

THE

AmCHEM

NEWS

Henkel

Volume 28, No. 2

April, May, June, 1985

PROMOTIONS AND APPOINTMENTS

Neville E. McDonald

Neville E. McDonald has been appointed Vice President, Manufacturing and Engineering for Amchem Products effective May 1, 1985. Neville will be responsible for all manufacturing and engineering functions for Amchem Products Division and Chemical Services Division—Ambler, Bur-



Neville E. McDonald

lington, Fremont, Warren, and Windsor plants. He will be available to consult and offer advice to the Organic Products Division plants—Charlotte, Hoboken, Oak Creek, and Saugus.

Neville has been with Henkel since February, 1983 serving as Vice President, Manufacturing for the Chemical Products Division. Prior to 1983, Neville was with BASF for 12 years with his last position being Manufacturing Manager for Agricultural Chemicals. He has also worked for Gulf Oil in Canada and Petrocarbon Developments in England. Neville received a B.S. degree in Chemical Engineering from the University of Bradford in Yorkshire, England. Neville reports to Dr. Frank M. Precopio.

J.W. "Pat" Harrison

Amchem welcomes back J.W. (Pat) Harrison as Vice President, International & Marketing, reporting to Gregory L. Gibson, effective May 1, 1985. Pat began his career with Amchem in 1960 and held a variety of technical and marketing positions. He had been named Vice President, Marketing in 1980. Shortly thereafter,

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Henkel Reorganizes

In April, the bulletin boards at Amchem were covered with announcements as Henkel's reorganization plan began to unfold.

Johan B. Swildens, formerly Executive Vice President of Henkel's Functional Products Division was named President and Chief Executive Officer and Dr. Frank M. Precopio was named Chief Operating Officer of Henkel Corporation.

Dr. Precopio announced the formation of Henkel Corporation's Applied Technology Group. The Group consists of three divisions including Amchem, the Chemical Services Division (formerly known as Bonewitz), and the Organic Products Division (including Chemical Specialties, Textile, Chemical Raw Materials, and Leather.) The administrative offices of the three divisions will be located in Ambler.

The Ambler site continued to buzz as departments began to move to make room for the divi-



Neville McDonald presents a pictorial overview of the Organic Products Division

sions coming from Burlington, Iowa and Maywood, New Jersey. The Engineering department moved two people into the main building to vacate an area for the Purchasing department. The first truck arrived from Burlington early in June and the Chemical Services Division personnel are gradually filling the building formerly occupied by Purchasing.

Amchem's Finance department



Dr. Precopio explains the various changes . . .



. . . as Ambler employees listen intently.

made a number of moves on the second floor of the main building to accommodate the Organic Products Division. Personnel are expected to move from Maywood, New Jersey in July.

In meetings on June 4, Dr. Precopio explained the details of the new organization and responded to employee questions. He also explained that a Henkel Applied Technology Group sign will be placed in front of the Ambler site replacing the current Amchem sign. All Ambler employees got to preview the sign in this June 4 meeting.

Neville McDonald and Bill Viel also gave presentations explaining the business aspects and geography of the two divisions moving into Pennsylvania.

Our warmest welcome to the



Bill Viel addresses the audience with a slide presentation on the Chemical Services Division.

two other divisions of the Applied Technology Group that are moving into the Ambler site.

Comments From the General Manager

Henkel Corporation is undergoing some of the most far-reaching changes in its corporate history. These changes, for the most part, were dictated by the company's unsatisfactory financial performance. While change is always unsettling, all of us should be encouraged by the fact that management has perceived the need and is acting in a determined and decisive way to solve our problem.



At Amchem, the changes have been relatively minor because our businesses have remained stable to date. Other Henkel businesses and locations have been sold or are experiencing major reductions-in-force.

The present security and future opportunities in any business are enhanced, and even guaranteed, only when that business is profitable. While it is unfortunate that some individuals can be adversely affected by corrective actions, these actions will preserve and improve the security and the future of the enterprise as a whole.

I, personally, have never been more optimistic about the future of Henkel Corporation in America, precisely because of the changes which are in progress. Let us together harness the power of positive change to ensure our security, our opportunities, and our profitable growth.

Frank M. Precopio

PROMOTIONS

Continued from page 1



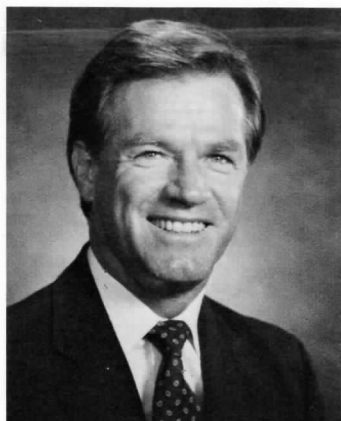
J.W. "Pat" Harrison

Pat transferred to Bonewitz Chemical Services, now the Chemical Services Division, as Vice President and General Manager. Pat and his family will be relocating from Iowa to Pennsylvania.

Peter J. Callahan

Ed Krueger announced the

promotion of Peter J. Callahan to National Automotive Manager, effective May 1, 1985. Reporting to Pete will be Tom Bueter, Reinhart Hasselbring, and Tom Dreslinski.



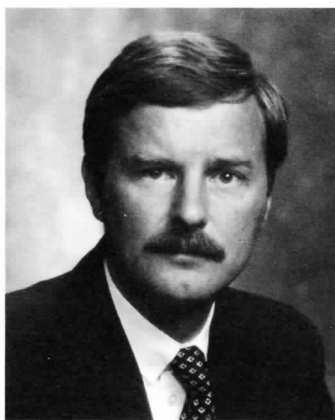
Peter J. Callahan

Pete has served as Midwest Regional Manager since 1974 and has been with Amchem since 1967. In his new position, Pete will relocate from Columbus, Ohio to the Detroit area and will report directly to Ed Krueger.

Dr. Veit Mueller-Hillebrand

Dr. Veit Mueller-Hillebrand has been promoted to a senior position in Henkel KGaA's P3/Metalworking operation in Duesseldorf, reporting to Dr. Heiner Guertler, effective May 1, 1985. Dr. Guertler is also moving to Duesseldorf as Vice President Henkel KGaA with responsibility for Henkel's world-wide P3 business.

