



You'd Better Be B.A.D., We're Telling You Why...

PROMOTIONS AND APPOINTMENTS

Peter J. DeMichiel

A September 19, 1984 memo announced the appointment of Pete DeMichiel as Henkel Corporation's Manager of Compensation, effective September 10. In



Peter J. DeMichiel

this capacity, Pete will oversee all compensation-related areas. In his position, Pete will report directly to Sandy Calkins of Henkel Corporation.

Robin M. Canfield

Ed Nusbaum and Jim Costello joined in announcing the appointment of Robin Canfield to Supervisor, Lineguard-Production Control. In this capacity, Robin will assume responsibility for all Lineguard Manufacturing related



Robin M. Canfield



Ed Nusbaum proudly wears his jacket as first BAD Guy of the Week.



The final BAD Guy was a Gal, Jackie Zapparelli, with BAD Leader John Kachmar.

Amchem really got ready for the Holiday Season this year by being especially B.A.D.. In our case, however, Santa is bound to be forgiving and, in fact, we even got rewarded for it.

In this instance, BAD meant save a Buck-A-Day, and our pre-holiday campaign included three weeks of getting everyone involved in the fight against rising costs.

The concept is a simple one: if every person could examine their job and come up with a way to save a dollar a day, it would result in an annual savings of \$250 per person. If done by every employee, it can result in savings of thousands of dollars.

We all know that, in the highly competitive world in which we live, competition is not standing still. They are struggling to produce a product or render services

just as good as ours. If ever there was a time to hold the line on rising costs, it is now.

So, after a week of discovering mysterious signs and footprints, we learned what BAD meant and what we could expect for submitting BAD ideas during the 3-week campaign. Coffee mugs displaying Amchem BAD Guys are evidenced throughout offices, labs, and plants. Stretchable rubber dollars, given for 2nd and subsequent BAD ideas, were used to buy BAD Guy T-shirts and caps.

Each week, someone was selected to win the BAD-Guy-of-the-Week jacket. Of course, this

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Jay Grimes, our second BAD Guy of the Week, was hesitant until he saw how handsome he looked!

EMPLOYEES TOP THEIR 1985 UNITED WAY GOAL

Ambler employees once again responded generously to help others and exceed their \$21,500 United Way goal by over 9% for total pledges and cash contributions of \$23,614.

Employees who increased their contributions over last year's donations were eligible to win various prizes offered at 3 drawings. Prizes included brunch for two, dinners for two, Eagles football tickets, and a Freedom Weekend at the Hotel Hershey in Her-

shey, Pennsylvania. To be eligible, pledges had to be at least \$50 cash, or \$52/year (\$1/week payroll deduction), or \$60/year (\$5/month payroll deduction).

At Ambler, 227 employees (70%) participated. For the first time, the Field Sales personnel were invited to join our efforts and 21 employees responded. Special thanks to Gerald C. Romig and Rudolf Grun, former Amchem employees, for their

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activities. He joined Amchem in 1973 and has served in various positions, some of which have been in the Research and Technical Services area, prior to transferring to Systems Engineering. Robin, his wife Pat, and their three children live in Collegeville.

Eugene W. Sweet

Ed Krueger announced the appointment of Gene Sweet as Industry Manager, Containers effective October 1, 1984. Gene has been with Amchem since September 1980 as a Sales Representative

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Comments From the General Manager

Although the final results are not yet in, 1984 will surely end as an excellent year for Amchem. Our come-back from the low point of 1982 shows that the business is indeed fundamentally sound. It was particularly gratifying that every department contributed to our improved performance.

Some highlights of the year were:

- highest sales in Amchem's history
- highest sales in Amchem Quimica's history
- new Technical Service Center completed
- Autophoretic start-up at Delco-Moraine (General Motors)
- awarded business at Toyota/GM joint venture (NUMMI)
- addition of Fostex product line of Chemical Products Division to Ambler manufacturing
- computerized on-line inventory system installed
- "Wellness Program" instituted
- settlement of Bulk Chemical lawsuit on Amchem's terms.

While we can all share in the feeling of accomplishment resulting from our 1984 performance, this is not time for complacency. All of the economic indicators point to a sharp decline in the rate of growth of our Gross National Product and we have already seen the effect on sales in the last three months. In this environment, we can only remain successful if we take business from our competitors and hold our costs down. This is our collective challenge.

I wish you all a very happy Holiday Season and may next year treat us all at least as well as this one.

F. M. Precopio



PROMOTIONS

Continued from page 1
in the New York City area. He is a graduate of St. Francis College in Loretto, Pa. with a B.A. in Busi-



Eugene W. Sweet

ness Administration. In his new position, he will report to Don Herrington.

Steven Bendernagel

Steve Bendernagel has been named District Manager of the Great Lakes District. A graduate of Villanova University, Steve



Steven L. Bendernagel

joined Amchem in 1976 as a Salesman in the Central District. He was promoted to Manager of Automotive Sales in 1981. In his newest position, he reports to Pete Callahan, Regional Manager, Midwest Region.

