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Volume No. 24, No. 1

January, February, March, 1981

Bonewitz Chemical Services Joins Amchem

PRESIDENT'S MESSAGE

Amchem Headquarters and Plants Equal Opportunity Policy and 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 are being proposed for each qualified location, at my direction, reflecting the everchanging 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 program, we irrevocably commit ourselves to equal employment as part of our daily way of conducting our business.

The Director, Employee 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, Employee Relations on all questions in your mind relating to questions of discrimination.

E. A. SNYDER
President

January 1, 1981



Presiding over acquisition ceremonies, left to right, Ed Bonewitz, Gene Snyder, and Veit Mueller-Hillebrand.

In early December, Henkel of America announced that agreement had been reached whereby its subsidiary, Amchem Products, Inc. will purchase the stock of Bonewitz Chemical Services, Inc. of Burlington, Iowa early in January 1981. Gene Snyder, Amchem president stated that Bonewitz and all its subsidiaries would be associated with Amchem as a subsidiary company.

Bonewitz Chemical Services, with 150 employees, is a leading manufacturer of specialty chemical products for the food

and drink industry and has been in existence for more than forty years. Mr. Edward Bonewitz, who built the business, will continue as president of Bonewitz Chemical Services and will report to Dr. Veit Mueller-Hillebrand, Vice President, Business Development for Amchem.

Mr. Snyder further stated that this acquisition would serve to round out the industrial specialty chemical activities of Amchem and Henkel in the United States. (See Bonewitz pictures on page 6.)



Chatting with Bonewitz employees are, left to right, Ed Bonewitz and Gene Snyder. Veit Mueller-Hillebrand of Amchem visible in audience at right center.

PROMOTIONS AND APPOINTMENTS



Ernie Szoke

Between late October and early January the bulletin boards of Amchem were pink with Newsgrams announcing appointments and promotions. Many Amchemers remarked on the unprecedented number in such a short time. The individuals who have shouldered new responsibilities for the company are profiled below.

ERNIE SZOKE

The "second coming" of Ernie Szoke to Amchem began in January, 1981 when he returned here as Vice President, General

Counsel after being gone for more than three years. He had left in 1977 to join the law firm of Synnestvedt & Lechner, Amchem's patent attorneys, and was made a partner there in 1978. He had previously worked at Amchem for 9 years and at Hoffman-LaRoche prior to that.

Ernie was born and raised near Palmerton, Pa., which is northwest of Allentown. When one lives "near Palmerton, Pa.," one is "really out in the sticks," but they had a high school there and Ernie attended it. He went on to a year of college at St.

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ERNIE SZOKE

Continued from page 1

Bonaventure in Olean, N.Y. and then transferred to Columbia University from which he received his bachelor's degree in chemical engineering.

Being a member of Naval ROTC in college resulted in his being assigned, as an ensign, to a Navy Underwater Demolition Team Program whose main job was cleaning beaches prior to landings and other underwater work. Most of his service was at Little Creek, Va., the Mediterranean Sea, and the Virgin Islands.

After service, Ernie attended Georgetown University Law School in Washington, D.C. while working at the U.S. Patent Office. He got his law degree in 3 years by taking night classes, winter and summer.

He and his wife, Cleta, live in Doylestown and enjoy sailing on the Chesapeake. They do not own a boat but generally rent a 27 or 28 footer out of Annapolis. They are interested in music, being regular attenders of a Philadelphia Orchestra concert series and supporters of the Bucks County Symphony Orchestra. Ernie is also a downhill skiing enthusiast. Cleta has a degree in journalism from the University of Tennessee and has done journalism work for various newspapers and Federal agencies in Washington. She also has an interest in antiques, being a member of a quester group in her community.

PAT HARRISON AND ED KREUGER

Two announcements made by Greg Gibson, Vice President, Marketing and Sales, just before Christmas were effective January 1, 1981. They were Pat Har-



Pat Harrison



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

Hugh Gehman, Editor



Ed Krueger

rison to Vice President, Marketing and Ed Krueger to General Sales Manager. Harrison will add the direction of activities of both International and Hydro-Fax Divisions to his present supervision of marketing. Krueger assumes responsibility for all sales activities in the United States and Canada and will report to Gibson.

Both men had received recent promotions, Harrison to Assistant Vice President in mid 1980 and Krueger to Field Sales Manager in 1978. For a short review of the careers and personal lives of Harrison and Krueger see the Amchem News editions of October-November-December, 1980 and October-November-December, 1978 respectively.

DWIGHT BUCZKOWSKI

Dwight Buczkowski, one of two newly appointed Group Market Managers, is a product of local educational institutions, graduating from Ambler High School (before it became Wisahickon High) and the University of Pennsylvania. In high school he recalls parts in several plays, among them "The Man



Dwight Buczkowski

Who Came To Dinner," "Mother Was A Freshman" and a televised (station KYW) production of Huckleberry Finn. In college he says he had no time for any extra curricular activity, studying chemical engineering and regularly leaving Ambler on the 6:40 A.M. train (second one in) and returning on the 12:15 A.M. (last one out).

