



Henkel Shareholders Visit Amchem Products

PROMOTIONS AND APPOINTMENTS

Jon G. Porter

In August, Mr. Wolf Kortenhuis announced the promotion of Jon G. Porter to the position of Field Sales Manager for Bonewitz Chemical Services. Jon will supervise and direct all field sales and service activities for Bonewitz.

Jon joined Bonewitz almost 17 years ago where he was responsi-



Jon G. Porter

ble for setting up sanitation procedures for Bonewitz's Red Meat accounts. He adds that he had no title and his territory was the entire U.S. Jon recently moved from St. Cloud, Minnesota to Burlington, Iowa with his wife, Ann, and two daughters, Lesley, who is a 17 year old high school junior and Mary, 14 years old.

Jon earned his Bachelor's degree from Park College in Kansas City, Missouri and Master's degree in education from Drury College in Springfield, Missouri. Jon served 4 years as a high school teacher where he taught juniors and seniors Literature and Creative Writing. The teaching career was followed by 1 year as a school principal in Hartville, Missouri before coming to Bonewitz.

Jon enjoys fishing, golf and working around his new home.

Continued on page 2

On September 16 and 17th, Amchem Products (Ambler facilities) played host to the Henkel Shareholders and the Henkel of America Board of Directors meeting. The agenda of activities followed were designated to provide the guests with a profile of our company, product line description, technology and other pertinent factors plus allow the opportunity for them to visit some of the area's historic sites. The following photos show some of the guests during their visit.



Photos taken during the Henkel of America Board Meeting (facing camera, L-R) Dr. Dieter Ambros, Dr. Paul Hoevelmann, Dr. T. Gibian, Dr. Bill Splietoff (non-board member). (Back to camera, L-R) Dr. Hans-Dietrich Winkhaus. Gene Snyder.



(L-R) John Pierson, Dr. Konrad Henkel, Dr. Stefan Schultz-Dornburg, Gene Snyder, Dr. Hans-Dietrich Winkhaus, Mrs. Ursula Fairchild and Dr. Helmut Sihler.



(Facing camera, L-R) Mrs. Ursula Fairchild, Dr. Helmut Sihler, Dr. Dieter Ambros, Dr. Paul Hoevelmann (partially hidden). (Back to camera L-R) John Pierson, Dr. Bill Splietoff (non-board member) and Dr. Tom Gibian.

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INTERNATIONAL INORGANIC PRODUCTS EQUIPMENT MEETING HELD

During the week of September 27, the International Inorganic Products Equipment Meeting was held at the Ambler facility. The participants in this meeting

came from the various equipment and instrumentation units of Henkel-Dusseldorf and its subsidiaries in Europe and the United States.

This meeting's purpose was to initiate the flow of information between the participating companies, make better use of the

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Group Picture: Bottom row (L-R) V. Mueller-Hillebrand, G. Gibson, E. A. Snyder, J. Saar, J. Costello, D. Choice, W. Young. Remaining rows (L-R) R. Rotthaus, A. Kuzma, J. Harrison, V. Sander, W. Bruens, G. Figge, T. Numbers, J. Carroll, R. Pike, P. Hoffman, J. Geyer, M. Hubbard, S. Wallace, W. Selbertinger, R. Drexler.

PROMOTIONS

Continued from page 1

Frank Skiermont

On September 24, Gregory L. Gibson announced the promotion of Frank Skiermont to the position of Group Marketing Manager (Container, Coil, Aluminum).

Frank has been Market Manager, Container for the past year after many years of service with Union Carbide Corporation.



Frank J. Skiermont

While with Union Carbide, he served in a variety of technical, planning, marketing and business management positions with three divisions. Frank received his Bachelor's degree in Chemical Engineering from Newark College of Engineering, and now lives in Doylestown, Pennsylvania with his wife, Dolores.

A more detailed life history of Frank can be found in the October, November, December, 1981 issue of the Amchem News.

Reinhart Hasselbring

In September, Mr. Reinhart Hasselbring was promoted to Automotive Manager. Reinhart, for the last 2½ years, has been a sales representative in Amchem's Midwest Region. With his new responsibilities, Reinhart will be relocating to the Detroit area with his family. The idea of moving back to Michigan has the Hasselbring family excited because both Reinhart and his wife, Lynn, are originally from the Detroit area. In fact, Reinhart received his Business Administration degree



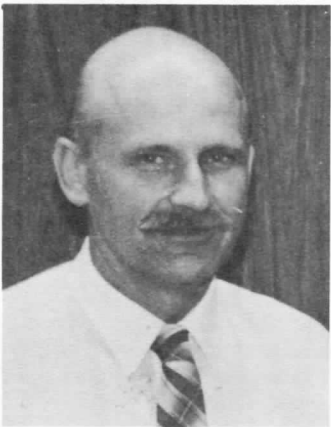
Reinhart Hasselbring

from Ferris State in Big Rapids, Michigan. Lynn and Reinhart have three children; Reinhart—age 9; Kristin—age 6; and Allyson—age 2. When proudly discussing his children, Reinhart says his son is into Little League Baseball, Kristin is very good at gymnastics and Allyson is practicing to be a cheerleader—"she whines a lot."

