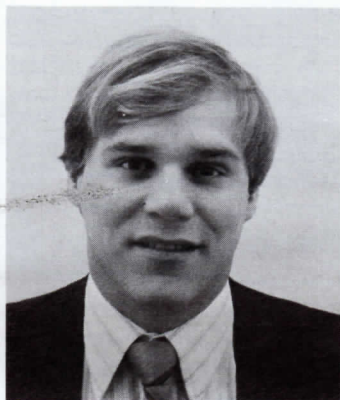


1985 Amchem Honor Club Awardees Announced

PROMOTIONS AND APPOINTMENTS

John H. Greer

Effective October 1, 1985, Ed Krueger announced the promotion of John H. Greer to District Manager, Southwest District reporting to Henry Sansom.



John H. Greer

John, a graduate of the University of South Carolina has been with Amchem since 1980. He and his wife, Sara, have relocated to the Dallas area.

Win Person



Win Person

In September, 1985 the Corporate Safety Department was discontinued. This obligation for compliance with safety, health, environmental, and product regulatory requirements now rests at the divisional level.

Win Person has been designated Corporate Regulatory Affairs Coordinator, based in Ambler, reporting to Ernest Szoke.

On February 25, 1986, Tony Macri announced the 1985 Amchem Honor Club winners. Those chosen from a list of nominees for their outstanding Sales achievements during the 1985 year were:

Michael W. Bell	— Southern Region	John H. Greer	— Southwest District
Vincent J. Cannata*	— Midwest Region	Dan J. Kory	— North Central Region
Benjamin J. De La Rosa	— Western Region	J. Richard Phillips	— Southern Region
Kristin Grandell	— Central District	Sonny Sallee*	— Plains Region

*Previous Awardee



Michael W. Bell



Vincent J. Cannata



Benjamin J. De La Rosa



Kristin Grandell



John H. Greer



Dan J. Kory



J. Richard Phillips



Sonny Sallee

For this function, E. Szoke will report directly to Mr. Swildens to provide him and the operating division managers advice on current regulatory requirements and to monitor divisional operations to assure compliance with all regulatory requirements and corporate policy.

Win has recently relocated his family to the east coast from Minneapolis.

Elizabeth M. Romanowsky

Effective in January, 1986, Elizabeth M. Romanowsky was promoted to Junior Accountant reporting to Clyde Roberts. Her duties will eventually include Royalty Accounting, and Company Cashier.

Liz has an Associates Degree in



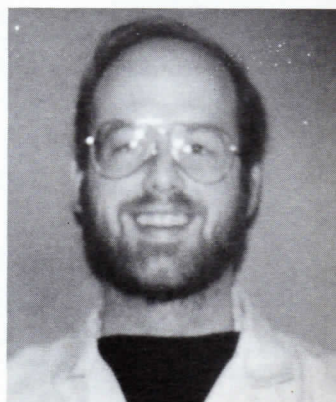
Elizabeth M. Romanowsky

Business Administration from Keystone Junior College, where she majored in Accounting.

Matthew K. Frick

In a January Newsgram, Neville McDonald announced the

appointment of Matthew K. Frick to the new position of Quality Assurance Manager, Effective February 1, 1986.



Matthew K. Frick

Matt's responsibilities now in-

Continued on page 2

Comments From the General Manager

No business is ever completely free of problems but sometimes we would prefer that they were spaced further apart. The flat performance of the economy places enormous pressures on Amchem to increase sales in order to cover increased costs. Since our large customers will simply not accept price increases, we can only increase sales by taking business from our competitors—that is, we must increase our market share.



In view of this, it has been particularly disappointing to see our market share in the automotive and container industries actually decrease. While this has been partially overcome by a very strong performance in our coil coating and Autophoretic product lines, the net result is unsatisfactory.

How we got into this predicament cannot be explored in this message, but I do know that we must get out of it soon and we will if everyone realizes that business as usual will not suffice. Everyone must do his utmost to see that our customers' needs are anticipated and met.

We are in the process of introducing new products to the automotive industry for use on galvanized steel (Granodines 952/958) which will hopefully arrest our decline and provide a basis for recovery. In the container industry, we are having success in developing an alkaline cleaner and a new non-fluoride acid cleaner will be plant tested soon. We are beginning to penetrate the can lubricant market, a new growth opportunity for us.

Hopefully these new developments coupled with rigid cost control will get us through this difficult period and provide us with a sound basis for future growth.

F. M. PRECOPIO

PROMOTIONS

Continued from page 1

clude the implementation of a Product and Raw Material Rationalization Program in conjunction with a Statistical Process Control Program for product quality assurance.

Matt has a B.S. in Chemistry from St. Joseph's University and has a total of five years quality control experience. Over four of these have been with Amchem's quality control laboratory in Ambler.

In his new capacity, Matt reports to Dr. Paul Strohm, Manager of Quality Control and Process Engineering.

Charles J. Gruszka

A February Newsgram described the additional respon-



Charles J. Gruszka

sibility of Charles J. Gruszka for preparation and maintenance of the Material Safety Data Sheets (MSDS) for Amchem. This includes the preparation of specific customer MSDS forms such as General Motors, Ford Caterpillar Tractor, etc. Charlie will handle any questions or requests for specific attention to a customer's needs regarding MSDS information.

In addition to this new responsibility, Charlie will continue with all of his previous duties including the training of new salespersons in the technical aspects of Amchem's metalworking product line.

Charlie has been with Amchem for 12 years and received his B.S. degree in Chemistry from Widener University. He reports to Ed Rodzewich.

1985-86 UNITED WAY CAMPAIGN REACHES GOAL OF \$25,000



B. Galetti, J. Heldak, S. Kalbach, S. Henninger, and C. Siebenson watch J. Geissler pick a winner for one of the United Way prizes.

Ambler employees, together with Amchem's Regional Sales force, went 1% over their United Way goal of \$25,000 to a grand total of \$25,593 in 1985. Participation in Ambler was 69%, or 244 employees, and participation for our Regional Sales force was 17%, or 14 people.

Employees were quick to realize that the United Way depends on them. The United Way works to provide services for the ill and the indigent, as well as the emergency help all of us might need at any time. It is Big Brothers and Big Sisters, the Red Cross and Boy Scouts. It's help for an alcohol or drug problem, or a safe place for abused women and children. But, without people, it doesn't work.

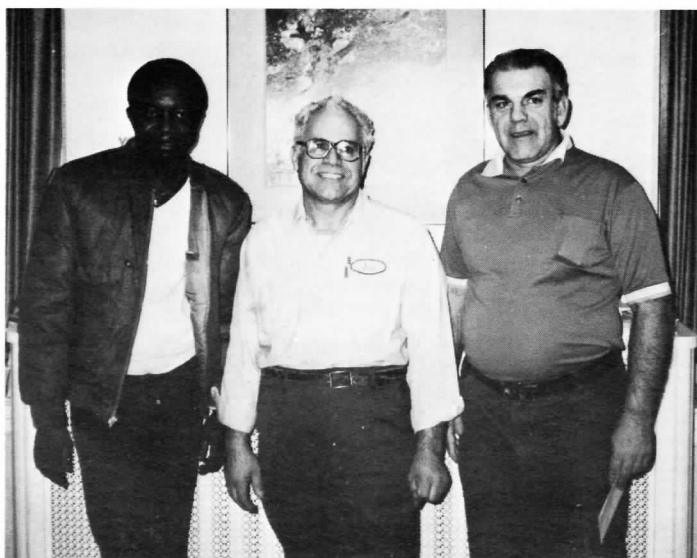
For this reason, some brunches, dinners, and tickets for the Eagles football games were offered to employees through several drawings in order to encourage increased giving over last year.

