grocery shopping tour when, after assembling several grocery carts of goods, they discovered that bags are not supplied in German grocery stores. They wheeled the carts the several blocks to their apartment and, from then on, provided themselves with plastic shopping bags as everyone else did.

Glen remembers fondly a number of things about the stay—old castles and buildings around Germany, fine German wines, beer in the many bars in Altstadt, the "old city" section of Dusseldorf, and the friendliness and kindness of their Henkel hosts, many of whom entertained the Schoeners in their homes. Not many young couples have such an opportunity to get to know another country so intimately.

JAMES W. HARRISON

Continued from page 1

uated from Stanford University, Carolyn, an engineering sophomore at Lafayette, and J. F. (James Frederick), still in high school. The family does some sailing in their 15' sloop and enjoys vacationing on the Maine coast. Pat likes to do carpentry and wood working ("heavy hammer stuff—taking down and putting up walls"), some bike riding, and to play a little Mozart or Chopin on the piano, "preferably out of earshot.

And he says his formal education is not over yet since he plans to take work towards an MBA, probably at Pace University in New York City. Even more important, since the last report he and his wife, Linda, have added a third boy to their family, the ages of the three now being 16, 12, and 4. Presumably his average golf score continues to drop and his average bowling score continues to climb.



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Employees and Their Families

Hugh Gehman, Editor

RETIREMENTS

MILDRED MORRIS

At one time in her life, Mildred Morris contemplated a nursing career but, shortly after her graduation from Lansdale High School (now North Penn), a combination of illness in her family and the economic depression then going on caused her to remain at home to help. Two years later she took a business course in secretarial skills and went to work for the Montgomery County Superintendent of Schools. After 8 years, she came to Amchem and in September, almost 32 years later, she retired.

Mildred reminisced recently on her career here—working in the International Division with Warren Weston, for the late Bill Boyer in sales, back to the International Division with Weston, John Shellenberger, Bill Delanty, and to the Environmental Control operation from which she retired.

She recalled how very busy she and Jean Rowan were in the early days in the International Division—so busy that a doctor warned her to get some time off or face a breakdown. Leon Cherksey, then company president, called Mildred to his office and, in a move

characteristic of Cherksey's unusual concern for people who worked here, told her to take as much time as she felt she needed and she would be paid in full. She took about a month, returned, and has always remembered the incident with considerable gratitude.

Mildred says she will continue to pursue her interests after retirement. These include cooking, entertaining friends, music, sewing, reading, and travel.

At a retirement dinner in late August, about 65 people, including her parents, watched Mildred accept gifts and the good wishes of her fellow employees (see pictures). And the letter printed below is Mildred's response to all this activity.

September 1, 1980

Dear Friends,

My heartfelt thanks to each of you for all your good wishes and the warmest imaginable "send-off" anyone could wish for—if this retirement thing doesn't work, I'm afraid I will have only myself to blame.

Somehow I just cannot find words to fully convey my depth of appreciation for all you have done, both in word and deed—the beautiful plaque, already gracing a special place on my liv-

ing room wall, your most generous Gift Certificate, the lovely collage spanning the years, and the beautifully decorated "hard hat" (which will serve me well in any future skirmishes!).

Most of all, I am deeply grateful for the good memories of my years at Amchem and the warm reassurance of your friendship as I face the last chapter of life.

For each of you and your families, my warmest wishes for life's very best, always—

Fondly,

Mildred



Mildred Morris



Mildred spies the decorated hard hat and reacts. Her father is to her right and Edie Young is with face averted.



Waiting for dessert. Seated, left to right, Mildred Pierson, Lyle Slingluff, Edna Gauss, retired and visiting from Florida, Gertrude Scheetz, Kay Gramm, also retired. Standing, Dick Rockstroh and Karl Weigand. Pictures, courtesy of Tom Day.



At the tables, left to right, Florence Michener, Cindy Wild, Jean Wilkinson, Jean Nathan, Fran Reiff, and Mildred Anderson.

BILL SNYDER

When the trucks loaded with Amchem's products began pulling away from the Ambler shipping dock after September first, they no longer had received the tender and painstaking supervision of Bill Snyder, who retired after Labor Day. Bill had been with Amchem for 35 years and, at his retirement, there were only seven Amchemers employed longer than he.

He came to Amchem in 1945 after about 5 years in the U.S.