Reinhart's own hobbies are tennis, reading, coaching Little League Baseball and refinishing furniture.

Janis Lipacis

In a memo dated October 15, Dick Rockstroh announced the promotion of Janis Lipacis to the position of Assistant Plant Manager—Ambler plant. Janis came to work for Amchem 8 years ago from Allied Chemical, where he worked for 13 years. Janis proudly states that this is only his second job since starting



Janis A. Lipacis

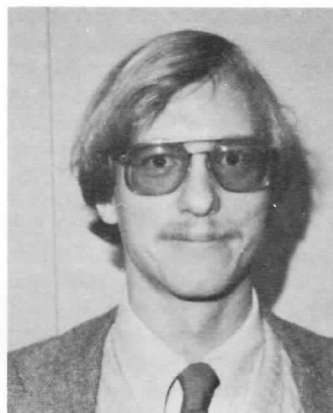
his career. Janis presently lives in Doylestown with his wife Mara and his two sons (Mark age 19, and Paul age 16). Mark was the 1981 Amchem Scholarship Award winner and is presently attending Drexel University. Mark plays for Drexel's Volleyball team and, this past summer, played for the Latvian Volleyball Team in Michigan. Paul attends Central Bucks East High School and is active in their soccer program and school band, where he plays the trumpet.

Janis, who was a 1981 Presidents' Honor Club Awardee, earned his Bachelor's degree in Chemical Engineering from

Rensselaer Polytechnical Institute in Troy, N.Y. He has also successfully completed graduate business courses at George Washington University, Johns Hopkins University, Villanova University, and Temple University.

Janis was born in Latvia, and has lived in many countries. His hobbies are gardening, chess, bridge, racquetball, tennis and he still participates in pick up basketball games in the Doylestown area high schools during the winter months.

Richard Patterson



Richard Patterson

In a memo dated October 15, Dick Rockstroh announced the promotion of Richard Patterson to the position of Assistant Plant Manager—Warren Plant.

Richard, who originally worked in Ambler, moved to the Warren, Michigan area over 2 years ago to become Assistant to the Plant Manager. Rich started for Amchem in 1978.

Rich and his wife, Patty, have a 9 year old daughter, Christina and a 4 month old son, Richard III. Further information regarding Rich can be found in the October, November, December, 1980 issue of the Amchem News.

Carmen Carandang

In October, Carmen Carandang was promoted to Research and Development Senior Chemist in Amchem's Steel Group. Carmen, who has worked in the P-3 research group for the last year, received her Bachelor's degree in chemistry from the University of Sante Thomas in Manila, Philippines and Master's degree in chemistry from Saint Joseph's College in Philadelphia. Carmen previously worked for Pennwalt Corporation for 4 years prior to joining Amchem in April of 1977.

Carmen lives in Oaks, PA with her husband, Danny, and her two children, Danny (9½ years old) and Cecilia (6 years old). Her husband is employed by Rohm Haas and is also a research chemist. Carmen proudly states that her husband supports her in her career.

Carmen is very enthusiastic



Carmen Carandang

about her new position and adds that she enjoys working at Amchem very much and that the excellent technical training she received from Bob Koch, Bob Harris and Glenn Schoener and the leadership and encouragement received from Ed Rodzewich has helped her prepare for this new challenge.

On her off hours, Carmen enjoys swimming and playing with her two children, especially soccer and baseball.

Stephan Groffman

In October, Mr. Stephan Groffman was promoted to the position of Marketing Specialist—Aluminum. Steve will be reporting to Frank Skiermont. Steve was hired by Amchem in July of 1976, as an Associate Chemist for the Cleaner's Group under Ed Rodzewich. He also worked for a short time for Tom Jones before



Stephan Groffman

returning to Ed's Product Development Group. The last two years have found Steve working in Amchem's Aluminum Group as an R&D Chemist.

Steve, after graduating from Northeast High School, attended the University of Pennsylvania, where he received a bachelor's degree in chemistry. Presently, Steve is earning his master's degree in business at Temple University. Playing the piano, folk dancing and working around his Northeast Philadelphia home occupy most of Steve's free time. Steve mentions that he is the second member of his family to choose marketing as a career. His



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INTERNATIONAL

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available resources and organize the future work towards a common equipment systems strategy.

The following are names of the participants that attended this meeting and the company they represented.

HENKEL—G. Figge, R. Rott-
haus, V. Sander, R. Wagen-
knecht.

LANG—P. Hoffmann, W.
Selbertinger

TROOST—W. Bruens

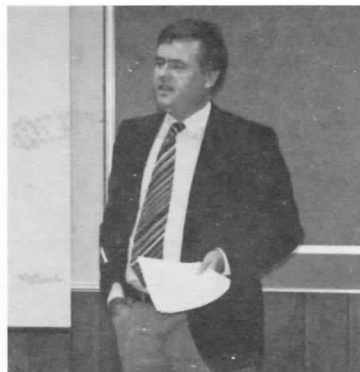
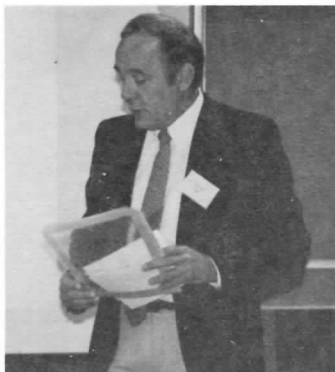
BONEWITZ—D. Choice, R.
Drexler, J. Harrison, R. Pike, J.
Saar.

