

THE ANTIKNOCK

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Plant Employees Complimented

President Praises Attendance and Safety Improvements in 1975

Even though 1975 was not a record year, it was the second best year in Ethyl history, and Baton Rouge Plant employees were complimented for their improved attendance and safety performance in 1975. These and other subjects were included in President Bruce Gottwald's review of Company business at the annual Management Conference here in late January.

Speaking to approximately 500 employees at the conference in the American Legion Hall, he said that 1975 was a "drastic" year as far as the economy goes and stated: "Baton Rouge (employees) had a much better absenteeism record and . . . the most satisfying thing to me is that in 1975 they had 35 percent less major accidents during the year and 18 percent less total accidents."

Here are other excerpts from Mr. Gottwald's review of Company operations:

"Ethyl's antiknock business was really a star performer for the



Here is a portion of the head table at this year's Management Conference. From left, is Management Club President Newton Perry, standing, President Bruce Gottwald, Executive Vice President Robert Herzog, Wallace F. Armstrong, vice president, Manufacturing, and George Daniels, EMC vice president.

year and . . . each division in the antiknock business made more money than it did in 1974. However, unmistakably, as catalytic automobiles and economy cars get on the road, it affects gasoline usage and affects the Company's lead business.

"We've enjoyed good business out of this product (antiknock compound) and I think we can look forward to more to come. It does mean, though, particularly to the Manufacturing people here in Baton Rouge that you are going to have to get used to these flexible scheduling situations we have been having and you are going to have to do everything you can possibly do and imagine doing to keep this product competitive and get the cost to absolutely rock bottom."

The expenditures the Company is having to make in the environmental and OSHA (Occupational Safety and Health Act) areas are getting to be a very major problem. Last year Ethyl spent a little over \$20 million in this area and this year it will cost around \$25 million. "And that's just an awful lot of money, even when we think we're getting to be a substantial size, for us to have to put in non-productive facilities."

A big success story this year is the Ethyl car with the Company's Turbulent Flow System, which has completed 50,000 miles and comes well under the 1975-76 California standards, which are the most strict antipollution standards. It not only comes under the standards, but it also had the best fuel economy of any engine in its class tested by the EPA. Ethyl's TFS uses leaded gasoline, a high compression engine can be used with

it and it proves "what we set out to prove all along and that is you can clean up an automobile engine by using good engineering rather than a bunch of gimmicks hung on it."

Ethyl's employees now number 17,000 or a little over, and it is expected to be some higher by the end of this year.

The good news in the business outlook of the coming year is that the recession is ending and almost universally across the company things are looking better by the month. The general economic forecast is that '76 and '77 will both be good years.

"I'm awfully proud of the fact that the team we've had has handled every problem that has come our way and I want to give you my heartfelt thanks . . . for a very fine job in a very trying year."

Clint Chenevert Adds To Many Honors

Honors continue to come to Clint, son of Houston Chenevert (TEL-Sod, M&C), and grandson of Annuitant Henry Harang. Harang worked in Quality Control until his retirement in January. In early December Clint was awarded his Eagle Scout Badge, Scouting's highest rank. A member of Troop 231 and a student at Istrouma High, he is 15 and is a junior varsity football player. In January Clint was installed as 95th Master Councillor of the Istrouma Chapter, Order of Demolay.



Congressman Spends Day on Plant To Learn More About Plant Jobs

As part of his program to become familiar with as many occupations of his constituents in the Sixth Congressional District as possible, Representative Henson Moore spent January 15 on the Plant "in khaki." After "reporting in" at 5:30 a.m. at the Main Gate, he worked with employees at the receiving docks of Stores, helped load a Stores delivery train, visited the Pump and Gear Shop in Central Shops, toured the PVC Plant, helped empty trays in the Cafeteria and observed chemists at work in the R&D Lab.

The visit here was part of his program of learning about the various occupations in the Sixth District which has included work on a dairy farm in Washington Parish, bagging groceries at grocery stores and other job activities in the various parishes.

He was highly complimentary of the Plant employees with whom he came in contact and thanked Resident Manager Bill Strader for the opportunity of being an unpaid "Employee for a Day." Below are some of the activities in which he participated while on the Plant.



Cafeteria Attendant Stephen Dubon, left, shows Congressman Moore how to clear trays in Cafeteria.



Mechanic Alton Anderson, right, instructs the Congressman in the repair of an air hoist.



He learns about chemical research from Chemist Janet Jones and Research Associate Don Imhoff.



PVC Operator Johnny Wages, left, instructs the Congressman in putting on a face mask.



Among approximately 500 employees attending the Management Conference at the American Legion Hall in late January were these five annuitants. All former Plant employees, they are, from left, William Heck, Charles E. "Chuck" Colvin, Ben Harrison, Lew Barnum and Jerry Monahan. Colvin was headquartered at the Tower when he retired and Harrison was in Richmond. The others retired at the Plant.

CLASSIFIED ADS

For Sale

AUTOMOBILE—1971 Pinto two-door with automatic transmission, air condition and radio; \$200 under N.A.D.A. average retail price. Phone 275-8639 after 5 p.m. and Saturdays.

BOAT OUTFIT—1973 Terry Bass boat with 65 hp. Evinrude motor, two gas tanks, two batteries, a supermotor guide, also galvanized trailer with spare wheel. Phone 775-4238 after 4 p.m.

MOTORCYCLE—1975 Suzuki TM-100 in perfect condition and at good price. Contact Carrol Flatau. Credit Union, Phone 2416.

MISCELLANEOUS—Four 4-hole 13-inch rims with practically new tires (for Mustangs and other similar size cars) \$75 for all; Hot water heater—30 gallons, \$10. Phone 357-7960.

MOBILE HOME—12 ft. x 60 ft. two bedrooms, 1½ bath, living room, kitchen, added den 12 ft. x 24 ft. Fully carpeted and furnished with 10 ft. by 30 ft. patio awning. In excellent condition. Phone 261-4173.

Wanted

DUCK STAMPS—Any year. Please send to Herb O. Son, H-C Operations.

Two New Employees Join Company Here

Two new employees have joined the Company here since the first of the year. Johnny Street, a chemical engineering graduate of Mississippi State, is a new chemical engineer in Process Design. Patricia Wilson, who resides at Sunshine, reported for work as a typist in the Steno Pool. She is a graduate of Southern University in business education.



Street



Wilson



Agnew



Bowman



Brown



Bryan



Feterabend



Gaudet



Hazlip



Imhoff



Ivy



Leasher



Olinde



Rachal



Roethe



Simpson



Skipper



Zeringue

Peter Badeaux Uses Safety Meeting Knowledge to Save Choking Relative

Peter Badeaux, H-C M&C, put the knowledge he gained in a plant safety meeting on emergency treatment for a person choking on food to good use recently and possibly saved the life of a relative in doing so.

Badeaux, who lives at Plaquemine, had a group of relatives at his home for fried fish. Shortly after eating some fish, a cousin, who had experienced some esophagus difficulty previously, coughed and immediately began to choke when he apparently lodged a small piece of fish in his windpipe.

Badeaux noted that other relatives were not succeeding in helping the stricken man by striking him on the back. (This is the wrong thing to do since it could drive the food particle further into the throat passage.) He remembered the safety meeting conducted by Safety Engineer Woody Merritt on the "Cafe Coronary" emergency treatment

for persons who are choking on food. He immediately grabbed his cousin around the waist and squeezed forcibly. The food particle was quickly forced out of the man's windpipe, giving him immediate relief.

Merritt had demonstrated this method of squeezing the diaphragm to force air out of the lungs, which causes the food particle to literally "pop out" in most instances.

Under the "Cafe Coronary" first aid method, when it is obvious that a person is choking, stand behind him or her, circle the victim's waist just below the belt line. Then firmly grasp one of your wrists with the other hand and squeeze hard. This forces out trapped air from the victim's diaphragm and also the food particle usually.

The "Cafe Coronary" first aid, or "Heimlich Maneuver," for choking victims was featured in an article in The Antiknock last year.



Peter Badeaux, left, and Safety Engineer Woody Merritt are photographed with the July-August 1975 issue of The Antiknock which features an article on first aid for choking victims. Badeaux credits information gained in a safety meeting, conducted by Merritt, on this choking first aid for helping him give possible life-saving relief to a choking relative recently.

Several Employees Move Up the Ladder

Promotions and reassignments involving a number of employees in Manufacturing, R&D and Traffic have been announced in recent weeks.

In R&D, Dr. Don Imhoff was promoted to research associate in R&D Services and Samuel Agnew and Michael Gaudet were promoted to process engineer in Process Design. Also, Kenneth Leshner transferred from Process Development to Process Design and joined the Engineering Services Group at Magnolia as assistant project engineer.

In Manufacturing several Operations employees were promoted and others in Maintenance moved up. In Sodium Operations, Riley Olinde was promoted to general foreman of the "A" Shift Group, and four others — Johnny Bowman, Clarence Hazlip, John Ivy and Theodore Zeringue — were promoted to salaried foremen.

Effective February 1, Earl Rachal was promoted from assistant supervisor to supervisor of Cost, Budget and Operations Data in Finance.

In Maintenance, Ernie Feierabend was promoted from Maintenance engineer to supervisor. Central Shops and Wayne Skipper from Standards engineer in Industrial Engineering to Maintenance engineer. Also, Ronnie Simoson advanced to salaried mechanical foreman in General Maintenance.

A number of reassignments in Manufacturing became effective in late December and early January. In the reassignments, Quentin Hall moved from superintendent,

H-C Operations, to acting superintendent, Stores and Services; Harry Loflin from superintendent, Sodium Operations, to superintendent, H-C Operations, and Gene Ponti from superintendent, Stores and Services, to acting superintendent, Sodium Operations.

In Maintenance and Construction, Rex Conrad was assigned to the newly-created position of superintendent of M&C Administration, with responsibility for Plant Construction. Maintenance Engineering and the Maintenance Administration Group. John Guillot moved from chief supervisor, Construction, to acting superintendent, H-C Maintenance, and Joe Thompson moved from Shops supervisor to acting chief supervisor, Construction.

In Traffic reassignments, effective February 1, William Bryan was reassigned from superintendent, Traffic, on the Plant to assistant manager, Rates, at the Tower, and Harry Roethe moved from the Tower to the Plant to succeed Bryan.

In February, Lynn Alessi, Eng., was promoted to mechanical engineer, and Jacqueline Brown to medical secretary in Medical. Effective February 16, Ernie Feierabend began a rotational assignment in Manufacturing Planning & Coordination, Tower, and William Cooke transferred from that group to the Plant as chief supervisor, PVC Operations. (Late pictures of Alessi and Cooke, not available for this issue, will appear in the next issue.)

Many
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CONFIDENT
Mary Ann H
Mary Johnst
Lena Langlo
Ivory Lite
Lucille McQ
Wilhelmina
Nathleen Wa
Cariyn With
Marjorie Wil

EMPLOYEE
Dora Brown

ENGINEER
Betty Green

FINANCE
Steve DeBen

Modie Harre
Doussan Rat
Harvey Wint

H-C AUXIL
Robert Atkin

James Barre
Herman Hug
Isiah Lang
Rivers Robe
Eldredge Ro
Lawrence Sc
Joseph Trus

H-C MAIN
Merrick Auc

Michael Auc
Wayne Bert
Glenn Brou
Roy Boudre
Paul Cambr
Roosevelt C
Arthur Caus
Michael Cou

Many Have 'Perfect' Attendance

357 Employees Are Saluted for Excellent Attendance in 1975

Congratulations to 357 employees who are being recognized on this page for being on the job when scheduled during 1975! They are doing their part to combat the ever-present problem of absenteeism at the Baton Rouge Plant. A memento in recognition of their good attendance is being presented to each of them.

The employees listed below did not miss work in 1975, or had only excused absences. Many of them had perfect attendance and did not miss any days at all! Furthermore, for several of them it marks the second, third or fourth consecutive year, since the attendance recognition began in THE ANTIKNOCK in 1972 that they had no absences or only excused absences for the entire year! These employees have a (2), (3) or (4) after their names. The excused absences include such things as jury duty, death in the family, union business or being absent less than a full day for emergencies, etc.

Two employees recognized in the past for many years of outstanding attendance continued to add to their record in 1975. William Yoes, TEL Op., ran his perfect attendance years to 22 since he was hired in February 1940. Records indicate he has missed only 22 days in the 36 years he has worked on the Plant. Also, a day of absence (illness) in April kept Leo Devall, H.C. Op., from achieving his 17th year of perfect attendance since he was hired in August 1941.

Lynwood Sharon, who retired February 1 (see Page 4), completed his active working career with 27 years without a personal illness absence and with 17 years of perfect attendance. His last three years were marked by the same perfect attendance that he has maintained for so many years since he was hired in 1943.

Even with this good attendance by this large number of employees, however, absenteeism at the rate of 3.1 percent for the year continues to add considerably to the cost of operating the Plant. Everyone is urged again to do his or her part to reduce absenteeism.

Again, congratulations to these employees:

CONFIDENTIAL SECRETARIES

Mary Ann Hughmark (2)
Mary Johnston (2)
Lena Langlois (3)
Ivory Lite
Lucille McQueen (3)
Wilhelmina Richardson
Kathleen Walters (2)
Carilyn Williams (2)
Marjorie Wilson

EMPLOYEE RELATIONS

Dora Brown (3)

ENGINEERING

Betty Greenup

FINANCE

Steve DeBenedetto (2)
Modie Harrell
Doussan Rando (3)
Harvey Whitfield (2)

H.C. AUXILIARY

Robert Atkins
James Barron (3)
Herman Huggins (3)
Isiah Lang (3)
Rivers Robertson (3)
Eidredge Robinson (3)
Lawrence Square (3)
Joseph Truscarr, Jr. (3)

H.C. MAINTENANCE

Merrick Aucoin
Michael Aucoin (2)
Wayne Berthelot (2)
Glenn Brouillette
Roy Boudreaux
Paul Cambre (2)
Roosevelt Campbell
Arthur Causey
Michael Courtney

Roosevelt Dupuy (4)
David Evans, Jr. (4)
James Foreman
Robert Gianelloni
Gordon Golsen (2)
Barnett Himeel (2)
Kenneth Hodges (3)
Ralph Jacobson
Brummit Jones
Phillip Jones (2)
James Kennerly (2)
Nin Kyles
Nathan Lacombe
Allie Lavigne
Robert Luker
Daniel Major (2)
Gerald Manola (2)
Richard Manske
Morris Melancon
Windom Melancon
Willard Olmde, Jr.
Jesse Pearce (2)
Lionel Reine (3)
Kenneth Rider
Jesse Romig
Henry Rushing
Clarence Sanchez (4)
Lynwood Sharon (3)
Hollis Simpson
Al Soulier
Hines Turcotte (2)
Jerry Turcotte
Clarence Underwood, Jr.
Curtis Usry (2)
Henry Welda (2)
Terry Whittington

H.C. OPERATIONS

Elwin Adams (2)
Clifton Addison
Robert Austin
Jules Baysselaunce (4)
Robert Bnster
Larry Edwards
Leon Evans
Frank Forbes
Kelly Harris, Jr.
Clark King
Frederick Landry
James Landry
Roderick LeBlanc
Joseph Matrine (2)
Johnnie Moore
Willard Olmde
Leon Sims (3)
Norman Slack (3)
Wilburn Smith
Donald Spurlock
Warren Taylor

INDUSTRIAL ENGINEERING

Minnie Wales (4)

MAINTENANCE PLANNING

Mary Kendrick
Leroy Landry
Ulysses Rome, Jr. (2)

POWER

John Allen
Bobby Crawford (2)
Salvador Gullotta (2)
Norris Kimball (3)

PUBLIC RELATIONS

Roman Alford

PURCHASING

Edward Morgan, Jr. (3)

PVC MAINTENANCE

Ludovic Aucoin
David Barbay
Michael Hebert (2)
David Humphreys (3)

PVC OPERATIONS

Larry Benton (2)
Bruce Chuzst
Alcee Gifro
Clairborne Durbin
Joseph Haralson
Gerald Hart
Allen Hunt
Lorenza Hunt
Gerald Kimball (2)
Leland Landry
Floyd Lyons (2)
Ray Palmer

QUALITY CONTROL

John Aydeall
Lawless Boudreaux, Jr.
Rauhanman Browning (2)
Rodney Fife (2)
Aubert Millet

RESEARCH & DEVELOPMENT

John Barbay
William Belding
Harry Bizette
Okley Broussard
David Coyle (2)
James Delaughter
William Dominick
Carolyn Dumoulin (3)
Hugh Fisher
Lillie Greer
Walter Guerin (2)
Conrad Langlois
William LeBlanc (4)
Joseph Martin (2)
Leonard Massey
Earlie Miller (3)
Michael Monahan
Paul Nash
Frank Patton (3)
Stephen Pearce
Stephen Reed
Edward Sanchez
Jerry Sicard
Willie Smith (2)
Harold Torres
Joe Whitehead

SAFETY & FIRE INSPECTION

Murphy Didier (3)
James Shankin (3)

SODIUM OPERATIONS

Joseph Aguilard
Beverly Bizette (3)
Donald Blanchard (2)
Joseph Blanchard
D. P. Boggans (2)
Sidney Bond (3)
Johnny Bowman, Jr.
Mack Brooks, Jr. (2)
Pearlie Broussard (3)
William Cathey, Jr.
Thomas Chapman (3)
Hamlett Crotwell (4)
Charles Delaney
Dominic Distefano
Joseph Duplessis (3)
Clarence Hazlip
John Hendrix
John Ivy (2)
Nathan Johnson
Harmie Kendrick
Lawrence Landry
Terrence Lieux
Joseph Major
James Mulkey (3)
Weldon Pierre
Amidee Reames (2)
John Schexnaider
Dan Scott (2)
August Seguin
Orville Stephens (3)
Albert Sulzer (4)
Bondnett Thomas (2)
Eddie Whitley (2)

STORES & SERVICES

Lenn Alexander
George Allain (4)
Joseph Andre (2)
Bertin Babin
Fred Beard
Felix Boudreaux
Thomas Bourgeois (3)
John Chadwick
Lester David (4)
Samuel Delaune
Martin Greenfield
Victor Harvey (2)
Ray Hebert
Tupie Henry
George Hoyt
Leo Jell (2)
James Johnson
David May
Jack Ray (3)
John Rogers
Mary Ann Reed
Errol Simpson (3)
Paul Smith
Thelma Smith (4)
James Wall (4)
John Yarbrough (2)

TEL GENERAL SERVICES

Simmie Armwood (2)
Leonard Bell
Henry Collins, Jr. (2)
Manuel Lawrence (2)
Henry Payne (2)
Stanislaus Ricard (3)
Cleveland Spann, Jr.
Glenn Soileau
Samuel Stewart
Joe Turner
Colman Watson, Jr. (2)

TEL OPERATIONS

Davis Aguilard
David Allen
Simmie Armwood, Jr. (2)
Isaac Betts (2)
J. W. McCray Bowden, Jr.
Ellis Bowie
Melvin Breux
Kenneth Causey
Donald Chaney
Bobby Conn
Joseph David (3)
Charles Davis
Jessie Devall
Roger Dutsch (3)
Ronald Fuentes
Floyd Glaze
Alvin Glotz, Jr.
Richard Harris (3)
Robert Harvey (3)
Jesse Kelly
Will Kennon
Joseph Langlois (2)
Ronald Langlois
Paul Levert
Jimmie Martin
Alfred Mix (2)
Charles Muse (2)
Lenard Payne
Murphy Richardson
Augustus Rogers (2)
Edward Sanchez (3)
Alton Thornton (2)
Albert Toussaint, III (2)
Roy Tucker (2)
Charles Webb, Jr.
William Yoes (4)

TEL-SOD. M&C

Lynell Alford (3)
Earl Alonzo
Elmer Ambrose (2)
Haney Ambrose
Malcolm Babin
Henry Bailey (2)
Weldon Bates (2)
Enoch Batson (2)
Forrest Benge
Luther Bennett
Norman Bennett
Roy Bennett
Boyd Blount (3)
Lawrence Bourg, Jr.
Paul Boyle, Jr.
Andrew Brazier
Gwin Brister
Amos Brumfield
Clarence Bueche, Jr. (2)
Alfred Burns (2)
Joseph Caillouet
Thomas Campbell
Kenneth Causey
Warren Choate (2)
Roy Covington
Kenneth Crawford (3)
William Crotwell, Jr. (2)
Wilson David
Elvin Delahaye
Dan DeLee
Charles Devall
Murphy Demoulin
Gary Duncan
Wilson Duvernay
J. V. Edmonston
Stanley Ellis (2)
Luther Felps
Cecil Forbes
Roy Gardner
John Gaudin
Wilson Gilmore
Willard Green
Vincent Guercio (3)
Robert Gwin (2)
Alex Harrison (3)
Charles Harrison (3)
Anthony Hebert (2)
John Henley (3)
John Hoth (2)
Lee Hubbs (4)
Donald Jacobson (3)
Darrell Jarreau
James Jarreau
Harold Jefferson
Floyd Jensen (2)
Ben Johnson
Samuel Johnson
Alton Juban (2)
Louis Keelen
George Kelly, Jr.
Lee Kennard (3)
Dana Keowen
John Lapaze, Jr.
Henry Leach, Jr. (2)
Lestlie LeBlanc
Charles Lefebvre (2)
Crawford Lewis
Lemuel Ligon (3)
James Lundberg
Jerome Marquette, Jr.
LaVern Mayo
Horace McNeal
Clinton Moore (2)
Andrew Noble (3)
Robert Odom
Stephen Ory

(Continued on Page 5)



Bryan



Inhoff



Rachal



Zeringue

Ladder

acting superintendents; Harry Stender. So superintendents, and General. Stores superintendents.

and Constructors assigned to position of superintendent. Administration for Plant Maintenance Engineering. Ad John Guillot supervisor, Comperintendent, and Joe Thompson supervisor, Con-

ments, effective. William Bryan superintendent. Plant to as-ates, at the toethe moved the Plant to

Alessi, Eng., mechanical engineer Brown to Medical. Ernie Feieraal assignment planning & Co- and William am that group of supervisor, te pictures of available for r in the next

Large Group Completes Careers

Forty-Seven Veteran Plant Employees Begin Their Retirement in January and February

Forty-seven employees, one of the largest groups to retire during a two-month period, completed their active working careers at the Plant in January and February. Those retiring had many years of service, some of them starting work as far back as 1937, 1938, 1939 and the early '40's.

All of the 47 employees except William Atkinson, Security; Casey Hendricks, TEL Op.; Rousis Johnson, TEL-Sod. M&C; and Ray Pearce, Qual. Cont., are shown below. Three employees of the 47 retired at age 65. They are James Davis, TEL-Sod. M&C; Ova Maddox, TEL-Sod. M&C; and Lynwood Sharon, H-C M&C. All the others retired early.



30 YEARS
Felix Arceneaux
Pipefitter
TEL-Sod. M&C
Hired 1945
Rt. 1, Box 441-D
Prairieville



37 YEARS
Wilmar Cary
Office Porter
Sod. Gen. Serv.
Hired 1938
836 So. 17th St.
Baton Rouge



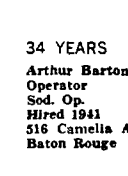
35 YEARS
Roger Duffard
H-C Planner
H-C Maint.
Hired 1940
5844 Convention St.
Baton Rouge



37 YEARS
Lyle Hernandez
Foreman
Sod. Op.
Hired 1938
444 Linda Ave.
Baton Rouge



33 YEARS
Clinton Trainor
Stores
Hired 1943
Box 56
Livingston



34 YEARS
Arthur Barton
Operator
Sod. Op.
Hired 1941
516 Camella Ave.
Baton Rouge



35 YEARS
Thomas Chapman
Working Leader
Sod. Op.
Hired 1940
6142 Clinton St.
Baton Rouge



38 YEARS
Chester Dunbar
Foreman
TEL Op.
Hired 1937
2821 Sherwood Dr.
Baton Rouge



38 YEARS
Lloyd Hopkins
Foreman
Stores & Serv.
Hired 1937
4978 McHugh Dr.
Zachary



31 YEARS
Nemours R
Pipefitter
H-C M&C
Hired 1944
3871 Green
Baton Rouge



34 YEARS
Jules Beyssance
Working Leader
H-C Op.
Hired 1941
11825 Glenda Dr.
Baton Rouge



37 YEARS
Lloyd Conerly
Laundry Leader
Laundry
Hired 1938
10783 Sandringham
Baton Rouge



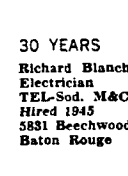
38 YEARS
Richard Elsworth
Foreman
TEL Op.
Hired 1937
8739 Government St.
Baton Rouge



37 YEARS
Robert Lea
Foreman
TEL Op.
Hired 1938
4060 Lee St.
Zachary



32 YEARS
Lynwood S
Pipefitter
H-C M&C
Hired 1943
4649 Braule
Baton Rouge



30 YEARS
Richard Blanchard
Electrician
TEL-Sod. M&C
Hired 1945
5831 Beechwood Dr.
Baton Rouge



34 YEARS
Wiley David
Operator
Sod. Op.
Hired 1941
Jarreau



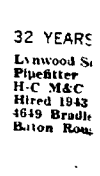
37 YEARS
Paul Favrot
Shift Coordinator
TEL Op.
Hired 1938
509 Whitehead Blvd.
Port Allen



35 YEARS
Earl LeFeaux
Foreman
Security
Hired 1940
11055 Tams Dr.
Baton Rouge



31 YEARS
Ova Maddox
Outside Machinist
TEL-Sod. M&C
Hired 1944
9584 W. Tams Dr.
Baton Rouge



36 YEARS
Charles S
Gen. For
H-C Op.
Hired 1935
563 Pierce
Baton Rouge



35 YEARS
Bentley Blouin
Operator
TEL Op.
Hired 1940
3544 Lava Beds
Baton Rouge



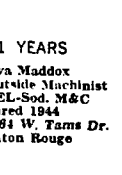
38 YEARS
James Davis
Outside Machinist
TEL-Sod. M&C
Hired 1937
5169 Sherwood Dr.
Baton Rouge



35 YEARS
James Fussell, Jr.
Sheet Metal Layout
TEL-Sod. M&C
Hired 1940
8028 Baja Dr.
Baton Rouge



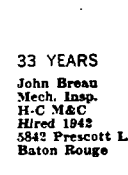
36 YEARS
Donelson McCallum
Inst. Mechanic
TEL-Sod. M&C
Hired 1939
1235 Stephens Ave.
Baton Rouge



33 YEARS
Willard Mitchell
Mgr., Purch. Dev.
Purch.
Hired 1942
9051 Parkview Dr.
Baton Rouge



38 YEARS
Henry Harang
Sr. Lab. Technician
Qual. Cont. Lab.
Hired 1937
2827 Duke St.
Baton Rouge



33 YEARS
John Breaux
Mech. Insp.
H-C M&C
Hired 1942
5842 Prescott Lane
Baton Rouge



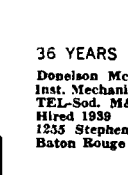
32 YEARS
Rubin Davis
Operator
Sod. Op.
Hired 1943
Walker



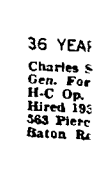
31 YEARS
Louis Hancock
Electrician
TEL-Sod. M&C
Hired 1944
Rt. 2, Box 42
Denham Springs



29 YEARS
William Davis
Patrolman
Security
Hired 1946
Rt. 4, Box 336
Zachary



23 YEARS
Larry Burroughs
Typist Clerk
Prod. Plan.
Hired 1952
4646 Drusilla Dr.
Baton Rouge



ment in and February



33 YEARS
Clinton Moore
Trainman
Stores & Serv.
Hired 1942
Box 56
Livingston



36 YEARS
Ambrose Sullivan
Welder
TEL-Sod. M&C
Hired 1939
Rt. 8, Box 798
Denham Springs



33 YEARS
Eugene Turner
Working Leader
TEL Op.
Hired 1942
3507 Buchanan St.
Baker

YEARS
Hernandez
Op.
1938
Linda Ave.
Rouge



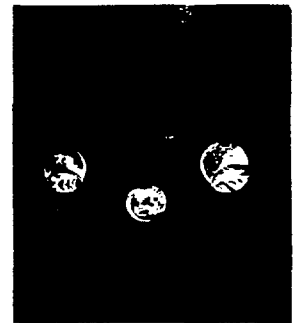
38 YEARS
Wall Moore
Operator
TEL Op.
Hired 1937
4173 Lee St.
Zachary



36 YEARS
Freddie Watson
Gen. Foreman
Sod. Op.
Hired 1939
4886 Longfellow Dr.
Baton Rouge

A hobby of coins "in error" collecting, which he started in 1966, is paying dividends to Harold Brown, a mechanic in TEL-Sod. M&C. Since he started collecting these coins that have errors from defective minting or other errors — right after he was discharged from the Marines following Vietnam service — he has collected nearly 250 coins "in error," which is his specialty, and approximately 1,000 other coins. His coins are worth double, or much more than their current denomination.

The coins he has collected, which have minting defects or other errors, date as far back as 1850 and include pennies, dimes, quarters, half-dollars and dollars, as well as various denominations of bills. Such errors as off-center coins,



Brown points to some of the "coins-in-error" which he has collected. All of these resulted from defective planchets (the metal disk used to stamp coins). He values his collection at more than \$5,000. In the foreground is a "blank" penny.



31 YEARS
Nemour Rayne
Pipefitter
H-C M&C
Hired 1944
3624 Greenwell St.
Baton Rouge



32 YEARS
Rivers Robertson
Dev. Lab. Attend.
H-C Aux.
Hired 1945
1214 Julia St.
Baton Rouge



35 YEARS
Ripley Wilkinson
Electrician
TEL-Sod. M&C
Hired 1940
Rt. 2
Baton Rouge

The Cover

In our front cover picture, Harold Brown points to some of the defective coins which he has collected since he started his hobby of collecting money "in error." The display of his coins which has won for him the trophies shown on top of the display is now valued at from \$3,000 to \$5,000. He keeps this valuable display in private storage. Brown is interested in becoming acquainted with other coin collectors.

double dates, clogged numbers or letters, clipped coins, and others resulting from defective planchets (the metal disk used to stamp coins), are the things he is trained to look for in his collecting. His own collection, supplemented by coins in error he has purchased at shows as far away as Jackson, Miss., is now valued at from \$3,000 to \$5,000. The display of coins shown in the picture is kept in private storage for protection.

A 1964 half-dollar was the first coin in error he collected. It had been minted with a defective alloy. From then to the present, collecting these coins has been his main hobby. He is now so interested in his hobby that he wants to help fellow employees who collect coins in error or other types. He invites interested employees to contact him.

Brown joined the Company in September 1968 as a General Services employee. He advanced to mechanic in Maintenance as a Sodium Service mechanic third class in April 1974.

Credit Union Officers Re-elected for 1976

Credit Union officers, headed by President John Gooch, were re-elected to serve in 1976 and five board members were re-elected to two-year terms at the annual meeting, January 26. Other officers are Joe Cornett, vice president; Robert Thornhill, treasurer, and Gordon Spurgeon, secretary. Those re-elected to the board were Melvin Acosta, Kenneth Dunn, Gooch, Spurgeon and Thornhill.

YEARS
Lea
man
Op.
1938
Lee St.
ry



32 YEARS
Lynwood Sharon
Pipefitter
H-C M&C
Hired 1943
4649 Bradley St.
Baton Rouge



35 YEARS
Wilbur Wilson
Elect. Insp.
TEL-Sod. M&C
Hired 1940
11623 St. Paul Ave.
Baton Rouge



YEARS
Maddox
Machinist
Sod. M&C
1944
W. Tams Dr.
Rouge



32 YEARS
Leon Sims
Operator
H-C Op.
Hired 1943
5212 Wyandotte St.
Baton Rouge



36 YEARS
Charles Smith
Gen. Foreman
H-C Op.
Hired 1939
563 Pierce St.
Baton Rouge



37 YEARS
James Spinks
Working Leader
Sod. Op.
Hired 1938
3058 Linwood St.
Baton Rouge



YEARS
rd Mitchell
Purch. Dev.
1942
Parkview Dr.
Rouge

Attendance—

(Continued from Page 3)

Ernest Ott (3)
Valerie Patin
Joseph Peans (2)
Elliott Pendas (2)
Marvin Price
Lloyd Rachal (3)
Ivy Rackley (2)
Wilmer Rainey
William Rhodus (2)
Sam Ringo (2)
Jerome Romig
Earl Schexnauldre (3)
Paul Schuster (2)
William Sicard, II
James Smelley (2)
Travis Smith
Ronald Sommers
Wallace Soulier (3)
Jimmie Spears
Fredrick Spurgeon
Joel Stephens (2)
Charles Street, Jr.
Vernon Triche
Emile Troclair, Jr.
Leo Turner
Elroy Vallier (3)
Spencer Wall
Warren Walls
Ivy Watts
Oree Wilkinson
Albert Womack (2)

Gonce Attends Advanced Management Course, Late Reassignments Are Made

Recent organizational changes have been announced for key manufacturing and Research & Development employees. John Gonce, manager, Operations, is attending the Advanced Management Program at Harvard University. Charles Hunt, associate director, Process Design, has transferred from R&D to Manufacturing and

has been assigned as acting manager of Operations.

In R&D changes resulting from Hunt's transfer to Manufacturing, Dr. Phillip Davis, associate director, Process Evaluation, becomes associate director, Process Design, and Charles "Buddy" Bergeron is promoted from supervisor to assistant director, Process Evaluation.



Hunter



Davis



Gonce



Hunt

Service Anniversaries

Twelve 35-Year Employees Lead in Long Company Service on the Plant

Headed by 12 employees who observed their 35th anniversary of company service during January and February, a total of 85 employees observed service anniversaries of five years or more during the two-month period.

In addition to the 12 men who have completed 35 years, there were six with 30 years, six with 25 and two with 20. In addition, there was a large group, 54 em-

ployees, who observed their 10-year anniversaries and five who have completed five years.

Most of the employees with 20 or more years of service are pictured on this page, and those with less years of service are listed. Those with 20 or more years of service who are not shown are listed below under "Pictures Not Available."

30 Years



John Aydeell
Qual. Cont.



Abby Campo
Tel-Sod. M&C



Billy Pato
Maint.



Valerie Patis
TEL-Sod. M&C

20 Years

35 Years



William Balls
TEL Op.



Wiley David
Sod. Op.



Sammie Forbes
Sod. Op.



Charles Genius
TEL-Sod. M&C



Willie Jenkins
Sod. Op.



Dixie Major
Fire Insp.



Eugene Orr
Gen. Maint.



Clarence Ostergren
Security



Willie Freeman
TEL Gen. Serv.



Roy Phillips
R&D Lab.



Harry Theriot
R&D Lab.

Other Awards

10 Years

Melvin Acosta, Jr., TEL-Sod. M&C
Barry Alexander, TEL Op.
William Bateman, TEL-Sod. M&C
Weldon Bates, TEL-Sod. M&C
Robert Bosche, TEL-Sod. M&C
Wayne Berthelot, H-C M&C
Ronald Bordon, R&D Lab.
Felix Boudreaux, Stores & Serv.
Benjamin Bourgeois, TEL Op.
Ronald Causey, TEL-Sod. M&C
Paul Chenevert, TEL-Sod. M&C
Bobby Crawford, Power
Warren Crochet, TEL Op.
Manuel Decoteau, H-C M&C
Raymond Delatorre, PVC M&C
Charles Devall, TEL-Sod. M&C
Joseph Drago, PVC M&C
Richard Fendley, Proc. Dev.
Leo Gascon, TEL-Sod. M&C
Thomas Gautreaux, H-C M&C
Henry Grass, Jr., TEL-Sod. M&C
Eugene Holmes, TEL Op.
Jerry Hudgens, H-C M&C
John Imeson, TEL-Sod. M&C
Lester Jenkins, Sod. Op.
Donald Jones, Stores & Serv.
Dana Keowen, TEL-Sod. M&C
Jesse Kleinpeter, Jr., H-C Op.
Everett Labauve, TEL-Sod. M&C
Terrence Lieux, Sod. Op.
Joseph Lively, PVC Op.
Gary Lott, TEL-Sod. M&C
Kenneth Magee, H-C Op.
Ewell Mathorne, PVC Qual. Cont.
Norman Neames, TEL-Sod. M&C
William Nickens, TEL-Sod. M&C
James Orr, H-C M&C
James Owens, TEL-Sod. M&C
Joseph Pezara, Security
Kenneth Reine, TEL-Sod. M&C
Richard Rice, H-C M&C
Bobby Rushing, H-C M&C
Eugene Schexnayder, Stores & Serv.
Michael Smith, Qual. Cont.
Larry Stewart, H-C M&C
John Van Sickle, TEL Op.
Winston Vasa, TEL-Sod. M&C
James Vicello, H-C M&C
Robert Wason, H-C Op.
James Whitaker, TEL-Sod. M&C
Billy Williams, H-C Op.
William Wilson, Stores & Serv.
Harry Zachary, Jr., H-C M&C

25 Years



Arthur Schultz, Sr.
Sod. Op.



Louis Snyder
R&D Serv.



Whitfield Wason
TEL Maint.



John Gonco
Op. Staff



Gordon Hughmark
E&MS

Recall the \$2 Bill? It's Due Back on April 13



The \$2 bill, which originated "way back" in June 1776, is coming back on April 13. It will feature a picture of Thomas Jefferson, on whose birthday it is being released. The \$2 bill finally went out of print for many years, but was reissued during the Civil War and again in 1928 and continued to be issued until May 1965. Then again it was officially discontinued, because of low public demand, in August 1966. Issuance of the \$2 bill will result in a \$4 to \$7 million saving each year through replacement of \$1 bills, which now constitute 55 to 60 percent of the total volume of currency printed.



Riley Olinde
Sod. Op.



Arcade Parker
Sod. Maint.



Keith Sellers
Finance



Barbara Stirrat
Purch.

5 Years

Norman Audiffred, PVC Op.
Kenneth Badaux, TEL-Sod. M&C
Larry Benton, PVC Op.
Otis Collins, TEL Gen. Serv.
Harmon Hall, III, Sod. Gen. Serv.
Randall Hill, TEL-Sod. M&C
Calvin Lessard, Sod. Op.
Charles Quatrevingt, Security
James Sarradet, PVC Op.
Joseph Savoy, TEL Gen. Serv.
Royce Sides, TEL-Sod. M&C
Melvin Toupe, TEL Op.
Donald Walton, TEL Op.

Pictures Not Available

Pictures of the following employees who observed service anniversaries in January and February were not available: 35 Years—Joseph Chusta, Jr., Sod. Op. 30 Years—Wilbert White, Stores & Serv.

Since early November-
Antiknock h
has claimed
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Kelly Harri
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TEL-Sod. M
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Carroll, Ch
"Red" Picke
fer, Acy
"Knothole"

Will
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and five siste
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N
David, 63,
M&C, died
Lady of the
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with burial
He is surviv
daughter, son
joined Ethyl
mechanical
M&C.

Wilson
Devall, 57,
died Decemb
floating accid
near Houma.
died Decemb
Presbyterian
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his mother.
brothers. He
in October 19
Operations.

Cha
Annuitant
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funeral Hom



ears



Valerie Patin
TEL-Sod. M&C

The annuitants were William Carroll, Charlie Fletcher, Wesley "Red" Pickett, Jesse "Jake" Shaffer, Acy Walker and Herbert "Knothole" Woodward.

Annuitant Carroll, 76, died December 4 at the Mediscenter. Religious services were held December 6 at Zoar Baptist Church, with burial in the church cemetery. He is survived by his wife, three daughters, two sons, one brother and five sisters. He joined Ethyl in July 1942 as a helper in Sodium Operations, and was a Sodium Service mechanic in TEL-Sod. M&C when he accepted early retirement in September 1959.

David, 63, painter. TEL-Sod. M&C, died December 25 at Our Lady of the Lake Hospital. Religious services were held December 27 at the Immaculate Conception Catholic Church in Lakeland, with burial in Chenal Cemetery. He is survived by his wife, a daughter, son and three sisters. He joined Ethyl in February 1946 as a mechanical helper in TEL-Sod. M&C.

Devall, 57, foreman, H-C Op., died December 6 as a result of a boating accident on Bayou Delatte near Houma. Funeral services were held December 8 at Broadmoor Presbyterian Church, with burial in the Devall Cemetery. He is survived by his wife, one daughter, his mother, six sisters and two brothers. He joined the Company in October 1938 as a helper in H-C Operations.

Annuitant Fletcher, 73, died December 18 at the Clinton Infirmary. Funeral services were conducted December 20 at Charlet funeral home, with burial in Red-

Kelly Harris

Harris, 59, H-C Op., died January 30 at the Baton Rouge General Hospital. Funeral services were held January 31 at Welsh Funeral Home, with burial in Resthaven Gardens of Memory. He is survived by his wife, two daughters and two sons, one of whom is Kelly Harris, Jr., H-C Op.; a sister, Lena, the wife of Elmo McMorris, H-C M&C; five brothers, including Annuitants Ewell and Berlin Harris, and a nephew, Berlin Harris, Jr., Plas. Appli. He was an operator in H-C Operations with nearly 37½ years of service, having joined the Company in August 1938 as a helper.

Myhand, 65, Operations Data clerk, Finance, died December 26 at Our Lady of the Lake Hospital, just a few days before he was to retire. Religious services were held December 29 at St. John the Baptist Catholic Church in Brusly, with interment in the church cemetery. He is survived by his wife, four daughters, four sons and a sister. He joined Ethyl in July 1942 as a helper in H-C Operations.

Annuitant Pickett, 58, died December 2 at the Baton Rouge General Hospital. Funeral services were held December 4 at Wilbert Funeral Home in Port Allen, with burial in Prairieville Cemetery.

These and other employees are following the advice of Maintenance Manager Hugh Bourque and Training Supervisor John Furr — that of starting to prepare themselves to be qualified for advancement to take advantage of job opportunities at higher pay when they occur. Both have emphasized that training courses relating to practically every job are available to the employees, and that the



The 12 employees graduating in the Pattern Drafting Course in December were, from left, Charles Andre, Barney McAdams, Ray Zeringue, Wincie Monk, Thomas Withers, Roland Blanchard, Darrell Jarreau, Charles Bourgeois, Giles Langlois, Joe Turner, Andrew Chastman, Kenneth David and Instructor Steve Orr.

He is survived by his wife, mother, sister and five children, including Daniel who works in TEL General Services and Lee in TEL-Sod. M&C. He was hired in August 1947 and was a control clerk in Finance when he was granted permanent and total disability benefits in September 1972.

Annuitant Shaffer, 67, died February 7 at the Baton Rouge General Hospital. Religious services were held February 9 at Welsh Funeral Home, with burial in Greenoaks Memorial Park. He is survived by his wife, one daughter, three sons and two sisters. He was hired in April 1937 as an operator helper in TEL Operations and was in M&C Planning when he was granted permanent and total disability benefits in April 1964.

Thompson, 39, instrument mechanic helper, TEL-Sod. M.&C. died December 31 at Lane Memorial Hospital in Zachary. Religious services were held January 2 at Hollabaugh-Spindle Wooddale Memorial Chapel, with burial in Greenoaks Memorial Park. He is survived by his wife, parents, a daughter, three sons, two sisters and a brother. He joined the Company in February 1966 as a helper in TEL Operations.

We regret that a picture of Donald Thompson was not available.

Both Bourque and Furr stressed that employees must plan far ahead for advancement because of the time involved in getting the necessary training.

In this connection, these employees have taken the first steps to become qualified as mechanics in order to be able to be prepared for those jobs when they become available.

Employees not sure of the training program they want are urged to sit down with Furr or other Training Office staff members to discuss any training problems or questions.

'ars

TEL-Sod. M&C
EL Op.
EL-Sod. M&C
Sod. M&C
EL-Sod. M&C
I-C M&C
&D Lab.
tores & Serv.
s. TEL Op.
I-Sod. M&C
TEL-Sod. M&C
ower.
EL Op.
H-C M&C
PVC M&C
I-Sod. M&C
C M&C
roc. Dev.
Sod. M&C
Sod. M&C
H-C M&C
TEL-Sod. M&C
I Op.
C M&C
Sod. M&C
i. Op.
es & Serv.
I-Sod. M&C
r. H-C Op.
TEL-Sod. M&C
d. Op.
Op.
d. M&C
C Op.
VC Qual. Cont.
TEL-Sod. M&C
EL-Sod. M&C
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M&C
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ier. Stores & Serv.
Cont.
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TEL Op.
Sod. M&C
C M&C
C Op.
TEL-Sod. M&C
C Op.
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 TEL-Sod. M&C
 C Op.
 Gen. Serv.
 Sod. Gen. Serv.
 Sod. M&C
 Od. Op.
 ght. Security
 VC Op.
 L Gen. Serv.
 Sod. M&C
 L Op.
 EL Op.

if Available

following employees
ice anniversaries in
ary were not avail-
eph Chustz, Jr., Sod-
ert White, Stores &



Devall



Fletcher



Harriet



My hand



Pickett



Shaffer



Site 11



Abstract

Thanks

I'd like to express my sincere appreciation to the electricians and to many others among my former fellow employees in Sodium and TEL Maintenance for their thoughtfulness, their good wishes and their retirement gift to me in late January — Wilbur "Deacon" Wilson.

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The Ethyl Corporation

Antiknock

January-February 1976

An Energy Policy— Now or Never

By
Dr. John J. McKetta
Chairman, Editorial Committee
"Hydrocarbon Processing"

Editor's Note: Our thanks to "Hydrocarbon Processing," widely-read technical magazine published in Houston, Texas, for the permission to reprint this article in the November issue of Antiknock. Dr. McKetta is recognized as one of our most outstanding authorities and "down-to-earth" leaders in both the energy and environmental fields. He is the former dean of engineering at the University of Texas and former chairman of the Committee on National Air Quality Management for the National Academy of Sciences.

Many persons have been led to believe the U. S. will be energy self-sufficient by 1985, but I think the nation will have a severe recession, caused by the lack of energy. Furthermore, we won't be out of the energy shortage mess before the year 2000.

How could the world's most wealthy and powerful country get boxed in like this? The reasons include senseless government regulations and demands of environmental extremists.

Government says, "Use more coal," while it simultaneously moves to get it off the market. In fact, U. S. coal production is lower today than it was 30 years ago. Take this case: A company built the world's largest coal-powered electric plant in West Virginia. The Environmental Protection Agency then required that the plant use low-sulfur coal. Neither the West Virginia coalmen, coal users, nor the U. S. government could find the low-sulfur coal. The company then had to shut down the plant. And, ironically, the barges were fueled by oil!

This coal can't even be replaced with nuclear power. In the U. S. it takes 11 years to build a nuclear power plant—almost triple what it takes elsewhere. This is because government and environmentalists say nuclear power is still an environmental threat.

Yet, why do we fear our own technology? This near paranoia brings to mind a statement once made by Thomas Edison. In 1895 he warned, "We should prohibit the use of alternating currents . . . they are unnecessary and dangerous . . . I see no justification for their use." So, that great great man was wrong! Now, 86 years later, people say that radiation, like AC electricity, is too dangerous to justify nuclear plants. And there are dangers! But the benefits outweigh the risks. To enjoy the benefits, we must act now to establish an effective national energy policy.

How can we enact such a policy? First, the policy should avoid unreasonable environmental demands and cut out unnecessary government regulations. We must return to the free enterprise system and encourage U. S. business to develop more short-run supplies of oil and gas. Coal use must be tripled by 1980 and nuclear energy must be used more widely.

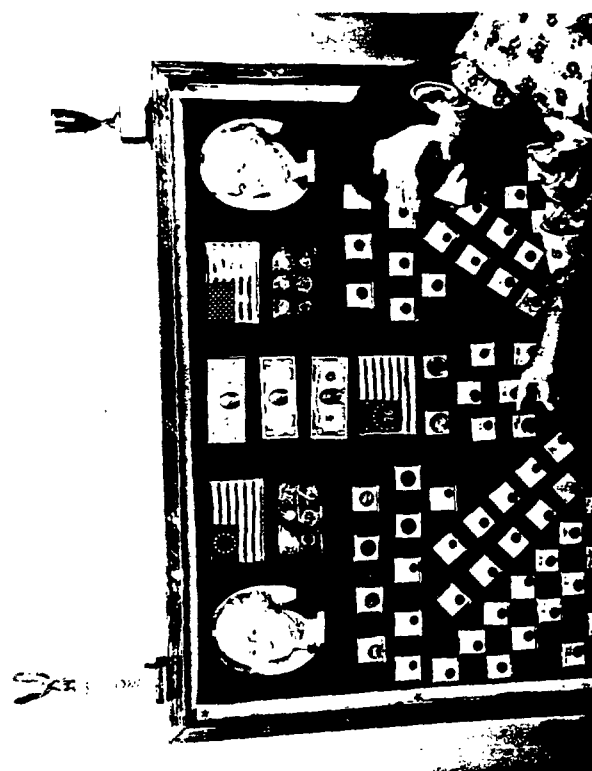
We must develop the use of alternate energies. (I believe, however, that it is wrong to give the public the false hope that solar and geothermal energies will be the cure for our energy problem by 1985.)

Conserving of all energies must be encouraged and we will have to do without unnecessary luxuries.

We should put lead back into gasoline and retain the 55 mph speed laws. It also will be necessary to increase mass transit in the United States.

Just these and a few related items would decrease the energy demand by 2 million bbls/day and increase the supply by 3.5 million bbls/day by 1985. We must act now!

A Bicentennial Hobby— Collecting 'Bad' Money



Page 5

Foreman H. Freeman, T safety rules.



Chief p according Committee Parker, mindful e so that is in all ph: The 32-t safety poli Plant, whi back cover:

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Vol. 38, No



ETC 27511



Vol. 38, No. 2

March-April, 1976

Company's Donation to SLU Earns Award



Ethyl's support of Southeastern Louisiana University was recognized recently when Dr. Clea Parker, president of the university, center, presented Ethyl the "President's Circle" Award at ceremonies on the Plant. Accepting the award was Walter Foster, technical director, Chemical, R&D, second from right. Others shown at the ceremonies are, at left, P. D. Settoon, head of the Department of Chemistry and Physics at the University, and Resident Manager William C. Strader, and at extreme right, Bert Knesel, R&D Serv. The award goes to individuals and organizations making gifts of \$1,000 or more to SLU. Last fall, the Company donated an X-ray spectrometer to Southeastern for use in its chemistry department.

Safety Manual Distributed on Plant

"Safety is an important part of all activities on the Plant!" "Safety is each person's job!" "It is our firm belief that this Plant can be operated without serious injuries!"

These are just three of the points emphasized by Resident Manager Bill Strader in the foreword of "The Safe Workers at Ethyl," a safety manual which has just been published and distributed to all employees. The new, revised manual is replacing an earlier version, which was issued back in the 1940s. Any employee who has not received a copy should contact his supervision.

The manual, as pointed out by Mr. Strader, was prepared as a guide to general safety pertaining to the Plant as a whole. It is to be used in conjunction with any additional specific safety rules issued for each area, and with the "Safety How Manual," a more detailed safety book available in each area.

Chief purpose of the manual, according to Central Safety Committee Chairman Ralph Parker, is to keep employees mindful of the basic safety rules so that injuries can be avoided in all phases of plant activities.

The 32-page manual carries the safety policy of the Baton Rouge Plant, which is reproduced on the back cover. The manual also em-

phasizes these three most important rules:

If you don't know—ask your immediate supervisor.

Report to the person in charge of the area before starting work, unless making relief on your regular job assignment.

Report all injuries to your immediate supervisor, if possible, then go immediately to Plant Medical for treatment. Take medical slip back to your immediate supervisor.

While urging employees to apply the safety they learn and follow on the Plant to off-the-job activities, the manual's conclusion ends with these important pieces of advice:

"Remember that the best safety device on the Plant is a careful worker."

"Be careful—the life you save may be your own!"



Foreman Henry Dyer presents a copy of "The Safe Worker at Ethyl" to Donald Freeman, TEL General Services. Designed to keep employees mindful of basic safety rules, the safety manual has been distributed in all areas of the Plant.



Elmo Dixon, right, is Stores supervisor. He coordinates the wide variety of activities which Stores employees carry out. With him, as they discuss a Stores procedure, are Gladys Beckwith, stenographer, and Louis Langlois, Stores standards analyst. Their offices are in the Shops and Stores Office Building.

'Everybody's Back-up Group'

Central Stores Is Essential to Successful Operation of Plant

On the Plant there is an organization that is essential to the successful operation of the Plant and one that is often referred to as "everybody's back-up group!" That's Central Stores! And while the Company emphasizes its diversification of products, Central Stores has its own wide "diversification" of equipment and supplies—a 20,000-item diversification—that range in weight from machinery weighing more than a ton to cotter pins not much bigger than a human hair.