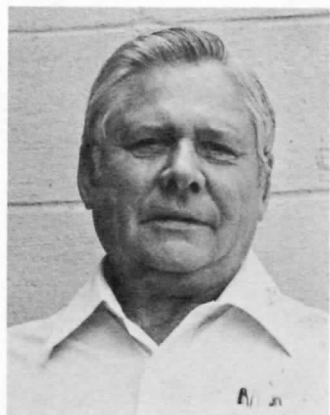
Army as an infantryman. His principal service was in England, Germany and other parts of Europe and he made the crossing from England to France on D-Day, June 6, 1945. He brushes off questions about his experiences there by saying he "saw a lot that I don't want to remember."

In retirement, Bill says he has lots of work to do at his own home, his mother-in-law's home, and the home of one of his sons who lives in New Jersey. He intends to visit friends of his who have moved to Maine and he may

move there himself in the next two or three years.

The Snyders have 5 children, 3 girls and 2 boys, all married and living close by except for the aforementioned son. There are also 5 grandchildren, a boy and 4 girls.

On the day he was hired, Bill remembers strong persuasion by Graham Smith to go into the maintenance department. Bill would have none of it however, preferring shipping, which is where he was assigned and where he spent his entire career here.

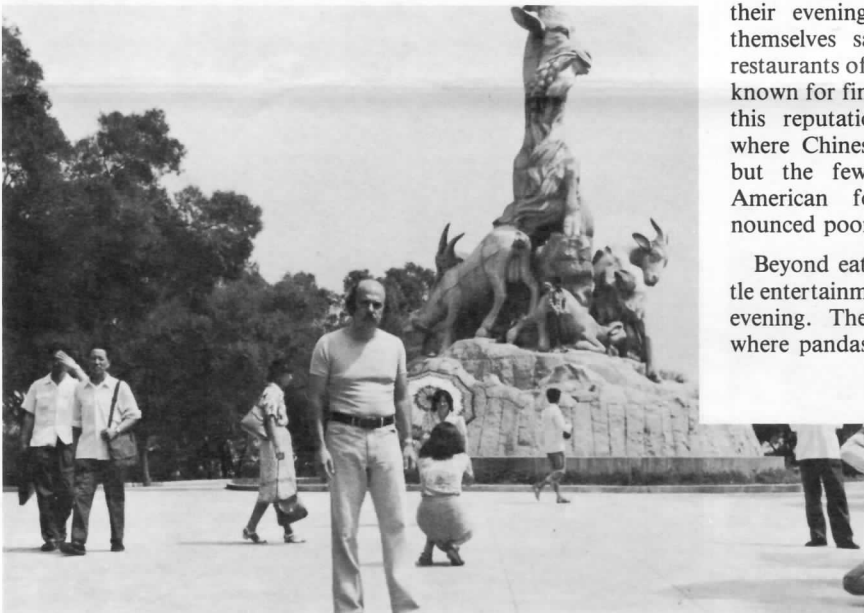


Bill Snyder

FAR EAST FORAY



Hong Kong is a spectacular view.



The Canton "clothespin"? Montella in the foreground.



Richard Montella is at the right in the Henkel booth at the show in Canton.

The second Amchemer into China (John Kirch was the first) was Rich Montella of the International Division. He went to the city of Canton (spelled Qwang Chow, Kwang-Chow or Guangzhou) back in June with five Henkel people to participate in a trade show called Cotech 80, short for Modern Coating Technology Exhibition 1980. One of the Henkel people was a German from Dusseldorf and another was a German who manages the Henkel, Hong Kong operation. The other three were Hong Kong Chinese who worked for Henkel in that city. Rick Wu, one of these latter, has since visited Ambler.

Henkel was exhibiting their P-3 line of neutral cleaners, their Dehydag line of paint additives, and the Amchem line of metal treatment processes. The show was a week long, from June 9 to June 16 and Rich and the Henkel people manned the booth (see pictures) from about 8:30 a.m. to 5:30 p.m. with a generous time off for lunch.

Rich and his companions had their evenings free and found themselves sampling the better restaurants of Canton, a city long known for fine food. They found this reputation to be justified where Chinese food was served but the few times they tried American food it was pronounced poor by Montella.

Beyond eating, they found little entertainment in the city in the evening. They did visit a zoo where pandas were an outstand-

ing feature and a museum devoted to the history of the Chinese dynasties. But they, like many Canton citizens, could merely walk around in the evening, enjoying the scenery of the city.

Their abode in Canton was the Tung Fang Hotel, about 15 minutes by bus away from their work. Though it is known as the best hotel in the city, it is old and was being refurbished at the time of Montella's stay. The weather was hot and humid and they all suffered from mosquitoes, although Rich had a net over his bed. On the last day of their stay, a new air conditioning unit was completed and they got some relief from the humidity even though their room rate was raised.