Boris B. Jusic

Ed Krueger has announced the promotion of Boris Jusic to Regional Manager of Canada effective October 1, 1984. Boris has been instrumental in strengthening our Canadian operation during the last 4½ years. He has been with Amchem since 1971 and was a member of the President's Honor Club for the second time in 1983. He will report to Ed Krue-

Boris B. Jusic

ger. Boris lives in Mississauga, Ontario with his wife Marie-France.

Edwin H. Feather

On October 9, 1984 Paul Hoevelmann, Vice President-Finance and Lloyd Jeske, Director of M/M and Purchasing jointly announced the appointment of Ed Feather to the additional responsibility of Project Leader for containers and packaging materials for Henkel Corporation. This is in addition to his primary duty as



Edwin H. Feather

Director of Purchasing for Amchem. Ed will be involved in an analysis of Henkel's needs and subsequent recommendations concerning the most cost effective package. His 24 years of experience at Amchem will certainly make him a valuable asset to this project assignment.

Penny M. Francke



Penny M. Francke

Dwight Buczkowski announced on October 18 the promotion of Penny Francke to Market Special-

ist for the Extrusion and Aluminum Miscellaneous Industries. This appointment was effective November 1. Penny received her B.S. degree in Chemistry and MBA in Marketing from St. Joseph's University. She joined Amchem in 1977 as a Chemist in the Hydro-Fax group and also, most recently, served as Manager, Marketing Development, Hydro-Fax Division. In her new position, she reports directly to Dwight Buczkowski.

Jean A. Bigotti

Jean was named Manager, Data Processing effective November 1, 1984. In this new position, she will have responsibilities for operation and programming of the Amchem



Jean A. Bigotti

computer system. Jean has been with Amchem for 18 years and has functioned as the Operations Manager in Data Processing for the past 9 of those years. She will report directly to Clyde Roberts.

QUALITY PROGRAM

For the last few years the Amchem Manufacturing organization has spent considerable time concentrating on improving quality. Manufacturing organized Quality groups and initiated various manuals to ensure improved quality of operations. Other departments have also begun similar Quality programs.

Paul Stroh, Manager-Quality Control, has maintained statistics regarding valid customer complaints concerning Amchem quality. These statistics demonstrate that significant progress has been made over the last few years:

No. Valid Complaints per 10,000,000 lbs. Produced
1982
1983
1984 (Jan.-June)

9.8
7.7
6.0

Congratulations to all employees involved in manufacturing and shipping our products!

We hope to report continued progress in reduced valid customer complaints which is one sign of improved quality.



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Betty Moreland, Editor
Gerry Catalano, Assoc. Editor
Lin Chadbourne, Photographer

YOU'D BETTER BE BAD *Continued from page 1*

jacket was the cost reduction model with no collar, sleeves, or buttons. It looked just like a vest! We expect that this will be the "in" look at New Year's Eve parties in Pennsylvania, Michigan, Canada, and California.

We felt confident at the onset of the program that we could be good at being BAD—but just how bad were we??? The 3-week campaign saw a total number of ideas:

Ambler	893
Warren	111
Windsor	23
Fremont	25
GRAND TOTAL	1052

When Santa gets this many ideas, he puts lots of elves to work. We're employing a similar concept. We're reviewing each idea and sending it further for action by the appropriate person. In many instances, however, ideas take some investigation to determine if we can do them and if so, when. Sometimes the BAD idea is a good one, but might require spending money. If possible, we're

trying to say "when" we might be able to accomplish it in our response to the BAD Guy who submitted the suggestion.

We could implement some ideas either immediately or in the not too distant future, and were able to identify a dollar savings on some of them also.

We're planning to purchase a battery-operated pump to transfer material from 5-gallon pails to 1 gallon bottles. This should eliminate loss of material and allow us to control foaming in gallon bottles.

BAD Guy
Marty Coleman

We're investigating and planning to install automatic start-up controls in the pilot plant autophoretic line. This idea alone could probably show a minimum savings in time of \$2,000/year.

BAD Guy
Richard Hoffman

We're scheduling a cleaning for the pit outside the welding shop so that it can hold more water.

BAD Guy
Harry Rosenberger

Some employees cancelled subscriptions to newspapers, magazines and services.

BAD Guy
Frank Precopio and
BAD Guy
Janis Lipacis

We relocated the copier from the old Mailroom in Ambler so that we can conserve energy in this otherwise empty room.

BAD Guy
Judy McCauley

We're conducting a study of DP reports to determine which are not needed and insure the listing of re-

cipients of all reports is up to date.

Numerous BAD
Guys submitted
but
BAD Guy
Jim Anderson will
implement

A Managers' Memo included a map to Ambler which can be distributed to visitors and thus save time in giving directions on phone.

BAD Guy
Al Saddle

We're distributing the Amchem News and other notifications to employees by inter-office mail rather than through the U.S. mail.

Various
BAD Guys

We've reminded everyone to close lab hoods, when not in use, to conserve energy.

Various
BAD Guys

We've only made a small dent in the large stack of idea cards and already we can see a potential cost savings in the area of \$35,000.