Central Stores is many "stores." It is a heavy equipment store, a paint store, clothing store, shoe store, hardware store and a specialty store that stocks machine parts, pipe, pumps and thousands of other items. Furthermore, the Ethyl "store" takes telephone orders, gives "free" delivery and is proud of its efficiency in backing up Operations, Maintenance, Research and Development and the many other groups of employees on the Plant!

The variety of stock in Central Stores is indicated by the fact that more than 20,000 different stock items are carried. In many cases, several hundred of each of these items must be kept in stock, so that the total number of individual items is many times more than just the 20,000 different stock items.

Overall, the Company spends about \$59.5 million annually in Louisiana for the purchase of raw materials, equipment, and services for the Plant. While much of these purchases are major raw materials and services with which the Stores organization is not concerned, a substantial portion of this large outlay does go for products and equipment handled by Stores.

The Cover

The ultimate service of Stores is dropping off orders to the field delivery stations in the various areas. Our cover illustrates five steps in this sequence. From top to bottom, at left, (1)—Wilbert White, Stores clerk, moves material from receiving dock; (2) Clerk William Wilson checks a load of valves on Receiving floor; (3) Warehousemen Charles Salas and Dan White receive phone orders from a plant area for specific piece of equipment; and (4) Warehouseman Carl Torina loads a valve into a Stores "mule" train trailer for delivery to the area which ordered it. At bottom right, Warehouseman Joe Snuggs unloads material, as ordered, at Stores Delivery Station No. 10, near the Quality Control Labs. See Page 7 for additional pictures depicting Stores service.

Stores personnel, some of whom are shown on the cover and on this page and on Page 7, literally get the products "coming and going." Not only do these employees receive incoming materials and supplies and deliver them to the vari-

(Continued on Page 7)



Paul Fife, warehouseman, operates towmotor forklift to store a pallet of valves in the proper storage area in Central Stores. His job is indicative of the wide variety of activities which must be coordinated to make sure that the operating and maintenance areas are provided with materials and equipment when they are needed.

Conserving all our energies must be encouraged and we will have to do without unnecessary luxuries.

We should put lead back into gasoline and retain the 55 mph speed laws. It also will be necessary to increase mass transit in the United States.

Just these and a few related items would decrease the energy demand by 2 million bbls/day and increase the supply by 3.5 million bbls/day by 1985. We must act now!

Forty-five New Employees Report for Work on the Plant During Recent Weeks

Since the first of February 45 new employees have been hired for work in various areas of the Plant. All of these are in wage roll or clerical jobs in Manufacturing except one who was assigned to work in the R&D Lab.

Included in the 45 new employees were 14 who were assigned to the

H-C Auxiliary, 6 in PVC Operations, 3 in Sodium Operations, 9 in TEL Operations, 7 in Sodium General Services and 4 in TEL General Services. One was in clerical and one in the R&D Lab.

Pictures of the new employees are shown on this page.



This group of new employees reported for work on March 29. They are, from left, Russell Iverson, Larry Brown, Paul Cantwell, Eddie Williams, Jr., Melvin Sullivan, Jr., Michael Zito, Richard Erwin, Tommy Augustus, Donald Wall, James DeMouy, Carl Pierce, Lane Bouquet, Martin Magruder and Isiah Gaines.



Another group of new employees reported for work in late February. They are, from left, Johnny Miletello, Gary Smelley, Bohie Barnes, Maurice Sansalone, Jesse James, Leon McManus, who has since resigned, Eugene Pitta, Jr., James Wooda, Alfred Batiste, Albert Dezenhoff, Gregory Chapman, Richard Henley, who has since resigned, David Aldridge, William Foulks, and Randall Corsentino.



These new employees are, from left, Randall Barrow, Jr., Andrew Lamotte, Jr., Curtis Jackson, Michael Harrison, Al Johnson, Marshall Smith, Jr., John Dore, III, Reginald Hollins, Lester Dupuy, Charles Hutson and Edward Martin.



Charles Milton, Dantes Keller, III, Alvin Armstrong and Roosevelt Hamilton, above, came to work early in March. Judy Lynn Needham, right, came to work in February.



"All set to go" on another of his trips is Annuitant Harry Bridgeman, shown here with his station wagon and travel trailer. By earlier this year, Bridgeman had covered more than 119,000 miles in the U. S. and Canada since he began early retirement in February 1970.

Annuitant Bridgeman Likes To Travel; He Covered 20,000 Miles in 1975

Annuitant Harry Bridgeman, who was a "first degree" travel enthusiast himself as well as a travel adviser to many fellow employees prior to his early retirement in February 1970, hasn't changed a bit! While visiting the Plant earlier this year he was still talking travel and produced records to prove that he and his wife have been "practicing his preaching" since his retirement.

Just the mention of travel was all that was needed for him to bring out his "travel card," which documented his five years of travel since he completed his active working career as a laboratory assistant in R&D Lab. Listed in one column of figures by years from 1971 to 1975 are the miles he traveled, ranging from 29,489 in 1971 to a "low" of 16,511 in 1974 and 20,434 in 1975. Altogether, he has covered a total of 119,327 miles during the five years and has visited 48 states, all except Alaska and Hawaii, and also both Canada and Mexico.

In one column he has jotted down the miles he pulled his travel trailer—78,205 of the total of 119,327 miles. Another one shows that he bought 13,242 gallons of gas at an average cost of 36.3 cents per gallon. Altogether, he paid \$4,612.78 for all of the gasoline on which he roughly figures he got 9.01 miles per gallon.

Harry also says his record indicates he slept in the trailer 888 nights and paid for his and his

wife's lodging on 504 nights, at a total cost of \$1,051.

"In all of our travels, I'm happy to report that nearly every one of those 13,242 gallons of gasoline we used were leaded gasoline!" he reported.

CLASSIFIED ADS

For Sale

AUTOMOBILE—1966 Lemans, with a 326 engine and power steering and air conditioning and standard transmission. \$375. Phone 293-5589 after 4:30 p.m.

BAYOU CAMPER SHELL—For a short wheel base truck. \$150. Phone 275-6599.

DESK—54 in. x 32 in. solid oak desk with collapsible center section for typewriter. In excellent condition. \$40. Phone 275-7538 after 5 p.m.

HOUSE—Three bedrooms, two baths, living room, kitchen, dining room and den. Lot 75 ft. x 150 ft. in Denham Springs. Can be shown by appointment on weekends. Phone 275-3176 after 5 p.m.

MOBILE HOME—In Baton Rouge at Broadmoor Mobile Home Park. 1974 Hilton mobile home. 60 x 14 ft. with two bedrooms and two baths. Also living room, couch, chair, desk, table and chairs, washer and dryer, refrigerator with ice maker, steps with rails. 10 ft. x 10 ft. storage building, and miscellaneous tools. Robert Marshall, Houston Plant, Phone 1-713-7678.

SAILBOAT—Sunflower, used very little. Less than half price at \$150. Phone 272-3752.

SAILBOAT—Southcoast 22 sailboat fully equipped family cruiser, three sails, bowpulpit, lifelines, motor, galvanized trailer and etc. Phone 275-4433.

Gautreaux to Receive Charles E. Coates Memorial Award

A distinctive honor has been accorded Dr. M. F. "Bim" Gautreaux, senior vice president—R&D, by his selection to receive the 1976 Charles E. Coates Memorial Award. The award is in recognition of his achievements in the chemical and chemical engineering fields and is awarded jointly by the Baton Rouge Sections of the American Chemical Society and the American Institute of Chemical Engineers.

The award honors the memory of the late Dr. Charles E. Coates, prominent in chemistry and chemical engineering, who headed the LSU Chemistry Department and was dean of the LSU College of Chemistry and Physics for many years.

The award will be presented to Dr. Gautreaux at a joint ACS-AICHe meeting in May.

The Antiknock

Published for Employees at the Baton Rouge Manufacturing, Research & Development Center

The purposes of THE ANTI-KNOCK are to communicate:

- The accomplishments and activities of Ethyl people.
- The performance and progress of our Company.
- The value and results of teamwork at our Baton Rouge Plant.
- The continuing and increasing need for a greater appreciation of our American way of life.

Lt. G.

Visiting the Lt. Governor of the Governor's staff. Manufacturing, session with tour of the

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Annuitant ary 24 at Ba pital. Relig February Home with Memorial i his wife, fo two brothe Brock, wh M&C, and hired in J- TEL Opera when gran December

Annuitant Creek Feb: vices, unde

We regret th and two a Evelyn Broc were not say



Kelly

Lt. Governor Jimmy Fitzmorris Visits Plant



Visiting the Plant on April 1 to become better acquainted with its operation were Lt. Governor Jimmy Fitzmorris, second from left, Stanley Passman, right, director of the Commerce and Industry Department of the state, and members of the latter's staff. They are shown with Wallace F. Armstrong, vice president of Manufacturing, left, and Resident Manager William C. Strader. Following an orientation session with Company and plant management, the group was conducted on a riding tour of the Plant.

Travel; s in 1975

504 nights, at a 1. avels, I'm happy rily every one of s of gasoline we gasoline!" he re-

ED ADS

Sale
966 Lemans, with a er steering and air ndard transmission. 39 after 4:30 p.m. : **SHELL** — For a truck. \$150. Phone

2 in. solid oak desk er section for type- rt condition. \$40. r 5 p.m.
xrooms, two baths, dining room and 150 ft. in Denham wn by appointment ne 275-3176 after

-In Baton Rouge at Home Park, 1974 . 60 x 14 ft. with two baths. Also liv- ur, desk, table and dryer, refrigerator s with rails, 10 ft. liding, and miscel- rt Marshall, Hous- 13-7678.

lowflower, used very alf price at \$150.

hcoast 22 sailboat r cruiser, three sails, motor, galvanized ne 275-4433.

Antiknock

Employees at Manufacturing, Equipment Center of THE ANTI-communicate...
...and ac- Ethyl people.
...and progress...
...and results of team- ur Baton Rouge
...and increasing greater apprecia- American way of

Sends Thanks for Retirement Gift

Ova "Pappy" Maddox who re- tired on February 1 sent the fol- lowing message for this issue: "I want to say a sincere thanks to all

my friends for the retirement gift and good wishes at my retirement February 1. I will always treasure the memory of your kindness."

- In Memoriam -

Millard Allain

Allain, 53, sign painter in H-C M&C, died March 14 at his residence on Victoria Drive. Religious services were held March 16 at St. John's Catholic Church in Brusly, with burial in Grace Memorial Park in Plaquemine. He is survived by his wife, three daughters and one son. He began work on the plant in April 1967.

Evelyn Brock

Annuitant Brock, 59, died February 24 at Baton Rouge General Hospital. Religious services were held February 26 at Welsh Funeral Home with interment in Greenoaks Memorial Park. He is survived by his wife, four daughters, two sons, two brothers, one of whom is Jesse Brock, who works in TEL-Sod. M&C, and three sisters. He was nired in July 1944 as a helper in TEL Operations and was a painter when granted disability benefits in December 1967.

Haley Kelly

Annuitant Kelly, 78, died at Bluff Creek February 25. Funeral services, under the direction of Char-

let Funeral Home, were held February 26 at Sandy Creek Baptist Church in Pride, with burial in the church cemetery. He is survived by three sons, one of whom is Jesse Kelly who works in TEL Operations, two brothers, and two sisters. He joined the Company in November 1942 and was a mechanic in TEL-Sod. M&C when he retired in September 1959.

Oscar Lasseigne, Sr.

Annuitant Lasseigne, 73, died March 27 at Baton Rouge General Hospital. Religious services were held March 29 at Our Lady of Mercy Church with entombment in Resthaven Mausoleums. He is survived by his wife, a daughter, a son, six sisters, two brothers and his stepfather. He began work here in Construction and was a TEL Operations foreman when he was granted permanent and total disability benefits in December 1963.

Charles "C.C." Long

Annuitant Long, 68, died March 5 at Baton Rouge General Hospital. Religious services were held March 8 at Welsh Funeral Home with burial in Greenoaks Memorial Park. He is survived by his wife, a daughter, two brothers and four sisters. His career at Ethyl began in August 1940 as a helper in H-C Operations and he was a first-class operator when he retired in June 1972.

We regret that pictures of an employee and two annuitants—Millard Allain, Evelyn Brock and Oscar Lasseigne—were not available for use in this issue.



Kelly



Long



Promotions and Transfers for 15 Employees Are Announced Recently

Promotions for 10 employees and transfers involving five others have become effective recently. Included in the promotions is that of Lynn Alessi who was promoted to mechanical engineer in Engineering in early March, but whose picture was not used in the January-February issue.

In R&D promotions, Jack Griffin and Jack Mueller both advanced to technical services associate in Tech. Services, and James Kao advanced to development associate in Process Development.

Also, in R&D promotions, Joseph Bossier, Aaron Dunaway and Robert Ellis were promoted to process development engineers in Process Development. Adam Nugent to plastics development engineer in Polymer Research, and Layne Summers to process engineer in Process Design.

In Manufacturing, Clarence Bueche was promoted to salaried paint foreman in General Maintenance.

In transfers and reassignments, Robert Mack transferred from Applications and Customer Services in Industrial Chemicals Research, R&D, to Manufacturing and moved to the Houston Plant as safety supervisor. Transferring from the Houston Plant to Baton Rouge was Billy Adcock, who will be a chemist in Applications and Customer Services, Ind. Chem. Res. Adcock was a chemist in the Control Lab at the Houston Plant until his recent transfer.

In other transfers Tom Leeper returned to the Plant from an assign-

ment in Consumer Automotive Products at the Tower and reassumed the position of director, Economic Evaluation. Richard Zietz returned from the International Division-Tower and has been named assistant director, Application and Customer Services, succeeding Robert Johnson, who became assistant director, R&D Services. Johnson replaced Russell Hudson who will be responsible for special assignments in the R&D Services Section.

Also, in February, William Cooke transferred from Manufacturing Planning & Coordination at the Tower, to the Plant as chief supervisor in PVC Operations.

Salute to Scholars

The next issue of The Antiknock will again — for the fifteenth consecutive year — salute sons and daughters of employees who are honor graduates at their respective high schools. The principals of area public, parochial and private high schools have been contacted for the names of those students who are graduating in the top 10 percent of their classes. We will be contacting the parents of Ethyl sons and daughters in this category soon for pictures and a list of school honors. We will appreciate the same prompt assistance given by parents during past years.



Adcock



Alessi



Bossier



Bueche



Cooke



Dunaway



Ellis



Griffin



Kao



Leeper



Mack



Mueller



Nugent



Summers



Zietz

Twenty-Eight Long Service Employees Wind Up Active Careers

Retirement by employees continues at a high rate on the Plant. Effective March 1, there were 17 employees who completed their active working careers. On April 1 an additional 11 employees completed their active service on the Plant. Those retiring had many years of service, several of them beginning work as far back as 1937 and 1938, when the construction of the Plant was under way.

Five of the 28 new annuitants retired at age 65 while the remainder accepted early retirement. Those retiring at age 65 were Henry Bailey, TEL-Sod. M&C; Jake Baker, TEL Gen. Serv.; Theodore Leake, TEL-Sod. M&C; Ernest LeBlanc, TEL Op., and Samuel Oakley, TEL-Sod. M&C.

Shown on this page are pictures of all the retiring employees except Roy Covington, Sod. Op., John Henderson, TEL Op., Oakley, Lawrence Ritter, TEL Op., and Drury Snyder, H-C M&C. We regret that pictures of these five were not available. The career history of each veteran employee is shown next to his picture.



33 YEARS
Clarence Aguilard
Foreman
TEL Maint.
Hired 1942
Box 1548
Jarreau



34 YEARS
Russel Andre
Fire Inspector
Safety
Hired 1941
3221 Hollywood Dr.
Baton Rouge



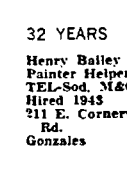
30 YEARS
George Kornumpr
Operator
H-C Op.
Hired 1945
13925 Plank Road
Baker



31 YEARS
Edwin Humble
Outside Machinist
TEL-Sod. M&C
Hired 1944
1816 N. Hircoo Dr.
Apt. A-3
Baton Rouge



32 YEARS
Theodore Leake
Sheet Metal Layout
TEL-Sod. M&C
Hired 1943
5718 Henagen Ave.
Baton Rouge



32 YEARS
Henry Bailey
Painter Helper
TEL-Sod. M&C
Hired 1945
211 E. Cornerview
Rd.
Gonzales



36 YEARS
Jake Baker
Utility Driver
TEL Gen. Serv.
Hired 1939
708 S. 15th St.
Baton Rouge



35 YEARS
Ernest LeBlanc
Foreman
TEL Op.
Hired 1940
307 Fave Ave.
Port Allen



28 YEARS
John Murray
Inside Machinist
TEL-Sod. M&C
Hired 1947
Box 130
Frisco



32 YEARS
Walton Baker
Electrician
TEL-Sod. M&C
Hired 1943
10349 Oliphant Rd.
Baton Rouge



33 YEARS
Samson Baum
Operator
H-C Op.
Hired 1942
712 Avenue "C"
Port Allen



31 YEARS
Davis Rayborn
Stores Leader
Stores & Serv.
Hired 1944
6637 Silverleaf Ave.
Baton Rouge



34 YEARS
Homer Tanner
Chemist
Appl. & Cust. Serv.
Hired 1941
1962 Cedarvale Ave.
Baton Rouge



38 YEARS
Emmitt Bourgeois
Foreman
TEL Op.
Hired 1937
Emmitt Bourgeois
Dr.
Baton Rouge



31 YEARS
Dominick Bova
Operator
TEL Op.
Hired 1944
1433 Carolyn
Sue Dr.
Baton Rouge



34 YEARS
Joseph Chutz, Jr.
Operator
Sod. Op.
Hired 1941
Box 901
Jarreau

38 YEARS
Walter Thomas
Utility Driver
Leader
TEL Gen. Serv.
Hired 1937
2325 Dayton Dr.
Baton Rouge



22 YEARS
Tom White
Special Assignment
Finance
Hired 1953
2124 Myrtleale
Baton Rouge



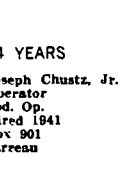
31 YEARS
Leon Wunsch
Painter
TEL-Sod. M&C
Hired 1944
1835 Oak St.
Baton Rouge



31 YEARS
James Carr
Dev. Lab. Assistant
R&D Lab.
Hired 1944
347 Courthouse St.
Port Allen



38 YEARS
Edward Finley
Utility Driver
TEL Gen. Serv.
Hired 1937
8150 Wilbur St.
Baton Rouge



29 YEARS
Woodrow Dominick
Sheet Metal Layout
TEL-Sod. M&C
Hired 1946
2852 Huron St.
Baton Rouge



Employee's Emergency Action Brings Quick Relief to Choking Daughter

Another rescue of a choking victim, using knowledge gained in plant safety meetings was reported recently. Crawford Lewis, a pipe-fitter in TEL-Sod. M&C, credits the use of emergency techniques, which he remembered from a safety meeting, for the quick relief of his choking seven-year-old daughter, Robin, in early March.

The top of a plastic candy container Robin had in her mouth while she was studying came off and lodged in her throat. When she

began choking and was unable to breathe, Lewis grabbed her around the waist and squeezed sharply on the diaphragm and also struck her sharply on her back. The plastic cap was immediately forced out of her throat, giving her relief and possibly saving her life.

The sharp squeeze of the diaphragm, sometimes called the Heimlich Maneuver, a technique named after Dr. Henry Heimlich, director of surgery of Jewish Hospital in Cincinnati, was featured in The Antiknock last year.

Earlier this year Antiknock carried a story about the rebuilding of the Plant, was re-making possible fire control on the Plant. Group's activities.

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Careers



32 YEARS

Theodore Leake
Sheet Metal Layout
TEL-Sod. M&C
Hired 1943
1718 Henagan Ave.
Baton Rouge



34 YEARS

Homer Tanner
Chemist
Appl. & Cust. Serv.
Hired 1941
1962 Cedardale Ave.
Baton Rouge



31 YEARS

Leon Wunsch
Painter
TEL-Sod. M&C
Hired 1944
1835 Oak St.
Baton Rouge

1 Brings
Daughter

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forced out of her
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life.
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Henry Heimlich,
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i, was featured in
ist year.

Fire Group Proud of Rebuilt Extinguisher



Earlier this year members of the Fire Inspection Group proudly displayed for The Antiknock camera a 2,000-pound chemical fire extinguisher they had completely rebuilt. Posing with the extinguisher are James Shandlin, Dixie Major, Charles Guidry, John Dupuy and James Chidester. The unit, which is used throughout the Plant, was rebuilt on the Plant in about one-half the normal expected repair time, making possible a considerable saving in expense. It is one of the many pieces of fire control equipment that has been updated to assure adequate fire protection on the Plant. Bill Cromwell, safety engineer, coordinates the Fire Inspection Group's activities.



The American's Creed

I believe in the United States of America as a government of the people, by the people, for the people; whose just powers are derived from the consent of the governed; a democracy in a republic; a sovereign Nation of many sovereign States; a perfect Union, one and inseparable; established upon the principles of freedom, equality, justice, and humanity for which American patriots sacrificed their lives and fortunes. ★ ★ ★ ★



I therefore believe it is my duty to my country to love it, to support its Constitution; to obey its laws; to respect its flag and to defend it against all enemies.

William Tyler Page



Display Technical Knowledge

Sixteen R&D Employees Accorded Recognition Thru Receipt of Patents

Sixteen R&D employees have been accorded patent recognition recently with the receipt of domestic and foreign patents on their discoveries. A total of 16 U. S. patents and two foreign patents have been awarded.

Edward O'Neal and G. C. Gaeke, both of R&D Services, shared a domestic patent on a gas sample system console design. Gaeke also received a patent in his name alone on a method of introducing low pressure gas sample into a chromatograph.

James Kao, Proc. Dev., received a patent on producing phosphazene compounds useful as fire retardants, and shared a Belgian patent with Carroll Lanier, also of Process Development, on a process for making phosphonitrilic polymers useful as fire retardants.

Lanier also had a patent issued to him alone on improved nitrilotriacetone synthesis by use of controlled reaction conditions.

Albert Haefner and Michael Kucsma, both of Plastics Research and Application, shared a patent on recyclable plastic containers. In addition, Kucsma shared another patent on glass reinforced injection molding compounds.

Karl Wiegand, Pion. Res., was awarded two U. S. patents—one on the synthesis of a substituted acetoneitrile useful as an intermediate and another on intermediates for the synthesis of citric acid.

Melvin Tuvell and William DeWitt, both of Applications and Customer Services, shared a foreign patent (Japan) on detergent compositions.

Another employee who received two U. S. patents was Charles Bergeron, Proc. Eval. One was on converting nitrilotriacetate nitrile (NTN) into particulate trisodium nitrilotriacetate (NTA) and another on a method for preparing fatty acid amides at a high reaction rate. The NTA in the first patent finds use in detergent compositions.

Among those awarded single patents was M. F. "Bim" Gautreaux, senior vice president—R&D, who received a U. S. patent on gasoline compositions containing manganese antiknock compounds and carboxymethoxy succinic acid, its salts, or esters as antiplugging agents for exhaust gas catalysts. Also, Kenneth Lindsay, R&D Plan., was recognized with a patent for catalyst free dibromomethane synthesis.

Others receiving patents were Dale Hornbaker, Plas. Res. and Appl., on vinyl bromide copolymer with improved color stability; Thomas Lee, Non-Div. Res., on fiber reinforced foamed metal; Larry Shepherd, Jr., Ind. Chem. Res., on complex cyclic olefins, and Louis Snyder, R&D Serv., a patent on a method for determination of lead as alkyllead in gasoline.



Bergeron



Dewitt



Gaeke



Gautreaux



Haefner



Hornbaker



Kao



Kucsma



Lanier



Leo



Lindsay



O'Neal



Shepherd



Snyder



Tuvell



Wiegand

Service Anniversaries

Ten 35-Year Employees Lead Large Group with Long Service

Ten employees who reached the 35-year mark in Ethyl service during March and April headed a large group of men and women with long service at the Plant. Included in a total of 64 employees with service ranging from 35 to 5 years were 21 with 30 years of service, 8 with 25 years, 1 with 20 years, 17 with 10

years and 7 with 5 years of service. Most of those with 20 or more years of service are pictured on this page and those with less than 20 years are listed below. Those who have been on the Plant 20 years or longer who are not shown are listed under "Pictures Not Available."

35 Years



Auben Almond
Stores & Serv.



Samuel Delaune
Security



Gordie Deloach
TEL-Sod. M&C



James D. French
Maint.



Elmo Curry
Cafeteria



Wilson David
TEL-Sod. M&C



Alice Favaron
Sod. Op.



Levy Harris
Cafeteria



Wilson Gilmore
TEL-Sod. M&C



Charles Guldry
Fire Insp.



Berlin Mack
TEL-Sod. M&C



David McNeil
H-C Op.



Kirby Knapps
TEL-Sod. M&C



Clyde Norris, Jr.
Power



Lois Skinner
Library



Thelma Smith
TEL Gen. Serv.

25 Years



Robert Sharbaugh
R&D Serv.



John Yarbrough
Security



David Humphreys
Inf. & Lib. Serv.



Donald Hutchison
Proc. Dev.



James Hyatt
Purch.



Donald Johnson
R&D Serv.



Orree Wilkinson
TEL-Sod. M&C

Tim Rushing Chosen For Navy's Nuclear Propulsion School

Tim, son of Edward Rushing, TEL Maint., has been honored by his selection to attend the U. S. Navy's Nuclear Propulsion School, which will provide for one year of advanced technical training in nuclear propulsion. He is a senior in electrical engineering at LSU and will graduate in May. He will also receive his commission as an ensign in the Naval Reserve since he has participated through a cross enrollment agreement in the U. S. Naval ROTC at Southern University. After the one year of study Tim will be assigned to a U. S. Navy nuclear-powered vessel.



Mary Kendrick
M&C Plan.



Thomas Leeper
Econ. Eval.



Dale Motesinger
TEL Op.



Earl Thompson
Lab. Serv.

20 Years



Thomas Mungall
R&D Serv.

Pictures Not Available

Pictures of the following employees who observed service anniversaries in March and April were not available. 30 Years—Sarah Wallace, Cafeteria; Elbridge Charlton, Qual. Cont.; Alfred Mix and Tommy Dickerson, both of TEL Op.; James Mulkey, Sod. Op. and Bill Stewart, Ben Wicker, Jr., and Percy Lorio, all of TEL-Sod. M&C.

Other Awards

10 Years

Gary Babin, PVC Op.
Ralph Babin, PVC Qual. Cont.
Jesse Gonedy, TEL-Sod. M&C
Charles Jarreau, Stores & Serv.
Floyd Johnson, PVC Op.
Joseph LaValley, TEL-Sod. M&C
Floyd LeBlanc, PVC Qual. Cont.
John Lee, Jr., PVC M&C
Jerry Maxwell, PVC M&C
Dudley Marchand, TEL-Sod. M&C
Davis Mohr, Proc. Design
Eugene Pontil, Sod. Op.
Harold Prejean, TEL-Sod. M&C
Emmett Rodriguez, Jr., TEL-Sod. M&C
Albert St. Pierre, TEL-Sod. M&C
Richard Seguin, PVC Op.
Francis Stewart, Maint.

5 Years

Gary Ambrose, TEL-Sod. M&C
Gary Barrick, TEL Gen. Serv.
Andrew Chatman, TEL Gen. Serv.
Gary Griggs, TEL-Sod. M&C
Daniel McKeel, Jr., TEL Op.
Gerald Rice, TEL-Sod. M&C
Matthews Turner, Jr., TEL Op.

Central Stores Is Essential —

(Continued from Page 1)

ous area stations. They also handle or assist in the shipping from the Plant of many materials and products, other than those that leave the Plant in tank cars.

Every item carried by Stores has an assigned stock number and can be found readily in the storage area when needed. A carefully developed inventory system provides an up-to-date record of the stock number and quantity on hand of any item in Stores.

Many other employees, some of whom are not shown in these pictures, have contributed, and are continuing to do so, to the efficient effort that provides that good service "coming and going" at Central Stores. After all, handling the many thousands dollars worth of supplies and equipment is a big undertaking any way you look at it!

In conclusion, Stores employees, in receiving and delivering equipment and spare parts, provide a good example of the teamwork that goes into operating the Plant. They back up, as stated previously, the Operations employees who operate the facilities to manufacture our Plant products. They back up Maintenance employees, who are also a key group because they keep our buildings, instruments, equipment and other facilities in good operating condition. Stores employees also play a key role in supporting Research and Development and Engineering efforts in developing new products and processes. They also support employees in Employee Relations, Production Planning, Purchasing and Traffic, Safety and other groups—all of which provide their own vital and necessary services at the Plant.

Without a doubt, Stores employees in their everyday work make the Plant teamwork really work!



Another Stores warehouseman, Harris Lemoine, is doing his job in providing service to the field. He is filling an order received from a plant area that included filter screens. He has placed them in the "order filling buggy" prior to loading the contents on the delivery train.

Four Students Are Scholarship Winners

On April 8 the National Merit Scholarship Corporation announced that three sons and one daughter of Ethyl employees have qualified for Ethyl Merit Scholarships. They are John, son of John Earle, Eng.-I Am. Place, a senior at LSU University High; Nancy, daughter of William Jacobson, R&D Serv., a senior at Broadmoor High; Dana, son of Roger Mangham, Appl. & Cust. Serv., a senior at Lee High, and Michael, son of Barry Maxwell, Int. Division-Tower, who will also graduate at Broadmoor High School. Pictures of these scholarship-winning students will appear in the next issue, as will pictures made at a Company dinner honoring these students, their parents and representatives of their schools, which was held on April 26 at the Camelot Club.

HOW'S *YOUR* ATTENDANCE?

Four Employees' Sons Are Eagle Scouts



Four sons of Ethyl employees at Baton Rouge recently received their Eagle Scout Badges, the highest rank a Scout can achieve. The fathers of two of the Scouts work on the Plant, another is in the International Division at the Tower and the fourth's father is an annuitant. From left are Barry, son of Edward "Monty" Sellers, Int. Div.-Tower; Brian, son of Walter Lawrence, Proc. Des.; Douglas son of Neal Garland, Proc. Des., and Bradley, son of Annuitant Homer Sanders, formerly of Engineering-Tower, but who also was one of the first employees hired in the Hydrocarbon Area at the Plant in 1938. Barry, Broadmoor High, and Brian, Woodlawn High, are members of Troop 278, sponsored by Broadmoor Methodist Church. Douglas and Bradley, both students at Belaire High School, are members of Troop 128, sponsored by Broadmoor Presbyterian Church.



Record keeping is one of the key requirements for good Stores service. Here Lenn Alexander and Errol Simpson, Stores clerks, are shown in the office as they check purchase orders and delivery documents, prepare receivers to show that material has been received on the Plant and delivered to the ordering area, and maintain other records.



Noah Carter
Sod. Op.



Levy Harris
Cafeteria



Thelma Smith
TEL Gen. Serv.



Wilkinson
Sod. M&C



Stores clerk Walter Babin demonstrates a key activity in Stores. He is shown "checking in" spare parts after they have been received by off-plant shipments. This is to assure that the order has been properly filled.



Practically every size pipe imaginable is carried in Stores stock to fill plant orders. Here Warehouseman George Dier is identifying the various size pipe available in Pipe Storage. Spare piping for many process lines and many others must be carried in stock.



Communication is a key to the service that Stores provides on the Plant. In addition to receiving orders from the field, Stores personnel must be prepared to answer a wide variety of questions. Clerk Harold Gill is doing here.



Orders for equipment and supplies received by Stores vary from "truck loads" to "hands full." Here Eugene Schexnayder, warehouseman, is shown as he takes a small valve from the storage bin to fill an order, which has been received from an operating area.

Awards

Years

Op.
Qual. Cont.
L-Sod. M&C
Stores & Serv.
VC Op.
TEL-Sod. M&C
PVC Qual. Cont.
C M&C
VC M&C
I. TEL-Sod. M&C
Design
Op.
TEL-Sod. M&C
uez, Jr., TEL-Sod
TEL-Sod. M&C
PVC Op.
Maint.

Years

TEL-Sod. M&C
EL Gen. Serv.
Sod. M&C
TEL Op.
Sod. M&C
r. Jr., TEL Op.



clerks Tule Henry and George Allain are shown at the beginning of the "service sequence" in Central Stores. Here they check on a shipment that has just arrived at the Receiving Dock and moved into the Receiving Area. From here the supplies and equipment go to storage areas, from which they will be dispatched to the "using area" when orders are received for them.

Ethyl Corporation
Box 341
Baton Rouge, La. 70821

Return Postage Guaranteed

U. S. Postage
PAID
Bulk Rate
Permit No. 562
Baton Rouge, La.

Safety Depends on You!

Safety Policy Baton Rouge Plant

It is the policy of Plant management to provide a safe environment for all employees. This will include, but not be limited to, safe machines, safe equipment, adequate personnel protection devices, adequate safety knowledge and training and safety rules and regulations that **EVERYONE** must understand and follow. Expediency or short cuts must not take precedence over safety. It is the basic responsibility of all members of management to make the safety of employees a part of their daily and hourly concern. It is the responsibility of each employee to work safely at all times and to ask supervision any questions regarding safety.

Adherence to safety rules and utilization of prescribed safety equipment is a condition of employment and violators are subject to disciplinary action.



LET'S MAKE A SAFE 1976 OUR BICENTENNIAL GOAL

Ethyl
Corporation

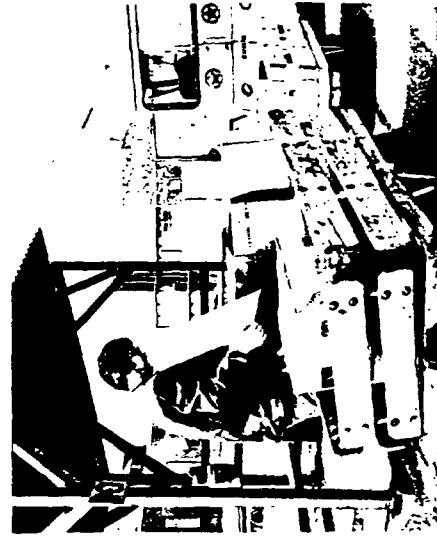
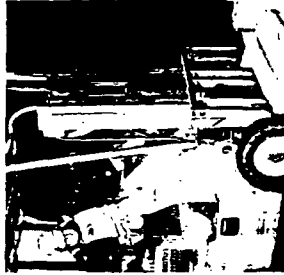
Safety is featured in this issue of The Antiknock. On page 1 is an article telling about the new individual safety manuals which have been distributed to employees to help achieve a reduction in injuries on the Plant. On this back cover we are reproducing for emphasis the Safety Policy for the Baton Rouge Plant, which also appears in the new manual. Also on this page is our new Bicentennial safety slogan which is shown below. The slogan will be on display on automobile bumper strips, door panels of plant vehicles and in other places to remind all of us to work—and play—safety in 1976!

The **Ethyl**
Corporation

Antiknock

March-April 1976

Central Stores— 'Everybody's Back-Up Group'



ED
Corporation

Vol. 38, No.

Dr. M. F. "B" receives the Charles E. LST Sch... of the late C... the Houston... research ach... Coates, now r...

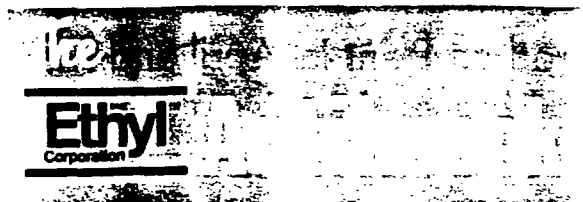
1976 C

Dr. M. ment, was s... eted Charles... the Baton... ineers and... Dr. Gautree... neering field... Huen Willi... School of C... at a bang... Motor Hote... The Coa... lished in 1... Dr. Charles... nent leader... ical enginee... vious recip... former Eth... Kirby and... E&MS.

In accept... treaux defe... dustry and... under atta... groups. He... years ago... was an unc... contributor... cides, better... thetic rubbe... ticals and n... being term... Among h... tance spec... "Now it... is endanger... pollution f... engines, by... by the man... seem to h... many of th... from produ... dustry."

He defen... gasoline, po... accepts sele... uation or... trary data... He men... generated... garded as... an incense

ETC 27519



Vol. 38, No. 3

May-June, 1976



Dr. M. F. "Bim" Gautreaux, senior vice president, R&D, second from right, receives the Charles E. Coates Memorial Award from Dr. Hulen Williams, dean of the LSU School of Chemistry and Physics. Shown at left is Dr. Jesse Coates, son of the late Charles E. Coates and at right, Andrew Wikman, resident manager of the Houston Plant, who was involved with Vice President Gautreaux in much of the research achievements credited for his selection to receive the award. Dr. Jesse Coates, now retired, was one of Gautreaux's professors while he was at LSU.

1976 Coates Award Honors Gautreaux

Dr. M. F. Gautreaux, senior vice president, Research and Development, was signally honored on May 20 when he was presented the coveted Charles E. Coates Memorial Award, awarded annually jointly by the Baton Rouge Sections of the American Institute of Chemical Engineers and the American Chemical Society. The award, which honored Dr. Gautreaux for achievements and leadership in the chemical engineering field, was presented by Dr. Hulen Williams, dean of the LSU School of Chemistry and Physics, at a banquet at the Bellemont Motor Hotel.

The Coates award was established in 1957 to honor the late Dr. Charles E. Coates, a prominent leader in chemistry and chemical engineering in the state. Previous recipients of the award are former Ethyl president George F. Kirby and Dr. Gordon Hughmark, E&MS.

In accepting the award Dr. Gautreaux defended the chemical industry and the Company, both under attack from environmental groups. He said that just a few years ago the chemical industry was an unquestioned hero for its contributions of fertilizers, pesticides, better refining methods, synthetic rubber, plastics, pharmaceuticals and many others, but is "now being termed a villain."

Among highlights of his acceptance speech are:

"Now it is said that our health is endangered by insecticides, by pollution from gasoline-burning engines, by detergent pollution and by the manufacture of plastics. We seem to have a crisis a week—many of them said to be coming from products of the chemical industry."

He defended the use of lead in gasoline, pointing out that the EPA accepts selected data without evaluation or critique, and that contrary data is ignored or rejected.

He mentioned that "industry-generated data is routinely regarded as suspect and tainted. I am incensed by this—and each of

you, whether in industry or the university, should be so. I didn't sell my soul to my company. Further, if my company thought lead in gasoline was a hazard to health, it would voluntarily stop its production."

He defended many other phases of the chemical industry and urged his listeners to get involved through education and communication with family, friends and legislators to defend the chemical industry.

Dr. Gautreaux paid particular tribute to Dr. Jesse Coates, son of the late Dr. Charles Coates, and one of his instructors at LSU who is now retired, and others of his professors while he was at LSU.

He referred to a so-called toxic substances control bill which Congress is currently considering. He said there were no benefits to the public health in the bill not already available and that it would give tremendous powers to the federal administrator of the law, adding that the extreme exercise of these powers could amount to the creation of an appointed bureaucratic czar over the entire chemical sector of the economy.

In reference to the inaccurate information about profits, in his talk he mentioned surveys that show people believe corporate profits range from 28 cents to 61 cents on the dollar. He said the truth is, however, that corporate profits after taxes amounted to only a little over 7 percent in 1974 and to an even smaller percentage in 1975.

The Cover

In this issue The Antiknock salutes honor graduates among sons and daughters of Ethyl employees for the fifteenth consecutive year. This year was one of the "big" years with 40 sons and daughters of Baton Rouge Ethyl employees, including all four 1976 Ethyl Merit Scholarship recipients, among honor graduates of area high schools. At Broadmoor High School's graduation Ethyl really "hit the jackpot," with 10 honor graduates whose parents work for the Company here. Shown on the front cover with Principal Fred Bankston are four of the 10—Lin, daughter of Ralph Parker, PVC and Sod. Maint.; Virginia, daughter of Jack Mueller, Tech. Serv.; Michelle, daughter of Michael Kucma, Plastics Res., and Nancy, daughter of William Jacobson, R&D Serv., who was an Ethyl Merit Scholarship winner. Other Broadmoor graduates not shown are Daniel, son of David Zumalt, Eng., now stationed at Magnolia, Ark., and five others whose parents work downtown—Kevin, son of Robert Monahan, Russell, son of Kenneth Schmit, and Laura, daughter of Carl Wolf, all of the Industrial Chemicals Division—Tower; Michael, Merit Scholar, son of Barry Maxwell, Int. Div.—Tower; and Michael, son of Harry Triche, Eng. (We tried, but we were unable to get all 10 Ethyl graduates together for our cover picture.) For pictures and names of 1976 Ethyl honor graduates, turn to Pages 4 and 5.

First Time Since 1972

Employees Work Million Man-hours Without Any Time-Losing Injuries

Two time-losing injuries on June 15 terminated one of the best safety performances by plant employees since 1972. From March 11 to June 15 the entire plant had gone 95 days and employees had worked 1,260,000 man-hours without a time-losing injury. The two injuries were the sixth and seventh time-losing injuries of 1976.

While our next goal of 1,500,000 man-hours by July 3 was not reached, Resident Manager William Strader and others immediately called on employees to begin a renewed effort toward completion of another 1 million man-hours, and to even exceed that, in the months ahead.

In praising employees for the new 1,260,000 man-hours achievement, he stated, "After our performances in recent years, the achieving of and exceeding one million man-hours is an excellent achievement of its own. I hope we can take a new attempt at expanding on our improved safety performance and not let the two major injuries that terminated the good achievement in June discourage us in our efforts. Because, let's not forget that the real achievement in our safety performance should not be setting records. It is preventing plant people from getting hurt! We should always keep this in mind as the real purpose of all of our plant safety efforts."

"As I have emphasized in the past, any safety achievement is due to cooperation and teamwork by all employees. However, I am convinced that, more particularly, this recent achievement came from the

individual personal dedication to working safely by a great many employees. Reaching new goals will be possible only if this personal dedication by each employee to his own safety, as well as to helping prevent injuries to his fellow employees, continues."

In addition to Resident Manager Strader's commendation, Safety Superintendent Stan D'Armond said, "Our 95 days and 1,260,000 man-hours is an excellent achievement in which every person on the Plant has contributed. Carelessness or lack of attention to safety by just one person could have terminated our good performance at any time. Let's each resolve to do each job safely to accomplish more safety achievements."

In 1972 a performance of 134 days and 1,641,831 man-hours was terminated on September 7 of that year. The all-time record of 211 days and 4,356,035 man-hours without a major was achieved 20 years ago in late 1957 and early 1958, finally ending on March 26 of 1958. Other achievements were 187 days and 2,129,349 man-hours in 1964, 140 days and 1,911,000 man-hours in 1966 and 123 days and 1,540,513 man-hours in 1963.

USW Officers Reelected to Three-Year Terms



Milton "Ma-Ma" Soulier, center, heads officers of Local 12,900, United Steel Workers of America, who were reelected to a three-year term in a recent election. Serving with President Soulier will be, from left, Treasurer Joseph Cornett, Vice President Percy Lorio, Recording Secretary A. F. Landry, Jr., and Financial Secretary Larry Tarver. Others chosen were Roy Tucker, chief Plant steward; Committeemen Mitchell David—TEL Op.; Alvie Higgins—Sod. Op.; Martin Johnson—PVC Op.; Mehl Smith—TEL Gen. Serv., and John Ware—Maint.; Alfred Mix, sergeant-at-arms and John Dupuy, Norwood Richardson and Horace McNeal, board of trustees.

Eighty-Six New Employees Are Hired on Plant in April and May

An intensive hiring program in April and May brought 86 new employees to work on the Plant. Three of the 86 were engineers assigned to Manufacturing and to Research and Development and one was a new confidential secretary. The remainder were wage-roll employees.

Because of space limitations, only the 86 new employees who reported for work during April and May are included in this issue. The heavy hiring program continued into June with approximately 58 employees hired during early June. Included were 4 new engineers, 10 new employees in TEL Operations, 9 in Sodium Operations, 15 in TEL General Services, 9 in PVC Operations, 5 in TEL-Sod, M&C, 5 clerical employees in Stores and Services, and 1 each in Cafeteria and H-C Auxiliary. These new employees will be pictured in the next issue of The Antiknock.

Twenty-five of the new employees were assigned to TEL Operations, 17 to PVC Operations, 15 to TEL General Services, 14 to H-C Auxiliary, 6 to H-C M&C, 3 to H-C Operations and 1 each to Sodium General Services and R&D Lab.

Joining Process Development as a development engineer was Michael Chiao, who holds a BS degree from Taiwan University and an MS from Auburn University. John

Sills, who holds a BS degree in math & physics from Northwestern State University and a BS in chemical engineering from LSU, is a new process engineer in Tech Services. Chiao is a native of China and Sills of New Orleans.

Jackson Ritchie, a native of Parkersburg, W. Va., is a methods and standards engineer in Industrial Engineering. He holds a BS in industrial engineering and an

MS in operations research from Georgia Tech.

Kathy Schittone, a native of Jackson and an LSU graduate, is

a new confidential secretary. She had previously worked on the Plant as a "Kelly girl." She is serving as relief secretary.



Chiao



Ritchie



Sills



Schittone



Also joining the Company recently are Edwin Souler, Jr., John Langlinais, Darrell Crane, Leslie Rube, Andrew Ash, Charles Spiller, Harry Cleoro, Alton Brown, Jeffrey Hill, Robert Gill, Mike Dunlap and Dale Dugas.



Among many new employees reporting for work recently are Claude Brown, Alfred Robvais, Jeffrey Brignac, Lawrence Spears, Jr., Ronald Nance, Melvin Young, Michael Contine, George Lively, II, Francis Lancelos, Robert Major and William Wiley.



New employees reporting for work recently were left to right, Clarence Gray, Royce McQuiston, Larry Bourgeois and Michael Hebert.



Among many new employees are, from left, Gerald Guillory, Michael Sullivan, Roy LeBlanc, Michael Jones, Orville Vallet, Clarence Hickman, Bennie Melancon, Juste Smiley, Charles Allen and Gerald Ramirez.



These new men are Michael Meischke, Charles Roberts, Richard Pokojski, Charles Washington, Leon Spurlock, James Walton, Earl Minor, James Jackson and Martin Caruso.



New employees recently hired are John Wright, Marion Aucoin, Jr., Hurshad Talley (reclining), Henry James, Mays Morris, Jr., Amos Dorsey, Jr., Kerry Parent, Freddie Watkins, Jr., Charles Warr and George Smith.



Beginning their careers with Ethyl are these new employees—from left, David Rayburn, Richard Gauthier, David Tapia, Ferdinand Ricard, Kenneth Boudreaux, Joseph Lindale, Jr., Eddie Poole, Stephen Manske and Clifford Smith.



These new employees are, from left, Larry Kelso, Curtis Barbay, Nelson Turner, Charles Milne, Richard Bourgeois, Joseph Roubique, Lionel Spillman, Boyd Blount and Louis Davis.

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Laundry;
Marks, H-
Robert Sir

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his picture



33 YEA
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Mech. Fr
H-C M&C
Hired 19-
Box 109-
Pride



34 YEA
Luther I
Working
Sod. Op
Hired 19
383 Ard-
Baton R

More



Another gr
chestee, M
Charles F.

May

secretary. She
worked on the
line. She is serv-
ing.



Longinain, Darrell
Brown, Alton Brown,



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n, Melvin Young,
taylor and William



Michael Sullivan,
Bennie Melancon,



John, Jr., Hurshaff
Kerry Parent,



ay, Nelson Turner,
Herman, Boyd Blount,

Eighteen Long-Service Employees Begin Their Retirement During May and June

Eighteen employees, some with service dating back to the early days of the Plant, began their retirement in May and June. Four of the new annuitants retired at age 65 and the others accepted early retirement.

Those retiring at age 65 were Jack Alderman, TEL-Sod. M&C; William Rogillio, TEL-Sod. M&C; Ephraim Rudison, H-C Aux., and Colman Watson, TEL Gen. Serv.

Those retiring early were Lawrence Arledge, TEL Op.; Julian Bennett, H-C M&C; Alfred Carville, TEL Op.; Willie Davis, TEL Op.; Dan DeLee, TEL-Sod. M&C; Luther Dickerson, Sod. Op.; Benj. Felder, Laundry; Leon Hamilton, H-C Aux.; Johnny Linder, Sod. Op.; William Marks, H-C Op.; Henry McBunch, Sod. Op.; Robert Rich, R&D Lab.; Robert Simpson, TEL Op., and Lloyd Winborn, H-C M&C.

A brief history of each of the long-service employees appears with this picture below.



36 YEARS

Jack Alderman
Outside Machinist
TEL-Sod. M&C
Hired 1939
5771 Evangeline St.
Baton Rouge



31 YEARS

Lawrence Arledge
Operator
TEL Op.
Hired 1944
Rt. 1, Box 208
Walker



New 1976-77 Officers of the Ethyl Management Club were installed in late June. They are Kenneth Elswirth, Eng., vice president; Bill Strawbridge, Purch., president; Jeannette McRight, Plas. Div. Tower, secretary, and Don Staples, Int. Div. Tower, treasurer. New board of director members installed were Phil Rhorer, TEL Op.; Bill Bauch, Fin.; Donald Rougon, Eng-1 Am. Pl.; George Biennu, Eng., Plant, and Eric Briedenbach, Proc. Des.

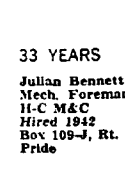
37 YEARS

Henry McBunch
Working Leader
Sod. Op.
Hired 1939
4010 Yardley Dr.
Slaughter



31 YEARS

William Marks
Operator
H-C Op.
Hired 1944
541 Florida St.
Port Allen



33 YEARS

Julian Bennett
Mech. Foreman
H-C M&C
Hired 1942
Box 109-J, Rt. 1
Pride



39 YEARS

Alfred Carville
Area Supervisor
TEL Op.
Hired 1937
922 Desobry St.
Plaquemine



34 YEARS

Robert Rich
Dev. Lab. Assistant
R&D Lab.
Hired 1941
1050 No. Foster Dr.
Baton Rouge



33 YEARS

William Rogillio
Mech. Inspector
TEL-Sod. M&C
Hired 1942
201 No. Foster Dr.
Apt. 102
Baton Rouge



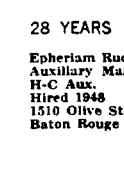
36 YEARS

Willie H. Davis
Working Leader
TEL Op.
Hired 1940
Rt. 1, Box 100
Port Allen



29 YEARS

Dan DeLee
Sod. Serv. Mech.
TEL-Sod. M&C
Hired 1947
Jackson, La.



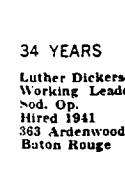
28 YEARS

Ephraim Rudison
Auxiliary Man
H-C Aux.
Hired 1948
1510 Olive St.
Baton Rouge



36 YEARS

Robert Simpson
Operator
TEL Op.
Hired 1939
1007 Osage St.
Plaquemine



34 YEARS

Luther Dickerson
Working Leader
Sod. Op.
Hired 1941
953 Ardwood Dr.
Baton Rouge



32 YEARS

Benj. Felder
Operator
Laundry
Hired 1943
Rt. 5, Box 44
Denham Springs



35 YEARS

Colman Watson
Utility Driver
TEL Gen. Serv.
Hired 1940
Rt. 3, Box 172
Zachary



32 YEARS

Lloyd Winborn
Elect. Inspector
H-C M&C
Hired 1943
9845 Mollyten Dr.
Baton Rouge

More New Plant Employees Are Pictured



Another group of new employees reporting for work recently include Larry Manchester, Marion Felps, Ken Craft, Rex Smith, Joseph Schittone, Jr., Robert Stokes, Charles Flynn and Hilbert Hall.

Appreciation Dinners Honor Fire Brigades



In early May the Company honored members of the plant fire brigades and their wives at two annual appreciation dinners in recognition of their fire control services on the Plant. These members of the TEL Operations fire brigade was photographed with their wives at the first dinner at the Roadway Inn on May 11. From left, they are the David Yorks, Morgan Ensmingers, Ronald Berrys and Boyd Hoods.

Forty Sons and Daughters of Company Employees Honor

For the fifteenth consecutive year THE ANTIKNOCK is saluting honor students among employees' graduating sons and daughters at area high schools. This year there is another large group of these students with 40—of which 26 are sons and daughters of Plant employees—and 14 whose parents work at other Ethyl locations in Baton Rouge. Four of the honor students—two in the Plant group and two whose parents work downtown—were awarded Ethyl Merit Scholarships at a scholarship dinner held in their honor in April. Nancy Jacobson and Dana Mangham are the daughter and son of William Jacobson, R&D Serv., and Roger Mangham, Appl. & Cust. Serv., respectively. John, son of John Earle, Eng-1 Am. Pl., and Michael, son of Barry Maxwell, Int. Div. Tower, are the other two Ethyl Merit Scholarship recipients.

