

1982 President's Honor Club Awardees Announced

PROMOTIONS AND APPOINTMENTS

Ernest G. Szoke

In a February 17 memo from E.A. Snyder, the appointment of Ernie Szoke to Vice President and Counsel to Henkel Corporation was announced. In his new



Ernest G. Szoke

capacity effective March 1, 1983, Ernie will be responsible for all corporate and divisional patent, trademark, licensing and related technical matters. Ernie will continue to be responsible for the U.S. patent activities originating with the parent Henkel KGaA Patent Department under Dr. Schenck.

Ernie was originally hired as
Continued on page 2

E.A. SNYDER ANNOUNCES RETIREMENT

In a brief memo dated December 22, E.A. Snyder announced his plans to retire effective June 30, 1983. Mr. Snyder announced the appointment of Dr. Frank M. Precopio, Chief Operating Officer of Amchem, effective January 4, 1983. Mr. Snyder assured a well prepared and smooth transition for his successor.

Mr. Snyder joined Amchem Products, Inc. on July 1, 1941 and has served as Amchem's President since May 12, 1970. More information will be covered in the next issue of the Amchem News which would be published
continued on page 2

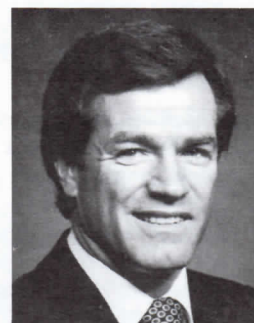
On February 22nd, the 1982 President's Honor Club Award Winners were announced. The employees selected for this prestigious award are listed below with the departments they represent:

Donald M. Herrington	—National Sales
Peter J. Callahan	—Mid West Sales
Bernard J. Cole	—Mid West Sales
Eugene W. Sweet	—Mid Atlantic Sales
Frederick A. Schmidt	—Western Sales
Charles E. Rowan, Jr.	—North Central Sales
Thomas B. Clubb III	—Southern Sales
William Stonecipher	—Bonewitz, Sales
Henry R. Schneller	—Bonewitz, Sales
Glenn C. Schoener	—Research & Development

This is the fourth time this award has been bestowed upon Don Herrington, and the second year in a row for Bill Stonecipher.



Donald M. Herrington



Peter J. Callahan



Bernard J. Cole



Eugene W. Sweet



Frederick A. Schmidt



Charles E. Rowan, Jr.



Thomas B. Clubb III



William I. Stonecipher



Henry R. Schneller



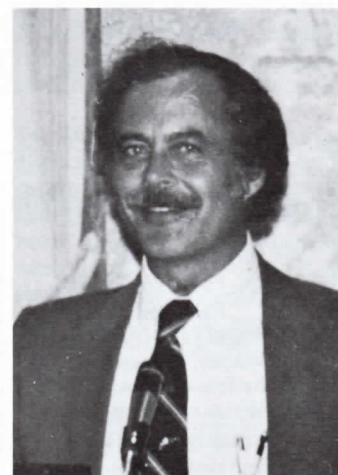
Glenn C. Schoener

Dr. Miller Heads R & D

On January 1, 1983, Dr. George A. Miller took over as Director of Technology for Amchem Products, Inc. Dr. Miller previously worked as Research Manager for Rohm and Haas Company. During his 21 year career with Rohm and Haas, Dr. Miller was awarded over 50 patents and co-authored 12 technical publications in the Agricultural and Industrial Chemical field.

He received his B.S. degree in

Chemistry from Notre Dame University and his Ph.D. in Organic Chemistry from Cornell University. Dr. Miller, whose hometown is Kansas City, MO has a son, Scott, who he describes as a normal twelve-year-old who enjoys skiing, baseball and soccer. For his own recreation, Dr. Miller enjoys skiing, jogging and flying. He is a flight instructor and a member of the Delaware Valley Aero Club at Wings Airport. In this capacity, he will report to Dr. Frank Precopio.



Dr. George Miller

PRESIDENT'S MESSAGE

Dear Amchem Employees:

This letter will serve to give you a concise summary of the state of our business situation at Amchem.

As you know from recent general letters, Amchem has been severely impacted in 1982 by the economic recession in the United States and in the major industrial countries of the world where we market our product through Henkel Affiliates and Independent licensees.

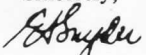
Certain industries including Automotive/Steel/Building and Appliances have been particularly hard hit.

While 1982 was a negative year for Amchem resulting in a decline in sales volume for, perhaps, the first time in our history—with a resulting significant decline in profits, there were several quite positive developments which will help us as we work to turn the situation around in 1983. We have developed several new products and have acquired new business in several industries which will only contribute in a meaningful way as the U.S. and worldwide economies emerge from the recession.

We are conservatively optimistic that as we proceed into this new year we will experience a higher level of sales. We have seen no real progress in January and February. The balance of the year will, of course, have to show much greater activity.