Bob Kahn, Director of Employee Relations for the Applied Technology Group, was the Ambler 1985-86 United Way coordinator, with help from the following solicitors who worked diligently to make this year's campaign a successful one:

D. Buczkowski, E. Krueger, T. Number, S. Lauer, B. Galetti, C. Siebenson, J. Orr, J. Heldak, C. Schumaker, S. Firman, S. Hess, A. Kepick, V. Miovech, J. Dougherty, P. Daly, S. Kalbach, R. Seaton, J. Zollo, S. Johnson, C. Poserina, and S. Henninger.

Regional Sales solicitors were: P. Callahan, M. Collins, J. Harsma, C. Smith, L. Knight, M. Rossi, J. Berglund, M. Peterson, F. Henning, D. Martindale, H. Sansom and M. Morgan.

To all contributors, a big thank you for a job well done. And, a big thanks also to three former Amchem employees—Gerald Romig, Rudolf Grun, and John Millard—who generously sent their contributions to the United Way via Amchem.



And some winners were: left, Junisa Koroma; center, Frank Cermirara; right, Andy Kepick.



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Gerry Catalano, Assoc. Editor

INVENTOR'S NIGHT OUT

On March 13, 1986, the annual inventor's Award Dinner was held at the Holiday Inn in Fort Washington to honor 9 individuals for patents issued to them during 1985.

Les Steinbrecher served as Master of Ceremonies and both Ernie Szoke and Kurt Voparil addressed the group who was on hand to honor their fellow employees.



Stan Williamson receives a hearty handshake from Dr. Precopio as Les Steinbrecher and Kurt Voparil join in the congratulations.

	Patents in 1986	Medal Awarded	Total Patents To Date
Bashir Ahmed	1	Bronze	1
Jim Anderson	1		5
Robert Cooper	1	Bronze	1
Wilbur Hall	1		29
Susan Hess	1		2
Timm Kelly	1		5
Mark Knaster	1	Bronze	1
Robert Koch	1		3
Stan Williamson	2	Bronze	2



Bob Koch gets a handshake from Kurt on his 3rd patent.



Mark Knaster, a first time recipient, approaches the podium for his award.



Jim Anderson receives his 5th award.



A first for Bob Cooper, formerly of the Technical Department, now with Sales.



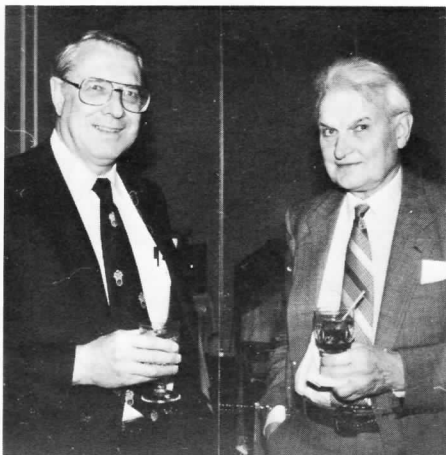
Sue Hess receives a second award from Dr. Precopio.



Dr. Precopio greets Bashir Ahmed as Kurt readies the award.



Ready to toast the recipients: Fran Reiff, Les Steinbrecher, Maxine McCleary and Dottie Fleck.



Harry Millson (L) and Newton McCready were among the guests.



Dave Dollman (C), a retired past recipient of 13 patents, chats with Lin Chadbourne and Gary Rochfort.



Sue Hess, Diane Halterman and co-worker chat before the dinner begins.



George Snyder (R) helps Mark Knaster celebrate his award.

Spotlight On . . . STEVEN B. SMITH

Steven B. Smith, Group Leader—Container/Lubricants Technical Services. Steve joined the Amchem Technical Services Department on October 10, 1985 as Group Leader of the Container/Lubricant industry. The container industry represents Amchem's single largest area of business. The lubricant business, while relatively new to Amchem, represents a major commitment by its management and has been designated as a major goal for investment and future growth. Lubricants are used to facilitate the formation of aluminum and steel two piece cans from coil stock. Without lubricants, the manufacture of cans, as we know it, would not be possible.

Since this industry, obviously, is so important to the continued growth of the company, it can only be staffed by the most competent and knowledgeable personnel, such as Steve.

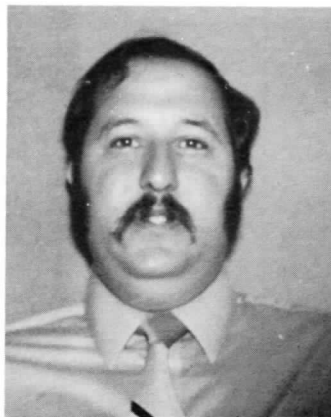
After graduating from Virginia Polytechnic and State University in 1974 with his B.S. degree, he immediately joined the Carnation

Can Company and his entire working career has been devoted to growth in knowledge and expertise in all phases of can technology.

At Carnation he was a materials technologist. After two years there he moved to Del Monte Corporation in Plover, Wisconsin as the General Supervisor of Production. He was very happy with his job at Del Monte but he and his family just could not adapt to the bitter cold winters there, so he moved to Ball Metal in Denver, Colorado. Yes, it's hard to believe, but the winters are much milder in Denver than in Plover. At Ball, for almost six years, he continually progressed to the position of Senior Materials Engineer.

One of his duties at Ball was to supervise the testing, evaluation and on-line performance of all coolants, lubricants, inks and washer chemicals for Ball, Corporate. He was the person Amchem needed approval from for their chemicals before field testing of any new product devel-

opments. During his employment at Ball, he was directly involved in many start-up and operations of new plants in Sweden, Mexico, Germany and Israel. In addition to gaining valuable expertise in all



Steve Smith

phases of can technology, as a side benefit, he became fluent in speaking German and has more than a passing knowledge of Spanish and speaks a little Hebrew.

As Group Leader of Technical Services for the industry, he is the primary contact in Ambler for our container sales force. Steve will discuss any field problems they may be experiencing, provide them with all the answers and if necessary he will send one of the technical service chemists to the trouble site to oversee and correct any problem.

Originally from the East Coast, both he and his wife were pleased to relocate to the Ambler area and consider this move as coming home. His wife, Janis, holds a B.S. degree in Library Science from Radcliff College. Their children, Jennifer (7) and Jeffrey (3) were too young to express an opinion about moving East, but we know that they will enjoy their lives here.

As a family, they enjoy computer gaming, model railroading, golf, bowling and photography.

Welcome to Amchem and the Technical Service Department, Steve and welcome to the Ambler area, Steve Janis, Jennifer and Jeffrey.