Veit had previously served as Marketing Manager, Henkel

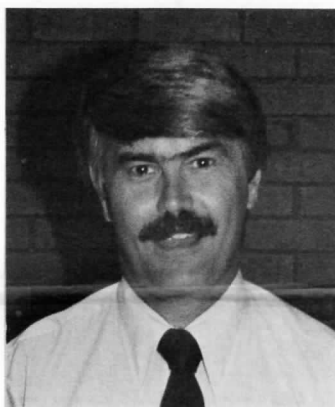


Dr. Veit Mueller-Hillebrand

KGaA and then as Director of Henkel Italiana prior to joining Amchem in 1980. His last assignment at Amchem was as Vice President, International.

Ed Gibbons

A June 4 Newsgram from Ed Rodzewich announced the promotion of Ed Gibbons to Supervisor, Pilot Plant, effective June 1. Ed has been with Amchem for



Ed Gibbons

19 years. He first started in the Pilot Plant as a Technician. Ed has also functioned as a Technologist in the Autophoretic Group and, most recently, as a Sr. Technician in the Pilot Plant. In his position Ed will report to Ed Rodzewich.

Sam Firman

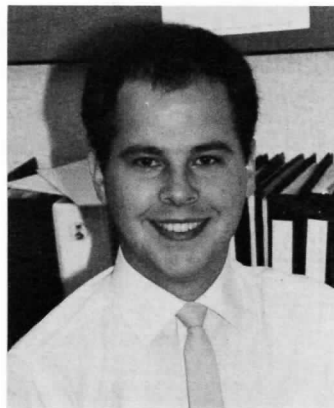
Sam Firman's promotion to Supervisor, Product Testing was announced in a June 4 Newsgram. Sam began his career at Amchem 19 years ago as a Tech-



Sam Firman

nician in the Product Performance area. He has worked as a Field Service Technician in Tech Services. His most recent position has been as a Sr. Product Test Technician. With his new promotion, effective June 1, Sam reports directly to Ed Rodzewich.

Scott Hoffman



Scott Hoffman

Effective March 1, 1985, Scott Hoffman has been promoted to the position of Associate Project Engineer in the Hydro-Fax area. Scott joined Amchem in 1980 as a Design/Draftsperson. His most recent position was as an Associate Systems Engineer. Scott has an Associate Degree from American Institute of Drafting and has taken numerous courses towards his B.S. degree in Environmental Engineering at Temple University. Scott reports to Tom Numbers.

Tom Kapushinski

On April 1, 1985, Tom Kapushinski was promoted to Associate Systems Engineer in the Hydro-Fax Department. Tom began his career at Amchem in 1982 as a Draftsperson. His most recent position was as a Senior Draftsperson. Tom is working toward a B.S. degree in Civil Engineering at Temple University. In his new position, Tom reports to Tom Numbers.

Glenn Schoener



Glenn Schoener

In a March 28 Newsgram, Dwight E. Buczkowski announced the appointment of Glenn Schoener as Market Manager for the Extrusion and Aluminum Miscellaneous Indus-



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

tries, effective April 1. Glenn received his B.S. in Chemistry from Penn State and is working toward his MBA. He has been with Amchem for more than ten years and has been the Group Leader for P3 products since 1983. In his new position, Glenn reports directly to Dwight.

Michael S. Alan

Michael S. Alan was promoted to the position of Market Specialist for the Coil and Aerospace Industries, effective May 1. Mike will be working with Gene Mendlow, who will retire at the end of July. He has just recently relocated to Ambler from the Pittsburgh area.

Mike received his B.S. degree



Michael S. Alan

in Chemistry from Allentown College and pursued graduate work at Lehigh University. He joined Amchem in 1978 as a Chemist in the Technical Service Department, and in 1980 transferred to the Sales Department. Most recently, he has served as Senior Technical Sales Rep. As a Market Specialist, Mike will report to Dwight Buczkowski.

Chris Siebenson

In an April 17 Newsgram, Ed Feather announced the promotion of Chris Siebenson to the position of Administrator, Purchasing. In his new capacity, Chris' overall responsibility for Amchem's raw material requirements will increase. This new position recognizes Chris' added



Chris Siebenson

dollar volume authority; responsibility to control raw material costs both by direct purchase price and indirect costs associated

with order quantities and minimum inventory levels; functional guidance and coordination of major requirements with all Amchem plants; and added administrative duties in the department acting on behalf of the Director, Purchasing in Ed's absence.

Chris has been with Amchem over fourteen years, the last eight of which have been in the Purchasing Department. He assumed his added responsibilities as of April 1.

Daniel P. Brady

Daniel P. Brady has been appointed to the position of Controller—Organic Products Division, reporting to Dr. Harold Wulff, effective May 1, 1985. In this new position, Dan will be responsible for all financial planning and analysis for the Division, which includes Chemical Specialties, Textile, Leather, and



Daniel P. Brady

Chemical Raw Materials.

Dan joined Henkel in 1976 and has held various accounting positions. In 1980, he joined Amchem and in 1981 was named Assistant Controller. Dan has his Bachelor's degree from Bridgewater College, Virginia and his Master's from Pace University, New York. He resides in Hatfield, Pennsylvania with his wife, Mary Ellen, and daughter, Megan.

Anne M. Liming



Anne M. Liming

Effective May 1, 1985, Anne M. Liming has assumed the responsibilities of Personnel Manager—Organic Product/Chemical Services Divisions reporting to Robert S. Kahn. Anne

joined Henkel in 1980 and for the last 2½ years was Employee Relations Manager—CPD responsible for personnel/labor relations activities in the manufacturing organization of the Chemical Products Division. This new position expands her area of responsibility to include sales, marketing, technical, and administrative employees. Anne will also be available for special assignments in the Functional Products Group.

Robert S. Kahn



Robert S. Kahn

Dr. Precopio announced, on April 29, the appointment of Robert S. Kahn as Director Employee Relations—Applied Technology Group effective May 1, 1985. Bob will be responsible for all personnel and labor relations activities within the Group.

Bob joined Henkel in 1978 and served as Industrial Relations Representative for what is now the Organic Products Division. In 1981, he joined Amchem as Manager, Industrial Relations and was promoted to Amchem's Director of Employee Relations in 1983. Bob reports to Frank Precopio.