We are a strong and important factor in our area of the chemical specialty business. We are recognized as the United States and world leaders in our highly specialized area of activities. We will turn the situation around and, more importantly, resume our strong growth patterns in both sales and profits. Our greatest asset is the character and determination of you, our employees. Let's continue together, to exert our best efforts—the result will speak for itself. We are working for a good company—a company sensitive to our needs and aspirations. We will be more successful and more secure than ever.

Sincerely,



E.A. SNYDER,
President

E. A. SNYDER

Continued from page 1
at the time of Mr. Snyder's retirement.

A retirement reception and dinner has been scheduled by the executives of Amchem for employees, retirees, and business associates for Friday, June 24th. The affair is being coordinated

by the Employee Relations Department.

PROMOTIONS

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General Counsel by Amchem in August of 1968, and has served as Vice President/General Counsel since January 1, 1981.

Ernie holds bachelor degrees in Chemistry and Chemical Engineering from Columbia University and a law degree from Georgetown. He and his wife, Cleta, will be moving from Doylestown to the Minneapolis area in the near future.

Fred L. Henning

In a memo dated January 31, Ed Krueger announced the appointment of Fred Henning to District Manager, Southwest District, Southern Region effective March 1, 1983.

Fred has been with Amchem since May 1, 1969. His first assignment was as a sales representative in the Detroit area. Since then he has progressed within Amchem to his former position as Automotive Sales Manager. Fred had specific responsibility for Chrysler Corporation and the Off-the-Road Vehicles (ORV) market. The ORV market in-



Fred L. Henning

cludes John Deere, J.I. Case, International Harvester, Kenworth Truck, etc.

Fred has two sons, Fred (age 19) and Jeff (age 18). His son Fred is in the Navy and presently stationed in Bath, Maine. Jeff is presently a freshman at the University of Michigan (Dearborn campus). On his off hours, Fred enjoys racquetball, golf and both he and his new bride, Louise, enjoy cooking. Louise and Fred will relocate from the Detroit area to Dallas in the near future.

John Kachmar

In December 1982, John Kachmar was appointed to the position of Marketing Manager—Container Industry. John started his employment at Amchem in 1973 as a sales representative for the Mid-Atlantic Region under the direction of Ed Nusbaum. He was promoted to Sales Manager



John M. Kachmar

of MCD Container Industry in 1977.

John and his wife, Lorraine, are both natives of New Jersey and presently live in Furlong with their two children, Traci and Michael. Traci is an honor roll student and cheerleader at Holicong Jr. High School where she is

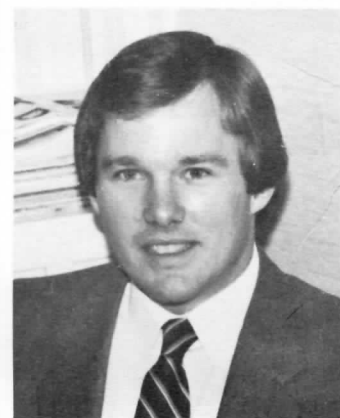
in the seventh grade. Michael is a typical 2 year old, he gets into everything.

John earned his marketing degree from Fairleigh Dickinson University in 1972. On their rare, free moments, John and Lorraine enjoy tennis and water sports.

William A. Simmons

Early in January, Don Herington announced the appointment of William A. Simmons to the position of National Container Sales Manager. This position will take effect January 1, 1983.

Bill began with Amchem as a Sales Representative for our Northern Georgia territory in April, 1979. As a Sales Represent-



William A. Simmons

tative, he was awarded to the 1980 President's Honor Club.

Jeannine and Bill have lived in Louisville, Kentucky and are presently residing in Atlanta, Georgia. Their upcoming move to Pennsylvania will represent their first full time exposure to "Yankee Territory."

Bill is a graduate of the University of Georgia where he majored in marketing. Bill spends his free time hunting, fishing and he particularly enjoys officiating high school football games.

Donald M. Proctor

In January, Douglas H. Choice announced the appointment of Donald M. Proctor to the Bonewitz Engineering Department as Equipment Coordinator, effective January 1. Don started with Bonewitz in April, 1974 and has performed a myriad of functions relating to manufacturing, finance and engineering.

Don and his wife, Janet, have been married for 21 years and have three sons. Jay, their oldest son, is a third class Petty Officer for the Navy and is stationed in Groton, Connecticut. Mark is 17 years old and their youngest son, Tony, is age 13.

Don informs us that he is a sports official for high school and college football, basketball and baseball games. He proudly adds that he has officiated the state basketball championship games the last two years. When discussing his memorable moments at

continued



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continued

Bonewitz he remembers the time when his wife, friends and co-workers had a belly-dancer show up at work in honor of his 40th birthday. He adds he was certainly pleasantly surprised. Sorry, no pictures were sent for the Amchem News.