He worked for an oil company (Standard of Indiana) for a year in the Chicago area and was then drafted into Army ordnance, serving for 2 years as bombar-

dier, proof testing bombs. After his return he entered Drexel University for graduate courses in business prior to joining Amchem. Successively he has been a member of the Development department, the Lineguard group, its group leader, the Market Manager of the aluminum industry, and the Manager of Market Research. He is a member of the President's Honor Club.

Dwight and his wife, Mary Ellen, (see page 10), have four children: Mary, 16; Michael, 13; Anne, 11; and David, 8; all in various stages of school. The combination of his work, Mary Ellen's school board responsibilities, and "support and logistics" of the children's activities leaves the family little time. They do manage vacations in rented places at the Jersey shore and Dwight is a regular participant and frequent winner of prizes in the Amchem golf league. He has played a little bridge along the way, as evidenced by his "about 180" master points.

His new responsibilities include the automotive, fabricated metals, steel, distributor and small package, and related Sno-flake and P-3 product lines. Various market managers and specialists will report to Dwight and he will report to Pat Harrison.

TOM BEUTER

To look at the tall lean frame of the new National Automotive Sales Manager, one would think that at one time Tom Bueter was a star basketball player, but he says he sat on the bench most of the time at St. Mary's of Redford High in Detroit, a city where he was born, raised, and which he has never left except on vacation or business trip. After high school he entered the Navy on Pearl Harbor Day, one year later. Recruits, including Tom, paraded in Detroit that day in commemoration of the attack. Bueter rose to petty officer, 1st class, signalman and participated in LST (landing ship, tanks) assaults on such balmy, quiet and secluded South Sea locations as Tarawa, Iwo Jima, and Okinawa. He says they hauled men and tanks to the beaches and then "got the hell out of there as soon as possible" even though U.S. air cover was excellent by that stage of the war.

Returning from the war, Tom got married and entered the University of Detroit from which he earned a Bachelor of Science in Marketing in 3 years. He acknowledges the contribution of his wife, Lorraine, who shortened her own college career at Michigan State to assist Tom financially through his.

After about 5 years of several sales jobs, he began with Am-

chem and proceeded successfully through the responsibilities of salesman, supervisor, district manager, regional manager (under the old zone system), and automotive manager. Along the way, he and Lorraine had three sons, now aged 28, 26, and 22.



Tom Bueter

The Bueters like to play bridge and do so in several bridge clubs. They are also "water persons" and have gone successively down in power and cost of boats from a 26' inboard to 2 canoes. Tom says this probably reflects both the inroads of inflation and their own increasing interest in nature and exercise. The Bueter family has also traveled all over the U.S. and some of Canada with their trailer. Downhill skiing is another of their favorite past-times.

Recently Lorraine completed an intensive and difficult course in tax procedure. She is employed by H. and R. Block and may be one of that firm's 17 (or is it 19?) reasons for using their income tax service. Tom hopes she saves Block's customers as much as she has saved the Bueters over the years.

JOHN CURRAN

John Curran got the first inkling of his association with Amchem when he was born in Philadelphia around the corner from the Benjamin Foster Co., later to be acquired by Amchem. This prenatal and childhood influence has been so strong that he has never worked for another company since completing his bachelor's degree in chemistry at St. Joseph's College in Philadelphia. After high school at St. Thomas More where he says he "did what I felt like doing, which wasn't much," he worked as a records clerk for an insurance company and then was drafted into the artillery branch of the U.S. Army. Because he worked in the personnel department, he never fired any of the artillery pieces in anger and, since the Oklahoma Indians near the Army post where he was stationed did not attack, he says he was never fired upon.

He got out of the Army and completed his degree at St. Joseph's, working as a stock clerk at a Goodyear warehouse



John Curran

to pay expenses. His successive jobs at Amchem have been as research chemist in automotive, fabricated metals and coil coatings, group leader of coil coating research, marketing manager of coil coating, and the latest promotion to Group Market Manager, responsible for the aluminum industries involving containers, aerospace, coil, extrusions, miscellaneous aluminum, and related P3 products. He is currently studying towards an MBA at Pace University in New York City and, along the way, has twice been named to the President's Honor Club for his job performance in marketing.

Many men have two bosses, if they will admit it, but John says he has two with the same nickname. He reports at Amchem to Pat Harrison and his wife is named Patricia. The couple have two daughters, Theresa, 16, and Patricia, 11, both in school.

John says he loves to sleep, dine out, go to the theater, and work in the yard and garden, not necessarily in that order. His wife has the greener thumb and grows flowers, inside and outside their home. John sticks to vegetables, fruits, berries and the like. The family generally heads south for vacations, a favorite activity being snorkeling, preferably in clear Southern waters.

MIKE MURPHY

A fellow a long way from his birthplace was recently made Manager of Plants, reporting to Dick Rockstroh. He is Mike Murphy and the birthplace is Buchans, Newfoundland. Mike lived there for only 3-4 years and then the family moved, first to the Montreal area and finally Sarnia, in Ontario. He went to St. Pat's High there and his description of his early life reminds one of Abraham Lincoln's boyhood. Murphy walked 3 to 4 miles to and from school, chopped wood, removed coal clinkers from ashes, and did other chores around home. He was one of 11 children and times were not always good. He recalls summer jobs as a steeple jack, cook, pipe fitter, and quality control lab person and has at least one exciting tale to tell

about painting a church crucifix on its spire 168 feet up.

