

PROMOTIONS AND APPOINTMENTS

Dwight E. Buczkowski

In a February 9, 1984 memo, Greg Gibson, Senior Vice President, Sales and Marketing, announced a reorganization of the Marketing Department, which is now under the leadership of Dwight Buczkowski, as Manager of Marketing.

The objective of the reorganization is to focus the efforts and



Dwight E. Buczkowski

responsibilities of the marketing organization on strategic planning and profitability and to reduce their involvement in selling and technical service prioritization.

Dwight, whose last position was Group Marketing Manager, has been with Amchem for nearly 26 years, having spent 13 of those years in several positions in the Marketing Department.

Elizabeth B. Daly

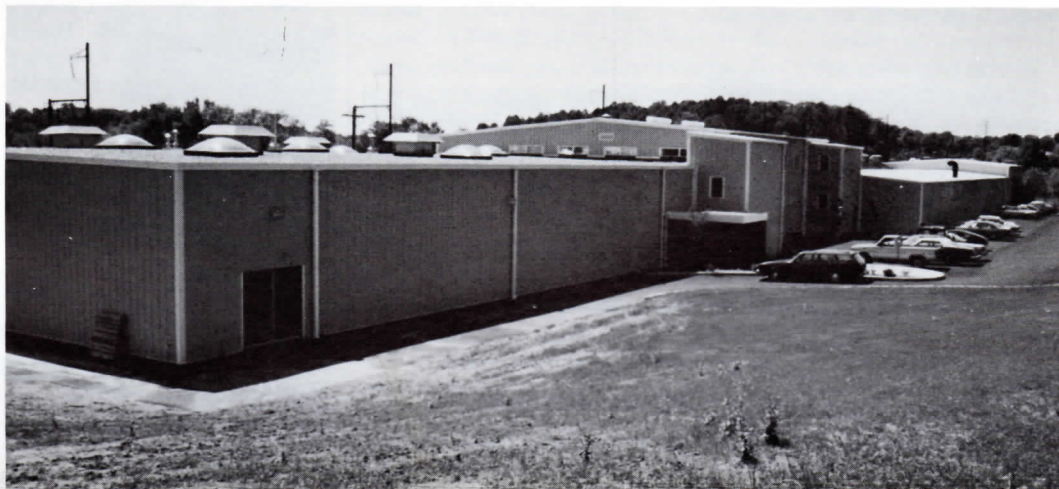
Daniel P. Brady, Assistant Controller, recently announced the promotion of Elizabeth Daly to the position of Cost Accountant in the Financial Department. In this capacity Elizabeth will report to Bob Brock, Supervisor-Cost Accounting.

Elizabeth has been a Senior Accounting Clerk in the Invoice Audit Department since 1978. She is a graduate of Penn State and Drexel Universities, and is about to receive her MBA in Accounting from Temple University. In her new position, Elizabeth will assume monthly closing responsibilities for the Warren and Fremont plants, provide all prod-

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Technical Service Center Dedication

A \$1,500,000 Technical Service Center was dedicated by Dr. Thomas G. Gibian, President, Henkel Corporation, and Dr. Frank M. Precopio, Executive Vice President, Henkel Corporation and General Manager of the Amchem Products Division during official opening ceremonies on June 1 at Ambler.



Technical Service Center

The 16,000-square foot facility, Dr. Precopio noted during opening remarks, brings together under one roof a Pilot Plant and a Product Testing facility that had previously been located in older facilities at the Amchem Headquarters here. "Our new Technical Service Center allows us to serve customers even more effectively than we have in the past," Dr. Precopio said.

The Pilot Plant at the Center includes scaled-down versions of the equipment used by almost every industrial finisher. The plant has a fully equipped coil coating line, a line for two-piece beverage containers, conveyorized multi-stage panel spray washers, free-standing single-stage power spray washers, immersion processing tanks and an Autophoretic coating line for demonstration of an increasingly popular automotive coating process.

Amchem Research and Development uses the facilities of the Pilot Plant for final in-house testing of new products before they are sent out for field test in selected customers' plants. Because the Pilot Plant is able to duplicate almost all of the conditions that will be found in customer plants, it can help R&D anticipate the problems a new chemical formulation may face.

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Technical Service Center Entrance.



Barry Gunagan—Autodeposition Group coating a wheel.

Comments From the General Manager

It is hard to imagine anything more tragic than the needless loss of a family member or fellow employee in an automobile accident. It has been thoroughly documented that a very large number of automobile fatalities could be avoided by the simple procedure of using seat belts.

Early this year, a young Bonewitz salesman was killed in what appeared to be a relatively minor accident. He was not wearing a seat belt. In March, Clyde Roberts and Dan Brady, of our Financial Department, were unable to avoid hitting a car which skidded into their lane, on their way to the airport. They were wearing their seat belts and escaped serious injury or worse. Shortly afterwards, the daughter of one of our fellow workers was in an accident in which her passenger, not wearing a seat belt, was thrown from the car and died. Again in March, my son Frank, walked away from an accident which completely demolished his car. He was wearing a seat belt.

These examples, so close to home, should be sufficient to convince any reasonable person that buckling up is a minor inconvenience, indeed, for the protection afforded.