Richard F. Keyser

Effective December 1, 1982, Rick Keyser was promoted to Application Engineer in the Hydro-Fax Division. Rick was hired in February, 1980 as a Designer for the Engineering Department. Rick has earned bachelor degrees in Natural Science from Alderson-Broaddurs College in Philippi, West Virginia and in Mechan-



Richard F. Keyser

cal Engineering from Spring Garden College in Philadelphia.

Rick and his wife, Debbie, have been married for almost 5 years and reside in Hatfield Township. They both enjoy traveling and last year, they traveled to British Columbia for vacation. Rick also enjoys sports especially racquetball, skiing, and he plays for the softball team of his church. Rick adds that he considers himself an amateur mechanic and has already rebuilt two cars.

SCHOLARS SECURE SHEEP-SKINS

The following Amchem employees have completed the required coursework and have been awarded the following recognition.

Sandy Hall, Employee Relations
B.S., Nursing;

Gwynedd Mercy College

Penny Francke, Hydro-Fax
MBA; St. Joseph's University

John Laughlin, Finance
MBA; Philadelphia College of
Textile and Science

Ed Feather, Purchasing
MBA; Pace University

Tony Malloy, Research
M.S., Chemistry;
St. Joseph's University

QUALITY MEETING PROGRAM

In the fall of 1981, the Amchem Quality Meetings began at our Ambler, Fremont, Windsor and Warren manufacturing facilities. This program consists of monthly meetings that are attended by a designated department supervisor, the personnel reporting directly to him, a person from Inventory Control and a representative from Quality Control. The Quality Meetings were designed to: 1) Improve communications within the various manufacturing departments and with other departments. 2) Improve the quality of Amchem's products and services. 3) Utilize the creative and problem solving skills of all employees. 4) Educate all employees regarding the nature of Amchem's business and the expectations of our customers. 5) Reduce the number and severity of customer complaints. 6) Reduce waste.

The ultimate goal of these meetings is to insure that Amchem is the leader in quality in all fields and industries of endeavor. At present there are six groups in Ambler headed by Joe Mallozzi, Jim Hall, Bob Applegate, and Dick Munger. Rick Carter heads the group in Fremont, Jerry Sweryda directs the Windsor group and Rick Patterson and Bill Dalton head the two groups in Warren.

This program, since its inception in 1981, has exhibited excellent participation by all involved.

The following are some of the actions taken in 1982 that were discussed in the Plant Quality Meetings.

(a) Repiping of finished product and raw material lines in Building 5 in Ambler to reduce contamination potential. (b) More efficient wash out procedures and new piping system for powder blenders in Building 23 in Ambler. (c) First drum sampling of each batch for testing was discussed in the Warren meetings is now being implemented at all plants and has subsequently detected several incidents of live contamination. (d) A baffle was installed in a small mixer in Windsor to facilitate agitation. (e) Bung seals are now on practically all our containers. (f) Certain tanks are now being dedicated in order to reduce cross contamination. (g) Receiving Department in Ambler has increased their awareness of problems associated with the identification of raw materials. A procedure has been set up for notifying Purchasing when raw materials are received without Amchem's raw material code number stencilled on the containers. (h) Inventory tags have been set up on Windsor and Ambler for easy identification of materials in storage. (i)

Standard filling levels for small packages were set up in Warren for easy reference by operators. (j) The lot number of all part-full drums in Warren is now being marked with a P to identify these drums as being actually composed of material from two separate lots. (k) A drum supplier was asked to remove a label they were putting on top of the drum. The label was interfering with the stencilling of the lot number on the head. (l) The Maintenance Department has recommended the installation of water spray nozzles in the vertical section of the scrubber ducts above the mixing tanks. This allows a thorough cleaning and reduces flaking off of contaminants from the duct walls. (m) There were several suggestions concerning the appearance of our containers. White poly insert drums were tested, but failed to show improvement. (n) Increased Awareness—many ideas have been proposed. The workers are asking more questions and coming up with suggestions more than before the Quality Meetings Program was started. Many minor problems have been resolved by consensus within the groups.

Because of the success of these meetings, other departments are being encouraged to develop a similar program.

FARREN ASSIGNED TO NISSON



Joseph A. Farren

Effective December 1, 1982, Joseph Farren was transferred to the Southern Region from his sales territory in New England. Joe, a Senior Technical Sales Representative, will be responsible for selling to and servicing the Nissan Plant in Smyrna, Tennessee.

Joe started his Amchem career on January 1, 1978 as a Technical Sales Rep Trainee in the Mid-Atlantic Region-Northeast District. He earned his bachelor's degree in Marketing from New Haven University in Connecticut.

IMPROVED AMCHEM SAVINGS PLAN

In January many Amchem/Bonewitz employees were happy to receive larger paychecks without receiving a salary increase! These larger checks were the result of changes in the Amchem Savings Plan (U.S.) which took advantage of recent changes in the tax laws. Contributions to the Basic Savings Plan are now *not* taxable until withdrawn from the plan. This reduces the taxable pay which results in lower Federal, FICA (Social Security) and some state and local taxes which means more take-home pay. Those readers who are interested in homework are directed to Section 401(K) of the IRS code.

