

1983 President's Honor Club Awardees Announced

PROMOTIONS AND APPOINTMENTS

Eugene E. Barger

Mike Murphy, Plant Manager of both the Warren and Windsor facilities announced that Gene Barger, Supervisor of Plant Managers Office-Warren, has accepted the added responsibility as Plant Buyer. Bob Meech's retirement has resulted in this reorganization



Eugene E. Barger

of responsibility.

Gene joined Amchem in 1967 after spending more than 20 years in the Navy attached to the Supply and Logistics Department. Gene was most recently responsible for the supervision of the Warren Order and Inventory Departments.

Hugh Gehman



Hugh Gehman

In a December 5, 1983 memo, Robert S. Kahn, Director of Em-
Continued on page 2

On February 10, 1984, Dr. Frank Precopio announced the 1983 President's Honor Club Award winners. The employees selected for this prestigious sales/marketing department award are listed below.

F. Kent Bonney—Marketing
Bernard J. Cole—Mid West Sales
Boris B. Jusic—Canadian Sales
Mark M. Montiverdi—Southern Sales

William J. Neill—Industry Sales
Leonard A. Prebis—Northeast Sales
Edward R. Turpin—Canadian Sales
Robert L. Walz—Western Sales



F. Kent Bonney



Bernard J. Cole



Boris B. Jusic



Mark M. Montiverdi



William J. Neill



Leonard A. Prebis



Edward R. Turpin



Robert L. Walz

DR. PRECOPIO RECEIVES AWARD

Dr. Frank Precopio, General Manager of the Amchem Products Division and Executive Vice President of Henkel Corporation, has been selected co-recipient of the 1983 Mordica Memorial Award.

The award, which is presented each year by the Wire Association International and is named after its first president, is given in recognition of outstanding contributions to the wire and cable industry. Presentation of the award was made at the 53rd Annual Convention of the Association November 17 in Atlanta, Georgia.

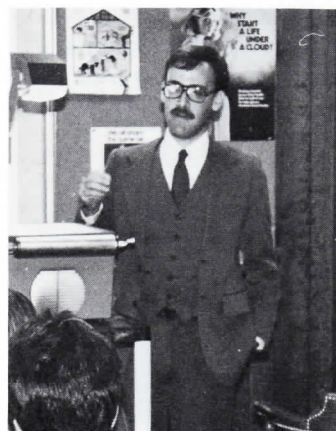
This year's award was given in honor of the discovery of chemi-
Continued on page 2

AMCHEM BENEFIT CHANGES

Employee benefit changes were announced in mid-November, 1983, by Bob Kahn, Director of Employee Relations, to be effective January 1, 1984, which affect all salaried, non-represented employees of Amchem in the U.S. and Canada. Areas affected by these changes include; Savings Plan; Vacation; Personal Days; Disability; Group Life Insurance; Medical/Dental Insurance; and Retirees Benefit Life and Medical Insurance.

Bob Kahn made several group presentations at Ambler before taking his show on the road to the Warren, Windsor and Fremont facilities. Field personnel were notified by mail.

The purpose of the changes are to improve the benefits package



Bob stresses a point during presentation.

and at the same time, provide cost containment features in the
Continued on page 3

Comments From the General Manager

At a recent conference on productivity, Michael R. Cooper, partner in Hay Management Associates of Philadelphia, reported on the findings of his firm after studying more than 1200 business organizations over the past eight years. One conclusion made a particular impression on me. "In slower-growth companies", he said, "only two in ten non-management employees perceive a relationship between their performance and their pay." I would also go further, and from my own experience, state that it is perhaps even more surprising that some individuals see no connection between how well they do their jobs and the success of the business as a whole. Everyone is interested in job security, but many fail to make a connection between the success of the business as a whole and the security of their jobs. If the business grows and is profitable, not only will existing jobs be secure, but more people will be needed, there will be more opportunities for advancement, we can invest in better equipment and facilities, etc. If this does not happen, the opposite will be true.

In 1982 when our financial picture was very bleak indeed, one of our conscientious, hard working fellow employees proposed a cost reduction which would net us \$5,000 in savings. As he went about implementing this suggestion, another individual criticized him saying, "Why are you doing this? What difference does it make to you?" Obviously, the latter individual did not see a connection between this cost saving and his own job security.

It is important to point out that, based on our 1983 performance, this \$5,000 cost reduction had the same effect on our bottom line as if we had obtained an order for \$128,000. Who wouldn't get excited if Greg Gibson announced that we had just gotten such a new account?

Everyone's job is important and can only be justified if it contributes to the success of the business. Let's make our future secure by doing our jobs well.

Frank M. Precopio



PROMOTIONS

Continued from page 1

Employee Relations announced the appointment of Hugh Gehman as the Amchem Products Division Safety Coordinator. In this capacity, he will report directly to Bob Kahn.

