



Amchem Kicks-Off "Wellness Program"

GENERAL MANAGER'S MESSAGE

Amchem Headquarters and Plants Equal Opportunity Policy and Affirmative Action Program

I wish to emphasize my personal commitment and that of Amchem to the national policy and goals of equal employment opportunity for all people.

All of us are aware of our strong desire, as well as our social responsibility, to provide equal opportunity to all employees at every level of the work force. This policy prohibits discrimination because of race, color, religion, national origin, sex, physical or mental handicap, or age.

Affirmative Action Plans are being proposed for each qualified location, at my direction, reflecting the everchanging needs to insure opportunities for minorities, women, the handicapped, the disabled veterans, veterans of the Vietnam era, and other affected groups, at all levels.

Furthermore, it is the policy of Amchem Products, Inc. to make reasonable accommodations to the physical and mental handicap of applicants and employees throughout the personnel process. In determining the extent of reasonable accommodations, the following factors will be considered:

1. The safe and efficient operation of the organization.
2. Feasible financial costs and expenses.
3. The overall type and size of the firm's operations.

Our programs include continuing and challenging policies and goals, as well as requiring equality of opportunity for all groups in employment, promotion, upgrading and transfer, rates of pay, training, facilities, and other related benefits.

Through our Equal Employment Opportunity Policy and Affirmative Action Program, we irrevocably commit ourselves to equal employment as part of our daily way of conducting our business.

The Director, Employee Relations will be responsible for the administration and management of the Affirmative Action Plan, and he will provide our reports on the progress against the stated goals. All employees are urged to contact the Director, Employee Relations on all questions in your mind relating to discrimination.

F.M. Precopio

F.M. PRECOPIO

PROMOTIONS AND APPOINTMENTS

John J. Donofrio

In a July, 1984 memo, Ed Rodzewich, Manager, Technical Services, announced the promotion of John Donofrio to the position of Automotive Technical Specialist. In this new position John will report directly to Ed.

As Automotive Technical Spe-

cialist, John will be the technical liaison between the Licensees and Amchem in order to facilitate the transfer and interchange of specialized technical information in an effective and useful manner.

John joined Amchem in June of 1978, shortly after graduating from Albright College. He worked in the R&D Steel Group since 1980 devoting all his time on developing products for the Au-

Continued on page 2

As recently announced by Robert S. Kahn, Director, Employee Relations, and Sandra L. Hall, Nurse Administrator, a Wellness program aptly named "Living Well" has been introduced throughout Amchem Products Division.



Kicking off the "Wellness Program" are (L-R) Sandy Hall, Janet Bishop, Bob Kahn and Dr. M. Gross.

Wellness is synonymous with "feeling good." It represents a major direction in today's health care system, calling for each of us to take some responsibility for our own health. It is a concept that everyone can incorporate into a productive lifestyle for realizing their full potential.

The objective of Wellness is not merely to avoid illness or to prolong life, but rather to enhance the quality of a person's life through activities designed to improve the state of physical and emotional well-being.

"Living Well" focuses on a positive personal approach to health and to life. Eating right means feeling better. Being physically fit lets us do the things we want to

do. Being sensitive to our environment and the people around us helps us communicate and avoid stress. Knowing what causes illness and how to deal with it helps us stay healthier. Your personal responsibility is to take care of your body in ways that promote health.

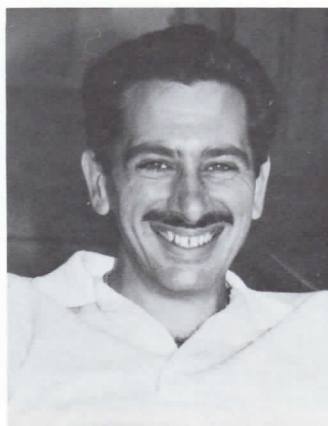
The Wellness Program will be dedicated to health promotion and disease prevention. The Program includes many facets already being performed by the Medical Department and some new projects:

Medical Examinations—The base of all medical programs includes pre-placement and periodic examinations. The purpose of these examinations is early detection of any existing medical problems and provides the opportunity for corrective action at an early stage. Our medical exams include electrocardiogram, pulmonary function test, diagnostic blood and urine tests, vision and hearing tests, and physical examination by a physician.

Health Risk Appraisal—A personal questionnaire reviewed by outside organization will highlight the major areas of health risk for each employee and provide recommended actions to reduce risk.

Hypertension Control—Hyper-

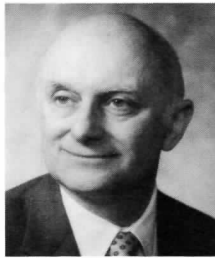
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John J. Donofrio

Comments From the General Manager

By now, all of us have heard of Henkel's "PEP 86" program, but I would like to review the origin, meaning and goal of this effort. Dr. Helmut Sihler, Chairman of the Managing Board of Henkel KGaA, instituted this "program for efficiency and productivity 1984 through 1986" (hence "PEP 86") because it was clear, after the poor performance of the Henkel businesses in 1982 and well into 1983, that a long-term plan for profitability was required if we were to have a prosperous and growing company. The program's goal is to improve the efficiency of the whole Henkel Group worldwide by 10% over three years. The approach is to involve all organizational units and profit from the ideas and contributions of every individual. The results must be measurable and quarterly reports will be made to Düsseldorf.