MEDICAL UP-DATE

On occasion it becomes necessary to remind ourselves of the importance of stretching out

the muscles from head to toe before placing demands on them. Every day should begin with

stretching exercises for proper conditioning. Below are pictures of participants in the Stretching

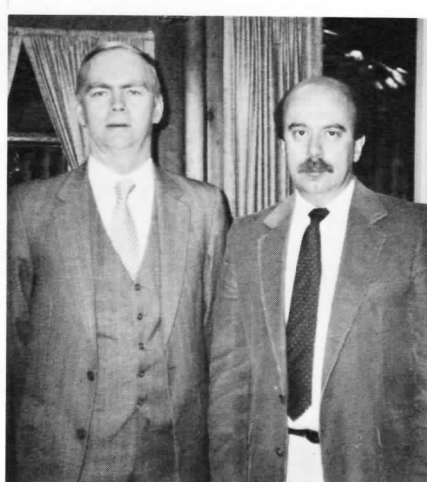
Exercise Program. Also, 'congrats' are in order for the participants of the Smokeless Program.



Sandy Hall starts the demonstration on back exercises.



Up, stretch, up . . . Dick Munger, Bob Wright, Frank Cerninara, George Blattner, Dave Woodward, Earl Clower follow Sandy's instructions.



Jim Costello and Rich Montella missed the group congratulations, but did hit the mark of one year of being SMOKELESS.



Sandy Hall (C) congratulates SMOKELESS participants from (L-R) John Heckler, Ralph Lelii, Nickie Roynan, Sue Hess, Al Zimmermann, and Karen Macort.



We're not "nodding off" . . . simply practicing our neck exercises.

The annual International Automotive, Fabricated Metal, and Steel Conference was held in Stenungsund, Sweden from June 26-28, 1985. This conference provided a forum for the exchange of Marketing and Technical information between Amchem and its Licensees.

Representatives from the following companies participated: Amchem Quimica do Brasil, CFPI (France), Chemetal (Israel), Collardin (Austria and Germany), Etisa (Spain), Granata (Italy), Henkel Iberica (Spain), Henkel Kemi (Sweden), Henkel South Africa, ICI (England), Mavom (Netherlands), Nippon Paint (Japan), Scandinavisk Henkel (Denmark), Technimetal (Belgium), Trans-Meri (Finland),

and Turk Henkel (Turkey).

The opening lecture was by Mr. L. Schön of Swedish Steel on the "Development Trends in Steel for the Automotive Industry." This was followed by several days of presentations and informative exchanges between the participants.

As always, the meeting was a great success with everyone gaining a better perspective of the international marketplace. Unfortunately for all who have enjoyed his wit and wisdom for so many years, Jim Ross of ICI announced that he would be retiring. Jim and Phyllis are wished the very best from all. Special thanks to Göran Mattson and Jan Erik Olsson of Henkel Kemi for hosting this informative meeting.



Above. Jim Ross saying good bye. (L-R) Franco Falcone, Jim, Victor Ken (back of head), Mrs. Ross, Dai Pickard.



Mr. L. Schön of Swedish Steel discussing steel trends in the automotive industry.



Dinner (L-R) Claude Michel, Vittorio Antonioli, Hans Gotta, Franz-Heinz Schroll, Wolf Roland, Willy Blote.



Departing for evening cruise.

INTERNATIONAL NEWS

Claude Hess, Chairman and CEO of our French Licensee, CFPI, visited Ambler on October 9 and 10, 1985. Claude's annual visit includes discussions on new developments on Amchem applications to the French market. It is

also an opportunity for Claude to share with us what is happening in the international market, particularly France, and to give us his views of the directions new product development should be taking.



(L-R) Pat Harrison, Claude Hess, Frank Precopio, Kurt Voparil and Greg Gibson.



Carl Gillman discussing the fine points (L-R) Kent Bonney, Carl, Jim Ross, Mike Ware, Pat Harrison.



More dinner—Vittorio Antonioli, Gerhard Lolling, Richard Montella, Angelo Gillardoni, Karl-Heinz Gottwald, Franco Falcone, Victor Ken (back of head).

Safety Program

Warren's safety program takes on a new look. Pictured is (L-R) Dave Marchildon, Leadman Maintenance, Jerry Conklin, Assistant Foreman and Ken Smith, Leadman Production.

These three employees are heading up our new safety meeting approach as safety leaders. Their efforts will be to encourage

increased safety awareness especially in the conduct of our automatic activities to help reduce accidents.

As an aid they are introducing the "TAKE TWO" DuPont Safety program. While the program aid is TAKE TWO, we will TAKE 3 to do it.

Two others who tell me they are standing behind this program are pictured in the background (L-R), Bill Dalton, Production Supervisor and Don LaBelle, Assistant to Plant Manager.



Interplant Visit

Gene Barger from the Warren plant, takes an international holiday and visits the Windsor plant.

While we will not say anything about roses and a thorn, the two thinnish women are Betty Bickel standing and Angela Calamita, Administrative Coordinator. Gene seems to be going over interplant orders with Angela. He keeps muttering something about why all requests must be shipped yesterday.

Chairpersons



Helen Budimer-Hussey was the United Way chairperson at our Windsor, Ontario plant. The Windsor Amchem Plant showed that they were concerned for those less fortunate. 91% of the employees contributed a donation, and Helen thanks all those who participated.

Eric Lindstrom accepted the position of chairperson for the 1985-86 United Fund appeal at

Warren. He reports that 24 employees (or 63%) contributed \$1,028 which was 14% over their goal of \$900. Two drawings were held awarding dinner gift certificates in the amounts of \$35 and \$45 to those employees donating at least \$.75/week by payroll deduction or \$1.00/week by payroll deduction, respectively. The winners were Mike Connor and Don LaBelle.

Retiree-Bill Dalton

Still under the shadow of the St. Patrick's day festivities, Warren employees honor another Irishman's activities in the form of a retirement luncheon for Bill Dalton, Production Supervisor—Warren Plant.

Bill started with the Neilson Chemical Company in 1950 and moved to their Ferndale location. By the time Amchem acquired Neilson in 1961, Bill was in a leadership position.

Bill provided considerable assistance during the operation of the two plants (Ferndale and Warren) in the transition stages. As the production supervisor, Bill has been responsible for all production, material handling, drum reconditioning, shipping and receiving.

Largely through Bill's efforts, there is general success in the supply of products to customers' requests for crisis shipments, sometimes requiring immediate manufacturing. Such requests are met with a bit of a smile, a bit of wit, a parting shot and a song and is generally accomplished as required.

The recommendation is to tape

Bill's comments and songs and to replay them as the struggle to get through the day without Bill will be difficult. Although one advantage is that there will now be control over the dosage.

Happy landing Bill—next time—the Isle.



Bill (R) trying to be serious while Linda McLeod cuts up and Gene Barger looks on.



Linda passes along a few keepsakes to Bill.



Right, Bill opens gifts from the gang. (L-R) Bob Graham, Linda McLeod, Gene Barger, guest of honor, and Ken Smith.

Far Right, Mike Murphy addresses all of Bill's many years of contribution to the company.

WARREN SAFETY AWARDS

The following article written by Mike Murphy, Warren Plant Manager.

While 1985 was not the best year safety-wise at Warren, it has provided us with a challenge for 1986.