Montella reported the Chinese who sponsored the show and the university people involved were all helpful and courteous. Other Chinese with whom they came in contact were friendly but reserved, no doubt because so few of them spoke any English. Since many operations are owned and managed by the government, incentive to do a good job seemed low and things like meal serving, checking in and out of hotels, and airport processing all were slow.

Rich spent an extra three days in Hong Kong and then returned to Ambler via San Francisco. It was a memorable trip and his numerous pictures show the beauty of the region.



Montella, at left, with an interested show attender.

ONCE MORE, THE GOLFERS



In the foreground, Joe Rocco, right, collects money from Ralph Lelii, not an easy thing to do. In the background, John Zollo, right, and Karl Weigand are interested in refreshment.



Winners of the weekly league play in their respective flights. Standing, left to right, Bill Ashby, Stan Mayew, Jim O'Donnell and Harry Leister. Kneeling, Michael Nathan and Max Zebich. Each holds his trophy.



This year many golfers visited the traps. Attempting to get out, left to right, George Starke, Michael Nathan, and Dwight Buczkowski, with Merv Hubbard looking on.



A laboratory group still miles away from the green. Left to right, Leo Alas, Vic Miovec, Andy Kepich and Ed Rodzewich.



Golfers need tough skins on the first tee where everyone stands around to watch the initial drives.

On a warm, humid day in late September, the golfers of Amchem, 28 men and 1 woman, staged their annual outing. There were rounds of golf, of course, with prizes under several methods of scoring, door prizes won by drawing, a fine outdoor supper, and lots of chatter about golf, why I didn't do better, were all those strokes you took in the trap counted, etc. Gross scores ranged from Stan Mayew's low of 78 to

Timm Kelly's high of 151 and everybody questioned by a reporter said they were there for the good time only.

In addition to achieving the low gross score, Stan Mayew won the Blind Calloway competition. Bill Ashby won the scoring according to the Buckley system, and Wally Dragani and Anson Cooke were tops as blind partners. Golf balls were the prize for

all winners.

Results for the season's play are listed below:

Competitive Play (see picture)

Flight 1 Stan Mayew
Bill Ashby

Flight 2 Max Zebich
Michael Nathan

Flight 3 Harry Leister
Jim O'Donnell

Sally Perkins, the lone woman golfer, pulled off the lowest net score during the season when, with a 24 handicap, she shot a 48, giving her 24.

Officers elected for the 1981 season were as listed below.

President—Tony Serratore

Secretary—Kent Bonney

Treasurer—Bill Ashby

Recorder—Merv Hubbard

AN AMCHEMER IN WASHINGTON

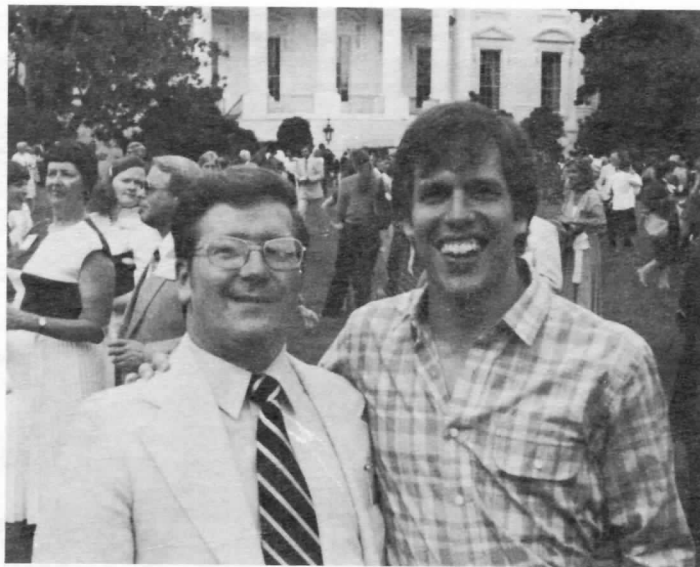
There seems to be no measuring the length and breadth of the Amchem presence in the world and another example of it emerged this past summer with Dr. Ralph Zimmerman, a chemist in the research department who began work here only last April. He was one of about 500 athletes, coaches, trainers, officials, etc. who attended an affair in Washington, D.C. in late July, honoring the Olympic team of the United States. The nation did not, of course, participate in the games this year held in Moscow. But the U.S. Olympic Committee selected a full team and brought them all to the event in the Capital for 2 nights and a day.