Congratulations to these honor graduates! They rank among the top 10 percent of their graduating classes and, as a reward for their good grades, many of them have been awarded scholarships as well as qualifying for other scholastic honors. Because of the large number of honor students and limited space we are not able to list in detail all of the many honors that this year's honor students have received. However, we are happy that we can present their pictures along with a few of their honors.

We are again indebted to the school superintendents, principals and guidance counselors of East Baton Rouge and surrounding parishes, to the superintendent and staff of the Catholic Diocese of Baton Rouge School Board, to the staffs of several private schools and, last but not least, to the parents and honor students themselves for their assistance in making it possible for us to continue our annual salute to these honor students.



These are the four 1976 Ethyl Merit Scholarship winners—all sons and daughter of Baton Rouge employees! They are Michael, son of Barry Maxwell, Int. Div. Tower—Broadmoor High School; Dana, son of Roger Mangham, Appl. & Cust. Serv.—Lee High; Nancy, daughter of William Jacobson, R&D Serv.—Broadmoor High, and John, son of John Earle, Eng-1 Am. Pl.—University High. The Company honored these scholars, their parents and representatives of the students' respective schools at a scholarship dinner in late April.

Downtown Honor Graduates

In addition to the 26 sons and daughters of plant employees who, as honor graduates of their respective schools, are pictured on these pages, there were 14 additional honor students in the top 10 percent of their graduating classes whose parents work elsewhere in Baton Rouge. They are John Earle and Michael Maxwell, two of the four 1976 Ethyl Merit Scholarship winners pictured above; George and Margaret, son and daughter of John Balhoff, Com. Dev.; Lisa Ann, daughter of Jane Fulk, Int. Div.; Jane, daughter of Merlin Koencke, Mfg. Staff; Kevin, son of Robert Monahan, Ind. Chem. Div.; Martha, daughter of Ed Otto, Pet. Chem. Div.; Russell, son of Kenneth Schmitt, Ind. Chem. Div.; and Margaret, daughter of L. M. Thompson, Plastics Div., all of whom work in the Tower; Michael, son of Harry Triche, Eng-1 Am. Pl., and Nancy, daughter of Eugene Weir, Real Estate; Michael, son of Ralph Werling, Pet. Chem. Div., and Laura, daughter of Carl Wolf, Ind. Chem. Div., all three of whom work in the Tower also.



Jerry, son of John Marsh, H-C M&C Honor graduate of Shady Grove High School. Member of journalism class and staff member on school annual staff and photographer for school newspaper. He was a member of Beta Club. Undecided at end of school year as to which university he will attend but does intend to enroll.



Virginia, daughter of John Mueller, Tech. Serv. Honor graduate of Broadmoor High School. Received Board of Trustees for State Colleges and Universities Scholarship. Member of Who's Who Among American High School Students and member of East Baton Rouge Parish Youth Council. Will attend Southeastern Louisiana University and major in music.



Lin, daughter of Ralph Parker, FVC & Sod. Maint. Honor graduate of Broadmoor High School. (See cover picture.) She completed the requirements for graduation at Broadmoor in three years. Received State Science Award. Chosen Buccaneer Belle Beauty. Lin's present plans are to enroll in the Nursing School of Our Lady of the Lake Hospital.



Samuel, son of Robert Agee, Proc. Dev. Honor graduate of Baker High School. Received LSU Freshman Honor Scholarship. Elected most talented in senior class. Member of National Honor Society, Beta Club, and Mu Sigma. Was four-year letterman on golf team. Was active in School Hi-Y Club. Will attend LSU, with major course yet to be selected.



Mark Wayne Bergeron, son of Mary Ann and Gordon Hughmark, R&D. Honor graduate of Robert E. Lee High School. Received LSU Freshman Honor Award and C. G. McGhee Scholarship. Member of French National Honor Society, National Honor Society, Mu Alpha Theta, Lambda Alpha and Distinguished American Students. Was yearbook editor and on Student Government Executive Board. Will attend LSU and major in chemical engineering.



Susan Kay, daughter of Victor Brumfield, TEL Op. Honor graduate of Denham Springs High School. Received State Literary Merit and Southern University Scholarships. Had 3.5 grade average. Received American Legion Citizenship Award, Scottish Rite Patriotism Award and Betty Crocker Future Family Leader of Tomorrow Award. Will attend Southeastern Louisiana University and major in home economics merchandising.

Marvin, son of Victor Brumfield, TEL Op. Honor graduate of Denham Springs High School. Received State Literary Merit and Southern University Scholarships. Had 3.5 grade average. Received American Legion Citizenship Award, Scottish Rite Patriotism Award and Betty Crocker Future Family Leader of Tomorrow Award. Will attend Southeastern Louisiana University and major in home economics merchandising.



Andre, son of Betty Greenup, Eng. Honor graduate of McKinley High School. Received Southern University Engineering and Beta Sigma Alpha Phi Alpha Fraternity Scholarships. Was chairman of Student Council; member of Who's Who, National Honor Society and Mu Theta Math Club. Received Certificate of Merit in organic chemistry and Spanish II. Will attend Southern University and major in electrical engineering.



Christopher, son of James Guerin, TEL Op. Honor graduate and salutatorian of Port Allen High School. Received West Baton Rouge Bicentennial Commission Special Recognition Award, and Port Allen Lions Club Outstanding Citizens Award. Was outstanding senior in class of '76. Member of Who's Who Among American High School Students. Will attend LSU and major in physical education.



Charles, son of Quentin Hall, Stores & Serv. Received Wylie Alumni Scholarship and LSU Freshman Scholarship Award. Member of Key Club, Alpha Theta and Math Society. Received first place award in geometry division of Lafayette Invitational Math Tournament, outstanding student awards in English II, chemistry and advanced math. Will attend Louisiana Tech University and major in chemical engineering.

Alvin, son of Quentin Hall, Stores & Serv. Received Wylie Alumni Scholarship and LSU Freshman Scholarship Award. Member of Key Club, Alpha Theta and Math Society. Received first place award in geometry division of Lafayette Invitational Math Tournament, outstanding student awards in English II, chemistry and advanced math. Will attend Louisiana Tech University and major in chemical engineering.



Joanne Helen, daughter of John Sieberth, Patents. Honor graduate of Episcopal High School. Member of Demoinelle Club, Ecology Club and Patmos Society. Member of All-City and All-State volleyball teams and most valuable player. Member of tennis team. Will attend East Texas State University and major in special education.



Pauline Sue Spracklen, step-daughter of Richard Browning, TEL-Sod. M&C. Honor graduate of Baker High School. Received Baker Pilot Club and Marshall Band Awards. Member of Mu Sigma, Beta, National Honor Society and Acappella Choir. Will attend Northeastern State University and will major in nursing.



Donna Taylor, step-daughter of John Ware, TEL-Sod. M&C. Honor graduate of Frisde High School. Graduated fifth in senior class with a high 3.8 grade average. Received American Legion Leadership Award at graduation. Was awarded Certificate of Outstanding Achievement at school's annual Honors Day. Was band member for five years. Plans to take a secretarial course at the Baton Rouge Vocational Technical School.

John, son of John Ware, TEL-Sod. M&C. Honor graduate of Frisde High School. Graduated fifth in senior class with a high 3.8 grade average. Received American Legion Leadership Award at graduation. Was awarded Certificate of Outstanding Achievement at school's annual Honors Day. Was band member for five years. Plans to take a secretarial course at the Baton Rouge Vocational Technical School.

ees Honor Graduates at Area High Schools

Teachers for a Day



Kay, daughter of George Dier, Stores & Serv. Honor graduate of Baker High School. Member of Beta Club, National Honor Society, Mu Sigma and Outstanding High School Students. At graduation time she was undecided on which university she will attend and course she will take.



Suzette, daughter of James Cromwell, Safety. Honor graduate of Robert E. Lee High School. President of Future Music Leaders of America, Member of Lambda Alpha, Student Government and received Governor's Honors in Music. Will attend LSU and major in business administration.



Mary Beth, daughter of Annuitant Richard Eiswirth, Jr. Honor graduate of Hardwicke-McMasters Private School. Received Herb Price Scholarship Award and highest average in shorthand. Most cooperative and school spirited in physical education. Participated in District Literary Rally—stenography I. Plans to attend Paramedical Career Academy.



Terry Anne, daughter of Clyde Geddes, Proc. Eval. Honor graduate of Glen Oaks High School. Received first Glen Oaks Backers' Scholarship, LSU Freshman Honor Award, State Literary Rally Award for solo, girl's trio and mixed quartet singing. Member of Beta Club, French Club, Acappella Choir, 1975 All-State Choir, Who's Who Among High School Music Students in America, and National Honor Society. Will attend LSU and major in a pre-medical course.



Nancy, daughter of William Jacobson, R&D Serv. Honor graduate of Broadmoor High School. Winner of Ethyl Merit Scholarship and LSU "Top 100" Alumni Scholarship. Chosen for Optimist Club's Outstanding Senior Award and Who's Who Among American High School Students. Member of Society of Distinguished American High School Students and Who's Who at Broadmoor. Will attend LSU and major in interior design.



One of nine plant employees participating in the Sixth Annual Business-Profession Teaching Day on April 28 in parish high schools as instructors in civics and history classes was Quentin Hall, Stores & Serv., shown as he instructs a class at Tara High School. Others participating were Roger Banks, Power; William Bauch, Fin.; James Bozeman, Proc. Des.; Gary Ethridge, Bruce Lee and John Murray, all of Ind. Eng.; Rodney Guillot, Emp. Rel., and Wilbur Paulk, PVC Op.

- In Memoriam -

Death has claimed one employee and eight annuitants. They are Kermit Wicker, TEL Op and Annuitants Delbert Atkinson, Guy Fontenot, Charles Golson, Thomas Lee, William Martin, George Mayo, Henry Sartwell and Homer Tanner.

Delbert Atkinson

Annuitant Atkinson, 67, died April 22 at Baton Rouge General Hospital. Religious services were held April 24 at Welsh Funeral Home, with burial in Roselawn Memorial Park. He is survived by his wife, a daughter, a son, brother and six sisters. He was hired in March 1942 as a mechanical helper and was an insulator in H-C M&C when he retired in April 1971.

Guy Fontenot

Annuitant Fontenot, 77, died April 29. Religious services were held May 1 at Rabenhorn Funeral Home, with burial in Greenoaks Memorial Park. He is survived by his wife, three daughters, two sons and two sisters. He began work here as a helper in Sodium Operations in June 1945 and was an operator when he began early retirement in February 1962.

Charles Golson

Annuitant Charles Golson, 75, died May 26 at Hillhaven Nursing Home. Religious services were held

(Continued on Page 7)



Dwayne, son of Ezekiel Lockman, III, H-C Op. Honor graduate of Shady Grove High School. Dwayne is planning to attend Nicholls State University at Thibodaux and will major in a business management course.



Dana, son of Roger Mangham, Ind. Chem. Res. Honor student of Robert E. Lee High School. Ethyl Merit Scholarship winner. Member of National Honor Society, Mu Alpha Theta, Who's Who, 1976; JROTC officer and chosen outstanding cadet for outstanding leadership. Will attend LSU and major in history.



Theresa, daughter of Theodore Zeringue, Sod. Op. Honor graduate of Broadmoor High School. Received a Home Economics Scholarship. Was fifth in class of 445. Member of Beta Club, F.H.A. president, Captain of Pantherettes; member of Student Council and Spirit Committee. Was Glen Oaks beauty finalist. Member of Glen Oaks honor fraternity, National Honor Society and Who's Who. Will attend LSU and major in home economics.



Daniel, son of David Zumalt, Eng. Honor graduate of Broadmoor High School. Member of National Honor Society. He will attend Louisiana State University and major in electrical engineering. The Zumalt family has lived in several places in connection with David's engineering work. Daniel has limited his school activities. Zumalt is now assigned to Magnolia Plant.



John, son of Ernest Webb, Medical. Honor graduate of Baton Rouge High School. Received LSU Freshman Honor Award. Daughters of the American Revolution Good Citizen Award, Woodmen of the World American History Award, Outstanding English IV Student Award. Member of Beta Club, Student Council Executive Board and senior class secretary. Will attend LSU and major in political science.



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Service Anniversaries

Nearly 100 Employees Observe Service Anniversaries of Five or More Years

Seven employees with 35 years of service led employees observing May-June Company service anniversaries. The list includes nearly 100 employees with five or more years with the Company. In addition to the 35-year men, there were 7 with 30 years of service, 16 with 25 years, 2 with 20 years, 45 with 10 years and 22 with 5 years of service.

All of those with 20 or more years of service are pictured on this page, except Daniel Comeaux and Lawrence Landry, both of Sodium Operations—both with 30 years of service—and Gene Hornsby, M&C Adm., a 25-year employee. We regret that pictures of these three were not available for this issue.

25 Years



Julius Chidester
R&D Serv.



Joseph Clements
TEL Op.



Rev. Conrad
M&C Adm.



Richard Ferchaud
Finance



John Guillot
H-C Maint.



Fred Hamilton
Gen. Maint.



Francis Henchy, Jr.
TEL Op.



Hewitt Jackson
Purch.

35 Years



Mortimer Cain
Power



C. E. "Buck"
Devall
Sod. Op.



Thelma Boudreaux
Finance



Jessie Brock
TEL-Sod. M&C



Victor Harvey
Railroad



Robert Krieg
Patents



Dewitt Franklin
TEL Gen. Serv.



Leon Johnson
TEL Gen. Serv.



Joseph Pesira
TEL-Sod. M&C



Richard Murphy
H-C M&C



Clyde Johnston
TEL Op.



Donald Johnson
Patents



Mary Johnston
Finance



William Mengert
R&D Adm.



Wilton Phillips
Eng.



Donald Robertson
Pub. Rel.



Robert Sinner
R&D Staff



Etoy Stevens
M&C Adm.



Marjorie Wilson
Proc. Eval.

Other Awards

10 Years

Melvin Adams, H-C Op.
Louis Allen, TEL Op.
Ronald Allen, H-C M&C
Sam Anselmo, TEL Op.
Ray Bankston, TEL Op.
Robert Behrnes, TEL-Sod. M&C
Richard Bergen, R&D Serv.
Thomas Bourgeois, Railroad
Kenneth Brown, TEL-Sod. M&C
Roland Buquoi, H-C M&C
Henry Carney, Sod. Op.
William Clements, TEL-Sod. M&C
Delvin Darbonne, TEL-Sod. M&C
Robert Derrick, Emp. Rel.
Jack Fairchild, H-C M&C
Frank Hardison, TEL-Sod. M&C
Gary Heldebrecht, Proc. Des.
Norris Hood, H-C M&C
Alfred Housewright, H-C M&C
William Hutchinson, TEL-Sod. M&C
Donald Imhoff, R&D Serv.
Thomas Lee, Non-Div. Res.
Bert Lorio, TEL-Sod. M&C
Raymond Louque, TEL-Sod. M&C
Camille Macaluso, TEL-Sod. M&C
Richard Manske, H-C M&C
LaVern Mayo, TEL-Sod. M&C
James Milton, TEL-Sod. M&C
Clinton Moore, TEL-Sod. M&C



James Walker
TEL Op.



20 Years



A. J. Robichaux
R&D Adm.



Hollis Simpson
H-C M&C



Harris

Completes Course

In mid-May John Gonce completed the Harvard Business School's Advanced Management Program, an intensive three-month course for business executives. Formerly manager of Operations, he was placed on temporary special assignment following his return to the Plant.



Peters

Many

Promotions on the Plant employees at

Heading from acting Plant and of superintending engineering, to Performance

In other promotions Mike P... ing superintending Engineering vanced to Op TEL Operati... was named o Chloride and Couvillon w... pervisor, Vir... vents, and V... advanced to Chloride, in... tions organ... which was

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R&D prom... ments includ... who transfe... Plant—Alvin... director, a n... supervisor, o... Services, and... senior Econo... neer, who w... evaluation se...

Richard H... ments to sup... sign, succee... Agnew to su... Evaluation, a... supervisor i... ment, John... cations che... and Custome... las Barona... and Math S...

In other... James Grave... cess Design... kowski was... Evaluation e... Smith to dev... Process Deve... ham Cook, I... Ragan and I... up to proc... Services.

Jack Jone... cess Develo... sign as pro... joined the... Group at th...

Woods

- In Memoriam -

pital. Funeral services were held May 25 at Welsh Funeral Home, with burial in Resthaven Gardens of Memory. He is survived by his wife, a daughter, son and two brothers. He was hired in 1937 and was granted permanent and total disability benefits in November 1959.

Three additional deaths—that of an employee and two annuitants—occurred too late for this issue. Ozell Alford, TEL-Sod, M&C, died at Lane Memorial Hospital on June 5. Annuitant Burgess "Buddy" Singletary died on June 3, and Annuitant Davis Rayborn on June 8, both at Baton Rouge General Hospital. Pictures and obituaries on these men will be carried in the next issue.

Henry Sartwell

Annuitant Sartwell, 72, died May 17. Funeral services were conducted May 18 at Seale Funeral Home in Livingston, with burial in Old Red Oaks Cemetery. He is survived by his wife, two daughters, and one sister. He was hired as a mechanical helper in TEL-Sod. M&C in September 1942 and was in Security when he retired in June 1968.

Homer Tanner

Annuitant Tanner, 64, died May 23 at Doctors Memorial Hospital. Funeral services were conducted May 25 at Welsh Funeral Home, with interment in Greenoaks Memorial Park. He is survived by his wife, one daughter and a sister. He joined Ethyl in April 1941 and was a chemist in Industrial Chemicals Research when he retired in March of this year.

Kermit Wicker

Wicker, 25, an operator in TEL Operations, was killed in an auto accident on Joor Road May 20. Religious services were conducted May 26 at Turner Chapel Church in Greensburg, with burial in the church cemetery. He is survived by his wife, two sons, parents, two sisters and six brothers, one of whom is Kenneth Wicker in Sodium Operations. He was first hired in 1974 as an operator helper in TEL Operations, and was rehired in June of last year after being laid off in February.

We regret that a late picture of Kermie Wicker was not available.

Ethyl Corporation
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Baton Rouge, La. 70821

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Bicentennial Slogan Promotes Safety



Bicentennial Slogan Chairman Don Kirk watches as Glynn Rife and Jesse Tate, Garage, apply a slogan to equipment.



Joe Savoy, Garage, shows the slogan he has just put on one of the plant trucks.

While plant employees have not yet set a Bicentennial safety record to conform to our Bicentennial slogan, they have achieved the best safety performance since 1972 —95 days and 1,260,000 man-hours without a time-losing injury! (See Page 1.) Although there is no way to determine it, perhaps our slogan did help us achieve the good performance because it has literally "covered the Plant." These four pictures show how the slogan was widely distributed to focus attention on safety. Employees who are not displaying the slogan on their personal cars, or on plant vehicles they operate, may obtain bumper strips from the superintendent in each area. Let's work together to make 1976 a real safe Bicentennial year by exceeding all previous safety performances!



Diane Guchelin, Lab. Serv., gives the photographer a big smile as she puts a slogan bumper strip on her car.



Leroy Dupuy, Garage, shows the slogan he has applied to the Plant locomotive.

Thank
FOR

When you give
United Way
more than 50
parishes.

The
Ethyl
Corporation

Antiknock

May-June 1976

Ethyl Honor Students In Spotlight



Vol. 38, No.

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Vol. 38, No. 4

August-September, 1976

Kickoff Set for September 27

Goal of Plant United Way Drive Is To Continue Annual Increase

"Symbols of the American Spirit" and "Thanks to You It Works for All of Us." Those are the slogans which will help promote the 1976 Capital Area United Way Campaign, which begins on September 22. The Plant United Way Drive will get underway five days later on September 27 with a goal of increasing by at least 10 percent last year's record support of \$85,824, which is an average of more than \$47 per giver.

Johnny McGee, Sod. Op., heads the Plant United Way Steering Committee which will coordinate the campaign on the Plant. The United Way raises funds to support agencies in Ascension, East Baton Rouge, Iberville, Livingston, St. James and West Baton Rouge Parishes.

Others on the Steering Committee, along with McGee, include Elwin "Zoot" Adams, H-C Op.; Clive "Moose" Bridges, TEL-Sod. M&C; Leo Brown, Finance; Mitchell "Coon" David, TEL Op.; Joseph Drago, PVC M&C; Ken Eiswirth, Eng.; Herman Hudgins, H-C Aux.; Martin Johnson, PVC Op.; Warren Lands, Sod. Gen. Serv.; Bill Lentz, Qual. Cont.; E. D. Mitchell, president, AOWU; Don Robertson, Pub. Rel.; A. J. Robichaux, R&D; Alonzo Scott, Jr., TEL Op.; Mehl Smith, TEL Gen. Serv.; Milton "Ma Ma" Soulier, president, USW; William Stevenson, Sod. Op., and Tommy Vince, TEL Maint.

Diane Godwin, R&D Adm., will again serve as secretary to the Steering Committee.

McGee, in urging all employees to join in the annual community endeavor, said, "We of the Steering Committee are confident that employees will again increase their participation, as well as their contributions, to continue the improving support Ethyl employees have been giving each year."

Last year Ethyl employees, both those on the Plant and downtown, reached a new high of more than \$119,000 in contributions. This represented a 12 percent increase for Plant employees over the previous year's support.

The Capital Area United Way goal is \$2.4 million, a 13.5 percent increase over the \$2,115,000 raised

Annuitants Serve as Loaned Executives



Eiswirth



Fontenot

For the third consecutive year, two annuitants are serving as Ethyl's loaned executives for work in the United Way headquarters during this fall's Capital Area United Way Campaign. V. M. Fontenot, who retired in 1973, will be serving his fifth year as a loaned executive. Richard "Rex" Eiswirth, who retired at the beginning of this year—and who served as loaned executive in 1962—will join Fontenot for this year's drive. They will begin work in early September.

In 1975. One of 127 United Ways that raised \$1 million or more annually, the local United Way in 1975 had the third largest percentage of increase over the amount raised over the previous year, more than doubling the national average.

McGee said that solicitors will again contact each employee and will urge each to give something—as much as he can—to make the percentage of participation as high as possible. Also, each employee will have an opportunity to give through payroll deduction and to designate the agencies to receive contributions. Also in effect will be a special arrangement to allow givers to designate contributions for Pointe Coupee agencies, even though these agencies are not in the Capital Area United Way.

In discussing the upcoming plant drive, McGee said that United Way funds are allocated to participating agencies to help provide sufficient funds to enable each agency to operate to meet minimum community needs. He said that approximately 90 cents of each dollar raised in the Capital Area United Way is allocated to member agencies, with campaign costs running at about three cents and year-round program and administration costs totaling about seven cents.

McGee said the Steering Committee is also urging all employees to consider Fair Share giving—about three minutes pay per day, one hour's pay per month or only \$6 out of each \$1,000 earned.



The Sodium Maintenance Group Safety Committee, one of the first safety committees to start functioning, already has a new "goal"—that is to improve on the group's accomplishments of working the entire month of July without any injuries. From left are Chairman Melvin Acosta; Richard West; Charles Harrison; Dennis Delatorre, secretary; Clive Bridges, vice chairman, and Ralph Parker, committee adviser. Not present for the picture was committee member Elliott Penda.

Effective July 1

Group Safety Committees Keynote New Safety Improvement Program

Everybody is talking and planning safety at the Baton Rouge Plant! Under a new Safety Improvement Program employees in work-related groups are planning their own safety programs, administering these programs, setting goals and establishing awards for achievement of those goals through their own committees!

Ralph Parker, chairman of the Plant's Central Safety Committee, says the new safety program is a departure from previous safety programs on the Plant in that employees plan and conduct their own programs instead of it being administered by supervision.

The Safety Improvement Program replaces the "Safety Pays" Bond Program, which has been in effect on the Plant since 1972.

Parker added, "It has been very rewarding to see the response from employees throughout the Plant. Capable and willing leadership has emerged and results are being shown early in the program. This is illustrated by the Sodium Maintenance Group achievement in July."

"Reports from other areas are encouraging and it is hoped that all groups will have safety committees functioning by September 1," he said.

Other groups were being organized as The Antiknock went to press. Among the safety committees which are organized and functioning are AOWU Clerical, AOWU Paint Group, USWA Paint Group, Machine Shop (West), Plate Shop (East), R&D Department, and Sodium Operations.

In the new program everybody participates individually and/or by groups. It is based on group planning for safety in each work area. Under the program, employees in related work groups plan and administer their safety improvement program through group safety committees composed of wage-roll, clerical and supervision employees.

These safety coordinating committees will set safety goals, plan programs, investigate accidents and injuries, suggest improvements in work practices and conditions, prepare newsletters, and otherwise promote better safety in their areas.

Each committee operates independently so that goals, awards, etc., will be different. These goals

may be individual and/or group goals. Examples of individual goals which could bring individual achievement awards, could be goals such as no on-the-job time-losing injuries in a year, no off-the-job injuries, no late reports to Medical, no unsafe acts that violate safety rules or endanger a fellow employee, and others.

Examples of group goals which some of the group safety committees have adopted could be no on-the-job or off-the-job time-losing injuries in a year, a major reduction in injuries of all kinds from the previous 12 months, a program for prevention of unsafe acts involving protective equipment, housekeeping, working positions of people, and others.

When the chosen safety goal is achieved, the group safety coordinating committee decides on the award for the individuals in its respective groups. The Company provides guidelines and underwrites the expense of the safety prizes within established limits.

The Safety Improvement Program was developed and recommended to plant management by the Central Safety Committee. Chairman of the CSC on-plant safety sub-committee which worked out the details was Henry Smith, superintendent of PVC Operations.

Thanks to you
it works...
FOR ALL OF US



When you give your contribution to the United Way you are helping support more than 50 community agencies in six parishes.

Thanks to you
it works...
FOR ALL OF US



Give the Fair Share Way in this year's United Way Campaign. Three minutes a day—that's all the pay an employee needs to contribute to be a Fair Share giver. That's not much!

It has applied to the Plant locomotive.

photograph a big smile as she puts a slogan bumper strip on her car.

High Hiring Rate Continues

Nearly 100 New Employees Report For Work Here in Recent Weeks

Hiring of new employees for work on the Plant continued at a high rate in recent weeks, with nearly 100 new people being hired. Included in the new hires since June 1 were 79 new wage-roll employees, 10 new technical employees and 5 clerical employees.

Eight of the new technical employees are working in Research & Development, one in Manufacturing and one in Purchasing.

Joining Process Development were James Boone, a graduate at North Carolina State with BS and PhD degrees in chemical engineering; Michael Bolmer, who holds a BS degree in chemical engineering from Bucknell University, and James Gentry, a chemical engineering graduate of LSU.

Three new Tech Service engineers are Kenneth Acker, a chemical engineering graduate of Clemson University; Donald Fuller, chemical engineering graduate of South Carolina, and Gary Pryor, who holds BS and MS degrees in chemical engineering from Oklahoma State.

Other new R&D arrivals are John Cates, a new process engineer in Process Evaluation, who holds BS and MS degrees in chemical engineering from the University of Texas and Eugene McPherson, a Georgia Tech chemical engineering graduate, who is working in Process Design.

David Hunter, an industrial engineering graduate at Oklahoma State, has joined Industrial Engineering in Manufacturing.

Carroll Clark, an industrial technology graduate of LSU, joined the company as a purchasing engineer in late July.

New clerical employees include Debra Olinde, a stenographer in Chemical Engineering; Irma Mat-

(Continued on Page 5)

CLASSIFIED ADS

AUTOMOBILE — 1972 Toyota compact, in excellent condition. Phone 356-1823.

AUTOMOBILE — 1971 Chrysler Newport, all power. Has tape player, air conditioned, excellent condition. Price: \$1,025. Phone 775-0964.

AUTOMOBILE — 1967 Buick LeSabre. Power steering and brakes, clean interior. Good running condition. Excellent work car. \$800. Phone 925-0527.

FOOTBALL TICKETS — Two LSU football season tickets. Phone 925-2553 or 926-9291.



Acker



Bolmer



Boone



Cates



Clark



Fuller



Gentry



Hunter



McPherson



Pryor



New employees reporting for work recently are, left to right, James Bergeron, Frank Matthews, Tab Hebert, Carl Arthur, Jr., who has since left the Company, Debra Olinde, James Ringgold, Mark Hebert, Shane Hebert and Clifford Boyle.



Beginning their careers with Ethyl are these new employees—from left, James Jackson, Eugene Andre, Jr., Virginia Patterson, Donald Devall, Cathleen Hayra, Lourey St. Pierre, Nellie Curry, Larry Daigle, Jr., Lessie Thymes, Jerome Martin and Timothy Barbay.



Also joining the Company recently are Johnny Hughes, Harold Sept, Edward Tutley, Anthony Bradford, James Collins, Jr., Ronald Barlow, Charles Dabadie, Barry Alonzo, Douglas Richardson and Joseph Brown.



These new employees are John Fourcrau, Darryl Andre, Howard Butler, Noli Johnson, Eddie Addison, Claude Smith, Murphy Williams, Warren Jefferson, William McCutcheon, Louis Augustus, Jr., and Arthur Robinson.



New employees recently hired: Carrey Lee Clark, Noel Major, Joseph Mar Gregory Behrnes, Henry Griffen, John Levert, Charles Brooks, Michael Chan, Mark Le Bourgeois, Hubert Mathews, Kenneth Harris and Roosevelt Florida.



Among many new employees reporting for work recently are Darrel Bacon, Milton Brown, Billy Mitchell, Larry Spann, Craig Lewis, Floyd Spencer, III, Vincent Calcagno, Joseph Centofanti, Robert Taylor, Jr., and Jan Futch, Jr.

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ght, James Bergeron,
ice left the Company,
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—from left, James
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James, Jerome Martin

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Charles Dabadie, Barr

Advancements in R&D included those of Dennis Stallings, to process engineer in Tech Services, Thomas Warner, to process engineer in Process Design, and Douglas Weimer who advanced from economic analyst on the Plant to product manager, VCA Molded Products Division, Plastics.

Effective August 1, Dr. John Hu, staff technologist in the Petroleum Chemicals Division, joined Economic Evaluation as senior economic evaluation engineer.



Support

Last year more employees added the Local Area United Fund to their payroll contributions an average of \$100 per employee. Why? Your area contact can tell you why not help in a way that's even better—in cash—and in the amount

United Way



Williams

**This Year's Savings Bonds Campaign
Continues Through September 17**

As in past company bond campaigns, President Bruce Gottwald is leading the observance and urged in a letter to all employees in late August that all employees consider the advantages of regu-

Plant employees were provided other facts about the campaign and bond investments in **The Daily Bulletin**. Chairman Martin emphasized that buying bonds is the best and easiest way to start a reserve fund for emergencies, education, retirement or special occasions.

HERE'S HOW YOUR MONEY GROWS IN U. S. SAVINGS BONDS

SERIES E—BIWEEKLY ACCUMULATIONS*

Weekly Savings	1 yr	3 yrs	5 yrs	10 yrs	15 yrs.
\$ 3.75	\$ 131	\$ 311	\$ 547	\$ 1,300	\$ 2,316
5 00	199	414	730	1,734	3,080
6.25	245	519	915	2,172	3,871
7.50	290	623	1,100	2,666	4,646
8.75	335	726	1,273	3,122	5,514
12.50	500	1,039	1,831	4,448	7,750
18.75	735	1,560	2,749	6,530	11,638
25.00	955	2,078	3,663	8,722	15,508
31.25	1,169	2,590	4,561	10,681	18,725
37.50	1,319	3,148	5,328	12,409	21,979

SERIES E—MONTHLY ACCUMULATIONS*

Monthly Savings	1 yr	3 yrs	5 yrs	10 yrs	15 yrs.
\$ 3.75	\$ 45	\$ 143	\$ 251	\$ 590	\$ 1,059
8.25	76	239	420	998	1,774
12.50	91	286	504	1,197	2,129
17.50	131	477	844	1,997	3,548
18.75	139	518	926	2,208	3,949
25.00	304	957	1,686	4,006	7,123
37.50	458	1,438	2,532	6,016	10,999
56.25	684	2,156	3,799	9,024	16,048
75.00	912	2,875	5,061	12,333	21,359
100.00	1,213	3,863	6,883	16,666	29,164

lar savings through the purchase of bonds. Each employee will be given an opportunity to join the payroll savings plan and to start buying bonds regularly through payroll deduction, or to increase their purchases if they are already enrolled.

For Retirement

Method 1 — Buy bonds during working career. At retirement, cash bonds as needed to supplement income, reporting the interest as income on tax return. Since income is usually lower in retirement, taxes are reduced or elimi-

Method 2 — Buy bonds during working career. At retirement exchange E Bonds for H Bonds which pay interest semiannually. E Bond interest is applied to H Bond purchase, thus tax liability is deferred until H Bonds are cashed or mature, but still at the lower income tax level of retirement.

Barry McBride, H-C M&C, was installed in late June as a member of the newly-elected Baker city administration. He is one of five councilmen who were elected to four-year terms.



Last year more than 1,800 Plant employees added their support to the Capital Area United Way Campaign, contributing an average of more than \$47 per employee. When the solicitor in your area contacts you in the 1976 drive, why not help make this year's drive even better—in employee participation and in the amount given.

- In Memoriam -

Recent deaths have claimed two employees and seven annuitants. The employees were Ozell Alford, a sodium service mechanic in TEL Sod. M&C and Milton Long, a patrolman in Security. The annuitants were Dale Daniel, Joseph Marionneaux, Jerry Monahan, Lafayette Neyland, Davis Rayborn, Burgess Singletary and Lloyd Winborn.

Ozell Alford

Alford, 51, a Sodium Service mechanic in TEL-Sod. M&C, died June 5 at Lane Memorial Hospital in Zachary. Funeral services were held June 6 at Charlet Funeral Home, with burial in Azalea Rest Cemetery. He is survived by his wife, daughter, brother and two sisters. He was hired in January 1947 as a Sodium Operations helper.

Dale Daniel

Annuitant Daniel, 69, died June 30 at Our Lady of the Lake Hospital. Religious services were held July 1 at Rabenhorst Funeral Home, with burial in Greenoaks Memorial Park. He is survived by his wife, a son and a daughter. He began his career with Ethyl as a mechanical helper in H-C Maintenance in May 1941 and was a foreman in Hydrocarbon Operations when he retired in February 1971.

Milton "Rosie" Long

Long, 60, died at the Baton Rouge General Hospital on July 28. Funeral services were held on July 29 at Seale Funeral Home in Denham Springs, with burial in the Denham Springs Memorial Cemetery. He is survived by his wife, one daughter, two sons, a sister and a brother. He was hired in TEL General Services in August 1969 and had been a patrolman in Security since 1972.

Joseph Marionneaux

Annuitant Marionneaux, 67, died July 25 at Baton Rouge General Hospital. Funeral services were held July 26 at Welsh Funeral Home, with burial in Greenoaks Memorial Park. He is survived by his wife and two brothers. He was one of the early employees on the Plant, having been hired as a pipe-fitter in Construction in September 1937, the same month that the first tank car shipment of anti-knock compound was made from the Plant. He retired in April 1974. At that time he was a Central Shops planner-expediter.

Roy "Jerry" Monahan

Annuitant Monahan, 71, died June 11 at Baton Rouge General Hospital. Funeral services were held June 14 at Our Lady of Mercy Catholic Church, with burial in Resthaven Gardens of Memory. He is survived by his wife, a daughter, two sons, one of whom, Michael, works in the R&D Lab., and one sister. He started with Ethyl in 1935 as a tank car inspector and worked many years in Production Planning before transferring to Production Scheduling & Distribution, where he was a staff assistant when he retired in July 1969.

Lafayette Neyland

Annuitant Neyland, 79, died July 20 at Lane Memorial Hospital in Zachary. Funeral services were held July 22 at Zoar Baptist Church, with burial in the church cemetery. He is survived by his wife, a son, daughter and sister. He joined the Company in July 1943 as an H-C Operations helper and was an operator when he retired in September 1959.

Davis Rayborn

Annuitant Rayborn, 58, died June 6 at Our Lady of the Lake Hospital. Funeral services were held June 7 at Welsh Funeral Home, with burial in Resthaven Gardens of Memory. He is survived by his wife, two daughters, three sons and a sister. He joined the Company in March 1944 as a Sodium Operations helper and was a Stores leader in Stores and Services when he accepted early retirement in April of this year.

Burgess Singletary

Annuitant "Buddy" Singletary, 70, died June 2 at Baton Rouge General Hospital. Funeral services



Seven advanced university students and two professors, representing five universities, received practical training on the Plant through the Summer Technical Training Program. Shown, left to right, are David Ratcliff, Tech. Serv.; Walter Farmayan, Proc. Eval.; Dr. James Pruett, Ind. Eng.; James Finer, Eng. and Math. Sciences; A. J. Robichaux, supervisor of Recruiting, R&D; Carl Feigel, Proc. Dev.; Gerald Smith, Appl. and Cust. Serv.; Dr. Edward McLaughlin, Eng. and Math. Sciences, and Robert Agee, Jr., Proc. Des. Missing from picture is Timothy Monahan, who worked in Process Development.

Summer Training Program

University Professors and Students Get Practical Training on the Plant

Headed by Dr. Edward McLaughlin, professor of chemical engineering at LSU, who is here for his fifth summer on the Plant, seven students and another LSU professor have received practical training through the Company's Summer Technical Training Program this summer.

Also participating is Dr. James Pruett, professor of industrial engineering at LSU. The others are advanced students at five different universities.

Dr. McLaughlin and James Pinner, Tulane, have been working in Engineering and Mathematical Sciences. Robert Agee, Jr., LSU, was assigned to Process Design, David Ratcliff, LSU, to Tech. Services, and Gerald Smith, Jr., LSU, to Applications and Customer Services.

Dr. James Pruett worked in Industrial Engineering, and Walter Farmayan, Texas, was assigned to Process Evaluation. Timothy Monahan, Michigan State, and Carl Feigel, SLU, worked in Process

Development and R&D Services, respectively.

The Summer Technical Training Program has been in operation on the Plant for several years. It provides practical training for college and university faculty and advanced students. At the same time it provides an opportunity for the Company and selected advanced students to become better acquainted.

Complete LSU Course



Bunch



Kirk



Loftin



Robinson

Four Plant employees—David Bunch, Proc. Des.; Donald Kirk, TEL Maint.; Harry Loftin, H-C Op., and Gene Robinson, Chem. Res.—completed the LSU Mid-South Executive Development Program in June. Ten other employees attended the course, which consists of two-week sessions each summer for three years. Thus far, 59 Ethyl employees have completed the course.

Thanks

We would like to express our heartfelt appreciation to the fellow employees of Milton F. Long for the blood donations, the many expressions of concern and offers of assistance during the trying hospitalization period, as well as for the many condolences at the time of his death and funeral in late July.—The Long Family

LATE DEATHS

Three additional deaths—that of Annuitants Eli Brown and Carl Eaves and Elmo Curry, Cafeteria employee—occurred too late for obituaries to be included in this issue. Eaves was a 22-year TEL Operations veteran and Brown, like Curry, was a long-time Cafeteria worker. Both were "on hand" for the opening of the Cafeteria in April 1946. Obituaries of these men will appear in the next issue.



Alford



Daniel



Long



Marionneaux



Monahan



Neyland



Rayborn



Singletary



Winborn

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George Gui
Sanchez, H-
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33 YEARS
Clarence S.
Rigger
H-C M&C
Hired 1943
Rt. 3, Box 2
Gonzales

Comple

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Five Employees Join Annuitant Ranks With Retirement in July and August

Five veteran employees—the smallest number to be reported in recent months—began their retirement in July and August. They were George Guilbeau, H-C M&C; T. O. Lloyd, TEL-Sod. M&C; Clarence Sanchez, H-C M&C; Roy Sheets, TEL-Sod. M&C, and Percy Tyler, TEL-Sod. M&C.

Four of the new annuitants are pictured below, along with their plant work history. We regret that a picture of Percy Tyler, a machinist, who had 32 years of Company service, was not available.



Leaving five univer-
Summer Technical
Tech. Serv.; Walter
ner, Eng. and Math.
Feigel, Proc. Dev.;
in, Eng. and Math.
is Timothy Mona-



31 YEARS
George Guilbeau
Instrument Mech.
H-C M&C
Hired 1945
5592 Ventura Dr.
Baton Rouge



34 YEARS
T. O. Lloyd
Mech. Inspector
TEL-Sod. M&C
Hired 1942
4755 Lois Dr.
Zachary



33 YEARS
Clarence Sanchez
Rigger
H-C M&C
Hired 1945
Rt. 3, Box 259
Gonzales



29 YEARS
Roy Sheets
Outside Machinist
TEL-Sod. M&C
Hired 1946
Gen. Delivery
Duplessis

Plants the Plant

R&D Services.

Technical Training
in operation on
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LSU Course



Kirk



Robinson

ees—David Bunch,
Kirk, TEL Maint.;
n., and Gene Robin-
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Completes Duty

Work involving hurricane reconnaissance in the Atlantic Ocean and Gulf of Mexico was the three-month active duty assignment for Thomas French, Proc. Eval. He returned to the Plant in July after completing the assignment at Keesler Air Force Field in Biloxi. A second lieutenant who joined the Company here in 1974 after receiving BS and MS degrees from Louisiana Tech at Ruston, French served as logistic project officer for the 920th Weather Reconnaissance Group.



**Thanks to you
it works...
FOR ALL OF US**



Give the Fair Share Way in this year's United Way Campaign. Three minutes a day—that's all the pay an employee needs to contribute to be a Fair Share giver. As an example, if you are earning \$5 an hour, a Fair Share is roughly 24 cents a day as your share in a better community. That's not much!

Employees Get March of Dimes Recognition



In recognition of the March of Dimes support by Plant employees and the Company, plaques of appreciation were awarded to the Allied Oil Workers Union, the Company and the United Steel Workers at a March of Dimes Appreciation Banquet in July. Accepting the plaques in behalf of employees and the Company was Gilton "Ma Ma" Soulier, president of USW Local 12,900. Making the presentation was Harris D. Copenhagen, Jr., March of Dimes campaign director.

Ethyl Awarded Service-to-Veterans Plaque



For the second time in the past five years, the top award of the Louisiana Veterans of Foreign Wars—for "Distinguished service to veterans in Providing Job Opportunities"—has been awarded to the Company. The plaque, for the 1975-76 period, was accepted at the VFW's state convention at Baton Rouge in June by Rodney Guillot, Emp. Rel. Ethyl was awarded this service-to-veterans recognition previously in 1974.

Nearly 100 New —

thews and Patricia Temple, typists in the Steno Pool, and Deborah LaCour and Theresa Gauthier, both key punch operators in Finance.

The 79 new wage-roll employees were assigned as follows: 23 in TEL Operations; 15 in TEL General Services; 10 in PVC Operations; 9 in Sodium Operations; 8 in H-C Auxiliary; 3 in H-C M&C; 8 in TEL-Sod. M&C, and 1 each in the Cafeteria and PVC M&C and R&D Lab.



Joining the Company in early August were William McGrew, left, and Shuri Bland.



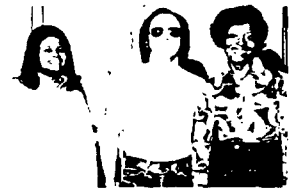
Imma Matthews, Patricia Temple and Deborah LaCour came to work in early June.



Reporting to work on June 15 were Eugene Crump and Fred Scott.



Additional new wage-roll employees who reported at various times recently are Joyce Spence, left, and Roland Rains.



Joining the Company recently are Theresa Gauthier, John Slaton and Genia Franklin.



This is a July group of new employees. They are, from left, Joseph Catherine, Ray James, Patrick Holt, Kenneth Gallman, Jr., Marcell Collier, Willie Comish, James Lipscomb and George McKenney, Jr.

Service Anniversaries

35 Years



Claude Ezell
H-C Maint.



Leonard Massey
R&D Lab.



Wilhelmina
Richardson
Emp. Rel.



Henry Solar
Power

Heavy Post-War Hiring Program in 1946

Results in Many 30-Year Anniversaries

As a result of the heavy post-war hiring program on the Plant, in 1946, brought about by expansion of plant production facilities, a large number of employees are observing 30-year anniversaries during this summer. Sixty-three employees on the Plant reached the 30-year mark in July and August. In addition there were eight "seniors" with 35 years of service.

Also observing service anniversaries during the two months were four with 25 years of service, five with 20 years, 2 with 15 years, 20 with 10 years, and one with 5 years of service.

Most of those with 20 or more years of service are pictured on this page and others, with less than 20 years, are listed below.



Fred Wilson
H-C Op.



Earl Alonzo
TEL-Sod. M&C



Roy Andre
Gen. Maint.



Willis Badeaux
TEL Maint.



Bryant Barlow
Training



David Bennett
TEL-Sod. M&C



Joseph
Blanchard, Jr.
Sod. Op.



Joseph Browning
TEL Maint.



Albert
Brumfield, Jr.
TEL-Sod. M&C



Joseph
Callouet, Jr.
TEL-Sod. M&C



Alver Carr
Sod. Op.



Chester Clouatre
TEL-Sod. M&C



Donald
Cockerham
Sod. Maint.



Roy Covington
TEL-Sod. M&C



Stanley Creoll
H-C M&C



Ernest Dawson
PVC M&C



William
Depew, Jr.
H-C M&C



Fred
Dominick, Jr.
H-C M&C



James Dunn
Poly. Res.



John Edmonston
TEL-Sod. M&C



Ernest Efferson
TEL-Sod. M&C



James Garrison
Power



John Gaudin
TEL-Sod. M&C



Bruce Jarreau
TEL-Sod. M&C



Albert Jones
TEL Gen. Serv.



Brunmit Jones
H-C M&C



Jewel Joseph
PVC M&C



Harold Kendrick
H-C M&C



Elton Landry
TEL-Sod. M&C



Willard Landry
H-C M&C



Jess LeBlanc
TEL-Sod. M&C



Herman
McAndrew
TEL-Sod. M&C



Hiram May
TEL Maint.



Lewis Nixon
Qual. Cont.



Lynwood Morales
H-C M&C



Wilson Passman
H-C M&C



Leon Paszkowski
Sod. Maint.



Lloyd Porta
TEL Op.



Milton Soulier
TEL-Sod. M&C

Service



Elray Veller
TEL-Sod. M&C

25



Hugh Bourque
M&C

Other

Goettlieb Gask
Dr. Theodore

Blake Alexand
Leslie Amund
Guenter Brun
Raymond Call
William Cassi
Robert Evans
Edgar Goza, J
James Harp, J
Eugene Hende
Nolan Higgins
John Jones, Jr
Herman Kraie
Leland Landry
Ozell Landry
John Ledeune
James Lowrey
Barney McAdu
Ray Palmer, P
Clinton Pettig
Doyle Roshto,

William Duma:

Among recei
ing thanks to
Jack Alderman
TEL-Sod. M&C
1. He writes, "I
to say thanks t
pared the delic
ner for me. We
express sincere
who made cont
tirement. We v
ber our friends
that all of you
stop and visit

Service Anniversaries (continued)

30 Years



Elray Veller
TEL-Sod. M&C



Walter Watson
Security



Ivy Watts
TEL-Sod. M&C



Lotis White
Finance

25 Years



Hugh Bourque
M&C



Donald Jacobson
TEL-Sod. M&C



Robert Whittington
H-C Op.



Reginald Woest, Jr.
M&C Adm.



Joseph Blanchard, Jr.
Sod. Op.



Stanley Creoli
H-C M&C



Henry Smith
PVC Op.



Julian Honeycutt, Jr.
Ind. Chem. Res.



William Lewis
Traffic

20 Years



John Gaudin
TEL-Sod. M&C



Jess LeBlanc
TEL-Sod. M&C



Milton Soulier
TEL-Sod. M&C

Other Awards

15 Years

Goettlieb Gaake, Jr., R&D Serv.
Dr. Theodore Robinson, Medical

10 Years

Blake Alexander, PVC M&C
Leslie Amond, PVC M&C
Guenther Bruno, Ind. Chem. Res.
Raymond Callet, PVC M&C
William Caudill, Jr., TEL-Sod. M&C
Robert Evans, TEL Op.
Edgar Goza, Jr., TEL-Sod. M&C
James Harp, PVC Op.
Eugene Henderson, Jr., R&D Library
Nolan Higgins, PVC Op.
John Jones, Jr., TEL-Sod. M&C
Herman Kralemann, PVC Op.
Leland Landry, PVC Op.
Onell Landry, Jr., TEL Maint.
John LeBeune, PVC Op.
James Lowrey, TEL-Sod. M&C
Barney McAdams, TEL-Sod. M&C
Ray Palmer, PVC Op.
Clinton Pettigrew, TEL-Sod. M&C
Doyle Roshto, TEL-Sod. M&C

5 Years

William Dumas, Proc. Des.

Thanks

Among recent retirees expressing thanks to fellow employees is Jack Alderman, outside machinist, TEL-Sod. M&C, who retired June 1. He writes, "My wife and I want to say thanks to the men who prepared the delicious retirement dinner for me. We especially want to express sincere thanks to all those who made contributions at my retirement. We will always remember our friends at Ethyl and hope that all of you will find time to stop and visit with us."

Pictures Not Available

Pictures of the following employees who observed service anniversaries in July and August were not available. 35 Years — Walter Babin, TEL-Sod. M&C; Leo Devall, H-C Op., and Huggens Blouin. 30 Years — Stanley Braud, Wilhelmina Conn and George Sheridan, Sod. Op.; Walter Anselin, Curtis Brown and Merle Shelton, H-C M&C; Harold Torres and Morton Dickerson, both of R&D Lab.; Tiple Henry, Stores & Serv.; Alfred Burns, John Hancock, Lee Hubbs, John Lefebvre, Ewell Melancon and Leo Turner, all of TEL-Sod. M&C; John Dear and Mitchell David, both of TEL Op.; Floyd Carbo, TEL Maint., and Minnie Wales, Ind. Eng. 25 Years — Doussan Rando, Jr., Finance.



EPA Regulations

Lead Phasedown Threatens Gasoline Supply and Refinery Productibility

Editor's Note—A four-page article in the July 26 issue of "The Oil and Gas Journal" on the possible effects of the EPA's plan to start limiting lead in gasoline to 1.4 grams per gallon in October and to 1 gram per gallon in January—bears out Ethyl's long-held position that antiknock compounds conserve vital crude oil supplies. Because of space limitations, we are unable to use more than the following key excerpts from the article by Leo Aalund, refining editor, titled, "Lead Stepdown Threatens '77 U. S. Gasoline Crunch.'"

"All the ingredients for a U. S. gasoline shortage next summer could be at hand if the Environmental Protection Agency sticks to its present lead phasedown schedule.

"Such a rapid and stringent cutback in the amount of octane-boosting lead permitted in U. S. gasoline would reduce industry's total gasoline-making capability. This, coupled with strong growth in unleaded-gasoline consumption as more new cars hit the road and the heavy demand for lower-lead regular and premium, could spell trouble.

"Enforcement would drive numerous small refiners out of the gasoline business and cut gasoline output of other small firms and many larger refiners. And it would force diversion into gasoline of much of the high-octane aromatics now going into petrochemicals."

The lead phasedown was originally slated to begin January 1, 1975. However, court battles on the issue, ending in June when the Supreme Court refused to review a controversial 5 to 4 decision giving the EPA authority to order lead removal, have delayed the phasedown, now scheduled to begin October 1.

The EPA says it will now enforce the lead phasedown schedule. However, it hinted that it recognizes that lead phasedown now could cause serious disruption in the industry. It is ironic that EPA got its final green light for the lead phasedown in the summer of 1976. Slumping gasoline demands in 1974 and in 1975 . . . dulled the razor edge of the phasedown threat. But in the summer of 1976 gasoline consumption is running at a all-time peak, well over 7 million barrels a day. Meanwhile Detroit is selling autos at a clip 40 percent over the 1975 rate. And Americans, who have access to some of the cheapest gasoline in the world, are buying more large and medium-sized cars.

"Once a mass of material (regarding lead contents, gasoline production, EPA study, etc.) is boiled down it's probable it will show that the phasedown will cut deeply into U.S. gasoline pro-

duction. One refiner's study concludes that a lead restriction of 1.4 grams per gallon, (as proposed by the EPA for October 1) would cut the country's gasoline 'productibility' by 800,000 barrels a day. This compares to an estimated maximum summer time availability of about 7.7 million barrels a day.

"A drop to one gram per gallon (due on January 1, 1977) would cut gasoline productibility another 800,000 barrels a day, or a total of 1.6 million barrels a day, this refiner estimates."