Sharon Lauer



Sharon Lauer

In a May 2 Newsgram, Greg Gibson announced the promotion of Sharon Lauer to the position of Administrative Supervisor, effective May 1, 1985. In this new position, Sharon will assist Greg in the advertising and administrative duties he will assume on the retirement of Jack Price.

Sharon has been with Amchem for nearly 17 years and has held

several clerical/secretarial positions before her most recent assignment as Sales Data Coordinator. For the last year, she was the Sales/Marketing representative on the Amchem MIS migration team.

Sharon reports to Greg Gibson.

Jill S. Wagner

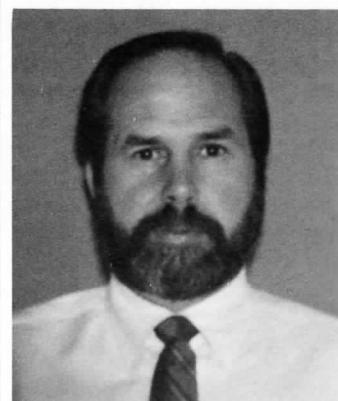


Jill S. Wagner

Dan Brady has recently announced the appointment of Jill S. Wagner to Sr. Financial Analyst—Organic Products Division, effective June 1, 1985. In this position, Jill reports directly to Dan, and her efforts will be centered on providing timely financial analysis to the Division's marketing, production, and administrative management.

Jill joined Amchem in 1981 and has held increasingly responsible positions in the Cost Accounting area—the most recent being Sr. Cost Accountant. She is a graduate of Millersville State College and is currently pursuing an MBA at Temple University.

Robert Seaton



Robert Seaton

Janis Lipacis has announced the appointment of Robert Seaton as Plant Engineer of the Ambler plant, effective June 1, 1985.

Bob comes to us with twenty-nine years of maintenance, construction, and plant management experience. His last assignment with Henkel was as the Detroit Plant Manager of Ross Chemicals.

In his new capacity, Bob will report to Janis. Bob has just relocated from Michigan to Pennsylvania. *Continued on page 4*

LIVING WELL

The University of Michigan has completed processing our most recent group of Health Risk

PROMOTIONS

Continued from page 3

Fred Henning



Fred Henning

Fred Henning has been promoted to Regional Manager of the Midwest Region effective July 1, 1985.

In his new position, Fred will have John Stafford, District Manager of the Central District and Steve Bendernagle, District Manager of the Great Lakes District reporting to him. Fred will report to A.R. Macri.

Fred has been with Amchem for sixteen years, progressing from a salesman in the Great Lakes to Automotive Manager handling Ford and the ORV market. His most recent assignment has been Manager of the Southwest District located in Dallas, Texas. Fred and his wife, Louise, will be relocating to the Columbus area in the near future.

Bob Cassel



Bob Cassel

In a June 4 Newsgram, Ed Rodzewich announced that Bob Cassel was being named as Group Leader, Technical Services—Automotive, FMI and Steel effective June 1, 1985. Bob brings to this new assignment nineteen years of automotive, paint and product testing experience here at Amchem. His most recent position had been Group Leader, Product Services. Bob reports to Ed Rodzewich.

Appraisal (HRA) questionnaires. There were 345 employees participating in the HRA program. 72% males, 28% females. The average age of our employee population is 42.9.

The following statistics are significant, showing areas where improvement is needed.

36% of our employee population are smokers; 52% do not have regular rectal examinations; 59% get little or no exercise; 58% are 10% or more overweight; 66% of males are overweight; 38% of females are overweight; 82% of females examine their breasts monthly; 48% use seat belts less than 75% of the time.

Through our Wellness Program we are presenting programs and will continue to approach each area. The Smokeless Program, six months later, has 10 participants of 28 that remain "Smokeless." A Weight Watchers at work program has been started. The American Cancer Society presented programs to employees on the prevention and detection of testicular and prostate cancer for men and self breast examination for women.

A thank you to our Blood Donors for their support and efforts to collect 69 pints of blood during our May Bloodmobile.

Our next bloodmobile is on Tuesday, October 8, 1985, at which time we hope to be able to collect over our goal of 75 pints of blood. If you or anyone in your immediate family have a need for blood contact the Medical Dept. at 215/628-1204.



Lois Johanson and Jerry Adams provide the vital details before giving.



Chris Lotz, Gene Mendlow and Ed Feather enjoy a snack after their donation.



Dave Woodward—another willing donor.

CHINESE VISITORS



On March 15 and 16, Amchem hosted a group of Chinese visitors who were in Ambler to familiarize themselves with Amchem and to discuss the terms of a technology license regarding coil coating.

Seen here in the meeting are Amchemers standing (left to

right) Greg Gibson, Rich Montella, Veit Mueller-Hillebrand and Kurt Voparil.

Seated are our Chinese guests: Qian Jia Dong from Shanghai Coatings Industry Corp.; L. N. Wang of Chen Hua Paint Co.; Wu Kejian of Chen Hua Paint

Co.; Xie Yao Ming of Baoshuan Steel and Jing Fu Liang of Shanghai Coatings Industry Corp.

While here, they also got a look at an experimental 2-piece can washer (Jing Fu Liang, left and Wu Kejian, right).

Dr. Sami Awad

Villanova University might be remembered by many in 1985 for its basketball championship. However, for Dr. Sami Awad of our Research Department, it has a different significance. It was the site of the 1985 commencement exercise for Monsignor Bonner High School and Sami's son, Samir, was graduated on June 7 with honors worth bragging about. Samir was number one on the list of Top Ten in the class of '85 and received the Principal's Award for Highest Academic Rank. Samir also received Gold Metals in Biology, Science, Spanish and Theology and a Silver Medal in Chemistry. Adding to this outstanding list of achievements, Samir has been awarded a Bausch & Lomb Science Award and 5 partial scholarships, one of which is to the University of Pennsylvania which Samir will attend in the fall.

Congratulations to Samir and, of course, to his very proud parents.

Sandra Hall, R.N.

Congratulations are in order for Sandra Hall, R.N. Sandy was just recently appointed to the office of Director of the Philadelphia Association of Occupational Health Nurses. Sandy's background in occupational nursing will make her a welcomed asset to this organization.