The first evening saw a welcoming barbeque and the next day at noon there was a formal gold medal presentation at the Capitol building. President Carter spoke to the group who were dressed in their Olympic parade outfits consisting of red checked shirts or blouses, blue jeans or skirts, white cowboy hats, and brown boots. Some

Amchemers may have seen pictures of the affair in the news media and we have included one of Ralph. He reported the presence of the U.S. Marine band, 50 state flags, and a fine speech by Donna DeVerona, a former Olympic swimmer and mistress of ceremonies. As with Americans at large, the athletes were divided in their outlook towards the U.S. boycott of the games in Russia and her speech was sympathetic to the various points of view.

Later in the afternoon there was a buffet reception on the White House lawn with each member greeted, if he or she chose, by the president, Mrs. Carter and Amy Carter. Zimmerman said the guests were also privileged to stroll through the lower two floors of the White House.

At the Kennedy Center in the evening was the final event of the day, a concert featuring such stars as Patti LaBelle, Andy Gibb, Peter Marshall, the Levin Sisters, Jamie Farr (Cpl. Klinger



Dr. Zimmerman, left, with a U.S. Olympic fencer on the White House lawn.

in the TV show MASH), and others. It was a "rousing concert, to say the least," reports Zimmerman, ending with an athlete carrying an open flame onto a darkened stage in a darkened hall with the singing, over and over, of "America The Beautiful" by Patti LaBelle, joined by the other performers, and then the athletes themselves.

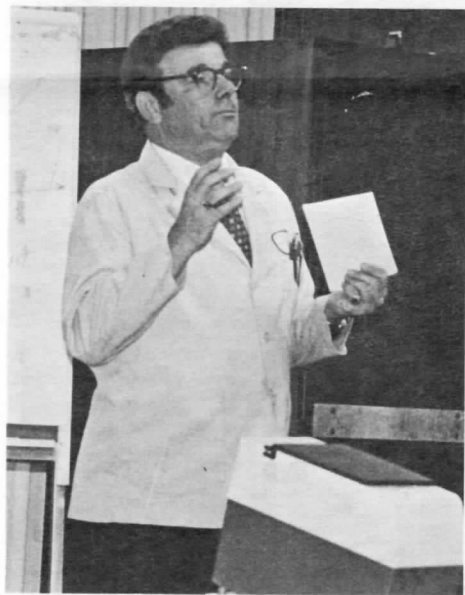
Dr. Zimmerman, with both his

bachelor's degree and doctorate from Massachusetts Institute of Technology, is a fencer, once ranked 13th in the nation in the sabre event. He attended the affair in Washington, however, in his capacity as Chief of Referees for U.S. fencing. He is licensed as an international fencing referee, enabling him to officiate at the Olympic Games, world championships, and other such events.

TECHNOLOGY FORUM

In late July, Lou Sabatini, Analytical Laboratory Group Leader, gave a lecture on the various techniques and apparatus used as well as the services available in the analytical labs of the company. The audience consisted principally of other members of the technical department along with numerous marketing people.

In his introductory remarks, Les Steinbrecher, Director of Research, said that this was to be the first in a series of periodic lectures by various laboratory groups on their own specialty or field of endeavor. He said he was resuming the series after a lapse of about ten years since it would enhance understanding, promote information flow, and stimulate ideas within the technical department.



Lou Sabatini in the middle of his lecture.



Les Steinbrecher opens the program.



The audience seems alternately spellbound (left) and amused (right).

A HENKEL TAKES LEAVE

The surrounding pictures show some of the gaiety at a farewell lunch and send off for Hans Kowolik of Henkel prior to his return to Germany in late August. Hans had a favorite "watering

hole" on Butler Avenue in Ambler and a large group of technical and marketing people gathered there to toast him and present him with a cowboy hat (see pictures).



Hans Kowolik dons his cowboy hat to the amusement, left to right, of Lois McFadden, Scotty Martin and Illa Brustman.



All join Kowolik in a farewell toast.



Kowolik and Les Steinbrecher on the final day of the former's Ambler stay. All pictures courtesy of Tim O'Grady.

POSTSCRIPT

Published in the September 1980 edition of the Henkel-Blick is the following excerpt from a letter to the editor by Hans Kowolik, written to the Blick while he was still assigned in Ambler. Kowolik joins a fairly long list of visitors to Amchem from other countries who had trouble with speeding laws.

"I read your report with great pleasure in the States. As to the speed limit over here I would like to add from my personal experience the following: We had a meeting arranged in Baltimore, about 100 miles from here, for 10 A.M. The time grew short, so I stepped on the gas, and travelled 70 mph (112 Km/h) which is very civilized when compared to the German autobahn conditions.

Right behind me, with "music and fireworks" followed a state trooper. My American colleague had warned me not to argue because these people are without humor. He wanted \$40.00, as you write, because tickets are expensive. After he had had some problems when trying to understand my German driver's license, he said: "This is a warning but don't drive over 55 mph in the future because We arrived on time (almost with a minute to spare). I'll keep the crumpled ticket as a souvenir."