Hugh will continue many of his current duties related to label and material safety data sheets. In addition, he will act, with the assistance of Geri Kilgallon, as coordinator of the Amchem employee safety program. Win Person's Corporate Safety Department will serve as a primary resource for Hugh in maintaining and improving the Amchem safety program.

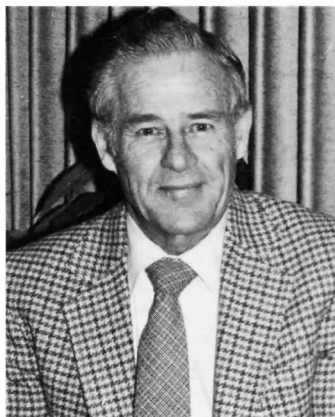
Hugh received a B.A. degree in Chemistry from Princeton University

and has served in a variety of positions during his long career with Amchem.

Mervin J. Hubbard

Ed Nusbaum, Manager of the Systems Services Department, announced the appointment of Merv Hubbard to the position of Manager of Engineering Services, effective November 1, 1983.

In this new position, Merv will



Mervin J. Hubbard

report directly to Ed Nusbaum and be responsible for direct supervision of the Design/Drafting Group. In addition, he will have liaison duties with both Hydro-Fax and Systems Engineering groups.

Merv brings over 33 years of

Amchem drafting, design and engineering experience to this newly created position.

Sharon Lauer

G. L. Gibson, Sr. V.P., Sales/Marketing has announced the promotion of Sharon Lauer to Sales Data Coordinator, effective February 1, 1984.

Sharon's initial responsibilities will be to coordinate the integration of the Amchem Sales/Marketing data requirements with the



Sharon Lauer

Henkel Corporation data processing system. Following this temporary, assignment, Sharon will assume responsibility for the Sales/Marketing data system.

Sharon has been with Amchem's Metalworking Sales Group since 1968, in a variety of secretarial and administrative capacities.

Winfield S. Person

As announced by Dr. T.G. Gibian, President, Henkel Corporation, and F.W. Tuominen, V.P., Henkel Corporation, effective November 1, 1983, Win Person has been appointed Manager of the Corporate Safety Department. He will report to Dave



Winfield S. Person

Chatterton, Director of Process Engineering and Corporate Safety.

Win brings over 30 years of safety training and experience to this job. Twenty-five of those years were dedicated to safety programs at DuPont, a company recognized as the leader in chemical industry safety efforts. Win joined Amchem in 1979 as Safety

Manager. More recently, he became part of the overall Corporate Safety effort.

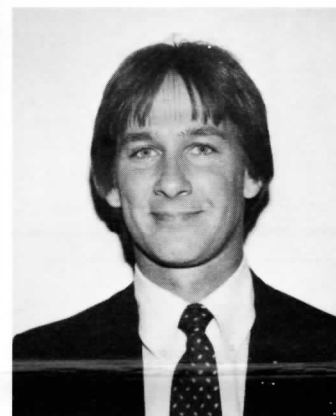
Reporting to Win will be Roger Johnson, Manager, Workplace Safety; Duane Jones, Manager, Product Safety; and Dennis Vaughn, Manager, Environmental Safety.

Win and his wife, Esther, will be relocating to the Minneapolis area from their current Delaware residence.

John W. Stafford

Ed Krueger has announced the promotion of John Stafford to District Sales Manager, Central District reporting to Pete Callahan, Regional Manager, Midwest Region, effective January 1, 1984.

John, a graduate of South East Missouri State, came to Amchem from the Cook Paint Company. He has handled Territory #17



John W. Stafford

headquartered in Dallas, Texas. During his tenure there, John has handled a wide variety of Amchem's business including Automotive, Autophoretic, FMI, Coil, Anodizing, Aerospace, and Container accounts.

John, his wife, Peggy, and daughter Jennifer, will relocate to the Indianapolis area in the near future.

PRECOPIO

Continued from page 1

cally crosslinked polyethylene (XLPE), for which Dr. Precopio and Dr. Albert Gilbert earned a U.S. patent when they were Research Scientists at General Electric in the 1950s. Although its significance was not immediately recognized, the invention has produced a cable insulating material that is of great importance to the wire and cable industry.

"Naturally I feel it's quite an honor," said Dr. Precopio upon learning he had been selected for the award. "I was young at the time and I didn't really know the implications of what we had invented. I had forgotten about it until several years later when all of a sudden everyone was talking about it."



Vol. 27, No. 1

Jan., Feb., Mar., 1984

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

Peter J. DeMichiel, Editor
Gerry Catalano, Assoc. Editor
Lin Chadbourne, Photographer

1983/84 UNITED WAY CAMPAIGN GOALS TOPPED

Amchem's United Way Campaign at Ambler for 1984 was generously supported by 212 employees (62%) and exceeded the \$18,000 goal by nearly 5% for a total of \$18,867.00.