AMCHEM LINEGUARD—J.
Costello, A. Kuzma, A. Wallace.

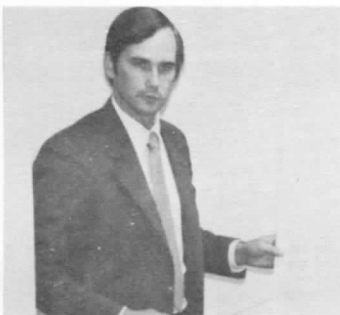
HYDRO-FAX—P. Francke, J.
Geyer, T. Numbers

ENGINEERING—J. Carroll,
M. Hubbard.

Lang is a Henkel subsidiary lo-
cated in Bavaria. Troost is a
Henkel subsidiary located in
Holland.



European Instrumentation presentations were given by (L-R) Gisbert Figge (Henkel) and Peter Hoffman (Lang).



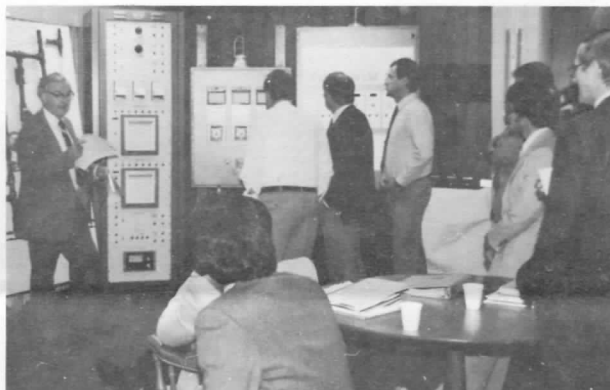
The United States Instrumentation Presentations were given by (L-R) Jesse Saar (Bonewitz), Tom Numbers (Hydro-Fax), Jim Costello (Lineguard) and Merv Hubbard (Engineering).



Greg Gibson discusses Amchem's Instrumentation Concept.



Dr. Frank Precopio addresses the audience on the Technical Department Overview prior to conducting a tour of the labs.



Sandy Wallace instructs his audience on Lineguard's sophisticated instrumentation.



Part of the attentive audience are (L-R), Penny Francke, Bob Pike, Dr. Thomas Gibian, Wallace Young, and Doug Choice.



The audience reacts to a humorous moment (L-R) Volker Sander, Dick Mitchell, Rudy Wagenknecht, John Geyer, and Tom Numbers.

brother is in marketing for a firm in Miami.

Steve Sanders

On October 1, Mr. Steve Sand-
ers of Bonewitz Chemical Ser-
vices was promoted to Manager,
Finance and Administration
CCI. Steve started with Bonewitz
in 1976. Prior to this promotion,
Steve has worked as an account-
ant for Bonewitz. Steve lives
with his wife, Diane, and two
children (Cindy and Brenda) in
Burlington, Iowa where he also

grew up and attended high
school. Steve received his
bachelor's degree in accounting
from North East Missouri State
University in 1976.

David Hansen

In a September 3rd memo
from Wolf Kortenhaus, the pro-
motion of David Hansen to
Regional Sales Manager was an-
nounced. Dave will handle the
sales responsibilities of the South
Central Region. Dave has ex-
perience in red meat plant opera-

tions, the bakery field and has
had dairy production experience
with ITT Gwaltney and Standard
Brands, before joining Bonewitz
as a Territory Manager in the
Central Region and successfully
applied his experience to building
the Western Minnesota and
Dakotas territory substantially.

Carroll Harmeyer

In a September 3rd memo,
Wolf Kortenhaus also announced
the appointment of Carroll (Red)
Harmeyer to the new position of

Industry Manager for the dairy
industry. Red's new position will
see him join the Marketing Ser-
vice Department. His major re-
sponsibility will be to spearhead
the development, field testing,
and introduction of new prod-
ucts, starting with the Ultrasil
product line for ultrafiltration
and reverse osmosis systems. He
will also provide technical as-
sistance to back-up existing
business and for the promotion
of new business, and assist in
sales training programs.

ERA ACTIVITIES *Amchem's Annual Company Picnic*

On August 29th, Amchem's Employee Recreation Association held its Annual Company Picnic at Somerton Springs in Feasterville. All who attended were offered a fantastic assortment of activities that included softball, volleyball, tennis, swimming, miniature golf, ping pong,

a driving range and use of the Executive Golf Course.

The picnickers were treated to a lunch menu and a smorgasbord dinner both of which featured culinary delights.

The following pictures successfully show that an enjoyable time was had by all.



Mark McMillen is overjoyed with his putt as his guest, Bridget Smith, is astounded.



Joe Tate (R) and guests Eric, Devin and Carol (L-R) prepare to tee off.