The article points out that preliminary returns from a survey of the refinery members of the American Petroleum Refiners Association show that a lead limit of 1.5 grams per gallon (chosen before the EPA phasedown order was issued) would cut gasoline production by these refiners to an average of 5.07 percent of their regular refinery runs, or to some 21,900 barrels a day. One refinery said that the lead phasedown would make it difficult to find gasoline components and that it would probably take his company out of the gasoline business. Another said the lead phasedown could mean a cutback in crude runs because he would have to increase the severity of his reformer.

"After analyzing the mass of data it gets from the country's refiners, large and small, EPA should be able to assess the effect of the phasedown on U.S. gasoline production. Early indications are that it would be heavy — and would come at a time when gasoline demand in the U.S. is again setting new all-time records."

ETCO Bowling Champions Capture City Title



The Dirty Harry's bowling team, winners of the ETCO Bowling League championship in May, added the Baton Rouge City championship in June by winning 19th Tournament of Champions over some 75 other city league winners. Members of the team shown here are Floyd Fife, Captain "Chuck" Bruton, George Johnston and Cecil Loecheit. Max Garretson, not shown, was the other member of the team.

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The Antiknock
August-September 1976

Thanks To You
It Works...

New Safety Improvement Program Starts

The Safety Improvement Program, which has replaced the previous Safety Pays (Bond) Program, represents a new approach in the safety effort on the Plant. The new program offers the opportunity to wage roll and clerical employees to have a part in the planning and administering of the safety effort in work-related groups through their respective safety committees.

And if the enthusiasm, the leadership and accomplishments of these committees already noted continue, the new program could bring some of the best safety achievements ever on the Plant! An example of what can be accomplished is the injury-free month of July worked by Sodium Maintenance employees under the leadership of its committee, one of the first to be organized after the start of the new program in July.

As explained in a detailed article on Page 1 of this issue, everybody participates individually and/or by groups in the new program, which emphasizes planning for safety in each work area. Group safety coordinating committees will set safety goals for the group, plan the programs to be carried out, investigate accidents and injuries to prevent recurrence, and administer the program, even to establishing awards for safety achievements in their respective groups.

Ralph Parker, chairman of the Plant's Central Safety Committee, says "The Company has pledged full support within a set of general guidelines. It has been very rewarding to see the response from employees throughout the Plant to the new program. Capable and willing leadership has emerged and good results are being shown early in the program. This is illustrated by the Sodium Maintenance Group achievement in July."

Hopefully this year the planning of safety programs by the rank and file of employees will turn our safety results around, just as the safety direction has been turned around. And, as stated earlier, there is hope for this as shown by the enthusiasm, the capable leadership and the achievements already demonstrated.

Let us hope that this enthusiasm and leadership continues in our new program to achieve the important goal of all safety effort. That goal is the same in the new approach as that of the old—to keep employees from being hurt on the job!

Let's all continue to work toward that goal!



FOR ALL OF US

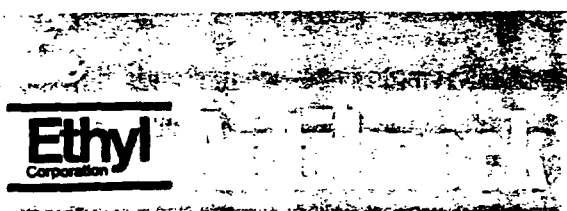
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Vol. 38, No





Vol. 38, No. 5

September-October, 1976

'My Home Away from Home'

*Ethyl Corporation
Baton Rouge, La.*

I want to take this opportunity to thank Ethyl and its employees for the years of work and happiness they have given me.

When I went to work you were few and far between, but you gave me the opportunity to work. It was hard times back in those days, and I appreciated my job and the chance it gave me to better myself and my family. I liked my work and I tried to do my best.

Ethyl Corporation was my home away from home. We men were like a big family, sharing our work, sadness and happiness together. I respected each and every man, and I tried to earn respect from them.

A man spends a good part of his life on his job. I can honestly say it was with Herb Johnson that I served Ethyl, and with your help I have prepared myself for retirement.

Here is hoping Ethyl Corporation will always be sure to keep others as you have helped my family and me.

My years at Ethyl will always be cherished in my heart because it was such a good part of my life.

Thank you,

Henry C. McBurn



Henry C. McBurn, working leader in Sodium Operations, had completed 37 years of Ethyl service when he began early retirement in June of this year. He and Mrs. McBurn were photographed at their home after THE ANTIKNOCK received his permission to reproduce a copy of the letter he wrote to express his appreciation for his job and the fellowship with other employees.



This is the successful United Way Steering Committee. From left are Lawrence "Skipper" LeFeaux, who was representing E. D. Mitchell; Alonzo Scott; Co-Chairman Bill Lentz; Milton "Ma Ma" Soulier; Chairman Johnny McGee; Martin Johnson; Tommy Vance; Secretary Diane Godwin; Mitchell "Coon" David (behind Diane); Kenneth Elsworth; Joseph Drago; Clive "Moose" Bridges; William Stevenson; Warren Lands and Herman Huggins. Members not shown are Elwin Adams; Leo Brown; Don Robertson; A. J. Robichaux and Mehl Smith.

Another Annual Increase

Employees Set New High Mark in Contributions to the United Way

A new high mark in community service has been achieved this year by employees through their contributions to the annual Capital Area United Way Campaign. As THE ANTIKNOCK went to press, with a considerable number of pledge cards still out because of vacations and other reasons, the contributions of Plant employees totalled \$100,814.

This was an increase of 17 percent over the \$85,824 contributed by Plant employees last year. The average contribution per giver also increased to more than \$55 from the average of around \$42 per employee last year. In the important category of Fair Share giving, employees also continued to show an increase in Fair Share contributions with a total of 633, up from 511 in 1975.

In addition to contributions by employees on the Plant, Company employees downtown at the Tower and One American Place had increased their contributions to \$38,500 by late October, up from \$33,325 last year, with considerable additional contributions expected. The total of the two employee groups raised Ethyl employees share to more than \$139,000, as of October 30, already an increase over the \$119,000 contributed by employees last year.

Backing up this improved employee support of more than 50 agencies in the six-parish Capital Area United Way, as well as contributions designated for Pointe Coupee agencies, was a contribution of \$42,000 by the Company to the Capital Area Campaign. This Company support, combined with the new high mark in employee

The Cover

Everybody is in the safety act on the Plant these days as group committees develop and coordinate safety programs for their respective groups. On the cover and on Page 3 are pictures of some of these committees which are enthusiastically promoting our new Safety Improvement Program. In the cover picture Chairman Joe Savoy, third from right, goes over the display board developed for the East Side Plate Shop's Safety Program by his committee. Other members are from left, Archie Cook, James Beachum, Larry Bates, and Floyd Smith, committee adviser. Turn to Page 3 for pictures of more group safety committees.

giving, brought the October 15 total Ethyl support to more than \$172,000.

Johnny McGee, chairman of the Plant United Way Steering Committee, extended thanks and praise to participating employees.

(Continued on Page 7)



Backing up employee support of the Capital Area United Way this fall, Resident Manager William Strader, right, presents the check for a Company contribution of \$42,000 to Richard Lipsey, general campaign chairman of the 1976 Capital Area United Way. At left are John Klock, manager of Administration, and David Harelson, campaign director, Capital Area United Way headquarters.

Hiring on Plant Is Continuing; Forty-Seven New Employees Report

Forty-seven new employees reported to work on the Plant in September and early October. Included in the new arrivals are 43 waged employees, three new technical employees and one clerical employee.

The waged employees have been assigned as follows: 16 to PVC Operations, 13 to TEL General Services, 5 to H-C Auxiliary, 5 to H-C Operations, 3 to the R&D Laboratory and 1 to TEL-Sod, M&C.

Gerald Smith, Jr., who was a summer employee in this year's Summer Technical Training Program, has joined Applications and Customer Services of Industrial Chemicals Research as a chemist. He received his BS in chemistry from LSU.

Eleanor Fieler, who received her MS degree in chemical engineering from LSU, is a new process engineer in Process Design. She is from Wood River, Ill., and received her BS degree from St. Louis University. She had previously taught in East Baton Rouge Parish schools.

Fred Stolze has joined the Patents Division as a patent chemist (casual) while working toward his juris doctor's degree in the LSU Law School. He holds BS and PhD degrees in chemistry from LSU.



Fieler



Smith



Stolze

Reporting for work in mid-September as a keypunch operator in Finance was Cynthia Landry. Hired in early October was Diana Johnson, a steno-clerk in Stores and Services.

Pictures of the new employees are shown on this page.



These seven employees came to work in late September. They are, from left, Arthur Robinson, who formerly worked on the Plant, Bruce Bannerman, Charles Sloan, Lester Moore, Jerry Scott, Warren Moreau and Robert Rice.



These new employees are Simon Demova, Ted Harbourn, John Jarreau, Bertha Mims, Carlo Silvio, Royal Carroll, Gordon Johnson, Betty Whitt, Paul Halphen, Frank Olah, III, Michael Turk, Lester Furvis, Danny Sharbono and Gary Metz.



Employees reporting for work recently were, from left, Charley Clark, Rena Richardson, Theodis Jones, Timothy Quatrevingt, Willie Dotson, Sylvia Parault, Jesse Harris, Jr., Lavett Myles, John Rousseau, Terry Andrews, Robert Jenkins, Jr., Edward Gautreaux, Jack Harless and Donald Moran.

Over 900 Employees Buying Bonds Regularly

As a result of the recent U. S. Savings Bond Campaign on the Plant, 40 percent of the employees

are now participating in regular purchase of bonds through the payroll Savings Plan, reports Leo Martin, coordinator.

The plant campaign was part of the annual companywide U. S. Savings Bond Campaign held under the leadership of President Bruce Gottwald.

Martin said 115 new purchasers of bonds were signed up, bringing the Plant total to 991. In addition, 71 already-enrolled employees increased their payroll deductions for bonds.

Serving with Martin on the Plant Savings Bond Committee were Darryl Chatelain—M&C; Max Garretson—Operations; M. H. Batte—Engineering; Bill Mengert—R&D; Don Robertson—Administration, and Bobbie Sturatt, Purchasing.



Beginning their careers with Ethyl are these new employees who are from left, Ned Scott, Terry Didier, William Grissom, Bobby Jarreau and Forest Pitre.



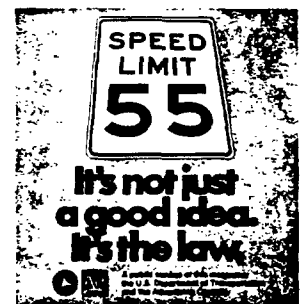
Reporting for work during the latter part of August were Robert Dees and Donald Turner.



Joining the Company recently were James Demoulin and Herbert White.



Two new women employees have been hired recently. They are Cynthia Landry, left, who came to work in September as a keypunch operator in Finance, and Diana Johnson who was hired in mid-October as a steno-clerk in Stores and Services.



The

Antiknock

Published for Employees at the Baton Rouge Manufacturing, Research & Development Center

The purposes of THE ANTI-KNOCK are to communicate:

- The accomplishments and activities of Ethyl people.
- The performance and progress of our Company.
- The value and results of teamwork at our Baton Rouge Plant.
- The continuing and increasing need for a greater appreciation of our American way of life.

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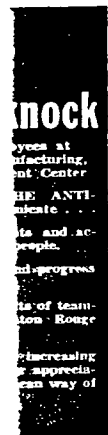
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Group Committees Keynote Safety Promotion on the Plant



Ray Bankston, seated in center of table, is chairman of the TEL Operations Safety Committee. Other members are, from left, Gary Miller, Melvin Braud, James Fallon, Victor McDearman, Jesse Hayden, Charles Park, Charles Braud, Richard Taylor, Sebastian Wilbert, and Paul Levert. Not shown is Treasurer Robert Brashier.



James "Brother" Pourciau, center, chairman of the H-C Paint Group Safety Committee, goes over the group's safety promotion plans with members of the committee. At left are Foreman Roy Andre and Dennis Harrell. To the right of Pourciau are Bobby Rushing and Joe Mitchell, co-chairman and secretary. Harrell and Rushing are alternates on the Committee.



Crawford Lewis, third from right, is chairman of this TEL-Sod. Minor Construction Safety Committee. Other members, from left, are Cecil Forbes, alternate, Gary Griggs, vice-chairman and awards officer, Foreman Jesse Eaves, Wincie Moak, secretary, and Henry Grass, alternate member.



Mitchell Crowder, fourth from left, seated, is chairman of the H-C Operations Safety Committee. Other members seated are from left, Kenneth Mazee, Lionel Richard, Earl Heard, in charge of awards and publicity; Co-Chairman Charles LeFaux, Secretary Joseph Mackey; James Stephenson and Billy Williams. Standing are Ernest Grant, Mike Greer and Charles Hull.

Employees Develop and Coordinate Group Programs, Achievement Awards

Everybody is talking and planning safety on the Plant these days as the new Safety Improvement Program moves into high gear. Safety committees in work-related groups are now functioning throughout the Plant.

Under the new program, which replaced the previous Safety Pays (Bond) Program on July 1, the safety coordinating committees plan and administer safety programs in their respective groups. These safety committees set safety goals, plan programs, help investigate accidents, suggest improvements, issue newsletters and establish incentive awards for good safety.

Starting with the Sodium Maintenance Group Committee, which was pictured in the last issue of The Antiknock, we hope to carry pictures of all of these committees in this and succeeding issues of The Antiknock. Pictured on this page are committees in three Operations areas as well as in some of the Maintenance groups.



Robert Hill, left, is chairman of the General Maintenance Paint Group Safety Committee. Here he goes over plans with members of the Committee, who are Kenneth Brown, James Milton, alternate, Charles Andre and Foreman Clarence Bueche.



Jimmy Whitaker is chairman of the TEL Maintenance Committee, shown here. Members are, from left, Marion Covington, Raymond Louque, Barry McAdams, Superintendent Don Kirk, Rufus Price, Chairman Whitaker (seated at desk), Ed McGeorge, Co-chairman, Ed Goza, Bobby Wascorn (seated at desk), secretary, and Elton Landry. Covington, Louque, Price and Landry are alternate members of the Committee.



These are members of the Sodium Operations Safety Committee, which is made up of group representatives and alternates. Present for the picture in late September were, from left, Biley Olinde, Henry Farthing, Calvin Lesard, Johnny McGee, Alva Glichrist, John Lann, Warren Lands and Dominic Distefano. Members not present were Edward Fontenot, Michael King and Superintendent Gene Pontil.

Promotions and Reassignments Announced for Nine Employees

Promotions for four employees on the Plant and the transfer of four others have been announced recently.

Those promoted, all in R&D, are Richard Boucher to chemical microscopist and Jan Futch to corrosion chemist, both in R&D Services; David Carley to senior applications chemist in Applications and Customer Services, and Richmond Starrett to senior research chemist in Pioneering Research.

In transfers, Douglas Proctor moved from Plastics Applications to Economic Evaluation and Richard Jones from Process Design to the Engineering Services Group at the Magnolia Plant.

Also in September, Clifton Kees, coordinator of Geology Studies and D. S. Kirstein, geologist, both of Engineering, transferred to R&D.



Boucher



Carley



Futch



Starrett



Proctor



Kees



Kirstein



Proctor



Proctor



Proctor

Choppin Promoted to Superintendent Post

In late October Arthur Choppin, Jr., transferred from chief supervisor, TEL Op., to the Employee Relations Department as superintendent, Employee Relations.



Former Employees Get Manufacturing Posts

Two former plant employees are involved in reassignments in the Manufacturing Department, to be effective November 15, announced recently by Vice President Wallace F. Armstrong. Andrew Wikman, resident manager at the Houston Plant, is promoted to assistant general manager of Manufacturing, with primary responsibility for production aspects of the Department's operations. Charles Hunt, assistant resident manager at Hous-

ton since July, succeeds Wikman as resident manager there.



Wikman



Hunt

Scrap Barrel — A Symbol of Conservation

Here is a cost reduction and energy-saving program, which has been paying dividends at Central Shops for about 10 years, that might well be adopted in other areas of the Plant. Instead of allowing valuable pieces of metal to end up "down the drain" in the Salvage Yard, metals such as aluminum, brass, bronze, stainless steel, nickel, and copper are collected in barrels in the Machine and Sheet Metal Shops. This is one of three barrels which are divided by classifications of scrap material.

Foremen Harry Allen and Henry Cedotal point out that, not only does the Company realize scrap metal income that would otherwise be lost, but the program helps conserve vital energy needed in this country, since it takes much less energy to re-manufacture metals from pieces of scrap than it does from the original ore. Both Allen and Cedotal would be glad to assist other plant groups in starting their own similar conservation project.



Benefit Plans Prevent Financial Distress for Richard Moore Family

For Richard Moore, TEL Op., and his wife, Doris, the Company's Blue Cross Hospital and Surgical and Major Medical Benefit Plans not only helped save the life of their baby, Sonya, but they prevented family financial distress. Without the Blue Cross protection, Moore feels it probably would have meant the loss of his home in order to arrange for the payment of the heavy medical expense they faced, beginning last fall.



Here is Sonya, now a year old, and her parents, Doris and Richard Moore. She weighed one pound 14 1/2 ounces at birth and was kept on a mechanical respirator for three weeks and in the hospital for 88 days after birth.

When Sonya was able to leave the hospital at the end of those 88 days she had gained a weight of 4 pounds and 4 ounces. Now a year old, Sonya weighs approximately 15 1/2 pounds and seems to be full of health, as shown in the picture at left.

Here are the Moore expenses:

Baby's & Mother's Hospital Bill	\$16,877
Benefit Plans Paid	\$16,257
Moore Paid	\$ 620
Baby's & Mother's Doctor Bills	\$ 1,872
Benefit Plans Paid	\$ 1,457
Moore Paid	\$ 415
Total of All Bills	\$18,749
Benefit Plans Paid	\$17,714
Moore Paid	\$ 1,035

Moore says he and Doris will be forever thankful that they had this benefit plan protection. He feels that it is coverage no employee can do without. His brother, Clinton H. Moore, works in TEL Maintenance, and his father is Annuitant Clinton W. Moore, who formerly worked as a trainman in Stores and Services.

Let's Help
Make the Plant
Profitable. Cut
Costs!

HOW'S *your* ATTENDANCE?

Ethyl Again Supports Southern Foundation



Through the annual support given by the Company to the Southern University Foundation, Ethyl is helping provide student scholarships for worthy students and is assisting in faculty development at Southern University. In late July Resident Manager William Strader, left, presented a \$1,000 check to Foundation Director Jerry Cole to be used in the Foundation's program. At right is John Klock, manager of Administration.



Klock



Strader



Cole

Nineteen Rec

Nineteen ment emption in 1 have been d and quart these pater and five ar Karl Wie field with all of whic synthesis. F sis of alkyl domestic or ert Ellis, F herd, Jr., mond Starr Dr. M. F president, patent on panediotic ac for fuels an Carthy, Pro R&D Staff, Dev., and F another dom num from Awarded were Philli nitrilotriace by spray d Pion. Res. cess for a

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McCarthy



Sanders



Starrett

Nineteen R&D Employees Share in Recognition from Recent Patents

Nineteen Research and Development employees shared in recognition in 17 Ethyl patents which have been awarded during the second quarter of 1976. Twelve of these patents are domestic (U.S.) and five are foreign patents.

Karl Wiegand, Pion. Res., led the field with three domestic patents, all of which related to citric acid synthesis. A patent on the synthesis of alkyl sulfonate salts, also a domestic one, was shared by Robert Ellis, Proc. Dev., Larry Shepherd, Jr., Chem. Res., and Richmond Starrett, Pion. Res.

Dr. M. F. Gautreaux, senior vice president, R&D, was awarded a patent on carboxymethoxy propanedioic acid antipugging agents for fuels and shared with John McCarthy, Proc. Eval., Walter Foster, R&D Staff, Don Hutchinson, Proc. Dev., and Fred Frey, Chem. Res., another domestic patent on aluminum from raw kyanite ore.

Awarded individual U.S. patents were Phillip Beaver, Proc. Des., on nitrilotriacetate (NTA) recovery by spray drying; James Johnston Pion. Res., on nickel recovery process for a low-grade complex nic-

kel ore; Robert Sanders, also of Pion. Res., a patent on aluminum/silicon alloy with non-metallic filler and Melvin Tuve, Appl. & Cust. Serv., a patent on sulfonate detergents with high viscosity.

Foreign patents—both France and Great Britain—were issued to Tuve, Richard Gorsich and William DeWitt, also of Applications and Customer Services, on a gel resistant liquid detergent composition.

Dale Hornbaker, Pol. Res., was granted a Canadian patent on substrates containing polyvinyl bromide (flame resistant articles); Warren Kirsch, Chem. Res., received a West Germany patent on an aluminum recovery process and Charles Bergeron, Proc. Eval., and James Kao, Proc. Dev., shared a Canadian patent on a process for making phosphonitrilic chlorides.

Rounding out the patent recognition was Karl Cooper, Proc. Eval., who received a patent granted in Great Britain on a process for purifying effluent streams.

Pictures of other employees recognized in this article for patent achievement have appeared in earlier issues this year.

Two Plant Groups Add to Safety Laurels

Two employee groups have added another year to an already outstanding safety achievement established over many years of work on the Plant.

Employees in Sodium General Services who were honored, along with their wives, last year at a Company dinner for completing 10,000 days without a time-losing injury, have now (on October 10) increased that to 10,458 days, or over 28 years, without a time-losing

accident. Three of these employees—Augustus Clark, Albert Judson and Welton Williams—have been members of the group for the entire 28 years.

Employees in Quality Control who were commended last year by Resident Manager William Strader for passing the million man-hour mark without time-losing injuries, have worked nearly 17 years or 6,104 days, through October 10, without a time-losing injury.

Retirement Time Begins for Eight Long-Service Employees on Plant

Eight long-service employees, including three who came to work about the time construction of the Baton Rouge Plant began, have begun their retirement.

The senior man in length of service was Johnnie Little, General Services foreman, who started work in January 1937, just as construction was getting into full swing. Amile Iverstine, a foreman in TEL Operations, followed in June 1937, and John Thompson, male nurse in Plant Medical, arrived in September 1937. Little and Iverstine retired on October 1 and Thompson on September 1.

Others retiring on September 1 were David Causey, working leader in TEL Operations, hired in January 1944; Judson Ours, purchasing agent in Purchasing, who started in December 1942; George Trueax, Sodium Service mechanic, hired in August 1943, and Louis Watkins, working leader in H-C Auxiliary, hired in April 1940.

Willie Rills, a welder in TEL-Sod. M&C, who was hired in December 1944, retired on October 1.

Six of the new annuitants are pictured below, along with their Plant work history and address.

We regret that pictures of Rills and Thompson were not available.

32 YEARS

David Causey
Working Leader
TEL-Op.
Hired 1944
Rt. 2, Box 239
Baker



33 YEARS

Judson Ours
Purch. Agent
Purchasing
Hired 1942
8973 Trudeau Ave.
Baton Rouge



39 YEARS

Amile Iverstine
Foreman
TEL Op.
Hired 1937
Box 682
Riverside Dr.
Baton Rouge



33 YEARS

George Trueax
Sod. Serv. Mech.
TEL-Sod. M&C
Hired 1943
1361 Winnieago St.
Baton Rouge

39 YEARS

Johnnie Little
Foreman
TEL Gen. Serv.
Hired 1937
1328 Oliver St.
Baton Rouge



36 YEARS

Louis Watkins
Working Leader
H-C Auxiliary
Hired 1940
1922 Carolyn St.
Baton Rouge



Two Are Semifinalists In Merit Scholarship

Two of 27 area high school students who have been named semifinalists in the 1977 National Merit Scholarship Program are a son and daughter of plant employees. These students, who are in the running for 1977 Ethyl Merit Scholarships, are Lynne, daughter of Floyd Jensen, TEL-Sod. M&C, and Mark, son of Arthur Zielinski, R&D Services.

Lynne is active in a wide variety of scholastic honor groups and student organizations at Broadmoor High School. Mark is a member of the Catholic High School basketball team, president of his class and secretary of the Beta Club and the Key Club, as well as being active in other school activities.



Jensen



Zielinski

RSVP Offers Volunteer Service Opportunities

The Retired Senior Volunteer Program, sponsored in Baton Rouge by Community Advancement, Inc., is designed to develop a recognized role in the community and a meaningful life in retirement for older adults through significant volunteer service.

If you are eligible and interested in becoming involved in community projects and want to learn more about RSVP, please contact Cherry Siebert, director, at 923-2858.

Eligibility requirements are men and women over 60, retired or semi-retired and capable of serving in a designated assignment. They must be willing to accept supervision as required. There are no income, education, or experience requirements for older adults to become senior volunteers. Mileage is paid to the volunteers, plus a \$1.25 meal stipend if volunteer activities go through the noon hour.

Service Anniversaries

Marix and Shapiro Lead Large Group of Long-Service Employees

Headed by two 40-year men, Maurice H. "Pud" Marix, Insurance coordinator, Finance, and Hymin Shapiro, research adviser in R&D Planning, there were 132 employees who observed service anniversaries of 10 years or more during September and October.

Marix is the senior employee, in point of service, who was hired at Baton Rouge for work on the Plant. He began on October 26, 1936, the same month that plant construction began, as a time checker in Construction.

Shapiro joined the Company in Detroit on October 10, 1936 as a chemist. He transferred to Baton Rouge in 1957.

In addition to these two 40-year men, six others observed 35 years, 28 reached the 30-year mark, 5 completed 25 years, 2 completed 20 years, and a large group, 89 employees, observed 10-year anniversaries.

Most of the employees with 20 years or more are pictured here. Ten-year employees are listed on the next page.



Maurice
Marix Jr.
Finance



Hymin Shapiro
R&D Staff

35 Years



Earl Allen
R&D Lab.



James Barrow
H-C Aux.



William
LeFeaux
H-C Op.



Carey Vickers
TEL-Sod M&C



Jesse Pearce
H-C M&C



Roy Riche
TEL-Sod, M&C



Edward Rushing
TEL Maint.



Woodrow Snyder
H-C Maint.



Marshall Talley
R&D Lab.



Howard Wascom
TEL Maint.



Dan White
Stores & Serv.

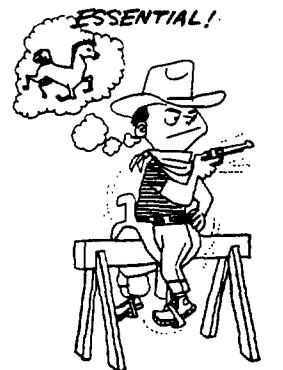


Norman
Wilton, Jr.
TEL Maint.

Pictures Not Available

Pictures of the following employees who observed service anniversaries in September and October were not available. 35 Years—Frank Hill, H-C M&C, and Curtis Williams, H-C Aux. 30 Years—Roy Bennett and William Crowell, Jr., all of TEL-Sod, M&C; Henry Hill, R&D Lab; Robert Odum, TEL Maint.; Ernest Ott and Claude Thomas, Jr., both of TEL-Sod, M&C, and Robert Wendt, TEL Maint. 25 Years—James Denson, Traffic.

**Cost Control
and
Doing a Good Job
Go Hand-in-Hand**



LIKE PROFITS TO YOUR COMPANY



Richard
Robinson
TEL Maint.



Harry Stewart
M&C Plan.



Kathleen Walter
R&D Adm.



Alton Watts
TEL-Sod, M&C

30 Years



Roy Arbour
H-C M&C



Richard Bello
TEL-Sod, M&C



Milton Bradford
H-C M&C



Melvin Brown
Prod. Sch. &
Dist.



Henry Cedotal
TEL Maint.



Marvin Chandler
TEL-Sod, M&C



George Chaney
TEL-Sod, M&C



Albert
DePhillips
TEL-Sod, M&C



Ethel Duhe
Eng.



Martin
Greenfield
Stores & Serv.



Charles
Henderson
TEL-Sod, M&C



Charles Martin
H-C Op.



Jesse Pearce
H-C M&C



Roy Riche
TEL-Sod, M&C



Edward Rushing
TEL Maint.



Woodrow Snyder
H-C Maint.



Marshall Talley
R&D Lab.



Howard Wascom
TEL Maint.



Dan White
Stores & Serv.



Norman
Wilton, Jr.
TEL Maint.

25 Years



Richard
Robinson
TEL Maint.



Harry Stewart
M&C Plan.



Kathleen Walter
R&D Adm.



Alton Watts
TEL-Sod, M&C

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Leroy Dup
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Virgil East
Jesse Eave
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Leslie Feld
Paul Fife
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Stephen G
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- In Memoriam -

Deaths of 10 Ethyl men, two active employees and eight annuitants have occurred in recent weeks. The employees were Elmo Curry, who had been a Cafeteria employee since it opened in April 1946, and Alvin Glotz, Sr., a foreman in TEL Maintenance, with 34 years of Ethyl service.

The annuitants were Pat Berry, Eli Brown, Joseph Cantu, Oscar Cutrer, Carl Eaves, Peter Gulla, Milburn Nickens and Collins Tillery.



Melvin Brown
Prod. Sch. &
Dist.



Albert
DePhillips
TEL-Sod. M&C



Charles Martin
H-C Op.



Woodrow Snyder
H-C Maint.



Norman
Wilton, Jr.
TEL Maint.



Alton Watts
TEL-Sod. M&C

Pat Berry
Annuitant Berry, 76, died August 18 in Baton Rouge. Funeral services were held August 21 at Istrouma Baptist Church, with interment in Greenoaks Memorial Park. He is survived by two daughters, a son, a sister and two brothers. He joined the Company in June 1943 and was an outside machinist in TEL-Sod. M&C, when he retired in February 1962.

Eli Brown
Annuitant Brown, 81, died August 15 at Earl K. Long Hospital. Funeral services were held August 17 at St. Mary's Baptist Church, with interment in the Southern Memorial Gardens. He is survived by one son, two sisters, and two brothers. He was hired in December 1945 and was a kitchen helper in the Cafeteria when he retired in September 1959.

Joseph Cantu, Sr.
Annuitant Cantu, 70, died September 9 in the Baton Rouge Gen-

eral Hospital. Funeral services were held September 11 in Our Lady of Mercy Catholic Church, with interment in Greenoaks Memorial Park. He is survived by his wife, two daughters, four sons, two sisters and one brother. He was hired in April 1937 in Construction and was an electrician in TEL-Sod. M&C when he was granted permanent and total disability benefits in August 1964. In 1958 the mosaic marble plaque, which is above the front entrance to the M&P Building, and a mosaic marble table with an inlaid Ethyl emblem, were made by Cantu's 80-year-old father, the late Heleodoro Cantu, and presented to the Company in "recognition of the good employment provided here." The table was used for many years at the Ethyl Recreation Association Park on the Old Hammond Highway.

Elmo Curry, Sr.
Curry, 61, kitchen helper in the Cafeteria, died August 12 at the



Berry



Brown



Cantu



Curry



Eaves



Glotz



Gulla



Nickens



Tillery

We regret that a picture of Oscar Cutrer was not available.

Peter Gulla

Annuitant Gulla, 67, died October 8 at Baton Rouge General Hospital. Funeral services were held October 11 at Sacred Heart Catholic Church with interment in Roselawn Memorial Park. He is survived by his wife, two daughters, one son and one brother. He was hired as a mechanical helper in February 1945 and was a steeplejack painter in TEL-Sod. M&C when he retired in February 1974.

Milburn "Pete" Nickens

Annuitant Nickens, 69, died September 1 at his residence in Bullock. Funeral services were held September 3 at Oak Grove Baptist Church, with entombment in Garden Crypt Mausoleum. He is survived by his wife, three daughters and three sons. He was employed by the Company in May 1942 and at the time of his early retirement in February 1962 he was a pump and powerhouse operator in Power.

Collins Tillery

Annuitant Tillery, 71, died October 4 at a Tyler, Texas, hospital. Funeral services were held October 7 at Rabenhorst Chapel, with burial in Greenoaks Memorial Park. He is survived by his wife, a daughter and a sister. He was a long-time Stores employee, having joined the Company in Construction in May 1938, and was a Stores leader when he retired early in September 1967.

Service Anniversaries (continued)

20 Years



James Crook
Security



Leon Hagius
Proc. Des.

Hugh Haulbrook, TEL-Sod. M&C
Clarence Hixlip, Sol. Op.
Lester Hebert, Jr., H-C M&C
Luna Hebert, TEL-Sod. M&C
Leroy Hill, H-C M&C
William Holmes, PVC Op.
John Hoth, TEL-Sod. M&C
Norris Hull, TEL-Sod. M&C
Harold Jefferson, TEL-Sod. M&C
William Johnston, TEL-Sod. M&C
John Jones, Security
Michael Julian, TEL-Sod. M&C
Gerald Kimball, PVC Op.
Charles King, TEL-Sod. M&C
Joseph Langlois, H-C Op.
Carl LeMay, TEL-Sod. M&C
John Lessard, Qual. Cont.
Curry Lowe, TEL-Sod. M&C
James McGeorge, TEL-Sod. M&C
Joseph Mackey, H-C Op.
Daniel Major, H-C M&C
Gary Miller, TEL Op.
Carroll Millspaugh, H-C M&C
Thomas Minner, H-C Op.
Cecil Moore, TEL-Sod. M&C
Batiste Moran, TEL-Sod. M&C
Richard Morgan, H-C M&C
Paul Nusselmann, Sol. Op.
Bobby Neumes, TEL-Sod. M&C
Edward O'Neal, R&D Serv.
Bruce Pourtaud, TEL-Sod. M&C
James Richardson, Jr., H-C M&C
Carmello Ringo, TEL-Sod. M&C
Sam Ringo, TEL-Sod. M&C
Fabian Roberts, Jr., TEL-Sod. M&C
Richard Rogers, TEL Op.
Jerome Romig, TEL-Sod. M&C
Angelo Roubique, H-C M&C
James Ryall, R&D Serv.
George Seguin, Jr., H-C Op.
Errol Simpson, Stores & Serv.
Wallace Simon, TEL-Sod. M&C
Eliot Smetley, III, TEL Op.
Robert Soulier, Railroad
Orville Stephens, Sol. Op.
Charles Street, Jr., TEL-Sod. M&C
Arthur Stubbs, Jr., Stores & Serv.
Howard Sturges, H-C M&C
Cecil Sullivan, Security
Jerry Tarter, TEL-Sod. M&C
Robert Taylor, H-C Op.
John Thibodeaux, R&D Lab.
Claude Thomas, TEL-Sod. M&C
George Traylor, TEL-Sod. M&C
Vernon Triche, TEL-Sod. M&C
Joe Tucker, TEL-Sod. M&C
Curtis Urry, H-C M&C
Lewis Vance, H-C M&C
Oscar Vince, H-C M&C
Ronald Valentine, TEL-Sod. M&C
John Wales, Jr., H-C M&C
Alex Welch, TEL Op.
Kenneth Williams, Pion. Res.
Theodore Zeringue, Sol. Op.

Other Awards

10 Years

Merrick Aucoin, H-C M&C
Billy Ballard, PVC Op.
Charles Barbieri, TEL-Sod. M&C
Enoch Batson, TEL-Sod. M&C
Fred Beard, Cafe
Joseph Bergeron, H-C M&C
Clyde Berthelot, H-C Op.
John Bowden, Jr., TEL Op.
Paul Boyle, Jr., TEL-Sod. M&C
Benjamin Brooks, TEL-Sod. M&C
Valmond Brown, TEL-Sod. M&C
Donald Bubler, TEL-Sod. M&C
Rhett Carter, PVC Op.
William Cooke, PVC Op.
Allen Crawford, Sol. Op.
Joseph David, TEL Op.
William Davis, Jr., TEL-Sod. M&C
Earl Devillier, Jr., TEL-Sod. M&C
Gasper Dipaola, TEL-Sod. M&C
Joseph Duhan, Jr., TEL-Sod. M&C
Leroy Dupuy, TEL-Sod. M&C
Claiborne Durbin, PVC Op.
Virgil Easley, Jr., TEL-Sod. M&C
Jesse Eaves, TEL-Sod. M&C
Allen Eisenbraun, Poly. Res.
Richard Erwin, TEL-Sod. M&C
Keith Felder, H-C M&C
Leslie Felder, TEL Op.
Paul Fite, Stores & Serv.
Joe Fouse, Security
Ronald Fuentes, TEL Op.
Stephen Greer, H-C M&C
Willie Guerin, TEL-Sod. M&C
Helen Guidry, R&D Adm.
Linda Harris, Finance
Richard Harris, TEL Op.
Alex Harrison, TEL-Sod. M&C

Veterans Hospital in New Orleans. Funeral services were held August 16 at Gilbert Funeral Home, with burial in Port Hudson National Cemetery. He is survived by his wife, three daughters, two stepdaughters, a son, a stepson, a sister and two brothers. He was hired in April 1946 and was one of the original Cafeteria employees when it opened in April 1946 and who has continued to work in the Cafeteria during his more than 30 years of service.

Oscar Cutrer

Annuitant Cutrer, 61, died September 4 at Spedale General Hospital in Plaquemine. Funeral services were held September 7 at St. John Catholic Church, with burial in Grace Memorial Park. He is survived by his wife, a daughter, three sons and a sister. He was hired in Construction in July 1940 and was an operator in Sodium Operations when he was granted permanent and total disability benefits in September 1962.

Carl Eaves

Annuitant Eaves, 62, died at Baton Rouge General Hospital August 15. Funeral services were held August 17 at Seale Funeral Home in Denham Springs, with burial in Felders Cemetery. He is survived by his wife, a daughter, four sons, four sisters and three brothers. He joined the Company in April 1943 and was an operator in TEL Operations when he retired early in May 1975.

Alvin Glotz, Sr.

Glotz, 63, a foreman in TEL Maintenance died August 26 at Baton Rouge General Hospital. Funeral services were held August 27 at Istrouma Baptist Church, with interment in Greenoaks Memorial Park. He is survived by his wife, a daughter and two sons, one of which is Alvin, Jr., a foreman in TEL Operations. He had 34 years of service on the Plant, having been hired as a mechanical helper in September 1942.

Employees Set New - -

(Continued from Page 1)

ees, and especially complimented the leadership and excellent work of the many solicitors. "It is a credit to us as employees, as well as to the Company, that we are continuing to show improvement in our support of important community agencies in the six parishes."

On October 15 contributions to the Capital Area United Way were 63.8 percent of its goal of \$2.4 million, or a total of \$1,531,668. The drive was expected to be successfully completed before the end of October.

Two annuitants, Richard "Ike" Eiswirth and V. M. Fontenot, served as Ethyl loaned executives and worked in the United Way headquarters during the campaign.

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EPA Confirms Role of Lead Antiknocks In Conserving Vital Crude Oil Supplies

Ever since the lead-in-gasoline controversy began in the early 1970s, Ethyl has maintained, and has substantiated its claim that lead antiknocks help conserve vital crude oil supplies. In late September the Environmental Protection Agency confirmed this conservation of crude supplies when it announced that it was dropping its controversial plan to gradually phase-down the amount of lead in gasoline over the next three years.

The EPA admitted it was taking the action because its studies showed that phasing down the lead content now would result in gasoline shortages during the summer months of 1977 and 1978.

The EPA said that instead of the gradual phasedown it would allow refiners to keep the lead content at the current level for the three years and to make the total reduction in one step in October, 1979. Under the gradual phasedown schedule, the lead content of gasoline was to be restricted to 1.4 grams per gallon starting in October of this year, lowered to 1.0 gram-per-gallon on next January 1, to 0.8 gram per gallon on January 1, 1978, and reduced finally to 0.5 gram per gallon in early 1979.

The amended regulations eliminate the 1976 and 1977 requirements and extend the 0.5 gram-per-gallon requirement to October 1, 1979—nine months later than originally proposed. EPA has also indicated that it will waive the 0.8 gram-per-gallon requirement, which remains in effect, if refiners can show they are in the process of procuring and installing the equipment necessary to reach the 0.5 gram-per-gallon level.

At the time the EPA announced its dropping of the gradual phasedown, it estimated that the nationwide lead content ranged from 1.6 to 1.9 grams per gallon. Earlier, the EPA had pointed out that of 75 refiners reporting on the effects of the proposed phasedown, the average lead content was 2.56 grams of lead per gallon for 28 small refiners and 1.70 grams per gallon for 47 large refiners.

The postponement of the lead phasedown regulations will lessen the strain on the refining industry and will reduce the amount of crude oil required to produce leaded gasoline during the delay.

Looking back, the EPA had previously announced a reduction of lead in gasoline to be accomplished over a period of five years starting last January. However, the three-judge Court of Appeals for the District of Columbia, in a 2 to 1 decision, ruled that the EPA had not proven that there was any health hazard, thus overturning the EPA phasedown schedule.

However, a nine-judge Court of Appeals 5 to 4 decision in mid-March of this year confirmed the EPA's authority to limit the use of lead in gasoline despite the fact that no evidence exists to establish it as a public health hazard.

The Company later appealed to the Supreme Court for a review of the 5 to 4 decision. In the meantime, while the appeal was pending, the EPA delayed the start of its phasedown. Then, in June of this year, the U. S. Supreme Court declined to review the decision, which in effect upheld the EPA's authority to call for the reduction in lead.

At the time of this turnaround by the Supreme Court, Board Chairman F. D. Goltwald, Jr., again emphasized lead's importance when he said, "We believe the outcome of this case will penalize the American motorist by increasing gasoline costs and by the consumption of five to six percent more crude oil annually. Ethyl Corporation still has not changed its position. The fact remains that lead antiknocks have been used in gasoline for more than 50 years, and we have consistently shown that there is no medical or scientific evidence to support the EPA's allegation that the use of lead antiknocks will endanger public health."

The
Ethyl

Antiknock

September-October, 1976

Committees Keynote Safety Promotion



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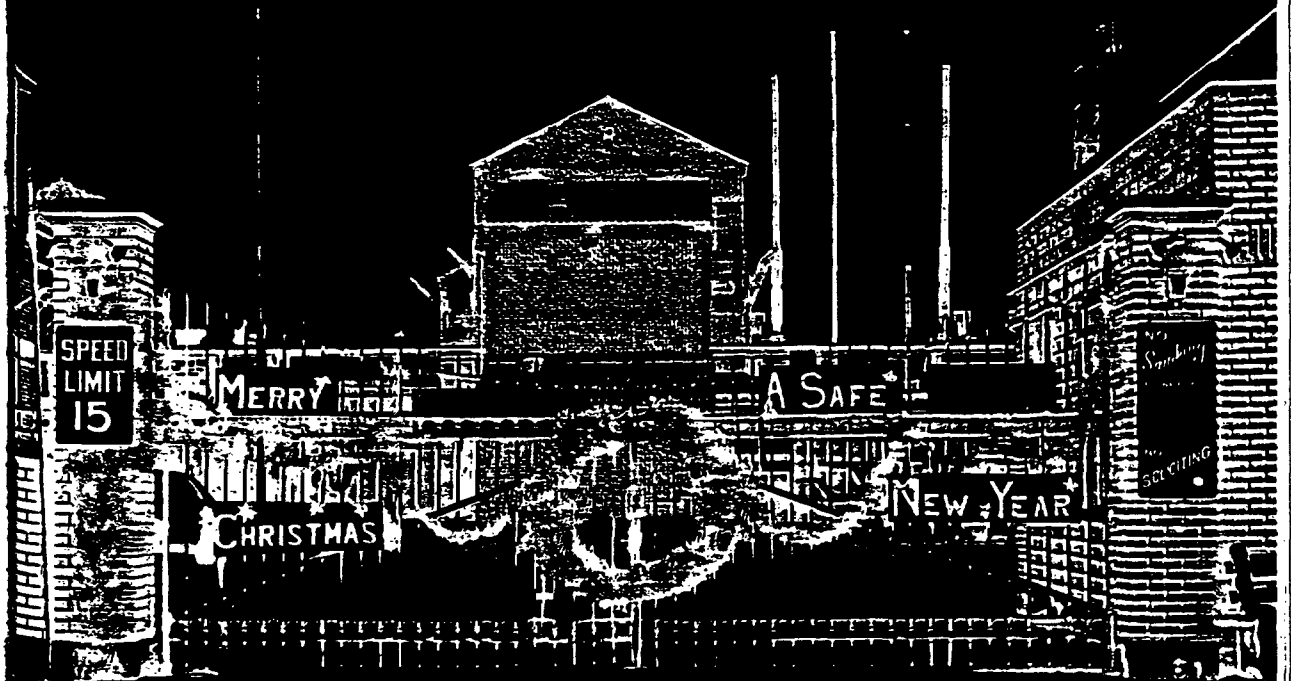
Greetings

The Antiknock Extends To All Employees
and Their Families

Best Wishes for a Joyful and Safe Christmas
and a
Healthful and Prosperous New Year

The Antiknock

position. The fact remains that lead antiknock has been used in gasoline for more than 50 years, and we have consistently shown that there is no medical or scientific evidence to support the EPA's allegation that the use of lead antiknocks will endanger public health.



ETC 27544



Vol. 38, No. 6

Nov.-Dec., 1976

At Last -- A Service for Taxpayers!

A new organization that will lobby for the harassed, over-taxed taxpayer is seeking 10,000 members. Citizen's Choice, a new citizen's action group which is being organized under the leadership of business leaders throughout the country, has as its goal "to recapture Washington for hard-working taxpayers."

Recently, Dr. Richard Leshner, president of the Chamber of Commerce of the United States who also heads Citizen's Choice, explained that every special interest group imaginable has a citizen's lobby except the taxpayer who pays the bills. Citizen's Choice, he said, "will represent the millions of Americans who resent high taxes, inflation and increasing government interference in their lives."

Jay VanAndel, chairman of the board of Citizen's Choice, said it in a different way when he pointed out, "We have reached a time in our history when it is essential to make clear to Congress that America's productive taxpayers won't tolerate further interference in their economy or private lives because it threatens our prosperity, our personal opportunities and our free society itself."

He cautioned that American taxpayers presently send one-third of their earnings to government and will be spending more unless the present trends are stopped. He listed these goals:

Enactment of laws suspending government agencies that no longer can justify their existence.

Require cost benefit statements before any new bureaucratic regulations are passed.

Restrict food stamps to people who truly need them.

Require new federal programs to be tested before they are imposed nationally.

Invitations are being mailed to approximately 10 million people within the next few months. A membership fee of \$15 will be used to provide lobbying and information service to member taxpayers. Members will be polled regularly for their views on specific issues. A toll-free telephone in Washington will provide up-to-the-minute reports on key legislation. Members will also receive legislative reports on key legislation.

Ethyl Plastics Used in Variety of Containers



Containers like those above for packaging a wide variety of products are a significant part of the Ethyl Plastic Group's business. The raw material for some of these containers, films and closures originates at the Baton Rouge Plant. Vinyl chloride monomer from the H-C Area is converted to PVC resins and compounds in the PVC Area and shipped to other Ethyl locations for manufacture of the containers. For example, PVC resins are shipped from the Plant to the Tiptonville, Tenn. Plant to make a bottle compound that is then shipped to Inco Container Products Division plants for bottle production. Also resins to make film compound that is used at VisQueen Film Products Division plants for making clear film for food and other wrap.



Here are two key steps in the Plant's emergency procedure. Patrolman Walter Watson shows how the emergency alarm is sounded at the Main Gate. At right are the horns on top of the Alloy Building in the TEL area on which the 20-blast alarm is sounded. As explained in the article below these horns are also used in coded fire alarm signals.



Knowledge Needed

Comprehensive Emergency Procedure Needs Cooperation of All Employees

When the plant emergency alarm sounds, do you know what to do? In fact, do you know what the emergency alarm is? Furthermore, do you know how to report an emergency?

A comprehensive emergency procedure for the Plant has been developed and is covered in detail in the Plant Emergency Manual, a copy of which is available in each section. This procedure goes into effect to (a) rescue and provide medical care of injured persons, (b) evacuate or provide for protection of other plant personnel, (c) prevent spread of the emergency, and (d) protect Company property from damage.

Every employee needs to be familiar with the signal for emergencies, how to sound the emergency signal and what to do in case of an emergency.

Quick communications are vital during any emergency on the Plant. A great part of the effort to control and eliminate the conditions causing the emergency is directed and coordinated by telephone and radio communication. It is for this reason that all employees should be familiar with the emergency signal and how to report an emergency situation as soon as they see it.

mediately to the area involved. The shortwave radio set installed in the truck, as well as portable "walkie-talkie" sets carried as additional emergency equipment provide immediate communication facilities.

Dependent upon the nature of the emergency, fire crews, first aid crews, and emergency equipment as needed can be rushed to the scene.

At the same time, supervisors

(Continued on Page 5)

The Cover

Our "new look" cover for the Christmas issue this year is the work of Roman Alford of the Publications Office and Ray Langhart, Barnard and Burk employee who has worked on the Plant for nearly 20 years. Alford made the gate picture last December while the Christmas decorations were up. The artwork was done by Langhart. The process used to get the unusual effects on the picture is called line conversion. We hope you like it.



Here are eight are Bobby W Lee Comeaux.

3300

This is the Plant's emergency number to call in case of any emergency.

Any employee who discovers a potential emergency or observes an emergency in any plant area is expected to immediately notify the Main Gate Control Center by calling Extension 3300. The employee making the emergency call should give his name, the exact area involved and his appraisal of the emergency situation.

This vital, important telephone call by an alert employee sets into motion the well-planned emergency procedure on the Baton Rouge Plant. Immediately the patrolman receiving the information sets off the emergency general alarm signal—20 blasts on the fire alarm horns. He simultaneously rings all of the emergency telephones throughout the Plant to inform wardens of the nature of the emergency. The information is also broadcast over the shortwave radio system.

A patrol truck is dispatched im-



Two additional key steps in emergency communication are shown here. At left is one of the 47 emergency phones located throughout the Plant through which emergency situations are reported and "all clear" signals are given. At right, Felix Dawson, Power, demonstrates receiving a message in one of the operating areas.



Among many William McIn



New employee left, Curtis Br Jr., Dennis J. Christ, Timothy Company.

ETC 27545

Hiring Brings 321 New 'Faces' to Plant; 50 Additional Employees Begin Work

In late October and early November 49 new employees reported for work on the Plant bringing the total of new hires in 1976 to 321. Included in the new people are Patrick C. Hu, a new research chemist in Industrial Chemicals Research, Helen "Cathy" Coleman, a typist in Stores and Services and 45 waggeroll employees.

Hu is from Taiwan and holds three degrees—a BS from Chang-Yuen College in Taiwan, an MS from the University of Texas at El Paso and a PhD, from the University of Southern California. He is assigned to Application and Customer Services.

Thirteen of the new waggeroll

employees were temporarily assigned to Sodium Operations as operators second class, 10 new waggeroll people were temporarily assigned to TEL Operations as operator helpers, 15 were temporarily assigned as painter helpers third-class in TEL-Sod. M&C, five general service men joined TEL General Services and two laboratory helpers were hired in the R&D Lab.



Two new laboratory helpers who began work in the R&D Lab in mid-November are Terry Crockett, left, and Robert Parker.

Hu



Here are eight new employees who are now working on the Plant. From left, they are Bobby White, Kenneth Garrett, Royal Noel, Curtis Scott, Fredy LeJeune, Leo Comeaux, Timothy Brand and John Alexander.



Among many new employees reporting for work recently are Donald Wallace, William McInnis, Vincent Guerico, Jr., Jeffrey Woest and Mike Mascarella.



New employees who reported for work in the latter part of October are, from left, Curtis Brown, Charles Smith, Garland Fenton, David Heuvel, Louis Amedee, Jr., Dennis James, Lynn Browning, Wilbert McMurray, Charlie Thompson, John Christ, Timothy Maher and John Anders, Jr. Anders has since resigned from the Company.

Unique Cake Lasts Long Enough for Picture



This "teddy bear" cake didn't last long after this picture was made! Jane Tidwell, wife of Larry, left, baked the unique cake for Lynn Hebert, center, who was transferring at the time from Sodium Maintenance to Central Shop. Waiting for the "consumption" time was Richard Browning, also of Sodium Maintenance, shown at right.



These new employees are Julius Altazin, Stephen Bailey, Gregory Causey, Henry Smith, Jr., Leonard Kirby, James Jackson and Raymond Seneca.



Beginning their careers with Ethyl are these new employees. From left, they are Edward Hayman, Michael Loreno, Timmy Hulin, Jr., John Forbes, Ronnie Truax, James Spragis, Helen "Cathy" Coleman, David Barrow, III, Richard Dupuis, Murphy Johnson, Jr., Michael Pool and William Lang.

Ethyl JA Companies Are Now in Business

Members of two Company-sponsored Junior Achievement companies have chosen names and products and have gone into business. One of the companies is JA WORKERS OF AMERICA which will package and market pre-addressed utility envelopes and trunk tie-down chains. Its advisers are Joe Polito, PVC Op., and Leo Broders and Jack Ritchie, both of Industrial Engineering.