The United Way drive, in Ambler, was sparked by an award program. Contributors of \$50 cash; a pledge of \$1.00/week for weekly-paid employees (\$52/year); or a pledge of \$5.00/month for monthly-paid employees (\$60/year) were eligible to have their names drawn by lottery for Phillies' Playoff, World Series, Flyers, or Philadelphia Orchestra or Ballet tickets.

Winners in the lottery include: Joe Bruno, Norm Bracht, Tony Serratore, Mike Wiggins, Kurt Voparil, Mary Schuck, Clyde Roberts, Barry Gunagan, James Wise, William Wiles, Merv Hubbard, Barbara Rizol, Timm Kelly, Marian Klymkowsky, Bob Applegate, Helen D'Alfonso, and Bob Kahn.

Amchem's successful United Way drive clearly illustrates that together great things can happen. The United Way is many things to many people, but basically it's people helping people. Here are some of the agencies being helped by contributions from Amchem employees: Ambler Community Ambulance Association, American Red Cross, Birthright of Doylestown, Fox Chase Cancer Research Center, Rape Crisis Center, Oak Lane Youth Association, Philadelphia Center of Older People, Turning Point, Sacred Heart Hospital and Visiting Nurse Association.

Successful campaigns also were held at outlying locations.

BENEFIT CHANGES *Continued from page 1*

basic hospitalization and major medical coverage. In some cases plans have been merged with Henkel Corporation and other changes are specific to the Amchem Products Division. Management is confident that with these changes, Amchem has a

highly competitive benefit package.

The Benefits Department would like to thank all of our employees for their cooperation in completing the forms required to accomplish these changes.



An attentive audience listens as Bob Kahn delivers "the word" on employee benefit changes.

America's Cup: A Hull of a Finish

The surface integrity of their hulls played an important role when the best U.S. and foreign 12-meter yachts competed in the America's Cup races September 13 to 23 in Rhode Island Sound. The hull surfaces had to be finished to minimize drag; even the least drag could slow a yacht and contribute to its defeat. Amchem is proud that its products were used in the finishing of some of these hulls.

The U.S. yacht entry competed against the winner of racing among Canada, England, Australia, Italy, Sweden and France. The yachts competed in the best of seven races on a triangular, 24-mile, six-leg course. For over a year, competition was held within the seven countries so that by race time the two best 12-meter yachts in the world were ready.

For a closer look at the hull finish on one of the crack U.S. yachts that competed this summer in the race preliminaries (which involved several days of competition), Bob Campbell, who served as mast man on the U.S. yacht entry in the last America's Cup race in 1980, was interviewed in *Industrial Finishing* magazine. Campbell directed construction of the 63-ft. Liberty, which competed in summer races with other U.S. yachts: Freedom, Defender, Courageous, and Spirit of America.

In finishing a hull, more than 3000 hours are spent on sanding, filing, and painting. The Liberty's hull has about a quarter inch of coatings for protection from the salt water and to provide finish integrity. The Liberty was repainted several times since christening because of major design modifications.

In building a yacht for the

America's Cup competition, numerous guidelines are followed in order to qualify for the 12-meter class. Aluminum is the most practical material to use. On the Liberty, aluminum plates were welded to the frame.

After welding the plates, the hull was prepared for painting. The roughed surface was cleaned with an application of Amchem's *Alumiprep 33*, a phosphoric acid-based cleaner, brightener and pre-paint conditioner. After rinsing, Amchem's *Alodine 1201*, a chromic acid-based chemical, was applied to produce a chrome conversion coating; reaction time was two to five minutes before rinsing. A light coating of epoxy primer was then applied, followed by a high-build epoxy primer to serve as a base for the filler material.

The hull fairing process came next, which consisted of applying filler material into low areas and grinding the filler smooth.

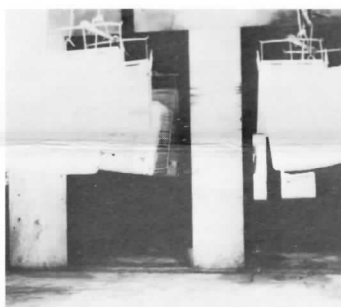
After checking the surface for

smoothness, filler compound was sprayed into low areas that were marked with chalk. Determination of smoothness was by running veteran fingers along the hull; years of experience by Campbell gives him seasoned fingers and a talented eye for determining fairing.

Satisfied that the hull shape was true to design parameters, epoxy primer was applied as a seal coat. Three coatings of linear high-gloss polyurethane were then applied; wet sanding followed each application. Campbell personally inspected every square inch of hull surface for finish integrity.

Amchem Products, Inc. was proud to have donated our *Alumiprep 33* cleaner/brightener and *Alodine 1201* chromate coating to the construction of the Liberty. We hope to continue to provide more examples of how our products are being used. Please direct any ideas for future articles to the Editor.