There are many ways in which efficiency can be improved. Some examples are:

- Sales programs to generate new volume
- cost reduction by reformulation of products
- raw material price containment
- energy conservation
- introduction of new products
- plant improvements
- inventory control

and each of us can and will be asked to add many more to the list.

The Amchem Division is making excellent progress in our comeback from the low point of 1982, but we can only reach our potential if everyone joins in this important Henkel-wide program, "PEP 86."

Frank M. Precopio

Promotions

Continued from page 1

tomotive and FMI Industries. John developed a high level of expertise in these Industries which will be of benefit for him in his new position.

Barry P. Gunagan

On June 1, 1984, Barry P. Gunagan was promoted to the position of Associate Chemist in the Autodeposition Group of R&D. In this capacity, Barry will report to Tom Jones, the Group Leader.

Barry, who joined Amchem in September, 1978, was previously a R&D Technician. A graduate of Waynesburg College with a BS in Geology, he recently completed the requirements for a degree in Chemistry from St. Joseph's in



Barry P. Gunagan

Philadelphia.

Barry, his wife Michelle, and daughter Dana (3 years old) reside in Horsham.

Wellness Program

Continued from page 1

tension is a major risk factor for stroke and heart attack, and affects 80% of all Americans. Our Hypertension Control Program includes blood pressure screening and counseling sessions to assist employees in controlling their blood pressure elevation. High blood pressure can be controlled through diet and exercise programs.

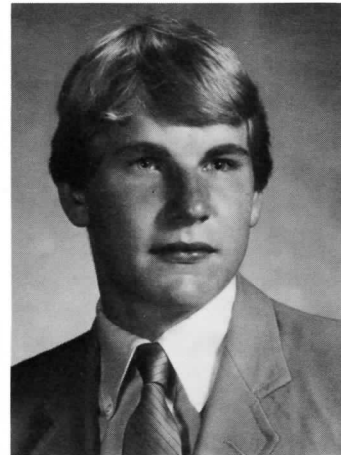
Hearing conservation—This program is designed to protect employees from noise-related hearing loss and to determine if any

1984 SCHOLARSHIP WINNERS

Amchem Scholarship

We are pleased to announce that PAUL LIPACIS is the winner of the 1984 Amchem Scholarship award. Paul is the son of Janis Lipacis, Ambler Plant Manager, and a graduate of Central Bucks High School East in Buckingham, Pennsylvania. He plans to attend Drexel University in Philadelphia majoring in Electrical Engineering.

The Amchem Scholarship Award of \$750.00 per year for a maximum of four years is granted each year to the graduating high school senior achieving the highest combined SAT score. There were five entrants this year with Paul's winning score being 1220.



Paul Lipacis, winner of the 1984 Amchem Scholarship Award.

Henkel Corporation Scholarship

We are also pleased to announce the following winners of the 1984 Henkel Corporation Scholarship Program.

KELLI A. KORY, daughter of Dan Kory, North Central District Sales, has been awarded \$250.00 and will be attending the University of Illinois at Urbana-Champaign. She is pursuing a degree in Electrical Engineering.

KIMBERLY BRADY, daughter of Ruth Brady, Invoice Audi-

tor in the Accounting Department at Ambler, has been awarded \$600.00 and plans to attend Temple University in Philadelphia. Kim will be majoring in Accounting.

DEBRA YARRINGTON, daughter of Bob Yarrington, Ambler Technical Service Chemist, will receive a \$600.00 scholarship. Debbie will be entering her third year at the University of Delaware, and was also the winner of the Amchem scholarship in 1982.

CONGRATULATIONS TO THESE WINNERS! We wish them continued success in their college studies and subsequent careers.

other problems occur which affect hearing. This is accomplished through testing employees' hearing and sound surveys in the work environment.

Smoking Cessation—Until recently our program was limited to sponsoring the annual Great American Smokeout. As smoking has such a deleterious impact on health, Sandra Hall has been certified as a program director for "Smokeless" which is a smoking cessation program.

Substance Abuse—Substance abuse, including alcohol and drug abuse, are diseases treatable by existing medical and therapeutic methods. Programs are available to all employees, and we offer a complete range of services including referrals to outside rehabilitation centers.

Back Care—A pilot program this year will provide employees with information regarding proper back care.

CPR—We will continue to provide training to employees in Cardio-Pulmonary Resuscitation.

Safety—Our established safety program will continue with the popular Family Safety magazine.

Driver Training—A Corporate

program will be initiated to improve the safety concerns of all drivers of Company vehicles. We will augment this program with increased communications regarding seat belts.

Exercise/Diet—New programs will be introduced during the year to aid employees in diet control and encourage exercise programs.

These programs are examples of Amchem's concern about your health. But it is up to each individual to take action to improve their own health. Watch the bulletin boards for continuing news about "Living Well."

HALL AWARDED CERTIFICATION

Sandra (Sandy) Hall, Nurse Administrator, was recently awarded Certification in Occupational Health Nursing by the American Board of Occupational Health Nurses, after successfully passing an examination in this area of specialty nursing.