The Company adds up to 37.5% to each dollar of employee basic contribution. These additional contributions are also not taxable until withdrawn from the plan. All money in the plan will earn the attractive tax-deferred interest rate of 12.1% for 1982.

Most eligible employees recognized the advantages of this re-

vised plan and the Employee Relations Department was flooded with requests to increase Basic and also Supplemental (after-tax) contributions. Seventy-three (73%) of the eligible employees are now participating with an average basic contribution rate of almost 5.25%.

These changes are part of Amchem's continuing program of providing the best possible employee benefits within the cost restraints of our business.

If you have any questions about the Savings Plan, please contact Lois Johanson in the Employee Relations Department.

In Errata

In the October, November, December issue of the Amchem News, Ralph Lelii's name was incorrectly spelled. Also, in the same issue, it was erroneously indicated that Dr. Bill Splietoff was not a board member of Henkel of America.

Our apologies to all concerned.

Joe has moved to Nashville, Tennessee from Connecticut in connection with this transfer.

RETIREMENTS

Ray Collmer



Ray Collmer

In January, Ray Collmer announced his retirement after almost 30 years of service. Ray was hired in March of 1953 as a Draftsman (Engineering Department) where he worked for Jay Biery. At that time, George Russell was Jay's assistant. Ray's career saw him promoted to Maintenance Supervisor then to Production Superintendent. Ray remained Amchem's Plant Superintendent until July of 1977 when he was promoted to Plant Manager and he has held that position ever since.

Ray lives with his wife of 40 years, Phyllis, in Upper Black Eddy, where they have raised four children. Alan, their oldest son, is a professor at the University of Maryland where he teaches Plant Genetics. Alan and his wife both have Ph.D's. June, their oldest daughter, is presently attending the University of Virginia. Jill, the youngest daughter, is married and a part-time nurse at Abington Hospital. The Collmer's youngest child, Mark, is a student of Theater Productions and is also at the University of Maryland. Ray and Phyllis have three grandchildren. Ray will use the extra leisure time by cutting wood and working outside of his home. He adds that he gets great pleasure from both activities.

George Schneider

In January, George Schneider announced his retirement after almost 34 years of service to the Research and Development department. George's first boss was Al Douty, who hired Dr. Precopio as his replacement. George, a Temple graduate, then transferred into the Development Department, which was headed by John Geyer. In this department, he worked with Jack Carroll and Hugh Gehman. It was during this time when George did most of his traveling for Amchem.

In 1962, George was promoted into the Pilot Plant where he took over as supervisor. After 6 years in this position, George transferred back into the R&D department. He started work in the Steel Group under Les Stein-

brecher and has been in this department ever since.

George and his wife, Marie, will celebrate their 40th wedding anniversary this year. George adds that they would like to take a trip to Europe to celebrate the occasion but this idea is still in the planning stage. Marie and George did take a trip to the Virgin Islands for their 25th anniversary.

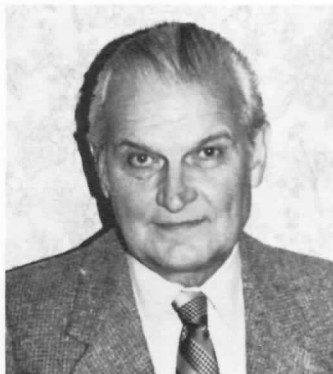


George Schneider

George and Marie have three children and two grandchildren. Grant, their oldest sibling, is a Rider graduate and works as a Personnel Director for a company in New York. Their only daughter, Linda (Married name—Pierce) is a LaSalle graduate and works as a manager for a graphics firm in Hatboro. George is their youngest child and he is in his third year as a Nittany Lion (Penn State U), and is studying Meteorology.

With the extra time that accompanies retirement, George will spend more time with his hobbies. George and Marie both enjoy sailing and have a sailboat docked at Lake Nockamixon. George also has a small enterprise of repairing cameras which fits well into his love of photography. Extra time will also be dedicated to travel and art.

Newton McCready



Newton McCready

After almost 10 years of service to Amchem's Research and Development Department, Newton McCready announced his retirement. Newton started in Amchem's Cleaner's Group under the direction of Ed Rodzewich. He remained in this position until 1978 when he became part of the Aluminum Group. At the time of his retirement, Newton worked in

the Aluminum group as a Senior Chemist.

Newton and his wife, Thelma, just recently celebrated their 37th Wedding Anniversary. They are the proud parents of four grown children; Douglas, (the oldest), Nancy, Noreen Holbert, and Bruce. Newton and Thelma also have four grandchildren.