Q.A. SEMINAR

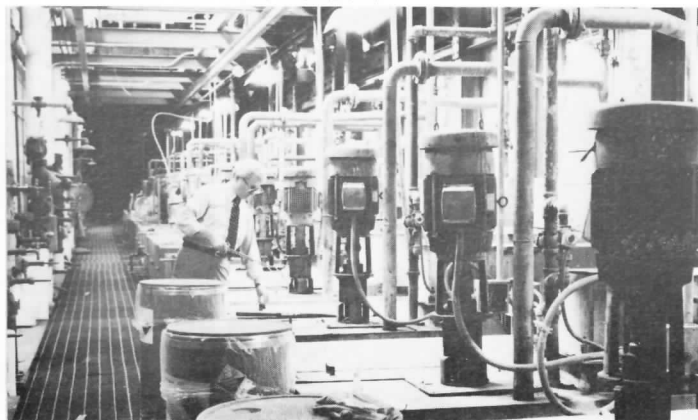


The "frit" being fired.

P3 chemicals were the theme of December's Quality Assurance Seminar. Kent Bonney, Gene Mendlow, Steve Groffman, and Glenn Schoener spoke for one hour on the subject. End uses, sales, research, and manufacturing of P3 products were discussed. Over 170 slides were shown. Participants saw photos of automotive, dishwasher, and extrusion plants; and a special treat—the Henkel labs and plant in Dusseldorf. The four sessions were well attended and enjoyed by all who participated.



Quality Assurance speakers (L-R) Steve Groffman, Kent Bonney, Glenn Schoener and Gene Mendlow.



Washer in which parts are being spray-cleaned with our P3 emanlon prior to porcelain enameling.

RAPE PREVENTION

Elizabeth Metzler and Carolyn Massel of the Rape Crisis Center presented a program dealing with Rape Prevention. This program was open to all Ambler employees and was attended by 100 male and female employees.

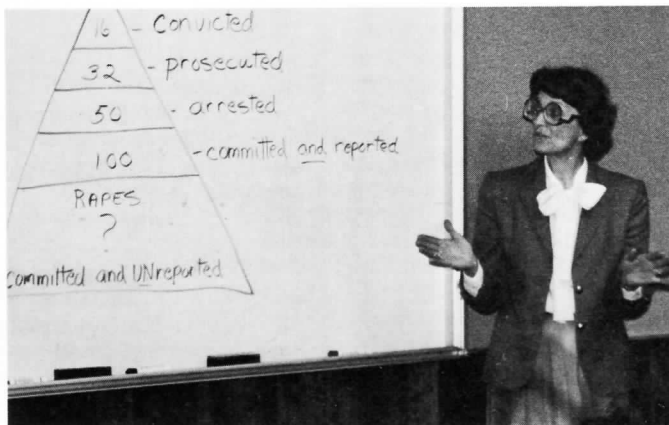
Specific topics which were covered included: the need for medical treatment, the legal system, prevention techniques and myths, facts and statistics as they relate to cause and incidence of rape.



Carolyn Massel talks about myths.



Men and women of Amchem attend.



Left, Elizabeth Metzler, Director of the Rape Crisis Center, quotes statistics.

SHOWERS OF HAPPINESS

Oh well, this is another story about a baby shower—but, with a slightly different twist—the expectant father was honored!

The employees of the Employee Relations Department recently held a noontime surprise (It sure was!) luncheon baby shower for Bob Kahn, complete with cake, gifts and umbrella. It was none too soon, as Jeffrey arrived the week after.

SUPER SENDOFF

A tribute and gathering of old friends was held in early October, at the Coach Inn, Ft. Washington, to wish John B. Millard good luck on his promotion to V.P., Human Resource and Administration of Henkel Corporation.

As previously reported, John assumed his new duties effective October 1, 1983, and is currently spending a majority of his time in the Twin Cities "settling in."



Top, A good time is had by all, as they await John's arrival. Center, Greg Gibson speaks kind words as he introduces John with an attentive Gerry Catalano and Wallace Young smiling approvingly. Bottom, John bids a "fond farewell" to old friends as Clyde Roberts reflects, and Helen Pfleger looks on pensively. Left, Seems Clyde is still reflecting on the last comment as Bob Entrikin smiles on.



The typical expectant father gathers gifts under the umbrella.



The cake, carriage and all.

INTERNATIONAL AUTOMOTIVE CONFERENCE

On October 26-28, 1983, Amchem hosted a three day automotive conference at Le Grand Hotel, Paris for our international metalworking licensees. Thirty-five delegates from fourteen countries including Amchem; CFPI, France; CHEMETAL, Israel; Collardin, Austria; Collardin, Germany; ETISA, Spain;

Henkel, Spain; Henkel, Sweden; ICI, England; ICI, Indonesia; MAVOM, Holland; Nippon Paint, Japan; Granata, Italy; and Technimetal, Belgium participated.

The agenda included technical and marketing presentations by both Amchem and the licensees,

and CFPI conducted a tour of the R.V.I. (Renault Vehicules Industriels) plant in Blainville. This facility is one of the newest in Europe, assembling RENAULT and MACK trucks which are sold in the United States.