Mary Nizol

Mary Nizol boasts of the feats of her young grandson, Mike Fascetti who resides in Boca Raton, Florida. Mary is shown here proudly displaying an article from a Florida newspaper spotlighting Mike. Seems as though Mike has been "king of the hill" for his school team, the Eagles, for the past two years. This year, in addition to relying on his pitching accomplishments (75 to 80% of his pitches are strikes) the Eagles are now counting on his hitting abilities to drive home the winners.

To top this off, Mike is an "A" student and has been awarded a year full scholarship at Florida Atlantic University.

Nice going, Mike, and congratulations to Mary Nizol, his proud grandmother.

Tom Numbers

Our youngest Amchem celebrity is certainly one of our cutest. She's Nicole Numbers, daughter of Tom and Marley Numbers. Nicole is featured as the model for Mattel Toys which appeared in the Sunday Inquirer Magazine on May 19, 1985. As this issue of Amchem News was going to press, we learned that Nicole has just become a cover girl. She'll appear on the cover of an upcoming issue of Nursing Magazine. Congratulations to our youngest working girl and her proud parents.



Proud grandma, Mary Nizol, shows off newspaper article featuring grandson Mike.

Youth Sports

Fascetti's a dual threat for John Paul

By Cynthia Truena

ATHLETE OF THE WEEK

A year in Legion ball last season helped give Mike Fascetti the edge he needs to be a dual threat on the baseball field. "I've been hitting a pretty tough ground," he says. "I've got a lot of good hitters there, but I think I earned to make them by my pitching, not hitting."

Then there's Fascetti's other dimension, his hitting. Against Boca Raton last Friday night, Fascetti was the designated hitter, went 4 for 4, and scored the winning run in a 9-8 victory against South Fork. He had the game-winning RBI.

"He's a really better and gets a lot of RBIs," said Gross. "But when you're hitting in the 9th, you've got to be confident in me. I think this year we've shown a lot of confidence against the bigger teams, and we're really hitting the ball well, too."

Other youth sports athletes who earned consideration in the 'News' Athlete of the Week were:

Bennie Norriss, Spanish River's long ball hitter, scored the Sharks in a second-place finish in the Charlotte County High School tournament in Punta Gorda, Florida, while playing with teammates Bridgette Lester and Lori Brown made the All-Tournament team. Batted two home runs and 12 RBIs in the tournament.

Back in town, Norriss ripped a double and a triple as the Sharks beat Boca Raton, 10-5. The next day, Tuesday, the team 5 for 5 on the Sharks' final 10-inning game.

Pat Bates, Boca Raton's red-hot pitcher, fired a striking six-under 34 on the Brevard County Municipal Golf Course during the Bobcats 150th in with San Antonio.

Mike Fascetti

'A model's life is not all fun and games!' Nicole Numbers models with her toys.

Spotlight On . . . MASAO KIMURA, Automotive Technical Service

In January, Mr. Masao Kimura —nicknamed 'Matt' by his Amchem friends, joined the Automotive Technical Service Group. After receiving his Bachelors degree from Kobe University and a Masters degree from Kyoto University in Japan, he became employed by Nippon Paint Company, our Japanese licensee, in April 1973. For the first five years at Nippon he was active in their waste water treatment engineering group having duties similar to those required by the Hydro-Fax group. He then transferred to the pretreatment chemical group where he broadened his expertise to include RIDOLINE cleaner technology, GRANODINE chemical coating technology and DEOXYLYTE final rinse technology.

Taking advantage of an opportunity to 'see the world,' Matt had never ventured outside of Japan. He accepted a permanent assignment (at least for the next few years) in the Technical Services Group in Ambler.

Since January, Matt has been

on special assignment in Fremont, California, where he is assisting the sales department in overseeing the start-up and subsequent progression to full production of the full dip phosphating line at NUMMI (New United Motors Manufacturing, Inc.), the General Motor-Toyota venture where the Chevrolet Nova cars are produced. Matt expects to remain at the Fremont facility until late summer or early fall. Upon completion of this assignment, Matt and his family will locate to the Ambler area.

For the time being, his wife, Fumiko, two sons, Tokayoshi (age 9) and Toshihiro (age 7), their daughter, Michako (age 5) and their dog, Shiro, are remaining in Japan.

Matt is an athlete who enjoys golf, mountain climbing and travel. He is particularly proud of having climbed Mount Fuji which is the highest mountain in Japan having an elevation of 12,385 feet. Fumiko is very partial to jazz and she hopes to expand her knowledge of the orig-



Masao Kimura with wife Fumiko and daughter Michako and sons Toshihiro and Tokayoshi

inal jazz era during her stay in America. Their children, of course, are looking forward to enrolling in the local school system and in becoming acquainted with all of the culture, nature and customs of the American society.

Having Matt as a part of the Amchem Technical Service team will be of great benefit. He brings to Amchem, better than anyone, a thorough understanding of the needs and requirements of the Japanese automobile industry which, as we realize, is expanding very rapidly into the American marketplace. We welcome Matt, Fumiko and family as a part of the Amchem family.

WARREN/WINDSOR NOTES

Final Visit

Dick Rockstroh has been visiting Amchem's plants for some 29 years now. He began making these visits on a regular basis before it became fashionable to fly from location to location.

Dick toured the plants for a number of reasons, not the least of which was to review various issues while they were still easily resolvable.

One of Dick's attributes is his

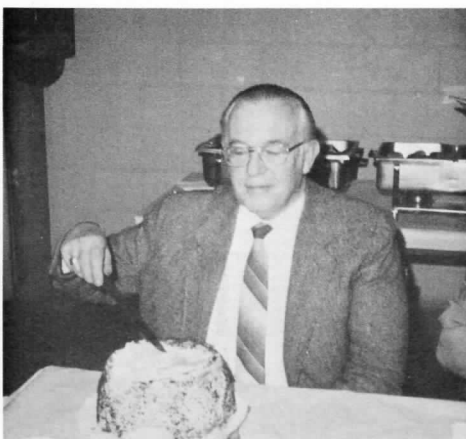
concern for people especially for those who worked for him. On April 17 and 18, Dick shared with the Windsor and Warren employees some fond memories of his prior visits and local

nostalgia.