Newton received his Bachelor's degree and Ph.D. from the University of California. When asked how he ended up on the east coast, Newton explains that when he got out of school jobs were hard to find, so when he was offered a job at Philadelphia Quartz Company he went east. He was employed with Philadelphia Quartz Co. for 31 years prior to his employment with Amchem. Newton also taught Physical Chemistry at Drexel University's night school.

For the immediate future, Newton plans on getting caught up on all the odd jobs around the house that have had to wait.

Florence Michener



Florence Michener

After 20 years of service, Florence Michener retired from Amchem Products on November 18, 1982. Florence worked in the Order Department in Ambler her entire career. When hired, the Order Department was in the accounting area but in 1971 it became part of the sales function. Her husband, Lou, and Florence have two children. Their son, Ken, is a Geophysicist and works for Western Geological Services in Houston. Carol, their daughter, does volunteer work for the St. Frances Center in New Jersey. After her retirement, Lou and Florence moved to Brant Beach in New Jersey. When last contacted, she informed me that retirement was heaven, she and Lou are living their retirement to the fullest and she sounded as if she couldn't have been happier.

John Horn

Two weeks after he was discharged from the U.S. Army, John Horn started his career with Amchem Products, Inc. On November 12, 1945, John became a Chemical Operator in the Agricultural Division. He held this position for the next 7 years before being promoted to Foreman of the Packaging Department. In 1968, John became Am-



John Horn

chem's Safety Officer and reported to the Plant Manager. This arrangement remained the same until 1975, when he started reporting to the Employee Relations Department.

John and his wife, Isabel, live in Perkiomenville near the Montgomery County Park. In June, Isabel will be retiring after 36 years as a kindergarten teacher for the Upper Perkiomen School District. John and Isabel have raised three children. John Jr., their oldest child, works in the Q.C., Analytical Department of Kawecki Berylo Chemical Company in Boyertown. John Jr. and his wife have two children. Virginia, their oldest daughter, (married name—Benfield) lives in Chewslanding, N.J., and has 4 children. The Horns' youngest child, Patricia Ahlborn, lives in Newport, Del. Patricia worked summers at Amchem while attending college. Patricia and her husband have three children.

John plans on spending a lot of his retirement on his hobbies such as rock and fossil collecting, jewelry making, and gardening. John says that his only regret about retiring is that he will leave so many friends and associates at Amchem but adds he won't miss that 45 miles round trip to work each day.

Leonard Carter



Leonard Carter

After 40 years of service, Leonard (Bud) Carter announced his retirement effective March 1, 1983. Bud started at Amchem on August 20, 1942 in the Manufacturing Department. Bud was hired as a Chemical Operator and was promoted to a Lead Man in 1962. In 1964, he was promoted to Assistant Supervisor, where he held this position until 1971 when he accepted the position of MCD Production Supervisor (Bldg. #23). He has held this position ever since.

RETIREMENT CELEBRATIONS

Florence Michener



Greg Gibson gives Flossie a warm farewell.



Gary Fuess (L) and Ed Krueger (R) give Florence a retirement gift.



Flossie and Chris Andersen (R) pose during the festivities.



The unknown photographer catches Greg and Flossie as they share one of Flossie's gifts.

John Horn



At the head table are (L-R) Graham Smith, Geri Kilgallon, Win Person, Isabel Horn, John Horn, Sandy Hall, John Millard, and Janet Bishop.



John and his wife admire the retirement bowl he receives for 37 years of service.



John displays some of his gifts that will prepare him for a safe retirement.

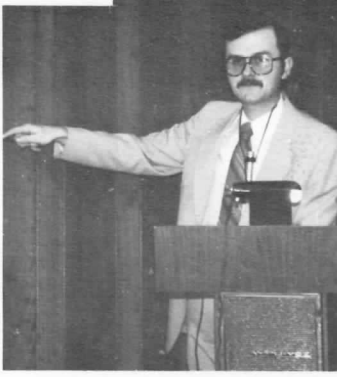


Some of the many co-workers and friends of John enjoy their dinners.

PICTORIAL POTPOURRI



Earl Clower (L-R) and Sterling Johnson distribute the Christmas turkeys to John Donofrio and George Schneider. Other employees line-up to receive their Christmas turkeys.



Henry Sansom (L) and Tom Clubb show off some of their trophies (C) after a bass fishing trip taken in late fall. During a Quality Assurance meeting held late last year (L-R) Bill Soliday, Kent Bonney, Paul Strohm, and Jim Davis point out the major changes of the automotive industry.



Judy McCauley and new born daughter, Michelle Lynn, pose during a recent visit to Amchem. Mildred Pierson receives a "singing telegram" for 35 years of Amchem service. (L-R) Wolf Kortenhaus (Bonewitz VP Sales/Mktg), Gene Snyder, Bob Entrikin, Ernie Szoke, Gerald Wichman (Bonewitz VP, R&D) and Pat Harrison (VP, Marketing, Sr. VP, Bonewitz) pose for a photo during their meeting last year.