To help emphasize safety both at home and at work, Amchem sends a monthly publication called "Safe Driver" to each employee driving a company car. We also send to each employee's home a magazine called "Family Safety." I read them both carefully, and passed them on to the other members of my family. I hope that all of you do the same.

Frank M. Precopio



Jill S. Wagner

assume responsibility for development of the annual cost of sales budgets and various special projects.

Mark Greenfield

As recently announced by Ernest G. Szoke, Vice President and General Counsel, Henkel Corporation, Mark Greenfield has joined the Henkel Legal Department staff at Ambler.

Mark comes to us from a Washington, DC law firm and had previously worked with the N.Y.C. law firm of Pennie and



Mark Greenfield

Edmonds and with Diamond Shamrock Corporation. Mark has a B.S. degree in Chemistry and Physics from New York University and a J.D. degree from New York University School of

Law. He is a member of the bars

of the state of New York, the District of Columbia, and the U.S. Supreme Court.

Mark has an extensive background in the practice of patent, trademark, copyright, unfair trade practices, and licensing law, including litigation, in both corporate and private law environments. He will be located at Ambler reporting to Dr. Millson and will work primarily on the preparation and prosecution of patent applications and other patent matters emanating from Henkel KGaA.

Mark and his wife, Jean, will be selling their farm in Berryville, Virginia, and hope to find something similar in the Ambler area.

Donald J. LaBelle



Donald J. LaBelle

On May 1, 1984, Don LaBelle joined Amchem as Assistant to the Plant Manager-Warren, reporting to Mike Murphy, Plant Manager.

Don comes to Amchem from Wayne State University, where he was a Research Assistant in their Chemical Engineering Department. As a "true blue" Wayne State man, Don earned both a B.S. and M.S. in Chemical Engineering from the University.

He and his wife, Sherry, reside in Sterling Heights, Michigan.

Promotions

Continued from page 1



Elizabeth B. Daly

uct cost quotes and handle the accounting requirements for

Hydro-Fax.

Jill S. Wagner

In a memo dated May 2, 1984, Dan Brady, Assistant Controller announced the promotion of Jill Wagner to the position of Senior Cost Accountant, reporting to Bob Brock.

Jill has held the position of Cost Accountant since she began her career with Amchem in 1981. She is a graduate of Millersville State College, and is currently pursuing a Master's Degree in Management at Temple University. In addition to monthly closing responsibilities for the Ambler and Windsor plants, Jill will

Technical Center

Continued from page 1

The services of the Pilot Plant are also available to Amchem customers. A customer can see how a new chemical will operate

before adopting it for his own plant. The Pilot Plant can also be used for training customer personnel and for solving problems that have come up in the customer's plant. In addition, Amchem field sales people will use the Pilot Plant to get "hands-on" experience in metal finishing processes.

As a Product Testing facility, the Center also serves both the customer and Amchem Research and Development. The Product Testing section has the most complete physical and environmental testing facilities in the industry. Impact and bend tests, accelerated salt spray, weatherometer, scab corrosion and humidity are among the test facilities available.

The purpose of the accelerated tests is to determine in a few

hours to a few weeks how an Amchem chemical will stand up in harsh environments over many years. The information derived from these tests helps Amchem R&D in the development of new chemicals and the improvement of existing chemicals. The same information helps customers to determine what chemicals they should use or how they can improve their manufacturing processes.

If a customer has a problem with product quality, the Product Testing facility can help to isolate the problem—to determine whether the problem lies in the pretreatment, the paint or some other cause.

In addition to solving specific customer problems, the Product Testing facility is available to

customers through Amchem's unique "Routine Quality Control" program. Customers can, occasionally or on a regularly scheduled basis, send samples of their work in for as many tests as they wish. For some customers, Routine Quality Control eliminates the need to set up an elaborate and expensive quality control laboratory in their own plant. Other customers, including the major automobile manufacturers, use Amchem's Routine Quality Control services as a check on internal testing results.

The services available in the new Technical Service Center have been available to Amchem R&D and to customers for many years. The new expanded Center, with all facilities under one roof, offers even more effective service.



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HENKEL VISITORS RECEIVE UPDATE

A recent meeting was held in Ambler to introduce and update Amchem technology to various Henkel KGaA and Henkel Corporation visitors.

After remarks by Dr. Precopio, Dr. Voparil and Dr. Gibian, John Kachmar discussed market aspects of our newly acquired D&I Lubricant Technology. John was followed by Dr. Timm Kelly's discussion of

the container industry technology; Dr. Jim Davis presented automotive technology; Glenn Schoener discussed P3; and Tom Jones presented a talk on our autophoretic process.

The visitors were taken on a guided tour of the new pilot plant facility and then treated to a special luncheon in the Executive Dining Room.



Gathering for the meeting are front (L-R): Professor Dr. Bruno Werdelman (retired-Henkel KGaA); Dr. F. M. Precopio; Professor Dr. Jurgen Falbe (Executive VP, Henkel KGaA). At top (L-R) Dr. Stefan Schulz-Dornburg (President, Henkel of America); Dr. F. William Tuominen (VP, Technology Group, Henkel Corp.); Dr. K. F. Voparil (VP, Technology, Amchem); and Dr. T. G. Gibian (President, Chief Executive Officer, Henkel Corp.).