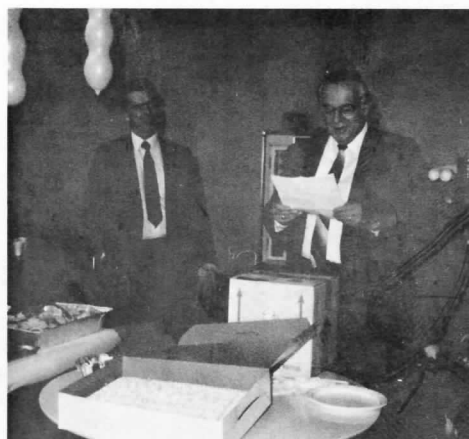
All of us bid Dick fond adieu and wish him only sunshine on the road ahead in his retirement from Amchem.



Mike Murphy (L) offers Dick Rockstroh the "Golden Crown Award," offered at the Warren plant.



Dick Rockstroh cuts into a tasty looking cake at his retirement luncheon at the Windsor plant.



At the Warren retirement luncheon Dick looks over the shipping orders filled with tank wagons of good times.

Checking Up

Sandy Hall, Nurse Administrator, visited both the Warren and Windsor plants during March, to review with each employee the results of their annual physicals.

Sandy also conducted the "Back" program at both facilities.

We always look forward to Sandy's visit even though it may have been a strain on one's posterior—we hope she hurries back.



Sandy Hall (R) sits with Sharon Vlad at the Warren plant to review employees' physicals.



Windsor employees listen to Sandy's presentation of the back program—and the effects of posture.

Q.C. Audit

During Paul Strohm's annual quality control audit at Warren and Windsor, we took the opportunity to review the quality statistics at both plants. 1984 from the quality index standpoint was a good year at both facilities. We reviewed our strengths and weaknesses which reflected a favorable trend.



Dr. Paul Strohm reviews quality program with Warren employees.



Standing room only for Paul Strohm's quality program in Warren.

ATTABOY TO AMCHEM, TOO!

The following article was featured in the Ford Kentucky Truck Plant employee newsletter.

AUDIT OF PHOSPHATE FACILITY IN THE PAINT DEPARTMENT

On May 7 and 8 the
Amchem Products Division

conducted the first of its
semi-annual complete audits
of the phosphate facility
in the Paint Department at
KTP.

This was the first time an
audit had ever been
conducted by Amchem, and
the overall rating of the
phosphate facility was

excellent. This was the third
plant that was audited by
Amchem and despite the fact
that KTP's phosphate facility
is 16 years old and outdated
compared to the other two
plants, our facility was rated
the best of the three.

The Maintenance and
Plant Service Departments

deserve an "ATTABOY"
and thanks for a job
well done.

Amchem employees Bob
Cooper, Don Barlow, Glenn
Reed and John Stafford deserve
our "Attaboy." This is certainly
an accomplishment worthy of the
praise Ford Kentucky Truck is
granting. Thanks.

PATENT AWARD WINNERS HONORED

On March 13, 1985, the annual Inventors' Award Dinner was held at the Holiday Inn to honor four employees of Amchem's Technical Department for patents issued to them during 1984.

Les Steinbrecher served as

Master of Ceremonies. Ernie Szoke and Kurt Voparil addressed the group and Greg Gibson arranged an inspirational film for the department which featured pictures of all members of the Technical Department.

Certainly one of the main highlights of the evening was the recognition of Dave Dollman's 13th patent. Dave, who retired in April, has had a significant impact on Amchem's growth in the Aluminum industry.

John Donofrio and Lothar Sander received bronze awards for their first patents. Dr. Newton McCready (retired) and his wife also attended the dinner.



Dr. Precopio, Les Steinbrecher, Dave Dollman and Kurt Voparil on the awarding of Dave's 13th patent.



Lothar Sander (2nd from right) receives his first award.



John Donofrio (2nd from right) smiles with group after receiving his first award.



(From left) Ernie Szoke, Greg Gibson, Bob Kahn and Veit Mueller-Hillebrand toast the recipients.



Retiree Dr. Newton McCready (2nd from right) was presented with his fourth patent.



Dottie Fleck pins a first-time recipient John Donofrio.

SAFE REWARDS



Clyde Roberts congratulates group on safe performance.

The Administrative employees at Amchem got Safety Awards back in early April. They had gone for one year without a lost-time accident and Clyde Roberts, their leader, congratulated them on the performance. The Easter Bunny was on hand to insure everyone got the right gift. All seemed delighted with their choices and impressed with the speedy delivery. Scenes from the presentation show the spirit in which the awards were made and received.



"Is my name on the list?" Easter Bunny checks with Bob Kahn.



A bunny greeting for Beulah Shisler before receiving her award.



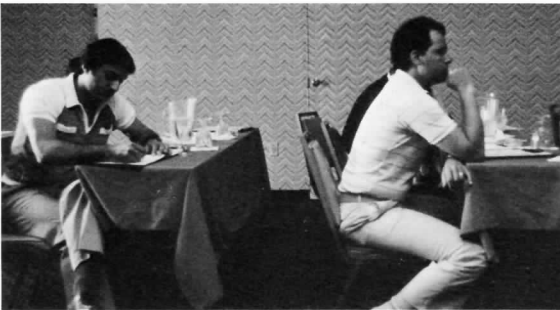
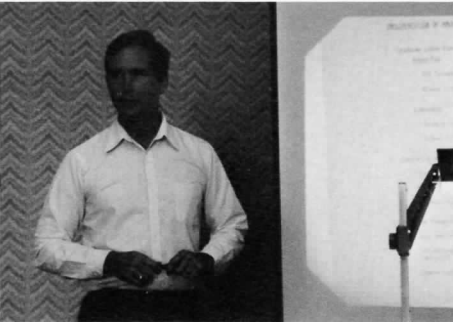
Maxine McCleary smiles as she carts off her boxed award.

Patent Award Winners			
Inventor	Title	Total Patents incl. 1984	Award
David Y. Dollman	Non-Fluoride Acid Compositions for Cleaning Aluminum Surfaces	13	\$100
Lothar S. Sander	Coating Composition	1	\$100 Bronze
John J. Donofrio	Composition and Process for Treating Steel	1	\$100 Bronze
Newton W. McCready	Low Temperature Cleaner for Metal Surfaces	4	\$100

Looking Back And Ahead

On May 6 and 7, 1985, the Systems Services Department met at the Hilton Hotel in Virginia Beach, Virginia, to review 1984 performance and establish and discuss the 1985-1986 goals. Included in these sessions were Lineguard, Hydro-Fax and Systems Engineering.