Left. Dr. George Miller (R) and Dr. Precopio take an intermission from their meeting with Dr. Rudolph Wagenknecht (L) and Dr. Jens Conrad (Henkel-Dusseldorf) to pose for this picture.



Right. Claude Hess (R, 1st row), Chairman CFPI (Amchem's French licensee) visits with Greg Gibson, (2nd row) Tom Jones, Ingemar Granbom, Dr. Veit Mueller-Hillebrand and Ellis Stockbower.

During a Mid-West/Southern Region meeting held in September the group pictures below were taken.



Mid-West Region: 1st Row (L-R): Vince Cannata, Fred Moser, Glenn Reed, Mike Alan, Mike Deem, Diane Hill, Bill Starzynski. 2nd Row: Pete Callahan, Reinhart Hasselbring, John Steiner, Tom Ryan, Barney Cole.



Southern Region: 1st Row (L-R): John Stafford, Gary Dennis, Mike Craig, Mary Crouch, Ralph Evans, Bill Simmons. 2nd Row: Henry Sansom, Tom Clubb, Hill Yancey, Jim Townsend. 3rd Row: Jim Debbrecht, John Greer, Dave Needham.



Pictured above during a meeting held late last year, are (L-R) Kenji Mitsushio (General Manager-Nippon Paint Corp.—NYC), Jack M. Price, Mike Nagatani (Nippon Paint Co.—Osaka, Japan), and, Uraji Narushima (Nippon Paint Co.—Osaka, Japan).



Ed Nusbaum, Larry Knight, Stu Plante and John Mahoney address the Mid-Atlantic/Northeast/Great Lakes/Canada Sales Meeting held in Montreal, Canada in late September.



Candid photos taken during the sales meeting held in Montreal.



The above picture was taken during a Mid-Atlantic P3 sales meeting held in Ambler. (L-R) Ed Nusbaum, Dave Jarinko, Lou Beers, Stu Plante, Mark Demerski, Bob Jerman, Gene Sasso and John Mahoney.

R&D RECEIVES SAFETY AWARDS

On January 21, 1983, the employees of the R&D Division completed working 31½ months without experiencing a serious in-

jury. As a result the employees reached the third and highest level in the Safety Award Program. Each employee selected a prize from a colorful catalogue containing about 50 choices. The most popular items selected were: Charcoal Grill, Toaster Oven,

AM-FM Rechargeable Portable Radio, and Binoculars.

A brief ceremony was held in the plant cafeteria to honor the occasion. Dr. George Miller, Director of Technology and Lester Steinbrecher, Director, R&D, complimented the group on the

achievement. The next safety performance goal will be reached in another 18 months if the group continues its injury free performance.

Congratulations to all R&D personnel and here's looking at July 20, 1984.



The R&D Department employees prepare for the safety presentations.



George Miller (R) congratulates the group for a job well done as (L-R) Lou Sabatini, Geri Kilgallon, Win Person and Les Steinbrecher prepare to hand out the awards.



Newton McCready shows George Miller his well earned award.



Mark Knaster stops to show off his award.



Some of the other research group employees prepare to receive their safety reward.

RETIREMENT CELEBRATIONS **George Schneider**



George and Marie pose during the presentations.



George proudly displays his retirement bowl.



Jim Davis (L), master of ceremonies, watches as George opens another gift.



Candid photos of some of the guests.



The "G.S. Camera Repair" tee shirt starts the ad campaign for George's retirement business.



A few kind words from Gene Snyder.

Ray Collmer



Ray holds up one of his retirement gifts.

Leonard Carter



Bud (C) enjoys his retirement luncheon with Janis Lipacis (L) and Ray Collmer.



A cheer to Bud for a healthy retirement.



Ray receives a gift that could have solved many stubborn tasks and problems.



Ray delivers a farewell speech.



Joe Mallozzi (R) and John Piacitelli (L) honor Bud at the festivities.



Good drinks, good food and a good time were shared by good friends.



Ray reminisces with friends and co-workers over a drink.

RETIREES LUNCHEON

On Wednesday, December 15, thirty-seven Amchem retirees attended a Christmas Luncheon held in their behalf. The following photos show that a grand time was had by all.



Gene Snyder welcomes the group.



Prior to the luncheon, the retirees had the opportunity to re-kindle old friendships.



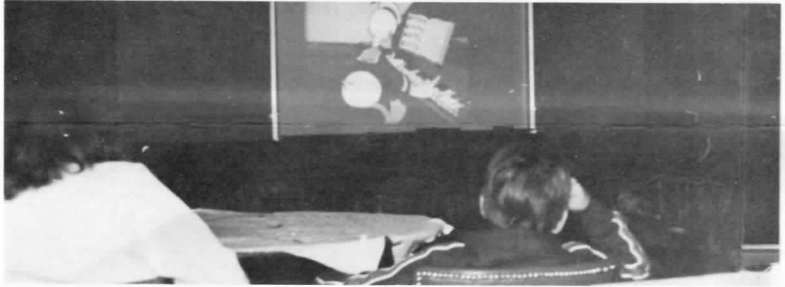
Photos taken during the luncheon and introductions.