(L-R) Bob Kahn, Ed Feather, Dick Rockstroh, and John Kachmar enjoy their lunch.



Clockwise (L-R): Dr. S. Schulz-Dornburg; Dr. Timm Kelly; Dr. F.W. Tuominen; and Greg Gibson.

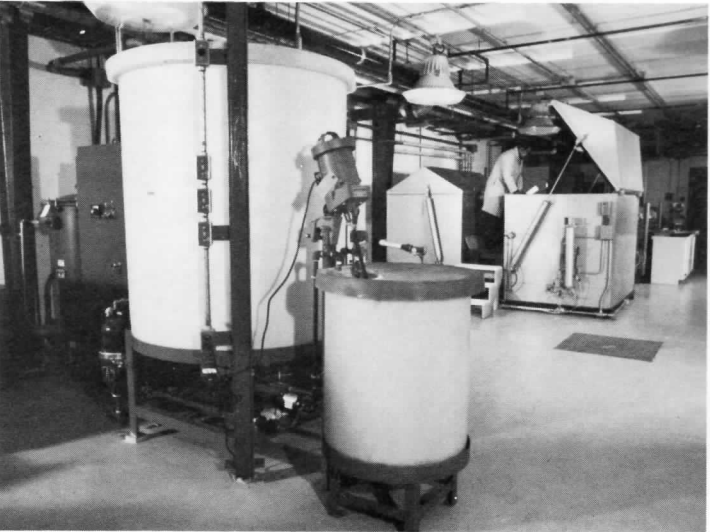


A pleasant moment shared by (L-R) Dr. Voparil, Dr. Werdelman, Dr. Precopio, and Dr. Falbe.



Dr. Gibian makes a point as Les Steinbrecher and Tom Jones (back to camera) listen attentively.

Technical Service Center



Product testing area.



Steel pretreatment line.

QUALITY GROUPS IN ACTION

Ambler Plant

The Ambler Shipping Department is located approximately 1,000 feet from some of the production buildings. Materials are transferred between buildings by towing wagons hooked together. These are referred to as wagon trains and have been parked in the yard near the Shipping building so that the power truck operators could drive each pallet into the building for storage.

The Shipping Quality group proposed that a conveyor be installed to bring the pallets into the Shipping building. The proposal was then forwarded to the Maintenance Department to obtain cost estimates. Maintenance Department supervisors, John Piacitelli and Norman Bracht, suggested that the wagon trains be run inside of the building and the pallets be unloaded where the product was to be stored.

While the idea sounded good, the members of the quality group had to work out the details. Tony Della Donna (Shipping Supervisor), Ken Coull (Driver of the wagon train), and Chappie Nordon (Warehouseman) reviewed the proposed route inside the Shipping building and moved a storage rack and repainted some lines on the floor. Ken Coull worked with the Production Department to load the wagon trains with drums that were to be stored inside the Shipping building. The height of the door of the Shipping building limits the number of pallets that can be put on



Dick Munger talking to Ken Coull as Ken is preparing to drive the "wagon train" into the Shipping Department for unloading drums and bulkatiers.



Lavern Heckler unloading the "wagon" while Tony Della Donna asks a question.



Chappie Nordon loading pallets for return to Production.



Emile Stoyanov unloading "wagon train."

each wagon train. After a successful trial, the operation expanded to include production from all building and raw materials for other plants. Frank Rosenberry, David Dean, Lavern Heckler, Chappie Nordon, and Emile Stoyanov are now able to unload material directly from the wagon train to their storage points. The added traffic in and out of the building has resulted in a suggestion to consider an electronic door opener to save heat next winter.

As with any new operation,

certain safety factors had to be considered. The wagon train travels in the less active areas in the Shipping department except in the vicinity of the ramp where it exits the building. This has been designated "One Way—Exit Only." The drivers have instituted a horn signal system so that wagons can be positioned for unloading after the driver has driven through the plastic (weather guard) door. With the cooperation of the various production departments, the wagon trains now operate more smoothly,

valuable warehouse space did not have to be committed to a conveyor operation, and nearly \$20,000 was saved in capital that did not have to be invested in a conveyor system. And, of course, for some members of the Shipping department it means not having to go outside as often in the winter to unload the wagon trains.

Our congratulations to the Shipping Department, to the Maintenance supervisors involved and to the wagon train driver for a job well done.

Warren Plant

Environmental Improvement

The efficiency of the Warren plant air scrubber did not extend to the scrubber sludge clean-out operation. Sludge which builds up during the operation of the system requires scraping and flushing of the scrubber holding tank. This operation generally took considerable time to complete.

Eric Lindstrom, our Q.C. Chemist, assisted by Jim Culbertson recommended the installation of a large clean-out discharge line

and suggested it be located in a more acceptable position. Completion of the task has greatly improved the quality and expediency of the scrubber clean-out operation.

Several modifications in our waste treatment areas by both these employees has improved our ability to handle larger volumes of our present waste streams in a safe and quality manner.

Container Reconditioning

As the demand for returnable containers continues to grow so

does our need to recondition these units.

The design of a drum/tote wash station has been the subject of much engineering conversation over the past few years. The lack of commercial units to satisfy our needs has forced us to develop a home-grown system to adequately handle current and future needs.