The other company, ETC., will produce and sell plexiglass and polished wood wall plaques (8½ x 10) suitable for displaying certificates, awards, etc. Its advisers are Gary Ragan, Tech Serv., and Charles Boudreaux, Roy Rackley, and David Stephenson, all of Engineering-1 Am. Pl.

The Ethyl Antiknock

Published for Employees at the Baton Rouge Manufacturing, Research & Development Center

The purposes of THE ANTI-KNOCK are to communicate . . .

- The accomplishments and activities of Ethyl people.
- The performance and progress of our Company.
- The value and results of teamwork at our Baton Rouge Plant.
- The continuing and increasing need for a greater appreciation of our American way of life.

Additional Employee Committees Are Leading Way to Better Safety



Here is the Machine Shop (West) Safety Committee, which is headed by Eugene Rogers, chairman, second from left in the picture. At left is Norman Bennett. At right is Roland Baquet, alternate, Elroy Vellier and A. E. Hutchinson, Central Shops supervisor, who works with the Committee.



This committee, one of several organized by Office employees, is called The Self Starter Safety Committee. Serving as its first chairman is Rodney Gulliot, Emp. Rel., center. Other members are Barbara Mitchell, Medical; Sara Boutte, Emp. Rel.; Ulysses Rome, M&C Adm., and Eddie Morgan, Purch.



Charles McKnight, third from right, is chairman of the H-C Maintenance Safety Committee. He is shown going over plans with members of his committee who are Harry Zachary; Louis Vance, secretary; and Co-Chairman J. O. Aucoin, at left of McKnight, and Rhett Marionneaux and Superintendent Johnny Gulliot at right.



This eight-man B&D Safety Improvement Committee is headed by Chairman Doyle Nolen, third from left. Others, seated, are Stephen Hall, George Mattson, George Lawrence, and Clarence Purcell. Standing are Douglas Malley, secretary, Robert Neyland and Louis Snyder.

Leadership and enthusiasm continue to keynote the organization and activities of safety committees in additional work areas on the Plant. Eight of these committees were pictured in the last issue of The Antiknock. Several others are being presented in this issue.

The new safety program, the Safety Improvement Program, features group safety coordinating committees which plan and administer the programs in their respective groups. These safety committees set safety goals, plan programs, suggest improvements in work areas and practices, issue newsletters and set incentive awards for good safety performances by individuals and by groups.

Congratulations to the committees pictured on this page. Fellow employees of committee members are urged to cooperate in the safety programs developed by their respective committees and offer suggestions for greater achievements.

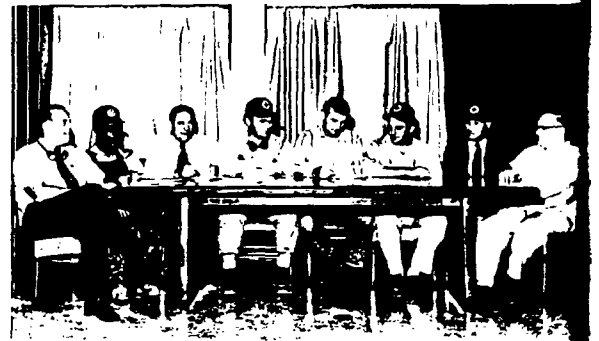
We will continue to use pictures of the committees until all of them have appeared in The Antiknock.



Three members of the PVC Maintenance Safety Committee are shown above. They are Co-Chairman Ellis Babin, Mike Hebert and Foreman Ernest Dawson. A fourth member to fill a vacancy had not been selected at the time the picture was made.



William Bauch, center, is chairman of the Finance Safety Committee. At left Bauch around the table are Mary Johnston, Carolyn Stafford, M. H. "Pud" Mas (partially hidden) and Yvonne Litton. At right are Co-chairman Robert Boudreau, Jack Kidder and Rosalie Agosta.



This is the Stores and Services Safety Committee. From left are Quentin He superintendent; Andrew Lamotte—TEL Gen. Serv.; George McKenney—committee secretary; Billy Hays—TEL Gen. Serv. (publicity); Chairman Errol Simpson; Stores; Co-Chairman Harris Lemoine—Stores; Walter Watson—Security (Awards) and Ray Hebert—Cafeteria & Laundry.

In keeping with
this issue the

Ethyl P
At L

The Company
Fair at the
fair featured
right in the
Barnard and
The Chain Or
Watson, above
school studies
with Martha
She is a tent

Safety

organization areas on the issue of The

Program, fead administer committees set rk areas and good safety

page. Fellow in the safety offer sugges-

il all of them



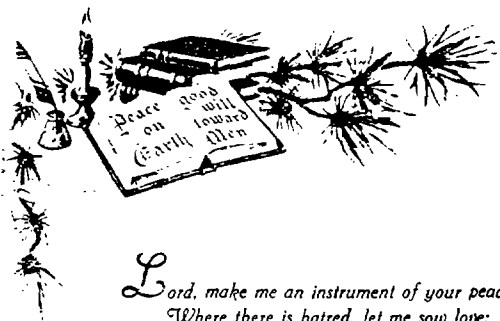
shown above.
Ernest Dawson,
time the picture



tee. At left of
"Pud" Maris
n Robert Bou-



Quentin Hall,
nes—committees
rol Simpson—
urity (Awards).



*Lord, make me an instrument of your peace.
Where there is hatred, let me sow love;
Where there is injury, pardon;
Where there is doubt, faith;
Where there is despair, hope;
Where there is darkness, light;
Where there is sadness, joy.*

*Oh divine master, grant that
I may not so much seek to
Be consoled as to console;
To be understood as to understand;
To be loved as to love;
For it is in giving that we receive;
It is in pardoning that we are pardoned;
And it is in dying that we are born to eternal life.*

In keeping with a tradition of several years, we are again including in this Christmas issue this century-old prayer of St. Francis.

Ethyl Participates in Career Day At LSU with Job Display and Model



The Company participated in the second annual High School Career Awareness Fair at the LSU Assembly Center in mid-November. An Ethyl exhibit at the fair featured pictures of the many types of jobs on the Plant, a plant model (at right in the picture above) which was made by Ray Langhart, model builder of Barnard and Burk, and a TV video showing of the film strip presentation, "Ethyl—The Chain Growth Company." Representing the Company at the Fair was Martha Watson, shown in the picture above and below answering questions of the high school students, along with Mike Stewart, both of the Training Group. Shown with Martha above is Ana Maria, daughter of Bernard Maristany, Econ. Eval. She is a tenth grader at Broadmoor High.



Ralph Baker, Proc. Des., left, did most of the process design work on two new, modern clarifiers, which are now removing lead from waste water in the TEL Area. He is shown retrieving operation of the clarifiers with Operator J. V. Bowden, Jr., and Wayne Lotz, TEL Operations supervisor. In the picture at right, Bowden lists readings from the gauges in the control room of the two new clarifiers, one of which is shown in the background in the left picture.

New Water Treatment Facilities Add \$2-1/2 Million to Abatement Costs

New (and expensive) pollution abatement facilities, which have added more millions to the Plant's air, water and hygiene investment, went "on stream" in late October. The new facilities, including clarifiers in the TEL lead area as well as chemical addition equipment and a new waste water settling basin, actually cost about \$2½ million.

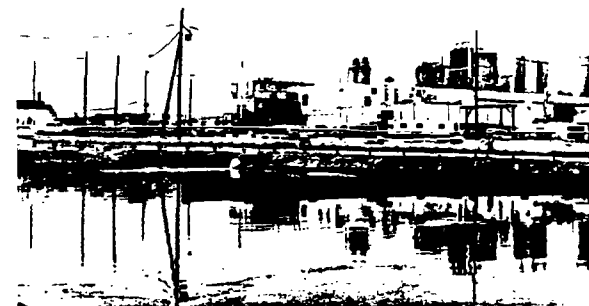
These new facilities remove both particulate and dissolved lead from the plant waste water before it is discharged into Monte Sano Bayou. The settling basin, shown in the pictures below, removes the last traces of lead, which are not removed by the clarifiers and other facilities, through a method devel-

oped by R&D employees on the Plant.

These new abatement facilities are part of the continuing major expenditures by the Company to assure clean air and water discharges. Through 1974 almost \$7 million was spent on environmental projects at the Plant. Projects completed in 1975 and this year, along with others being added, will bring the total cost of air and water pollution abatement projects past the \$24 million-mark. As pointed out previously in The Antiknock, this investment in environmental projects averages out to more than \$8,000 for every employee on the Plant!



Here are pictures of the newest settling basin, which was recently put into operation. The picture above shows the basin in its final stages of construction in the area just north of the Garage, with the bafflewall to restrict the flow of water complete in the center of the basin. Below is the basin after water had been added. The last traces of any lead in the waste water from the TEL Area is removed in this basin through a special method developed by Research & Development employees.



ETC 27548

Promotions and Reassignments for Eighteen Employees Are Announced

Promotions and reassignments of 18 employees on the Plant have become effective in recent weeks. Involved are five employees in Manufacturing and 13 in Research & Development.

In Manufacturing promotions, Patrick Mihalik was promoted from area engineer to supervisor in PVC Operations. Duane Scott advanced from area engineer to area supervisor in TEL Operations, and Donald Blanchard was promoted to salaried foreman in Sodium Operations. Also, Richard Herrin advanced to mechanical foreman in PVC Maintenance, and Robert Odom to salaried foreman in TEL Maintenance.

In R&D, James Pelton was promoted to senior patent attorney in the Patent Division. Samuel Boggs advanced to Tech. Services engineer in Tech Services. Richard Smith to process design engineer in Process Design, and James Callender to tech services engineer in Tech Services. Three other R&D employees—Thomas Fiske, Crayton Hall and Marshall Nelson—were promoted on November 1 to process development engineer in Process Development.

Also on November 1, William Dumas was promoted to process design engineer.

In reassignments in R&D, Donald E. Johnson transferred from supervisor, R&D Services, to the Department of Toxicology and Industrial Hygiene as supervisor of Environmental Monitoring, and Richard Gorsich transferred from

applications research associate in Industrial Chemicals Research to R&D Services as supervisor, replacing Johnson.

In other reassignments, Richard Fendley transferred to the Manufacturing Department at the Houston Plant as a supervisor in Maintenance. He was a supervisor in Process Development, R&D. Robert Fanning, supervisor in Process Evaluation, transferred to Detroit on a rotational assignment to be in charge of the Process Evaluation Group in Detroit.

On the Plant, Wyndham Cook transferred from Tech Services, R&D, to area engineer in H-C Operations.

Let's Help
Make the Plant
Profitable. Cut
Costs!



Johnson



Fendley



Callender



Cook



Dumas



Fanning



Fendley



Fiske



Gorsich



Hall



Herrin



Johnson



Mihalik



Nelson



Odom



Pelton



Smith



Scott

Employees Set New Record in United Way Community Support

Contributions of \$101,985 by employees on the Plant to the Capital Area United Way set an historic high for plant employees and led the way for Ethyl support to exceed \$182,000 in 1976. In so doing, they helped the Capital Area United Way exceed its goal of \$2.4 million.

Final tabulations of results show that the \$101,985 given by Plant employees exceeded last year's total of \$85,824 by 19 percent. The average per-giver gift was at a new high of \$55, up from \$42 last year. Supporting the new record were 633 employees who gave Fair Share gifts, an increase of 24 percent over the 511 Fair Share gifts last year.

Highlighting the outstanding record set by Plant employees were a 32 percent increase in contributions by United Steelworkers-represented employees, an 18 percent increase by AOWU-represented employees and an 11 percent increase by management employees.

In addition to this new high by Plant employees, downtown employees contributed about \$38,511, a 16 percent increase over last year. This brought Ethyl employee support of the Capital Area United Way to more than \$140,000.

Backing up this record employee support was a corporate contribution of \$42,000 by the Company. This corporate gift, up from \$39,000 last year, helped push the total Ethyl support past the \$182,000 mark.

Chairman of the Plant Steering Committee which coordinated the United Way Drive on the Plant was Johnny McGee, Sod. Op., and co-chairman was Bill Lentz, Qual. Cont.

Emergency Procedure - - -

(Continued from Page 1)

and wardens in the different areas, who have received notification of the emergency by emergency telephone or shortwave radio, inform their floor wardens and area supervision of the nature of the emergency so that this information can be quickly communicated to all personnel. Employees will be advised by their supervisors or wardens as to what measures to take, dependent upon the nature of the emergency.

The emergency area coordinator (usually area superintendent) immediately takes charge and directs all activities at the scene of the emergency. He will remain at the emergency area headquarters established at the patrol truck direct communications and coordinate calls for assistance.

In the emergency area itself, activities are directed by the area superintendent of Operations or his absence, the area general shift foreman. He keeps in constant contact with Main Gate Control Center by telephone or radio.

Fire Alarm System

The fire alarm system consists of air horns placed throughout the Plant—the same horns used for the emergency alarm system. Whereas the emergency alarm system is 20 consecutive blasts of these horns, the fire alarm signals are blasts interspersed by pauses so as to give coded fire alarm box locations. For example, two blasts on the horn, a pause, and three blasts indicate that the alarm has been turned in at Fire Alarm Box 2-3, east of the TEL No. 10 storage tank.

During an emergency or possible emergency, all personnel not preassigned to specific emergency duties are to remain in, or immediately return to, their normal working areas. Should the nature of the emergency prevent their return to normal working areas, they will remain with the nearest office or field group and follow instructions from the member of supervision in charge. Unless they have preassigned emergency duties, employees should keep away from the emergency area.

Committee Coordinates Group's Safety



Leo Broders, center, is chairman of the Industrial Engineering Safety Committee. Other members are Minnie Wales, left, and Paul Banachetti, right.

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PS&D



Roscoe Arm
TEL Gen. Se



James Forer
H-CM&C

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Service Anniversaries

Joe Achord's 40 Years Leads Group in Long Company Service

30 Years (continued)

A man who began work on the Plant as a construction worker in the second month of construction of the Plant—before the 200-acre site had been cleared of corn and other farm products—observed his 40th anniversary on November 11. Joe Achord, now an area supervisor in TEL Operations, has seen and been a part of many major changes in the tract of land which is now occupied by the diversified Baton Rouge Plant. He and M. H. "Pud" Marix, Finance, who observed his 40-year anniversary in October, have the longest service of employees hired at the Baton Rouge Plant.

Also observing long-service anniversaries in November and December were seven employees with 25 years of Ethyl service, 21 with 30 years, two with 25 years, one with 20 years, two with 15, 39 ten-year employees and one five-year employee.

Most of the employees with 20 years or more of service are pictured here. Those completing 15, 10 and 5 years of service are listed.



Joseph Achord
TEL Op.



Nathan
Johnson, Jr.
Sod. Op.



Earlie Miller
R&D Lab.



E. D. Mitchell
Qual. Cont.



Loveless Nelson
R&D Lab.



Dorothy Patton
R&D Adm.



John Rogers
Stores & Serv.



Bobby Tullot
R&D Lab.



Welton Williams
Sod. Gen. Serv.

25 Years

20 Years



Joseph Didler
Stores & Serv.



Douglas
Kendrick
H-C Maint.



Charles Smith
H-C Maint.

35 Years



Earl Caraway
PS&D



Carrol Forbes
R&D Lab.



Will Kennon
TEL Op.



Ray Metternich
R&D Lab.

30 Years



Roscoe Armwood
TEL Gen. Serv.



Henry Chaney
H-C Op.



Frank Dantoni
Stores & Serv.



Harry
Demouy, Jr.
R&D Lab.



James Foreman
H-C M&C



Florestan
Fousse, Jr.
TEL-Sod. M&C



Leon Freeman
H-C M&C



Herman Hunt
TEL-Sod. M&C

Pictures Not Available

Pictures of the following employees who observed service anniversaries in November and December were not available. 35 Years—Glen Haase, Stores &

Serv., who has retired; Charles Naul, H-C Op., and Olvern Thompson, TEL Op. 30 Years—Henry Leach, Jr., TEL-Sod. M&C; Charles Lockhart, Jr., H-C M&C; and William LeBlanc, William Ott and Creighton Smith, all of R&D Lab.

Other Awards

15 Years

Wendell Bark, Proc. Des.
Leonard Conley, Jr., Proc. Des.

10 Years

Almore Amacker, Sod. Op.
Finneth Ardoin, TEL Op.
Phillip Beaver, Proc. Des.
Edward Brooks, TEL-Sod. M&C
James Brown, TEL Op.
Barnett Carnegie, Stores & Serv.
Houston Chenevert, Jr., TEL-Sod. M&C
Alcee Cifreo, PVC Op.
Donald Clark, TEL-Sod. M&C
Larry Dugas, TEL-Sod. M&C
Kenneth Eiswirth, Eng.
Ben Folmar, Jr., H-C M&C
Roy Frazier, H-C M&C
Rodney Herron, TEL-Sod. M&C
Mack Hood, TEL-Sod. M&C

John Ivy, Sod. Op.
James Johnson, TEL Gen. Serv.
Phillip Jones, H-C M&C
Peggy Kennedy, M&C Adm.
Leslie LeBlanc, TEL-Sod. M&C
Eugene Marks, TEL-Sod. M&C
Frank Michelli, Security
Gerald Morgan, Qual. Cont.
James Morgan, H-C M&C
James Pelton, Patents
Marvin Price, TEL-Sod. M&C
Norman Ross, Sod. Op.
Edward Sanchez, Jr., R&D Lab.
August Sequin, Jr., Sod. Op.
Ronnie Simpson, Gen. Maint.
William Spillman, PVC Op.
Alford Stewart, H-C M&C
Roy Tucker, TEL Op.
Milton Tyler, TEL-Sod. M&C
Martin Wallace, TEL-Sod. M&C
Warren Wallace, TEL-Sod. M&C
Elizabeth Weaver, Int. & Lib. Serv.
Richard West, TEL-Sod. M&C
James Whitehead, Jr., Stores & Serv.

5 Years

Eldon Atkinson, Jr., Proc. Eval.

Hood Leads Production Planning Committee



Planning the safety program for Production Planning employees is this three-member committee. From left are Joe Harris, co-chairman; Charlotte Hood, chairman, and Sharon Holubar, secretary.

Nine Long-Service Employees on Plant Retire During November and December

Nine employees with long Company service, including two who were hired in the late 1930s, have wound up their active working careers on the Plant and retired on November 1 and December 1. Five of the nine began retirement on November 1 and four retired effective December 1.

Howard Denham, TEL Op., who started work in September 1938 and Lemuel Ligon, TEL-Sod. M&C, who began work in March 1939 were the senior men in point of service. Denham retired in December and Ligon in November.

Others retiring on November 1 were Earl Knight, H-C M&C, Allen Peltier, TEL-Sod. M&C, Horace Redman, Poly. Res., and Ivy Rousseau, R&D Adm. Ligon and Redman began regular retirement while the others accepted early retirement.

Others retiring in December are Leo "Blackie" Audiffred, TEL-Sod. M&C, Glen Haase, Stores & Serv., and Curtis Williams, H-C Aux. Denham, Haase and Williams began regular retirement and Audiffred early retirement. We regret that a picture of Haase, leader in Stores, who joined the Company 34 years ago in 1941, was not available.



34 YEARS
Leo Audiffred
Electrician
TEL-Sod. M&C
Hired 1942
Rt. 2, Box 49
Walker



38 YEARS
Howard Denham
Operator
TEL Op.
Hired 1938
3222 Lambert Dr.
Baton Rouge



30 YEARS
Earl Knight
Electrician
H-C M&C
Hired 1945
3004 Charlotte Dr.
Baton Rouge



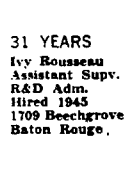
37 YEARS
Lemuel Ligon
Pipefitter Layout
TEL-Sod. M&C
Hired 1939
3238 Dalton St.
Baton Rouge



32 YEARS
Allen Peltier
Sheet Metal Layout
TEL-Sod. M&C
Hired 1944
4075 Churchill Ave.
Baton Rouge



24 YEARS
Horace Redman
Research Chemist
Poly. Res.
Hired 1952
1348 Stephens St.
Baton Rouge



31 YEARS
Ivy Rousseau
Assistant Supv.
R&D Adm.
Hired 1945
1709 Beechgrove Dr.
Baton Rouge



35 YEARS
Curtis Williams
Utility Driver
H-C Aux.
Hired 1941
10348 Scotland Ave.
Baton Rouge



Babin Heads Power Group Safety Committee



This is the Power Group Safety Committee, which is headed by Chairman Malcolm Babin, center. Other members are, from left, John Bristor, in charge of awards; Alex Ouber, secretary; Felix Dawson, publicity officer; Norris Kimball, Co-Chairman Harold "Fete" Clement and Frank Pence.

- In Memoriam -

An automobile accident took the life of a young Process Design engineer in mid-October and death claimed another employee and two annuitants in recent weeks.

William Jackson, 25, was killed October 15 when his car was involved in a wreck and burned on Highland Road in Baton Rouge and Operator William Stewart, H-C Op., died November 6. Annuitant William Britton died October 31 and Annuitant Nathaniel McKinley on October 28.



Britton



Jackson



Stewart

William Britton

Annuitant Britton, 65, died October 31. Funeral services were held on November 1 at Rabenhorst Funeral Home, with burial in Resthaven Gardens of Memory. He is survived by his wife, a daughter and his mother. He began work on the Plant in Construction in February 1937, at the time when construction work on the Plant was just getting into full swing. He was a foreman in Construction when he began early retirement in January 1974.

Nathaniel McKinley

Annuitant McKinley, 62, died October 28 at Earl K. Long Hospital. Religious services were held at Gilbert Funeral Home on November 1, with burial in Southern Memorial Gardens. He is survived by his wife, nine daughters, three sons, two brothers and seven sisters. He was hired in March 1947 and was in TEL General Services when he was granted permanent and total disability benefits in May 1963.

We regret that a late picture of McKinley was not available for this issue.

William Jackson

Jackson, 25, process engineer in Process Design, was killed October 15 when his car was involved in a wreck and burned on Highland Road in Baton Rouge. Funeral services were conducted on October

17 at Bridge City, Texas, his hometown. He is survived by his parents and one sister. Jackson joined the Company here in March 1974 and held a BS degree in chemistry and an MS degree in chemical engineering, both from the University of Texas.

Willie Stewart, Jr.

Stewart, 36, H-C Op., died November 6 at Our Lady of the Lake Hospital. Funeral services were held November 10 at Immaculate Heart of Mary Catholic Church in Maringouin, with burial in the church cemetery. He is survived by his wife and one daughter. He was hired in April 1974 in H-C Auxiliary and was an operator in H-Operations.

Obituaries and pictures on for annuitants who died after this issue was going to press, will be used in the next issue. They were Lynn Landry, 60, J. H. "Mutt" McCulloch, 65, James Sanders, 76, and Drury Snyder, 60.

Christmas

Christmas is your faith in all that is good in the world . . . Christmas is the selfless spirit of doing for others . . . Christmas is laughter and friendship . . . and the spreading of cheer . . . And it's the guileless wonder of childhood . . . Christmas is the sweet joy of families united . . . It is the tender knowledge that you're loved by someone . . . And that you have someone to love . . . Christmas is believing in prayer . . . and the Power that answers it . . . Plus the right to sing of your belief in the way of your choice . . . Christmas is all the things free men fight for . . . Let us keep it shining for all the world.

Author Unknown — Reprinted from "Praying Hands," published by the Praying Hands Charitable Trust, Winchester, Mass.

Vol. 39. No.

Reviews

Presid

The year not without emphasized by business at the He again em (Occupational praised Bator achievements

Approximal management conference at Hall under Ethyl Manag by President Chairman of Robert Wilso

Here are President Got

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Among those seated at the Robert Schmid Armstrong, vic EMC President, neth Elsworth,



The Antiknock



Jackson

Vol. 39, No. 1

January-February, 1977

Reviews Company Divisions

President Says Local Employees Help Make 1976 Record Year

The year 1976 was a record year for the Company, but it was not without its problems and "high spots." Those points were emphasized by President Bruce Gottwald in a review of Ethyl's 1976 business at the annual Management Conference here in late January. He again emphasized the tremendous Company expense in the OSHA (Occupational Safety and Health Act) and environmental fields and praised Baton Rouge employees for their contributions to Company achievements.

Approximately 450 members of management attended this year's conference at the American Legion Hall under the direction of the Ethyl Management Club, headed by President Bill Strawbridge. Chairman of the conference was Robert Wilson.

Here are brief excerpts from President Gottwald's talk:

"It is estimated that Ethyl will spend about \$70 million to comply with EPA and OSHA regulations in the decade of the 70's. A big problem is that each time the EPA comes out with a regulation it is always just beyond the grasp of industries. Ethyl can usually come up to 95 percent compliance at a very economical cost generally, but getting that 'little bit' extra is a backbreaker.

"In safety, we have seen both our OSHA costs and our other safety costs as well going up. As a result of a fairly intensive effort, data indicates that we have stabilized, or the safety charts are going down. At the Baton Rouge Plant, the frequency basis (the number of major injuries per million man-hours worked) was about the same. However, on a severity basis (the number of man-days lost per million man-hours worked) there was a little over 500 man-days of lost time as a result of safety problems as opposed to the prior year of between 1,400 and 1,500 days lost. That's a remarkable improvement!

"Petroleum Chemicals Division had a fabulous year. They came in way over budget. Manufacturing people must have wondered

Plant Severity Rate

Improvement Praised

While President Gottwald pointed to a decided improvement in the severity rate of plant employee injuries in 1976—the man-days lost as a result of these injuries were about a third (574) of what they were in 1976 (1447)—we still have a "major safety job" to do, according to Safety Superintendent Stanley D'Armond. As proof of this need, employees sustained 979 injuries of all kinds last year, up from 851 in 1975. Also, while there were 18 major or time-losing injuries in 1976, two less than the previous year, any serious time-losing injuries are much too many, D'Armond says, in urging everyone to think safety and work safely to make every day count for safety in 1977.

what was going on during the year as the schedule was changed month after month and week after week. We didn't predict how much growth there was going to be in the gasoline market and neither did the oil industry. In addition, our lead business was much better in Asia.

Also, without the opportunity to use lead in a lot of gasoline, the oil companies have become extremely interested in using manganese. We are short on manganese production, but we are taking steps

Company and Unions Reach Agreements

Agreement was reached in late February on terms of new two-year contracts between the Company and the two unions. The new contract with Local 12900, United Steelworkers of America, will extend through February 24, 1979. The contract with the Allied Oil Workers Union will extend through June 1, 1979.

The terms of the agreement for wagedoll employees include a wage increase of 6½ percent effective January 1, 1977, and 50 cents per hour effective February 25, 1978, for Steelworkers, and February 28, 1978, for AOWU members. Also included are a cost of living clause, increased shift differential pay, and improved benefits.

For AOWU clerical employees, the agreement provides for a 6½ percent salary increase on base rates, effective January 1, 1977, and \$87 per month salary increase on base rates, effective February 28, 1978, plus improved benefits.

Contract agreement for the Steelworkers was announced by Willie Dipaola, International staff representative, and Milton Soulier, president of Local 12900. AOWU President E. D. Mitchell reported the agreement of his union with the Company.

to increase that production as soon as we can.

"Ethyl of Canada had a few problems in 1976, primarily because the oil industry there missed by predicting vigorous growth in the market that didn't come. Furthermore, the International Group as a whole, faced problems in 1976 that included British currency fluctuation, economy problems and others. Generally, prices of gasoline in Europe are running in the \$1.40 to \$1.50 a gallon range. Some countries have gone even above that by putting a tax on the gasoline, or by using other means, to get the price up or the usage down further. In Italy it's a \$1.75 a gallon and in Brazil it's \$2.50 a gallon.

"Two divisions did what they were supposed to do—get back in

(Continued on Page 8)

A Different Look

This issue of The Antiknock comes to you with a different look. However, it is not actually a new look. For many years The Antiknock was printed in this format. In early 1958 it was changed to provide for a cover picture and a back-page picture feature or editorial. Because of the salute to employees with excellent attendance on Page 3 and pictures of the large number of employees observing long service anniversaries, Page 6 and 7, the eight-page format is being used to provide additional space for this and other material.

Credit Union Set for Another Good Year



Officers of the Ethyl Employees Federal Credit Union were reelected, one new member of the board was elected and four other members were reelected at the annual meeting in January. Board members, above, are William Smith, James Ray, Kenneth Dunn, Gordon Spurgeon, John Gooch, Joe Cornett, Robert Thornhill, Melvin Acosta and Earl Rachal. Gooch was reelected president, Cornett vice-president, Spurgeon, secretary, and Thornhill, treasurer. Ray was named to the board to succeed Richard Phillips. The year 1976 was a record year for the Credit Union with assets climbing to \$9.4 million, share holdings to \$5.5 million and loan volume to \$7.6 million. A fourth quarter dividend at the annual rate of 6 percent was credited to shareholders' accounts on January 1.



Among those attending the 1977 Management Conference are these employees seated at the head table. They are, from left, Rob Buford, Pub. Rel.; Richmond; Robert Schmidt, Manager, Employee Relations; President Gottwald; Wallace F. Armstrong, vice president, Manufacturing; Resident Manager William Strader, EMC President Bill Strawbridge; Conference Chairman Bobby Wilson and Kenneth Elsworth, EMC vice president.

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ble Trust,



Boesch



Cox



Fieler



Koopman



Parks



Richardson



Scott



Shahim



Tatum



Thibodeaux



Wilheim

Plant Hiring Program Continues With 72 Additional Employees Being Added

Hiring of new employees, which brought more than 300 "new faces" to the Plant in 1976, is continuing in 1977. In late December and during the month of January approximately 79 new employees began work here. Eleven of the new people were technical employees and 68 were wage-roll personnel, including three R&D lab helpers and one Cafeteria attendant.

The largest number of the new wage-roll employees went to PVC Operations and TEL General Services, with 15 assigned to each. Nine went to TEL Operations, 7 to H-C Operations, 8 to TEL-Sod. M&C, 4 to H-C Auxiliary, 4 to Sodium General Services, and 2 to H-C M&C, in addition to the three R&D Lab people and one Cafeteria employee.

Of the new technical employees, four are in Manufacturing and the others are working in Research and Development. Robert Boesch, Wilbert Scott and Byron Thibodeaux all are new maintenance engineers in Manufacturing. Boesch, from Baton Rouge, holds a BS in electrical engineering from LSU. Scott, whose home town is Zachary, is an electrical engi-

neering graduate of Southern University, and Thibodeaux, a native of Ville Platte, also holds a BS in electrical engineering from LSU.

James Richardson, who holds a BS in accounting from the University of Southwestern Louisiana, has joined Finance as assistant supervisor, Cost & Budget.

William Cox, from Youngstown, Ohio, who earned a BS degree in chemistry from Maryville College in Maryville, Tenn., and a Ph.D. degree from the University of Kansas, is a new research chemist in

(Continued on Page 8)



Two new men on the Plant are Jerry Mathews, left, and Dale Allen.



Here are nine of 22 new employees who reported in January. They are, from left, Robert Maxwell, Donald Pardue, Alan Hubbs, Guy Guilbeau, John Brown, Jr., Lee Monroe, Jr., William Moore, Thomas Jones and Ulysses Walker.



Seven more of the 22-man group are shown here. They are Robert Paille, John Hotard, Robert Gill, James Crump, Myron Dedaux, Kenneth Jackson and John Quiett.



Six new employees on the Plant are Iris Hillard, Edward Barbier, Marion Gally, Seth Haywood, Raymond Badaux and Henry Jones. They were in a group of 22 that reported on the same day.



This is eight of a 16-man contingent of new employees who were hired in January. From left they are Daniel Turner, Wayne Morales, Randy Canova, Kirkland Glass, Neil Browning, James Womack, III, Larry Newman and Byron Vasiliuskas.



Eight others who came to work in January are, from left, Henry Hanchett, C. Callegan, John Morgan, Willie Cooper, James Bourgeois, Edward Peters, Larry Corrent and Jeffrey Audiffred.

-CLASSIFIED ADS-

For Sale

AUTOMOBILE — 1971 Model 1110 Travel All with 41,000 miles. Has new all-power parts. Phone 775-0964.

AUTOMOBILE — 1968 Chrysler 300 with 58,000 miles. All accessories in excellent condition; has new tires and battery. \$650. Phone 355-1336.

AUTOMOBILE — 1973 Oldsmobile 98, fully loaded with equipment; in good condition. Actual mileage 29,500. Price \$3,200. Phone 292-3380.

BOAT OUTFIT — 14 ft. cypress bateau with 4-foot bottom and 33hp Evin-

rude motor and trailer. \$350. Phone 654-2405.

GARDEN PLANTS — Tomato, peppers and eggplants. Phone 355-9333.

TELEVISION — 23-in. screen, color American console. In good condition. \$150. Phone 926-3680 after 4:30 p.m.

Wanted

DUCK STAMPS — Used, any year. Send to Herb Olson, H-C Operations.

TAX SERVICE — Tax preparation and bookkeeping by experience accountant. Phone 275-2927.

Many H Cong

A big "outstanding" attendance at cost of absent on this page. This is the recognized in

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Those with during 1976. Following th- who did not except for ex

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Leo Devall record to 17 attendance s in 1941! Acti- sence (person- cept him fro- cutive year- dence since

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EMPLOYEE RE

Dora Brown (4)

ENGINEERING

Sam Conglio

FINANCE

Thelma Babin, Steve DiBenedetti, Robert Thornhill, Hazel Traylor, Raymond Vargo

H-C AUXILIARY

Felton Bady, Is an Lang (4), Edredge Robins

H-C MAINTENA

Rudolph Boeneke, Glenn Brouillette, Michael Courtney, Russ DeLaune, James Foreman, Thomas Gautreaux, Gordon Golsen (Vencil Griffin, Jimmie McKenzie

Many Have No Absences

Congratulations to 289 Employees for Good Attendance

A big "attendance salute" to the 289 employees listed below for outstanding attendance during 1976! In recognition of their good attendance and support of the Company's program to combat the high cost of absenteeism at the Baton Rouge Plant, they are being recognized on this page, as well as by a memento being presented to each of them. This is the fifth year that good attendance of employees has been recognized in this way.

These employees did not miss work in 1976, or have only excused absences. Many of them had perfect attendance—they did not miss any days at all! Furthermore, and even better, for several of them it is the second, third, fourth or fifth consecutive year since 1972 that they have had excellent attendance! These employees have a (2), (3), (4) or (5) after their names.

Those with no absences at all during 1976 (121) are listed first. Following these is a list of those who did not miss time from work except for excused absences (165).

The excused absences are for such things as jury duty, death in the family, union business, or being absent less than a full day for family emergencies, etc.

Four employees recognized in the past for extraordinary attendance achievements continued to add to their good records in 1976. Howard Minor, TEL Gen. Serv., did not miss a day of work because of personal illness to increase his years of perfect attendance to 24 since he was hired in July 1944.

William Yoes, TEL Op., who has a (5) behind his name in the list below, indicating at least five consecutive years of no absences, now has 23 years of excellent attendance, with only 22 days missed in the 37 years he has worked on the Plant!

Leo Devall, H-C Op., ran his record to 17 years of excellent attendance since he was hired in 1941! Actually, one day's absence (personal illness) in 1975 kept him from having five consecutive years of perfect attendance since 1972.



Devall



Minor



Porta



Yoes

Lloyd Porta, TEL Op., with no disability absences in 1976, also now has 17 years of no absences since he was hired in 1945.

Even with the good attendance of the listed above employees, absenteeism at the Plant is still high at about 5.2 percent and is continuing to add considerably to plant operating costs. Everyone is urged to do his or her part to maintain good health and to "be on the job" to help lower this absenteeism drain.



Bert Paille, John Jackson and Juan



Marion Gallup, in a group of 22



Fred in January, Kirkland Glasby, Villaskas.



Hanchett, Carl Peters, Larry

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These Had 'Perfect' Attendance

CONFIDENTIAL SECRETARIES

Ivory Dilworth (2)
Helen Guidry
Dora Hudson
Lyndell Reeves
Joyce Thibodeaux
Marjorie Wilson (2)
Kathleen Walter (3)

EMPLOYEE RELATIONS

Lora Brown (4)

ENGINEERING

Sam Coniglio

FINANCE

Thelma Babin
Steve DiBenedetto (3)
Robert Thornhill
Hazel Traylor
Raymond Vargo

H-C AUXILIARY

Felton Bady
Isiah Lang (4)
Fidredge Robinson (4)

H-C MAINTENANCE

Rudolph Boeneke
Glenn Brouillette (2)
Michael Courtney (2)
Russ DeLaune
James Foreman (2)
Thomas Gautreaux
Gordon Golson (3)
Vencil Griffin
Jimmie McKenzie

James Morgan
Paul Poche
Lionel Reine (4)
Everett Sanders
Henry Weida (3)

H-C OPERATIONS

Clifton Addison (2)
Leo Devall
Frank Forbes (2)
Ernest Grant
Clark King (2)
Willard Olinde (2)
George Seguin
Paula Stogner
Billy Williams

INDUSTRIAL ENGINEERING

Minnie Wales (5)

MAINTENANCE PLANNING

Leroy Landry (2)
Hervey McIntyre
Ulysses Rome (3)

POWER

John Babin
PRODUCTION PLANNING

Shirley Genius
Marce Wilklow

PVC MAINTENANCE

Ludovic Aucoin (2)

PVC OPERATIONS

Alcea Cifreo (2)
Medric Dugas

Joseph Haralson (2)
James Harp
Floyd Lyons (3)
Ray McCoy
Stephen Olinde
Ray Palmer (2)
Harvey Whitfield

QUALITY CONTROL

John Aydeil (2)
Rauhman Browning (3)
Edward Major

RESEARCH & DEVELOPMENT

John Barbay (2)
William Belding (2)
Michael Blizard
Ronald Bordelon
Conrad Langlons (2)
William LeBlanc (5)
Paul Nash (2)
Frank Patton (4)
Joe Whitehead (2)

STORES & SERVICES

George Allan (5)
Henry Arboreaux
Bertin Babin (2)
Ralph Babin
Tupie Henry (2)
George Hoyt (2)
Leo Jell (3)
H. P. Martin
David May (2)
Frank Michelli
Jack Ray (4)
Norman Sipes
Paul Smith (2)

SODIUM OPERATIONS

Harold Batheste
Beverly Bizette (4)
William Cathey, Jr. (2)
Hamiett Crowell (5)
Andrew Herbert
Harnie Kendrick (2)
Thomas Loper
James Mulkey (4)
Amidee Reames (3)
Dan Scott (3)
George Sheridan
Orville Stephens (4)

TEL GENERAL SERVICES

Willie Freeman
Manual Lawrence (3)
Howard Minor
Stanislaus Ricard (4)
Phillip Wallace

TEL OPERATIONS

Ervin Andre
Joseph David (4)
Charles Davis (2)
John Day, Jr.
Lester Dupuy
Maunce Franklin
William Fuentes
James Haney
Boyd Hood
Charles Muse (3)
Charles Park
Lloyd Porta
Alton Thornton (3)
John Van Sickle
Robert Walker
William Yoes (5)

TEL-SOD M&C

Alton Anderson
Richard Bello
Joseph Bergeron, Jr.
Boyd Blount (4)
Lester Boudreaux
Octave Braud
Warren Choate (3)
Roy Covington (2)
William Crowell, Jr. (3)
Murphy Demoulin (3)
Jerry Gonzales
Vincent Guercio (4)
Robert Gwn (3)
John Henley (4)
John Impson
Alton Juban (3)
Dantes Keller
John Lefebvre
Robert Monotte
Donald Ramirez
Glynn Riffel
Jerome Romig (2)
Bernard Sanchez, Jr.
Bill Stewart
Jesse Tate

TRAFFIC

James Denson

These Had Excused Absences Only

CONFIDENTIAL SECRETARIES

June D'Abadie

FINANCE

Bernice Arnold
Doussan Rando (4)

H-C AUXILIARY

Joe Fisher
Arthur Harden
Herman Huggins (4)
Henry Johnson
Tony Pitslata
Joseph Truscilar, Jr. (4)

H-C MAINTENANCE

Michael Aucoin
John Barnett
James Beachum
James Beachum, Jr.
Eric Booksh, Jr.
Fred Borne
Johnny Breaux
Roland Buquoy
Wilbert Carroll
Fred Dominick
Roosevelt Dupuy, Jr. (5)
Belmont Himel (3)
Alfred Housewright
Willard Landry
Gerald Manole (3)
Richard Manske (2)
Morris Melancon (2)
Lynwood Morales
Tommy Patrick
Jesse Pearce (3)
Hollis Simpson (2)
Joseph Smith, Jr.
Terry Whittington (2)

H-C OPERATIONS

Leon Evans (2)
Frederick Landry (2)
Norman Slack (4)

MAINTENANCE PLANNING

Juanita Montegudo

POWER

Bobby Crawford (3)
Felix Dawson

PVC MAINTENANCE

Michael Hebert (3)
Ronald Newchurch

PVC OPERATIONS

Larry Benton (3)
Huey Goudeau
Lorenza Hunt (2)
James Hutchinson
James Sarradet
Lawrence Walker
Jesse Weber

QUALITY CONTROL

E. D. Mitchell
Charles New

RESEARCH & DEVELOPMENT

Okley Broussard (2)
James Delaughter (2)
Carolyn Dumoulin (4)
Lillie Greer (2)
Walter "Dub" Guerin (3)
Joseph Martin (3)
Leonard Massey (2)
Earlie Miller (4)
Michael Monahan (2)
Roy Neyland
James Ott
Jerry Sicard (2)
Earl Thompson

SODIUM OPERATIONS

Almore Amacker
Pearlie Broussard (4)
Bruce Chustz

(Continued on Page 8)

- In Memoriam -

An employee and 12 annuitants have died since the last issue of **The Antiknock** was distributed. A number of these deaths occurred in December, too late to be included in the November-December issue.

Albert Anderson

Annuitant Anderson, 72, died December 7 at Our Lady of the Lake Hospital. Religious services were held December 11 at Redwood Baptist Church, with burial in Gilbert Memorial Park. He is survived by his wife, three daughters, three sons, four sisters and two brothers. He was hired in July 1944 in H-C Auxiliary and began early retirement in September 1959.

Earl Brignac

Brignac, 58, died January 18 at Baton Rouge General Hospital. Funeral services were held January 20 at Rabenhorst Funeral Home, with interment in Greenoaks Memorial. He is survived by his wife, a son and a daughter. He joined Ethyl in 1943 as a Control Lab. chemist in Manufacturing and was a plastics development engineer in Plastics Research.

James "Al" Carr

Annuitant Carr, 63 died January 12 at Our Lady of the Lake Hospital. Religious services were held January 15 at Holy Family Catholic Church in Port Allen with burial in St. John Cemetery in Brusly. He is survived by his wife and three sisters. He joined the Company in June 1944 in H-C Operations and was a lab assistant in the R&D Lab. when he began early retirement in March 1976.

Louis Davis

Annuitant Davis, 68, died December 23 at Baton Rouge General Hospital. Funeral services were held December 27 at Gilbert Funeral Home Chapel, with burial in Gilbert Memorial Park. He is survived by his wife and one daughter.

ter. He joined Ethyl in May 1939 in TEL General Services and began his retirement in September 1972.

Edward Finley

Annuitant Finley, 64, died January 13 at Baton Rouge General Hospital. Funeral services were held January 16 at True Love Baptist Church with burial in Plank Road Cemetery. He is survived by his wife, two sons — Thomas Finley, Security and Charles Finley, Sod. Op. and a brother, a sister and brother-in-law, Albert Rowley, Sod. Op. He was hired in October 1936 in Construction and is one of the first men hired locally as construction of the Plant got under way. He was utility driver in TEL General Services when he began early retirement in April 1976.

Frank Goudeau, Sr.

Annuitant Goudeau, 70, died December 28 at Our Lady of the Lake Hospital. Funeral services were held December 30 at St. Anthony Catholic Church, with burial in Resthaven Gardens of Memory. He is survived by his wife, and two sons—Frank, Jr. and Henry, both in Sodium Operations—and three brothers. He joined the Company in August 1941 as a helper and retired as foreman in Sodium Operations in August 1972.

Lynn Landry

Annuitant Landry, 60, died November 20 at Lane Memorial Hospital in Zachary. Funeral services were held November 21 at Rabenhorst Funeral Home, after which the body was sent to Dennison, Texas, for burial. He is survived by his wife, two daughters, two sons and one sister. He was hired in TEL Operations in July 1943 and was a Sodium Service mechanic when he was granted permanent and total disability benefits in November 1971.

We regret that a late picture of Drury Snyder was not available.



Conley



Dagani



Felpe



Hartsfield



Lee



Overmeyer



Staggs



Stinnett

Several Employees Involved in Promotions and Reassignments

Headed by the advancement of John Overmeyer to superintendent of Power, several promotions for plant employees as well as reassignments of several others have become effective recently.

Overmeyer replaces Ralph Holloway who has elected to take early retirement. In other Manufacturing promotions, Eugene Staggs was promoted to supervisor, Ind. Eng., advancing from senior industrial engineer in Manufacturing Cost Control at the Tower. At the same time, Bruce Lee was promoted to industrial engineer and transferred from the Plant to Manufacturing Cost Control, Tower.

In Manufacturing, Wylie "Duke" Hartsfield was promoted to supervisor, Security and Railroad, in the Stores and Services Group, following the retirement of L. C. Dixon, principal foreman in Security. Also, Luther Felpe was promoted to mechanical foreman in Sodium Maintenance.

In R&D promotions, Leonard Conley advanced to process design associate in Process Design, Michael Dagani was promoted to research associate in Industrial Chemicals Research, and James Stinnett moved up to process design engineer in Process Design.

In reassignments Wayne Birch moved to Economic Evaluation from the Polymer Division of the Plastics Group, and Bernard Berry and James Wingate moved from Plastics Application to Process Evaluation on the Plant.

Michael Dupuy began a special assignment in the Power Group, transferring from Maintenance. Also in Maintenance, the responsibilities of Maintenance superintendents Ralph Parker and Fred Hamilton were changed. Parker, who has been superintendent of Sodium and PVC Maintenance, Maintenance only. Hamilton has assumed responsibilities of Sodium Maintenance, in addition to General Maintenance.

John McCullough

Annuitant McCullough, 65, died November 20 in New York. Funeral services were held at Welsh Funeral Home, with burial in Greenoaks Memorial Park. He is survived by his wife, a daughter, and a brother. He joined the Company in March 1937 and was a working leader in TEL Operations when he began early retirement in October 1975.

Lulline Moss

Annuitant Moss, 60, died January 20 at the Baton Rouge General Hospital. Funeral services were held January 22 at Welsh Funeral Home with interment in Greenoaks Memorial Park. She is survived by a sister and a brother. She joined Ethyl in July 1950 as a steno clerk in the Steno Pool and was a confidential secretary in Purchasing and Traffic at the Tower when she was granted permanent and total disability benefits in April 1971.

James Sanders

Annuitant Sanders, 76, died November 27 at his residence in Denham Springs. Funeral services were held November 29 at Seale Fun-

eral Home with burial in Denham Springs Memorial Cemetery. He is survived by four sons and three sisters. He began work at the Plant in September 1944 and was painter in H-C Maintenance when he began early retirement in September 1959.

Windle Sholar

Annuitant Sholar, 67, died December 17 at Baton Rouge General Hospital. Funeral services were held December 18 at Rabenhorst Funeral Home, with burial in Resthaven Gardens of Memory. He came to work on the Plant in October 1946 and was an operator in TEL Operations when he was granted permanent and total disability benefits in March 1971.

Drury Snyder, Sr.

Annuitant Snyder, 60, died at Baton Rouge General Hospital on December 4. Funeral services were held December 6 at Baywood Bethany Baptist Church, with burial in the Naul Cemetery at Baywood. He is survived by his wife, a daughter, three sons, a sister, a brother — Woodrow Snyder who works in H-C Maintenance — and

(Continued on Next Page)



Anderson



Brignac



Carr



Davis



Finley



Goudeau



Landry



McCullough



Moss



Sanders



Sholar



Wainwright

Nineteen

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33 YE Fred B Pipefitter H-C M Hired 1941 184 Elm Baton Rouge



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Nineteen Employees Retire After Many Years of Service on Plant

Nineteen employees with long service on the Plant, including several who came to work in the late thirties, retired on January 1 and February 1.

Those retiring effective January 1 were Robert Atkins, H-C Aux.; David Cantey, H-C M&C; Ike Davis, H-C Op.; Doyle Durrett, James McKinney and L. N. Watlington, all of TEL Operations, and L. C. Dixon, Security. Atkins and Cantey began regular retirement while the others took early retirement.

Retiring February 1 were Edward Armistead, Finance; Herbert Ballard, TEL Op.; Fred Borne, H-C M&C; Shed Campbell, H-C Aux.; Daniel Comeaux, Sod. Op.; Earl "Choo Choo" Dugas, TEL-Sod. M&C; Claude Ezell, H-C Maint.; DeWitt Franklin, TEL Gen. Serv.; William Gladney, TEL Op.; Joseph Langlois, TEL Op.; Henry Seitzler, Ind. Eng.; and Lloyd Williams, TEL-Sod. M&C. All except Franklin and Seitzler began early retirement.

The new annuitants are pictured below, along with their plant work history. We regret that a picture of James McKinney, an operator in TEL Operations, was not available.



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29 YEARS
Edward Armistead
Data Clerk
Finance
Hired 1947
Apt. 104, 7020
Lake Kenilworth
New Orleans



31 YEARS
David Cantey
Electrician
H-C M&C
Hired 1945
9863 Molloye Dr.
Baton Rouge



34 YEARS
Robert Atkins
Process Attendant
H-C Auxiliary
Hired 1942
975 Terrace Ave.
Baton Rouge



30 YEARS
Daniel Comeaux
Operator
Sod. Op.
Hired 1946
684 Chalmers St.
New Roads



37 YEARS
Ike Davis
Working Leader
H-C Op.
Hired 1939
P. O. Box 25
Zachary



33 YEARS
Herbert Ballard
Operator
TEL Op.
Hired 1943
Rt. 2, Box 187
Walker



36 YEARS
L. C. Dixon
Ftn. Foreman
Security
Hired 1940
5208 Breckinridge
Baton Rouge



33 YEARS
Fred Borne
Pipettier
H-C Maint.
Hired 1943
184 Ellwood
Baton Rouge



39 YEARS
Earl "Choo Choo"
Dugas
Electrician
TEL-Sod M&C
Hired 1937
2152 Cedardale
Baton Rouge



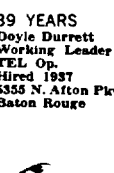
30 YEARS
DeWitt Franklin
Bldg. Attend.
TEL Gen. Serv.
Hired 1946
Rt. 1, Box 9
Pride



38 YEARS
Henry Seitzler
Analyst
Ind. Eng.
Hired 1938
1955 Lake Hills
Baton Rouge



36 YEARS
Shed Campbell
Cont. Lab. Attend.
H-C Auxiliary
Hired 1940
2836 Kalurah St.
Baton Rouge



39 YEARS
Doyle Durrett
Working Leader
TEL Op.
Hired 1937
5355 N. Atton Pkwy.
Baton Rouge



37 YEARS
William Gladney
Operator
TEL Op.
Hired 1939
355 Seyburn Dr.
Baton Rouge



36 YEARS
Leonard Watlington
Area Supervisor
TEL Op.
Hired 1940
726 Frances Harriet
Baton Rouge



38 YEARS
Joseph Langlois
Working Leader
TEL Op.
Hired 1938
6812 Ozark St.
Baton Rouge



35 YEARS
Claude Ezell
H-C Planner
H-C Maint.
Hired 1941
3590 Pasadena Dr.
Baton Rouge



33 YEARS
Lloyd Williams
Welder
TEL-Sod. M&C
Hired 1943
18336 S. Fulwar
Skipwith Road
Baton Rouge



38 YEARS
DeWitt Franklin
Bldg. Attend.
TEL Gen. Serv.
Hired 1946
Rt. 1, Box 9
Pride



E. D. Mitchell, Qual. Cont., second from left, was reelected to his fourth term as president of the Allied Oil Workers Union in an election in December. Also reelected vice president was Elwin "Zoot" Adams, H-C Op., second from right. Other officers chosen were Henry Wright, H-C Op., left, who was elected secretary, moving up from the treasurer's post, and L. J. "Buddy" Vance, H-C M&C, right, who was elected treasurer. Representatives elected were Auxiliary—Herman Huggins; Office & Hospital—Rosalee Agosta and Harvey Whitfield; Laboratory—Larry Phillips and Marshall Talley; Maintenance & Stores—Clarence Underwood and Tommy Vince, and Operations—Lawrence "Skipper" LeFaux and Wilburn Smith. All were chosen for three-year terms.