Even with a tight business schedule, there was time for some conviviality and a round of golf for the hackers.



From top center, clockwise: Hydro-Fax's Tony Caracappa and Scott Hoffman take turns at listening and writing; Ed Nusbaum (L) and Merv Hubbard watch in awe; That can't be Lineguard's budget!; 'Your effluent will make us affluent' promises Tom Numbers.

Anticipating the Stork's Arrival

On April 10, 1985, Linda Lincoln (Engineering Department) was "surprised" by approximately 40 friends at a luncheon shower held in Ambler. Linda was her usual enthusiastic self as she opened gift after gift, and even tried some baby things on (see picture). Baby SARAH LOUISE was born on May 21 weighing 7 lbs. 14 oz. and measuring 21" long. Best wishes to the happy parents and precious Sarah!



Jane Matsinger (left) thinks Linda looks cute!



Linda with gifts and future "Aunt Jane" Matsinger (left), "Aunt Helen" Pfeiffer (middle), and "Aunt Barbara" Rizol (right).

Can You Place the Face?



Wilbur Hall on a recent visit.

This time, we're going to cheat and tell you up front. It's Wilbur Hall who visited us recently, "Sans beard." Wilbur is enjoying his retirement in Maine. As the picture will show, retired life is agreeing with him.

Our mystery photo from last issue was identified by Scott Hoffman and Mary Washington. The scuba diver of our 1967 issue was Sandy Wallace of our Systems Services Department.

Wissahickon High School Award



Graduation month 1985 witnessed the awarding of the Amchem Scholarship to Wissahickon High School senior Joseph G. Chacko. Joseph, a Blue Bell, Pennsylvania resident was the class valedictorian and will be attending Lehigh University majoring in Chemistry.

The Amchem Scholarship Award is awarded each year to a graduate of the Wissahickon High School who is continuing their education in the field of Chemistry.

Our congratulations and best wishes to the deserving recipient.

Gross Interpretation



Everyone who visits the mailroom in Ambler has undoubtedly enjoyed the art work of Dr. Maurice D. Gross, our company M.D. Each month Dr. Gross portrays the employee of the month on the wall-board. This month's employee is Nardie, our receptionist, with "one ringy dingy for Amchem Products." We've also been delighted in the past with his graphic rendition of our Julie Heldak accommodating someone's request for copies. Surely, we've uncovered a hidden talent right in our own back yard!

NEW RETIREES

Rocky Retires

In honor of Dick Rockstroh's retirement, a dinner was held on April 29th at Johnny Cross Restaurant by members of his Ambler staff, including manufacturing plant supervisors. Special guests included Amchem retirees Ray Collmer, Graham Smith, George Russell, Len Carter and Bill Snyder, all of whom gave Dick a "sneak preview" of retirement life styles.

Noteworthy among the gifts and good wishes was the presentation by Jim O'Donnell of a trophy to Dick, the figure symbolizing a champion with arms raised, and inscribed: "R.K.R. AMCHEM'S ROCKY."

Gene Retires

A surprise retirement dinner for Gene Mendlow was held at Bentleys on Thursday evening, June 20, 1985. Gene's retirement is effective as of July 31 after 33 years of service at Amchem. Gene and his wife, Bea, plan to enjoy retirement life as residents of Long Beach Island, N.J. at



Graham Smith (L) and Len Carter (R) join in the surprise for Rocky.



Ray Collmer (L), George Russell (C) and Bill Snyder give their preview to retirement life.



"A scrumptious send-off" Graham Smith, Dick, Len Carter and Jim O'Donnell.



Len Carter shares some lighter moments from his retirement life.

Brant Beach.

Retiree Frank Skiermont was on hand for the celebration as

were many of Gene's friends and fellow employees. Dwight Buczkowski read a greeting sent by

Henry Sansom and there was a telex from Carl Gillman who could not make it in person.



Gary Fuess, Frank Precopio and Frank Skiermont enjoy Gene's retirement party.



The Man of the Hour chats with Bob Entriakin.



Gene and Bea eye Ed Krueger who's concentrating on his soup.

GONE FISHING



A bit of blarney betwixt Irishmen! (L-R) Mike Murphy, Pat McClatchey and Bill Dalton.



Pat can now say that "he got his cake and can eat it too." Tough work, but someone has to do it.



Enjoying the festivities (L-R), Lyle Dettmer, Phyllis Czapp, Joyce Wiekrykas, Eric Lindstrom, Gene Barger, and Don LaBelle.



A surprise gift for the man of the hour!

On March 29, 1985, after 19 years of active service with Amchem, Patrick McClatchey decided to turn in his safety hat and retire to a hazardous life of fishing and relaxation.

Pat deserves it! Pat started at the Ferndale plant in 1966. Being a responsible, quick learner Pat advanced with each challenge presented to him. Starting in shipping he respectfully moved up to the position of powder mix-

er, liquid mixer and Sno-Flake mixer. Transferring to the Warren plant, Pat took the responsibility for the Bottling Department. His final position was in the Product Container Identification Department.

Pat can be proud of his service at Amchem. His dedication, experience and jocularly will be missed by all of us in Warren.

A BUNNY TALE



Gary Howard watches as Easter Bunny greets sons Jeff and Michael.



"Where's the Candy" Michelle McCauley looks to bunny while everyone joins in the games.



A Happy Group—kids, bunny, and even one daddy.



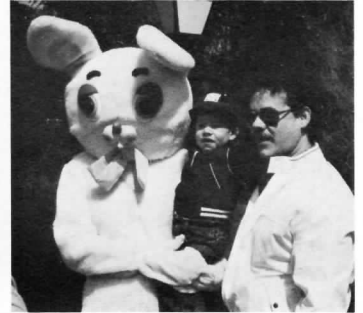
Brandon Woodward looks like he's playing shy.



Susie Siebenson gets a bunny hug too!



Alicia Coleman gets a bunny hug.



Dad Gary Every and son, Gary, smile with Peter Cotton tail.



Judy McCauley and daughter Michelle led the group at Simon Says.