As this represents an important accomplishment in her professional career, we at Amchem extend our heartiest congratulations to Sandy for having achieved this special status.



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EUROPEAN MEETING

by John Kachmar

The annual Container/Coil meeting was held in Vienna, Austria June 27-29, 1984.

As the delegates list below indicates, 15 licensees participated in the meeting.

Amchem Products Inc.
Dr. V. Müller-Hillebrand
Mr. C. Gillman
Mr. J. Kachmar
Dr. T. Kelly
Mr. N.H. Schellenger
C.F.P.I. Mr. V. Ken
Mr. C. Michele
Chemetal Israel
Mr. J. Blau
Mr. D. Plaut
Mr. M. Tzuk-Ramon
Collardin Austria
Dr. P. Gerrasimoff
Collardin Germany
Mr. R. Mady
Dr. Roland
Mr. F. Seger
Mr. G. Stolzenfels
Etisa Mr. Santiago Roses
Henkel Australia
Mr. Ian Ricktsteig
Henkel Denmark
Mr. Egon Christenson
Henkel Sweden
Mr. Bertil Christerson
Henkel Scandinavia
Mr. S. Stein
Henkel Iberica
Mr. Bacardit
Mr. Velasco
I.C.I. Mr. R. Hadwen
Mr. T. Philips
Mr. J. Ross
Mavom Holland
Mr. A. Grönendijck
Nippon Pain Japan
Mr. Senzaki
Paolo Granata Italy
Mr. F. Falcone
Mr. A. Capellino
Technimetal Belgium
Mr. W. Blote

During the three-day forum, presentations focused on Market-



Wives tour Vienna. (L-R) Mrs. Egon Christenson, Mrs. John Kachmar, Mrs. Reginal Hadwen, Mrs. Veit Müller-Hillebrand, and Mrs. Jim Ross.



Suckling pig on the menu.

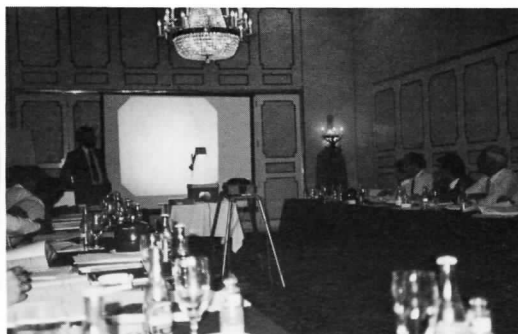
ing overviews and strategies, as well as the technical objectives necessary to implement them.

After each presentation, an open dialogue ensued which further served to promote understanding and definition of future R&D needs.

A visit was made to the Gerro Kaiser Container plant where the group observed Rid 124/120E & AL 404 in operation. A demonstration of the plant's Lineguard 215 PC was also given.

However, the highlight of the meeting was the Amchem dinner hosted by Dr. and Mrs. Peter Gerrasimoff, from Collardin, Austria.

Imagine for a moment, a bus (or as Jim Ross from ICI would say, a coach) arriving in a quiet Austrian village with 40 people for dinner. But what a dinner!



Dr. Timm Kelly makes a presentation.



What cans? John Kachmar (L) and Carl Gillman.



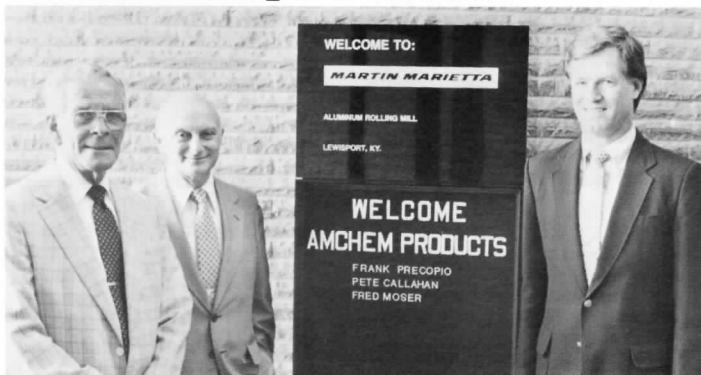
Amchem dinner.

The menu included fresh vegetables and Cevapcici (a Yugoslavian delicacy) as appetizers. The main course was suckling pig roasted on an outdoor grill. As if not enough, this was all accompanied by homemade wine pressed from Dr. Gerrasimoff's

vineyards. Certainly, it was an evening to be remembered by all.

An excellent job of organization and planning by both Carl Gillman, European Manager and Dr. Veit Müller-Hillebrand, Vice-President International, assured the meeting's success.

Aluminum Rolling Mills Visited



(L-R) Fred Moser, Dr. Precopio, and Pete Callahan pause in the lobby of the Martin Marietta Aluminum Plant.

During a recent trip to the Mid-West Sales Region, Dr. Frank Precopio, Pete Callahan, Mid-West Regional Sales Manager, and Fred Moser, Sr. Technical Sales Representative had occasion to visit one of the Mid-West's large coil coating cus-

tomers, Martin Marietta Aluminum, Lewisport, Kentucky.

Dr. Precopio met with the local plant management, toured the facility and observed our Alodine processes (1200 RCO and NR-3) being applied on the customer's two coil paint lines.

A Real Beauty



William Singner admires his 1941 LaSalle convertible touring sedan.