We could go on and on . . . Details on other ideas submitted and being investigated will be published in future BAD NEWSletters. With that many varied ideas, we're sure the effects of BAD will certainly be around for quite some time to come.

UNITED WAY

Continued from page 1

continued concern and generous support of Amchem's United Way program.

The individuals listed below were chosen as solicitors and without their dedication and hard work, we could not have had this successful campaign: M. Anderson, N. Bracht, D. Buczkowski, J. Dougherty, T. Henley, S. Johnson, A. Kepich, M. Klymkowsky, E. Krueger, J. Laughlin, C. Lotz, J. Nathan, E. Nusbaum, G. Palmer, H. Pfeiger, J. Price, B. Rizol, L. Sabatini, G. Volkel, A. Zimmerman and J. Zollo—all from Ambler; and for the Regional Sales force: J. Berglund-M. Peterson, P. Callahan-D. Martindale, J. Harsma-C. Smith and D. Johnston, R. Bedford-M. Collins and C. Ramcharan, A. Macri-M. Rossi, and H. Sansom-M. Morgan.

Some of the agencies to which contributions were donor optioned were: Ambler Community Ambulance Association, Catholic Social Services, Child Development Center, Fox Chase Cancer Research Center, Lutheran Charities Appeal, Rape Crisis Center, St. Edmonds Home for Crippled Children, Senior Adult

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Brian LeBrun, Windsor, first BAD idea contributor, receives his mug from Coordinator Helen Budimir-Hussey.



Mary Nizol, Warren BAD Coordinator, reviews game plan with Don LeBelle, with the dark stranger on hand for support.



Some Guys were really BAD—Tony Della Donna (left) with Sterling Johnson who submitted 5 ideas the first week.



BAD Leader, Tony Della Donna (r) with another high scorer, Earl Clower, with 5 ideas the first week.



Halloween Day witnessed the first achievement of 100% participation by the Finance/EDP Team.



Everyone's gotta get into the act! Pumpkins were stuffed with paper we didn't want to waste.

COOPERATION LEADS TO QUALITY COMMUNICATIONS

There is a new look at the north end of the Ambler Plant. Outside storage for metal drums of finished product has always been necessary, since inside storage at Shipping, Bldg. #32, was largely devoted to fiber drums of powdered products, freezable products and fast moving items. All of the product formerly stored outside has now been brought inside.

How did all this happen? The main factor was the result of employee communications which made everyone aware of problems such as: how bad slow moving drums could look after a few months outside, the difficulty of handling drums covered with ice and snow, the difficulty in stenciling and labeling these drums, the unsafe working conditions created with snow and ice on the floor, etc. Coincidental with this educational process was the timely completion of a new roof on the main storage area of Building #19 Warehouse.

An ongoing, aggressive pro-



All neat and tidy on the outside.

gram of discarding unusable machine parts, furniture, etc., plus a general cleanup of Building #19 storage area began. As this proceeded, Tony DellaDonna, Chapie Nordon, Mark Swisher, and Earl Clower worked out the arrangement of the two storage areas. Items, such as slow moving inventory, could now be moved from the main Shipping Building

#32 to the Building #19 Warehouse.

Some of the details of this change have to be worked out. Ken Coull and Joe Tate are now working on a system to separate material made for customer orders and material for storage. The efficient handling and delivery of material to Shipping from Building #19 Warehouse is a problem that will involve the efforts of the Sales Order, Traffic, and Inventory Departments in order to process orders expeditiously.

Monetary savings of the new system will be realized by eliminating the need for redrummying/repainting of rusty containers and the time wasted removing snow and ice from the drums. The ultimate result will be a better looking container to our customers.

This is another case where many individuals from different departments are working together to solve a problem.



Earl Clower and Mark Swisher, with drums, on the inside.

UNITED WAY

Continued from page 3

Activities Center-Mont. Co., Visiting Nurse Assn.-Eastern Mont. Co., and the United Way of Bucks County.

This year's Ambler drive was coordinated by Robert S. Kahn, Director of Employee Relations. Congratulations and thanks to *all of the caring employees* who reached out to help others and in

doing so demonstrated the United Way theme—"Where there's a will, there's a way."

Outlying locations also reported successful campaigns. Don LaBelle in Warren, Michigan recorded a total of \$850 pledged to their United Way and employee participation was 55%. The Fremont Plant reported a 50% increase in dollars collected or pledged this year for a total of ap-

proximately \$280 for their area United Way.

The Windsor Amchem plant may be small, but they sure have their hearts in the right place. This year they had a successful United Way campaign with *100% participation* of the employees contributing a donation. The chairperson was Helen Budimir-Hussey, and she reports that she didn't even have to twist any arms. Way to go Windsor!



Nardie Minnehan intently awaiting the winner's name . . .



. . . as Barbara Rizol (center) picks from names supplied by Helen Pfeiffer (r), while Jack Price looks on.



Monica Baum



Lois McFadden



Kevin Wickline



Edward Musingo



Earl Reinhold



Frances Reiff



Andrew Kepich



John Krogulski



John Donofrio



Charles Gruszka



Robert Cooper



Victor Miovech



James Switzer

INTRODUCING TECHNICAL SERVICES...