Amchem conducts such conferences on a regular basis to in-

troduce new products, discuss common problems and new developments, and keep our licensees advised of the progress being made by our laboratories in areas of mutual interest. They are an important part of promoting Amchem products and technology overseas.



Mr. Velasco (Henkel, Spain), R. Bacardit (Henkel, Spain), C. Gillman, V. Mueller-Hillebrand, H. Gotta (Collardin, Germany), K. Voparil, R. Duxbury, J. Donofrio.



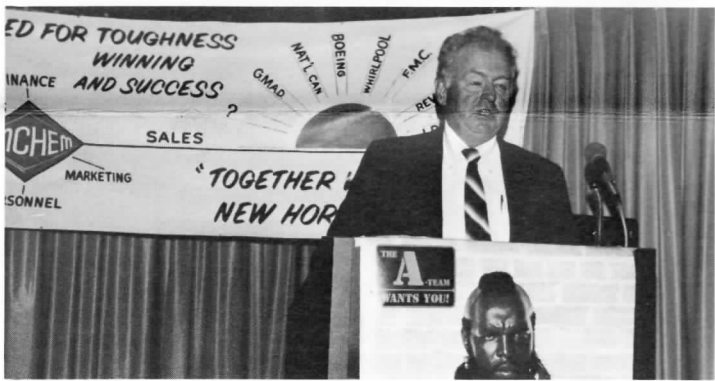
(L-R facing camera): C. Michel (CFPI, France), A. Askienazy (CFPI, France), J. Argemi (ETISA, Spain), J. Heras (ETISA, Spain), G. Lolling (MAVOM, Holland), V. Ken (CFPI, France).
(L-R backs to camera): I. Yaroslavsky (Chemetal, Israel), M. Ness (ICI, Indonesia), K. Gottwald (Collardin, Germany).

TRI-REGIONAL MEETING

Ed Krueger (he's the man wearing the tie) addresses the Great Lakes, Midwest and Western Region Sales personnel at their sales meeting held September 26-29 at Quail Lodge, Carmel, California.

The meeting's theme, partially shown on the background banner, "Teamed for toughness, win-

ning and success," stressed how the total Amchem team of administrative, manufacturing, technical and sales has established Amchem as the industry leader. It was further emphasized how our Amchem team, when joined with the team of our major customers can together reach new horizons meeting the needs of the rising economy.



GREAT AMERICAN SMOKEOUT

The annual observance of the Great American Smokeout was held on November 17, 1983. On that day each non-smoker was encouraged to adopt a friend who smokes and provide lots of understanding and friendly persuasion to steer them clear of cigarettes. Good friends are hard to find and even tougher to lose. Everyone was especially kind to smokers who were trying to quit.

Special thanks to the people who gave their time and efforts serving on committees and promotion activities. This helped to make our Smokeout a success!

There were 46 smokers at the Ambler location, 9 smokers in Warren, 4 smokers in Windsor and 1 smoker in Fremont who became involved and gave up smoking for the day. Everyone had the opportunity to learn and have fun while working together and caring about each other.



Greg Gibson (adoptee) reading the adoption papers.



Frank Precopio (adopter) watches as Greg signs.



Who's watching?



Only kidding!

RETIREE'S XMAS LUNCHEON



Old friendships were renewed at the annual Retiree's Christmas luncheon held on Wednesday, December 14th. The weather co-operated by providing a beautiful day for the forty-two retirees who attended.

Bob Kahn, Director-Employee Relations, welcomed the guests and following the luncheon, Dr. Precopio, General Manager of Amchem, summarized the events that transpired during the past year.

The photographs taken at the luncheon confirm that a good time was had by all.



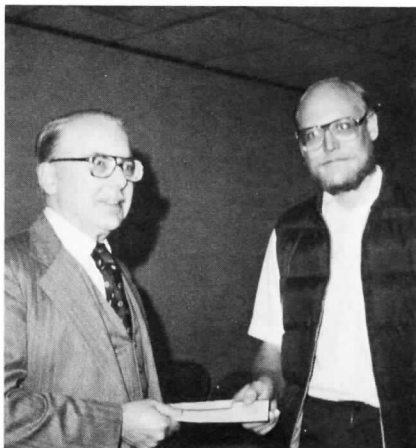
WARREN/WINDSOR NOTES

Warren

A safety awards distribution meeting was held at the Warren facility which included a discussion and review of the unfortunate fatalities which occurred just prior to Christmas at the Mexican facility.

Both Mike Murphy and Bob Couch reiterated the Amchem/Henkel safety philosophy which states that our employees are our most important asset and their safety is of primary concern. Mike Murphy issued a challenge to each employee to complete 1984 without a recordable accident.

Bob Couch, after appropriate review and comments, distributed the 1983 Safety Awards.



Bob Couch presents Eric Lindstrom with a well deserved safety award.