ERA CHRISTMAS PARTY HELD

The Employee's Recreation Association's annual Children's Christmas Party was held on December 17th in the Executive Dining Room. This year's festivities included games, a movie, refreshments and, more importantly, a visit from a jolly old man in a bright red suit.



(L-R) Ashley Clower, Scott Castner, Ronni Newby and Danny Carandang give Santa their Christmas Desires.



The party goes prepare to watch the "Walt Disney" Special.



Participants in the "Musical Chairs" game scatter around the room looking for a vacant chair.



Some of the children practice cutting out Christmas trees.

"And The Heavens Opened Up and It



Carl Meyers uses the front end loader to clear a path.



"and the snows parted."



Some of the children practice cutting out Christmas trees.

Snowed, and Snowed, and . . .



Bob Murray uses a more traditional snow removing tool.

On February 11, the Philadelphia area was hit with a record breaking snow storm. Depending on the area, the snowfall amounted to approximately 22 plus inches. When the employees at the Ambler facility reported for work on Monday, February 14, they discovered that the blizzard had very little effect on the efficiency of Amchem's snow detail. The parking lot and walkways were clear and evidence of the snowfall was minimal. A number of employees indicated to this editor that those involved in the snow removal did a great job. The employees who labored to remove the snow were, Louis Serratore, Carl Meyers, Robert Murray, Joe Tate, Tom Kee, Robert Wright, James Spencer and John Piacitelli. This article serves as a thank you for a job well done.



While walking in the parking lot, Lois Johanson, stops to view the snowy mountain.

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

STEPHANIE LAUREN MELZER
November 29, 1982
Father: Jeffrey Melzer
Coil Coating R&D

JOHN O. ROGERS, JR.
December 6, 1982
Father: John Rogers
Sales-Western Region

MICHELLE LYNN McCAULEY
January 25, 1983
Mother: Judy McCauley
Employee Relations

In Memoriam

On November 8th of last year, Frank H. O'Brien passed away. Frank retired from Amchem Products, Inc. on October 31, 1971 after almost 8 years of service. Frank was hired as an Advertising Stockroom Clerk for the Benjamin Foster Division and retired as a clerk—Corporate Secretary's Office.

In early December, George S. Williams died after a long illness. George is remembered by his friends and co-workers as a friendly, hard working likeable guy. George started for Amchem in 1924 as a laborer for the Maintenance Department. During his 47 year career at Amchem, George worked for the Maintenance Department, Agricultural Chemical Products (ACP) Research Department and upon his retirement in 1971 was working for the Plant Manager's Office. George is survived by his wife of 60 years, Mary, seven children, 23 grandchildren and 23 great-grandchildren.

On February 11th, Robert G. Harris passed away after an illness. Bob started his employment with Amchem on July 22, 1968 as a chemist in the Cleaners Group. His 14 years of service also included working in the Metalworking Chemical Division (MCD) Technical Services area and the Product Development Department. For the last three years, in addition to his Technical Service responsibilities, Bob has handled the Sales Trainee program. The sales trainee duties required that he instruct all new sales representatives in the laboratory use of Amchem's metalworking line of products.

AMCHEM OFFSPRING-IN THE NEWS



Donna Washington

Mary and Donald Washington are like most parents in that they take great pride in their children but recently their twin daughters, Donna and Denna, have given them greater reasons to boast. Mary, a senior clerk in the Ambler Purchasing Department, explains that both daughters have chosen careers in the Medical Field. Both attended Bryn Mawr Hospital's School of Nursing and Indiana University of Pa. where they received their B.S. degrees in Nursing. After graduation, Donna joined the Army and is pres-



Denna Washington

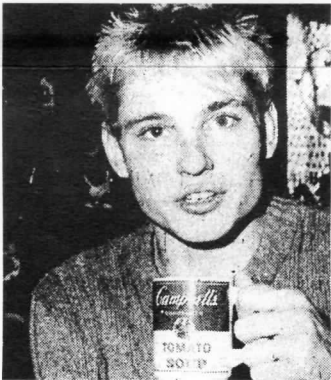
ently a 2nd Lt. stationed at Ft. Belvoir in Virginia. She is part of the Army Nursing Corps (MASH Unit).

Denna, like her sister has joined the armed forces but has chosen the Air Force Reserves. Denna recently was awarded a full educational scholarship for Medical School from the Air Force. She will attend Thomas Jefferson Medical College in Philadelphia in the Fall of 1983. Denna plans on eventually concentrating on internal medicine.

Richard and Nikola Brown are the proud parents of Actor, Artist, Musician, Singer son James (Jaime). Richard E. Brown is a driver for Bonewitz Chemical Services. Jaime has been in 35 films (movies and television) and is currently on the TV show *Square Pegs*. His movie credits include *TAG*, *THE ASSASSINATION GAME* and *NIGHT SHIFT*.