Two scenic views taken of the swimming and lounging area.



Dave Lelli is ready to serve an ace to Dave Badmann (brother-in-law) as Ralph Lelli and Donna Badmann (Lelli) watch.



Amy and Heather Kelly (R) (daughters of Bonnie and Timm Kelly), prepare to make par.



Captain Gabe Mancini watches (back to camera) as his teammate, the mystery spiker, teaches him a little about volleyball.



The table of (L-R) Susan Amelang, Steve Amelang, Pati Kelly and Mike Kelly toast the afternoon's festivities.



Ashley is given a guided tour of the facilities by her father, Earl Clower.



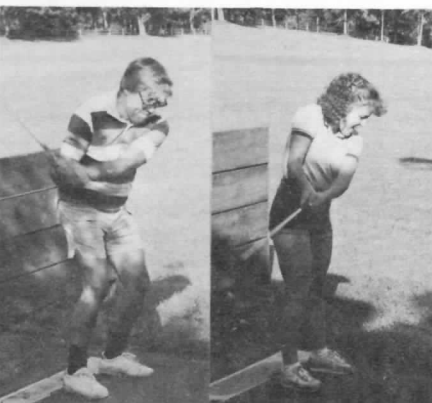
Volleyball players of all ages participated in the games.



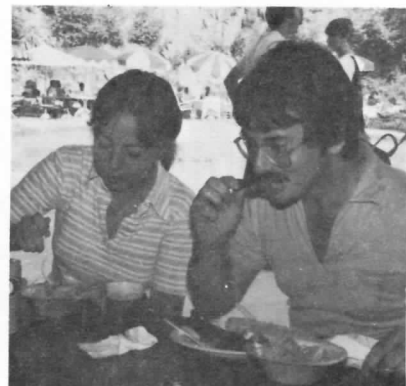
Edie Young enjoys her lunch along with (L-R) Bill Young, Robbie LePore, Jeff Young and Joe McMullen.



Janis Lipacis (in the Foster Grants) lounges with his family (L-R), sons Mark and Paul, and wife Mara after a filling dinner.



Tom Kilgallon and daughter, Molly, take turns trying to hit the ball off the tee. Rumor has it that the ball never did get airborne.



Mary and Mitch Schuck shown satisfying their hearty appetites.

A Haunting Halloween

As cub reporter for the Amchem News, I was given the assignment to write about an Amchem event to be held in Conference Room C at 7 PM on October 29th. I was not given any information surrounding the event except instructions to "show up with my camera." I came early and was shocked to see that the room was dark, very dark. Upon entering, a cold chill passed quickly through me. I've been in this same room on many occasions but have never felt so uncomfortable. Two ominous figures greeted me. No words were spoken, only gestures indicating for me

to enter. The room was almost empty and the only people present were faceless—only motionless silhouettes against the dim lights. The only noise heard was the howling wind. The atmosphere was one of fear and uneasiness. Why was I here? What was going on?

These questions were soon answered. The room quickly became filled with young ghosts, poltergeists, phantoms, space invaders, clowns, smurfs, etc. No longer were there dark shadows but a room filled with laughing, enthusiastic, happy children. The room's pre-

vious scary, chilly atmosphere melted away with the entrance of the children. It's haunting how the presence of laughter and children brighten up any situation. The event was the ERA's Second Annual Halloween Party. A special thanks must be extended to Judy McCauley, Judy Henise, Jill Wagner, Jayne Potcner, Marian Klymkowski, John Zollo and Greg King for organizing this successful and appreciated party.

The following photos show some of the festive activities that were present.



John (never looking better) Zollo (L) and Jayne (Vant to bite your neck) Potcner, greeted the Halloweening guests.



Alicia Coleman shows off her father (Bob), during the party.



Gary Howard sits with his two sons—waiting for the festivities to start.



"Simon says hands over your head—Earl Tate—you're out!"



Tara Davis stops long enough to pose.



Among the adult party goers were Jim Davis, Sandy Wallace, Kent Bonney and Irene Bonney.



Judy Henise instructs the children to line up.



Laura Ann Kepich (back to camera) and Lydia Ann Kepich discuss costumes with Judy Henise.



Photos of the Halloweeners

MEDICAL AND SAFETY NEWS

Safety Award Program Expanded

The Management Safety Committee has extended the safety award program to all departments within Amchem similar to the current R&D program using the 3 level award system described in Section 5.7 of the Safety Manual.

- Starting times for each group are noted below.
- Award levels will be \$15, \$25, and \$35.
- Length of times for each group

or department are noted below.

Manufacturing Dept.

The Ambler Plant will continue the current individual award plan and supplement this with a group participation plan. If all employees in the current program work as a group the entire contest year without a time-losing injury, each individual will be entitled to an award valued at \$35.00 instead of the usual \$20.00. The group contest period will run concurrently over the same 12 months.

The Outlying Plants would adopt the above plan, however, all employees at each site will be included.

Other Ambler Manufacturing Personnel—Engineering, Traffic, Quality Control, Environmental, Inventory Control, Manufacturing Office Staff.