At Warren Larry Holmes and Marlene Edmonds (drum-wash employees) have made several suggestions to improve the quality of their work and their produc-

tivity. Suggestions such as the relocation of container wash and rinse lines and improved lighting for container inspection are just a few such incidents. Jim Daminga, our Plant Engineer arranged a demonstration utilizing high pressure spray equipment for container exterior cleaning and label removal. This unit has been an improvement to our drum-wash center.

Additional Packaging Station

With the exception of Sno Flake type products all liquid

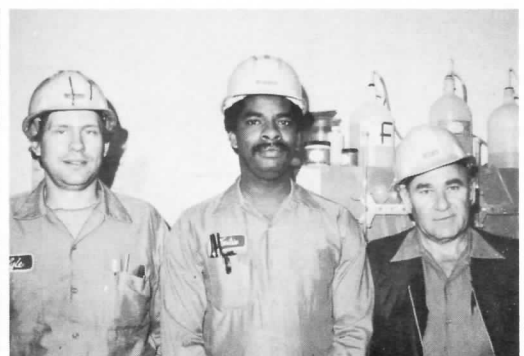
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Eric Lindstrom and Jim Culbertson.



L-R Larry Holmes, Marlene Edmonds and Jim Daminga.



L-R Lyle Dettmer, Vertis Zeigler and Bob Stewart.

PATENT AWARDS ANNOUNCED

The annual 1983 Inventors' Awards Dinner, recently held at the Holiday Inn, Ft. Washington, honored eleven employees of Amchem's Technical Department for patents issued to them during 1983.

Appropriate congratulatory remarks and awards were pre-

sented by Dr. F.M. Precopio, and by honored guests, including Dr. T.G. Gibian; Dr. F.W. Tuominen, V.P., Director, Technology Group; and Dr. K. McKay, V.P., R&D (Henkel).

A listing of Inventors' Awards for 1983 follows:

Inventor	Total No. of Patents	Medal Awarded
David Y. Dollman	12	Bronze
Frank J. Frelin	2	
Stephen S. Groffman	1	
Wilbur S. Hall	28	
Susan V. Hess	1	
Timm L. Kelly	4	Bronze
Anthony J. Malloy	2	
Newton W. McCready	3	
Earl R. Reinhold	6	
Timothy J. Smith	4	
Lester Steinbrecher	21	



A pleased Earl Reinhold (R) accepts his award from Les Steinbrecher as Dr. Precopio and Dr. Voparil look on.

A serious Les Steinbrecher (R) contemplates whether or not to give a gift to Wilbur Hall (L).



(L-R) Wilbur Hall, Les Steinbrecher, Dr. Kurt Voparil, Dr. Thomas Gibian, and Dr. Frank Precopio pause during awards dinner.



A future generation of potential patent award winners: (L-R) Dan McTeigue, David Thorsen, Joe Bruno, Rick Hoffman, and Barry Gunagan.



L-R Jim Pratt, Sue Hess, and Andy Kepich share a toast (in the coat room?).



(L-R) Dr. Mark Knaster, Bill McBride, and Dr. Newton McCready (retired) anxiously await dinner.



(L-R) Bill Soliday, Kevin Wickline, Bill Skowronek, and Bob Cooper enjoy a lighter moment—perhaps the canary that Bill seems to have swallowed.

PARAGON CENTER



The elegant new, 12-story, all-glass Paragon Center in Fort Lauderdale, Florida, is the first major U.S. building to use colored anodized aluminum produced by a new two-step process that gives the full color range from pale champagne to midnight black. The process uses *P3 almeccolor*TM coloring chemicals, which were recently introduced in the U.S. by Amchem. About 15 major aluminum anodizers in the U.S. are now using the chemicals to color anodized extrusions for outdoor architectural applications.

The curtain walls of reflective insulating glass, designed to reduce solar gain while giving tenants unobstructed views, were constructed and installed by PPG Industries, Orlando, Florida. The walls feature black vertical and horizontal mullions of *extruded anodized aluminum*.

The new anodizing process involves two steps: clear anodizing followed by depositing of the desired color. Unlike the conventional integral process, where color is dependent on film thickness, *P3 almeccolor* coloring chemicals offer the full range of colors over a thickness range of 0.5 mil to 1.0 mil.

For both integral and two-step color anodizing processes, the shade depends on the amount of time that the metal is exposed to the coloring chemicals. In the integral process, where anodizing and coloring occur at the same time, the lighter colors are obtained by limiting film thickness to about 0.4 mil or less. Thus, to get a champagne or other shade, the anodizer may have to sacrifice weatherability. It is also very difficult, particularly in the lighter shades, to assure reproducibility between lots.

In a two-step process using *P3 almeccolor*TM chemicals, colors are virtually free of dependence on film thickness. Because the color is applied separately, the new process permits the architect to specify the required film thickness as well as the desired color. Color is uniform within a lot and highly reproducible from lot to lot. The new process can also be used on any of the aluminum alloys commonly specified for architectural applications, in contrast to the integral process, which is limited to the 6000 series of alloys.

Although new to the United States, *P3 almeccolor*TM coloring chemicals have been widely used for nearly a decade on European buildings. Field tests and actual installations have demonstrated that *P3 almeccolor*TM chemicals produce colored aluminum with a level of light fastness and weatherability at least equal to conventional integrally colored aluminum.