Windsor

In November, 1983 a fire fighting demonstration, supervised by the Windsor Fire Department, was conducted at the Windsor facility.



Mark Fraser extinguishes fire as Don Beedle (in foreground), John Swerdya, Craig Scott and Betty Bickell observe.



Seated L-R, Mike Carter, Ed Ruth (back to camera), Sal Minio, Al Lear, Pepi standing and looking confused, but fellows seated seem to know what they are doing.



Retirees L-R, Lou Fox, Ray Robinson, Stan Clayton, Leroy Smith, Johnny Gains—Golden oldies return.

"PEPI" RETIRES



Pepi and Arthur (Mike) Carter wondering if the contents of the glass should go over to the labs for testing.

A super send-off at a surprise dinner party on December 8, 1983, at Johnny Cross's Restaurant was held for Joseph (Pepi) Rocco, who retired after 33 years with Amchem. His co-workers, both present and retired, enjoyed an evening of reminiscing. Pepi requested if anyone wanted to continue with some of the stories from the party, they could invite him to a round of golf and he would be glad to elaborate.

HESS'S ANNUAL VISIT



(L-R) Dr. Kurt Voparil, Dr. Frank Precopio, Les Steinbrecher, Claude Hess, and, Dr. Veit Mueller-Hillebrand.

Mr. Claude Hess, Chairman of CFPI (Compagnie Francaise de Produits Industriels) visited Amchem on October 21, 1983, to learn about new technical developments at Amchem during the past year. Mr. Hess visits Ambler annually for these discussions. Claude spent one year at the

Ambler laboratories during the late 1940's so that he is extremely knowledgeable about Amchem technology and is thus always interested in being personally updated with new developments. Claude's participation in these meetings is always advantageous to both Amchem and CFPI.

MORE ON WINDSOR

The following item of interest appeared in the Windsor, Ontario Star on October 20, 1983. Our thanks to Betty Bickell and Angie Calamita for their input.

Runaway returned

A Belle Isle resident, stricken with wanderlust, was returned home Wednesday after leading police on a chase through city streets.

Insp. Orville Hughes said a fawn, which swam to Windsor from the island, was trapped by quick-thinking employees of Amchem Products Inc. on Walker Road.

Hughes said a constable pursued the animal for a short time from when it was first reported in the backyard of 274 Cadillac Street about 11 a.m., to the climax of the chase at Amchem.

The fawn's jaunt through local streets and alleys did not cause any accidents or injuries.

The animal was followed to an alley in the 1800 block of Albert Road and from there to the Amchem building, where it entered an enclosed yard. Workers there had the presence of mind to close the gates and trap the animal.

THE FAWN was tranquilized by the Humane Society, which transported it unharmed back to its home.

The wanderer was a European Fallow deer, one of the descendants of a herd introduced to Belle Isle from Europe in 1937, according to Wolfgang Mattes, supervisor of the Belle Isle Nature Centre.

There are between 130 and 150 of them living on the Detroit River island now, subsisting "off the land or on handouts." Mattes speculated it was either chased off the island by a dog or by a member of its own herd — it is the mating season and the stronger bucks are quite aggressive, he said.

In any case, even though the travelling fawn will end up back home, the nature centre is meeting Friday to discuss ways of thinning the deer population, which is considered too high.

A hunt is not allowed, so the excess population will likely be trapped. Mattes said it isn't known yet what will be done with the trapped animals.

Job Hoppers



Certainly no job hoppers in this group. (L-R) Wally Dragani, Joe (Pepi) Rocco, Bob Godorecci collectively represent 96 years of service with Amchem.

Yes, Virginia there is a Santa Claus

As reflected in the above photo, Santa paid a visit to the Ambler facility on December 21, 1983. We were very fortunate to "corral" Santa in the Employee Relations building for a few brief snaps.

See, there is truth to the story that Santa comes to visit all good little boys!



Pete DeMichiel calls the North Pole with his Christmas list as Santa reverses role.



Well Santa, as long as you're at the typewriter. . .

Tommy Serratore



The plant employees and supervisors were afraid Santa would miss Tommy Serratore, son of Lou Serratore—Maintenance Department, at Christmas time because he was a patient at Abington Memorial Hospital . . . so, Jim Spencer and Glenn Palmer played Santa's helpers and took up a collection from the plant employees and supervisors. They purchased the gifts and delivered them to the happy boy. We all wish Tommy continued good health.

Jeannie's Jar

In the occurrence of our everyday business and personal activities, it is easy to lose perspective of those about us who are willing to take time to devote to special interests. This article honors Jeannie Palermo of the Sales Department for that purpose. Jeannie has a penny jar on her desk, and is collecting pennies to assist in the restoration of the Statue of Liberty. To date she has sent over \$25.00 for this purpose.

Come on Amchem employees—dig in and contribute those extra pennies for a worthy cause! Jeannie welcomes all donations, gladly.