Mike got a degree in Chemistry in 3 years from Western Ontario Institute of Technology, getting married in his final year. He started as a quality control supervisor at Windsor, initiating on-the-site quality control procedures. Previously, batches sat in their mixing tanks in Windsor while the control sample was sent to Ambler for testing. Mike later became supervisor and plant manager while also picking up some courses in business administration at Assumption University, now the University of Windsor.



Mike Murphy

He and his wife, Veronica, live outside Lansdale and have 5 children, all with Irish first names: Michael, Jr. is 19; Colleen, 18; Shawn, 16; Shannon, 12; and Bridgid, 5. Keeping up with the children's activities and helping in the church parish and high school seems to take almost all their time, leaving little for special hobbies or interests. The family camps often, using a pop-up camper now in place of tents, and they have returned to Newfoundland for camping. Mike says it is a most beautiful land.

KRISTIN SANDBERG

In another marketing department move, Pat Harrison announced the appointment of Kristin Sandberg as Marketing Specialist. Her new responsibility will be largely with the Sno-flake product line and she will continue to report to Dwight Buczkowski.

Born Kristin Grandell in Wilmington, Delaware, she graduated from Tower Hill School where she engaged in various athletics and met a fellow student, Joe Sandberg, whom she was later to marry. She entered the University of Delaware after her high school graduation and received a bachelor of science degree in education. Married immediately after Kristin's college graduation, the couple went to Palo Alto, California where she coached a little hockey while her husband completed his MBA. They moved to Minneapolis, Minnesota for a couple of years

and then back to Wilmington where Kristin taught physical education in the public school system there while Joe worked at DuPont.



Kristin Sandberg

Kristin says that she is "a female product of the 1960's" during which time she, like many women (and men), in America and around the world, became increasingly aware that opportunities for and utilization of women could and should be better.

It was this awareness of opportunity for women that helped lead her to study at Drexel University in Philadelphia for a year and achieve her own MBA. Then it was to Amchem where she has been now for almost 3 years. She is deeply interested and excited about the possibilities of the new job.

Kristin and her husband engage in a variety of activities, some athletic, some cerebral. They play tennis regularly with friends at a local club, jog (also with friends) weekly on Saturday mornings (6 miles) followed by breakfast, and also play bridge, in which game Kristin has amassed all of one master point. She's also a regular in an informal jogging group at Amchem which includes Kent Bonney, Tom Day, and Harry Leister. John Kachmar and Jim Carroll have also been seen with the group which welcomes any others who might be interested.

GLENN SCHOENER

Not long after his return from the Henkel laboratories in Düsseldorf, West Germany, (see last edition of Amchem News) Glenn Schoener, Research, was made Group Leader, P-3 Products, reporting to Jack Carroll. Glenn says that he was born and raised in Tamaqua, Pa., where he went to school. Always a tall fellow, he played forward on the high school basketball team for several years. His senior year team was good enough to win twenty-five games while losing only four, the final loss eliminating them from the second round of the state tournament.

At Penn State, where he says he was "pretty much a straight kid," Glenn studied chemistry, first at the Schuylkill Haven



Glenn Schoener

branch and later at the main campus. He received his degree and served as president of a student committee to advise the chemistry department faculty on the curriculum. He reports that some of his committee's advice was actually taken and implemented by the faculty.

He worked in analytical chemistry for one company and later in the product development department for liquid explosives at another. He says he was never involved in any explosions but his department had "some dandies." His heart was in his mouth one day, however, when he dropped a one pint container of nitroglycerine. Luckily, it just bounced, and "anyway," Glenn says, "the company already knew about the explosive possibilities of that stuff."

During a part time job, he met a girl working in the store next door and he and Kate got married. She has in the past, been employed at the Prudential Insurance Co. and accompanied Glenn to Düsseldorf last summer. The couple expect their first child in June.

Glenn enjoys photography and works on a 1957 Triumph sports car which he has rebuilt completely in his spare time.

RICHARD SLEUTARIS

Late in October, Clyde Roberts, Vice President, Finance, announced that Richard Sleutaris had joined Amchem as Controller. His previous employment had been with a small oil company where he was also the controller. Rich was born in the Brooklyn borough of New York City but moved to Roslyn when he was 6 years old. He went to Bishop McDevitt High where he played some outfield on the baseball team, ran on the cross country team, served on the student council, and was a Key Club member.

At Villanova University, where he got a bachelor's degree in accounting, he was in the Finance Society, Accounting Club, Conservative Club, and participated in intramural sports. He was drafted into the U.S. Army who, with unusual logic for the service, placed him

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RICHARD SLEUTARIS

Continued from page 3



Richard Sleutaris

in the Finance Corps. At both Fort Bragg in North Carolina and Fort Riley in Kansas he worked in the stockade, of all places, looking after the belongings, property, and financial affairs of the army's prisoners. Most of these men were not hardened criminals but considered rehabilitable by the army.