PRI

On April 13, 1988, the Paragon Center was announced winner of the 1988 National Honor Club Award. The award was presented at the headquarters of the Paragon Center by Dr. T.G. Giblin, who made remarks by Dr. T.G. Giblin at the honor reception. The Paragon Center is located in the Room by Amchem. Approximately 150 guests attended the festivities honoring the Paragon Center.

Following the award ceremony, the Paragon Center Plant, the winner of the award, was presented with their accommodation. The Paragon Center was renovated. The Paragon Center is located in Ft. Washington. The formal reception was held on the evening of the award ceremony. The Paragon Center is the present owner of the building and rings, courtesy of Dr. T.G. Giblin.



PRESIDENT'S HONOR CLUB FUNCTION

1984, the previously announced winners of the 1983 President's Honor Club Function gathered at the Ambler Hotel for a luncheon at 11 a.m. F.M. Precopio, and an employee in the Executive Dining Room based employees. Approximately 50 employees joined in the luncheon, winners, spouses, and award winners.

The tour of the new Pilot's Club was completed. Members were transported to the new Pilot's Club at the Sheraton Executive Tower in Philadelphia to relax and prepare for the luncheon dinner later that day at the William Penn Inn. Follow-up presentation of awardee plaques and certificates were delivered by F.M. Precopio.

A few evening winks at the Sheraton, the group was picked up at 5 a.m. and transported via limo service to Philadelphia International Airport for their 7 a.m. departure to Jamaica.

The group was accommodated for four nights at the Trelawny Beach Hotel in Montego Bay. Among the activities enjoyed by the group were: a glass bottom boat ride, a raft ride, swimming, golf, water sports, dancing, and cabaret show—and from what I understand, one heck of a neat cocktail party. After some last minute shopping on the fifth day, the group was transported back to the airport for their return flight to Philadelphia—some tanner, some burnt, but all delighted! Once again, congratulations to all the winners.



"Race For Life"

On March 12, and March 19, 1984, at the request of the Warren plant, the local Red Cross held their "Race for Life," C.P.R. Program for interested employees.

The turnout was very encouraging with approximately 50% of the facility participating. Attendees included:

W. Dalton	O. Harris
M. Peoples	H. Mangum
M. Nizol	H. McNeely
R. Stewart	J. Wiekrykas
V. Zeigler	E. Lindstrom
M. Edmonds	C. Clark
G. Shack	D. Warren
J. Culbertson	M. Gardner
G. Brennen	L. Holmes
L. McLeod	M. Murphy

All C.P.R. participants graduated cum laude and have or will receive their wallet certificates.

Comments as to the content and conduct of the program were enthusiastically affirmative. In fact a couple of our students wore their enthusiasm on their stiff lower lip.

Grandpas, Inc.

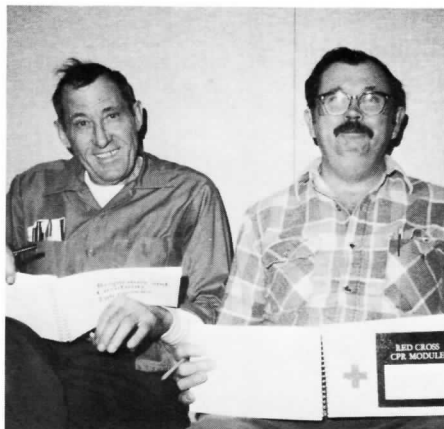
February 9th was an exceptionally busy day at the local Royal Oak Hospital especially for Grandma or Grandpa Stork.

Gerry Conklin, being an excited grandfather for the first time, ran into a fellow co-worker Rich Holdsworth who was not so excited since this was his fourth such journey at the Beaumont Hospital. Both are very proud grandpas and come loaded with pictures to prove it.

Gerry has been with Amchem for 20 years and is enjoying his new position as grandpa of Scott James Conklin.

Richard is a newcomer at Amchem for 4 years and adds the pictures of Brook Ann Holdsworth to those of his 3 other grandchildren.

Also with a wallet full of pictures is Bill Dalton, Production Supervisor and a 33 year employee of Amchem. Bill enjoys sharing granddaughter pictures of



(L-R) Harry McNeely and Herman Mangum "studying up on the theory."



(L-R) Larry Holmes, George Shack, Mike Gardner, Vertis Zeigler and Carolyn Clark resting up after an invigorating session with the manikins—all certified.



Carolyn Clark (L) and Linda McLeod (R) catching a breath between resuscitations.



Mary Nizol (L) and Diane Warren (R) "contemplation" two CPR rescuers??

Lindsey Ann Dalton born in July '83 with the other grandpas.

Safety Formula

As reported by Helen Budimir-Hussey, last November, the Windsor plant had a very important anniversary; five years without a lost time accident. A great deal of pride is taken in this achievement. This excellent record could be attributed to the safety program at the Plant which involves a great deal of participation.

The last lost time accident occurred in November, 1978. The shipper/receiver slipped on a discarded apple core inside a truck that he was unloading and sprained his ankle. He was off

work for nine (9) days. Since then, a bigger effort was made to avoid any further accidents.