(Editor's note—the American colleague Kowolik refers to is Tim Smith, Research. Translation from the German by Illa Brustman.)

VISITORS FROM ALL OVER



Two training programs for Amchem's International Licencees, one on Lineguard equipment and the other on the Autophoretic process, brought together the handsome gentlemen pictured. Standing, left to right, Bill Snyder, Kent Bonney and Richard Montella, all of Amchem, Ambler, Rick Wu, Henkel, Hong Kong, and Benjamin Perez, DuPont, Venezuela. Seated, left to right, are Ingemar Granbom, Amchem, Brussels, Egon Christersson, Mercandia Industries, Denmark, Alain Azzam, CFPI, France, and Alfredo Croes, DuPont, Venezuela. Site of picture is the conference room in the International Division.

WATERS OVER THE DAM

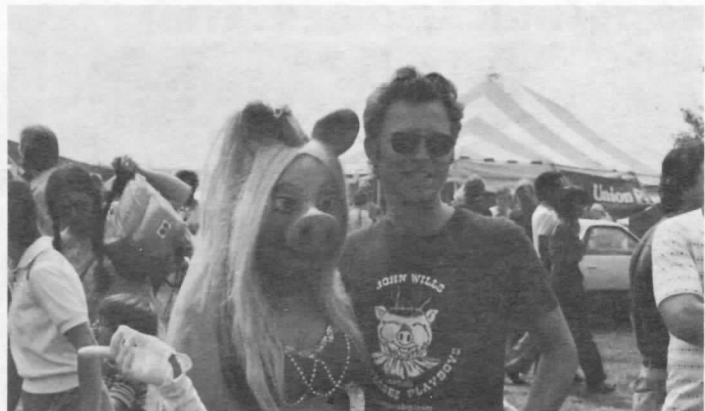
When Joe Waters left Amchem back in September, a group of his friends and colleagues gathered at dinner to see him off (see pictures). Joe was with the company

just over 10 years, working in the Lineguard section, managing the customer service laboratory, and in the marketing of the Autophoretic process.



Joe accepts one of the humorous gifts as others at the head table look on. Left to right, Eells Stockbower, Jack Price, Pat Harrison and, back to camera, Greg Gibson.

"THAT'S WHAT I LIKE ABOUT THE SOUTH"



One of our southern spies supplied this picture which shows Amchem salesman Michael Craig, Southern Region, with an obviously friendly but unidentified young lady (?) in gala surroundings. The time was early May and the occasion was the International Barbecue Cooking Contest in Memphis, Tennessee. Mike is a member of a group called John Wills and his Tennessee Playboys and they won the whole-hog barbecuing contest as well as the grand prize. The account in the Memphis Commercial Appeal the next day indicated that the event "featured lots of barbecue, beer, and smoke."

INTER PLANT VISIT



Mary Lou Carney, Fremont, pictured on the right, supplied the photograph above of Dorris Johnston, center, who works in Amchem's Los Alamitos, California sales office. On the left is Carol Smith, also of Fremont, secretary to Jack Harsma and to any of his salesmen who drop by. Dorris was on vacation at the time of the picture and came by Fremont, which she had never visited before and whose people she had only talked to by phone. Complaints about picture quality should be lodged with Dave Smith, plant manager.

SELF IMPROVEMENT



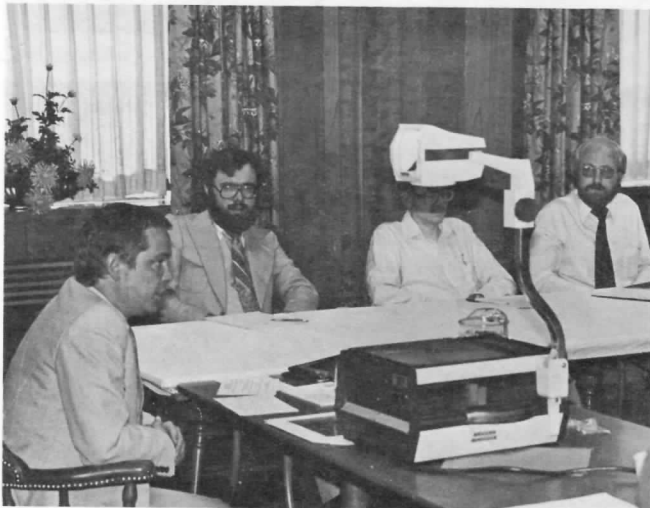
The picture shows the rather large turnout for one of the three speed reading sections which were held in September. More than 80 Amchemers took the three session course. Opinions of those who took the course ranged from, "Helpful" to "Wonderful." One who didn't take the course was heard to remark, "I can't take speed reading—I don't want to miss anything."