Starting Date 7/1/82

- 1st Level 12 Mos.
- 2nd Level 21 Mos.
- 3rd Level 27 Mos.

Ambler Administrative Offices and Auxiliary Service Groups—Financial, Data Processing, Ac-

counting, Purchasing, Employee Relations, Legal, and any others not already included.

Starting Date 1/1/82

- 1st Level 18 Mos.
- 2nd Level 27 Mos.
- 3rd Level 33 Mos.

Sales and Marketing Department

—Sales, Marketing, Lineguard, Hydro-Fax, International, and their Office Staffs.

Starting Date 7/1/82

- 1st Level 12 Mos.
- 2nd Level 21 Mos.
- 3rd Level 27 Mos.

R&D Safety Award Presented

In October, members of the Research and Development organization received awards in recognition for 27 continuous months with no injuries. The pictures below show some of the 93 R&D employees receiving their awards.



Mark Knaster (C) pledges his continued alliance to the safety program as Dave Vashi (L) and Dottie Fleck sign for their gifts.



The R&D Group await the presentations.



Bob Cassel (L-R) Jose Rivera, Bill McBride, Bill Soliday, Bob Cooper and Ed Rodzewich gladly await their turn.



Please—Look at the birdie, smile and keep your eyes open.



Lining up to collect their rewards from Gerri Kilgallon (back to camera) are L-R Bob Yarrington, Bernadette Galanti, Jack Cassidy, Jay Grimes and Jeff Melzer.



Dan Herzog (L) inspects his gift as Dave Zuy (Center) and Joe Bunczk (R) await their turn.

Flu Inoculation Program Given A Shot in the Arm

On Friday, October 29, the Amchem Flu Inoculation pro-

gram started and approximately 60 employees were given their

free injection. The inoculation is intended to reduce the incidence

of Type A and Type B Viruses. (See Photos Below)



Ed Krueger thinks its funny as Jean Bigotti receives her inoculation from Sandy Hall (R) until it is his turn.



Bill Tomlinson (L) watches Sandy Hall, as she takes aim.

The Bloodmobile Drive- Another Success

The American Red Cross Bloodmobile rolled away from Amchem with another 74 pints contributed by Amchem employees. (See Photos Below)



L.C. Hartsock (L) and Gary Every (R) take all the tests prior to donating blood. A member of the Red Cross Team administers the tests.



Some of the many Amchem employees relax while donating blood: (L-R) Bob Entrikin, Chris Kuntz, Kristin Sandberg, and Jill Wagner, below. Members of the Red Cross team assisted and entertained all donors.

Fire Extinguisher Demonstration Given

In conjunction with Fire Prevention Week, sponsored by the National Fire Protection Agency, Amchem held a Fire Extinguisher Demonstration for all its employees in October. These demonstrations were given by Ed Ruth, a member of Amchem's Maintenance Department. He gave each employee the opportunity to operate an extinguisher on a controlled fire. In Ed's demonstration, he highlighted the different types of fires and the appropriate extinguisher to use. Below is a brief outline of the information given:

Class A Fires

Caused by wood, paper, cloth, trash and should be extinguished by wetting down with water.

Class B Fires

Caused by liquids, such as gasoline, grease, oil, etc., and should be extinguished by smothering with a dried chemical.

Class C Fires

These fires are electrical fires which can be caused by motors, appliances, etc., and should be extinguished by using a CO₂ extinguisher (dried ice) (carbon dioxide).

The CO₂ extinguisher can be used to put out either the Class B or Class C fires.

It was also pointed out that everybody should become familiar with the extinguishers at work and at home. Every extinguisher should be easily accessible and checked periodically to see if it is operable. (See photos)



George Grinenko (L) and Bill Snyder (R) enjoy their rewards for a job well appreciated.



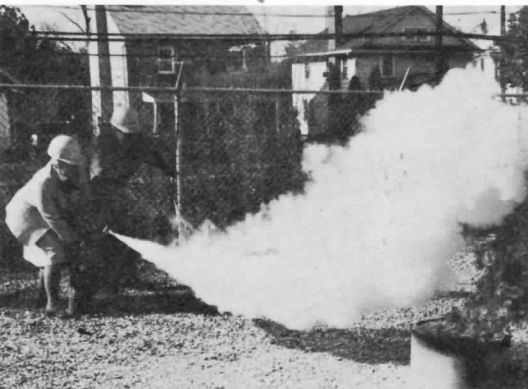
A visual outline—types of fire and ways to extinguish.



Ed Ruth demonstrates a fire extinguisher normally used in the home. This type can be used on Class A, B, and C fires.



David Craig douses a Class A fire (paper, cloth, wood) with water.



Jean Nathan smothers a Class B fire (liquid) with a dry chemical extinguisher.



Jack Newby puts out a Class C fire (electrical) using a CO₂ (carbon dioxide) extinguisher. (Picture taking by "B" Castner)

PICTORIAL POTPOURRI



On George Brumbaugh's recent South African trip, George attended a BRAAI (African for Barbecue), L-R Frank de la Rey, George Brumbaugh, Koos Smit, and Peter Klews.