On a recent bright and sunny day in Ambler, some fortunate employees were treated to the sight of a beautiful 1941 LaSalle convertible touring sedan.

The vintage car, a genuine antique classic, is owned by William E. Singner, a retired VP with the advertising firm of Lewis and Gilman. This is the same car that has been used as the model in several Amchem ads.

Ah, they just don't build them like that anymore!

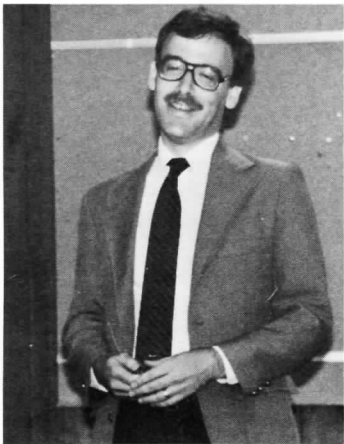
NEW SALARY PROGRAM

A series of presentations were given to non-exempt salaried employees in Ambler and the Warren facilities in mid-July, regarding the recently approved new Amchem non-exempt salary administration program.

The program, approved by Dr. Precopio, became effective July 1, 1984. Pete DeMichiel, Manager, Personnel Administration, conducted these meetings, at which time he explained the process leading to the new salary administration program. Position descriptions were prepared for all Amchem non-exempt (clerical administrative, technician, and engineering support) positions. A committee of specially trained employees evaluated each position using the HAY Method of job evaluation, and based upon the evaluation each job was assigned to an appropriate salary grade level. New salary grades were developed for both the administrative support (AD) and Technician (TE) family groups. Further, new salary ranges were prepared, based upon recently completed surveys, and have also been implemented effective July 1, 1984.



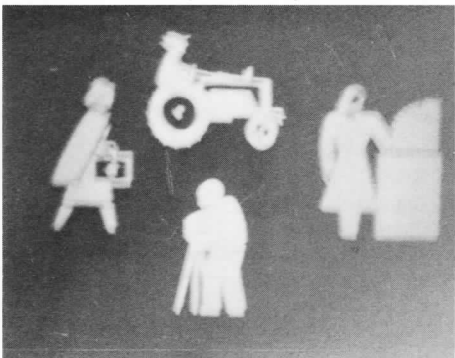
(L-R) Geri Kilgallon, Janet Bishop and Maxine McCleary anxiously await the start of the presentation, as Andy Kepich entertains Dotty Fleck and Monica Baum.



Bob Kahn seems relaxed as he kicks off the program.



Pete DeMichiel stresses a point during the presentation. "People are different—jobs are different too!"



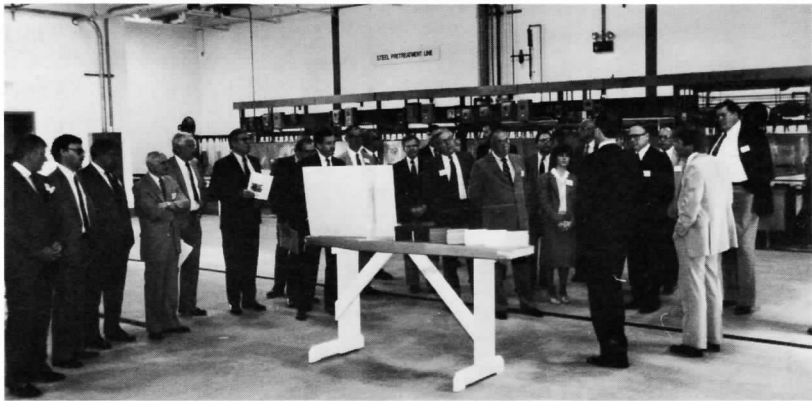
TECHNICAL SERVICE CENTER TOUR

The recently dedicated Technical Service Center was the center of attention as a group of trade and industrial guests were given a

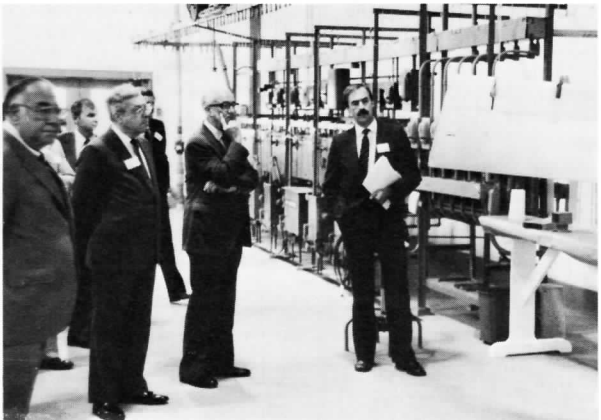
tour of this new facility. Dr. Precopio and his staff accompanied the guests throughout the facility, with Dr. Kurt Vopar-

il, Amchem's Vice President of Technology serving as the tour host. Dr. Voparil reports that much interest and enthusiasm

was displayed by the group as they learned of the capability of this new facility. A special luncheon was served after the tour.



Trade and industry guests listen attentively as Dr. Voparil describes various processes.



Dr. Voparil explains process for testing panel samples.



Dr. Voparil handles questions at tour's end.



All eyes on the demonstration as being conducted by Nestor Holyk.