Windsor's safety program involves regular monthly meetings in which all plant personnel actively participate. Every year a Safety Chairman and Secretary are elected by the Safety Committee. New people are placed in these positions so that everyone gets an opportunity to have some active involvement in the program. Site inspections are conducted one day before the meetings. This usually results in a fair amount of discussion. If any new chemicals are introduced, information from the safety data sheets is readily available since it is important to be familiar with the chemicals. If there are any problems or hazards with a product or raw material, this information is passed along very quickly. This is one unique advantage of being a small plant.

Working safely is the top priority at the Windsor Plant. The right attitude and participation by all employees, including management, have definitely contributed to the good record at Windsor. Also, important, is the fact that everyone looks out for the other person as well. This combination seems to be the right "formula" for maintaining a safe environment at the Windsor Plant.

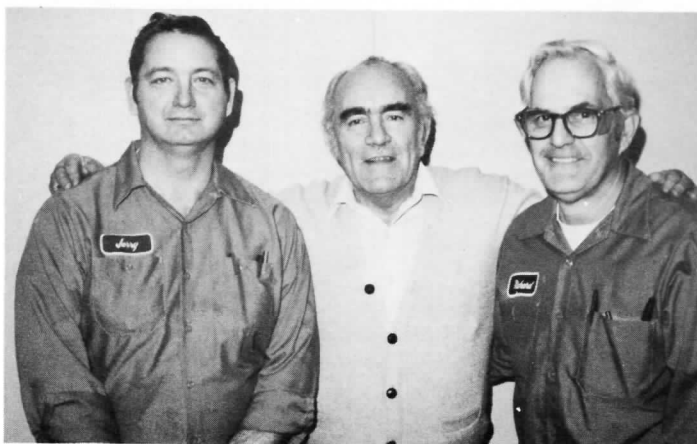
Way to Go Wallace!



Wallace Young

A recent reception was held in the Purchasing Department building, honoring Wallace Young, a Buyer in the Department, on the occasion of his graduation from LaSalle College.

Wallace, with the help of the Amchem Educational Refund Program, obtained a B.S. degree in Business, with a dual concentration in operations Management and Industrial/Labor Relations. The story here, however, is that through nine years of perseverance and dedication—rain, and cold winter evenings at LaSalle, he stuck with it, to gain his degree—way to go, Wallace!



(L-R) Gerry Conklin, Bill Dalton and Rich Holdsworth.

COUCH RETIRES

After 10 years of active service with Amchem as Warren/Ferndale Plant Manager, Robert W. Couch decided to trade in his hard hat for a motor home. He plans on touring North America instead of the familiar run between Brighton and Warren.

Bob started with Amchem as Plant Manager of the Ferndale facility in 1973. His career in the chemical industry included 20 years in research at M & T where he held the position of Director of R&D. Also, Bob tried his hand at running his own plating operation in the early 70's which wasn't the best of economic times to start up a business, especially in the Detroit area.

Bob saw many changes at Amchem during his 10 years of service, the most significant of which was the promoting, selling, planning, development and construction of the Warren plant. Bob spent many a day (night) in travel between Warren and Ambler during the planning and construction phases of this plant. All of this diversified effort stands as a fine testimonial to those who worked so diligently on its development.

Bob's quiet, unflappable professionalism will be missed by the Warren group and all of us who knew him.

Good Luck — Bon Voyage — Enjoy!



Mike Murphy pontificates, as Veronica Murphy and Bob Couch ponder.



Bob and Jannelle read over congratulation notes.



Bob accepts best wishes and gift from Dick Rockstroh.



(L-R) Eric Lindstrom, Jim Culbertson, Bob Stuart and Pat McClatchey enjoy the festivities.

WEARING OF THE GREEN

A special treat awaited members of the North Central Sales office on this past St. Patrick's Day, at a St. Patty's party at the Oak Brook Club House (Chicago area), hosted by none other than

John and Margaret Mary Peterson, our secretary in the North Central office.

Special invitations were sent to all attendees, and a sit down dinner of corned beef and cabbage

was served to the 64 guests. The O'Peterson's provided entertainment including traditional Irish musicians who played violin, piano and guitar for the music and sing-a-longs; there was also an ex-

hibition of Irish step dancing by the Creighton children, Patrick, John, Daniel and Julie—all under 16 who have performed in Ireland, Canada and throughout the United States.

A grand time was had by all, especially when Margaret Mary herself, donned an Irish dance costume and gave a wee dance. Everyone participated in the ceili group dancing to cap off a grand evening.

Clockwise from top left—John O'Berglund, Dan O'Kory, Chuck O'Rowan, and Margaret Mary O'Peterson herself. John and Julie O'Creighton and Margaret Mary. Some of the guests enjoying ceili group dancing. Julie O'Creighton giving an exhibition.



HERE'S TO THE WINNERS

In an exciting finish during late April at the Plymouth Lanes, the Analytical team beat the team representing Hydro-Fax for the 1983-84 Amchem Bowling

League. While Hydro-Fax took two of the three games in the championship bowl-off, the ever steady Analytical team captured total pins to win it all!

Congratulations to members of the Analytical team consisting of Lou Sabatini, Team Captain, Helen Pfeiffer, Pete DeMichiel, Henry Hoff, and Bob Duxbury.