Amchem's Licensee Henkel South Africa (PTY Ltd.) laboratory personnel: L-R Brian Glanville (Chief Chemist), Karl Huppertz (Chemist), Robin Caithness (Chemist), and Jacob Nkoagatse (Technician).



Amchem's Licensee, South Africa (PTY Ltd.) sales: L-R Nic Delport (Tech. Service Mgr.-Amchem), Frank de la Rey (Gen. Mgr. Sales), and Peter De Kock (Sales Rep.-Henkel South Africa).



Sandy Wallace (back to camera), Glenn Schoener and Tim O'Grady, (standing) held a P-3 Anodizing Seminar as (L-R) Gary Morrisette, Tom Clubb, Bill Simmons, Mike Deem and Bill Schneider take notes.



Also attending the P-3 Anodizing Seminar were (L-R) Lou Beers, Chuck Rowan, Fred Schmidt, Gene Sweet, and Mary Worth Crouch.



Horst Steinorth (L) and Norin Ness (R) congratulate each other at the signing ceremonies between ICI and Amchem Products. Peter Kriependorf (L) and Veit Mueller-Hillebrand also were present at the signing that took place in Dusseldorf, Germany.



The above photo was taken at a June meeting with Nippon Paint Company in Tokyo, Japan. Nippon Paint is an Amchem licensee. (L-R) N. Sumie, T. Watanabe, R. Montella, J. Davis, Y. Yoshida (standing) and M. Nagatani.



Dr. Hans Gotta (C), Dr. Veit Mueller-Hillebrand (L) and Bill Snyder (R) attend a signing ceremony between Collardin and Amchem. Collardin is Amchem's licensee in Germany.



The pictures at left were taken in October at the International Automotive meeting held in Edinburgh, Scotland. The meeting was attended by many Amchem licensees. (L-R) D. Galjaard, V. Mueller-Hillebrand, J. Olsson (Henkel Skandinavisk), G. Lolling (Mavom), F. Van Den Berg (Mavom), W. Kunzlee (Henkel Switzerland), F. Schroll (Henkel Iberica), P. Gerasimoff (Collardin Austria), I. Itagaki (Amchem Quimica Do Brazil), M. Nagatani (Nippon Paint), T. Phillips (ICI), M. Ness (ICI), M. Ware (ICI), H. Gotta (Collardin Germany), G. Stolzenfels (Collardin Germany), B. Cook (ICI), J. Davis (Amchem), A. Gilar-doni (Granata), F. Falcone (Granata), W. Bruens (Tecnimetal), W. Coverts (Tecnimetal), W. Blote (Tecnimetal), C. Michel (C.F.P.I.), V. Ken (C.F.P.I.), and S. Roses (Etisa).

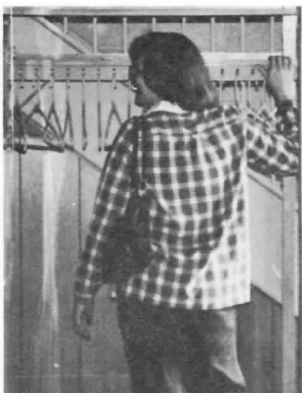


JUDY McCAULEY SHOWERED BY FRIENDS

On November 1, the friends and co-workers of Judy McCauley surprised her with a baby shower. The festivities were held at lunch time in the Executive Dining Room (alias Conference Room C). Judy and Frank's first born is due January 10. (See photos below).



Surprise!!



How do I escape from this?



Judy opens just one of her many gifts.



Some candid pictures of the shower attendees.

DR. GIBIAN GIVES "STATE OF THE COMPANY" MESSAGE

The following message was given by Dr. Thomas G. Gibian, President and Chief Executive Officer of Henkel Corporation and Executive Vice President and Chief Operating Officer of Henkel of America, early this fall.

"During quality improvement program discussions by the company's management board, we concluded it is necessary to initiate periodic communications with employees on the state of Henkel Corporation and its diversified business activities. This program and experience have taught us the importance of good communications in creating a successful company—one where we can all share the benefits of working for a winner.

"The first six months. Unfortunately, I have to report that so far 1982 has been unsatisfactory for the company. We, like most U.S. businesses, are experiencing high costs and low sales. This, coupled with high interest rates on expanded borrowing used to acquire and build new facilities, has made for a difficult current

situation. Overall sales and operating earnings are well below expectations for the first six months.

"In light of the above we have initiated the following actions to help 'weather the storm.' Discretionary spending budgets such as for travel and entertainment are being reduced. We have installed a hiring freeze on new positions. For salaried employees, the salary increase schedules are being lowered and employees at U.S. locations are expected to work a 40-hour week (some have had a shorter work schedule). Also, unfortunately, staff reductions have been necessary in several depressed business areas.

"With regard to individual businesses, Resins epoxy curing agent sales were 34% below plan. Demand for our Textile and Leather chemicals has dropped 20%. Chemical Specialties products for petroleum drilling are in very weak demand; in contrast, those for resale in the cosmetic and toiletries markets continue strong. In Minerals Industries, uranium extractant sales were

47% below last year. Amchem's sales were depressed due to the economic conditions of the automotive and steel industries.