SAFETY NEWS

Safety Awards

Back in April, a group of Amchemers known to the safety department as "Miscellaneous Manufacturing" received safety awards. They were presented by Dick Rockstroh for completion of the prescribed period of time without a lost time accident and the accompanying pictures show these miscellaneous individuals lugging away their miscellaneous award items.

At the same time, Greg Gibson presented similar awards to Ambler sales and marketing people. These awards were also for working a prescribed time without having a lost time accident. The pictures show the presenter (Gibson) and the recipients in the executive dining room in mid April.

More Safety Awards

In July, Janis Lipacis and Dick Rockstroh presented members of the Ambler manufacturing department safety awards for another year that each individual had worked without a lost time accident. The award ceremony took place in the plant cafeteria in late July and the pictures show the wide variety of individuals and awards.

Seat Belt Policy in Effect

The Henkel Corporation Executive Committee recently agreed to adopt a company-wide seat belt policy. In the interest of saving lives, reducing the severity of personal injuries, controlling medical and insurance costs, the committee adopted and endorsed the following policy effective July 1, 1984:

- All occupants shall wear seat belts at all times when driving or riding on public roads on *company business* regardless of who owns the vehicle.
- All persons who ride in or drive a *company vehicle* on public roads must wear seat belts at all times; i.e., on company and personal business.

Buckle Up!

RECENT GRADS

Congratulations are in order for three Amchem employees Robert C. Boulden, Elizabeth B. Daly and Barbara A. Rizol who graduated this summer.

Bob, an Engineer in the Manufacturing Environmental Control and Process Improvement Group received a B.S. in Environmental Engineering from Temple University.

Elizabeth, recently promoted to a cost accountant position, completed her requirements in June for her MBA degree with a concentration in Accounting, and will formally receive her degree from Temple University in August ceremonies.

Barbara, a senior secretary to the General Sales Manager, received a B.S. in Business Admin-



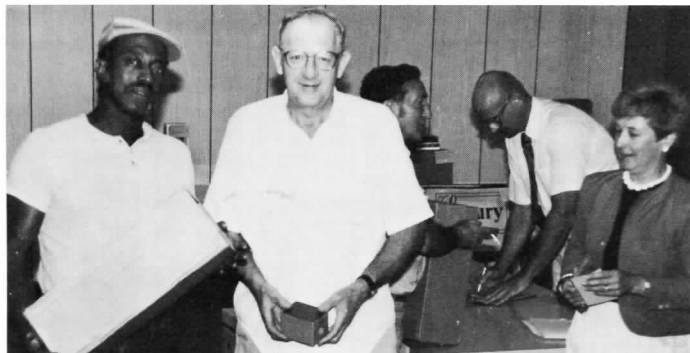
(L-R) Gary Fluck, Bill Roynan and Stan Kalbach pick out their "loot" as Geri Kilgallon prescribes . . . hope the fan keeps you cool Stan.



(L-R) Ellwood Johnson and Sam Brunson with award . . . looks like a big box, Sam.



Greg Gibson addresses the Sales/Marketing group.



(L-R) Sterling Johnson and John Naudasher accept awards as Joe Zenobio, Janis Lipacis and Geri Kilgallon go on with business.



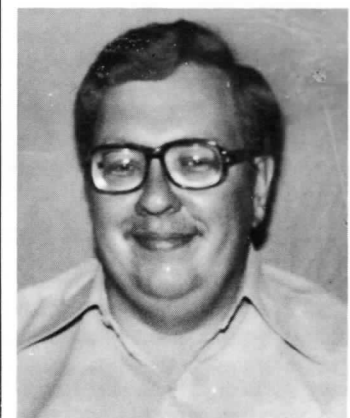
Mark Swisher celebrates with a victory toast as (C-R) Roy Cramer, John Zollo and Carl Meyers (back to camera) approve.



Attentive audience.

istration from Gwynedd Mercy College.

Once again, Bob, Elizabeth, and Barbara—congratulations!



Bob Boulden—Manufacturing



Elizabeth Daly—Financial



Barbara Rizol—Sales

SIXTH QUALITY ASSURANCE PROGRAM



Kent Bonney opening the program.



Tom Jones demonstrating the ACC-860 process.



All departments were in attendance.

The sixth Quality Assurance Communication Program was held in two sessions on June 6th and 7th. This program focused on the Autophoretic and Steel markets. Kent Bonney, Automotive/Autophoretic Market Manager, opened the program with a Marketing perspective and slide tours of Guide Lamp and Delco Moraine. Tom Jones, Group Leader Autophoretic R&D, followed with a technical presen-

tation and coating demonstration. Dr. James Davis, Group Leader Steel R&D, opened the second half of the session with an in-depth discussion of the Granodine, Cuprodine, and Rodine processes including a successful (was there any doubt), Rodine demonstration. Robert Entriokin, Steel/FMI Market Manager, wrapped-up the meeting with a market overview and slide tours of Rappahannock and Great Lakes Wire companies.

WARREN/WINDSOR NOTES

Multi Purpose Chair



Jerry Sweryda is enjoying the circumstances around his choice of safety award more than usual this year. Pictured here in his new rocking chair outside the front of the Windsor Plant, Jerry tells us he hasn't fully recovered from the shock (pleasant) of being a grandfather.