Gianna Calamita



Gianna Maria Calamita, 10 year old daughter of Angela Calamita (Windsor office) won 2nd place in figure skating competition in Delhi, Ontario Canada. Gianna has been skating for 5 years and has since competed in Windsor where she won 1st place in compulsory moves and 3rd place in free skating. In January Gianna competed in London, Ontario where she won first place in free skate.

Good luck Gianna—hope to see you in the 1988 Olympics.



Amchem Visitors



(L-R) Clyde Roberts; Dr. Stefan Schultz-Dornburg, Chairman Henkel Corporation; Dr. Frank M. Precopio; and Klaus Nagel, Controller UB-A Henkel, discuss 1984 Amchem Plan Review during August 1983 visit.



(L-R) Len Adler, V.P. Administration Henkel Corporation (retired); Dick Rockstroh; Dr. Frank Precopio; and Ray Jones, V.P. Manufacturing C & SP, Henkel Corporation review the new Pilot Plant layout.

HALLOWEEN ANTICS

Amchem's first annual adult costume Halloween party was a ghoulish success. About 60 people came in costume to a Beef-n-Beer at the William Boulton-Dixon American Legion Post in Ft. Washington on Saturday evening, October 29, 1983. Disc Jockey Bob Talio from The Fascinating Rhythms did a great job spinning the discs and helping us pick "Best Costumes." Thanks also go to the Gallo's and the Legion's bartender. The food was delicious.

First prize in the costume went to friends of Kenny Coull and second prize went to Dave and Michelle Woodward.



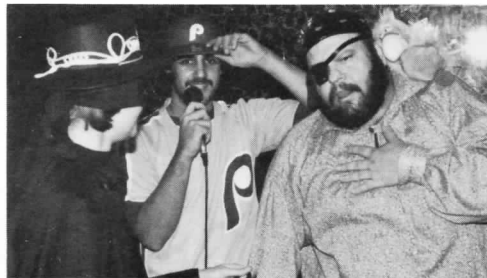
Operatic overtures—The Diva, E-Z Rider, and a Cultured Canadian.



A ghoulish group.



Crayon Salute!



The Pirate, The D.J. and The Lone Ranger consort.



Who called in the Clowns?



Canadian with Crayons.



A Pirate and his Treasure.

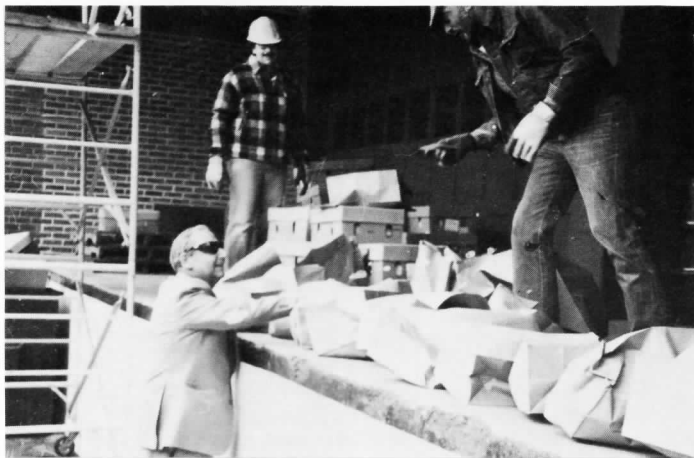
TURKEY TROT



Bernadette Galanti claims her prize and smiles.

As is customary, all Ambler based employees received their Christmas turkey just prior to the Christmas period shutdown. On behalf of all Ambler employees, I

wish to extend thanks to the company officers responsible. Our turkey was great—hope your's was likewise!



Les Steinbrecher, incognito, ensures that he selects the appropriate "bird" as Earl Clower and Sterling Johnson review distribution.



Jane Poctner and Glen Schoener stash their bounty in the trunk.



Wally Dragani walks away happily with his selection.



Chris Kuntz staggers under the weight of her bird.

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

ELIZABETH ROSE
October 26, 1983
Father: Richard Carter
Fremont-Mfg.

JENNIFER DANIELLE
November 6, 1983
Father: Daniel Pettinati
Quality Control

ROBERT WELLINGTON
November 15, 1983
Father: Craig Scott
Windsor-Mfg.

MEGHAN RACHEL
November 30, 1983
Father: Joseph Grimes
R&D

LAUREN ELIZABETH
December 1, 1983
Father: William Soliday
Technical Services

GARY MICHAEL
December 5, 1983
Father: Gary Every
Mfg.

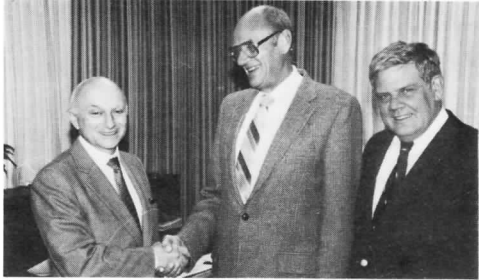
STEPHEN MICHAEL
December 30, 1983
Father: David Wood
R&D

JEFFREY BENJAMIN
January 22, 1984
Father: Robert Kahn
Employee Relations

STEPHANIE LEIGH
February 3, 1984
Father: William Burkey
Mfg.