Technical Services is one of Amchem's most valuable assets. It is their principal function to assist our customers in all facets dealing with the use and operation of our chemical processes. This includes a variety of services such as starting up new lines, training customer personnel to understand the operation of these processes, problem solving, conducting line surveys, cost reduction as well as the technical training of every new Amchem sales person in all aspects of Amchem's metalworking product line.

Much of their time is spent in

the customer plant. Their working day is basically that of the customer. If there is a problem in the customer's plant dealing with the chemical or the equipment utilizing the chemicals, their working day is 24 hours and for as long as is necessary to resolve the problem.

Their faces and personalities are well known to our field personnel but not too well known in other areas of Amchem's business. They are a specially dedicated group of individuals that routinely make great personal sacrifices to pro-

mote our Company. They give up much of their home life because of their extensive travels and this requires great understanding, adaptation and acceptance by their families.

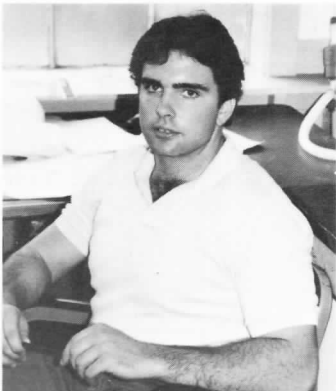
Amchem is grateful to have such premier personnel who have willingly dedicated themselves in a vital way to help our organization prosper. With their assistance, Amchem continues as a superior company. It seems fitting then, as we go into 1985, that we take this time to recognize and thank them for their efforts and hard work.



Charles Fees



Leonardo Alas



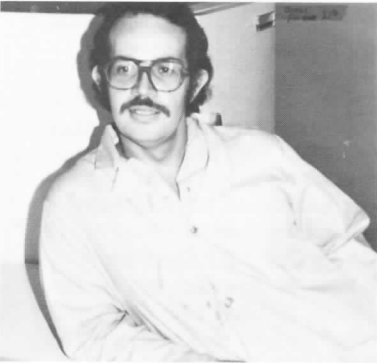
Brian Hills



Corrado Marvasi



Alfred Thornton



Jose Rivera



William Roetling



Sharon Heake



Robert Yarrington

Retiree at Warren

Robert C. Meech began his career at Amchem in July, 1952. Initially hired as a Field Salesman in Grand Rapids, Michigan, he was responsible for developing many of our present customers such as Steel Case and Sealed Power.

In 1967, he transferred into the Ferndale office as an Account Executive in the Sales Department. In this capacity, he trained and worked with our sales force in developing new business. In 1971, he became Buyer in the Ferndale Purchasing facility and was promoted to Purchasing Agent at Warren in 1981. It was from this position that Bob retired in April 1984.

Bob and his wife, Bea, are presently enjoying retirement life in a cottage on the Western side of Michigan along the shores of Lake Michigan.

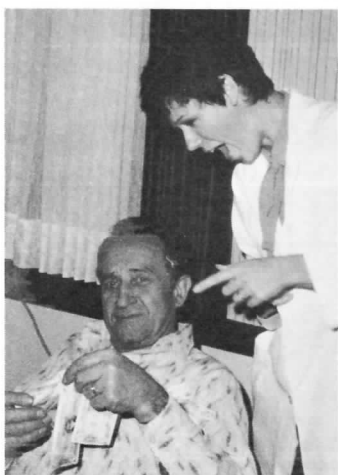
He and Bea venture back to the Warren area on occasion. On one of his visits, Mike Murphy presented him with a gift he can enjoy during his retirement.

Windsor's Night at the Raceway

On October 27, 1984, all employees of the Windsor plant and their spouses had an evening at the Windsor Raceway. Mark Fraser was the biggest winner with Jerry Sweryda and Terry Hussey (Helen Budimir-Hussey's husband) close behind. Sorry to say the rest were "losers."

A race was named in Amchem's honor. Mark won \$36.40 on the winner—"Knight Track" and Betty Bickell's husband, Ron, won \$123.00 on the same race by betting the Exacta of 1 and 3. (First and second place.)

Pictured is the winner of the race "Knight Track" with owner and driver. In the background (left to right) is Craig Scott, Mike Mur-



Wow! Some people have all the luck! Helen Budimir-Hussey is looking over Jerry Sweryda as he counts his winnings from the employees' night out at Windsor Raceway.



Bea and Bob Meech drop by the shop—they plan on what use to put Bob's retirement award to.



Bob accepts retirement award from Mike Murphy. (Bob took time from his busy schedule to accept this award!)