Jerry, who will celebrate 35 years with Amchem in February, received the much awaited news from his son, the Mountie, who resides in British Columbia.

Mother, father, and grandson are great, and Jerry now feels sure the chair will come in handy.

QUALITY GROUPS IN ACTION



Fran Ogden of the Financial Department.

The Amchem Financial Department is divided into two Quality Groups. These groups are made up of individuals from various sections of the department, i.e. payroll, accounts receivable, accounts payable, invoice audit, cost accounting, etc. Because each section is so specialized, it has become apparent that most individuals in the Finance department do not have an appreciation for the work performed in other sections or how their work affects other sections of the department. This has hampered the effectiveness of the Quality Groups.

The Quality Group chaired by Fran Ogden has recommended that monthly "educational" semi-

Teamwork



As one can quickly see, the group photo reflects most of the Canadian Manufacturing personnel posing on the front lawn of the Windsor, Ontario Plant proudly displaying their well earned safety awards.

The sun is bright and enjoyable and provides a good reflection. The same can be said for these employees, all of whom not only completed a year without a time-lost injury, but are working on the 6th year without a time-lost work related injury.

It is an impressive record which we are all working towards extending for an additional like period or more.

Kneeling in front—left to right: Carl Wilson and Craig Scott, in the background—left to right: Brian LeBrun, Helen Budimir-Hussey, Betty Bickel, Kevin Fader, Don Beedle, Angela Calamita, Office Supervision, Jerry Sweryda, Plant Superintendent. Missing is Mark Fraser, who was enjoying vacation and who was going to join us anyway, but his son was rushed to the hospital with appendicitis in the morning and he had a house closing in the afternoon, all being handled in a safe manner, of course.

Also missing is Mike Murphy—someone had to take the picture.

nars be held for all of the Financial Department employees. Each section would explain where their paperwork comes from, what they do with it, what the results are, who they supply information to, and so forth. With these semi-

nars, it is hoped that existing problems will surface, people will be better able to identify potential problems, communication and cooperation will improve, and it will be easier to suggest improvements to existing procedures.

GALLAGHER ATTENDS REUNION

Jack Gallagher, a recent retiree of Amchem's Technical Department, recently attended a reunion in Elmira, New York, of the World War II B-24 bomber crew, in which he served.

For the 10 young crewmen who flew a B-24 Liberator bomber during World War II, 30 was the magic number.

Thirty times during the spring and summer of 1944, the bomber was loaded with several tons of explosives and 3,000 gallons of highly flammable fuel. Thirty times the crew climbed into the plane—nicknamed “the flying coffin”—and nosed it down the fog-enshrouded runway of an Allied airfield at Wendling, England.

Thirty times they soared over

Nazi-occupied Europe, seeking a submarine dock or an oil refinery to destroy. Thirty times they released their lethal loads, amid bursts from ground cannon and mid-air fire from swift Messerschmitt fighters.

Most importantly, the crewmen returned to the English airfield 30 times, beating the odds at a job where coming back was seldom a sure thing, let alone coming back intact.

On Saturday, July 21, 1984, the 10 men, in their 60s and scattered across the nation, gathered at a picnic at the Indian Ridge outing center in Elmira for the first time in four decades to relive memories and catch up on each other's lives.



Above, an Air Force crew poses in Colorado Springs, Col. in 1944 in front of a B-24 Liberator bomber similar to the one they flew over Europe in WW II. Below, the same crew celebrates a reunion in Elmira. In both pictures, you will find Jack Gallagher top row—far right.



POTPOURRI

Local Hero

In this age of violence, crime and general disarray, a ray of sunlight is refreshing. The following article in the July 5th issue of the Daily Intelligencer/Montgomery County Record detail the assistance as offered by Richard A. Munger, Jr., son of Dick Munger, our Supervisor of Receiving, in saving the life of a young boy who was choking. We're all proud of his efforts—congratulations!



County Dispatcher Aids Choking Youth

Once again the Bucks County Communications Department has come to the rescue of a person in danger of death from choking.

Like a previous incident three months ago, the dispatcher—in this case, Richard A. Munger—speaking over a phone from Doylestown, about 25 miles away, “took them (a Bensalem Township family) through the steps” to dislodge an obstruction from the throat of a son, 18.

By the time an ambulance from the Bensalem Rescue Squad had arrived, the victim was out of danger.

While sending the ambulance to the home, Munger, 20, of Doylestown, got on the phone to instruct the anxious woman on the other end.

“What should we do? We are trying to give him the Heimlich Maneuver,” the woman said, exclaiming, “Oh, my God.”

On the tape recording of the emergency call kept by the county department, Munger was heard asking whether the victim was coughing.

“No, he's not,” the woman replied excitedly.

The woman was heard repeating Munger's instructions to someone in the background: “Put your arm around his stomach . . . bend him over . . . start thrusting on the upper part of his back.”

“Is he breathing?” asked Munger.

“He is breathing,” answered the woman, sounding out of breath herself.

Contacted later, the family member asked that their name be kept anonymous.

Munger said it was the first time he has handled such an emergency during his two and a half years with the department.