To assist in the safety awareness department we have implemented both a new ap-

proach to our Plant Safety Meetings and a new Award Program.

We now have three Plant Safety Leaders, Gerry Conklin, Dave Marchildon and Ken Smith. These Safety Leaders conduct the

monthly meetings for their group which is also attended by Eric Lindstrom, our Lab Chemist/First Aid Attendant and Recording Secretary.

As a forum for the monthly meetings, we have introduced the DuPont "Take Two" Safety Program which is a multi video-tape presentation on philosophical approaches to safety with some functional guidelines.

The new Safety Award Program places each Warren employee in one of the three groups who will be on a 12 month safety award schedule. Any time-losing, job related accident establishes a new 12 month safety award waiting period for that employee's group only.

Warren's 1986 safety objective is to have no more than one time-losing job related accident with no more than 3 total recordable injuries.

Their hope is to give the Windsor contingent some competition, six years without a time-losing incident.

"A Safety Fix in '86"



(L-R) Jerry Conklin, (Leader) Eric Lindstrom, Roger Hakeem, Vern Zeigler, Ed Mitchell, Mike Gardner, Richard Holdsworth and George Brennan.



... and more awards to (L-R front row) Joyce Wiekrykas, Phyllis Czap, Jan Balchunas (back row, L-R) Linda McLeod, Mary Nizol, Sandy Nelson and (how did he get into this pic?) Gene Barger.



(L-R) Glen Renaud, Larry Holms, Marj Peoples, Ken Smith (Leader), and Les Hinch.



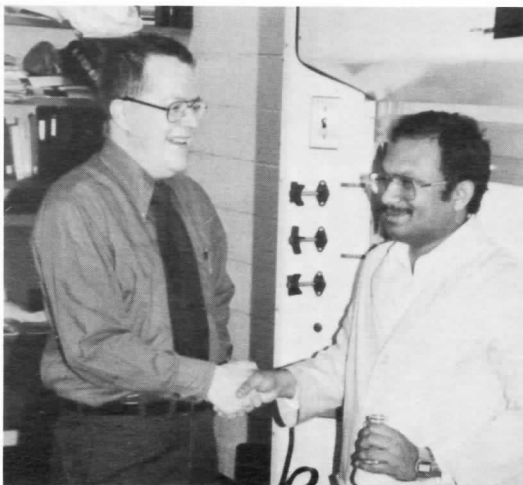
Mike Murphy (L) presents awards to Don LaBelle, Bill Dalton and Bob Graham.



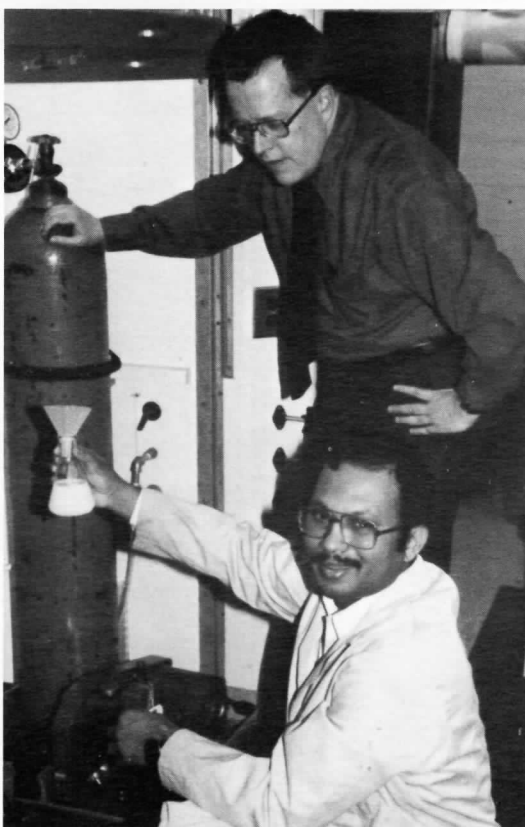
(L-R) Dave Marchildon (Leader), Mark Theisen, Jim Culbertson, Herman Mangum, John Szewc, Jake Williams and Paul Mierzwa (rear).

SUCCESS

Rohita Jayasuriya is congratulated by Tom Jones on having produced the first synthetic polymer, prepared in the Amchem new polymer laboratory, for use in the autodeposition process. Efforts have been concentrated on providing a polymer that will perform better than those we are buying commercially. We are looking forward to more future successes from Dr. Jayasuriya.

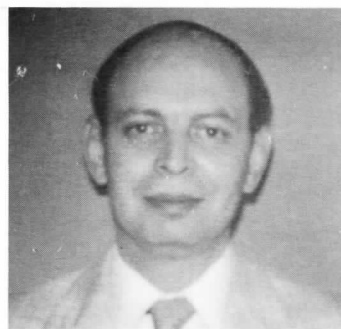


Tom Jones, Group Leader, congratulates Rohita on providing our first polymer from the Amchem Polymer lab.



Here goes! Tom Jones is an interested observer of the work of Dr. Jayasuriya.

NEW CITIZEN



A special salute to Dr. Sami Awad who recently announced the good news that he has received his American citizenship.

Sami joined Amchem in October 1984 and has been extremely instrumental in bringing our lubricant technology into the marketplace. He came to the United States in 1979 and taught at Drexel University until 1981 when he associated with Pennwalt as a Senior Chemist.

We all share in his happiness over becoming an American citizen. Best wishes and congratulations Sami!

FOREIGN AFFAIRS

On Wednesday, December 18, the routine operations of the Warren plant were somewhat disrupted but not without warning. The office staff was extra busy on this morning making last minute preparations for the plant visitors due from afar—representatives from Mitsubishi Motors and Nippon Paint Company. Also other, always welcome, visitors from our Sales and Marketing Department.

Greg Gibson, Sr. VP, Sales/Marketing, opened the meeting extending a warm welcome and proceeded to develop Amchem's history articulating all the reasons for selecting Amchem as a quality supplier of chemicals. Pete Callahan, National Sales Manager, detailed Amchem's abilities to provide the necessary products and instrumentation along with the technical services required by the automotive industry.

Mike Murphy, Plant Manager, enjoyed the occasion to play host by giving an overview of the Warren plant operation and was the tour guide for the group.



Warren plant visitors pose (L-R), Masao (Matt) Kimura (Technical Specialist-Amchem), K. Shigemoto (Nippon Paint), Akio Iida (Material Mgr.-Mitsubishi), Yoshito Okita (Product Engineer-Mitsubishi), Pete Callahan (National Sales Manager-Amchem), Masamichi Nagatani (Metalworking Manager-Nippon Paint), and, Greg Gibson (Sr. VP, Sales/Marketing-Amchem).



Some of the Warren office staff who helped with the preparation (L-R) Phyllis Czapp, Sharon Vlad, Joyce Wiekrykas, Sandy Nelson and Jan Balchunas. Linda McLeod and Mary Nizol not shown.



Akio Iida and Yoshito Okita listen, as Masamichi Nagatani (standing) interprets for the group.



Masao Kimura, Greg Gibson and Kent Bonney, Marketing Manager Automotive-Amchem, listen with interest.