On April 5th, an Easter Egg Hunt was held under bright sunny skies at Ambler. Children ages 8 and under had a chance to meet the Easter Bunny and search for hidden eggs. The morning's activities started with some games such as Simon Says and an egg relay. Kids also had a chance to guess how many jelly beans were in a glass container (LOTS!). After the hunt, candy and jars of bubbles were distributed. It was great fun for kids and adults.

And AGAIN the Winners Are

The Amchem Bowling League finished the 1984-85 season on April 30. The first place team, again this year, was the Analytical team, who took two of the three games in the championship bowl-off against the Coffee Breakers. Congratulations to members of the Analytical team

consisting of **Lou Sabatini, Team Captain, Helen Pfeiffer, Pete DeMichiel, Henry Hoff, and Bob Duxbury.**

The annual banquet was held at Westover Country Club on May 18 at which time team trophies and individual awards

were presented. Some of this year's awardees were: Tony Malloy—Men's High Average; Mickey Marincola—Men's High Single; Gary Howard—Men's High Triple. Jessie Meyers—Triple Crown, Joyce McQueen—Women's High Average, Lois McFadden—Women's High

Single, Henrietta Hughes—Women's High Triple.

Elected officers for the 1985-86 season are:

Henry Hoff—President
Sue Hess—Vice President
Barrie Robinson—Treasurer
Joyce McQueen—Secretary.



1984-1985 BOWLING LEAGUE CHAMPIONS: (left to right) Henry Hoff, Pete DeMichiel, Helen Pfeiffer, and Lou Sabatini.

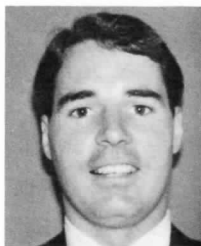


1985-1986 Officers: (left to right) Joyce McQueen, Henry Hoff, Sue Hess, and Barrie Robinson.



Triple Crown Award is presented to Jessie Meyers by Diane Halterman and Gary Howard.

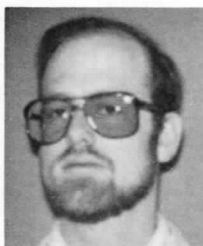
WELCOME TO AMCHEM



Patrick J. Barnhart



Phyllis G. Czapp



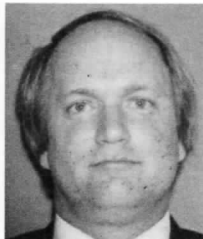
Matthew K. Frick



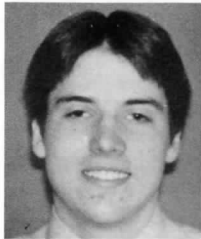
Ian R. Hackett



Joan C. Leach



Gary A. Lillig



Robert MacClay



James H. Weet



Patrick T. McGinn



Nancy L. O'Sullivan



Michael A. Tobin

Patrick J. Barnhart—joined the Southwest District sales office on April 1, 1985 at Associate Technical Sales Rep. Pat received a B.S. in Management from Youngstown State University in Ohio. Pat and his wife Terri are relocating from Houston to the Dallas, Texas area.

Phyllis G. Czapp—returned to full time work when she joined the Warren Order Department on March 5, 1985. Prior to Amchem, Phyllis worked part-time for an Accounting firm.

Matthew K. Frick—after a short absence returned to the Quality Control Group. Matt, a graduate from Saint Joseph's University with a B.S. degree in Chemistry rejoined Amchem on April 1, 1985.

Ian R. Hackett—joined the Canadian sales office on March 8, as Associate Technical Sales Rep. Ian has an Associate degree in Marketing from George Brown College. His most recent employment, as Sales Rep, was with Union Air Transport in Ontario, Canada.

Joan C. Leach—joined Amchem on March 4, 1985. Joan, a graduate of Lansdale School of Business in Executive Secretarial studies, also spent several years at Temple pursuing Business Administration. Joan worked for Johnson & Higgins as Administrative Assistant in the Marine Insurance Department.

Gary A. Lillig—joined Amchem on March 4 as Associate Technical Sales Rep in the Northeast District. Gary has been in the chemical business since 1976 and was most recently employed with State Chemical in Cleveland, Ohio as Territory Manager.

Robert MacClay—a recent graduate of American Institute of Drafting, joined the Systems Services Group on April 1, 1985 as Draftsman. Bob is a recipient of Boeing Vertol scholarship for outstanding potential in the field of Drafting and Design.

James H. Weet—a Project Engineer with the Systems Services Group, joined Amchem on May 1, 1985. A graduate of Carnegie Institute of Technology, with a B.S. in Chemical Engineering, Jim left ERC/Lancy-Division of Dart & Kraft after 14 years when the company was divested.

Patrick T. McGinn—a Marquette University graduate with a degree in Philosophy, joined the Sales staff of the North Central District on June 17, 1985. Pat was employed by Electrolux Corp. as Assistant Sales manager in Milwaukee.

Nancy L. O'Sullivan—a familiar face, has been with us as a 'temporary technician' since February and most recently joined the Amchem family on June 1, 1985 as Associate Chemist with the Technical Services Department. Nancy graduated in the top 1/3 of her class from Rosemont College with a B.S. in Chemistry. Nancy received the American Chemical Society award as the Chemistry major with the highest G.P.A. in Inorganic Chemistry.

Michael A. Tobin—joined Amchem's Systems Services Group as Systems Engineer on May 13, 1985. Mike is a graduate of Temple University with a B.S. in Marketing and also a graduate of RETS Electronic School with an Associate degree in Electronic and Microprocessor Technology. Mike worked for a brief period with E.I. Dupont as Electronic Technician.

MAGAZINE FEATURES AMCHEM ENGINEER

The May 1985 issue of *Chemical Processing* magazine, included an article written by Paul Burger of Amchem's Engineering Department. The article outlined the new system installed (early 1983) in the Ambler plant for diluting sulfuric acid.

Many of Amchem's products are formulated with sulfuric acid, which must be reduced from 93% to lower concentrations before blending with other active ingredients. The plant was making sulfuric acid solutions, ranging from 30 to 50%, by adding a specific amount of the 93% acid to a measured volume of water in an agitated tank. Acid at temperatures as high as 230°F from the exothermic reaction caused rapid corrosion of the stainless steel mixing tank. An acid mixing tank of a high nickel alloy with a longer service life was being used at another Amchem plant, but was expensive.