Foster Is Graduate Of Harvard Course



Dr. Walter Foster, technical director, Chemicals, R&D, graduated in mid-December from the Harvard Business School's Advanced Management Program, an intensive three-month course for business executives. His advanced management class was composed of approximately 160 management representatives from business and public organizations in the U. S. and foreign countries. Here he shows his certificate of completion.

D&D King

Among many employees, both at the Plant and in downtown offices, who participated in Mardi Gras activities was Don Robertson, Pub. Rel. He was chosen to serve as king of the Desk and Derrick Industry Appreciation Mardi Gras Ball, along with Queen Pauline Jobe, of Exxon U.S.A.

In Memoriam---

(Continued from Page 4)
father, stepmother, and a son-in-law. Robert Threton, who also works in H-C Maintenance.

Douglas Wainwright

Annuitant Wainwright, 69, died December 10 at Baton Rouge General Hospital. Funeral services were held December 11 at Welsh Funeral Home, with burial in Greenoaks Memorial Park. He is survived by his wife, mother, two sons and a brother. He joined the Company in September 1943 and was an operator in Sodium Operations when he was granted permanent and total disability benefits in April 1969.

Outstanding Record

As Shed Campbell retires, he takes with him outstanding safety and attendance achievements he established during a 36-year career on the Plant. His safety record shows only one minor (finger) injury during all that time! His attendance records show 26 years of no disability absences! In fact, he has had only 21 days of absence because of personal illness during the 36 years since he was hired in November 1940!

Service Anniversaries

Two 40-Year Men Head Large Group Of Employees With Long Service 35 Years [Continued]



James Hodges
TEL-Sod. M&C



Roy Broussard
TEL Maint.

A man who lived on the property now occupied by the Plant and another who started out as a helper in Maintenance in 1937, both have finished 40 years of service, and lead long service employee observing anniversaries in January and February. Included are 14 veterans with 35 years of service, 66 with 30 years of service, 2 with 25 years and 2 with 20 years.

In addition, one man completed 15 years and 22 wound up 10 years of service on the Plant.

James Hodges, an instrument mechanic in TEL-Sod. M&C has plowed land and done considerable hunting on the land now occupied by the Plant. His family lived on this property. His father, L. V. Hodges, leased the land from the owner, King Harding Knox from whom Ethyl purchased 200 acres. Jimmy, about 16 years old when the family moved onto the property in 1931, was hired for work

In mid-February, as this issue was being finalized for printing, Hodges decided to begin early retirement on March 1.

on the Plant in February 1937 a few months after construction of the Plant began in October 1936. Previously, his father had been hired in the fall of 1936 to put up the first fence around the property.

Roy "Chicken" Broussard, a foreman in TEL Maintenance, has seen many changes since he began work here, also in February 1937, as a helper just as plant construction was getting into full swing. He advanced to iron worker in 1938, waggeroll foreman in 1954 and salaried foreman in 1955. He is a native of Clio, La.

For a "young" look at both Hodges and Broussard, see pictures below.



Hodges



Broussard

35 Years



Elwin Adams
H-C Op.



Felix Dawson
Power



Hodgie Frederick
H-C Op.



Charles McKnight
H-C M&C



Charles Mathis
H-C M&C



Wallace Nixon
Gen. Maint.



Marvin Owens
H-C Maint.



Roger Poche
H-C M&C



John Schafer
H-C Op.



Joseph Sicard
H-C Op.



Albert Sulcer
Sod. Op.

30 Years



John Allen
Power



Haney Ambrose
TEL-Sod. M&C



James Ashmore
TEL Op.



Walter Babla
Stores & Serv.



Jasper Boudreaux
TEL Op.



Leo Brown
Finance



Clarence Bueche
Gen. Maint.



Harold Clement
Power



Hamlet Crotwell
Sod. Op.



Lester David
Stores & Serv.



Joseph Delaune
Sod. Op.



Boyd Devall
TEL Maint.



James Devall
Sod. Op.



George Dier, Jr.
Stores & Serv.



John Dupuy
Fire Insp.



Wilson Duvernay
TEL-Sod. M&C

Continued on Next Page

Service Anniversaries (continued)

30 Years



Edward Forbes
Sod. Op.



James Grissom
TEL-Sod. M&C



William Hampton
Security



Herbert Hanna
TEL-Sod. M&C



John Ware
TEL-Sod. M&C



Joseph White
TEL-Sod. M&C



Albert Womack
TEL-Sod. M&C



Henry Hebert
Power



Amos Hewitt
Sod. Maint.



Marvin Hughes
Railroad



William Hutton
TEL-Sod. M&C

25 Years



Philip Davis
Proc. Des.

20 Years



Edwin
Hornbaker
Poly. Res.



Robert Price
Power

Other Awards

15 Years

Carroll Lanier, Proc. Dev.

10 Years

Ellis Babin, PVC M&C
Archie Bennett, Jr., PVC Qual. Cont.
Lester Boudreaux, TEL-Sod. M&C
Mack Brooks, Jr., Sod. Op.
Randall Calmes, Sod. Op.
Kenneth Causey, TEL Op.
Medric Dugas, PVC Op.
Lionel DeLaune, Jr., Security
Robert Duthu, Jr., PVC M&C
Aiva Gilehrst, Sod. Op.
Nathan Godwin, TEL-Sod. M&C
Robert Hill, TEL-Sod. M&C
Allen Hunt, PVC Op.
Joseph Jones, Sod. Op.
Sebastian Laurent, R&D Serv.
Ray McCoy, PVC Op.
Arthur Michalski, Proc. Des.
James Nelson, Sod. Op.
James Pourciau, H-C M&C
Eugene Rogers, Jr., TEL-Sod. M&C
Bettie Skains, Patents
Carl Strickland, TEL-Sod. M&C

Pictures Not Available

Pictures of several employees who observed service anniversaries in January and February were not available. They are: 35 Years — Harold Goudeau, Roger McDougald and Ralph Newell, all of H-C Operations; 30 Years — Alvin David and Lafayette Jarreau, both of Sodium Operations; Huey Bolea, H-C Op.; Guy Aucoin, H-C M&C; Lloyd Bourdier, Simon Elliser, Orville Hennan and George Spiller, all of TEL-Sod. M&C; Enoch Dardenne, Robert Harvey, Jesse Kelly, Harold Landry and James Langlois, all of TEL Operations; William Freeman and David Coyle, both of R&D Lab.; John Chadwick, James Richardson and Norman Sipes, all of Stores and Services.

Regular
Attendance
Is
Cost
Reduction

HOW'S *your* ATTENDANCE?

Ethyl Gets VFW National Employment Award



The Company's service to veterans in employment, training and promotions was recognized in early February with the National Employment Award of the Veterans of Foreign Wars. District 3 Commander Claude Michaels, left, presented the certificate at ceremonies at the Zachary-Taylor VFW Post to Don Robertson, Public Relations. At right is Jason Stevens, District 3 Services and Employment Officer. Ethyl has previously been awarded the state VFW Veterans Service Award on two occasions. Charles Jumboville, Louisiana Division of Employment Security, recommended Ethyl for this national award.

Poche
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Sulcer
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Here are more new employees who joined the Company in January. From left are Bartimus Thymes, Jr., Keith Zeringue, Frank Rice, Andrew Mitchell, Jr., Theodore Parker and Charles Dotson.

Plant Hiring Program Continues---

(Continued from Page 1)
Chemical Research, John Fieler, Jr., who holds a BS degree in chemical engineering from Purdue University, has joined Process Design as a process design engineer. Also, John Parks has joined Process Design as a chemical engineer. Parks received a BS in chemical engineering from the University of Arkansas.

Joining Tech Services as a process engineer was Abbas Shahim. He is from Iran and is a chemical engineering graduate of the University of Arkansas.

Also joining R&D were David Koopman, a chemical engineering graduate of the University of Wisconsin, who has joined Process Design, and Edward Tatum, who holds a chemical engineering and a MBA degree in business administration from the University of Alabama. He is a process engineer in Process Evaluation.

A new chemical engineer in Tech Services is Michael Wilhelm, whose hometown is St. Louis. He received his BS degree in chemical engineering from the University of Missouri at Rolla.



Four additional new employees hired recently are Luther Manning and Jerry Williamson, above, and Harley Gordon and David Watson.



Weldon Bates (3)
Roy Bennett (2)
Roland Blanchard
Lloyd Bourdier
Paul Boyle, Jr. (2)
Amos Brumfield (2)
Alfred Burns (3)
Sam Butler
Abby Campo
Kenneth Causey (2)
Andrew Chatman
Houston Chenevert, Jr.
Paul Chenevert
Wilson David (2)
William Davis, Jr.
James Day
Albert DePhillips
Ellie Dixon
Stanley Ellis (3)
John Gaudin (2)
Joseph Guidroz
Conrad Guillot
Ellie Holden
Herman Hunt
Harold Jefferson (2)
Ben Johnson (2)
Dana Keowen (2)
Jerome LaCombe
A. P. Landry, Jr.
John Lapeze, Jr. (2)
Henry Leach, Jr. (3)
Leopold Lee
Larry LaJeune
Leslie Lurry, III
Melton Martin
Lee Monroe
Babette Moran
Andrew Noble (4)
Elliott Pendas (3)
Marvin Price (2)
Lloyd Rachel (4)
Roy Riche
Fred Roberts
Frank Salemi
Albert St. Pierre
Earl Schexnaidre (4)
Wallace Soulier (4)
Jimmy Spears (2)
George Spiller
Adnan Stephens
James Stott
Leo Turner (2)
Douglas Vass
Elroy Vellier (4)
Alton Watts
Edwin White
Joseph White
Benjamin Wicker, Jr.
Oree Wilkinson (2)
Albert Womack (3)

Attendance---

(Continued from Page 3)

Joseph Duplessis (4)
Sammie Forbes
Alvie Higgins
Willie Jenkins
Nathan Johnson (2)
Lawrence Joseph
Joseph Major (2)
Bondnett Thomas (3)

STORES & SERVICES

Walter Babin
Jennie Bowman
John Chadwick (2)
Lester David (5)
Martin Greenfield (2)
Victor Harvey (3)
Mary Kendrick (2)
Floyd LeBlanc
Lenard Payne
Barney Shelton
Carl Tonno
James Wall (5)
Dan White
John Yarbrough (3)

TEL GENERAL SERVICES

Simmie Armwood (3)
Leonard Bell (2)
Henry Collins, Jr. (3)
Thomas LeBlanc
Henry Payne, Jr. (3)
Thelma Smith (5)

TEL OPERATIONS

Kenneth Causey (2)
James Hills
Joseph Langlois (3)
John LeBlanc
Cecil Long
George McManus, Jr.
Edward Sanchez (2)
Albert Toussant, III (3)

SAFETY

James Shanklin (4)

TEL-SOD M&C

A. C. Adams, Jr.
Lynell Alford (4)
John Arnold
Malcolm Babin (2)



Even though it's now basketball season, members of the Ethyl Management Club flag football team are still proud of its BREC Financial League Championship which they won in late 1976. Team members shown are, front row, kneeling, Gil Broussard, Ken Cavanaugh, Dave Foreman, Ron Gardner, Bill Dumas (offensive coach), Pat Mihalik, and Kent Smith. Second row: George Daniels, Ken Eiswirth, Joe Steinman, Wyndham Cook, Sam Weems and Bruce Lee. Back row: Lou Stingo, Al King, Sam Agnew, (statistician), Grant Smith, Jim Callander (defensive coach), Don Balhoff and Bob Trapani. Not shown are Grady Ferry and Roland Rogers.

Four Employees Get College Degrees

Four employees have completed requirements for college degrees while continuing their jobs on the Plant. Two received master's degrees and two received bachelor's degrees.

Darrow Price, TEL Gen. Serv., was awarded an MA degree in Industrial Arts Education, and Burl Turner, Jr., TEL Op., earned an MA degree in Social Science, both at Southern University's December commencement exercises. Price completed requirements for his BS in 1973 in the same field, and Turner was awarded his BS in Liberal Arts, also in 1973.

Michael Orillion, TEL Op., and Clarence Levy, Jr., PVC Op., both received bachelor's degrees at December commencements. Orillion's degree was a BS in Social Studies from Southeastern Louisiana University. Levy earned a BA degree



Levy

Orillion



Price

Turner

President Says---

(Continued from Page 1)

a good strong, moving, growing trend! The Aluminum Group did surprisingly well in 1976 even with a poor construction market. Also, the Plastics Group came out of a bad 1975 and got back on a satisfactory move upwards. Imco was a star of that performance with a terrific growth in sales and earnings. Also VCA units are good solid contributors now, especially the Molding Group and the Metals Group.

"When you look at capital investments, 1976 was a record for us. We spent over \$90 million on internal projects. In 1977 it looks like we will be in the neighborhood of \$140 million. That's why I have a lot of confidence in the work you fellows are doing. It's not something you talk about that might bear fruit. It is bearing fruit. The money is going into all of the divisions.

"Our Ethyl Digest, first printed in 1974, has been a real success. We got a jump on the Nation's Bicentennial in 1974 with the Digest and it continues to be a success. There were two sellout printings in 1975 and another in 1976. All told, we have distributed over 250,000 copies and they have brought almost daily letters for additional copies and commendation from everywhere!"

in Health and Safety Education from Southern University.

All four of the employees have expressed thanks to fellow employees who aided them in swapping shifts in order to complete their studies, and to the Company for making it possible for them to continue working while earning their college degrees.

Ethyl Corporation
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Baton Rouge, La. 70821
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Vol. 39, N.

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ETC 27559

Employee Rescues Elderly Couple From Their Burning Trailer Home

Alertness and the safety training he received at the Plant and in the Navy were combined in late March by Josh Smith, pipefitter-

machinist in PVC Maintenance, to rescue an elderly couple, Mr. and Mrs. William Dabadie, from their burning trailer home at Ventress in Pointe Coupee Parish.

While driving to the Plant for overtime work about 3:25 a.m., he saw flames coming from the Dabadie trailer. He immediately stopped, ran to the trailer and literally jerked the door and its framing from the trailer to get to the occupants.

Josh first removed Mrs. Dabadie, who has a heart condition, and then assisted her husband. Then, at their urgent bidding he returned to a trailer window to rescue the couple's dog, which had been overcome by smoke.

The Dabadie's suffered no apparent ill effects from the fire and their dog has recovered. One of the first things Mrs. Dabadie did was to call Josh's mother to express her heartfelt thanks for his lifesaving action.



Son and Daughter of Employees Are Awarded Merit Scholarships

Recently awarded 1977 Ethyl Merit Scholarships were Lynne, daughter of Floyd Jensen, TEL-Sod. M&C, and Mark, son of Arthur Zielinski, R&D Serv. The two were honored, along with their parents and school officials, at an Ethyl scholarship dinner in April.

Lynne, a senior at Broadmoor High, has been active in many activities at the school. She was a member of the National Honor Society and the Beta Club, past editor of the school paper, "The Buccaneer," and a finalist in a local newspaper Bi-Centennial editorial contest. She plans to major in journalism in her college training.

Mark is graduating at Catholic High School where he has won

many honors in athletics and scholastic activities. He has been awarded a "Top 100" Freshman Scholarship by the LSU Alumni Federation and has been a member of the Bears' basketball team. He plans to study medicine at LSU.

In addition to Baton Rouge winners of the Ethyl Merit Scholarship, Laura, daughter of Chief Company Pilot Richard Cavado, of Richmond, is also a winner.

Salute To Scholars

The next issue of The Antiknock will again — for the sixteenth consecutive year — salute sons and daughters of employees who are honor graduates at their respective high schools. The principals of area public, parochial and private high schools are being contacted for the names of those students who are graduating in the top 10 percent of their classes. We will then be contacting the parents of Ethyl sons and daughters in this category soon for pictures and a list of school honors.



Jensen



Zielinski



Instructor William Carradine, H-C M&C, center, explains the oxy-acetylene welding process to Barney McAdams, TEL-Sod. M&C, left, and Tommy Vince, H-C M&C, during one of the basic welding classes.

Variety of Employee Training Programs Are Continuing in 1977

A variety of training courses for employee advancement is now under way on the Plant, reports John Furr, supervisor of Training. These courses will continue for several weeks during 1977.

A brief resume of this training is as follows:

Approximately 20 employees are participating in an after-hours basic welding course. Instruction over an eight-month period is being conducted by Len Brown, TEL-Sod. M&C; William Carradine, H-C M&C; and Leopold Lee, TEL-Sod.

Attesting to the value of this employee training is the fact that seven members of the welding classes have qualified for and have bid into welding jobs since the instruction began.

M&C. The classes meet on Tuesday and Wednesday afternoons.

The first of two Supplemental Helper Training classes began in



Welding instructors for the two basic welding courses compare notes. They are Leopold Lee, TEL-Sod. M&C, left; William Carradine, H-C M&C, center; and Len Brown, TEL-Sod. M&C.

January. The instructor is Bryant Barlow, of the Training Group. Another class got under way in late March with Mike Stewart, also of Training, as instructor. Barlow's group meets two afternoons a week during working hours.

An extensive supervisory training

(Continued on Page 7)



Bryant Barlow, standing, is instructing a Supplemental Helper Training class which meets two afternoons a week. He is shown here with the class at the opening session in January. The students are, from left, John Arnold, Charles Radcliff, Royce Sides, Robert Vaiselle, Charles McCoy, Albert Marcotte, Joseph Gouedy, Ray Zeringue, and Francis Ardoin.



Management Club Championship kneeling, Gil (offensive), Lou Stingo, (defensive coach), and Rogers.

Agrees



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Baton Rouge, La. 70821

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More New Employees Report as Hiring Program Continues on the Plant

Hiring of new employees on the Plant is continuing, although at a reduced pace in recent weeks. In this issue we introduce six new technical employees, 35 waggeroll and five clerical employees who have reported to work recently.

The new technical employees are in Manufacturing and in R&D. The other employees are in H-C Auxiliary, H-C Operations, H-C M&C, Sodium Operations, TEL General Services, TEL-Sod, M&C and Stores and Services.

Raymond Dugas joined TEL Operations as Operations supervisor in early February. He is from New Orleans and earned a BS degree in chemistry at Loyola University.

Joining the Safety Group as a safety engineer in mid-March was Leonard Guretsky. He is a native of Floral Park, N. Y., and is a graduate of Cornell University where he received BS and MS degrees in chemical engineering. He comes to Ethyl from Hercules, Inc. of Plaquemine.

Darwin Logerot was born in Alton, Ill., but graduated from Redemptorist High School here and from LSU where he received a BS degree in chemical engineering. He is in Process Design.

Joining Tech Services as a process engineer in early March was Narendra Khilnani, a native of India who came to Ethyl from the



Dugas



Guretsky



Huang



Logerot



Khilnani



Zaiko

University of Kansas, where he recently was awarded an MS degree in chemical engineering. He had previously earned a BS degree at Kansas and had also attended Georgia State University at Atlanta.

Yung-Fu Huang, a native of Taiwan, joins the Company as a new senior process development engineer in Process Development. He holds a BS in chemical engineering from National Taiwan University, an MS from the University of North Dakota and a PhD from the University of Kentucky.

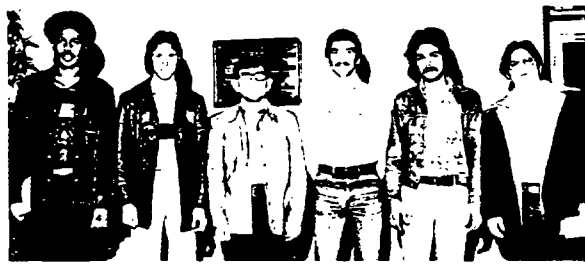
Edward Zaiko, a new research



New clerical employees arriving recently include Nancy Carter, left, and Paula Lampin, both of them were hired as typists in the Steno Pool, Stores and Services.



Other new employees reporting for work recently were Alex Guzzardo, Sam Gross, Inc., Jerry Mendoza and Willford Hunt.



Beginning their careers with Ethyl recently were, left to right, Floyd Cohn, Gary Carney, Ronald Fontenot, Everett Sanders, Jr., Johnny Pascalin and James Arceneaux.



New employees reporting for work recently were, left to right, Wilbert Whitfield, Harry Wolf, Walter Allen, Roy Landry, Warren Bailey, Jonny Barrett, Charles Ricard, Sam Butler, Jr., Leonard Minus, Louis Greenup, Jr., and Mary Baise.



Also joining the Company earlier this year here, left to right, Samuel Weems, Alan Ory, Robert Newton, Walter Miller, Richard Allen, John Arnold, Noel Wilkinson and Robert Knight.

chemist in Industrial Chemicals Research, received a BS degree in chemistry from the University of Massachusetts and a PhD from Georgia Tech.

New clerical employees joining the Company recently were Brenda Allen, Nancy Carter, Gaynell Daller and Paula Lampin, all as typists in the Stenographic Pool in Stores and Services. Richard Payne has been hired as mailroom and posting clerk in Stores and Services.



Allen



Alvey



Croft



Daller



Hoover



Payne

Here are six new clerical and waggeroll employees. Brenda Allen and Gaynell Daller are typists, and Richard Payne, Mail Room posting clerk, in Stores and Services. Vallee Alvey is in TEL-Sod, M&C, Ricky Croft is in H-C Operations and Caryl Hoover has been assigned to H-C Auxiliary.

PVC Maintenance Group Continues Good Safety

Even though there has been an increase of about 20 percent in the number of employees — and most of them new employees — in the past year PVC Maintenance Group employees continue to show excellent achievements in safety and completed March without an injury of any kind. It was the second straight month with no injuries. In fact, the group has had only one injury so far in 1977. Mike Hebert, chairman of the PVC Maintenance Safety Committee, reports that "in the nine months the new safety program has been in effect our employees have had 10 minor injuries as compared to 29 for the same period last year. This accomplishment is all the more noteworthy because of the many new employees who have done work in which they are not experienced."

The Ethyl Antiknock

Published for Employees at the Baton Rouge Manufacturing, Research & Development Center

The purposes of THE ANTI-KNOCK are to communicate:

- The accomplishments and activities of Ethyl people.
- The performance and progress of our Company.
- The value and results of teamwork at our Baton Rouge Plant.
- The continuing and increasing need for a greater appreciation of our American way of life.



PAULINE Senior



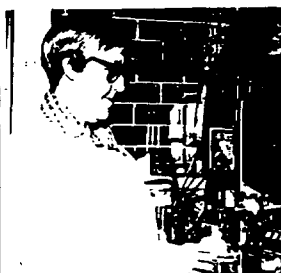
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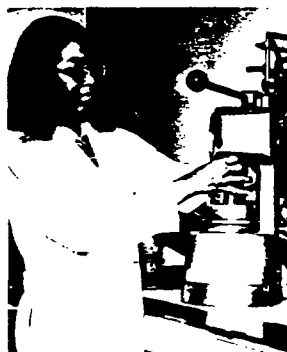
BETTY WHITT
PVC Operator



MYRLENE MOBLEY
General Accounting Clerk



PAULINE WHETSTONE
Senior Mail Clerk



JANET JONES
Research Chemist



BOBBIE STIRRAT
Purchasing Agent

Perform Variety of Jobs

A Salute to Our Women Employees -- Important Members of the Plant Team

In this issue, The Antiknock salutes the many women employees on the Plant who are filling a wide variety of jobs. They are valuable team members who contribute much to the Plant's operation. Ranging from General Services workers to R&D chemists, and from Operations employees to Purchasing agents, the jobs women fill on the Plant include many which makes successful day by day operation possible.

Space in this issue does not allow for pictures of all of the women employees. Nor are we able to include all the various types of work that these employees do. It is hoped that in a future issue real soon we can salute more of our women employees with pictures.

There are approximately 137 women employees on the Plant. Some have practical training in various crafts and job assignments. Others have college and university training for their jobs. However, regardless of their training, the contributions of all are essential.

Most of the women employees now working on the Plant are in familiar jobs in offices and in laboratories. These jobs continue to be important to the Company. On this page, however, we show women in new and different assignments on the Plant. For example, Eleanor Fielor is a process engineer in Process Design. Three other employees — Iris Hillard, Betty Whitt and Joyce Rodriguez — are representative of several women in "field" jobs that were traditionally held by men only.



JOYCE RODRIGUEZ
General Services



CATHERINE SMITH
Personnel Clerk



IRIS HILLARD
TEL Operator



ELEANOR FIELOR
Process Engineer



IVORY DILWORTH
Secretary—Operations



ETHEL DUHE
Engineering Stenographer



JIMMIE DABADIE
R&D Mathematician

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Thirty-Five Long Service Employees Wind Up Active Careers

Thirty-five employees including Joe Achord, with 40 years of service, and James Hodges, also with 40 years, whose family lived on the property now occupied by the Plant when it was purchased in 1936, began retirement on March 1 and April 1. Five of the employees began regular retirement. They are Clifton Caillouet, Charles Davis, Louis Mayers, Frank Salemi and Norman Slack. The others accepted early retirement.

The new annuitants are pictured below, along with their plant work history. We regret that a picture of Lester Cambre, Sod. Op., and Elvin Delahaye and Louis Mayers, both of TEL-Sod. M&C, were not available. Cambre, an operator, has 34 years of service; Delahaye, a steeple-jack painter, has 29 years, and Mayers, a welder, has also worked 29 years.



40 YEARS
Joseph Achord
Area Supervisor
TEL Op.
Hired 1936
Rt. 2, Box 170
Baton Rouge



36 YEARS
J. B. Alexander
TEL Planner
TEL Maint.
Hired 1940
Rt. 1, Box 187
Many



36 YEARS
Guy Haydel
Sod. Maint.
Hired 1940
942 Trammel
Baton Rouge



36 YEARS
James Gilbert, Jr.
Area Foreman
PVC Op.
Hired 1940
1979 Longwood Dr.
Baton Rouge



40 YEARS
James Hodges
Instrument Mech.
TEL-Sod. M&C
Hired 1937
Rt. 1, Box 45
Slaughter

32 YEARS
Bert Allain
Fixed Asset Clerk
Finance
Hired 1945
563 Ave "D"
Port Allen



37 YEARS
Richard Bond
Reclamation Mech.
TEL-Sod. M&C
Hired 1940
14328 Royal Oak
Ave.
Baton Rouge



24 YEARS
Ralph Hollaway
Superintendent
Power
Hired 1952
Rt. 1, Box 200A
St. Joseph



32 YEARS
William Jones
Carpenter
H-C M&C
Hired 1944
Rt. 1, Box 556K
Gonzales



30 YEARS
Jess LeBlanc
Rigger
TEL-Sod. M&C
Hired 1946
2610 Airline Hwy.
Baton Rouge



37 YEARS
Earl Brown
Supervisor
Sod. Op.
Hired 1939
2881 Groom Rd.
Baker



32 YEARS
Victor Brumfield
Operator
TEL Op.
Hired 1944
Rt. 3, Box 339
Denham Springs



34 YEARS
Floris LeBlanc
Confidential Clk.
TEL Op.
Hired 1942
9373 El Cajon Dr.
Baton Rouge



30 YEARS
Aubert Millet
Sr. Lab. Tech.
Qual. Control
Hired 1947
Rt. 2, Box 432
Geismar



29 YEARS
Almetus Reeder
Clerk
Maint. Plan.
Hired 1947
10763 Goodwood
Bldg.
Baton Rouge

34 YEARS
Clifton Caillouet
Working Leader
Power
Hired 1943
6275 St. Ann
Baton Rouge



24 YEARS
Virginia Chaney
Purch. Order Clk.
Purchasing
Hired 1953
3551 Oswego St.
Baton Rouge



37 YEARS
George Muttson
Safety Engr.
Safety
Hired 1939
1357 Stuart St.
Baton Rouge



35 YEARS
Joseph Peairs
Ironworker
TEL-Sod. & M&C
Hired 1941
Rt. 4, Box 65
Zachary



37 YEARS
Charles Davis
Operator
TEL Op.
Hired 1939
Box 55, Hwy. 19
Slaughter



30 YEARS
Fred Ruhe
Electrician
TEL-Sod. M&C
Hired 1947
1425 So. Woodhaven
Baton Rouge



32 YEARS
Frank Salemi
Sod. Serv. Mech.
TEL-Sod. M&C
Hired 1944
4276 Lorraine St.
Baton Rouge



35 YEARS
Charles Devall
Prod. Foreman
Sod. Op.
Hired 1941
1944 Sherwood Blvd.
Apartment 141
Baton Rouge



35 YEARS
Gordie Deloach
Outside Machinist
TEL-Sod. M&C
Hired 1941
5215 Hermitage Dr.
Baton Rouge



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Arthur, Sol
Lawrence, Ph
M&C.)
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International
Bourque, Sta
Alvin Higgins
serv., John V



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29 YEAR
Martin Su
Res. Assoc
R&D Serv.
Hired 1947
1742 Carl
Baton Rou



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Company, Unions Reach Agreement On Terms of New Two-Year Contracts

Agreement was reached in late February on terms of new two-year contracts between the Company and the two unions.

The new contract with the United Steelworkers of America will extend through February 24, 1979. The contract with the Allied Oil Workers Union will extend through June 1, 1979. Both wage contracts included a 6½ percent increase, effective January 1, 1977, and 50¢ per hour, effective Febru-

ary 28, 1978, plus a cost of living clause, increased shift differential pay and improved benefits.

The AOWU clerical contract provides for the 6½ per cent salary increase on base rates, effective January 1, 1977, and a \$87 per month salary increase on base rates, effective February 28, 1978, plus the improved benefits.

Pictures of the negotiating teams of Company and union personnel appear below.



Members of the negotiating teams of company and union representatives are shown in these pictures. At top the AOWU negotiation team members are, seated, Rodney Guillot, Emp. Rel.; Rosalie Agosta, Finance; Elvin Adams, H-C Op.; E. D. Mitchell, president; Robert Schmidt, manager, Emp. Rel.; President Manager William Strader; John Klock, Adm., and Clarence Underwood, H-C M&C. Standing are Harvey Whitfield, PVC Op.; Hurshall Talley, R&D Lab.; Lewis Vance, H-C M&C; Arthur Choppin, Emp. Rel.; Hugh Bourque, M&C, and John Gonce, Oper. (Not shown are Herman Huggins, H-C Aux.; Lawrence LeFeaux, III, H-C Op.; Lawrence Phillips, Qual. Cont.; Wilburn Smith, H-C Op., and Oscar Viner, H-C M&C.)

Steelworkers negotiation team members shown below are, seated, A. P. Landry, Jr., TEL-Sod. M&C; Klock; Schmidt; Milton Souler, president; Willie Dipaola, International staff representative; Strader; Percy Lorio, TEL-Sod. M&C, and Bourque. Standing are Mitchell David, TEL Op.; Gonce; Roy Tucker, TEL Op.; Alvie Higgins, Sod. Op.; Martin Johnson, PVC Op.; Mehl Smith, TEL-Sod. Gen. Serv.; John Ware, TEL-Sod. M&C, and Choppin.



Adcock



Agnew



Allen



Anderson



Brown



Ethridge



Fontenot



Gardner



Hood



Kraleman



Landry



McKenzie



McQueen



Parker



Smith



Wiegand

Promotions, Reassignments Are Announced for Several Employees

Promotions for 11 employees and the reassignment of five others were effective recently. Three of those promoted are in R&D and seven are in Manufacturing.

Effective March 21, Ronald Fontenot transferred from Process Evaluation to Purchasing and Traffic at the Tower where he will serve as manager, Fuel and Power, reporting to Bryan Landry, manager, Corporate Energy and Feed Stock Supply.

Karl Wiegand was promoted in February to senior research associate in Pioneering Research, and Robert Allen advanced to supervisor in Process Development.

In Manufacturing, Charles Gardner has transferred from TEL Operations to Stores and Services as acting assistant supervisor. When James H. Starnes retires later this year, Gardner will assume the position of supervisor, General Services and H-C Auxiliary.

Gary Ethridge, who has been acting supervisor in Industrial Engineering, was recently named supervisor.

Effective March 1, Lucille McQueen was promoted to the position of Public Relations correspondent and secretary.

James Brown has been promoted to shift coordinator in "C" Group, TEL Operations.

Also in Manufacturing, Charlotte Hood was promoted from shipping clerk typist in Production Planning to secretary in TEL Operations.

Two foremen in PVC Operations—Herman Kraleman and Thomas Landry—have been promoted to area foreman, with Kraleman going to "A" Group and Landry to "D" Group.

Also, Jimmie McKenzie has been promoted to painter foreman in H-C M&C.

In Manufacturing reassignments, Michael Parker transferred from Engineering I Am. Pl., to Industrial Engineering as a standards analyst.

In R&D Billy Adcock and Samuel Agnew transferred to the Industrial Chemicals Division at the Tower. Adcock as products supervisor for aluminum alkyls, and Agnew as products supervisor for agricultural chemical intermediates.

Also Dr. Robert Smith has transferred to the Department of Toxicology and Industrial Hygiene at the Tower as environmental chemist.

An incoming transfer is Larry Anderson, from Houston Engineering Services to Process Development.

Retirements Continued - - -



31 YEARS

Andrew Sholar
Fixed Asset Clk.
Finance
Hired 1945
Rt. 6, Box 84
Baton Rouge



33 YEARS

Norman Slack
Operator
H-C Op.
Hired 1943
5823 Lancaster St.
Baton Rouge



29 YEARS

Martin Smith
Res. Associate
R&D Serv.
Hired 1947
1742 Carl Ave.
Baton Rouge



38 YEARS

Caltie Spiller
Prod. Foreman
TEL Op.
Hired 1938
1685 Duchess Dr.
Baton Rouge



37 YEARS

Wilton Vickers
Gen. Serv. Foreman
TEL Gen. Serv.
Hired 1939
5680 Groom Road
Baker



32 YEARS

Thomas Swearingen
Pipewriter
H-C M&C
Hired 1944
Box 171
Pride



Service Anniversaries

30 Years



Max Lea
Power



William Sicard
TEL Op.



Rudolph Boeneke
H-C M&C



Robert Boudreaux
Finance



John Fontenot
TEL-Sod. M&C



Ulrich Giler
TEL Maint.



Irvin Head
Prod. Sch. & Dist.



Dantes Keller, Jr.
TEL-Sod. M&C



Robert Kling, Jr.
Finance



Charles Pearce
TEL Maint.

Max Lea and William Sicard Both Have Forty-Year Service Achievement

Two long-time employees who reached the 40-year mark in Company service on the Plant in April head a large contingent of employees observing long service anniversaries during March and April. Maxwell Lea, Power, and William Sicard, TEL Op., both have seen and been a part of many changes at the Plant since they began work here in 1937 in Con-

struction. Lea is now effluent control supervisor in Power and Sicard is a working leader in TEL Operations.

Also observing anniversaries are six employees with 35 years of service, 10 with 30 years, seven with 25 and four with 20 years of service. In addition, one employee completed 15 years of service and 15 completed 10 years of service.

35 Years



S. K. Curry
TEL Op.



Belmont Hime
H-C M&C



Alvin Huhbs
Emp. Rel.



Benjamin Karns, Jr.
Qual. Cont.



Wilbur Paulk
PVC Op.



Arnold White
Power

Pictures Not Available

Pictures of several employees who observed service anniversaries in March and April were not available. They are: 30 Years—Andy Keating and Harding Lacey, both of TEL-Sod. M&C; Roosevelt Dupuy, H-C M&C; Okey Broussard, Roy Gibbons and Leroy Fortenberry, all of R&D Lab. 25 Years—Robert Taylor, Finance and John Chapman, TEL-Sod. M&C.

Employee Son Named Most Valuable Player On Basketball Teams

Being named to the Top 24 All-Tournament team and the prediction that he will be a high school All-American basketball player are



Dorothy Ayde
Patents



Robert Cantrell
TEL-Sod. M&C



Franklin Conrad
Ind. Chem. Res.



Eugene Travis
Econ. Eval.

Other Awards

15 Years

Dora Brown, Emp. Rel.

10 Years

Robert Allen, Proc. Dev.
William Cathey, Jr., Sod. Op.
James DeLach, Sod. Op.
Barbara Graner, Safety
James Kuo, Proc. Dev.
Kenneth LeBlanc, H-C M&C
Larry LeJeune, TEL-Sod. M&C
Hector Preseln, Proc. Des.
Lynn Parker, PVC Qual. Cont.
John Reimond, TEL-Sod. M&C
Andrew Rushing, TEL-Sod. M&C
Charles Salaw, Stores & Serv.
Lawrence Walker, PVC Op.
Julius Webb, PVC Op.
Achille Young, PVC Op.

the latest honors to come to Howard "Hi-C" Carter, the 15-year-old son of Howard Carter, PVC Op. "Hi-C" is 6-feet 4-inch tall, and was a Junior AAU All-American when he was in the seventh grade. He is the center on the Redemptorist High School team, which won the State AAA championship in Lake Charles in early March. Only a sophomore, he was chosen most valuable player on both the All-State and District Six-AAA All-Star teams.

He averaged 17 rebounds a game and shot a sizzling 66 percent from the field while averaging 25 points a game in district competition before the Redemptorist Wolves advanced to championship playoffs.

His coach, Rick Huckabay, has predicted that Howard will be the school's first All-American.

His mother is a practical nurse at Baton Rouge General Hospital.

25 Years



Dorothy Ayde
Patents



Robert Cantrell
TEL-Sod. M&C



Franklin Conrad
Ind. Chem. Res.



Eugene Travis
Econ. Eval.



Harvey Whitfield
PVC Op.

20 Years



Richard Ashby
R&D Serv.



Samuel Johnson
TEL-Sod. M&C



Lyndell Reeves
Patents



Gordon Taylor, Jr.
TEL-Sod. M&C

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An Editorial

Steel Firm Says Pollution and Unemployment Are Dirty Words!

Editor's Note: Recently in an ad in "Time" Magazine entitled "Pollution is a Dirty Word — So is 'Unemployment,'" Bethlehem Steel Corporation stated that, "We believe the national interest now requires that we face up to the dual necessity of preserving our environment while at the same time assuring economic progress." Since that advertisement reaffirms what The Antiknock has emphasized repeatedly previously, we are pleased to present excerpts from it, along with additional comments as to how this philosophy applies to our own company, Ethyl.

The Bethlehem ad begins with a statement that "All of us want to live in a clean environment, as free from pollution as possible. And all of us want to live in a prosperous America, with jobs enough for everyone."

It continues: "So far, Bethlehem has spent \$400 million to clean up a major portion of the pollutants from the water and air we use. In an effort to meet the existing laws and regulations we have many more projects under way or anticipated in the near future."

"... We may be faced with spending hundreds of millions more to try to remove the last traces of pollutants. We do not believe that this will be money well spent. Attempting to remove the last increment of pollution involves new and uncertain technology—an attempt which will consume a considerable amount of scarce energy and natural resources."

The statement above certainly applies to the actions of the Environmental Protection Agency in respect to automobile emissions. Changing and in many cases unnecessary regulations, which EPA has forced on car manufacturers and refineries have increased the cost of cars to everybody. More alarming, however, is the fact that many of these regulations have actually been unnecessary and certainly not worth their cost to the automotive and petroleum industries and the public since they have added very little to what has already been accomplished in improved auto emissions.

"We are faced as a nation with troublesome alternatives," the editorial continues. "Do we continue our headlong rush to implement some of the air and water cleanup standards that have yet to be proved necessary—or even sound—or shall we give equal consideration to jobs, our energy requirements, capital needs, and other demands for social priorities?"

The Bethlehem question above is very similar to one asked in an editorial in The Antiknock back in 1975. Referring to the heavy expense of water and air pollution abatement at the Baton Rouge Plant, the editorial pointed out that when projects currently in progress, or to be completed in 1977, the cost of these projects at the Plant alone will exceed \$16 million. (New regulations added since then has pushed that \$16 million figure past the \$24 million mark. This investment in environmental projects now averages out to more than \$8,000 for every employee on the Plant!)

The Antiknock editorial in 1975 emphasized that "Everyone deserves a healthful environment and Ethyl is committed to providing the best practicable methods for assuring clean air and water discharges." It also pointed out that "the intent of the federal law is to require additional controls beyond 1977 that will provide little or no benefits beyond what will already have been accomplished. As citizens we need to decide 'how clean is clean enough?' As taxpayers we should ask 'are we getting our money's worth?', and 'couldn't some of this seemingly excessive demands for funds be spent to better advantage as job-producing capital?'"

In his recent budget review with Manufacturing supervision Resident Manager Bill Strader pointed out that by the time the Plant is in compliance with existing regulations, EPA comes up with new and more stringent regulations that require considerable additional expense, manpower and time to meet. He felt that these increasing regulations, if they go unchecked, could threaten the very life of industry.

Also, in his review of Company business at the recent Management Conference here President Bruce Gottwald pointed out that Ethyl will spend about \$70 million to comply with EPA and OSHA regulations in the '70s. "However," he said, "a big problem is that each time the EPA comes out with a new regulation it is always just beyond the grasp of industry."

As Bethlehem says, our national interest does require that we face up to the dual necessity of preserving our environment while at the same time assuring economic progress. Pollution and unemployment are both dirty words! Maybe this basic fact will eventually get to Washington!

Safety Program 'Pays Off' for Employees



Safety paid off \$50 each to six lucky employees of Group V of the TEL Maintenance Safety Committee and an hour's flying time to another member. After Group V was awarded \$300 by the Committee for having the most improved safety performance in the last quarter of 1976, members of the 43-man group of carpenters, insulators, ironworkers, sheetmetal workers and welders voted to conduct a drawing to award six \$50 prizes. Winners of the \$50 drawings are, left to right, standing, Boyd Devall, Henry Ognibene, Cary Bayham, Charles Bourgeois, and Rhett Carter. Sitting, left to right, are Barney McAdams, chairman of Group V, and John Sumrall.



Earlier this year, safety paid off for June Dahadie, secretary to Resident Manager William Strader. She won \$25 for the most bonus points awarded by the Self Starter Safety Committee for home safety inspections and injury prevention during the last quarter of 1976. She also won the \$15 top award in a safety jingle contest conducted by the Committee. Here June, right, receives the awards from Committee Chairman Barbara Mitchell.



Douglas Reynolds, right, of Tigerland Aviation, donated the plane and fuel for a two-hour flight as a safety award for the TEL Maintenance Safety Committee. Chairman James Whitaker, who piloted the plane, is shown at left, with Gary Duncan, the winner in the center. Also on the flight with Gary were his wife, Tamara, and her mother, Mrs. Rene Bello.

Variety of Training —

(Continued from Page 1)

ing program is also underway. Included are off-plant training of superintendents and supervisors and foremen training, the latter with Joe Gilbert and Martha Watson, both of Training, handling the instruction. This foreman training will be followed up with considerable additional training in the field through line organization.

The training for superintendents and supervisors is being conducted by outside specialists working with the Training Group, Furr stated.

Heads Committee

Eugene Pontil, superintendent, Sod. Op., has been appointed chairman of the Plant's Central Safety Committee. He succeeds Ralph Parker, superintendent, PVC M&C, who has held the post since 1974.



Included in the extensive training now underway, or soon to be started on the Plant, is foremen training in the field through line organization. Here Superintendent Ralph Parker, back to camera, conducts a kickoff orientation training session for supervisors and foremen in PVC Maintenance. From left are John Lee, supervisor; Foremen Ernest Dawson, Edward Schafer, Donald Hughes, Richard Herrin and J. D. Joseph, and Bryon Thibodeaux, area maintenance engineer.



Rich Giller
L. Maint.



Les Pearce
L. Maint.



the Travis
n. Eval.



Whitfield
C. Op.



Johnson
Sod. M&C



Gordon
Sr. Jr.
Sod. M&C

- In Memoriam -

Death has claimed two employees and eight annuitants in recent weeks. One of the annuitants was Clarence Levy, Sr., one of the first employees hired here when construction began on the Plant in October 1936. Following are obituaries on each.

Arthur K. Barton

Annuitant Barton, 61, died March 18 at Our Lady of the Lake Hospital. Funeral services were held on March 19 at Rabenhorst Funeral Home, with burial in Roselawn Memorial Park. He is survived by his wife, mother, two sons and two sisters. He began work in Sodium Operations in June 1941 and was an operator there when he began early retirement in February of 1976.

Joe Corsentino

Annuitant Corsentino, 79, died at Hillhaven Nursing Home, February 10. Funeral services were held Sacred Heart Catholic Church. Surviving are a daughter, two sons, two sisters and two brothers, one of whom is Sam Corsentino, TEL Op. He was hired in November 1936 and was a pipefitter in TEL-Sod. M&C when he began early retirement in February 1962.

Gregory Holloman

Holloman, 27, died on March 7 as a result of gunshot wounds. Religious services were held March 10 at New Sunlight Baptist Church, with burial in the National Cemetery at Port Hudson on March 11. He is survived by his mother, father, two daughters, a son, two brothers and a sister. He was hired in October 1972 in TEL General Services, the group to which he was attached at his death.

Edward Huff

Annuitant Huff, 68, died March 15 at Yuma, Ariz. Funeral services were held March 18 at Rabenhorst Funeral Home, with burial in the Mount Vernon Methodist Church Cemetery near Gloster, Miss. Survivors include his wife and a son. He began work on the Plant in 1940 as a welder in Construction. He was a welder in TEL-Sod. M&C when granted P&T benefits in August 1959.

Lawrence Lambert

Annuitant Lambert, 73, died March 31 at Baton Rouge General Hospital. Funeral services were

held April 2 at Holy Rosary Catholic Church in St. Amant, with burial in church cemetery. He is survived by his wife, three brothers and one sister. He began work in November 1943 and was an operator in Sodium Operations when he began early retirement in September 1959.

Clarence Levy, Sr.

Annuitant Levy, 69, died February 6 at the Veterans Hospital in Alexandria. Religious services were held on February 10 at Ebenezer Baptist Church, with burial in Port Hudson National Cemetery on February 11. He is survived by his wife, one daughter, four sons, one of whom is Clarence Levy, Jr., PVC Op., and one sister. Among Levy's first jobs when he was hired in October 1936—the month that construction of the Baton Rouge Plant began—was gathering corn that remained in the field on the property now occupied by the Plant. He retired as a utility driver in TEL General Services in January 1973.

Arthur Limper

Limper, 54, died March 28 at Baton Rouge General Hospital. Funeral services were conducted March 30 at Welsh Funeral Home, with burial in Mount Evergreen Cemetery in Millstadt, Ill. He is survived by his wife, a daughter, a son and a brother. He began work on the Plant in July 1947 as a chemical engineer and was superintendent, Financial Controls, R&D, at the time of his death.

Arthur McDempsey

Annuitant McDempsey, 76, died at Rhodes Spedale Hospital in Plaquemine on March 28. Funeral services were conducted at Wilbert Funeral Home, Plaquemine, on March 30, with burial in Grace Memorial Park there. He is survived by his wife, five daughters, and two sons. He was working in the Laundry when he retired in February 1962.

John Powell

Annuitant Powell, 58, died February 18 at the Veterans Hospital, Alexandria. Funeral services were held February 24 at Little Rock Baptist Church, with burial in Port Hudson National Cemetery. He is survived by his wife, a son, seven sisters and three brothers. He was hired in 1945 and was in TEL Gen-

Ethyl-Sponsored JA Companies End Year



The two Ethyl-sponsored Junior Achievement companies have recently been liquidated after providing business training to their members during the school year. Above, Volunteer Advisers Jack Ritchie, standing at left, and Leo Broders and Joe Pulito, at right, are shown with members of JA WORKERS OF AMERICA. Ritchie and Broders are in Industrial Engineering and Pulito in PVC Operations. Below, Advisers David Stephenson and Roy Hackley, both of Engineering, and Gary Ragin, Tech. Serv., are shown with members of the ETC company. The students learned how to form their own companies, sell stock, select, package and sell products and operate their companies before winding up the annual business training project through liquidation. This was the 21st year that Ethyl has sponsored JA companies and supported the program in Baton Rouge.



eral Services when he was granted permanent and total disability benefits in June 1963.

Roy Rush

Annuitant Rush, 68, died February 10 at his residence on Gordon Street. Religious services were held at Star of Bethlehem Baptist Church on February 14 with burial in Southern Memorial Gardens. He is survived by his wife, and two children. He was hired for work in Sodium General Services in January 1947. He retired in September 1974.

We regret that recent pictures of Arthur McDempsey and John Powell were not available for their obituaries.

'Chuck' Averill Dies

A well-known former employee on the Plant, Charles "Chuck" Averill, 72, died in Hattiesburg, Miss., on March 22. Funeral services were conducted at Holy Family Catholic Church in Port Allen on March 25, with entombment in St. John Mausoleum, Brusly. He is survived by a daughter, son and brother. He worked in Purchasing and Electronic Applications on the Plant and in Central Systems and Data Processing at the Tower for many years before his retirement in 1970.



Barton



Corsentino



Holloman



Huff



Lambert



Levy



Limper



Rush



Vol. 39, No. 3

The Antiknock
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Vol. 39, No. 3

May-June, 1977

The Antiknock Spotlights

Energy Conservation Becomes a New Way of Life for Everyone

Energy Conservation

Everyone Can Contribute to Program To Conserve Energy Use on the Plant

Editor's Note: In the summer of 1973 and again in the spring of 1975, The Antiknock reported on our Plant Energy Conservation Program. The goal then was, and is now, to reduce energy use with a corresponding reduction in energy costs. This latter goal has been a hard task since inflationary cost increases have "dogged" the cost reduction effort almost from the beginning. In this "energy issue" we present a brief update on what has been done on the Plant and how each employee can help in his everyday job.

"Not enough of us are energy-minded and we do not practice energy conservation enough on the Plant."

That's what Resident Manager Bill Strader indicated in a recent review of achievements in energy conservation and, equally important, the progress in energy cost reduction.

While energy conservation efforts began on the Plant earlier, the energy problem started receiving top attention in 1973—the year of the Arab embargo which spotlighted not only the energy shortage, but this nation's dependence on petroleum imports for that energy. Since that time an active energy conservation program has been practiced on the Plant.

The goal in 1973 was a reduction of at least 10 percent in energy use on the Plant, which would represent an estimated million dollars or more in savings at that time. That dollar saving goal almost immediately received a severe jolt when energy inflationary costs started going up in 1974. This spiraling of costs has continued in the years since.

The goal now is to achieve, by 1980, annual savings of 1.3 trillion BTUs (British Thermal Units). Resident Manager Strader estimated that, through last year, projects representing savings of about 350 billion BTUs had been completed, and that items under construction

or study represent additional savings of about 1,200,000 BTUs.

"We must become more energy minded on this plant," he stated. "We are just not doing the things we must do to make our energy conservation efforts achieve the maximum results."

Here are things in which all of us can help:

- Turning off lights when not needed.
- Turning off hoses and faucets when not in use.
- Reporting and repairing steam leaks and other utility leaks.
- Shutting down spare equipment when not needed.
- Constantly looking for ways to reduce energy consumption.

Among areas in which utility savings have been achieved in the past are in repair of steam leaks and steam traps plantwide, insulation of piping, improved combustion efficiency in the H-C and TEL

(Continued on Page 5)



Here are two examples of things that employees can keep on the lookout for to help reduce energy losses and costs on the Plant. Be sure to report any steam leaks, such as shown above, or any other utility losses that you observe. Also do not leave faucets or hoses running such as the one Power Supervisor Herschell Kelley is illustrating in the picture at right above.



The Cover

On the cover and at bottom left on this page are examples of energy waste on the Plant and what can be done to correct them. The top two pictures on the cover illustrate how faucets left running needlessly can add considerably to water use. At right John Dupuy, Fire Inspector, turns off the faucet. In the bottom two pictures a steam leak is noted at left and at right Abby Campo and David Bennett, pipefitters in TEL-Sod. M&C, demonstrate how proper operation and regular maintenance of steam traps is an important part of our energy conservation program on the Plant. As noted at the bottom of this page defective steam traps should be reported, and water faucets and hoses either turned off or reported. Remember, a steam leak or a running hose can, if multiplied plantwide, add considerably to our energy consumption and costs.

Energy Conservation

Industry Leaders, Others Comment on President Carter's U.S. Energy Program

On April 20 President Carter outlined his energy program in a nationwide speech. In presenting the program he emphasized that, "it will demand the best of us, our vision, our dedication, our courage and our sense of common purpose. The alternative may be a national catastrophe."

Since his speech, discussion of the program, and of energy in general, has been widespread and varied. Here are just a few selected comments by oil industry leaders and others.

C. C. Garvin, Jr., board chairman of Exxon Corporation, said the energy message is "an important step toward more effective energy policy in the United States."

He said that energy conservation is something every citizen can do something about. However, he emphasized that energy conservation alone would not do the job and that new supplies are needed as a part of a total, comprehensive attack on the energy problem. For this reason, he would have liked more emphasis in the President's message on the incentives needed to develop supplies.