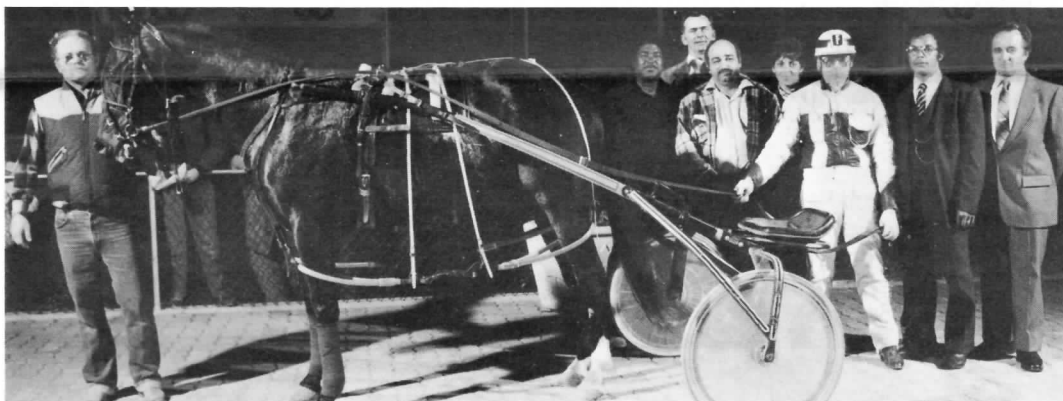
Race for Life C.P.R. Program

In October, three members from the Windsor Amchem plant received certification in cardiopulmonary resuscitation at the heart saver level. Betty Bickell, Jerry Sweryda and Helen Budimir-Hussey successfully completed the course offered through the St. John Ambulance Association.

Since then, it has been reported that they have scoured the plant looking for a "victim" to practice on. Hopefully they won't have to use their skills too soon.



Fully trained and ready: (L-R) Betty Bickell, Jerry Sweryda, Helen Budimir-Hussey.



phy, Mark Fraser, Angela Calamita, Carl Wilson and Jerry Sweryda. A nice evening was had by all—even if the majority were "losers."

Hold That Tiger



Warren employees ready to cheer on their Team.

It has been a number of years since Detroit Tiger fans had much to cheer about. This year has seen a new Tiger ball club winning game after game, setting new records and walking away with the pennant in three games.

But could the Tigers have achieved such success without the support of Amchem Warren employees?

On September 5, during the

fierce Tiger-Baltimore series, employees from the Warren plant celebrated Tiger Day and attended the evening game. Needless to say our moral and physical support carried the fearless felines on to victory over the Eastern Birds.

A great time was had by employees and ball club alike, and, of course, we all know how this story ended: World Series Champions—Congratulations!



On August 1, 1984 the employees at Fremont had a surprise baby shower for Marc & Kathy Nottingham. They received various articles of clothing to keep Jessica Corryn warm and pretty throughout the coming months. Kathy had brought the baby into Fremont for her first checkup and therefore was here for the festivities. Kathy, nee Pine, had been the order clerk at Fremont but retired to Ripon after her marriage to Marc.

Craig is Certified



Craig is Certified.

Craig Scott, Windsor Production, completed a two day St. John Ambulance first aid certificate course.

Craig suggests the two-day program is well worthwhile. He voices one concern which is that the work break is getting him behind. Upon clarification, his concern is not so much his plant duties as it is his anatomy.

Living Well Healthnotes are monthly health information messages primarily designed to develop an awareness and give health information to employees and their families. Some copies to look for in the future are Hypothermia, Stress, The Effects of Alcohol, Exercise/Fitness, Hypertension, Diabetes, Ulcers and Heat Exposure.

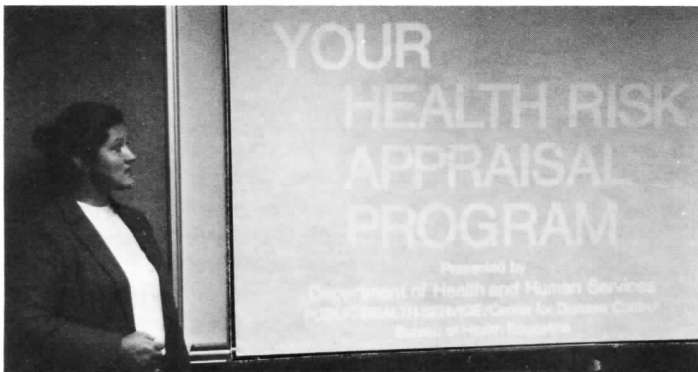
Anyone with a request for information or suggestions for future topics . . . please contact the Medical Department (628-1204).

The Flu Immunization Program was again offered to employees. There were 100 employees participating in the program.

On Tuesday, October 2nd, The American Red Cross collected 73 units of blood from Ambler employees. A big thank you is extended to all those who were so kind to give and those who put efforts into recruiting. Our next date for the American Red Cross Bloodmobile will be May 28, 1985.

The Health Risk Appraisal Program has been presented to all employees. The complete group or population results will be given to employees shortly in the new year.

(Top), Sandra Hall explains The Health Risk Appraisal Program; (Center), Charles Johnson—a willing blood donor; (Right), “You even get to hold hands,” smiles Tom Numbers as Wayne Reiff and Alice Gee complete their forms.



*%!!, I know I should have used my eight iron.

FORE!