"In Food Ingredients, operations at the new Keokuk starch/gluten plant have improved dramatically, thanks to the cooperative efforts of many. Overall profitability, however, still is poor due to difficult market conditions. Consumer Adhesives, where earnings remain down, introduced its new Ultra™ Super Glue on national TV—that's a first in the U.S. for a Henkel product.

"Fine Chemicals continued strong, buoyed by high demand for vitamin E and for natural antioxidants exported to Japan. Industrial Adhesives earnings were better than expected, in large part due to the use of a Henkel adhesive in a new Alberto Culver Sparkler room deodorizer. Our recent sale of the Illinois Adhesive Products Company in Chicago will enable us to better focus our efforts in adhesives markets where we have unique strengths. Water Soluble Polymers did well

with oilfield guar products—however, sales in this area have softened recently and demand for WSP products in other markets was depressed. Additionally, at Henkel Canada business has slowed in recent months.

"Henkel Corporation's foreign operations, the Regional Subsidiaries, weathered the challenging foreign climates quite well during this period.

"We have enjoyed some major accomplishments this year as well: the start-up of two new manufacturing facilities, one for guar derivatives in Kenedy and the other for Versacure® resins in Kankakee. Both represent Henkel's adoption of state of the art, sophisticated manufacturing technology.

"It is my hope that the above information will be useful to you. The difficult economic times means that we will all have to redouble our efforts to improve the efficiency and the effectiveness of our work. I know that we can count on you in the days and months ahead."

HENKEL VISIT *Continued from page 1*



The visitors enjoy a small brunch prior to the Henkel Shareholders meeting.



Gene Snyder (L) answers questions from the audience about Amchem as Dr. Stefan Schultz-Dornburg (R) intently listens.



Manfred and Cathrine Pape familiarize themselves with some of Amchem's technology.



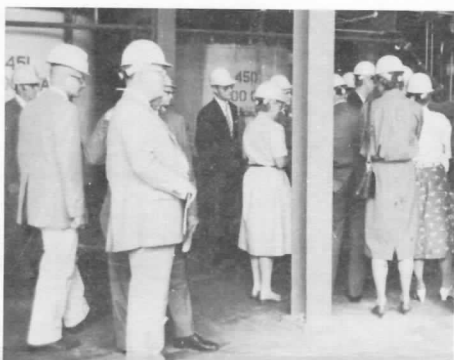
Dr. Stefan Schultz-Dornburg (L) addresses the audience.



Dr. Helmut Sihler (L) and Dr. Stefan Schultz-Dornburg welcome the shareholders as the meeting commences.



Dr. Dieter Ambros also addressed the Shareholders.



Candid photos of the visitors during their tour.



Les Steinbrecher assisted in the tour of Amchem's technical facilities.



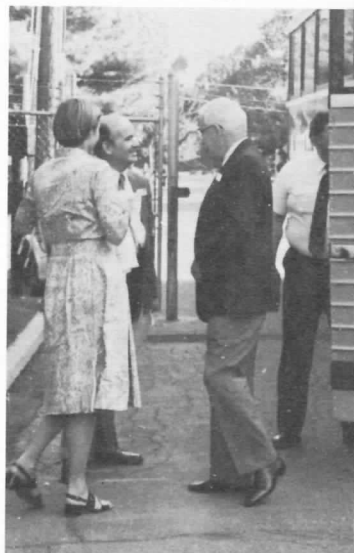
Dick Rockstroh (back to camera) conducted a tour of the manufacturing facilities.



Dr. Frank Precopio (R), as part of his tour of Amchem's technical facilities, displays some of the equipment found in our Pilot Plant.



Tom Henley (L) prepares his troops for their visit to Valley Forge.



John Millard (center) welcomes David and Ursula Fairchild as they arrive.



Candid photos of the visitors during their luncheon.



A black and white portrait of a middle-aged man with short, light-colored hair, smiling broadly. He is wearing thick-rimmed glasses, a white dress shirt, and a dark tie. The background is a light-colored, vertically striped curtain.

After 37 years of service to Amchem, George Brumbaugh announced his retirement effective December. George started with Amchem in October, 1945, as a

mechanic for the Granodine® Control System which was the forerunner to Lineguard. George states that he mostly worked in the automobile industry and worked under the guidance of Graham Smith. In August of 1946 George transferred to sales as a Sales Technical Services Representative where he continued to concentrate his efforts in the auto industry. In 1953, George transferred into the "Home Office" Technical Standards Department where he was responsible for everything from back-up to the Service Department to writing data sheets for Amchem Products. George adds that he was responsible for increasing the size of the Product Performance lab and as Manager of Product Performance and

George and his wife, Mary, have 4 children which are now scattered throughout the United States. Janet, their oldest offspring lives in Daytona Beach, Florida, Kathleen lives in Virginia and works for GE on government contracts. George and Mary's oldest son, George, Jr. lives in Michigan and is a lawyer while their youngest child, Ronald, lives in Riverside, California. Their four children have made them grandparents six times.

George and Mary, in October, celebrated their 40th wedding anniversary.