Gertrude Scheetz celebrates 35 years of service and is congratulated by Frank Precopio (L-R), Clyde Roberts and Dan Brady. **FINANCIAL**



Bob Entrikin (C) is congratulated for 30 years of service by Frank Precopio and Greg Gibson. **SALES/MARKETING**



Les Steinbrecher (C) celebrates 25 years of service as he is congratulated by Frank Precopio (L) and Kurt Voparil (R). **RESEARCH**



Frank Precopio offers a hearty handshake to Clyde Roberts as Clyde celebrates 15 years of service. **FINANCIAL**



Charlie Gruszka (R) accepts his 10 year service award and a hand shake from Ed Rodzewich. **TECHNICAL SERVICES**



Judy Dempsey (C) celebrates 10 years of service and Gertrude Scheetz and Dan Brady offer congratulations. **FINANCIAL**



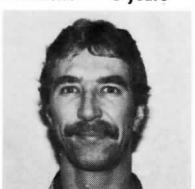
Brian Lebrun
5 years Windsor



Ben DeLaRosa
5 years Sales



Elizabeth Daly
5 years Financial



Gary Shelby
5 years Environmental



Janet Bishop
5 years Employee Relations



Vic Miovch
5 years Technical Service

CONGRATULATIONS

These men and women of Amchem have received Service Awards from October 1, 1983 through December 31, 1983.

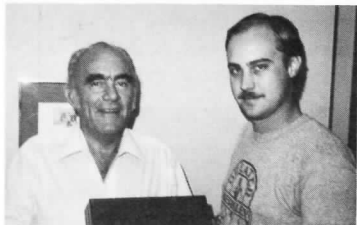
★ ————— 35 Years ————— ★	
Gertrude E. Scheetz	
★ ————— 30 Years ————— ★	
Robert G. Entrikin	
Carl J. Stella	Natale E. Giorgio
★ ————— 25 Years ————— ★	
Lester Steinbrecher	Robert E. Davis
★ ————— 20 Years ————— ★	
Mario R. Trillo	
★ ————— 15 Years ————— ★	
Clyde J. Roberts	Jeanne C. Nathan
★ ————— 10 Years ————— ★	
Eugene R. Shirley	Robert W. Couch
Kenneth E. Smith	Hazlitt W. Cuppy
William R. Wylie	John R. Laughlin
Charles J. Gruszka	Judith M. Dempsey
James B. Spencer	
★ ————— 5 Years ————— ★	
Brian T. Lebrun	Ben J. DeLaRosa
James A. Switzer	Gary J. Shelby
Jean F. Giampa	Janet Bishop
Elizabeth B. Daly	Victor M. Miovch
Michael L. Craig	Michael S. Alan



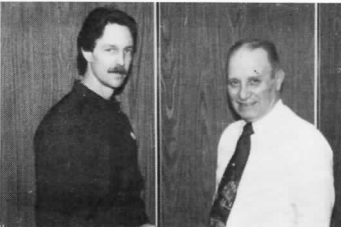
Mario Trillo (R) accepts his 20 year service award and a handshake from Rick Carter. **FREMONT**



Jeannie Nathan accepts congratulations from Ed Feather as she celebrates 15 years with Amchem. **PURCHASING**



Ken Smith (R) accepts his 10 year service award and congratulations from Bill Dalton. **WARREN**



James Spencer (L) is congratulated by John Placitelli for 10 years of service. **MANUFACTURING**



Bob Couch (R) displays his 10 year service award as he is congratulated by Dick Rockstroh. **WARREN**



James Switzer
5 years Technical Service



Jean Giampa
5 years Financial



Michael Alan
5 years Sales



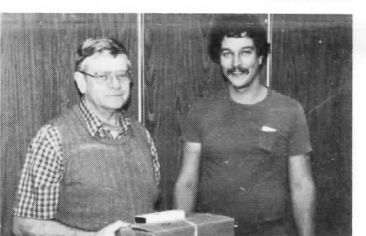
Nate Giorgio (C) is offered good wishes from Frank Precopio (L) and Bob Cassel (R) for 30 years of service. **LAB SERVICES**



30 years of service for Carl Stella (R) as he is congratulated by Larry Knight, **SALES**



Rick Carter (L) presenting 25 years service award to Robert Davis. **FREMONT**



Bob Applegate (L) offers Bill Wylie his 10 year service award. **MANUFACTURING**



Clyde Roberts (R) congratulates John Laughlin as John celebrates 10 years with Amchem. **FINANCIAL**



Hazlitt Cuppy (R) accepts his 10 year service award from Jim Hall. **MANUFACTURING**