He escaped, (via discharge) from the Army and began a series of accounting, retailing, and the above mentioned controller's job prior to coming here. Along the way he got an MBA degree from Temple University, taking most of the courses at night.

Rich and his wife, Nancy, have two children, Ricky, aged 10, and Diane, aged 8. Nancy was formerly a secretary for the City of Philadelphia and now does some hospital volunteer work and part time teacher's aid at Upper Moreland grade schools. The couple play tennis together, enjoy gardening at their home in Hatboro and Rich enjoys coin collecting. At the moment he is taking courses at Villanova towards a master's degree in taxation.

ELLS STOCKBOWER

In December Ells Stockbower was appointed Manager, Market Development reporting to Pat Harrison. He is certainly one of the more widely traveled Amchemers, having visited Europe, South and Central America, Australia and the Orient, some of these continents several times. He is a more than 33 year veteran with the company whose work here has involved the cholesterol plant (long defunct), inhibitor research, technical service, Manager of Technical Service, Manager of New Product Sales and Market Manager, Automotive, prior to the present appointment.

He is New York City born and came early in life via Cliffside, N.J., to Glenside which he says was once called Remblieu Heights. He played some varsity quarterback, ran on the cross country team and was senior class vice president at Abington High School. He was sick at the time of graduation exercises and

says he was handed his diploma without ceremony several days later by a secretary in the school office.

Ells studied chemical engineering at Lehigh where he got his bachelor's degree. The four years there were broken up by enlistment in officer candidate school and service in Army ordnance at an arsenal in Augusta,



Ells Stockbower

Ga. He joined Amchem after completing his work at Lehigh.

Ells' children are at a variety of activities. Lauren, the oldest, is a photojournalist and Amchemers may have seen pictures in Time Magazine and other publications over her name. Dale is in the international marketing department of Smith Klein Co. and travels as widely and as much as Ells. Gregory has been on the men's professional tennis circuit, though not yet of the caliber of Bjorn Borg, John McEnroe, or Jimmy Connors. Marcie is a sophomore at the University of West Virginia and interested in physical therapy. He is married to the former Gerry Keil who used to work at Amchem.

Ells himself loves sports and he and Gerry spend a good deal of time playing tennis, swimming, and sailing their 14' Enterprise class boat on Ganoga Lake

in Sullivan County, Pa. where they have a house. They visit the place year round and Ells says it is the highest natural lake east of the Rockies and that the water is perfectly clear and drinkable as well.

KENT BONNEY

It was announced by Dwight Buczkowski, Group Market Manager, that Kent Bonney was appointed Market Manager, Automotive Industry, effective early in January. Bonney had been appointed Manager, Inter-



Kent Bonney

national Marketing Services only a little more than a year ago after sales positions in both agricultural and metalworking divisions of the company.

For a career and personal review of Kent Bonney, see the Amchem News issue of October-November-December, 1979.

GERRY DOYLE

Gerry Doyle, the new Accounts Receivable Supervisor has a deep background in accounting, finance, credit and other business practices that so mystify sales, technical, manufacturing and other such people. He has worked at the forerunner company of the Fidelity Bank, Wellington Management Co., the Foster Co., and Amchem in

various of these capacities. He has also studied at Temple University, LaSalle College, and the American Institute of Banking.

Gerry was born and raised in the West Oak Lane section of



Gerry Doyle

Philadelphia and attended Northeast Catholic High School where he says he was "too small for football and too short for basketball." He sandwiched some service time in the Coast Guard, guarding coast in the U.S. West, Cuba, Nicaragua, Panama, Jamaica, and Mexico. He recalls the great excitement in both Panama and Jamaica when the Queen of England visited and he has pictures (from a distance) of the affairs.

Eileen, his wife, and Gerry have two boys, aged 17 and 13. Gerry is a sports enthusiast, mostly via TV now but he previously played some golf and was heavily involved in Little League baseball. Unlike Dallas Green of the Phillies, Gerry resigned when his team won the championship. Gerry and his wife are both readers—he prefers ancient and modern history and she devours mysteries, mostly by Ellery Queen and Agatha Christie. Eileen is also a craftsperson, being an expert in decoupage and stained glass work.

VISITOR



When Erin Murphy was two months old in December his mother brought him in to Amchem to see some of her old friends. She is the former Penny Geary who worked in the Legal Department before leaving to get married in 1976. Scene was in the office of Lois McFadden of the Technical Department.

WARREN RECEIVES AWARD



Bob Couch, Warren Plant Manager, advises that Amchem received a 1980 "Certificate of Appreciation" from the Warren (Michigan) Beautification Commission for maintaining and improving the appearance of our property. The certificate was signed by a representative of the commission and the mayor of Warren and was presented at an

awards breakfast. The picture above is the one Amchem submitted for the consideration of the commission.

Couch also informs us all that General Motors, Delco-Remy sent a "Quality Achievement Award" to mark Amchem's meeting their quality standard as a supplier for the 1980 model year.