This past spring saw the passing of Joseph E. Blessing. At 74 years of age, a heart attack claimed his life. Joe started with Amchem in May of 1935, where he worked in the manufacturing department. He served as a chemical operator in the production department for his entire career. Joe retired from Amchem in 1972 after 37 years of faithful service. His friends at Amchem remember Joe as an active friendly person who was very active in the local Boy Scouts and enjoyed participating in all sports. Joe is survived by his wife, Charlotte.

In the July, August, September issue, we misspelled Mr. Leon Cherksey's last name.

Also, in the same issue, Mr. Guy Pochard's (Pg. 6) first name was incorrectly printed as Gary.

numbers to indicate deductions and earnings. The new system will itemize and identify each deduction and earning plus list total yearly earnings and deductions. A sample of the new voucher (stub) is below.

[illegible]

Starting early next year, each employee may notice that their pay check and voucher (stub) looks different. Effective the first pay period in 1983, Amchem will be using a new payroll check and voucher. Although the new check will appear almost the same, the voucher will be improved. The present system utilizes code

LAUREN ELISABETH SCHOENER
September 22, 1982
Father: Glen Schoener
R&D



Bud Carter awards William Warriner for 10 years of service. Mfg.



James Damminga
5 years Warren



Norm Bracht
5 years



Eric Holmquist
5 years Linequar



Sue Hess
5 years



Tony Caracappa
5 years Hydro-Fax



Ken Bodendistel
5 years Bonewitz



David Sutton
5 years Bonewitz



Janet Marshall
5 years Bonewitz



Ed Doneny
5 years Bonewitz



Hank Balough
5 years **Bonewitz**



Mike Shaw
5 years Bonewitz



Penny Francke
5 years Hydro-Fax



Lou Beers
5 years Sales
(in July)



Ralph Lelli (2nd from Left) is congratulated by Gene Snyder (L), Dick Rockstroh (2nd from Right) and Paul Strohm (R) for 40 years of service. Manufacturing



Wally Dragani (center) is awarded for 30 years of service by Joe Mallozzi (L) and Ray Collmer. Mfg.



Tom Hopkins (L) received a hearty handshake from Jim Costello (R) for 20 years of service. Systems Eng.



Jim Hall (L) and Ray Collmer (R) give their thanks to Martha Davies for 20 years of service. Mfg.



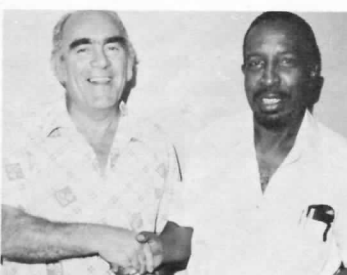
Edie Young (C) is awarded her 15 year service award by Viet Mueller-Hillebrand (R) and Bill Snyder (L). International



Congratulations are given to Brian Nagel (C) from Janis Lipacis (L) and John Heckler (R) Mfg.



Earl Tate (C) is congratulated by Jim Hall (R) and Janis Lipacis for his 15 years of service. Mfg.



Lester Hinch (R) receives his 10 year service award from Wm. Dalton (L) Warren

CONGRATULATIONS

These are the women and men of Amchem who have received Service Awards from August 1, 1982 through October 31, 1982.

★ ————— YEARS ————— ★

Ralph Lelli

★ ————— 35 YEARS ————— ★

Ells Stockbower

★ ————— 30 YEARS ————— ★

John Thompson

Valdo Dragani

★ ————— 25 YEARS ————— ★

Jean Wilkinson

★ ————— 20 YEARS ————— ★

Don Herrington

Martha Davies

Florence Michener

Tom Hopkins

★ ————— 15 YEARS ————— ★

Edith Young

Earl Tate

John Mahoney

Paul Burger

Bryan Nagle

★ ————— 10 YEARS ————— ★

Alester Hinch

Harry Rosenberger

Robert Broch

Vincent Cannata

William Warriner

★ ————— 5 YEARS ————— ★

Eric Holmquist

Norman Bracht

James Damminga

Thomas Creek

Susan Hess

David Sutton

Tony Carracappa

Penny Francke

Ken Bodendistel

Janet Marshall

Sandra Hall

Donna Martindale

Edward Doheny

Henry Balough

Mary Jane Morgan

Mike Shaw



Gene Snyder (L) and Greg Gibson (R) congratulate Ells Stockbower for 35 years of service. Marketing



Bud Carter (L) gives John Thompson his 30 year service award as Ray Collmer watches. Mfg.



Ed Krueger (R) offers his congratulations to Don Herrington for 20 years of service. Sales



Helen Mullen (2nd from left) receives congratulations for 20 years of service from (L-R) Rich Sleutaris, Clarita Kiff and Dan Brady. Helen celebrated her 20th anniversary in March.



Gary Fuess awards Florence Michener (R) for 20 years of service. Order Dept.



Paul Burger (L) is given his 15 year award by Jim Carroll. Engineering



Ed Nusbaum hands John Mahoney (R) his 15 year service award. Sales



Harry Rosenberger (L) received a hearty handshake from Joe Mallozzi for 10 years of service. Mfg.



Dan Brady (R) gives Bob Broch his 10 year service award as Rich Sleutaris watches. Finance