AN ILL WIND



In a wild late afternoon wind storm in August some large tree branches cracked and went down over the parking spaces behind one of the houses that face Spring Garden Street. The pictures, taken the next morning, show Joe Feckno at the left and Bob Murray and Lee Spencer at the right looking at the cleanup job to be done. The branches hit and damaged the car parked in John Millard's assigned space but the car, fortunately and unfortunately, belonged to Lois Johanson. Gabe Mancini, in charge of parking assignments, allegedly remarked, "That's what happens when you park in somebody else's space."

P3 TECHNICAL ORIENTATION



The pictures show a technical session on the Henkel P3 product line given for Amchem technical and marketing people. Seminar was presented by Dr. Hans Goehausen of the Henkel Dusseldorf laboratories, who spent about two weeks traveling to various industrial sites in the U.S. relating to the P3 line. Dr. Goehausen is at the left and left to right are Timm Kelly, Tim O'Grady, Jeff Frelin, Nelson Newhard, Gene Mendlow, Kristin Sandberg, Jack Carroll, Bob Harris, Carmen Carandang, and Greg Gibson. Dwight Buczkowski is in foreground with back to camera.

SALES MEETING UPDATE



The gang's all here. Members of the Western, Southern, and Great Lakes regions gather for their historic portrait. Managers and marketers occupy the front row with a few sprinkled in among the troops.



Good and bad golf form is demonstrated by Curtis Evans (R) and Don Van Ittersum. Reader may decide which is good and which bad.



Hill Yancey holds up his catch.



The "western look" is demonstrated by, left to right, Bob Walz, Henry Mann, Gene Shirley, and Freddy Schmidt.



Snoopy seems genuinely interested in whatever Jack Price may be saying.



Late afternoon bent elbow conference is among, left to right, Jim Debbrecht, Hugh Avant, Andre Jeanson, Dave Needham, Layke Bounds, and Darryl McClendon. Ed Krueger is almost off camera to far left.

THE SAFETY CORNER

AWARDS

On July 3, 1980, 181 employees at the Ambler site received safety awards for working 12 consecutive months without suffering a disabling injury. It is gratifying to note that a higher percentage of those eligible to participate in the award program are receiving prizes each year because fewer employees are experiencing work related time-losing injuries.

The award program was established in 1955 as an incentive plan to encourage employees to work safely and to adhere to recognized safe procedures. While the program has been modified slightly over the many years, its primary objective still remains the same: recognition of good safety performance.

During the ceremonies, Dick Rockstroh, Vice President and Director—Manufacturing, high-

lighted management's interest in injury prevention and pointed out how the safety program over the past few years has been expanded and intensified; John Millard, Director—Employee Relations, recalled some personal experiences related to off-the-job injuries, and Win Person, Safety Manager, stressed the importance of the individual's responsibility in having to make many on-the-spot decisions which determine whether a job is done safely or unsafely.

The Fremont and the Windsor Plants also distributed safety awards to their eligible personnel in July 1980. The Warren Plant, which participates in the incentive program too, operates their plan on the calendar year, so that such awards will be distributed in early January of 1981.

SEAT BELT SURVEY

In May 1980 a film entitled "Broken Glass" concerning the wearing of auto seat belts was shown to the vast majority of Amchem employees at all locations including the sales personnel. A questionnaire was distributed during the film presentations inquiring about current practices of employees. This survey revealed that about 30% of employees report that they wear seat belts most of the time compared to the national average of only 14%.

During the program it was learned that many people were not aware of the corporate policy requiring employees to wear seat belts when on Company business.

Some of the more significant highlights brought out at the presentations were:

- Most auto fatalities occur at speeds under 40 mph.
- Most auto fatalities occur within a 25 mile radius of home.
- Over 1½ million disabling injuries occur each year.
- Over 50,000 auto fatalities occur each year.
- Women wear seat belts more often than men.
- Drivers of small cars wear seat belts more often than drivers of large cars.
- A study by the State of Delaware revealed that of a total 431 auto fatalities from 1976-1979 only one had been wearing a seat belt.

SALESMEN MEET P3

The pictures show the P3 gathering looking at some laboratory demonstrations of what the materials can do. Selected sales people were in Ambler for a one day session to make sales

plans, pick target accounts, and learn about the advantages of the new line.

The affair was under the supervision of Dwight Buczkowski, Task Force Chairman and he,

Russ Bedford, and Tim Smith all helped indoctrinate the troops. Greg Gibson began the session with remarks on the importance of P3 to both Amchem and Henkel.