RETIREMENTS

JEAN ROWAN

We reported in the last issue on the retirement of Mildred Morris and now we report on her former co-worker in the International Division and close friend, Jean Rowan, who retired after 34 years with Amchem. She is a West Philadelphia born, Abington High educated girl who came to Amchem after a few summer jobs elsewhere. She worked for 11 years for John Shellenberger, retired former Vice President, International Division, but also names Innes Simpson, Joe Dudek, Ray Montecino, Joe Hudson, Bob Duxbury, and Jim Thirsk as others she worked for.

Jean has always been an animal and bird lover, rising at 5:30 a.m. daily to feed the latter and presently keeping 3 dogs (Great Dane, Labrador Retriever, and a Brindle Boxer), and 4 cats (2 Persian, 1 stray, and 1 mutt). She owned a horse at one time named Gorgeous George who was a Black Tennessee Walker, 17 hands high, with white socks. She rode him and showed him and says she made a big baby out of him, spoiling him with regular treats like an apple after a shopping trip.

It certainly follows that Jean, after retirement, will help a



Jean Rowan (C) at the honor table flanked by Mildred Morris and John Millard, all enjoying some joke or other.



Sharon Lauer (L), Greg Gibson and Ruth Thirsk sitting across from Jean Rowan.

cousin of hers who has just acquired a horse farm. She intends to keep in touch with her

friends, particularly Mildred Morris and Nellie Lower, and expresses thanks to those who at-

tended her retirement party, held in November at Tiffany Saloon (see pictures).



Fran Reiff (L) and Mildred Anderson (C) hold their glasses at the ready while Jean Nathan is amazed at someone's drinking habits.



Just before the food arrived, left to right, Richard Montella, Edie Young, Betsy Thomas, an Amchem alumnus, Bob Duxbury, and Kent Bonney, all but Bonney of the International Division.

JOHN BARANOWSKI



John Baranowski

Beginning with the first day of 1981, John Baranowski retired after 32 years with Amchem, all of it in the maintenance department. John got involved with all types of maintenance, pipe fitting, rigging, millwrighting, installing and dismantling machinery and more.

He was born and brought up in Conshohocken where he went to St. Mary's school. He began work there also at the C & D Battery Company followed by jobs at Walker Brothers (conduit and electrical equipment) and Autocar Co. in Ardmore. He was in maintenance in the jobs at Walker and Autocar and actually learned the pipe fitting trade

at the former.

John and his wife, Sue, have 4 children, all but the youngest one, 24, married. There are 6 grandchildren and the whole family enjoys using the Baranowski home in Sea Isle City, N.J. John says that in retirement he intends to "mess around" and do nothing in particular. Furthermore he intends to do it both in his home here and the one in New Jersey. Occasionally, if the spirit moves him, he may indulge in his hobbies of carpentry, stone-masonry, and cabinet making.

ALICE FREUND

"I really loved it, all of it—the people, everything, or I wouldn't have stayed," said Alice Freund on her last day at Amchem before retirement in January. It was a Thursday and she was quite excited about leaving, with her husband, on Saturday for their condominium near Ft. Myers, Florida. He had retired from his insurance business almost on the same day as Alice. The two had purchased the condominium about a year previous and furnished it in the interim so it was all ready to be entered and lived in.

Alice worked at Amchem for about 21 years, all in the



Alice wears her retirement corsage and is surrounded by some of the men in her Amchem life. Left to right, Gary Fuess, Rich Sleutaris, Al Sadel, Clyde Roberts, and Lyle Slingluff.

accounting department, handling mostly credit and cash transactions. She had come to Amchem when the Foster company was acquired. At Foster she had worked with Wayne Ellis for a time and she had previous experience in the offices of a utility company in Pittsburgh. She was born in Brentwood, a suburb of that city.

She married in the area and then moved to Glenside and later to Ft. Washington. The Freunds

have a son and daughter, both married and there are six grandchildren: 4 girls and 2 boys. At a dinner, at Forest Inn, numerous Amchem friends as well as her children and their spouses gathered to wish her well and give her some remembrances. "The best thing is that both my husband and I are in good health," she remarked.

Always cheerful and friendly, she looked a picture of health, happiness, and anticipation as she strode out the door.

RETIREMENT AT BONEWITZ



The picture shows Edwin Carnett, gifts in left hand and glass in right, toasting his retirement and his fellow workers. At the left is his long time friend, Ed Bonewitz, president of the chemical company bearing his name. Carnett retired just prior to Amchem's acquisition of Bonewitz and had been Vice President, National Sales. Ed Bonewitz reported that Carnett had been a major league pitcher and outfielder for the Boston Braves and the Chicago White Sox and, after military service, a minor league manager prior to his 20 years' service at Bonewitz. Picture, courtesy of John Millard.

KNUDSON DEPARTS



John Knudson smiles brightly at the camera but Ed Feather, left, Gene Snyder, center, and John Millard are solemn. The occasion was a luncheon for Knudson prior to his departure for Henkel in Minneapolis, where he is to be Vice President, Finance and Control. Picture, courtesy of Les Steinbrecher.