Yoshito Okita, K. Shigemoto and Pete Callahan enjoy a coffee break.

RETIREES

Clarita Kiff

Sixty-three Amchem and former Amchem employees attended a luncheon at Johnny Cross to honor Clarita Kiff on her retirement after 31 years service. Clarita was presented with several gifts from the Accounting and International Departments including a scrap book containing mementos from the various functions Clarita had performed at Amchem. There was also a collage of International currency and an "official" proclamation recognizing her years of service.

Clarita plans to retire to her hometown of Taylor, Pennsylvania and the good wishes of all her Amchem friends go with her.



Above, Receiving her farewell bowl from Clyde Roberts.



Clarita is asked by Loretta Umstead to look at the camera. Behind the ladies stand Clyde Roberts, Pat Harrison and Al Saddel, who all were speakers at the luncheon.



Right, Saying good-bye to old friends Nardie Minnehan and Edie Young.

This Is Retirement???

Rumor has it (on the best authority, of course!) that Clarita was here on the day she retired until 9:00 P.M. Typical of Clarita, she wanted to get everything cleaned up before she left. As usual, nice work, Clarita, and, now, enjoy your retirement!



A farewell feast fit for a "star."



Helen checks out the goodies.

Helen D'Alfonso

On February 7th Helen D'Alfonso retired from Amchem Products and her position in the Order Department after 22 years of service. It was an exciting day for Helen visiting with her friends and co-workers sharing in the "open house" reception held in her honor. Helen has no immediate plans but is considering plenty of R and R to start out with.

Bob Entrikin

A large group of friends and family gathered at a dinner to mark the retirement of Bob Entrikin from Amchem after 32 years of service.

After cocktails and dinner several speeches of humor but affection from his associates contributed to the portrait of Bob's long career at Amchem.



Bob also had a few things to say...



Some of the speakers (L-R) Hugh Gehman, Gene Mendlow, Tom Bueter, and Frank Precopio.



Bob Entrikin enjoying the festivities with wife Lee (C) and family friend Mrs. Levy.

Gabe Mancini

On December 11, 1985, Gabe Mancini was honored with a retirement dinner at the Sandy Run Country Club. Adding to the festivities, everyone enjoyed a surprise: a belly dancer.

The treat was after a delicious dinner and, having watched the dancer from "Rent-a-Body," many vows of joining our Weight Watchers program and an aerobics class in '86 were heard throughout the room.

Best wishes to Gabe for a long, happy and healthy retirement.



Bob Kahn finds the Belly Dancer a hard act to follow, but extends Amchem's thanks and best wishes to Gabe.

Left—Gee, retirement's swell! Belly dancer recites good wishes to Gabe who seems to be enjoying the party.



Gabe Mancini, center, pictured with the Office Services Department, from left Julie Heldak, Nardie Minnehan, Judy McCauley, and Bob Coleman.



Gabe's son, John, center, and son-in-law Ken Coull join Gabe in the celebration.



Best wishes from two Amchem retirees, Bea Benner and Edna Gauss as well as Gertrude Scheetz and Bashir Ahmed.



Scottie's daughter Carol and son-in-law Dave and Lou Sabatini join in the celebration.

Scottie Martin

A surprise retirement dinner for Scottie Martin was held at Johnny Cross on Friday evening, September 27.

In attendance besides many co-workers and friends from Amchem were her children and their spouses as well as some close friends.

Scottie retired after 20 years of

service at Amchem. Among some of the people she worked for were Jack Carroll, Les Steinbrecher and Lou Sabatini.

Scottie plans on doing some traveling and visiting members of her family.

Best wishes to Scottie from all her friends at Amchem.



Edna Lloyd (retired) gives Scottie Martin some tips on "how to enjoy retirement."

"Johnny" Thompson

After 33 years of service with Amchem, "Johnny" Thompson celebrates his retirement on January 31st with friends and co-workers in manufacturing. Johnny is very enthusiastic about his new life, plans to spend lots of time with his grandchildren and family when he can tear himself away from all the home improvements he intends to complete. He has even joined in some "shopping sprees" with his wife since he has retired. He and his wife plan to visit relatives in western Pennsylvania as soon as possible. Johnny was an excellent and dedicated employee and his friends all wish him well.



Relaxing with a cup of coffee on his last day at Amchem.



Johnny Thompson in the center surrounded by well wishers.

Jack Carroll

Jack Carroll's retirement dinner, held on January 8, 1986, at the Blair Mill Inn, was attended by 95 of Jack's friends, co-workers and members of his family.

After a delicious dinner, the guest speakers reminisced of Jack's outstanding accomplishments in his 34 years with Amchem. Dwight Buczkowski recalled the early years developing Alodine, the work horse product for the coil industry. Pat Harrison presented Jack with a mock-up of an artillery bomb to remember the pilot plant days—which was received with much humor.

Certainly Jack leaves with many fond memories as we also will remember the man who



Chatting—(L-R) Dottie Fleck, Jack, Les Steinbrecher and Lois McFadden. Back to camera, Frank Precopio.

always gave his best and gave it consistently. Jack will do some consulting for Amchem and then

he and his wife, Helen, are planning a trip to Bermuda in the near future.



Jack displays "The Bomb" for all to see. Wife, Helen and Tom Jones think it's pretty amusing.

RETIREES

Wally Dragani

Friends and fellow workers gathered for a retirement dinner on December 5, 1985 at Johnny Cross, to honor Wally Dragani. Wally has decided to trade in his tools for some other toys like fishing rods and golf clubs.

Wally spent 33 years in our Maintenance Department responding always with a spirit of cooperation and professionalism, to emergency situations—many of which were “cries in the night.”

In addition to boating, fishing and golfing, Wally’s new easier life includes giving up pushing a lawn mower: he’s purchased a new tractor for cruising on his greens.

Joe Mallozzi & Bob Applegate

On April 1st, Bob Applegate and Joe Mallozzi were both “roasted” at a gathering at Johnny Cross to celebrate their retirements.

Joe reluctantly left the golf course in order to attend the dinner (his first day of retirement). We may expect to see Joe in the plant, since he plans to do some consulting work at Amchem. Otherwise, we may reach him at Sandy Run Country Club.

“Apple” will be busy the next few months “rounding up” his family and belongings to trek out to the hills of Montana, where he plans to make a permanent home. You may have some difficulty locating Bob when he is out in the mountains “contemplating the universe.”

Joe and Bob both had over 30 years with Amchem, and are eagerly looking forward to an exciting new phase of their lives. We all wish them good health, happiness and the best luck in their retirement. They will be missed.



Joe Mallozzi saying nice things about bashful Wally. Stan Micsion (L) George Siglin (R).



Stan Micsion, Wally and George Siglin listening to the speaker’s accolades.



Janis Lipacis (L) telling Ralph Lelii that it will soon be golf time. Next to Janis, John Gaines (retired), Carl Meyers, Gary Howard, Ralph, Len Carter (retired).



(L-R) Bob Godorecci, Bill Bowers (retired), Glenn Palmer, John Rawlings, Ed Ruth, Ralph Cabibbo, Lou Serratore (back to camera), all waiting patiently for dinner.



Bob Applegate, wife, Elisabeth and John Horn (retired), take a moment to pose for the camera.