To the members of the Hydro-Fax team, Barry Robinson, Captain, Diane and Lee Halterman, Joyce McQueen, Tom Henley, and Dave Zuy - wait till next year!



Winners are: (L-R) Tony Malloy, Lou Sabatini, Jane Pochtner, Marian Klymkowski, and John Zollo.



Happy are the faces of (L-R) Chris Kuntz, Barry Robinson, Tom Day, Diane Halterman, and John Zollo as they accept bowling certificates.



A memorable evening for all.



1983-1984 Bowling League Champions. Left to right; Pete DeMichiel, Bob Duxbury, Helen Pfeiffer, Lou Sabatini, and Henry Hoff.

PICTORIAL POTPOURRI

Foreign Affairs



Ralf Rotthaus, center, Henkel Germany, was in Ambler late in January to discuss various points between Henkel and Amchem. Clyde Roberts at the left and Veit Mueller-Hillebrand at the right.



A Young Visitor

Brian James recently visited the Employee Relations Department and brought his mom, Denise Reeves (Henkel Legal) along to show her off.

Seibert Honored

Marilyn Seibert, a student at Penn State University, and a part-timer in Amchem's Technical Department, recently received an award for outstanding scholastic achievement. Marilyn leaves in August to complete her education as an Accounting major at the State College campus.



Yarrington's Son Eagle Scout

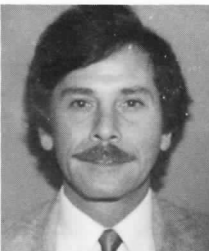


Brian Yarrington, second from right, is joined by his parents, Robert and Mary Yarrington, and his Scoutmaster, Raymond Hammell, as he receives the Eagle Scout rank with Troop 153, Centre Square. We're proud of you, Brian!

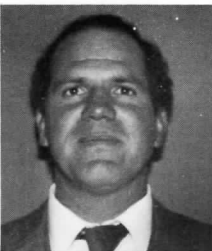
NEW EMPLOYEES



Ellen Davey



Allan B. Marsh



Rich Phillips



Mike Bell



Jo Ann O'Brien



Lisa Steiert

ERA CORNER

The Amchem Employee's Recreation Association (ERA) 1984 schedule is in full swing, having successfully completed the 1983-1984 bowling league, and activities currently underway in the golf and tennis leagues.

Upcoming events to mark on your calendar include the annual Amchem Company Picnic scheduled for June 23, 1984 at Somerton Springs; a possible Baltimore Inner Harbour Tour; a possible beef n' beer dinner; the annual Halloween party; another great Atlantic City Casino special; and a fabulous 1984 Christmas Holiday getaway to Nassau and Paradise Island trip.

If you are currently not an ERA member, but wish to join to share in these fun-filled activities, contact Pete DeMichiel or Judy Henise.



Nicci Roynan

GETTING TO KNOW YOU

The following article was recently published in IMPACT, a publication on Information for Managers on Personnel and Current Trends in Human Resources. "In companies with far-flung operations, it's quite common for employees to develop a rapport with distant co-workers they contact regularly. But these pen (or phone) pals seldom meet face-to-face. To bridge the gap, the Union Camp Corp. (Wayne, N.J.) used its quarterly employee

Ellen Davey—started on February 21 as a Secretary in the Legal Department. Ellen was previously employed with the University of Pennsylvania, Department of Romance Languages.

Allan Marsh—joined the Western Region Sales staff on February 27, covering the greater Los Angeles area. Allan had previously been associated with Perochem in Southern California.

Rich Phillips—who previously had been associated with the Brogdex Company, joined the Southern Region staff on March 5. Rich will cover the Florida territory.

Mike Bell—started on March 15 in the Atlanta area joining the Southern Region Sales staff. Mike joins us from the Diversey Wyandotte Corp.

Joann O'Brien—who comes to Amchem from SPS Technologies, started on March 19 as a Secretary in the Container Sales group.

Lisa Steiert—began work on April 24 as an Intermediate Accounting Clerk in the Invoice Audit Department. Lisa is a recent graduate of the Bradford School of Business.

Nicci Roynan—began as Sr. Clerk in the Traffic Department on February 13. Nicci previously had been employed by Tenco Temp.

publication to 'introduce' employees who speak or write to one another regularly.

"Employees who want to 'meet' others simply call or write in a request to *Contact*, the Union Camp publication. A staff member has a lengthy phone interview with the person about his or her relationship with the co-worker. The high-lights and photographs of both employees are published in the 'Face-to-Face' feature in the next issue. To make it a surprise, the object of the request isn't told he or she will be

featured. (Pictures are taken under a pretext.)

"From two to six requests per issue are received. All have been honored, so far, even requests to 'meet' entire departments. Employee mail indicates the feature is popular. And it gives management a notion of who is being commended by peers for a job well done."

Should you feel this may be of interest for Amchem employees, please contact the Editor, and we will try to accommodate your interest in future Amchem News issues.

Western Sales Regional Meets



Pictured left to right: Fred Schmidt, Allan Marsh, Manny David, Martin, Gene Shirley, Bob Walz, Ben De La Rosa, Jack Harsma, Larry Fletcher, Don Messier.