John Swearingen, chairman of Standard Oil Company (Ind.), said the presidential price proposal would leave the industry with "even less money available for exploration and development than is the case under current law." He said "Standard of Indiana is convinced that there is much more oil and natural gas to be discovered in the U. S."

He named Alaska and the Outer Continental Shelf, deep drilling onshore and new recovery methods as potential contributors to a new oil supply, but only if "the price received by producers exceeds the cost of exploration and production. These supplies would be expensive, but less expensive than paying tribute to OPEC (Oil Producing and Exporting Countries).

Frank Ikard, president of the American Petroleum Institute, said "We commend the leadership of President Carter in bringing the nation's energy situation into focus. The country's energy problem is serious. We concur with the President that conservation is an essential ingredient of a sensible national policy."

Space prevented the use of considerable additional prepared material on energy conservation, including tips on energy-saving operation of vehicles, a "bird's-eye" view of the world's proven reserves of oil and gas and how Ethyl and the oil industry is helping to reduce energy conservation. We plan to include most or all of this material in future issues.

Energy Update

As this "energy" issue went to press, Congress was continuing to work toward establishing an energy department, the Republicans were saying that the U. S. can produce plenty of energy if the government allows greater incentive and a Gallup Poll shows that "if Americans were taking an examination on the energy problem, many of them would flunk." The poll showed that only half of the Americans know that we must import oil to meet demands and, of these, only a third know that our imports were filling 47 percent of our demand in the first three months of this year.

The "Oil and Gas Journal" pointed out in an editorial that "President Carter has finally jolted Americans out of their complacency about the nation's energy prospects. But having done so, he offered an energy program that tackles only one side of the problem—demand—while failing to address adequately the other side—supply."

"He expects coal to provide an increased share of the future energy supply. But failure to resolve conflicts of energy and environment surely will prevent significant growth for this abundant resource. The same conflict will continue to stand in the way of a speed-up of drilling in new areas of the Outer Continental shelf, generally regarded by the industry as the brightest hope for yielding a big new supply," the editorial emphasized.

The Morning Advocate said editorially that "environmental-

(Continued on Page 7)

Ten New Employees Join Company

Ten new employees reported for work on the Plant in late April and in May. Included were a new Traffic superintendent for the Plant, three new technical employees in R&D, four waggeroll men and two clerical employees.

The new Traffic superintendent on the Plant is Dan Meade. He attended the School of Advanced Traffic in West Monroe and Baton Rouge. He is a native of Alexandria and succeeded Harry Roethe, who resigned from the Company.

Several additional R&D technical employees reported in June. These new employees will be pictured in the next issue. Included are Paul Bauer, Jr., Dennis Blalock, William Moehle, Douglas Richards, John Street, William Street, Dustin Thomas and Robert Whiteley.

Beginning work as a chemical engineer in Process Design was Robert Kenny, from Hillsdale, N. J. He received a BS degree in chemical engineering from the University of Massachusetts.

Curtis Eng is a new development engineer in Process Development. He received a BS in chemical engineering from the University of California and an MS from the University of Massachusetts.

Gary McKinnie began work as a research chemist in Chemical Research. He was born in Farmerville and received a BS in chemistry from Northeast State University at Monroe and a Ph.D. from LSU. He has done post-doctoral work at the University of Georgia and the University of Illinois.

The two clerical employees are Lynda Branch, a keypunch opera-



Eng



Kenny



McKinnie



Meade

tor in Finance, and Barbara Lastrapes, a typist in the Steno Pool.

Wageroll employees joining the Plant work force were John Fountain, Spencer Robinson, Lionel Sims and Elvin Watts, all of whom are working in TEL-Sod. M&C.

Safety Pays Spurlock



Donald Spurlock, H-C M&C, left, recently won a \$50 top award in a safety drawing conducted by the H-C Maintenance Safety Committee. He won in a drawing of the names of 160 H-C employees who had no time-losing injuries on or off the Plant during the recently completed quarter. Foreman Rudolph Boenecke presents the \$50 check to Spurlock. Another recent winner was Glen Dungen, M&C Adm., who won \$40 in a Self-Starter Safety Committee contest.



Above and below are pictures of new waggeroll employees who have been hired recently. Above are John Fountain, Lionel Sims and Spencer Robinson. Below is Elvin Watts who, like the other three, have been assigned to TEL-Sod. M&C.

Elvin Watts



Two new clerical employees who began work here recently are Lynda Branch, left, a keypunch operator in Finance, and Barbara Lastrapes, a typist in the Stenographic Pool.



Ten advanced university students and one professor, representing seven universities, are receiving practical training on the Plant through the Summer Technical Training Program. Shown, left to right, are A. J. Robichaux, supervisor of Recruiting, R&D; George Charron, Proc. Dev.; Harold Basdekis, Proc. Eval.; Catherine Holm, Appl. & Cust. Serv.; David Hokanson, Tech. Serv.; Terry Thompson, R&D Serv.; Cecil Loechelt, III, Proc. Des.; Ellen Dial, Proc. Dev.; Richard Ulrich, Tech. Serv.; Dr. Edward McLaughlin, Proc. Dev.; Donald Johnson, Eng., and Timothy Johnson, Chem. Res.

Technical Training Program Continues

The annual technical training program is continuing on the Plant this summer. Eleven temporary employees, headed by Dr. Edward McLaughlin, LSU professor of chemical engineering, are participating in the program.

Dr. McLaughlin, who is assigned to Process Development for the summer, is spending his sixth summer on the Plant as a participant in the program. Others are advanced students at various universities. The group this summer includes three temporary female students.

Those participating, their schools and plant assignments, are Harold Basdekis, University of Mass.—Proc. Eval.; George Charron, LSU—Proc. Dev.; Ellen Dial, Okla. State—Proc. Dev.; Catherine Holm, LSU—Ind. Chem. Res.; David Ho-

kanson, Rice—Tech. Serv.; Donald R. Johnson, Southern University—Eng.; Timothy Johnson, LSU—Chem. Res.; Cecil Loechelt, II, LSU—Proc. Des.; Terry Thompson, Loyola—R&D Serv., and Richard Ulrich, Texas—Tech. Serv.

Energy Conservation

Legs vs Wheels!

Would you like to burn less fuel, store less fat and have more funds left after paying the bills? Then try pushing your gas pedal less and your legs or bike pedals more.

A bicycle is the most energy-efficient machine for moving people through space, says Dr. Jeffrey Milstein of the Federal Energy Administration. Driving cars, he reports, burns more fuel than any other single thing the average consumer does.

But that isn't the only way our cars can help us run out of gas. They can contribute to an inactive life-style which leaves us feeling drained and dragged out.

Appropriate exercise can help burn fat while saving fuel. Evidence indicates that weight loss through a combination of sound diet and exercise tends to zero in on undesired excess fatty tissue, in contrast to a greater loss of vital active body tissue through dieting alone.

It's wise to check with your doctor before beginning any program of unaccustomed physical activity. But most of us could begin by walking when we can and driving when we must.

Gets College Degree

Willie Smith, laboratory assistant in the R&D Lab., was awarded a BS degree in accounting by Southern University in May. He began work on the Plant in July 1972, and in September of that year started his work toward the degree by swapping shifts with his fellow employees in order to go to classes. Later he began straight day work in H-C Auxiliary which allowed him to attend night classes.



Seventeen Complete Welding Course



Seventeen employees recently completed an eight-month Basic Welding Course on the Plant. Graduation ceremonies, at which most of the 17 were presented certificates, were held in May. Shown with the "graduates" above are the three instructors—Len Brown, William Carradine and Leopold Lee. From left are John Langlinas, Michael LeBlanc, Eddie Williams, Felix Orihuela, Wilton Lipscomb, Lee, George Ramirez, Jr., Brown, Richard Erwin, Carradine, Barney McAdams, Marvin Price and Thomas LeBlanc. Not present were Larry Bourgeois, Leslie Depew, David Humphreys, Glen Soltau and James Stott. Mike Stewart, Training, was course coordinator. Others participating in the graduation ceremonies were Hugh Bourque, manager, M&C; Rex Conrad, superintendent, M&C Adm., and Training Supervisor John Furr.

Eagle Scouts



Two sons of employees have recently received the coveted top Scout honor, their Eagle Scout Badges. They are Robert, left, son of Gene Robinson, Chem. Res., and Eugene, Jr., son of Eugene Pont, Sod. Op. Both are members of Troop 12, which is sponsored by the Lady of Mercy Catholic Church.

Retirer Se

Thirteen 40s, began Lapeze, Jr., regular retir The new history and : nayder, Sod. months, was

30 YEAR

Walter Bab Stores Clerk Stores & Se Hired 1947 Box 212 Husky



28 YEAR

Ellie Holden Welder TEL-Sod. M& Hired 1949 2518 Chantal Ave. Denham Spri



36 YEARS

David McNeil Operator H-C Op. Hired 1941 Rt. 2, Box 5- Greensburg



30 YEARS

Robert Whitting Operator H-C Op. Hired 1946 2131 Alameda Dr. Baton Rouge



Retirement Begins for 13 Long Service Employees on the Plant

Thirteen employees, most of whom began work on the Plant in the 1940s, began their retirement May 1 and June 1. Two of the 13—John Lapeze, Jr., TEL-Sod. M&C, and David Moses, TEL Gen. Serv., began regular retirement while the others accepted early retirement.

The new annuitants are pictured below, along with their plant work history and home addresses. We regret that a picture of John Schexnayder, Sod. Op., who has been off from work on disability for several months, was not available.

30 YEARS

Walter Babin
Stores Clerk
Stores & Serv.
Hired 1947
Box 212
Brusly



34 YEARS

Rudolph Brown
Pipefitter Layout
H-C M&C
Hired 1942
Rt. 1, Box 499
Gonzales



34 YEARS

Allen Desaele
Elect. Foreman
H-C Maint.
Hired 1943
Rt. 2, Box 18-A
Independence



34 YEARS

Dallas Jones
Working Leader
TEL Op.
Hired 1942
Rt. 1, Box 22
Livingston

28 YEARS

Ellie Holden
Welder
TEL-Sod. M&C
Hired 1949
2518 Chantulane
Ave.
Denham Springs



32 YEARS

Tommie Howze
Dev. Lab. Asst.
R&D Lab.
Hired 1944
3463 Juban Ave.
Baton Rouge



28 YEARS

John Lapeze, Jr.
Outside Machinist
TEL-Sod. M&C
Hired 1948
Rt. 2, Box 137
Baton Rouge



34 YEARS

Woodrow McDonald
Mech. Foreman
Gen. Maint.
Hired 1942
Rt. 2, Box 5-B
Zachary

36 YEARS

David McNeil
Operator
H-C Op.
Hired 1941
Rt. 2, Box 5-C
Greensburg



33 YEARS

David Moses
Bldr. Attnd.
TEL Gen. Serv.
Hired 1944
1444 Oriole St.
Baton Rouge



36 YEARS

Frank Taylor
Welder
TEL-Sod. M&C
Hired 1940
1635 North 27th St.
Baton Rouge

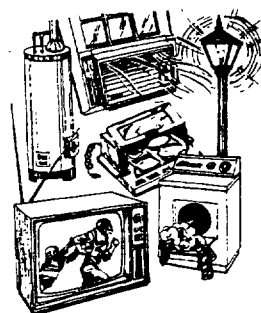


30 YEARS

Robert Whittington
Operator
H-C Op.
Hired 1946
2151 Alameda Dr.
Baton Rouge



Where does your home energy dollar go?



ACTIVITY	ESTIMATED USE (kwh or gal)	ENERGY COST (\$/kwh or gal)
LIGHTING		
General household	1 kwh/day	16¢/day
Outside gas light, single mantle	1/2 kwh/day	8¢/day
FOOD PREPARATION		
Refrigerator, electricity for normal usage	1 kwh/day	16¢/day
Electricity required for hot water for required hot water (100 gal.)	1/2 kwh/day	8¢/day
Freezer - manual, 18 cu. ft.	1 kwh/day	16¢/day
Freezer - automatic, 18 cu. ft.	1 kwh/day	16¢/day
Microwave oven, 900 w.	1/10 kwh/day	1.6¢/day
Oven, electric, self-cleaning feature	1 kwh/day	16¢/day
Oven, gas, self-cleaning feature	1/10 kwh/day	1.6¢/day
Range, electric	1 kwh/day	16¢/day
Range, gas - total usage	1/10 kwh/day	1.6¢/day
Wash clothes (100 lbs./load)	1/10 kwh/day	1.6¢/day
Refrigerator - manual, 18 cu. ft.	1 kwh/day	16¢/day
Refrigerator - automatic, 28 cu. ft.	1 kwh/day	16¢/day
Refrigerator - manual, 18 cu. ft.	1 kwh/day	16¢/day
Refrigerator - gas	1/10 kwh/day	1.6¢/day
Wash clothes	1/10 kwh/day	1.6¢/day
LAUNDRY		
Electric dryer, electric	3 kwh/day	48¢/day
Gas dryer, gas - total usage	1/10 kwh/day	1.6¢/day
Washing machine, cold water (50 gal.)	1/10 kwh/day	1.6¢/day
Washing machine, hot water (50 gal.)	1/10 kwh/day	1.6¢/day
Water heater, electric (100 gal. of water)	1/10 kwh/day	1.6¢/day
Water heater, gas (100 gal. of water)	1/10 kwh/day	1.6¢/day
Water heater, gas (100 gal. of water) - minimum hot water (100 gal.)	1/10 kwh/day	1.6¢/day
COMFORT		
Air conditioner, manual, electric (20,000 Btu/hr, EER = 7)	1/10 kwh/day	1.6¢/day
Air conditioner, manual, gas (20,000 Btu/hr, E.P.P. = 8.5)	1/10 kwh/day	1.6¢/day
Air conditioner, manual, electric (12,000 Btu/hr, EER = 5)	1/10 kwh/day	1.6¢/day
Air conditioner, manual, gas (12,000 Btu/hr, E.P.P. = 8.5)	1/10 kwh/day	1.6¢/day
Pool heater, gas, total usage	1/10 kwh/day	1.6¢/day
Pool heater, gas, minimum hot water (100 gal.)	1/10 kwh/day	1.6¢/day
Pool heater, gas, minimum hot water (100 gal.)	1/10 kwh/day	1.6¢/day
Pool heater, gas, minimum hot water (100 gal.)	1/10 kwh/day	1.6¢/day
Pool heater, gas, minimum hot water (100 gal.)	1/10 kwh/day	1.6¢/day
ENTERTAINMENT		
Radio - transistor	1/10 kwh/day	1.6¢/day
TV - black and white	1/10 kwh/day	1.6¢/day
TV - color	1/10 kwh/day	1.6¢/day
TV - hi-fi stereo system	1/10 kwh/day	1.6¢/day

NOTE: Some data may vary. Applies to all entertainment appliances.
EDITOR'S NOTE: Estimated use figures provided by Pacific Gas and Electric Co., San Francisco, California.
*Based on the highest half cost.

Energy Conservation

A Lot of Energy Can Be Saved at Home

In calling for a major combined effort on energy conservation in his energy message to the American people, President Carter emphasized that conservation of energy in the home was a major requirement. What about you—can you and your family accomplish energy saving at your house?

Most experts say a big loud "Yes!"

The chart above tells where your home energy dollar goes. It's from "Texas Energy and Mineral Resources," published by Texas A&M University. Also below are some ideas and suggestions for cutting down on those energy dollars.

- The cooks who keep opening the oven door to check on food are among the biggest energy wasters, according to the National Bureau of Standards.
- Place window air condition units on shady side of the house or shade them from the sun. Keep grills and filters clean. Also, in cooling each degree cooler than 78 degrees uses much more energy.
- Ceramic, glass and stainless steel dishes retain heat better than other materials. When baking with these dishes, the oven can be lowered 25 degrees.
- Check door gaskets on refrigerators and freezers.
- Load dishwasher completely each time to cut down on number of loads.

Annuitant Stays Active With Plants



Growing garden plants has long been the hobby of Annuitant Owen "Pope" Franklin who lives at 3560 Oswego Street here in Baton Rouge. A recent visit shows that he is continuing, although on a reduced scale. At left he is shown with a variety of garden plants which he sold earlier in the spring. At right he is using VisQueen as a ground cover in his plant growing operation. He reported his plant hobby is helping him maintain good health.

Scholarship Salute

Sons and Daughters of Ethyl Employees Are Honor Graduates



Almore, Jr., son of Almore Amacker, Sod. Op. Salutatorian of Southern University Lub School. He was president of his senior class and a member of National Honor Society. Received the American Legion Award and Outstanding Community Worker Award. Will attend the University of New Orleans and will major in medicine.



Narses, Jr., son of Narses Barona, E&MS. Honor graduate of Baton Rouge High School. Member of National Honor Society, Beta Club, Key Club, Spanish Club and Future Students of Medicine. Received Baton Rouge General Hospital Escort Service awards in 1975 and 1976. Will attend Louisiana State University and major in medicine.



Daniel Brett, son of Annulant Elvin Delahaye. Honor graduate of Plaquemine High School. Member of Beta Club for three years. Was chosen delegate to Boy's State and was listed in "Who's Who Among American Students." Received Social Studies award. Will attend the University of Southwestern Louisiana and major in architecture.

Congratulations to 17 recent high school honor graduates whose parents work on the Plant. This is the sixteenth consecutive year that The Antiknock has saluted the outstanding scholarship of Ethyl employee sons and daughters. These students ranked in the top 10 percent of their graduating classes at area high schools.

We again extend our appreciation to the superintendents of Baton Rouge area parishes, to the superintendent of the Catholic Diocese and to the principals and guidance counselors and their staff at most of the high schools in the local area parishes. The parents also assisted in this annual scholarship salute by providing pictures and the school honors of these students.

We regret that there may be other Ethyl honor graduates who are not included because we were unable to obtain the "top 10 percent students" from a few of the high schools, despite repeated efforts.

In addition to the sons and daughters of plant employees who are pictured, there were six other Ethyl honor students in the top 10 percent of area graduating classes whose parents work for the Company downtown. They are William, son of David Johnson, Cent. Sys. & Data Proc.—Tower; Richard, son of Henry Vanbergen, Eng.—OAP; Kelli Annette, daughter of Ray Waddelow, Com. Dev.—Tower; and Geri Lynn, daughter of Ralph Werling, Pet. Chem. Div.—Tower. William was valedictorian, and Richard, Kelli Annette and Geri Lynn also were honor graduates of Tara High School. Jane was an honor graduate of Episcopal High and Janet graduated with honors at Zachary High.



William, son of Annulant Paul Favrot, formerly of TEL Operations. Honor graduate of Port Allen High School. He was a member of Beta Club, Catholic Youth Organization and played football. Was awarded the Dow Chemical Corporation scholarship. Will attend Louisiana State University and major in engineering.



Louise, daughter of John Gonce, manager, Operations. Honor graduate of Robert E. Lee High School. She received CODOFIL Scholarship to study in Quebec during July and also the LSU Freshman Scholarship. Member of French National Honor Society, National Honor Society, "Who's Who" and Mu Alpha Theta. She will attend Louisiana State University, with major course not yet chosen.



Katherine, daughter of Richard Harris, TEL Op. Valedictorian of Walker High. Received LSU Freshman Honor Scholarship. Was president of Beta and Library Clubs and reporter for Mu Alpha Theta. Received English, Math, Beta Club, Library, American History, General Mills "Search for Family Leadership" and American Legion Awards. Will attend LSU and major in accounting. Her grandfather is Annulant Lawrence Arledge.



Lynne, daughter of Floyd Jensen, TEL-Sod. M&C. Was honor graduate of Broadmoor High School and was awarded the Ethyl National Merit Scholarship. She served as editor of school paper and was member of National Honor Society. Received award in history from Woodmen of the World. Will attend the University of Missouri in Columbia and will major in journalism.



Kay, daughter of Hershel Kelley, Power. Valedictorian of Broadmoor High School. Member of National Honor Society and chosen for "Who's Who Among American High School Students." Was awarded National Education Development Test certificate and was first place in drafting and technical illustration at LSU Industrial Arts Fair. Will attend LSU and major in architecture.



Annette, twin daughter of Ethel Landry, Finance. Honor graduate of Istrouma High School. Held membership in "Who's Who Among American High School Students," Mu Alpha Theta, Mu Sigma Society, Student Council and Girls Athletic Association. Was secretary of her senior class and cheerleader. Will attend LSU and major in chemical engineering. Her grandfather is Annulant Eldon Sutcliffe.



Geanette, twin daughter of Ethel Landry, Finance. Honor graduate of Istrouma High School. Member of Honor Society and of "Who's Who Among American High School Students." Received certificate of merit for highest honors in science and mathematics for three years and athletic scholastic award with a 4.0 average. Will attend LSU and Northwestern State and major in radiological technology.



Scott, son of Paul Leonard, Patent Division. Honor graduate of Episcopal High School. Received LSU Chancellor's Freshman Honor Award. Was elected treasurer of Beta Club and was member of Key Club. Recognized on headmaster and honor roll lists throughout high school career for high grade average. Past master counselor of Demolay. Will attend LSU and major in engineering.



Nancy, daughter of William Lewis, Traffic. She was honor graduate of Glen Oaks High School. She was awarded first place award in Spanish at Foreign Language Festival. She was a member of the school's French Club. She is planning to attend Louisiana State University and major in liberal arts. Her brother, Richard, was honor graduate in 1975.



Lourdes, daughter of Bernard Maristany, Econ. Eval. Honor graduate of Broadmoor High School. Received LSU Freshman Honor Award. President of the Spanish Club and received award for Spanish. Member of Keyettes and Beta Club. Elected most outstanding athlete as member of Broadmoor track team and volleyball team. Will attend LSU and major in speech and hearing education.



Jeanene, daughter of Robert Moniotte, TEL-Sod. M&C. She was valedictorian of Catholic High School of Pointe Coupee. Graduated with a 4.0 grade average and received scholarship in Southeastern Louisiana University. Received certificate for achievements in typing and won first place in clerical practice at district rally. She plans to major in office administration at SLU.

Gautreaux



Two R&D employees, "Bim" Gautreaux, board of directors, highest professional achievement award, received the A Section of the similar to the it and Dr. Hughm.

Fire Bri



The Company a in May at two of the fire brigades. The brigade mer their cooperation

Here Are



Judy, daughter Riffel, TEL-Sod. Honor graduate of High School. LSU Chancellor's Award. Was a National Hon. Mu Sigma. Cooperative Office Group, Foreign Club and Who. She received awards in bookshorthand. Free Shakespeare. She attend LSU and business adminis

Gautreaux and Hughmark Receive Top Awards



Two R&D employees have recently been honored for their achievements. Dr. M. F. "Blin" Gautreaux, left, senior vice president, R&D, and member of the Company's board of directors, has been elected to the National Academy of Engineering, the highest professional distinction that can be conferred on an engineer. Dr. Gordon Hughmark, chemical engineering advisor, Engineering & Mathematical Sciences, received the Andre Wilkins Memorial Award, the highest award of the Tulsa Section of the American Institute of Chemical Engineers. The Wilkins Award is similar to the local Charles E. Coates Memorial Award, which both Dr. Gautreaux and Dr. Hughmark have been awarded—Gautreaux in 1976 and Hughmark in 1974.



Chidester



Dabkowski



Decuir



Eby



Kirsch



Laurent



Mangham



McKay



Okamoto



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Roberts



Sigrest



Stevenson



Street



Sulzer



Wall

Fire Brigade Members Honored at Dinner



The Company again honored the members of Plant fire brigades and their wives in May at two appreciation dinners at the Sheraton Inn. Shown above are some of the fire brigade members and their families, along with members of plant management including Resident Manager Bill Strader, at the first dinner on May 24. The brigade members were recognized for their fire prevention and protection and their cooperation in training programs.

Here Are Three Additional Honor Students



Judy, daughter of Glynn Riffel, TEL-Sod. M&C. Honor graduate of Istrouma High School. Received LSU Chancellor's Scholarship Award. Was member of National Honor Society, Mu Sigma, F.B.L.A., Cooperative Office Education Group, Foreign Language Club and "Who's Who." She received awards in bookkeeping, shorthand, French, and Shakespeare. She will attend LSU and major in business administration.



Jeanine, daughter of Emile Trovclair, TEL-Sod. M&C. Honor graduate of White Castle High School. She was awarded the LSU Alumni Federation Freshman Honor Scholarship. Was member of the school band and received the band director's award. She was awarded a sports scholarship award for high grade average. Also received American Auxiliary Scholarship. Will attend LSU and major in music education.



Mark, son of Arthur Zielinski, R&D Serv. Valedictorian at Catholic High School in Baton Rouge. Winner of Ethyl Merit Scholarship and the LSU Alumni Federation "Top 100 Scholar" Scholarship. Chosen Catholic High's Outstanding 1977 graduate and received "Golden Bear Award." Received top award in English, American Legion Award and KofC Leadership Award. Will attend LSU and major in medicine.

Recent Promotions, Reassignments Are Announced for 16 Employees

Promotions and transfers involving 16 employees became effective prior to June 1. Twelve of the employees were in Research and Development, three in Manufacturing and one in Employee Relations.

In mid-May William Eby was promoted to supervisor in Process Design with responsibilities for activities of the Magnolia Engineering Services. Dr. Warren Kirsch was promoted to research chemist in Chemical Research. Julius Chidester, Tom McKay and J. B. Sigrest were advanced to analytical chemists in R&D Services.

In other R&D promotions, Sebastian Laurent was promoted to senior research physicist in R&D Services. Gerald Sulzer advanced to senior process development engineer in Process Development. John Street was promoted to process engineer in Process Design. Luther Wall, R&D Lab., was promoted to assistant supervisor, Facilities, R&D Administration.

In Manufacturing, Fred Roberts was promoted to salaried foreman in TEL Maintenance.

In Employee Relations, Henry Decuir, job analyst in the Compensation Group, Ethyl Tower, transferred in April to the Personnel Relations Group in Employee Relations.

In R&D reassignments, Roger Mangham transferred from Industrial Chemicals Research to the Toxicology and Industrial Hygiene

Group at the Tower as environmental health associate. Dr. Ted Okamoto transferred from Edwin Cooper, Inc., to the Industrial Chemicals Research Section as senior research associate in the lubricant additives process research area. Also, John Dabkowski transferred from Process Development to the Industrial Chemicals Division at the Tower as product supervisor for detergent and plasticizer intermediates.

In Manufacturing reassignments, Arthur Stevenson returned from Capitol Products assignment at Kentland, Ohio, to become Construction supervisor in the H-C Area.

Plant Energy—

(Continued from Page 1)

Areas, heat recovery from steam condensate, and the burning of vent gases for supplemental fuel in furnaces.

The energy problem continues to affect the Plant as seriously as it affects the nation as a whole. As emphasized by President Carter in his April 20 energy address, "it will demand the best of us, our vision, our dedication, our courage and our sense of common purpose."

This all-out effort is needed on the Plant as well!

Service Anniversaries

Five Men Reach 40-Year Mark to Lead Large Group Completing Long Service

A big salute goes to five employees who have just completed 40 years of service on the Plant! The five are Ernest Diamond, John Fleniken, Joseph Gilbert, Sr., Edward Sanchez and Levi "Dick" Shaffett.

Diamond, acting supervisor in Construction, began work in the Plant's early construction forces in 1937. Fleniken, plant controller, Finance, started his career as a timekeeper in the Payroll Department in June 1937. Gilbert, now assigned as an instructor in Training, spent most of his Plant career in TEL Operations, where he is an assistant general foreman. Sanchez began work as a pipefitter helper in Construction in May 1937. He is presently a working leader in TEL Operations. Shaffett was hired in June 1937, also as a pipefitter helper. He is now assistant supervisor in TEL Operations in charge of the Drumming Plant.

In addition to these 40-year veterans, a large number of other employees observed long service in May and June. There were two 35-

year men, 15 with 30 years, 11 with 25 years and three with 20 years. Also observing anniversaries were one with 10 years and 17 with five years of service.



Ernest Diamond
Const.



John Fleniken
Finance



Joseph Gilbert
Training



Edward Sanchez
TEL Op.



Levi Shaffett
TEL Op.

35 Years



Warren Many
TEL-Sod. M&C

Pictures Not Available

Pictures of several employees who observed service anniversaries in May and June were not available. They are: 30 Years — Robert Neyland, R&D Lab.; Wilburn Smith, H-C Op.; John Gooch, Finance, and Norwood Richardson, TEL-Sod. M&C. 25 Years — Jean Bradford, Finance.

30 Years



John Barbay, Jr.
Chem. Eng. Staff



Malcolm Gibbons
TEL-Sod. M&C



Quentin Hall
Stores & Serv.



Joseph Jarreau
Cafeteria



Henry Johnson
H-C Aux.



Joseph Martin, Jr.
R&D Lab.



Alonzo Lanier
TEL-Sod. M&C



Robert Moniotte
TEL-Sod. M&C



Roy Patton
Sod. Maint.



Joe Whitehead
R&D Lab.



Wilbur Willard
Eng.

25 Years



Rosine Berta
Finance



Neel Garland
Proc. Des.



James Johnston
Pion. Res.



Hervey McIntyre
M&C Plan.



Ralph Parker
PVC Maint.



Marvin Root
Econ. Eval.



Joseph Sanders
Sod. Maint.



Alfred Smith, III
Proc. Design

Continued on Next Page

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Service Ar

25



James Wood, Jr.
Non Div. Res.

20



Charles Harrison
TEL-Sod. M&C

20



Jesse
TEL

Attic Yields 32-Year Missing Envelope



A recent "attic house cleaning" at the Hugh Bourque home uncovered some 32-year old story: Bourque, manager of Maintenance and Construction, and his wife, Ruth, found an unopened envelope which he had mailed to himself at his home in Louisiana from the Charleston Navy Yard, where he was stationed in 1945. That's the year the war with Japan ended. In the envelope, which had been missing for 32 years, were various items of war memorabilia, including Charleston newspapers which reported on the final weeks of the Japanese conflict and carried pictures showing results of the atomic bomb which had been dropped on Nagasaki, Japan, on August 9, 1945, three days after the first atomic bombing of Hiroshima. Here Bourque shows war-ending headlines to his granddaughter, Lisa, daughter of Steve Pearce, R&D Library.

Industry Leaders, Others Comment—

(Continued from Page 1)

ists are stubbornly determined to prevent drilling for oil and gas off of the east coast of this nation, and Louisiana Senator J. Bennett Johnston is equally determined that these reserves will be tapped. There is really no reason, as has been pointed out many times, for exploration and production not to be allowed off the New England coast. What Johnston's measure will do is preclude the continuous filing of

suits — suit after suit, after suit — by environmentalists, as was done in the case of the Alaskan pipeline."

Governor Edwin Edwards, who has constantly urged the drilling off the east coast of the United States, was quoted in Time Magazine as stating that "northerners and midwesterners, while using up Louisiana's natural gas, were letting environmentalists, stop any search for new energy."

Finally, Harry Pistole, president of the Carter Oil Co., an Exxon affiliate, stated that "the era of abundant inexpensive energy has ended. The United States — and indeed the world — is now consuming oil and natural gas faster than new reserves are being discovered. The U. S. must more than double its coal production during the next 15 years to help meet the growing demand for energy."

Service Anniversaries -

25 Years



James Wood, Jr.
Non Div. Res.



Joe Thompson
Const.

20 Years



Charles Harrison
TEL-Sod. M&C



James Beachum
H-C M&C



Jesse Weaver
TEL Op.

Other Awards

10 Years

Melvin Tuvell, Ind. Chem. Res.

5 Years

Joseph Bergeron, Jr., TEL-Sod. M&C
Paul Chusta, PVC M&C
Leslie Crockett, Jr., TEL Gen. Serv.
Grady Ferry, Proc. Dev.
David Gross, Eng.
James Hutchinson, PVC Qual. Cont.
Joseph Janis, TEL Op.
Eddie Johnson, TEL-Sod. M&C
Rickey Lee, TEL-Sod. M&C
Kenneth Leshner, Proc. Des.
Kenneth Melancon, TEL-Sod. M&C
Manuel Scott, TEL Op.
Gerard Singleton, PVC M&C
Gene Staggs, Ind. Eng.
Joe Turner, TEL Op.
Sebastian Wilbert, Power
Walter Yancey, PVC M&C

HOW'S *your* ATTENDANCE?

- In Memoriam -

Death has claimed one employee and six annuitants during recent weeks since the last issue of The Antiknock. Following are obituaries on each of the deceased.

Moran Bergeron

Annuitant Bergeron, 77, died April 23 at Baton Rouge General Hospital. Religious services were held April 25 at Life Tabernacle Church, with interment in Resthaven Gardens of Memory. He is survived by his wife, three daughters, two sons and one sister. He was hired in 1943 in H-C Maintenance and was a sandblast painter when he began early retirement in August 1959.



Bergeron



Butler



Clark



Holden

Harry Butler

Annuitant Butler, 69, died April 30 at St. Francis Hospital in Monroe. Religious services were held on May 1 at Laird Funeral Home in Natchez, Miss. He is survived by his wife. He joined Ethyl in July 1941 and was an area construction supervisor in H-C Maintenance when he retired in November 1967.



McManus



Scholle

Augustus Clark

Clark, 59, died April 27 at Tulane Medical Hospital in New Orleans. Religious services were held April 30 at Shady Grove Baptist Church, with burial in Southern Memorial Gardens. He is survived by his wife, two daughters, a son, his mother, three brothers and four sisters. He was a utility driver in Sodium General Services, having joined the Company in 1940 in Construction. He was a long-time leader in safety and was a member of Sodium General Services during more than 28 years of work by members of that group without time-losing injuries—from February 1948 to last December 28. He had also been active in the United Way drives on the Plant



Thompson

John Holden

Annuitant Holden, 82, was killed April 17 in an automobile accident near Robert in Tangipahoa Parish. Religious services were held April 18 at Seale Funeral Home in Denham Springs, with burial in Palmetto Cemetery in Walker. He is survived by his wife, two sisters and three brothers. He began work in December 1938 in Construction. He was a mechanical foreman in TEL-Sod. M&C when he accepted early retirement in September 1959.

with burial in Resthaven Gardens of Memory. He is survived by his wife, a brother and two sisters. He began work in 1947 and was a laboratory assistant in R&D Lab. when granted permanent and total disability benefits in 1970.

Oliver Thompson

Annuitant Thompson, 76, died April 30 at Baton Rouge General Hospital. Funeral services were held May 1 at Hollabaugh-Spindle's Wooddale Memorial Chapel with interment in Roselawn Memorial Park. He is survived by his wife, four stepdaughters, a stepson, a brother and two sisters. He began work in April 1942 and when he retired in January 1964 he was an insulator in TEL-Sod. M&C.

George McManus, Sr.

Annuitant McManus, 61, died April 26 at his residence. Religious services were held April 29 at New Galilee Baptist Church, with burial in Southern Memorial Gardens. He is survived by his wife, four daughters and four sons, one of whom is George McManus, Jr., who works in TEL Operations. Hired in Construction in 1940, he was in Sodium Operations when he began retirement in May 1974.

Walter Scholle

Annuitant Scholle, 60, died April 30, at Baton Rouge General Hospital. Funeral services were held May 4 at Welsh Funeral Home

Heads JA Program

Donald Kirk, superintendent, TEL Maint., has been elected president of Junior Achievement of Greater Baton Rouge, Inc. for 1977-78. He was installed as head of the JA group, which directs the business training for high school students in the Baton Rouge Area each year, in early May. He had previously served on the Board of Directors.



the Board of Directors.

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The Antiknock

Ethyl
Corporation

Changing to Save a Changing World

May-June 1977

Energy Conservation --- A New Way of Life

Life Without Fuel in 1997!

Editor's Note: We are indebted for much of the world and national energy material in this energy issue to recent issue of Time Magazine, which featured many aspects of the energy problem and presented a very interesting and thought-provoking article by Seymour M. Hersh. We would like to present excerpts from this essay, titled "The Nightmare Life Without Fuel."

"So it's 1997, and it's raining, and you'll have to walk to work again. The buses are gone, and on a day like today the bicycles slosh and slide. . . .

Coal is too difficult to dig up and transport to give us energy in the amounts we need; nuclear fission is judged to be too dangerous; the technical breakthrough toward nuclear fusion that would never took place, and solar batteries are too expensive to maintain on the earth's surface in sufficient quantity.

"Anyone older than ten can remember automobiles. They dwindled. At first the price of gasoline climbed —way up—until it was almost impossible to drive, and that was too clear an indication that they were filthy rich, so any automobile that dated showed itself on a city street was scorned and burned. . . . The cars just vanished and became part of the metal shroud.

"There are many advantages, if you want to look for them. Our 1997 newspapers continually point them out. The car has dropped. . . . The police car too expensive (and too easy to target), policemen are back on their beats. . . . Motorcycles are still around, but they're not the same. . . . A 1997 motorcycle is a 1997 motorcycle, far into the night. . . . Indoors, electricity is scarce, and few people can afford to keep lights burning after supper.

"As for the winter—well, it is inconvenient to be cold, with most of what furnace fuel is allowed hoarded for the down; but sweaters are popular indoor wear and stoves are not an everyday luxury. . . .

"There is some consolation in the city that it is worse in the suburbs. The suburbs were born with the auto, lived with the auto, and are dying with the auto. . . .

"And then, of course, energy must be conserved for agriculture. The great car factories make trucks and farm machinery almost exclusively.

"The rest of the world, of course, is not as lucky as we are. They're starving out there, because earth's population is growing too fast. The world's population is 5 billion, and outside the United States and Europe, not more than one in five has enough to eat at any given time.

"Statistics point out that it's more than just starvation. There are those who manage to survive on barely enough to keep the body working, and that proves to be not enough for the brain. It is estimated that there are 2 billion people in the world who are alive but who are permanently brain-damaged by undernutrition, and the number is growing year by year. . . .

"Energy continues to decline, and machines must be replaced by human muscle and beasts of burden. People are working longer hours and there is less leisure; but then with electric lighting restricted, TV for only two hours a day, movies three evenings a week, new books few and printed in small editions, what is there to do with leisure?

"Where will it end? It must end in a return to the days before 1800, to the days before the fossil fuels powered a vast machine industry and technology. It must end in subsistence farming and in a world population reduced by starvation, disease and violence to less than a billion.

"And what can we do to prevent all this now?

"Now? Almost nothing. If we had started 20 years ago, that might have been another matter. If we had only started 50 years ago, it would have been easy."—Copyright 1977 TIME Inc. All rights reserved.

Editor's Note: Something still can be done to keep the above from happening! See articles elsewhere in this issue for some of the ways we can conserve energy—at work and at home.



Vol. 39, No. 4

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Vol. 39, No. 4

July-August, 1977

Company Is Leader

Eleven Parish Teachers Participate In Economic Education Pilot Program

A new approach by Ethyl to promoting economic education—a pilot program of high school teacher orientation—was termed a success here in early August. Eleven East Baton Rouge Parish teachers participated in the pilot program, conducted to provide high school teachers a first-hand look at the real economics of the chemical business.

The teachers spent a week with the Company, alternating between the Plant and the Tower. They attended a meeting of the Company's Executive Committee, and morning Operations, Maintenance and Administration meetings, heard presentations on the Company's finances, research, history, manufacturing, employee benefits and many others. They were also conducted on tours of Plant Medical, Central Shops, and Stores, the R&D Lab, Data Processing and others—in all, an "across the board" participation in practically all routine daily and weekly activities.

Teachers chosen for the first of its kind orientation program were Mrs. Gloria Bernard—Glen Oaks; Mrs. Jerry Berger—Woodlawn; Mrs. Sharon Bezdek—Belaire; Mrs. Dorothy Futch—Broadmoor; Mrs. Mildred Heitzler—Zachary; Mrs. Mary Horn—Tara; Mrs. Dorothy Kaufman—Baker; Darrell McClung, Istrouma; John Pennington—School Board Office; Mrs. Mildred Poland—Scotlandville, and Mrs. Connie Stelly—Central.

Coordinating the program were Quentin Hall—Plant and Al Friedrichs—Tower. They were assisted by many other employees. While the teachers were asked at the closing session to provide individual written reports on the value of the program, the consensus seemed to be that the orientation was extremely successful!

The Cover

A lot of looking and listening, and walking and sitting, marked the Company's pilot program on economic education orientation conducted on the Plant during early August. The teachers spent five days alternating between the Plant and the Ethyl Tower getting a "look and listen" of various Company activities. On the cover Supervisor Johnny McGee, center, describes salt evaporation in the Sodium Area to Mrs. Connie Stelly, Central High; Mrs. Dorothy Kaufman, Baker High; Mrs. Jerry Berger, Woodlawn High, and Mrs. Sharon Bezdek, Belaire High.



A review of the Company's research and development activities and a tour of the R&D Lab were features of the week's economic education orientation program for the 11 parish teachers. Shown here with Tillmon Pearson, Plant Rep., as he explains functions of research equipment, are Mrs. Sharon Bezdek and Mrs. Mildred Heitzler. Mrs. Bezdek is a teacher at Belaire High and Mrs. Heitzler at Zachary High.



Above are the 11 East Baton Rouge Parish teachers who participated in the Company's pilot program on economic education orientation in early August. Shown with Coordinator Quentin Hall, extreme right, in the Hydrocarbon Area on one of their plant tours are Darrell McClung, Istrouma High; Mrs. Dorothy Futch, Broadmoor High; Mrs. Gloria Bernard, Glen Oaks High; Mrs. Mildred Poland, Scotlandville High; Mrs. Sharon Bezdek, Belaire High; Mrs. Jerry Berger, Woodlawn High; Mrs. Mildred Heitzler, Zachary High; Mrs. Connie Stelly, Central High; Mrs. Mary Horn, Tara High; Mrs. Dorothy Kaufman, Baker High, and John Pennington, of the Parish School Board staff. Mrs. Futch is the wife of Jan Futch, R&D Serv., and Mrs. Bezdek is the daughter of Marshall Milton, M&C Adm.

Turn to Page 7 for pictures of eight of the teachers with Union Presidents E. D. Mitchell and Milton Soulier.

Kick Off Set for September 26

Goal of Plant United Way Drive Is To Set New Support Record

Increased support of the United Way agencies in the Capital Area—through more participation and increased contributions—are the goals of this year's United Way campaign, according to Chairman Bill Lentz. Although last year's total contribution of \$101,985 by plant employees set a historic high that was 19 percent over 1975 support, Lentz was confident that Ethyl employees would again achieve a new record in 1977.

Lentz heads the Plant United Way Steering Committee which will coordinate the campaign on the Plant. The Capital Area United Way, of which the Plant drive is a part, raises funds to support agencies in Ascension, East Baton Rouge, Iberville, Livingston, St. James and West Baton Rouge parishes.

The Capital Area campaign will kick off on September 21 and the Plant campaign on September 26.

Others on the Steering Committee include Co-Chairman John Overmeyer; E. D. Mitchell, president, AOWU; Milton Soulier, president, USWA; Elwin Adams, H-C Op.; James Brown, H-C Maint.; Mitchell David, TEL Op.; R. V. Boyd, Eng.; Herman Huggins, H-C Aux.; John LeJeune, PVC Op.; Harvey Whitfield, AOWU clerical; J. L. Drago, PVC Maint.; Nathaniel Hickman, TEL Gen. Serv.; Don Robertson, Pub. Rel.; A. J. Robichaux, R&D; Ken Smiley, TEL Sod. M&C; William Stevenson, Sod. Op., and Tommy Vince, H-C M&C.

Lentz said that a major effort will be made by the Steering Committee this year to get all employees to join in the annual community endeavor "with as much support as they can afford." He added that "we of the Steering Committee are confident that employees will again increase their contributions. We hope also that the participation will go higher so that we can continue to show the improving support Ethyl employees have been showing each year."

Lentz said that solicitors will be named later to contact each employee to urge "that we all give as much as we can in order to make our percentage of participation as high as possible." Also Lentz said

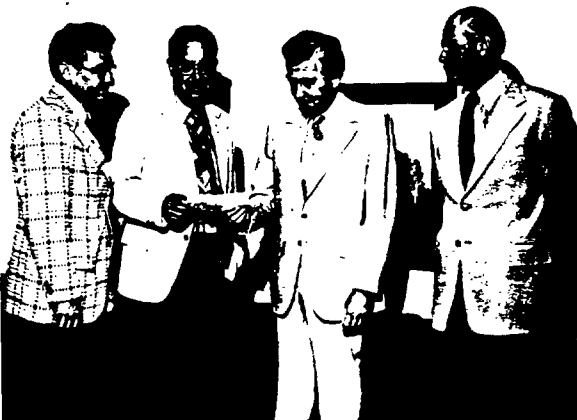
that each employee will have an opportunity to give through payroll deduction and to designate the agencies to receive their contributions.

Included in last year's 19 percent increase over the \$85,824 in contributions by employees in 1975 were an average per giver gift of \$55, up from \$42, and the 633 employees who gave Fair Share gifts for an increase of 24 percent over 1975. Highlighting last year's outstanding record were a 32 percent increase in contributions by United Steelworkers—represented employees, an 18 percent increase by AOWU-represented employees and a 11 percent increase by Management employees.

Lentz said the Steering Committee and solicitors would urge all employees during this year's drive to consider Fair Share giving, which is about three minutes pay per day, or one hour's pay per month, or about \$6.00 out of each \$1,000 earned.

40th Anniversary Open House Set For September 17

As this issue of The Antiknock went to press a Steering Committee was busy planning for a Baton Rouge Plant Open House on September 17 in observance of the Plant's 40th Anniversary. Among activities planned for the families of plant employees and annuitants during the day are Plant tours, displays of special equipment and others, refreshments, souvenirs and door prizes. Open House invitations are being sent to the homes of employees and annuitants with information on the day's activities. Other details will be announced in The Daily Bulletin and will be available when families register for the Open House. A pictorial report on the 40th Birthday observation is planned for the next issue.



Kicking off what is hoped to be another improving year of support by Ethyl and its employees of the Capital Area United Way, Resident Manager William Strader, second from left, presents the Company's 1977 contribution to United Way President Robert Greer. The check was presented in early August. At left is United Way Executive Director James Colvin and at right is John Klock, manager of Administration. The Company's corporate gift was for \$46,000, an increase of \$4,000 over last year's \$42,000 contribution.

Many Engineers Are Included in Large Number of New Employees Here

Twenty-five new chemists and/or engineers have recently begun work on the Plant. Also reporting recently were 21 new employees who have been assigned to Operations, a new secretary in the Patents Division and a new typist in Stores and Services.

Dennis Bialock from Smackover, Ark., who holds a BS degree in chemical engineering from the University of Arkansas, is working in Tech Services.

William Moehle, from New York, earned a BS degree in chemistry from Queens College and a Ph.D. degree from the University of Florida. He is a new analytical chemist in R&D Services.

Harold Penton, Jr., who holds a BS degree in chemical engineering from Florida State and a Ph.D. from Georgia Tech, is a research chemist in Plastics Research. He is from New Orleans.

Joel Penton — no relation to Harold — who holds BS, MS and JD (juris doctor) degrees from LSU, has joined the Patent Division on a part-time basis as a patent engineer. His home town is also New Orleans.

Robert Agee, Jr., a summer employee on the Plant in 1974 and 1976, has joined Process Design as a process engineer. He is the son of Robert Agee, Sr., Process Development, a graduate of Baker High and graduated in chemical engineering from LSU in May of this year.



Talley

Felix Chen, from Taiwan, is a new development engineer in Process Development. He received a BS in chemical engineering in Taiwan and an MS from the University of Massachusetts.

John R. Street, who participated in the summer technical training program on the Plant in 1975, has joined Process Design as a process engineer. He is from Strang, Okla., and earned BS and MS degrees in chemical engineering from Oklahoma State.

John's brother, William Street, who also received a masters degree in chemical engineering from Oklahoma State—after receiving a BS degree from Northeastern Oklahoma State University—is working in Process Design as a process engineer.

Dustin Thomas has joined Process Development as a chemical engineer. He is a native of Arlington, Mass., and received a BS in chemical engineering from the University of Massachusetts.

Paul Bauer, Jr., a native of Louisville, Ky., but who calls Wilson, N. C., his hometown, is a chemical engineer in Tech Services.

Robert Whitely, whose hometown is Tulsa, has joined Process

(Continued on Page 7)



Beginning work on August 1 were Leaster Williams, TEL Op.; Jan Lewis, Stores & Serv., and David Pourciau, Sod. Op.



New employees joining the Company recently as Sodium Operations helpers, were, left to right, Walter Bradley, Michael Bourque, Perry Kirkwood, Joseph Jewell, III, and James Salter.



Joining the Company in mid-July as operations helpers in TEL Sodium and PVC were, left to right, Kraig Martinez, Melvin Myers, Michael Matranga, Darryl Efferson, Larry LeBlanc, James Stewart, Oswald Duhon, Robert Lee, Dan White, Jr., Michael Hughes, Thomas Brown, Charles Septs and Jamie Lorio.



Agee



Bauer



Bialock



Brandt



Chen



Constant



Darden



Heller



Holm



Kolmos



Livesay



Lundquist



Moehle



Patterson



H. Penton



J. Penton



Owens



Randall



Richards



Sauer



J. Street



W. Street



Thomas



Towles



Whitely

CLASSIFIED ADS

For Sale

AUTOMOBILE—1973 Royal Delta 88 Oldsmobile. In good condition. 45,000 actual miles. Has power brakes and steering, air conditioned, AM-FM Stereo radio and tape player. \$2,850. Phone 924-1802.

Check on Scholarship

Sons or daughters of employees starting the junior year of high school, and are interested in competing for the Ethyl Merit Scholarship, should check promptly with the principals or guidance counselors in late August or early September to register for the National Merit Scholarship qualifying test on October 18 or October 22. Taking that test will be an automatic application for the 1979 Ethyl Merit Scholarship. These scholarship winners are chosen by the National Merit Scholarship Corporation (not by the Company) from among children of Ethyl employees who become NMS finalists in their senior year, so this year's juniors will be competing for 1979 Ethyl Merit Scholarship.

Here are pictures of Credit Union, Carroll Flatau on land, on Alby the Credit staff for great town Branch: Officer, Manager and Merle Pol constructing a 9000.

For Green Land Put Made b

Revamping of the Federal C. greater service completed reconstruction, anno John Gooch, summed the post, Jerry Bat Administration, fier, and Mer promoted to Acc Teller.

Stella Cran downtown br: Mona Perkins quent loan offi. they had promoted.

Gooch had pr members that: to s had author: o 328 acres o Highway near ti Plans are being struction of a office building, uted to begin s

Gooch report: office will conti: on the Plant an will continue to office to serve locations.

"The market. Economic and l Inc., which wa this year, conf: what the board discussed for se: stated. "We hav ter serve the m centrally located dental areas wa ter service, ecor: owning our ow office property.

Former Sodium Supervisor Finding That Poultry Hobby Keeps Him Busy

If Robert C. Smith, formerly a supervisor in Sodium Maintenance, isn't about the busiest Plant annuitant there is, it will be surprising. A poultry hobby he chose some years ago, since his retirement, has been expanded to include 32 exotic and foreign breeds of chickens, peacocks, pigeons, turkeys, and even registered Australian shepherd dogs.

In addition to the hatching of eggs and raising of his variety of poultry breeds, Smith has numerous grand champion and other trophies he has won in various poultry shows in which he has entered his various breeds.

Following two heart attacks since his retirement on April 1, 1971, doctors prescribed a hobby for Smith. After he chose one — the chicken business—he has gone into it in a big way. He hatches in his incubators anywhere from 5,000 to 8,000 eggs a year. He sells the chickens, starting at one day old up to broiler size. He has many customers who want high bred chickens for a hobby or for such groups as 4-H Clubs.

He raises over 1,000 chickens a year, including the various fancy special breeds. He sells the offspring of the six peacocks, as well as the offspring of four Australian dogs which he breeds during the year.

Smith says he is not in the chicken business for a profit and that sometimes he does not meet expenses. He has had feed bills that

run as high as \$300 a month and, in addition, his electric bill is quite high, especially during the incubating season. During the height of his hatching season he has from five to six incubators going all the time.

Smith lives on Wax Road. He began work with Ethyl in March 1938 as a carpenter in Construction. At the time of his retirement he was a mechanical supervisor in Sodium Maintenance.

At the time The Antiknock staff contacted him earlier in the spring for pictures of his activities, he reported that so far the hobby was really working — that he was feeling fine and staying busy. The pictures shown here are the evidence, especially of the latter.



One of his favorite poultry breeds which he raises, exhibits at shows and sells is "Golden Laced Fowl." Some of these prize chickens are shown here in a separate enclosure. They have a combination of black and white feathers to give them this distinctive look.