Joe Mallozzi, wife, Rita and Frank Precopio enjoy a pleasant evening of conversation.



Jean Dougherty won’t let Joe leave until he signs off on some memos he dictated. John Piacitelli offers reading glasses.



Bob accepts Amchem’s pewter bowl from Neville McDonald.



(L-R) Jim Hall, Janis Lipacis, Elisabeth and Bob Applegate, Neville McDonald, Frank Precopio, Joe and Rita Mallozzi.

More Retirees			
Joining the ranks of the fun seeking retirees are:			
	Date Retired	Department	Years Of Service
Robert F. Leahy	12-1-85	Manufacturing	33
Donato Calvano	2-1-86	Manufacturing	34
Louis L. Serratore	2-1-86	Manufacturing	35
David E. Dean	2-1-86	Manufacturing	33
Joseph M. Wolos	3-1-86	Manufacturing	13
Roy W. Cramer	3-1-86	Manufacturing	17
Darrel F. Bloch	3-1-86	Fremont	6
Donald Van Ittersum	10-1-85	Sales-Great Lakes	38
Carl J. Stella	9-1-85	Sales-Northeast	32
We, at Amchem, wish them well and a life filled with good health and happiness.			

RETIREES LUNCHEON



All looking "fit as a fiddle." John Horn, Tony Seratore and Mike Carter.



Waiting for lunch (L-R) Norman Cooper (rear), Stan Clayton, Bill Cole, Ray Robinson, Phil Baum, Lou Fox, Andy Lawrence, Fred Schiefer, Walter Bright.



Scottie Martin and Edna Lloyd share retirement ideas.

As these pictures will indicate, our 1985 Retirees' Christmas Luncheon, with 62 retirees in attendance, was a big success.

After everyone had a chance to greet fellow retirees, everyone feasted on a delicious lunch. Door prizes were awarded. John Horn received a box of candy and Graham Smith won the big one: a basket of fruit.

Dr. Precopio said a few words and, then, surprise entertainment—a film on Amchem Products. Surely, our thanks to all our retirees for making Amchem the company it is today!

Speaking of "retirement," the dictionary says it means to withdraw from action. Certainly, our group is not adhering to this definition. Dave Dollman is busy as ever, only this time it's building a house in Bloomsburg. Lou Fox has even taken up golf, but he doesn't keep score. Newton McCreedy is very involved in the Association for Retired Persons. Max Zebich just loves to garden and gets to play golf also, as does Reds Seiz.

And, Jane Fonda, move over: George Valentine is taking up aerobic dancing.

Sounds as though everyone is happily and busily retired from Amchem but not from the action.

Keep having fun everyone, and we'll see you next Christmas!



Business as usual—Ernie Szoke (not retired), Gerry Romig and Graham Smith.



Looking younger every day—George Russell.



Ollie Davis happy to be with old friends.



Frank Precopio welcomes the group.



Matt DelConte and Pepe Rocco enjoying retirement.



Just relaxing and having fun. Dave Dollman, George Schneider and Jack Gallagher.



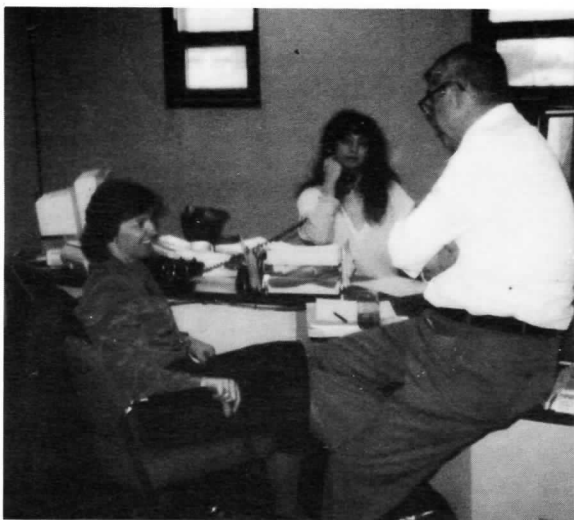
George Valentine, Max Zebich and Earl "Reds" Seiz, catching up on their current activities.

Ninja And Fred



Fred Henning, Regional Sales Manager, Mid-West Region, chauffeurs the family pet, Ninja (the one who needs hair cut and shave) this past summer when Fred moved his family from Texas to Ohio.

Sharon Visits Warren



Sharon Lauer visits the Warren facility to review changes to the order system with Linda McLeod and Gene Barger. Appears Sharon visits to get away and rest up.

When I Grow Up



"What do we want to be when we grow up"? Nardie Minnehan, Judy Haldeman and "B" Castner get a chance to go aboard a Wissahickon Fire Company truck.



Chuck Haldeman, one of our volunteer firemen, shows his vehicle to a few of the employees.

Thank Heavens



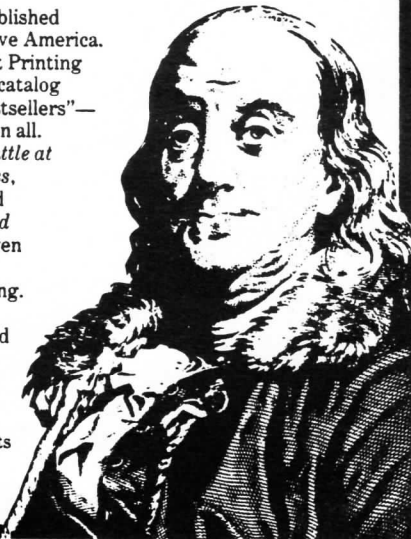
Linda Goodwin-Lincoln, back for a visit to show off pretty little Sara.

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WELCOME TO AMCHEM



Geoffrey A. Dorsey



Sharon L. Du Aime



Margarete M. Emery



David A. Bamford



Robert G. Hart



Thomas J. Cooper



Catherine S. Hunnicutt



Stephanie S. Stryker



Joseph E. Venola



Deborah R. Hobart

Geoffrey A. Dorsey—recently joined the Fremont, California facility as a Quality Control Chemist in January, 1986. A graduate of San Diego State College, with a Masters degree in Chemistry, Geoffrey was most recently employed by Kaiser Aluminum & Chemical Corp. in California.

Sharon L. Du Aime—joined the Property Law Department in January, 1986, as Secretary. Sharon is currently attending Gwynedd Mercy College working towards a degree in Business Administration.

Margarete M. Emery—recently hired as Secretary in the Property Law Department. Margarete has several years of varied business experience and has her B.A. degree in German Studies from Penn State University.

David A. Bamford—a recent graduate of Drexel University with a B.S. in Chemical Engineering, joined the Engineering Department on January 27, 1986. David comes to Amchem with several years of Co-op experience through Drexel University.

Robert G. Hart—recently joined the Technical Department as Group Leader in the Steel Group. He received his Ph.D. from the University of Delaware in 1978. Shortly after graduation, Bob joined Bethlehem Steel as Research Engineer and later Supervisor. He is currently living in Bethlehem and will relocate into this area soon.

Thomas J. Cooper—a Systems Engineer with the Systems Engineering Department, joined Amchem on March 10, 1986 after 20 years with Bethlehem Steel where he worked as a Motor Inspector. Tom has an Associate Degree in Electronic Technology from Lehigh County College and lives in Allentown.