“I've seen a lot of things,” said Munger, who is also a member of the Central Bucks Ambulance and Rescue Unit. “But this is my first experience like this.”

Asked how he got into the rescue and dispatch business at such a young age, Munger replied; “It's in the family.”

“My mother is a nurse in intensive care, and I was always asking her questions and stuff,” he said. “So I went down to the squad and put in my application,” said Munger who has been in the unit for five years.

“I'm so proud of him,” said Sue Munger who works at Doylestown Hospital.

Wedding Bells for Maria



The former Maria F. Donato became the bride of Keith J. Gavin in a recent afternoon ceremony at St. Joseph's Roman Catholic Church in Ambler.

Maria, a graduate of Archbishop Kennedy High School and Montgomery County Community College, is employed by Amchem as a secretary to P. Strohm and K. Weigand. Her husband, a graduate of Archbishop Kennedy, Montgomery County Community College, and Temple University, is employed by K.L.D. Associates, Inc.

Congratulations to the new Mrs. Gavin!

Windsor Visitors



(L-R) Tony DellaDonna, Ambler Shipping Dept. acted as host to our visitors, Angie Calamita and husband Mike.

We were extremely pleased and pleasantly surprised recently to have the opportunity to greet Angie Calamita, a Buyer in our Windsor facility, and her husband, Mike, as they stopped at Amchem on a combined business/vacation trip.

Angie and Mike indicated that they were enjoying their trip, and had been to Great Adventure Park prior to heading to the Jersey shore for some relaxation.

Good to see you Angie and Mike—some fun, eh!

The Amchem ERA concluded its annual company picnic in late June at Somerton Springs Golf and Swim Club. Nature cooperated by providing a beautiful sunny

day, and those who attended all agreed that the atmosphere of an inviting pool; an abundance of food at both lunch and dinner; "the Amchem family" of employ-

ees, spouses, friends and children; a vigorous softball game; and, a cool beer or two lead to a day of fun and relaxation.

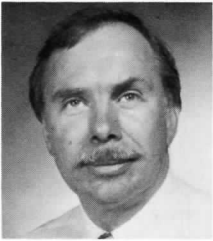
Thanks to the 108 Amchem em-

ployees and their families who attended. This represented an approximate 20% gain in attendance over last year's picnic.

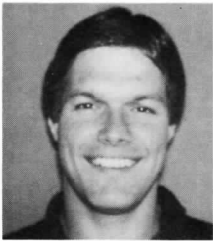
See you all at next year's picnic.



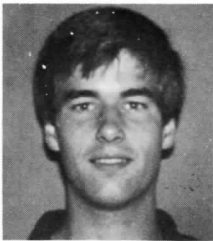
NEW EMPLOYEES



Robert J. Baxter



Thomas J. Franko



William F. Kline



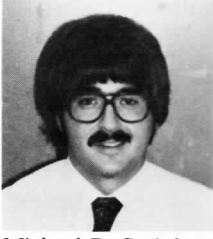
Joyce T. Liebttag



Louis R. Palermo



E.M. Romanowsky



Michael R. Smink



Lydia Suchodolski



Larry Taylor

ROBERT J. BAXTER—joined the Western Region Sales staff on June 18, and will cover the states of Washington, Idaho and Alaska. Bob was previously associated with Man-Gill Chemical (Seattle).

THOMAS J. FRANKO—started on June 26, in the Dallas area, joining the Southwest District Sales staff. Tom comes to Amchem from Marsh Energy Resources of Dallas.

WILLIAM F. KLINE—Bill, a Drexel co-op student, joined the Technical Department on June 11, and will be with us for a 6 month period.

JOYCE T. LIEBTAG—who comes to us from International Referral Exchange of Abington, began on July 30, as a Secretary in the Legal Department.

LOUIS R. PALERMO—started on July 9, as a Lab Technician in the R&D (Coil) group, coming to Amchem from Foulkeways in Gwynedd, Pennsylvania.

ELIZABETH M. ROMANOWSKY—joins the Accounts Payable Department as an Accounting Clerk. Liz, who was with United Gilsonite Labs, Scranton, began on June 25.

MICHAEL R. SMINK—a Lab Technician with the Product Services group, started on June 19, coming to Amchem as a recent graduate of Delaware Valley College of Science and Agricultural.

LYDIA SUCHODOLSKI—another Drexel co-op student majoring in Chemistry, started with Amchem on July 11, with the Technical Department.

LARRY TAYLOR—comes to us from Parker (Ontario), joined the Canadian District Sales staff on August 1, and will cover the Toronto area.

BLOOD DRIVE A SUCCESS

Blood is a true community resource which cannot be manufactured. The American Red Cross Blood Drive Program depends on the generosity of healthy individuals of the community to provide blood for those in need. Nearly 1300 pints of precious life-saving blood are required daily by the 113 hospitals served by the

Penn-Jersey region.

Thanks to all of our blood donors Amchem was able to reach our goal of 75 pints of blood during our last bloodmobile.

It only takes one hour, on the part of the donor, to make a life-saving impact, yet only 5% of the

population donate. Amchem donors are part of a very special group of people. You can be, too. If you are between the ages of 17 and 65, weigh at least 110 pounds, and are in good health, please make a commitment to give. The next bloodmobile scheduled at our Ambler facility will be Tuesday, October 2, 1984.