The Annual Amchem Golf League Outing was held at Skip-pack Golf Club, August 25, 1984 with 30 avid persons participating—the most notable highlight was Lin Chadbourne’s birdie on the 9th hole(?). The winner of the tournament was Stan Mayew with a low gross of 82. The prizes were distributed as follows:

1st Place Team Merv Hubbard
Barrie Robinson
Jim O'Donnell
Dan McTeigue
Ed Krueger

Low Gross for the Season
Stan Mayew

Low Net for the Season
Barrie Robinson

Closest to Pin—11th Hole
Gary Shelby

Closest to Pin—18th Hole
Tony Macri

Longest Drive—12th Hole
Jim Spencer

The Golf Committee look forward to 1985 with fervor and a hope that more Amchem employees will be actively engaged in this recreation.



Ooh, Peppe—next time we will play for scats.



Why do you take things so seriously, Barrie?

SAFETY CORNER

Amchemers all over the country (and Canada) put aside Safety Bingo and picked up Safety Lottery during the summer and fall of 1984. All participants selected their own four digit number so that they had only themselves to blame if they didn't win.

Winners were slow in coming until the Safety Department woke up to the fact that more numbers had to be drawn daily. Also, a minor accident or two held up the game for a short time.

When they began appearing, winners gushed forth in a sea of money. Each was able to double the prize value on the day of the win by answering correctly a question on safety related to the winner's work area. Winners and amounts won were:

Bob Godorecci, Maintenance	\$100.00
Mack Pipkins, Southern Sales Region	100.00
Laverne Heckler, Shipping	50.00
Earl Clower, Receiving	50.00
Jeannie Palermo, Ambler Sales Office	50.00
Nester Holyk, Research & Development	50.00
Mickey Marincola, Shipping	50.00
Bobby Wilson, Maintenance	50.00
Mickey Krison, Traffic	50.00
Bob Detwiler, Financial	16.66
Louis Serratore, Maintenance	16.66
Bill Schneider, North Central Sales	16.66

The last three on the above list had each selected 1984 as their number and thus had to share the prize. Statistically, there should have been at least one winner from our outlying brethren at Windsor, Warren, or Fremont but, like the Brooklyn Dodgers, they'll have to "wait til next year."

Safety Awards



Les Steinbrecher keeps watch on awards.

Back in August, safety awards were presented to members of the Research and Development department. The department had completed 33 months without a lost-time accident. For this outstanding performance, Les Steinbrecher congratulated the group and urged them to continue on to even more dazzling heights!

The group's members appear in the accompanying pictures lining up for and lugging off their prizes, and waiting for the ceremony to begin. Under revised rules of the safety award program, their next award ceremony is a year away provided

Errata

In our last issue we incorrectly identified Jim Brennan and Jonathan Meister . . . our apology.



John Donofrio carries off his award: "Built to Survive the Real World."

Fire Safety Demonstration

In early October, we were reeducated in fire safety. Again, Ed Ruth, Stationary Engineer from the Maintenance Department, conducted several sessions on fire safety and hazards, including the proper use of various fire extinguishing equipment. Employees were instructed on the use of this equipment, and were given the opportunity for actual "hands on" application.



Ed Ruth explains the difference in type "A," "B" and "C" fire.



A captive audience . . .



Joe Mallozzi tries his hand at dousing the blaze.

IN MEMORIAM

On November 15, 1984, Russell P. Bedford died after a long illness. Russ joined Amchem in 1961 as a Sales Representative in the Eastern District, became Eastern District Sales Manager in 1966, and was promoted to Canadian Sales Manager in 1970 and Great Lakes Region Sales Manager in 1977.

Russ was a graduate of the University of Buffalo and also served in the Air Force in the Korean War.

Russ is survived by his wife, Evelyn; two sons, Mark and Scott; and three daughters, Vicki, Karen, and Sharon.

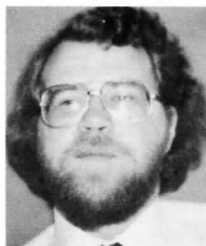
On November 28, 1984, Harry J. McNeely passed away after an illness. Harry worked for Amchem and a predecessor

company for 38 years, starting in 1946 with the Production Department in Ferndale, Michigan. Operations transferred to the Warren plant in 1980, where Harry was foreman for the plant.

During the Korean conflict, Harry served with the U.S. Army in Germany. He was a member of the Ferndale American Legion Post 330 and the Catalpa Club. He was also the coach of the Amchem Aces baseball team, and helped to organize the Oakland County Chapter of Grandparents Rights Organization.

Surviving are his wife, Jewel; children, Mrs. Mark (Dreema) Jividen, Gallopolis, Ohio, Steve and Tony, Ranger, W.Va., and Rick, Ferndale; and eight grandchildren.