Catherine S. Hunnicutt—spent several years working in a medical environment and decided that was not where she wanted to be. Katie has had several years of experience in customer service and joined the clerical staff of the Order Department on March 17, 1986.

Stephanie S. Stryker—a new addition to the North Central Region Sales office. Stephanie joined Amchem on February 13, 1986 as Secretary. After three years at Northern Illinois University pursuing a degree in Special Education, Stephanie decided to enter the business world. She was most recently employed as Executive Secretary with GTE Communication Systems.

Joseph E. Venola—joined the Warren Manufacturing facility on January 2, 1986, as Production Supervisor. Joe was recently employed with Stroh Brewery where he was Manager of Scheduling and Information. Joe received his B.S. in Chemistry from Michigan State University.

Deborah R. Hobart—formerly employed with a savings and loan company, joined the Invoice Audit Department on March 3, 1986. Debbie is currently attending Montgomery County Community College pursuing a degree in Accounting.

Wayne T. Reiff—after a brief absence, returned to Amchem and the Systems Services Group as Associate Systems Engineer. Wayne recently moved to Harleysville, Pa and is currently pursuing a Civil Engineering degree at Temple.

Continued

IN MEMORIAM

James Damminga

We were saddened to hear of the death of Jim Damminga on October 30, 1985. Jim joined Amchem in 1977 and had worked as Plant Engineer in the start-up and maintenance of the Warren plant.

He is survived by his wife Charlotte and daughters Nancy, Ann, Jean, and son Paul.



Jean A. Palermo

Jean died suddenly on November 12 at Chestnut Hill Hospital. She is remembered by her friends and co-workers here as the expert who catered our special luncheons and parties. She was also an avid devotee to the restoration effort being undertaken for the Statue of Liberty.

Jean is survived by a daughter Angela of Connecticut and a sister Betty of Ambler.

She is sadly missed by the many employees who worked with Jean over her 34 years here at Amchem.

PARENTING SEMINARS

Two "brown bag" lunchtime Parenting Workshops were held for Ambler employees—one in January and one in March. The workshops were presented by Child Care Systems, Inc.

On January 21, fifteen employees explored concepts of using natural or logical consequences for positive disciplining, as well as teaching responsibility, at the workshop "Spare the Rod and Spoil the Child."

On March 4, seventeen employees attended the workshop "Didn't You Hear What I Said?" The speaker for this seminar was Alice Rutkowski from Montgomery County Community College, who gave an excellent presentation on active listening that could be applied not only to children, but spouses, friends, co-workers, etc.

This seminar offered suggestions for communicating more

easily and more effectively. Methods on enhancing verbal and non-verbal communication were discussed. Non-verbal communication requires a positive attitude, soft eye contact on the person's level, and establishing a closeness without invading the personal "life space" of that individual. Touching can also be helpful, although with older children it may be necessary to ask first "Do you need a hug?" Silence is both important and OK. In verbal communication, waiting just three seconds before responding can sometimes bring out further response and also gives a person some time to register the messages just heard. Interrupting, hooking (linking onto their sentences and finishing them), problem ownership, and diminishing their story are all negative listening. Using "I messages" and playing back what

NEW BEGINNINGS

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

David

November 25, 1985

Father: Steve Bendernagel
Sales

Regina Anne

November 9, 1985

Father: Richard Hoffman
Technical

Gary

March 1, 1986

Father: Gary Howard
Manufacturing

Best wishes to all!

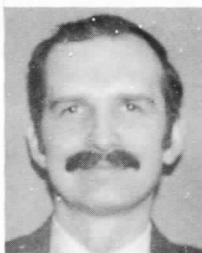
you hear are positive communication skills. "I messages" tell your feelings, the circumstances, and the consequences.

Both of the workshops received enthusiastic evaluations from our employees, who found them interesting and informative.





Wayne T. Reiff



Philip M. Johnson



Sydney Richardson

Philip M. Johnson—joined the P3 Group on March 1, 1986. With a B.S. in Chemistry from Penn State, he worked as Technical Director for Spencer Metal Processing Corp. located in Nanticoke, Pa. for over 10 years. Phil will be relocating his family into this area come summer.

Sydney C. Richardson—with a background in Administration/Executive Secretary and a degree from Chandler School for Women in Boston, Sydney joined the Midwest Sales office on March 3, 1986 as Regional Secretary. She recently moved to Ohio from the Philadelphia area.

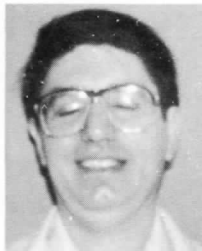
Lieselotte Iwanowicz—a German speaking secretary, educated in Germany and England, joined the Property Law Department on March 10, 1986. Lilo, was employed as a Bi-lingual Secretary for the Corporate Officer of the Gas Spring Company located in Colmar.

Ronald C. La Freeda—joined Amchem as Quality Control Technician on March 10, 1986. He spent 15 years with Quaker Chemical Co. working with industrial chemicals. Ron received a B.S. in Business Administration from LaSalle College in 1983.

Kenneth D. Koehler—Technical Sales Rep in the Southwest District, joined Amchem on October 21, 1985. Ken has a B.S. in Chemical Engineering from Ohio University in Athens, Ohio. After owning and operating a small business he joined Acheson Colloids as Sales Manager before joining our sales staff.



Lieselotte Iwanowicz



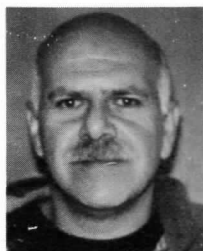
Ronald La Freeda



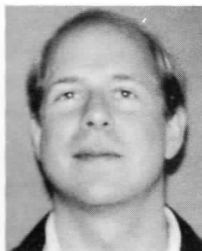
Kenneth D. Koehler

Jack Hagopian—joined the manufacturing group on October 7, 1985 as Electrician. After 3 years at Temple University, Jack joined the U.S. Air Force where he was schooled as an Electronics/Electro-Mechanical Technician. He was self-employed for over 10 years and was most recently working for American Bank Note Company.

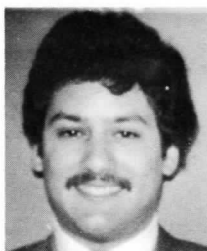
John P. Coll—joined the Technical Department-Steel Group as Associate Technician on November 18, 1985. He received an Associate degree in Chemistry from Bucks County Community College and presently is at Temple University pursuing a Bachelor's degree in Chemistry. John has laboratory experience with E. F. Houghton and most recently with Enviro-Spray Systems.



Jack Hagopian



John P. Coll



Michael A. Dorris

Michael A. Dorris—a graduate of Virginia Polytechnic Institute with a B.S. in Materials Engineering, joined Amchem's Hydro-Fax Group on October 14, 1985. Mike relocated into the Philadelphia area from Environmental Elements Corp. in Maryland, where he was employed as Senior Field Engineer.