TWO OLD HANDS VISIT



In the office of Les Steinbrecher (seated) a retiree and long time research employee of Amchem, Fred Heller, standing left, chatted about past events in the technical department and they were joined by Ells Stockbower who had brought a phosphate coating problem. Heller allegedly refused to work on the problem without an increase in his pension.



Charlie Jones checked on his benefits in a recent visit with Lois Johanson in the Employee Relations office. Charlie was up from Florida, looking vigorous and fit.

BONEWITZ Continued from page 1



On the blackboard is a suitable slogan for 1981 and discussing it are, left to right, Tom Fitzgibbons, Bonewitz Director of Purchasing, Eric Bonewitz, and Clyde Roberts.



The order processing office seems busy with Ada Bonwart at the left and Jody Goble to the right.



Two views of the Bonewitz laboratory. At the left are Ed Doheny and Karen Richardson and to the right are Julie and Eric Bonewitz.

No doubt Amchem has numerous scientists in the technical department but it has only three in the job classification called Scientist. The three are Wilbur Hall, Dave Dollman, and Timm Kelly.

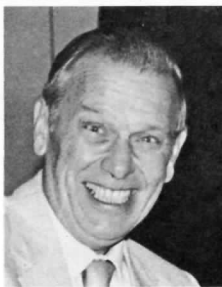
The most recent addition to the group is Timm Kelly who is in the Aluminum section led by Nelson Newhard. Timm was born and raised in Bethlehem, Pa., graduating from Liberty High School and Lehigh University, both located there. He received his doctorate in chemistry from Wayne State University in Detroit but along the way spent a year each at Boston University and Massachusetts Institute of Technology.

All of Kelly's more than 6 years of work here has been spent in the formulation and development of coatings for aluminum cans, particularly coatings that do not use chromium. He holds one patent and another has just been allowed. He has presented several papers in his specialty to tech-

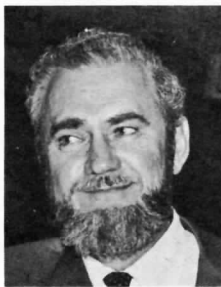
UNIQUE TRIO



Timm Kelly.



Dave Dollman.



Will Hall.

nical societies.

He and his wife, Bonnie, have two children: Heather, aged 9; and Amy, aged 7 and the family lives in Oreland.

Another Scientist member of the Aluminum Group is Dave Dollman, a 25 year veteran of company service. Like Kelly, Dave has always worked in coatings for aluminum but he has been in the areas of coil coating, aircraft, extrusions, aerospace, as well as can coatings. Dave holds 10 patents and another is about to be issued.

He was born in Pine Grove, Pa., went to school there and to college at Gettysburg where he received a bachelor of arts degree in chemistry. He has subsequently taken a few graduate level courses.

Dave and Betty, his wife, had four children, one deceased. Stephanie, 32, John, 30, and Carolyn, 28, are all married and there are three grandchildren. The Dollmans now reside in Doylestown.

Wilbur Hall, also a 25 year

employee of Amchem, got his bachelor of science degree in chemical engineering from New York University College of Engineering. He had previously graduated from the Bronx High School of Science. He was raised in both Manhattan and the Bronx, being brought to New York City from his birthplace, Middletown, Connecticut. Wilbur and his wife, Jean, live in Plymouth Meeting and own a home in Maine.

Wilbur's work here has been centered for the last 11 years or so on the Autophoretic Process and he is a member of Harry Leister's Autophoretic group. He has also worked on aluminum and galvanized steel, mostly developing organic coatings for those metals. 22 patents have been issued to Wilbur in the U.S. and more than 100 in foreign countries. He has presented a number of technical papers at meetings of professional and technical societies and they have been published in various technical journals.

MARRIAGE REPORT

Another pair of names was added to the long list of Amchemers who married other Amchemers when Patti Cappuccio and John Mace joined in mid November. After the ceremony at St. Paul's United Church of Christ in Fort Washington and a honeymoon in the Poconos, the couple began sharing a town house in Harleysville.

The particularly romantic atmosphere of the Amchem accounting department allegedly brought the two together, John working in Cost Accounting and

Patti in Accounts Payable.

Others have located their spouses outside Amchem's borders. Carolyn Dauber, formerly of the sales department, now of data processing, married Edward Kiessling on the day before Thanksgiving. The couple was married by no less than the mayor of Barrington, N.J. where they now reside.

And Fran Stalletti, Legal Administration, met and married Ray Cahill. The ceremony was in Ambler and they are apartment



ERRATA

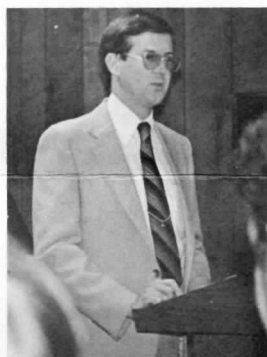
We apologize to Hugh Avant's wife, Maria, whose name was printed as Maris in the last issue.

Also, all the Düsseldorf's in the last issue were printed without the umlaut over the u. We've been pretty careful about that in the past but slipped up this time. Chris Emerson, Legal Administration, and of German lineage, had told us at the time of the Henkel acquisition that leaving the umlaut out of Düsseldorf makes it mean oaf or goof and Düsseldorf is too nice a city for us to give that impression.

dwellers now in Plymouth Meeting.