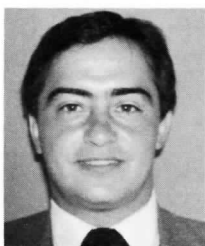
WELCOME TO AMCHEM



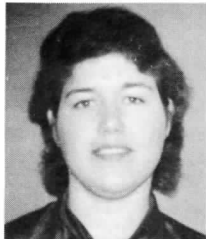
John Weir



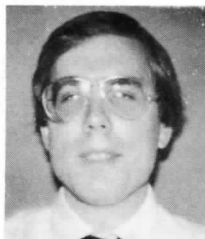
Betty Moreland



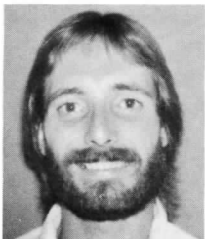
Bob Harbottle



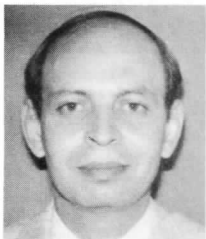
Sharon Heake



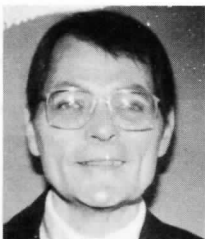
Tom Mueller



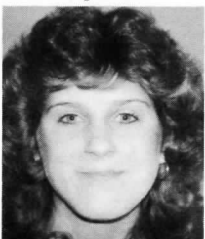
Tom Hopkins



Sami Awad



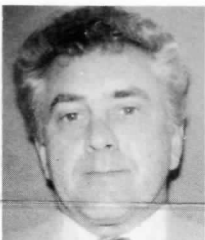
Bernie Galetti



Debbie Klimovitz



Stan Williamson



George Depman



Dorthea Hanner

VISITORS TO AMCHEM



Sabine Hölscher enjoys her October visit to U.S.

Sabine Hölscher, Carl Gilman's secretary in Düsseldorf visited the U.S. in October. She had an opportunity to spend a weekend in New York where she saw "A Chorus Line."

Henrietta Hughes and her daughter spent time with Sabine while she was here and showed her the Pennsylvania life style.



Jean Ann Geissler

JOHN WEIR—joined our Research Department on September 4 as a Chemist in the Steel Group. John was previously associated with Metec, Inc. in Winslow, N.J. He received his PhD from Cornell University.

BETTY MORELAND—started in the Employee Relations Department on September 4 as Manager, Personnel Administration. Betty spent the last 7 years with Colorcon, a manufacturer of specialty chemicals.

ROBERT W. HARBOTTLE—Technical Sales Representative, working out of the Mid-Atlantic region. Bob joined us on September 1. His recent sales experience includes 2 years with M.G. Industries in Richmond, Va.

SHARON C. HEAKE—Having recently graduated from Texas A & M University with her degree in Chemical Engineering, Sharon joined our Technical Services Department on October 1. She was born in Lansdale, Pa. and has just moved back into this area from Rockwell, Texas.

THOMAS W. MUELLER—Tom comes to Amchem having had 5 years of Quality Control experience with Georgia Pacific. He started on October 1 as a Chemist in our QC Department.

THOMAS R. HOPKINS—Joined Amchem as an Associate Technician on September 24 in our Autodeposition area. Tom has attended St. Joseph's College and Bucks County Community College and, most recently, had been employed by Downs Carpets.

SAMI B. AWAD—Started his career at Amchem on October 19 as a Research Scientist and, in this capacity, will be developing our new lubricant technology. His most recent position had been with the Pennwalt Corporation. Sami received his PhD from Cairo University in Egypt.

BERNARD J. GALETTI—Started his association with Amchem on November 5 as Program Manager in our Systems Services Department. Bernie has held various positions with Leeds & Northrup and his latest position was with United Engineers. He graduated from the University of Pittsburgh and received his MBA from Temple University.

DEBORAH L. KLIMOVITZ—Joined Amchem's Financial Department as Invoice Audit Clerk effective November 5. Debbie has attended Slippery Rock State College and has recently moved into this area from Trucksville, Pa. She had worked in Dallas, Pa. for the Commonwealth Telephone Company.

STANLEY WILLIAMSON—Transferred to Amchem from Bonewitz and started as a Senior Chemist in our Research Department effective November 1. A graduate of Rutgers University, Stan was born in this area and has just moved back to Pennsylvania from Burlington, Iowa.

GEORGE T. DEPMAN—Joined our Hydro-Fax area as an Associate Project Engineer on November 12. George's background includes experience at Conversion Systems Inc. and Betz-Converse-Murdoch. In addition, he has an Associates Degree from Temple University.

DORTHEA C. HANNER—Became the newest member in our Autodeposition area as of November 19. Dorthea brings to her new position of Associate Technician previous laboratory experience with E.F. Houghton and an Associates Degree from Philadelphia Community College.

JEAN ANN GEISSLER—The Sales Department welcomed Jean Ann to Amchem on November 19. A graduate of Archbishop Wood High School, she had worked for Colonial Mortgage prior to joining us.



(L-R) Dick Rockstroh, Uve Quarch, Win Person and Bob Kahn stop their tour to see what Today's Lottery number is.

Uve W. Quarch, Safety Director, Corporate Safety Department in Düsseldorf, visited our facility

in October. During his tour, he had the chance to see our safety efforts here at Amchem.