Jaime, who sometimes, under the name of Jaime Walters, can paint as realistic as Norman Rockwell but prefers abstract paintings and collages. He does a lot of mixed-media work and airbrushing, silk-screening and likes to work with fabric.

Jaime is also vocal and artistic director for Endurance Records,



Jaime Brown

a Los Angeles based company that specializes in rock. He also does promotional work for such bands as Red Wedding and White Beach.

SCHOLARSHIP PROGRAM FOR CHILDREN OF AMCHEM AND BONEWITZ EMPLOYEES

The Amchem Scholarship is an award in the amount of \$750 per year for a maximum of four years, granted each year to the graduating high school senior achieving the highest combined SAT Score.

Letters of application for the Scholarship program must be received in Ambler by May 27. Applicants should include the name of the parent employed by Amchem or Bonewitz along with their job title and work location.

The letter must also indicate the applicant's college plans and a copy of the scores achieved in the college entrance examination board tests (SAT). Students registered for the May, 1983 SAT exam must make application by May 27 and will be expected to submit SAT scores by June 17, 1983.

Applications and questions should be directed to Fran Corvari, Employee Relations Department, Ambler.



Clyde Roberts (L) awards Mildred Pierson for 35 years of service—Finance



Don Van Ittersum (R) is congratulated by Rus Bedford for 35 years of service—Sales



Gabe Mancini (R) receives 35 year award from John Millard as friends watch—Employee Relations



Al Sattel (L) receives his 30 year award from Pat Harrison—Bonewitz



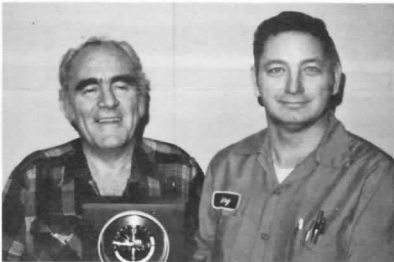
David Dean (C) is awarded for 30 years of service by Ray Collmer (L) and John Heckler—Manufacturing



Greg Gibson (R) receives a hearty thanks from Gene Snyder for 30 years of service—Sales/Marketing



Gene Snyder (L) and Greg Gibson (R) congratulate Ed Krueger for 25 years of service—Sales



Gerald Conklin (R) receives his 20 year service award from Bill Dalton—Warren

CONGRATULATIONS		
These are the men and women of Amchem who have received Service Awards from November 1, 1982 through January 31, 1983.		
★ ————— 35 YEARS ————— ★		
Mildred F. Pierson	Donald Van Ittersum	Gabriel A. Mancini
★ ————— 30 YEARS ————— ★		
Albert J. Sattel	David E. Dean	Gregory L. Gibson
★ ————— 25 YEARS ————— ★		
Edward R. Krueger	Lois E. Johanson	
★ ————— 20 YEARS ————— ★		
Gerald A. Conklin	Richard W. Mitchell	
★ ————— 15 YEARS ————— ★		
Peter J. Callahan	Fredric K. Bonney	
★ ————— 10 YEARS ————— ★		
Denise M. Reeves	Jean W. Flick	Robert K. Wilson
George R. McMahon	Joseph M. Wolos	Philip P. Flood
	John H. Shaw	
★ ————— 5 YEARS ————— ★		
David H. Craig, Jr.	Marvel L. Smith	Sharon K. Henninger
William E. Soliday	Carolyn M. Kiessling	Joseph W. Farren
	Lynn M. Hickman	



Lois Johanson receives her 25 year award from (L-R) Bob Kahn, Gene Snyder and John Millard—Employee Relations



Dick Mitchell (L) is given his 20 year service award by John Geyer—Hydro-Fax



Pete Callahan (C) receives his 15 year service award from Ed Krueger (L) and Greg Gibson



Denise Reeves (L) displays her 10 year service award with Bill Tomlinson—Data Processing



Congratulations are extended to Jean Flick for 10 years of service from Ray Collmer (L) and Janis Lipacis—Manufacturing



Kent Bonney (L) celebrates his 15 year Award with Dwight Buczkowski—Marketing



John Plactelli (L) congratulates Bob Wilson for 10 years of service—Manufacturing



Joe Wolos (R) receives his 10 year service award from Norm Bracht—Manufacturing



George McMahon—10 years (Sales)



Phil Flood (L) is congratulated by Joe Mallozzi for 10 years of service—Manufacturing



John Shaw—10 years Bonewitz



Dave Craig 5 years Purchasing



Marvel Smith 5 years Bonewitz



Sharon Henninger 5 years Bonewitz



Carol Kiessling 5 years Data Processing



Lynn Hickman 5 years Bonewitz



Bill Soliday 5 years Research



Joseph Farren 5 years Sales



Thomas Creek 5 years Fremont