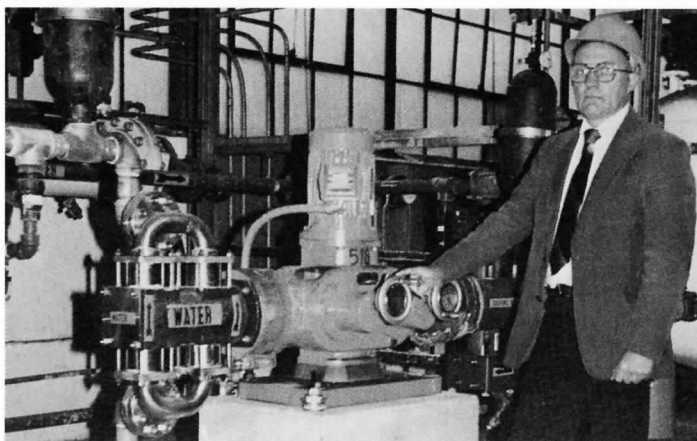
Substituting ice for water lowered the resultant dilution temperature and prolonged the life of the tanks. However, the plant had to purchase and main-

tain several ice machines to produce several tons of ice per day for this cooling method. And extra labor was required to handle the ice.

The Ambler plant decided to install a new system for diluting the acid, patterned after one that had been used by the Fremont plant. The system is designed around a pump that continuously meters the concentrated acid and water, and delivers a dilute acid stream with precise proportions of each fluid.

Paul Burger designed a system with pumphead stroke counters for semi-automatic control of the pumping operation. The stroke length is set at the pump and the number of strokes for the pumphead can be preset on the panel board so the pump will deliver the desired amount of sulfuric acid at a specific concentration, and then automatically shut off.

The hot dilute acid from the pump flows through two piped-in-series shell and tube heat exchangers where it is cooled to about 90°F by recirculating water from a cooling tower. Steel pipe



Paul Burger, Amchem Project Engineer, adjusts stroke length for two pumpheads that accurately meter and proportion water and acid.

lined with Teflon is used to transfer the dilute acid through the system.

Results: The dual head metering pump and Teflon heat exchangers safely and efficiently provide cool sulfuric acid in the exact concentration for immediate use in preparing the metal treatment chemicals. The cost of the pump and two heat exchangers was repaid in two years by eliminating ice as a coolant, and

the need to frequently replace the stainless steel mixing tank. Less expensive mixing tanks of carbon steel lined with rigid PVC or suitable elastomers are now used. Labor costs per unit of product have also been reduced. The acid dilution system requires only minor maintenance, which can be handled by in-plant personnel, since each component was carefully selected for chemical resistance and reliability.



Bob Coleman (2nd from L) is offered good wishes from Frank Precopio, Gabe Mancini (L) and Bob Kahn (R) for 25 years of service. E.R.



Joe Myers (C) gets a handshake and congratulations for 25 years of service from Frank Precopio (R) and Jim Costello (L).
SYSTEMS SERVICES



Cory Marvasi (R) receives his 15 year service award from Ed Musingo. TECHNICAL SERVICES



Ed Musingo (L) is offered congratulations for 10 years of service from Ed Rodzewich. TECHNICAL SERVICES

CONGRATULATIONS

These are the men and women of Amchem who have received Service Awards from January 1, 1985 through March 31, 1985.

★ — 35 Years — ★

Jerry J. Sweryda

★ — 25 Years — ★

Robert B. Coleman Joseph R. Myers
Anthony Della Donna George F. Blattner, Jr.

★ — 15 Years — ★

Corrado E. Marvasi

★ — 10 Years — ★

James E. Orr F. Thomas Ryan
Edward M. Musingo Julianna Heldak
Mary T. Firman

★ — 5 Years — ★

William H. Roynan Jayne E. Potcner
Carol A. Collins M. Thomas Dreslinski
John C. Havener Nestor M. Holyk



Tony Della Donna (L) receives his 25 year service award from Frank Precopio as (L-R) Dick Munger, Janis Lipacis and Dick Rockstroh offer good wishes. MFG.



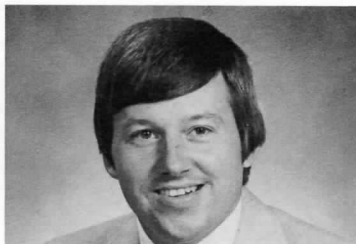
Frank Precopio offers George Blattner (2nd from L) his 25 year service award as (L-R) Norm Bracht, Janis Lipacis and Dick Rockstroh also extend congratulations. MFG



Jerry Sweryda (R) celebrates 35 years of service and is congratulated by Mike Warren.



Jim Orr (R) accepts his 10 year service award from Clyde Roberts. FINANCIAL



Tom Ryan celebrates 10 years of service. SALES



Julie Heldak celebrates 10 years of service as Bob Kahn offers congratulations. E.R.



Mary Firman, all smiles as Jack Price presents her service award for 10 years of service. SALES



Bill Roynan
5 years Engineering



Carol Collins
5 years Technical



Jayne Potcner
5 years Technical



Tom Dreslinski
5 years Sales



Nestor Holyk
5 years Technical

NEW BEGINNINGS

Hearty congratulations are in order to employees who recently had cause to celebrate:

New Babies:

Kelli Ann Kee
February 17, 1985
Father: Thomas Kee
Ambler Plant

Brandon Rowan
March 4, 1985
Father: Chuck Rowan
Sales

Julia Marie
March 17, 1985
Father: Gary Fluck
Engineering

Gregory Malloy
March 25, 1985
Father: Anthony Malloy
R & D

Amber Marie Theisen
April 26, 1985
Father: Mark Theisen
Warren Plant

Amanda Schoener
May 3, 1985
Father: Glenn Schoener
Marketing

Kyle Paul
May 6, 1985
Father: Barry Gunagan
R & D

Kasey Elizabeth
May 10, 1985
Father: Mike Perkins
Sales

Marriages:

JUDY (Henise) HALDEMAN
to **CHUCK** 3/16/85
Finance & Ambler Plant

SCOTT HOFFMAN
to **EILEEN** 4/19/85
Hydro-Fax

Best wishes to all!