The P3 sales vanguard, left to right, Ron Dinsmore, Fred Henning, Russ Bedford, Vince Cannata, Dwight Buczkowski, Howie Schroeder, Rex Dwars, Nick Cigan, and Dave Smith.

SOMETHING NEW

A new group of Amchem service awards was announced by Marilyn Lauchmen of the Employee Relations Department. As before, they will be available for selection by those attaining multiples of 5 years' service, beginning January 1, 1981. In addition, there is a wider selection including watches, clocks, cameras or matching luggage for those attaining 25 years' service. The new articles include a desk set, another desk set with clock, steak knives, a 3 instrument weather station, jewelry boxes and pewter ware (bowl, tray, tankard, set of Jefferson cups, pair of hurricane lamps). The new awards replace the previous line which included tie bars and tacs, key chains, bracelets, money clips, necklaces, belt buckles, lighters, etc. A limited quantity of the previous

awards will still be available to the award recipient who prefers one of them.

Commencing in 1981, another change in the program will extend awards to those achieving 30, 35, 40 and more years' service. Those who passed 30, 35 and 40 years' service prior to 1981 will be eligible for the new awards on their next five year anniversary date but, in the interim, each will be presented with a chrome Cross pen with an Amchem logo this coming January. Employees in this category who retire before their next 5 year anniversary will be given a choice of awards in their retirement year.

A new feature of the awards program is the presentation of an engraved ten-inch pewter bowl to each Amchem employee at retirement.

A CAREER MODEL

The Philadelphia College of Textiles and Science publishes what they call "The Career Book," listing various career descriptions, employment outlook, local salary ranges possible, and the college's courses in preparation for that career. They also feature one of their students pursuing each career listed and the last issue contained a picture of Joseph Grimes, a technician in Amchem's customer service lab, who is seeking credits towards a bachelor's degree at Philadelphia Textile. Grimes looks happy with the Textile College's laboratory shelves as background.

In this connection, the Employee Relations Department advises that enrollment of Amchem employees for the company's educational assistance is up.

THAT THE RECORD MAY BE STRAIGHT

UPDATE ON AN ACE

In the Jan.-Feb.-March 1980 article on our Windsor, Ontario people, there appeared the comment that Michael Broadbent was a 12 handicap golfer who had never made a hole-in-one. The Saturday, June 28, 1980 issue of the Windsor, Ontario Star carried a report of five holes-in-one being recorded at area golf courses and we quote one of the paragraphs verbatim. "Mike Broadbent aced the 163 yard eighth hole at Roseland, using a five iron." Said Broadbent to the Amchem News editor, "your article was a few weeks too early."

ERRATA

Two identification errors made in the last issue need correction. The girl at the rear center of one of the pictures in "The Safety Corner" article is not Mary Jo Czop but whoever she is, she must identify herself as no one around seems to be able to. And the unidentified young man in the picture below in the same article is Rich Keyser, a new employee in the Engineering Department, his newness no doubt being the reason so many people could not identify him.

There was also a name spelled incorrectly, Penelope is Francke, not Franke, and she says it's wrong in the company phone directory, too.

IN MEMORIAM

Amchem lost five of its retirees during the summer and it seems as if their retirement time was much too short. Bill Nelson, who formerly worked in production, left in 1972. So did Lloyd Shepherd, who was in the manufacturing department. They got the most years in. Melvin Nagle, also production, left in 1976. Steve Gura, Ferndale, Michigan plant production, relaxed only a little more than a year and, of course, Jim Thirsk died within three weeks after his retirement (see last issue of Amchem News).

BILL NELSON

Bill was a short, burly, deep voiced fellow who had a friendly manner and a fine sense of humor. He seemed to be all over the plant, working at equipment, rolling drums, carrying his lunch pail in and out daily. He was hired in 1924 and worked here for 48 years. It may be that only F. P. Spruance and Gerry Romig had longer service.

MELVIN NAGLE

Melvin worked at Amchem only half of Bill Nelson's 48 years but even that is a large chunk of a working lifetime. He was not a robust man and, like many other Amchem retirees, he moved to Florida after retirement. It was in Orlando that he died but in this area, his home, that he was buried.