The pictures are both of Denise Feckno Reeves, Data Processing, on Halloween. At the left is the picture taken to mark her marriage, back in May, to James Reeves, which we somehow overlooked. At the right is the visage she gives to any who criticize the accuracy, organization, or promptness of computer reports. The Halloween party in the Data Processing department proceeded immediately after the departure of the photographer.

HYDRO-FAX TAKES THE PODIUM



Tom Henley at the dais.

The second technical department seminar in the recently renewed series took place on the final day of October. The spotlight this time was on the Hydro-fax Group and Tom Henley, its leader, introduced the audience to the techniques and services his section provides. He was assisted by Penelope Francke, a member of the laboratory group. Towards the end of the session Mike Marino detailed some of the customer service and field development activities and John Geyer discussed some commercial considerations and the division's reaction to them.



The spellbound audience.



John Switzer and Wibur Hall, partially hidden by Switzer, listen to Henley as, left to right, Les Steinbrecher, Mike Marino, John Geyer, and Penelope Francke wait their turn to participate.

TURKEY SCENES



On the loading dock the day company Christmas turkeys were distributed are distributors, left to right, Ed Witchey, Earl Clower, and Gary Every.



Cars and people beat a path to the loading dock most of the day. In this picture, one fellow seems to be carrying off two turkeys while a young lady waits her turn.



Barrie Robinson helps Helen Levey with her turkey while Jim Drakely claims his at the dock. This picture courtesy of John Millard.

SHOTS OF THE ANNUAL BLOOD BATH



Mary Garr (L) and Janet Bishop, both of Employee Relations, sign up a potential donor.



Tim O'Grady, Research, center, white shirt, bleeds quietly between the feet of Norman Schellenger, also Research, and an unidentified head.



Joe Girondo relaxes while the dial shows all is going well.



Ready to donate if their temperatures are normal are, left to right, Scotty Martin, Alice Gee, and Christine Kuntz. George Schneider in background.

REUNION VACATION



Ralph Lelii supplied the above picture which shows 3 couples, 2 of them Amchem families, vacationing in California. Amchemers will recognize George (Western Sales Region) and Mary Brumbaugh in the foreground and Ralph (Quality Control) and Connie Lelii in the center. To the right are Gerry and Angie Conti, who flew to California with their friends the Leliis, to join the Brumbaughs. Vacation took place in late September and early October.

GROUP LEADERS MEET



In the executive conference room, Les Steinbrecher, Director of Research, facing camera at right, listens to a report while Lou Sabatini, Ed Rodzewich, both facing camera, and Bob Cassel and Jim Davis, backs to camera, make mental and physical notes.



Counterclockwise, listening to the leader are Glenn Schoener, Nelson Newhard, Jim Davis, Jack Carroll, Harry Leister, and Mark Kuehner.



Mulling over the last statement are, left to right, Tom Jones, Glenn Schoener, and Nelson Newhard with a full Coke at the ready.

ERA PRESENTS SANTA

The annual Employee Recreation Association Christmas party for the children of Amchem members was a delight to the more than twenty children who were there with parents, aunts, uncles, etc. After a movie appropriate for the season, Santa Claus appeared but not without considerable coaxing by those waiting and a near nervous fit by Judy Henise, mistress of ceremonies. With a considerable number of "Ho-ho's," Santa



Waiting (and waiting!) for Santa.



Santa appears.

blamed the delay on slow reindeer as everybody knew he would. All was forgiven when he took the children individually, asked them for their Christmas wants, and distributed some gifts to each one. Refreshments were served for young folks and adults who attended (see pictures).

The identity of Santa Claus remains a mystery as well it should. Though one might prefer the belly of the previous Santa, it may be noted that Greg King, Chemist in Manufacturing Quality Control, looks fine in red and white and has a most engaging manner in the company of young children.



The excitement of being on Santa's lap.



Lining up



. . . for Santa.



Adults ate and drank too.

CANADIAN CAPERS

Michael Broadbent, plant manager at Amchem's Windsor, Ontario facility, sent along some pictures of business and social activities

up there. The large group picture shows various Amchem Windsor people with some members of the Windsor Fire Department after a safety inspection of the plant and seminar on fire prevention.

Some of the other pictures were taken at a

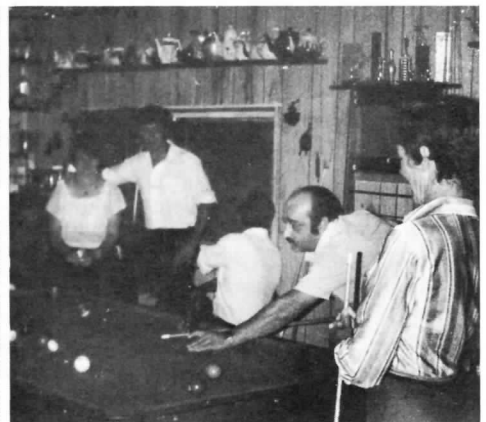
summer picnic for Amchemers held at the home of Don Beedle and his wife. Broadbent apologized for the film quality (he was the photographer) but reported a wonderful spread and a good time for all even though the affair was forced inside by rain.