New Beginnings

Hearty congratulations are in order to employees recently celebrating new additions to their families:

RACHAEL HOFFMAN
July 29, 1984
Father: Richard Hoffman
Autodeposition

JACQUELYN FAY SEIGLE
August 6, 1984
Mother: Sandra Seigle
Steel & Inhibitors

DANIEL JOSEPH SIMMONS
September 26, 1984
Father: Bill Simmons
Sales

CINDY FADER
October 17, 1984
Father: Kevin Fader
Windsor

AMY LEIGH BALTZ
November 9, 1984
Father: Ron Baltz
Analytical

Best wishes to all!



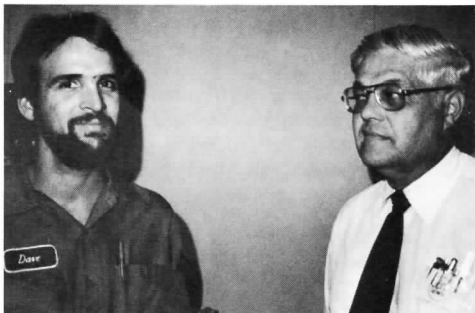
Earl Reinhold (2nd from left) gets a hand shake from Frank Precopio as Ed Musingo (L) and Kurt Voparil offer congratulations for 30 years of service. **RESEARCH**



Ed Nusbaum (C) is being congratulated for 25 years of service from Greg Gibson and Frank Precopio. **SYSTEMS SERVICES**



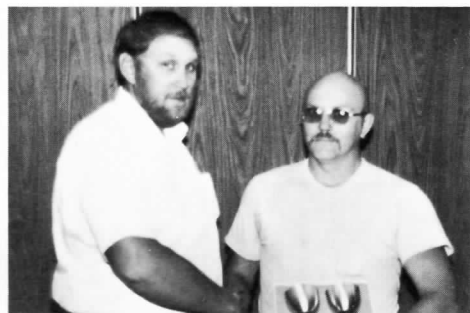
Jim Costello (L) offers congratulations to Cliff Redfield as he celebrates 20 years of service. **SYSTEMS SERVICES**



Dave Marchildon (L) receives 15 year service award from Jim Warren. **WARREN**



Ken Coull (R) accepts 15 year service award from Dick Munger. **MANUFACTURING**



Chuck Haldeman (L) offers congratulations to Will Wiles for 15 years of service. **MANUFACTURING**



Charlie Gant (L) accepts 10 year service award from Jack Carroll. **LAB SERVICES**



Dick Rockstroh congratulates Jim Carroll (R) on his 10 years of service. **ENGINEERING**



Janis Lipacis (R) celebrates 10 years of service and is congratulated by Dick Rockstroh. **MANUFACTURING**



Linda McLeod accepts her 10 year service award from Gene Barger. **WARREN**

CONGRATULATIONS

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

★ 30 Years ★

Earl R. Reinhold

★ 25 Years ★

Edwin C. Nusbaum, Jr.

★ 20 Years ★

Clifford S. Redfield

★ 15 Years ★

David E. Marchildon

Kenneth W. Coull, Jr.

William R. Wiles

★ 10 Years ★

Charles M. Gant
Glenn C. Schoener
James J. Carroll
Gary J. Morrisette

Janis A. Lipacis
John T. Krogulski
Linda M. McLeod
Thomas B. Clubb

★ 5 Years ★

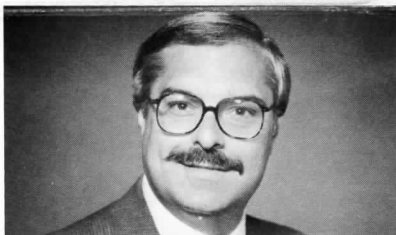
Anthony J. Malloy
John W. Stafford
William J. Roetling

Charles E. Rowan
Michael C. Conner
William W. Kroll
Patricia M. Daly

Donald L. Beedle
Michyle A. Collins
Leonard A. Prebis



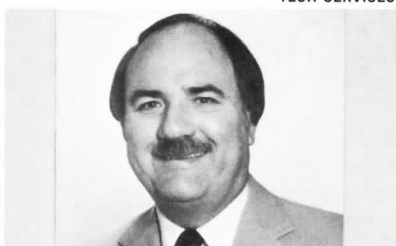
Glenn Schoener (L) celebrates 10 years of service and is congratulated by Les Steinbrecher. **RESEARCH**



Gary Morrisette - 10 years service. **SALES**



John Krogulski (L) gets a handshake from Ed Rodzewich as he celebrates 10 years of service. **TECH SERVICES**



Tom Clubb 10 years service. **SALES**



Tony Malloy
5 years
Research



Chuck Rowan
5 years
Sales



Don Beedle
5 years
Warren



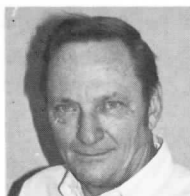
John Stafford
5 years
Sales



Michael Conner
5 years
Warren



Bill Roetling
5 years
Tech Services



Bill Kroll
5 years
Systems Ser.



Len Prebis
5 years
Sales



Pat Daly
5 years
Traffic