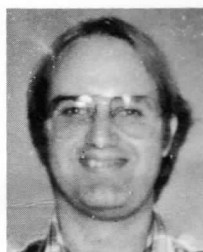
Michael Gunton—a new member of the System Services Group, joined on October 28, 1985 as Systems Engineer. Mike has a B.A. in Sociology and has completed studies in Electronic Technology from CHI Institute in Southampton, Pa. He worked for several years in the repair of Electro-Mechanical devices on a automated poultry farm. Most recently, Mike worked as Systems Technician for DBA, Systems Inc. in Boyertown, Pa.

Brenda Wheeler-Port—joined the M.I.S. Group on October 14, 1985 as Secretary. Brenda and her husband recently relocated from Middletown, Ohio where she was employed as Office Administrator for an equipment company, into the Maple Glen area.

Anne T. Spingler—joined the Secretarial staff of the Technical Department on September 16, 1985. Anne comes to Amchem with several years of secretarial experience, most recently with the Horsham Clinic.

Larry T. Sepanske—returned to Amchem on October 1, 1985, after a short absence, as Industry Sales Manager-Southfield office. Larry was recently employed by Nok, Inc. as V.P., and Regional Manager of the Automotive Sale Division.

Steven B. Smith—Technical Services Department (See page #4).



Michael Gunton



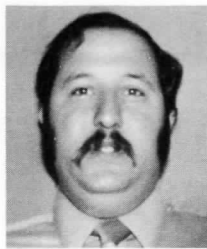
Brenda Wheeler-Port



Anne T. Spingler

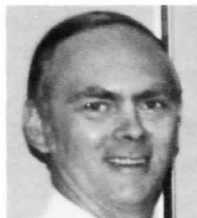


Larry T. Sepanske



Steven B. Smith

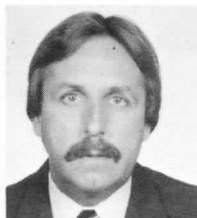
AMCHEM SERVICE AWARDS *Continued from page 16*



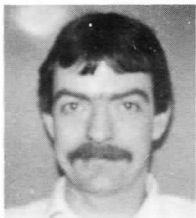
Jim Costello
5 years Systems Services



Larry Fletcher
5 years Sales



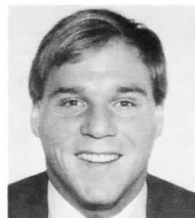
Gene Sweet
5 years Sales



Michael Wiggins
5 years Technical



Geri Kilgallon
5 years Sales



John Greer
5 years Sales



Stan Blaszczyk
5 years Technical



Pati Kelly
5 years MIS



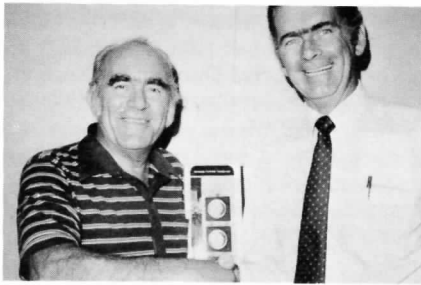
Andy Kuzma
5 years Systems Services



Dan Pettinati
5 years Mfg. Q.C.



Celia Santoro
5 years Accounting



Bill Dalton (L) is offered congratulations from Mike Murphy for 35 years of service. **WARREN**



Joe Mallozzi celebrates 35 years and is congratulated by Frank Precopio. Well wishers Bob Seaton (L) and Neville McDonald (R). **MANUFACTURING**



Barney Cole (C) celebrates 25 years of service and is congratulated by Fred Henning (R) and Ed Krueger (L). **SALES**



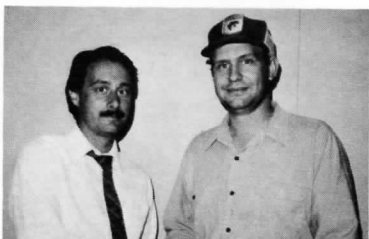
Frank Precopio offers a handshake and congratulations to Ed Feather on his 25 years of service. **PURCHASING**



Glenn Reed (C) celebrates 20 years of service and is congratulated by John Stafford (R) and Tony Macri (L). **SALES**



Bob Applegate and Janis Lipacis congratulate Marty Coleman (C) for 15 years of service. **MFG.**



Don LaBelle (L) congratulates Norman (Lyle) Dettmer as Lyle celebrates 10 years of service. **WARREN**

CONGRATULATIONS

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

35 Years

Mervin J. Hubbard William Dalton Joseph A. Mallozzi

25 Years

William J. Neill William E. Schneider Bernard J. Cole
Edwin H. Feather James W. Harrison

20 Years

Andrew J. Kepich Glenn Reed
Donald J. Nuss Lois A. McFadden

15 Years

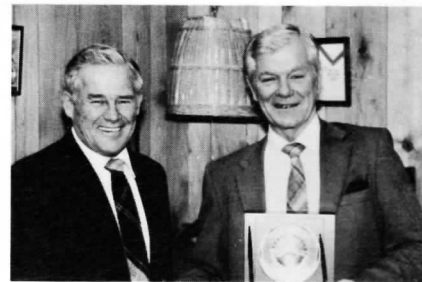
John J. Zollo Lawrence J. Knight Joseph S. Zenobio
Martin P. Coleman Robert C. Boulden

10 Years

Jean R. Dougherty Oscar L. Harris
Norman L. Dettmer Donald L. Jarosh

5 Years

James W. Costello Andrew E. Kuzma
Larry D. Fletcher Michael S. Wiggins
Eugene W. Sweet Geraldine J. Kilgallon
Stanley L. Blaszczyk John H. Greer
Patricia A. Kelly Celia Santoro
Daniel J. Pettinati



Merv Hubbard, (L) all smiles as he receives his 35 year service award from Ed Nusbaum. **SYSTEMS SERVICE**



Bill Neill (L) accepts his 25 year service award from Ed Krueger. **SALES**



Missed in the last issue, Emil Stoyanov (2nd from R) is congratulated for 35 years of service from (L-R) Neville McDonald, Frank Precopio and Tony Della Donna. **MFG.**



Andy Kepich (L) is offered congratulations for 20 years of service from Ed Rodzewich. **TECH. SERV.**



Bill Schneider celebrates 25 years of service. **SALES**



J. W. "Pat" Harrison celebrates 25 years of service. **INTERNATIONAL**



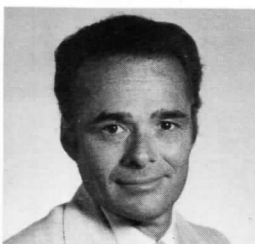
Ed Nusbaum (R) congratulates Don Nuss as he celebrates 20 years of service. **SYSTEMS SERVICES**



Lois A. McFadden celebrates 20 years of service. **TECHNICAL**



John Zollo (C) is congratulated by Chuck Haldeman (L) and Janis Lipacis for 15 years of service. **MFG.**



Larry Knight celebrates 15 years of service. **SALES**



Bob Boulden celebrates 15 years of service. **MANUFACTURING**



Joe Zenobio (C) celebrates 15 years of service and is congratulated by Tony Della Donna and Janis Lipacis. **MANUFACTURING**



Donald Jarosh celebrates 10 years of service. **SALES**



Jean Dougherty accepts her 10 year service award from Janis Lipacis. **MFG.**