A safe group, left to right standing, Jerry Sweryda, Carl Wilson, Mark Fraser, Captain W. I. Aitkens, Windsor Fire Dept., Don Beedle, and Brian LeBrun. Standing at right and kneeling are 3 members of the Windsor Fire Department.



Wally Hicks and his wife survey the feast table while Mrs. Beedle tends to things on the stove.



At the pool table, Mrs. LeBrun, Brian LeBrun, Carl Wilson, back to camera, Mark Fraser, shooting, and Mrs. Broadbent.



Pat Harrison (R) receiving twenty year award from Greg Gibson.
— Marketing



Dominic Marincola (R) accepts 15 year award from John Heckler.
— Shipping

CONGRATULATIONS

These are the men and women of Amchem who have received Service Award Emblems from October 1, 1980 through December 31, 1980.

★ — 20 YEARS — ★

James W. Harrison
William E. Schneider

★ — 15 YEARS — ★

Dominic Marincola
Lois A. McFadden

★ — 10 YEARS — ★

Robert C. Boulden
Martin P. Coleman
Lawrence J. Knight
Timothy J. Smith
Joseph S. Zenobio
John J. Zollo

★ — 5 YEARS — ★

Jean R. Dougherty
John R. Gallagher
Oscar L. Harris



Bill Schneider (R) received 20 year award from Tony Macri.
— Sales



Tim Smith (R) receiving 10 year award from Jack Carroll.
— Technical



Joe Zenobio (R) receives 10 year award from Dick Munger.
— Receiving



Marty Coleman (L) received 10 year award from Jim Hall.
— Packaging



John Zollo (R) accepts 10 year award from Norm Bracht.
— Maintenance



Larry Knight (R) receives 10 year award from Ed Nusbaum.
— Sales

SAFETY CORNER

Safety performance for 1980 turned out to be a mixed picture as the number of recordable injuries exceeded our objective while the number of time losing injuries equalled our objective.

The immediate target of any safety program is to prevent time-losing injuries but in order to achieve this it is necessary to reduce the total number of recordable injuries.

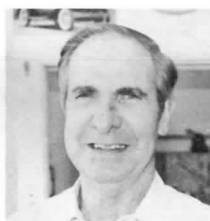
Management established as objectives for 1981 a reduction of total recordable injuries from 23 to 18, and lost time injuries from 4 to 3.

In addition to continuing most current safety activities management has adopted certain additional objectives for 1981 to help achieve the projected results. These are:

1. Upgrade enforcement of the wearing of personal protective clothing.
2. Improve compliance with Safety Manual procedures.
3. Have lost-time injuries reviewed by Component Manager along with appropriate Supervisor to management Safety Committee.
4. Establish a Management Committee inspection program.
5. Implement the recently approved Pre-start-up safety inspection of new or modified



Oscar Harris
5 years — Warren



John Gallagher
5 years — Technical



Jean Dougherty
5 years — Manufacturing

- equipment.
6. Achieve improved control over Laboratory chemical storages.
7. Conduct training exercise for spill control.
8. Achieve more positive safety control of contractors.

SPOUSES IN POLITICS

When the Mayor of Ambler was sent to the state legislature as a result of the November election, he resigned his mayoralty. The former president of the Ambler Borough Council, Bill Young, was named the new Mayor and took office im-

mediately.

All this would have little connection with or interest for Amchemers except that Bill Young is the husband of Bette Young of the Marketing Department. When asked for her reaction to the change, she shrugged her shoulders and said "Council President or Mayor—it's about the same." A report that Amchemers have since been issued special slugs enabling them to park free in Ambler was investigated and found not true.

Not long after the above recorded transfer of power in the Ambler borough, Mary Ellen Buczkowski, wife of Dwight, new Group Market Manager (see page 2), was elected Assistant Secretary of the Upper Dublin

COMING OF AGE

About 3½ years ago we printed a list of Amchemers who had served 30 years or more and updated it about 2 years later. It is now time to update again. Those listed below completed 30 years of service during 1980.

Jerry Sweryda, Windsor, Canada

Emil Stoyanov, Shipping

Jack Price, Sales

Bill Dalton, Warren

Len Carter, Manufacturing

Merv Hubbard, Engineering

John Geyer, Hydro-fax

Joe Mallozzi, Maintenance

Beginning with the next News issue, Amchemers, as they reach 30, 35, and higher multiples of 5 years' service, will be pictured on the awards page since the company now includes service above 25 years in the awards program.

Township School Board. Her election was by her fellow board members and occurred only a short time after her election, by township voters, to the board itself.

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

ALICIA CELESTE COLEMAN
October 4, 1980
Father: Robert Coleman
Employee Relations

RACHEL MARIE MIERZWA
November 18, 1980
Father: Paul Mierzwa
Warren

CHRISTIANE CONCEPCION DE LA ROSA
December 17, 1980
Father: Benjamin De La Rosa
Sales