LLOYD SHEPHERD

Lloyd was with Amchem for 22 years and a sunnier and more cooperative disposition would be hard to find. He began as a maintenance mechanic but, after 2 heart attacks, his duties were altered and he worked in the plant manager's office. Graham Smith, to whom Lloyd reported for many years, recalled that the heart attacks were 1 year apart to the day. Lloyd and his wife had just re-

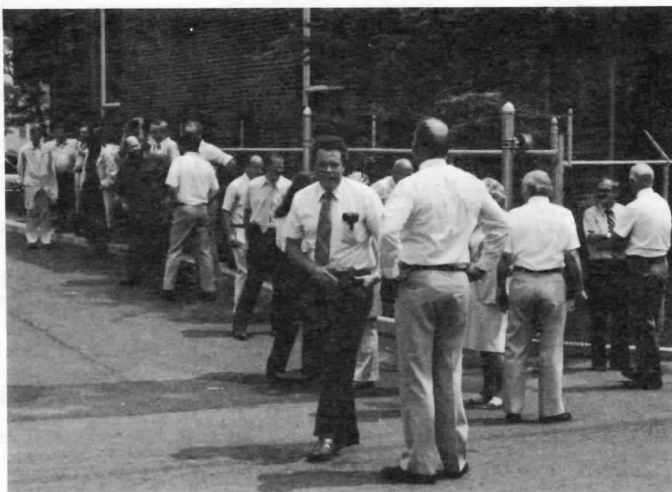
cently moved to a retirement home and he died suddenly while helping with meal cleanup one evening.

STEVE GURA

Steve came to Amchem with the acquisition of Sno-Flake Products. He had joined that company in 1939 and worked in the Ferndale production department all his career. He was especially proud of his grandchildren, mentioning them first in any discussion of his interests. Bob Couch, Ferndale plant manager, reported on his expertness in mixing Sno-flake booth coating and polishing compounds.

JIM THIRSK

And what can one say about Jim that hasn't already been said by his many friends and acquaintances—that it would have been nice if he'd had more time, that he helped put down a pretty good foundation for Alodine on which others have built and are building, that there were lessons in tenacity and fortitude to be learned from his encounter with a dreaded malady. It seems all to have been said and we are left with our separate memories of the man, all of us better off, of course, for having known him. With Jim gone, something in the flavor of life around Amchem is different.



The touching and unusual farewell to the retiring Jim Thirsk was caught in the sequence of shots below by Bob Cassel. Some of the office and laboratory crowd waiting for Jim to debark.



His car, with Ruth Thirsk at the wheel, leaves the parking lot to goodbye applause, turns onto Brookside Avenue and slowly disappears.



Ed Feather (R) and Gene Snyder smile at presentation of Feather's 20 year award.



Okie Stecki accepts 20 year award from Michael Broadbent. Windsor



Les Anderton (R) receives 15 year award from Jerry Sweryda.



Andy Kepich (R) accepts 15 year award from Ed Rodzewich. Research



Bill Neill (R) receiving 20 year award from Jack Price. Sales



Barney Cole (R) receives 20 year award from Pete Callahan. Sales



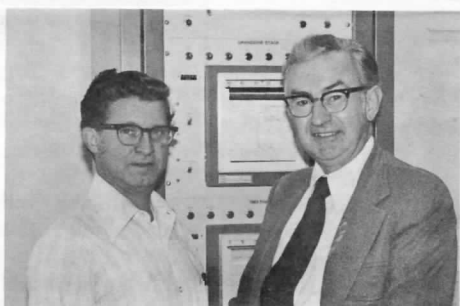
Glenn Reed (R) receiving 15 year award from Pete Callahan. Sales



Pete Russell (L) received 15 year award from Jack Price. Sales



Lyle Dettmer 5 years Warren



Don Nuss (L) accepts 15 year award from Sandy Wallace. Marketing

CONGRATULATIONS

These are the men and women of Amchem who have received Service Award Emblems from July 1, 1980 through September 30, 1980.

★ — 20 YEARS — ★

Bernard J. Cole
Edwin H. Feather
William J. Neill
Okie Stecki

★ — 15 YEARS — ★

Leslie Anderton
Andrew J. Kepich
Donald J. Nuss
Glenn Reed
Peter H. Russell

★ — 5 YEARS — ★

Lyle Dettmer

WAY BACK WHEN VI



This picture of the Amchem laboratories, was taken between 30 and 40 years ago. It shows four of Amchem's more prominent early people, left to right, Jay Biery, former chief engineer, now deceased, John Shellenberger, former vice president and director of the International Division, now retired, Al Saukaitis, former chemist and major domo of Rodines, now retired, and Al Douty, former technical director, now deceased.

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

ALICIA DIANE AVANT
May 12, 1980
Father: Hugh Avant,
Sales



DAVID G. JONES
September 9, 1980
Father: Tom Jones,
Research



JENNIFER ANN STAFFORD
May 28, 1980
Father: John Stafford,
Sales