Gary Shafer offers information while waiting his turn.



Jim Hall smiles as he applies pressure to his arm—see, it doesn't hurt after all!



(L-R) Mary Washington, Dave Wood, Charles Curlett, and Gary Every enjoy the "goodies" yeah, but where's the pizza!



Dave Woodward reads the latest issue of Playboy (?) as he relaxes while donating.

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

NEIL NARENDRA
May 8, 1984
Father: Narendra Patel
Research



RYAN REX
May 12, 1984
Father: Rex Dwars
Sales



JOHN DOMINIC
May 16, 1984
Father: John Donofrio
Technical Services



LYLE S. BUDGE
June 12, 1984
Father: Norman Dettmer
Warren



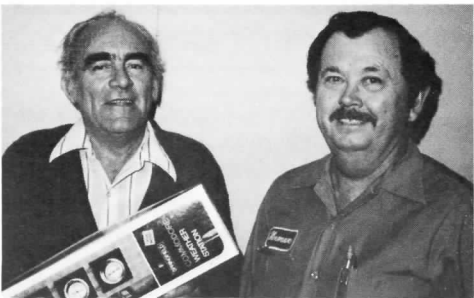
BRIAN WILLIAM
May 21, 1984
Father: Nestor Holyk
Research



NICOLE
July 5, 1984
Father: R. Thomas Numbers
Systems Services



JESSICA
July 7, 1984
Father: Marc Nottingham
Fremont



Herman Mangum (R) receiving his 30-year Service Award from Warren plant supervisor, Bill Dalton. **WARREN**



Dave Smith congratulates Mary Curley on her 20 years of service with Amchem. **FREMONT**



Tom Henley (L) accepts his 15-year service award and congratulations from Les Steinbrecher. **HYDRO-FAX**



All smiles from Frank Cerminara (R) as he receives his 10-year service award from John Heckler. **MANUFACTURING**



George Brennan (R) accepts his 10-year service award from Jim Danninga. **WARREN**



This happy group (L-R) Merv Hubbard, George Derderian and Ed Nusbaum are celebrating George's 10 years of service with Amchem. **SYSTEMS SERVICES**



Janis Lipacis (R) offers congratulations to Dick Munger who celebrates 10 years of service. **MANUFACTURING**



John Berglund—10 years service **SALES**



Chuck Haldeman (L) offers a handshake and congratulations to Jim Brennan for 10 years of service. **MANUFACTURING**



Jane Matsinger receives her 10-year service award from Veit Müller-Hillebrand. **INTERNATIONAL**



Jonathan Meister (R) offered good wishes and congratulations from Chuck Haldeman for 10 years of service. **MANUFACTURING**



Larry Hartsock (L) gladly accepts his 10-year service award from Jim Hall. **MANUFACTURING**



Mike Gardner accepts his 10 years service award from Bill Dalton who proudly displays the gift. **WARREN**



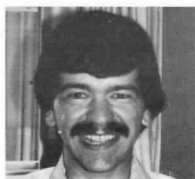
Bill Burkey (R) celebrates 10 years of service as he is congratulated by John Heckler. **MANUFACTURING**



Steve Peat
5 years Finance



Bill Simmons
5 years Sales



Doug Eichelberger
5 years Finance



Helen Pfeiffer
5 years Employee Relations



Kathy Hill
5 years Finance



Sandra Nelson
5 years Warren

CONGRATULATIONS

These are the men and women of Amchem who have received Service Awards from April 1, 1984 through June 30, 1984.

★ ————— 30 Years ————— ★
Herman P. Mangum

★ ————— 20 Years ————— ★
John W. Heckler Mary L. Curley

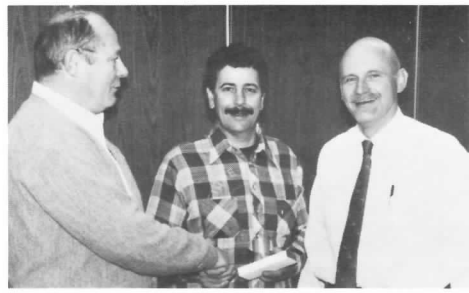
★ ————— 15 Years ————— ★
Earl J. Clower, Jr. Thomas D. Henley
Frederick L. Henning

★ ————— 10 Years ————— ★
Frank Cerminara George P. Derderian
Richard A. Munger Gerald L. Adams
John L. Berglund Jane Marie Matsinger
Jonathon L. Meister Michael J. Gardner
George E. Brennan James J. Brennan
Edward Morrison Lawrence C. Hartsock
William L. Burkey

★ ————— 5 Years ————— ★
Stephen E. Peat Kathleen E. Hill
Douglas W. Eichelberger M. Helen Pfeiffer
William A. Simmons Sandra Nelson



John Heckler (C) happily receives his 20-year Service Award from Janis Lipacis (L) and Joe Mallozzi (R). **MANUFACTURING**



Dick Munger (L) offers a handshake and congratulations to Earl Clower (C) for 15 years of service as Janis Lipacis looks on. **MANUFACTURING**



Fred Henning (C) receives his 15-year service award from Henry Sansom (R) as Greg Gibson joins in congratulating Fred. **SALES**