The Western Sales Region had a sales meeting in San Jose, California on March 15, 1984, to discuss various plans and strategies, which lead to new business opportunities as well as increased sales to existing customer ac-

counts. We are confident that Jack Harsma, Western Regional Sales Manager, and his dedicated sales staff will meet their 1984 objectives.

Quality Groups

Continued from page 4
metalworking products in Warren are packaged off through two drum stations and one tote station.

Liquid products containing chrome provided a great deal of concern from a contamination standpoint. Great pains were taken to clean-out drum stations after packaging chrome containing materials. In some cases hours of water flushing, sampling and testing were necessary to achieve use approval.

This clean-out exercise placed a

burden on production time in packaging, on the lab and on our waste treatment facility.

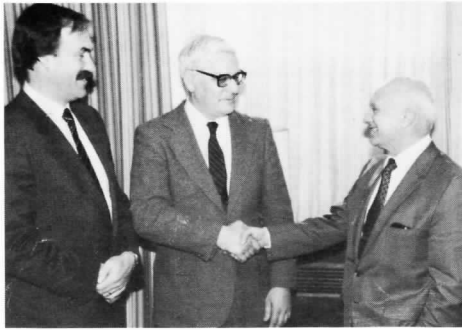
Conversation with employees Lyle Dettmer, Vertis Zeigler and Bob Stewart suggested a separate manually operated drum station be installed. We completed the task utilizing reserve equipment which is presently dedicated to the packaging of chrome bearing products. The addition of this drum packaging station has reduced the potential of cross contamination and improved our productivity.

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

JONATHAN January 29, 1984 Father: Mark Montiverdi Sales — Southern	BRIAN JAMES April 8, 1984 Mother: Denise Reeves Legal
BRANDON MICHAEL April 28, 1984 Father: David Woodward Mfg. — Ambler	



Justine Detwiler (seated) participated in her husband's 30 years of service celebration. (L-R) Bob Detwiler, Don Brady, Clyde Roberts and Frank Precopio. **FINANCIAL**



Ed Rodzewich (C) celebrates 25 years of service as he is congratulated by Kurt Voparil (L) and Frank Precopio (R). **TECHNICAL SERVICE**



Doug Blosser (C) is offered good wishes from Frank Precopio (R) and Bob Cassel (L) for 25 years of service. **LAB SERVICES**



Carl Meyers (C) happily receives his 20 year service award from John Piacitelli (L) and Janis Lipacis (R). **MANUFACTURING**



John Piacitelli (L) presenting 20 year service award to Tony Serratore (C) as Janis Lipacis offers congratulations. **MANUFACTURING**



Helen D'Alfonso is all smiles as she receives her 20 year service award from Gary Fuess. **ORDER DEPARTMENT**



Ollie Davis (C) celebrates 15 years of service and receives gift and congratulations from John Piacitelli (L) and Joe Mallozzi (R). **MANUFACTURING**



Sam Brunson (C) celebrates 15 years of service and is congratulated by Jim Hall (L) and Janis Lipacis (R). **MANUFACTURING**



George Valentine (R) proudly displays his 10 year service award as he is congratulated by Jim Carroll (L). **ENGINEERING**

CONGRATULATIONS

These men and women of Amchem have received Service Awards from January 1, 1984 through March 31, 1984.

★ ————— 30 Years ————— ★		
Robert H. Detwiler		
★ ————— 25 Years ————— ★		
Edward A. Rodzewich		Douglas S. Blosser
★ ————— 20 Years ————— ★		
Anthony J. Serratore	Carl S. Meyers	Helen V. D'Alfonso
★ ————— 15 Years ————— ★		
Oliver Davis	Roy W. Cramer Samuel G. Brunson	Christel Emerson
★ ————— 10 Years ————— ★		
Edward F. Tokarski Charles R. Curlett	George L. Valentine Diane L. Self Thomas R. Kee	Ralph Cabibbo Donald R. Lawrence
★ ————— 5 Years ————— ★		
Alva E. Sallee Richard C. Ball	Dorothy Fleck	Eleanor Cottom Ruth A. Brady



Roy Cramer gladly accepts his 15 year service award from John Heckler (L) and Janis Lipacis (R). **MANUFACTURING**



Ed Tokarski (R) accepts his 10 year service award and congratulations from Dick Rockstroh. **MANUFACTURING**



John Piacitelli (L) offers 10 year service award and congratulations to Ralph Cabibbo (R). **MANUFACTURING**



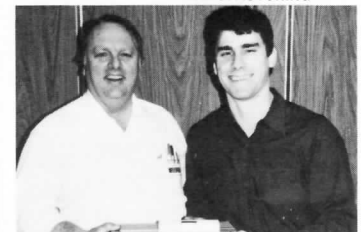
Jim Hall (L) and Charles Curlette (R) both smiling in celebration of Curlette's 10 years of service. **MANUFACTURING**



Diane Self being congratulated for 10 years of service by Boris Jusic. **SALES**



Don Lawrence (R) happily accepts his 10 year service award from Clyde Roberts. **FINANCIAL**



Tom Kee (R) accepts his 10 year service award from John Heckler (L). **MANUFACTURING**



Alva (Sonny) Sallee
5 years Sales



Dorothy Fleck
5 years Technical



Eleanor Cottom
5 years Order Dept.



Richard Ball
5 years Warren



Ruth Brady
5 years Invoice Audit