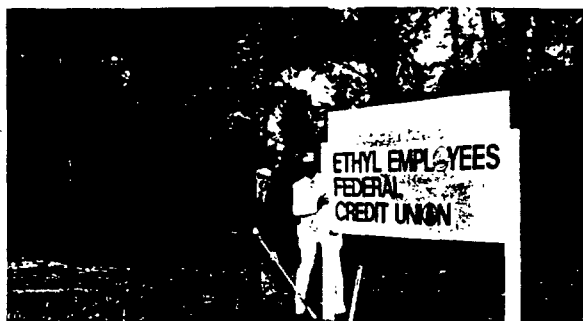
Although Annuitant Smith's hobby is his varied-facet poultry raising and sales, he has added the breeding, raising and selling of Australian shepherd dogs. He is shown above with some of these dogs, from which he sells the offspring. This and other pictures on this page were taken early this spring.



Smith not only hatches and raises a wide variety of chicken breeds, but wins trophies and ribbons with them at shows. Here are trophies ranging from grand champion down to third place, which he has captured with his special poultry entries.



Annuitant Smith is shown with one of his incubator trays in the picture taken earlier this year. He hatches from 5,000 to 8,000 eggs a year and sells the chicks at one day old to broiler size, as well as hatching eggs from his special exotic and foreign breeds.



Here are pictures of the land recently purchased by the Ethyl Employees Federal Credit Union, and the Credit Union staff. In the picture above, Managing Director Carroll Flatau and President John Gooch are shown near the sign recently erected on land, on Airline Highway near the I-12 Interchange, which has been purchased by the Credit Union. In the picture below, taken following the revamping of the staff for greater service to members, are Stella Cranfield, manager of the Downtown Branch; Jerry Bates, recently promoted to administration and operations officer; Managing Director Carroll Flatau; Mona Perkins, delinquent loan officer, and Merle Polito, recently promoted to accountant and chief teller. Plans for constructing a building on the newly purchased land are expected to be announced soon.



For Greater Member Service

Land Purchase and Staff Promotions Are Made by Ethyl Employees Credit Union

Revamping of the Ethyl Employees Federal Credit Union staff for greater service to its members was completed recently. In the reorganization, announced by President John Gooch, Carroll Flatau assumed the post of managing director. Jerry Bates was promoted to Administration and Operations officer, and Merle Polito was promoted to Accountant and Chief Teller.

Stella Cranfield continues as downtown branch manager and Mona Perkins continues as delinquent loan officer, posts to which they had previously been promoted.

Gooch had previously reported to members that the board of directors had authorized the purchase of 3.28 acres of land on Airline Highway near the I-12 Interchange. Plans are being completed for construction of a Credit Union main office building, with work scheduled to begin soon.

Gooch reported that a branch office will continue to be provided on the Plant and the Credit Union will continue to provide a branch office to serve downtown work locations.

"The market study conducted by Economic and Industrial Research Inc., which was completed early this year, confirmed by research what the board of directors have discussed for several years," Gooch stated. "We have felt that, to better serve the membership, an office centrally located to serve the residential areas was needed. The better service, economic savings from owning our own expandable main office property and nearness to

where people are now living and will be living in the future, makes this the logical progressive step to take."

Gooch said that indicative of the growth of the Credit Union was a comparison with 1970. That year the Credit Union had assets of \$3,903,715, made 2,559 loans to members and had five employees. In 1977, he estimated assets will reach \$11,000,000, 3,732 loans will be made and 11 employees will make up the Credit Union staff.

Credit Union Achieves \$10 Million Milestone

As of May 31, the Credit Union achieved a new historic milestone in growth and service to members when its assets passed the \$10 million mark. Ten years ago, in 1957, the assets were only \$3,105,000. Five years ago they had climbed to only \$4,494,000.

The Credit Union was chartered on the Plant in February 1939.

The board of directors declared a second quarter dividend in late June at an annual rate of six percent. The quarterly dividend, which was credited to members' share accounts on July 1, marked the nineteenth consecutive dividend paid at the annual six percent rate.

HOW'S *YOUR* ATTENDANCE?



Mayor President Woodrow Dumas, right, presents the Lifesaver Award certificate of the Safety Council of Greater Baton Rouge to Josh Smith, PVC Maint., at ceremonies in the mayor's office on July 20. At left is Council President Fred Hebert. Another award for Wanda Spiers, who was unable to attend, was accepted by a cousin, Joan Dipaola. Smith and Spiers received the awards for their emergency life-saving action earlier this year.

Three Employees Are Recognized For Emergency Life Saving Action

Two employees have been awarded Lifesaver Awards by the Safety Council of Greater Baton Rouge and another has been recognized and praised for his emergency life-saving action. The three are Josh Smith, PVC Maint.; Wanda Spiers, Medical, and Wylie "Duke" Hartsfield, Stores & Serv. The Safety Council's Lifesaver Awards for Smith and Spiers were presented on July 20 by Mayor President Woodrow Dumas and Fred Hebert, Council president. Smith received his award at ceremonies at that time, but since Spiers was unable to attend, her award was accepted by a cousin, Joan Dipaola, daughter of Annuitant Willie Dipaola and sister of Jack Dipaola, TEL-Sod. M&C.

Smith was honored for his rescue of an elderly couple, Mr. and Mrs. William Dabadie, from their burning trailer home at Ventress in early spring. He saw flames while on his way to work early one morning and forced open the trailer door to rescue the couple and their dog. In accepting the award, he credited the help of God for making his deed possible.

A 21-month-old child, Jeff Carpenter, had fallen into False River near Wanda Spiers' camp and had been under water several minutes when rescued and brought to the surface. She quickly joined rescuers and began cardio-pulmonary resuscitation. After several minutes of resuscitation efforts the child began to revive and was rushed to



Hartsfield



Spiers

Pointe Coupee Hospital and later to Baton Rouge General Hospital, where his recovery was completed.

First aid learned on the Plant and elsewhere by Hartsfield was credited with saving the life of a local department store employee in late June by the store manager, in a report to plant management. His mouth-to-mouth resuscitation of a female employee of the store who had suffered a severe seizure, was not breathing and was beginning to lose color, has brought many expressions of thanks and praise from the victim's family and management of the store.

Hartsfield, who with his wife, Shirley, just happened to be shopping in the store at the time, continued his resuscitation efforts for several minutes before the victim resumed breathing. A fireman rescue team then took over until an ambulance arrived. She was taken to a hospital where she recovered after observation and treatment.

Ethyl Management Club Officers Installed



Officers who will be directing Ethyl Management Club activities in 1977-78 are shown above. From left are Mike Parker, Ind. Eng., secretary; Hiram May, TEL Maint., vice president; President Ken Elsworth, Eng., and James Ray, Plant Tower, treasurer.

Retirement Begins in July and August For Thirteen Long-Service Employees

Retirement began in July and August for 13 employees. Of these, 11 began early retirement and the other two began regular retirement.

On July 1 Moselle Dungan, TEL Op., began regular retirement. Accepting early retirement were Gordon James, TEL Op.; Shelton McAnelly, Patents, and Reginald Richardson, Carey Vickers and Melvin Waggenspack, all of TEL-Sod. M&C.

On August 1 Willie Jenkins, Sod. Op., began regular retirement. Those accepting early retirement then were Leon Hagius, Proc. Des.; Densyl Haymond, Power; Joe Iverstine, TEL Op.; Charles Mason, TEL Op.; Earl Millet, Qual. Cont., and Morgan Verbois, Sod. Op.

The new annuitants are pictured below, along with their plant work history and home address. We regret that a picture of Charles Mason, who had been off from work on disability for an extended period, was not available. He was an operator in TEL Operations with 30 years of service. He lives at 2335 Rita St., Zachary.

33 YEARS

Moselle Dungan
Operator
TEL Op.
Hired 1944
5852 Denova St.
Baton Rouge



20 YEARS

Leon Hagius
Sr. Proc. Des. Engr.
Process Design
Hired 1956
4255 W. Brookstown
Apt. 5, Baton Rouge



38 YEARS

Densyl Haymond
Foreman
Power Group
Hired 1939
3415 Ozark St.
Baton Rouge



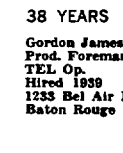
37 YEARS

Joe Iverstine
Prod. Foreman
TEL Op.
Hired 1940
506 E. Morris Dr.
Hammond



38 YEARS

Gordon James
Prod. Foreman
TEL Op.
Hired 1939
1233 Bel Air Dr.
Baton Rouge



36 YEARS

Willie Jenkins
Operator
Sod. Op.
Hired 1941
1314 Don Ave.
Denham Springs



13 YEARS

Shelton McAnelly
Sr. Patent Attorney
R&D—Patents
Hired 1963
1340 Monterey Blvd.
Baton Rouge



37 YEARS

Earl Millet
Sr. Lab. Tech.
Qual. Cont.
Hired 1940
2435 Choctaw Road
Baton Rouge



29 YEARS

Reginald Richardson
Welder
TEL-Sod. M&C
Hired 1947
5845 Prescott Rd.
Baton Rouge



38 YEARS

Morgan Verbois
Working Leader
Sod. Op.
Hired 1938
2343 Seneca St.
Baton Rouge



35 YEARS

Carey Vickers
Mech. Inspector
TEL-Sod. M&C
Hired 1941
3545 Van Buren St.
Baker



33 YEARS

Melvin Waggenspack
Heavy Duty Mech.
TEL-Sod. M&C
Hired 1943
824 Longwood Dr.
Baton Rouge



Large

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Large Number of Employees Advance Through Promotions

Promotions and reassignments for 26 employees have become effective in recent weeks. Included in the promotions is that of Victor McDearman who transferred from chief supervisor, TEL Operations, Manufacturing, to the International Division in August to assume the position of Ethyl Hellas Plant manager at Thessaloniki, Greece.

Effective August 1, Percy Templet, controller of the Houston Plant, transferred to Baton Rouge as assistant controller of the Baton Rouge Plant. He will replace John Fleniken. Baton Rouge Plant controller, on January 1 upon Fleniken's retirement.

Also the promotion of Patricia White to assistant supervisor, Investment, Finance, was effective August 1.

Other promotions include those of 9 employees in R&D and 17 in Manufacturing, including several advancements to salaried foreman. New salaried foremen in H-C Operations are Melvin Adams, Clyde Berthelot, and Robert Peak. Advancing to salaried foremen in TEL Operations were Joseph David, Robert King and David York.

Also on August 1, seven employees were promoted to salaried mechanical foreman in Maintenance and Construction. They are Haney Ambrose in Construction, Ted Dupuy, Jr., Gordon Golson and Lynnwood Morales, all in H-C Maintenance; Cecil Moore and Vance

Thomas in TEL Maintenance, and Jerome Romig in General Maintenance.

In R&D, nine employees were involved in promotions or reassignments. Richard Bergen was promoted to senior corrosion chemist in R&D Services, Eugene McCune and Kenneth Acker were promoted to process engineer in Process Design and Tech Services, respectively; Larry Anderson and James Gentry were promoted to development engineer in Process Development, Kenneth Leshar to project and estimating engineer, and Loren McCune to process design engineer. Leshar and McCune are presently assigned to the Magnolia Plant.

In late July Dr. Larry Shepherd was promoted from senior research chemist in Chemical Research to research associate.

In an R&D reassignment, Gary Heidebrecht moved from Process Design on the Plant to the Orangeburg Engineering Services.

Gets Masters Degree

Barbara Lastrapes, Stores & Serv., was awarded a masters of education degree in business at the summer commencement exercises of Southern University. She joined the Company as a typist in June.



Acker



Adams



Ambrose



Anderson



Bergen



Berthelot



David



Dupuy



Gentry



Golson



Heidebrecht



King



Leshar



McCune



McDearman



McPherson



Moore



Morales



Peak



Romig



Shepherd



Templet



Thomas

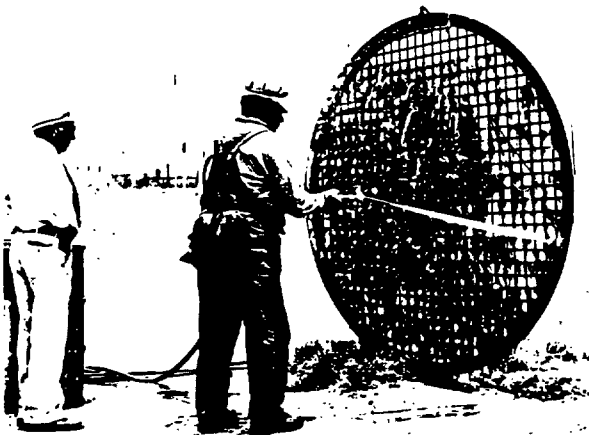


White

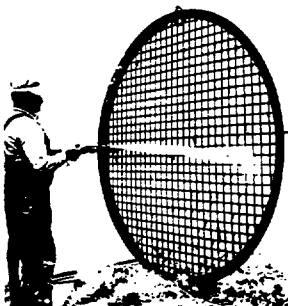


York

Here's Why Help of Everyone Is Needed!



The picture above is a graphic one showing the critical need for improved housekeeping by all employees to help prevent clogging of protective screens in effluent ditches which carry plant waste water from the Plant. Here Leon Johnson, TEL Gen. Serv., begins cleanup work under Supervisor Max Lea's direction on the screen in the PH Control Area at the railroad trestle, west of Shops and Stores. All bags, paper, wood and other trash should be placed in containers instead of allowing it to be washed into effluent ditches. It not only clogs the screens, but also causes malfunction of aerators and other equipment required in the sampling, testing and control of plant waste water. In the picture at right Johnson has almost finished cleaning the clogged screen.



Complete LSU Course

Three Plant employees—Carroll Lanier, Proc. Dev., Herb Olson, H-C Op. and Gene Ponti Sod. Op.—completed the three-year Mid-South Executive Development Program at LSU this summer. Two other employees at other Company locations also completed the course and 10 others attended the first- and second-year sessions of two weeks of intensive study.

Service Anniversaries

Halphen Reaches 40-Year Mark To Lead Long-Service Employees



Fabio Halphen
Eng.

Fabio Halphen, Eng., who earned his college degree while working at the Plant, joined the elite group of 40-year people in July. Halphen began work in July 1937 as a machinist first class in Construction—several weeks before the first antiknock compound was shipped from the Plant in September 1937.

He devoted several years to study for his degree in mechanical engineering by attending classes while working late shifts on the Plant.

In addition to Halphen several other employees observed long service anniversaries in July and August. Headed by Ashford Simes, R&D Serv., with 35 years of service, there were nine with 30 years of service, seven with 25 years, three with 20 years, two with 15 years, three with 10 years and 15 with five years of service.

35 Years



Ashford Simes
R&D Serv.

30 Years



Alton Anderson
TEL-Sod. M&C



Hoyt Cragg
Chem. Res.



Benjamin Hodge
R&D Adm.



Clark King
H-C Op.



Marshall Milton
M&C Adm.



Ann Roberts
Stores & Serv.



Eugene Croxton
Econ. Eval.



Lawrence Dugas
TEL-Sod. M&C



Crayton Hall
Proc. Dev.



Kenneth Lindsay
R&D Staff



Garland Mounts
TEL-Sod. M&C



Herbert Olson
H-C Op.



Melvin Sullivan
TEL Gen. Serv.

20 Years



Robert Agee
Proc. Dev.



Arthur Zielinski
R&D Serv.

Pictures Not Available

Pictures of several employees who observed service anniversaries in July and August were not available. They are: 30 Years—Walter Carlton, Jr., and John Payne, both of H-C M&C, and Marguerite May, Prod. Plan. 20 Years—Stanley Ellis, TEL-Sod. M&C.

Other Awards

15 Years

Alfred Anderson, Proc. Dev.
Lawrence Shepherd, Jr., Ind. Chem. Res.

10 Years

Ben Fort, Jr., Proc. Dev.
Carl Renfro, Jr., Proc. Eval.
Robert Schmidt, Emp. Rel.

5 Years

Michael Aucola, H-C M&C
James Cain, H-C M&C
Jessie Cowart, H-C Op.
Aaron Dunaway, Proc. Dev.
Terry Jackson, H-C M&C
Nin Kyles, H-C M&C
Roderick LeBlanc, H-C Op.
Joseph McBride, H-C M&C
Ronald McConnell, H-C M&C
Clyton Mitchell, H-C M&C
Forrest Richardson, H-C M&C
William Wagley, H-C M&C
Branch Walton, H-C M&C
James Williams, Jr., H-C Op.

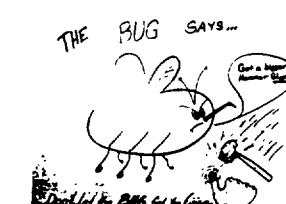
'Don't Let the Bug Get You' Is Safety Slogan in TEL Area

"Don't Let the Bug Get You!" That's the safety promotion program slogan of the TEL Maintenance Safety Committee. Warnings of "The Bug" are used throughout the area on bulletin boards, doorways and in other locations.

It all started in early August when TEL Maintenance employees were met at the Main Gate with a pin-on yellow "Bug" button and a notice of a safety meeting in the Cafeteria. At the meeting, the Committee announced the program, which is being carried out under the direction of Chairman Barney McAdams and the Committee. It is designed to prevent injuries, using "The Bug" as a reminder. During the promotion, unsafe work factors that could lead to injuries will result in the admonition "Watch Out—Don't Let the Bug Get You!"



This is Kenneth Crawford, TEL-Sod. M&C insulator, and two of the "bugs" he made for use in the promotion. At right are two of the many posters which warn "Don't Let the Bug Get You!"



This is the TEL Maintenance Safety Committee which is coordinating the "Don't Let the Bug Get You" safety promotion. They are from left, Clyde Watkins, Billy Nickens, Chairman Barney McAdams, Edwidge Simoneaux, Jimmy Whitaker and Ray Ramsey.

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Company Supports Hospital Building Drive



Ira Woodfin, right, lay member of Our Lady of the Lake Hospital governing board, is shown receiving \$25,000 contribution check from Resident Manager William Strader. John Klock, manager of Administration, left, and J. B. Heroman, the Hospital's executive director, are shown at left. The \$25,000 contribution from Ethyl is the first installment on a \$75,000 pledge to support the hospital's capital fund campaign for building, equipping and furnishing the new hospital, now nearing completion on Easen Lane. The \$25,000 contribution brings Ethyl's support of Baton Rouge area hospital facilities during the last 15 years to approximately \$150,000.

Many Engineers Are Included —

(Continued from Page 2)

Design as a process engineer. He is a graduate of Oklahoma State University and was chosen by professors as one of the top 1977 graduates.

Douglas Richards, from Blacksburg, Va., and a graduate of Virginia Tech., is working in Process Development as a development engineer.

Audie J. Patterson is another new chemical engineer in Tech Services. He was born in Wichita, Kan., and is a chemical engineering graduate of Kansas University.

Joining Engineering on July 1 as mechanical quality engineer was J. Scott Heller. He is a native of Bartlesville, Okla., and a chemical engineering graduate of the University of Oklahoma.

Two new research chemists came to work on July 1. They were Gary Lundquist and Joe Sauer. Lundquist, who was born in McPherson, Kan., is an analytical chemist in R&D Services. He holds a BS degree in chemistry from Bethany College and a Ph.D. degree from Southern Illinois University.

Sauer is from Clinton, Okla., and has been assigned as an applications chemist in Applications & Customer Services. He earned a BS degree in chemistry from Southwestern State College in Oklahoma and a Ph.D. degree at LSU.

Kurt Kolmos is another chemical engineer assigned to Tech Services. He was born in Kenosha, Wis., and received a BS degree in chemical engineering from the University of Wisconsin at Madison. He began work on July 1.

William Constant joined the Company in July also as a chemical engineer in Process Development. He is from Bunkie and is an LSU graduate with a BS in chemical engineering.

Thomas Towles, whose home town is Baltimore, Md., has joined Process Development as a development engineer. He has a BS in chemistry and an MS in chemical engineering from the University of Florida.

David Owens also joins the Company as a development engineer in Process Development. He has earned a BS in chemical engineering from the University of Virginia and an MS from the University of Florida.

sity of Florida. He is from Carbondale, Ill.

Catherine Holm, who has been working on the Plant this summer as a temporary employee in the Summer Technical Training Program, joined the Company July 1 on a permanent basis as a chemist in Chemical Research. She is from Wisconsin and earned a BS degree at LSU in bio-chemistry.

Two new chemical engineers and a new research chemist joined the Company on July 5. They were Allen Darden. Harold Livesay and Vernon Brandt. Darden, a native of Baton Rouge, is a chemical engineer in Process Development. He holds a BS degree in chemical engineering from LSU.

Livesay is from Scottsville, Ky., and has been assigned as a process engineer in Process Design. He received a BS in chemistry from the University of Kentucky and an MS from LSU.

Brandt is from Wichita, Kan., and is an analytical chemist in R&D Services. He holds a BS in chemistry from Bethany College, an MS from Wichita State University and a Ph.D. from Kansas University.

In late July, Paul Randall, a native of Springfield, Mass., joined Tech Services as a chemical engineer. He is a chemical engineering graduate of the University of Massachusetts.

Joining the Patents Division in mid-June as a secretary was Sandra Talley. Jan Lewis began work as a typist in the Stores and Services in August.

The 21 waggeroll employees who have recently begun work on the Plant are assigned as follows: PVC Operations—9; Sodium Operations—7; and TEL Operations—5.

- In Memoriam -

Four annuitants have died in recent weeks. They are Dearis Anthony, Clarke Burdick, Lumis Coats and Ralph Simmons. Obituaries on each appear below.

Dearis Anthony

Annuitant Anthony, at 86 one of the oldest plant annuitants, passed away on July 12 at Baton Rouge General Hospital. Religious services were held on July 14 at the Hollabaugh-Spindle Wooddale Memorial Chapel, with burial in Greenoaks Memorial Park. He is survived by his wife, a daughter, a son, and two sisters. He was hired in May 1944 as a mechanical helper. He was a carpenter when he retired in March 1956.



Anthony



Burdick

Clarke Burdick

Annuitant Burdick died on June 6 in Rock Hill, S. C. Funeral services were conducted on June 8 in Rock Hill. He is survived by his wife, two sons, a step-daughter and two sisters. He began work in November 1933 as an engineer. He was named chief engineer when Engineering was made a separate department in 1957, and was chief engineer when he accepted early retirement in September 1964.



Coats

Lumis Coats

Annuitant Coats, 69, died July 29 at Baton Rouge General Hospital. Funeral services were held at Welsh Funeral Home on July 30, with burial in Greenoaks Memorial Park. He is survived by his wife and three daughters. He began work in February 1937 during the early plant construction days. He worked in TEL Operations most of his time with the Company until his disability retirement in January 1963, as general shift foreman.

Ralph Simmons

Annuitant Simmons, 55, died June 11 at Baton Rouge General Hospital. Funeral services were held at Oak Crest Baptist Church on June 13, with burial in Resthaven Gardens of Memory. He is survived by his wife, two daughters, three sons, his mother, two brothers and two sisters. He was hired as a mechanical helper in July 1946 and was an ironworker in TEL-Sod. M&C when he began disability retirement in April 1974.

We regret that a late picture of Annuitant Simmons was not available.

Teachers Meet with Union Presidents



During the week of the orientation the teachers met with various groups and departments on the Plant and at the Tower. In the pictures above and below they meet with union presidents during the session on Employee Relations. Above are Mrs. Mary Horn, Tara High; Mrs. Dorothy Futch, Broadmoor High (wife of Jan Futch, R&D Serv.); Milton Soulier, president, USWA; Darrell McClung, Istrouma High, and Mrs. Sharon Bezek, Belaire High (daughter of Marshall Milton, M&C Adm.). Below, meeting with E. D. Mitchell, center, president, AOWU, are Mrs. Gloria Bernard, Glen Oaks High; Mrs. Mildred Poland, Scotlandville High; Mrs. Mildred Heitzler, Zachary High, and Mrs. Dorothy Kaufman, Baker High.



Thanks to you
it works...
FOR ALL OF US



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Vol. 39, No.

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Changing to Service Changing World

The Antiknock

July-August 1977

A Pilot Program for Economic Education



Look Who's Glad You Care . . .

Two-year-old Shawn Segura of New Roads is very glad you care enough to give the United Way.

Thanks to you, Shawn is learning a lot about himself and the world he lives in -- things that will help him lead a full and happy life.

Shawn is one of many area children who benefit from developmental training at the Special Education and Retarded Children's Hope (S.E.A.R.C.H.) Center on Precott Road.

At the S.E.A.R.C.H. Center, Shawn learns valuable self-help, communication, socialization

and motor skills -- like how to dress and feed himself, how to relate to those around him and what colors and shapes are all about -- things most of us take very much for granted.

Just recently, Shawn mastered the skill of walking.

A Capital Area United Way allocation to the Baton Rouge Association for Retarded Citizens helps provide this training for Shawn. That's why he's glad you care. And that's why we say - Thanks to you, it works . . . for ALL OF US.





Vol. 39, No. 5

September-October, 1977

Included in This Issue

40th Anniversary Souvenir Section Highlights Open House Activities

Included in this issue of The Antiknock is a special 40th Anniversary souvenir edition. It highlights some of the activities of the Open House held on the Plant for plant employees and their families on September 17, 1977, in observance of the 40th anniversary of the start of production at the Baton Rouge Plant. Approximately 3,000 people participated in the day-long observance to commemorate the date of the Plant's first production of "Ethyl" antiknock compound on September 17, 1937. Coordinated by the Open House Steering Committee, with assistance of many other employees, the anniversary observance was marked by plant tours, displays, demonstrations, refreshments, souvenirs for youngsters and adults and attendance awards. Rodney Guillot, Emp. Rel., was chairman of the Steering Committee and members were William Egan, Eng.; David Humphreys, R&D; John McCornack, Operations; Lucy McQueen, Pub. Rel.; E. D. Mitchell, AOWU; Don Robertson, Pub. Rel.; Wilbert Scott, Maint.; Milton Soulier, USWA, and Bill Strawbridge, Purch. The Committee and The Antiknock staff extend special thanks to all the employees who had a part in the 40th Anniversary Open House and in the preparation of this souvenir section.

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Ethyl
The Antiknock

Annuitant Serves Without Pay as Welding Instructor at High School

Time does not drag for Annuitant Charles Brou, especially during the school year. After more than a quarter of a century of service on the Plant in TEL Operations, Brou is now teaching welding, on a voluntary basis, to two groups of 10th grade students at Istrouma High School.

Brou instructs in the elementary basics of welding and has two groups of six students each so that he can give them individual instructions. The groups meet three times a week on Mondays, Wednesdays and Thursdays. After getting instructions in basic welding from Brou, the students report to their regular instructor, James Morgan, who is in charge of the

shop at the school, for more advanced welding instructions.

Brou says he enjoys his work with the youngsters and thinks it is time well spent. He has been retired since August 1, 1973. He was hired in November, 1944 as a helper in TEL Operations and was an operator when he retired.

He learned welding in wartime shipyard work, but has never followed it as a livelihood, even though he has done welding at home for many years. One of his students is Clint, son of Houston Chenevert, TEL-Sod. M&C, and grandson of Annuitant Henry Harang, who worked in Quality Control until his retirement in January, 1976.



Annuitant Brou, center, is shown with one of the two groups of 10th grade students which he instructs in basic welding at Istrouma High. From left, the students are Burns Decker, Mark DeBute, Darrell Cambre, Clint Chenevert (son of Houston Chenevert, TEL-Sod. M&C, and grandson of Annuitant Henry Harang), and Charles Taylor. Brou retired in August, 1973 after nearly 29 years of service as an operator in TEL Operations.

Another Annual Increase

Employees Achieve New High Mark In Support of Plant United Way

A new achievement in community service on the part of Ethyl employees was assured as The Antiknock went to press with contributions of \$114,186 in the 1977 United Way Drive. A considerable number of pledge cards are still out because of vacations and other reasons, so the new mark in contributions will go higher. This is an increase over the \$101,985 contributed by Plant employees in last year's campaign. This year the average contribution per giver also increased to

The Cover

Raising of the American flag and the Ethyl flag at morning ceremonies officially launched the Plant's 40th Anniversary Open House on September 17, 1977. While members of the Open House Steering Committee and Plant Management look on, Dan Smith and Dwight Hinton, both of Security, prepare to raise both flags to the top of the flag pole. It was a special day for Smith since September 17, the 40th Anniversary date, was his 40th birthday. For more pictures and information on the Open House, see box at left and then turn to the special 40th Anniversary Open House Souvenir Section, which is included in this issue.

more than \$63 from an average of about \$55 last year. In the important category of Fair Share giving, employees continued to join in the "three minutes a day — the United Way," with 690 Fair Shares received before The Antiknock went to press.

In addition to contributions by employees on the Plant, Company employees downtown at the Tower and One American Place increased their contributions to \$44,623 by late in October, an increase from \$38,511 last year.

As announced earlier, the Company backed up the improved employee support of the Capital Area United Way with a contribution of \$46,000. Total employee and Company support amounted to more than \$200,000.

Bill Lentz, chairman of the Plant United Way Steering Committee, praised participating employees for their support and expressed particular commendation of the solicitors for their outstanding efforts.

Two annuitants, Lew Barnum and V. M. Fontenot, worked at the United Way headquarters as Ethyl's loaned executives for this year's drive.

Other members of the Steering Committee were Edwin Adams, H-C Operations; R. V. Boyd, Eng.;



United Way

Thanks to you
it works...

FOR ALL OF US

Capital Area
UNITED WAY

James R. Brown, H-C M&C; Mitchell David, TEL Op.; Joseph Drago, PVC Maint.; Nathaniel Hickman, TEL Gen. Serv.; Herman Huggins, H-C Aux.; Warren Lands, Sod. Gen. Serv.; John LeJeune, PVC Op.; E. D. Mitchell, AOWU; John Overmeyer, co-chairman; Don Robertson, Pub. Rel.; A. J. Robichaux, R&D Adm.; Alonzo Scott, TEL Op.; Ken Smiley, TEL-Sod. M&C; Milton Soulier, USWA; William Stevenson, Sod. Op.; Harvey Whitfield, PVC Op.; and Diane Godwin, secretary.



Fourteen members of the Plant United Way Steering Committee are shown in this picture taken at one of the committee meetings. Six members were unavoidably prevented from being included in the picture. From left, seated, are Ken Smiley, TEL-Sod. M&C; John Overmeyer, co-chairman; Diane Godwin, secretary; Bill Lentz, chairman; Warren Lands, Sod. Gen. Serv.; and Herman Huggins, H-C Aux. Standing are William Stevenson, Sod. Op.; Don Robertson, Pub. Rel.; Alonzo Scott, TEL Op.; James Brown, H-C M&C; Harvey Whitfield, AOWU Clerical; E. D. Mitchell, AOWU; John LeJeune, PVC Op.; and Joseph Drago, PVC Maint. Not shown are Edwin Adams, H-C Op.; R. V. Boyd, Eng.; Mitchell David, TEL Op.; Nathaniel Hickman, TEL Gen. Serv.; A. J. Robichaux, R&D, and Milton Soulier, USWA.



Bauer



Myers



McDermott

New Plant Medical Director And Other New Employees Report

Dr. Carl B. Myers has been appointed plant medical director. A native of Roaring Spring, Pa., Dr. Myers reported in early September. He holds a BS degree from Franklin & Marshall College and earned his MD degree at Jefferson Medical College.

In addition to Dr. Myers, two new chemists have joined R&D and three clerical employees have reported for work in Stores and Services.

Dennis Bauer has joined Pioneering Research as a research chemist. He is a native of Pittsburgh, but calls Cincinnati his hometown. He earned BS and PhD degrees in chemistry at the University of Cincinnati and an MS in chemistry at the University of Georgia. He also has had advanced study at the University of California.

Reporting on September 1 was Darrell McDermott, a new chemist in R&D Services. He is from Biloxi and has just been awarded his masters degree in chemistry at LSU. He earned his BS degree at the University of Mississippi.

All three of the new clerical employees reported in September. They are Patricia Jefferson, Corlis Stout and Bobbie Sheppard. All three are typists in Stores and Services.

Fifteen additional new employees reported for work on October 17 for work in the Hydrocarbon Area. Still other new employees were scheduled to report in early November. Pictures of all of these new people will appear in the next issue.



Jefferson



Sheppard



Stout



Through its annual support of the Southern University Foundation, the Company is helping the Foundation to provide student scholarship for worthy students and to promote faculty development at the university. Recently Resident Manager William Strader, center, presented a check for \$1,500 to Foundation Director Jerry Cole, fourth from right, in support of the Foundation's programs. Attending the ceremonies were John Klock, manager of Administration, left, and five employees who are graduates of Southern. Next to Klock are Wilbert Scott, Maint., and Lawrence Smith, Eng.—I Am. Pl. Standing next to Cole are Janet Jones, R&D Serv.; Edward Augustus, Eng.—I Am. Pl., and Roger Banks, Power.

Regular
Attendance
Is
Cost
Reduction

HOW'S *your* ATTENDANCE?

Company Honors Foremen upon Completion of Training Program

In early August the Company honored approximately 55 foremen who have completed the Interaction Management training program earlier this year. Two dinners were held at the Sheraton Hotel to honor the foremen and their wives.

At each of the dinners Resident Manager William Strader spoke on the training program's contribution to teamwork on the Plant and to the professional advancement of the foremen.

The training program was conducted during a four-month period, with Joe Gilbert and Martha Watson, both of the Training Group, as instructors. Below and on Page 7 are pictures of some of the foremen and their wives.



Two TEL Operations foremen and their wives were photographed at one of the dinners honoring the foremen on completion of the training course. They are Richard and Mrs. Harris and Joseph David and Mrs. David.



Three of the foremen attending one of the two dinners are shown here with their wives. From left are Henry Dyer, TEL-Gen. Serv. and his wife, Mrs. Tom Wallace and Tom, who is in H-C Auxiliary, and Robert King, TEL Op., and Mrs. King.



Instructors Joe Gilbert and Martha Watson, right, stop to chat with Foreman Densyl Haymon and Mrs. Haymon at one of the foremen dinners. Haymon began early retirement on August 1.



General Services foreman, Octave Brackin and his wife, are shown with Mr. and Mrs. John Furr. Furr is supervisor of Training who coordinated the training course.

For More Foremen Pictures, Turn to Page 7.

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Murphy Diddle
Safety Clerk
Safety
Hired 1944
New Roads



39 YEARS

John Jones
Sr. Lab. Tech
Qual. Cont.
Hired 1938
P. O. Box 25
Slaughter



39 YEARS

Robert Phillips,
Working Leader
H-C Op.
Hired 1938
5773 Lemonwood
Baton Rouge

Nine Long-Service Employees Complete Work Careers in September and October

Nine veteran employees completed their active working careers on the Plant and began retirement on September 1 or October 1.

Beginning regular retirement on September 1 were James Barron, Bennitt Pendas and James Starnes. Retiring early at that time were Henry Falconer and Robert Phillips. "Senior" men were Starnes and Phillips, both with 39 years of service.

Those beginning regular retirement on October 1 were Murphy Didier, John Jones and Wallace Soulier. Francis Stacey began early retirement. Jones was the "senior man" with 39 years of service.

The new annuitants are pictured below, along with their work sections, length of service and address.



35 YEARS
James Barron
Outside Chauffeur
H-C Aux.
Hired 1941
1678 78th St.
Baton Rouge



37 YEARS
Wallace Soulier
Electrician
TEL-Sod. M&C
Hired 1940
4157 Delaware St.
Baton Rouge



33 YEARS
Murphy Didier
Safety Clerk
Safety
Hired 1944
New Roads



34 YEARS
Francis Stacey
Pipefitter
H-C M&C
Hired 1943
Rt. 1, Conite Dr.
Buker



39 YEARS
Henry Falconer
Foreman
TEL Op.
Hired 1938
3758 Sherwood Dr.
Baton Rouge



39 YEARS
James Starnes, Jr.
Supervisor
Gen. Services
& H-C Aux.
Hired 1938
522 Woodhaven Dr.
Baton Rouge



39 YEARS
John Jones
Sr. Lab. Tech.
Qual. Cont.
Hired 1938
P. O. Box 251
Slaughter

Bergin and Voorhies Join Annuitant Ranks

Two former long-time employees on the Plant whose offices were in the Ethyl Tower downtown have retired. James Bergin, Operations Control manager, Mfg. Staff, and former resident manager of the Plant, retired October 1 with 43 years of service, many of which were spent on the Plant.

Marcel Voorhies, manager of Production Scheduling and Distribution, Mfg. Staff, was granted permanent and total disability benefits, effective September 1, after about 39 years of service, most of which were spent on the Plant.



37 YEARS
Bennitt Pendas
Elect. Foreman
TEL Maint.
Hired 1939
3144 Oakcrest Dr.
Baton Rouge



39 YEARS
Robert Phillips, Jr.
Working Leader
H-C Op.
Hired 1938
5775 Lemonwood Dr.
Baton Rouge

Plant 'Fleet' and Food Honor Two Retirees



We regret that the functions held by employees to honor retiring fellow employees are too numerous to be used in The Antiknock. However, two unique functions recently honored James Starnes, supervisor, General Services and H-C Auxiliary, and Bennitt Pendas, electrical foreman in TEL Maintenance. At top, Starnes stands alongside the "S. S. J. H. Starnes," the former plant "Mudcat" boat, which was re-named in his honor just before his retirement September 1. This vessel is used to dredge and maintain various ponds and basins in our extensive plant pollution abatement program. Below, is a picture made at the "potluck" dinner, which was held for Pendas, shown at right, by his co-workers in TEL Maintenance. Each man brought a different container (pot) of food to the Plant, as shown on the table at left, for his retirement dinner.



Your Responsibility

Each employee should become familiar with the procedures for qualifying for benefits under the Company's Accident and Sickness Benefit Plan. Since many new employees have reported for work since these rules were carried in The Antiknock, they are being repeated in this issue. If you are ill or injured and unable to work it is your responsibility to comply with the established procedures in order to avoid possible denial of benefits under the plan. Your responsibility includes:

- You must report your absence, regardless of the reason, to the Main Gate as soon as you know you will not be at work on your next regularly scheduled shift.
- If you leave the Plant, because of personal disability, prior to the end of shift, you must check out through Medical and report such absence to your supervision and the Main Gate. If you are unable to check out at the Main Gate you may call the Main Gate as soon as you get home.
- To report your absence by telephone during regular office hours, call the Main Gate at 339-2632. During nights, weekends and holidays call 339-2632. Furnish the attendant with requested information to report your absence and the reason for it.
- Report in person to Plant Medical the first day your disability does not confine you to home or hospital unless otherwise instructed by Plant Medical. Reporting days are Monday through Friday, excluding holidays, between the hours of 7:30 a.m. and 4 p.m. If your first day up is Saturday, Sunday or a holiday, report on Monday, or the day after the holiday.
- If you change whereabouts during periods of disability, after giving the Main Gate your location at the onset of disability, you must report each such change to Plant Medical. The necessary information should be furnished either in person or by telephone the first day a change of whereabouts occurs.
- If you plan a hospital confinement or a surgical operation outside of this area, you should consult with Plant Medical in advance and develop any special arrangements that might be necessary.
- Follow the recommendations as to care and treatment made by the attending physician and submit to such physical examination as the Company may deem necessary.
- If you are absent due to disability, regardless of duration, you are required to report to Plant Medical and receive a work slip prior to returning to work.
- If you are absent due to disability and are able to return to work you must report in person to Plant Medical before going on vacation, jury duty, etc.
- It is your responsibility to notify your supervision as much in advance as possible the day or shift on which you expect to return to work.
- Prearranged appointments for non-routine medical treatments, surgical procedures, emergency dental work and diagnostic procedures where actual disability does not exist must be scheduled, whenever possible, to avoid or minimize loss of work time. Disability benefits are not paid for time lost as a result of routine previously arranged medical and dental appointments. If such appointments require you to leave the Plant during working hours, you must check with your supervision in advance.

ETC 27586

- In Memoriam -

Death has claimed two Plant employees and five annuitants in recent weeks. The employees were Dorothy Bauman, Emp. Rel., and John Lann, Sod. Op. In addition, Earl Levy, former Plant employee, who worked at the Tower, died in mid-September.

The annuitants were Lawrence Folse, Carl Harrison, Arnold Gross, Joseph Shaw and Leon Sims.

Dorothy Bauman

Bauman, Emp. Rel., died September 11, at Our Lady of the Lake Hospital. Religious services were held September 14 at Rabenhorst Funeral Home and burial in Resthaven Gardens of Memory. Survivors include her parents, one brother and one sister. She joined Ethyl in 1950 and was a stenographer in Personnel.

Lawrence Folse

Annuitant Folse, 77, died September 11, at Our Lady of the Lake Hospital. Funeral services were held September 13 at St. Anthony Catholic Church, with burial in Greenoaks Memorial Park. He is survived by his wife, a daughter, one brother and three sisters. He began work at the Plant in 1944 and was a painter in H-C M&C when he retired early in 1959.

Arnold Gross

Annuitant Gross, 72, died August 26 at his residence in Baton Rouge. Funeral services were held August 27 at Rabenhorst Funeral Home with burial in Resthaven Gardens of Memory. He is survived by his wife, three sisters, and one brother. He was hired in July, 1944 and was a welder in TEL-Sod. M&C when he began early retirement in February, 1962.

Carl Harrison

Annuitant Harrison, 73, died September 9 in Franklin. Religious services were held September 12 at Rabenhorst Funeral Home, with burial in Greenoaks Memorial Park. He is survived by his wife, two sons, two daughters and one brother. He began work with the Company in 1937 and was a working leader in TEL Operations in 1958 when he was placed on permanent and total retirement.

John Lann

Lann, 59, Sod. Op., died September 10 at the Baton Rouge General Hospital. Funeral services were held September 12 at Welsh Funeral Home with burial in Greenoaks Memorial Park. He is survived by his wife, two sons, one of whom is John W. (PVC Op.) and a sister. He has worked on the Plant since 1938 and was a foreman in Sodium Operations.

William Marks

Annuitant Marks, 64, died October 1 at his residence in Port Allen. Funeral services were held October 2 at Holy Family Catholic Church with burial in the Church of the Assumption Cemetery in Plaquemine. He is survived by his wife, a daughter, two sons, and four sisters. He joined the Company in June, 1944 and was an operator in H-C Operations when he began early retirement in May, 1976.

Elyria Mims

Annuitant Mims, 70, died October 1 at the residence on Jefferson Highway. Funeral services were held October 5 at Rabenhorst Funeral Home with entombment in Resthaven Mausoleum. She is survived by two sons and a brother. She was hired in September, 1942 in Production Planning and was a clerk in Finance when she retired in December, 1971.

Leon Sims

Annuitant Sims, 63, died August 2 at Baton Rouge General Hospital. Funeral services were held August 4 at Welsh Funeral Home with burial in Resthaven Gardens of Memory. He is survived by his wife, mother, one son, two sisters, and three brothers. He began work at the Plant in October, 1943 and was an operator in H-C Operations when he began early retirement in January of this year.

Joseph Shaw

Annuitant Shaw, 75, died August 22 at Baton Rouge General Hospital. Funeral services were held August 24 at Hollabaugh-Spindle's Wooddale Memorial Chapel with burial in Greenoaks Memorial Park. He is survived by his wife, two daughters, and one brother. He began work at the Plant in



Here are two pictures of some of the local suppliers who were guests of Purchasing on August 19, as they waited to view the Corporate multi-media slide presentation, "Ethyl Changing: to Serve a Changing World." Among the employees shown are Quentin Hall, Stores and Services, at extreme left in the picture above, and M. H. "Fud" Marx, Finance, and Jim Hyatt, Purchasing, at right, foreground, in picture below. Several other employees participated in the orientation program. Robert O'Meara, manager of Purchasing, was master of ceremonies.



Purchasing Does an 'About Face'; Invites Suppliers to Lunch at Plant

It was a case of "about face" during mid-September when Purchasing invited local suppliers to come out to the Plant for a "look-see" and lunch. Approximately 43 suppliers came and participated in the plant orientation.

The visit was arranged for Monday, September 19, following the 40th Anniversary Open House. One of the highlights of the session was a showing of the multimedia slide presentation on the company

"Changing to Serve a Changing World" which was produced by Corporate Public Relations under the direction of Charles H. Zeanah, formerly manager of Public Relations at the Plant and now director of Corporate Community Relations.

Other activities included a ride around tour of the Plant and discussion with various Plant supervisory personnel.

Robert O'Meara, manager of Purchasing, was master of ceremonies.

Cost Control and Doing a Good Job Go Hand-in-Hand

August 1937 in Construction and was a pipefitter layout man in TEL-Sod. M&C when he retired in 1967.

Earl Levy Dies

Earl Levy, former long-time Plant employee, until his transfer to the downtown offices, in 1970, died in mid-September, after a lengthy illness. He began work on the Plant in March, 1938 and was assistant supervisor in Production Scheduling and Distribution at the Tower at the time of death. He is survived by his wife, a daughter and a sister.

Four Are Co-Authors Of Technical Paper

An Ethyl technical paper, "Alpha Olefin Sulfonates—Anionic Surfactant System — Its Manufacture, Composition, Properties and Potential Application," was presented in mid-October by Melvin Tuvell, Appl. & Cust. Serv., in Montreux, Switzerland. The paper was co-authored by Tuvell; Gary Heidebrecht, Proc. Des.; Patrick Hu. Appl. & Cust. Serv.; and Gerhard Kuehnhauss, Chem. Res. It was presented at the World Conference on Soap and Detergents.



Bauman



Folse



Gross



Lann



Marks



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Sims



HOW'S *your* ATTENDANCE?

ETC 27587

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The Antiknock

40th Anniversary Souvenir Section

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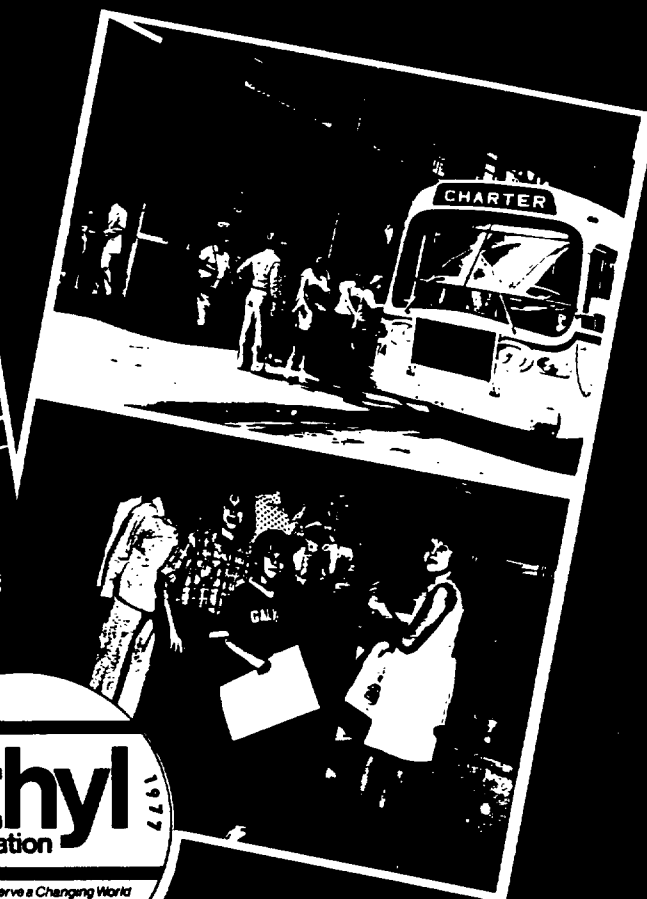
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ETC 27588

40th Anniversary Many Open House Activities Mark ... Plant's

1 Steering Committee Plans Open House



1 Committee members were, front row, Bill Strawbridge, William Egan, Lucy McQueen, David Humphreys and Milton Soulier. Back row, Don Robertson, E. D. Mitchell, Chairman Rodney Guillot, Wilbert Scott and John McCornack.

5 Welcome



9 Bus Tours Begins



13 Walking Tour



17 Walking Tour --



2 Dan Smith and Dwight Hinton get ready to raise flags to officially launch Open House activities.

3 Fifteen years ago, in 1962, Plant, union and Chamber of Commerce officials at 25th Anniversary flag raising.

4 New Ethyl flag flies with Old Glory for September 17 Open House.

5 This sign at M&P Building entrance welcomed employee families to 40th Anniversary Open House.

6 The Open House crowd starts arriving for registration and issuance of name tags. That's Sue Moreau in center.

6 and Registration



10



14 Research Equipment



18 Central Shops



7 More Ethyl folks arrive. That's Lawrence Dugas and his wife in center, talking with Shirley Hochenadel.

8 Larry Johnson and his wife fill in their name tags to start their Open House visit.

9 Buses line up for plant tours.

10 Boarding point for the Plant bus tours was at rear of M&P Building.

11 As soon as one bus was loaded and began the tour, another moved to the loading point.

2 Flag Raising Starts Activities



7



11



15



19



12 This large group of visitors has just completed the bus tour. Next is the mobile equipment display.

13 Ethyl's extensive research requires a lot of expensive equipment, as seen by visitors touring R&D Lab. A. J. and Murie Robichaux are in front.

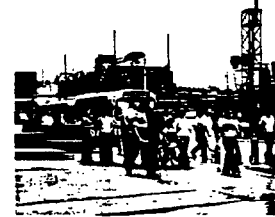
14 The Mike Stewart family tours the R&D Lab. That's their cousin, Aubrey Prince, in doorway at back.

15 Operator Paul Levert and his wife tour the R&D Lab. It's across Plant from his work in TEL Operations.

8



12 ...and Ends



16



20



16 Walking tour of the R&D Lab popular with many of the employees and visitors attending Open House.

17 Guide John Gaudin, left, explains some of the Central Shops equipment for the visitors.

18 Alex Ouber, who works with Power Group, escorts his family through Central Shops.

19 Guide Harry Allen points out some of the Central Shops equipment to look and feel of large group of Open House "tourists" in large shop.

20 In another section of Central Shops, Guide Paul Smith tells of other equipment used "under the big roof."

Fire Contr



Mobile Eq



Scooter Ri



Computers



Refreshme



This fire control d...ucted often durin...ers during their b...

PVC Operations...Smith explains...ations to large cr...

These visitors are...After bus tours, i...

These visitors are...After bus tours, i...

...Plant's 40th Anniversary Observance... 40th Anniversary

Fire Control



22 Walking Tour--PVC



23



24



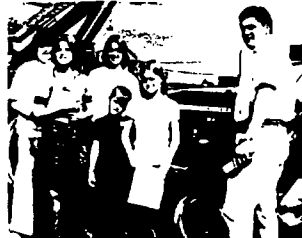
Mobile Equipment



26



27



28 Foam Fun



Scooter Rides



30



31



32



Computers



34 Mirror of the Past



35 Credit Union



36 TV Pictures



Refreshments ...



38 More Refreshments



39 Waiting for Slides



40



R&D Lab This fire control demonstration was selected often during the day for its House.

Left, explains PVC Operations Superintendent Smith explains PVC compound to large crowd of visitors.

Visitors watch as large sheets of compound are pressed and then sized for shipping.

These visitors are getting a close- up look and feel of pelletized PVC compound in large shipping containers.

After bus tours, display of varied equipment used on Plant awaited visitors.

Rigger Larry Mitchell shows family big equipment, like this autoclave, that he lifts and moves with crane. Kyle and Skipper are in front.

Blake Alexander and wife, Peggy, daughters Debbie, Julie and Becky, and son, Kenny, visit equipment display.

Youngsters show that fire control foam has other uses as well!

USWA President Milton Soulier is shown with daughter, Patricia, grandson, Chris, and son-in-law, Earl Yancey, at scooter ride station.

This scooter-riding trio slipped away before we could get their names.

Joe Fouse was scooter operator for his three daughters, twins Charlotte Jo and Rebecca Jo, and Mary Jo.

Another family riding scooters is that of Rigger Al Montelaro, shown with his wife and daughters.

Finance computers on walking tour. Foreground, Woodrow Snyder, wife, daughter and grandchildren.

Historical copies of The Antiknock get much attention.

Many register at Credit Union dis- play for free smoke detectors. Mgr.-Dir. Carroll Flatau is in background.

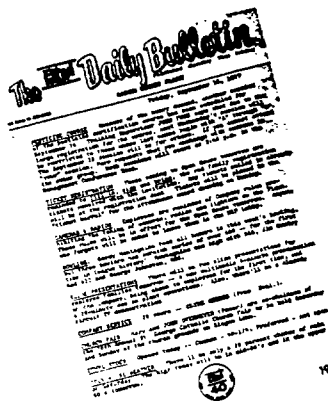
Murtha Watson gets a lot of smiles on her "candid camera" as visitors get to see how they look on TV.

Everybody gets in on the refresh- ments that were served throughout the day in the Cafeteria.

Here is one "shot" of the refresh- ment crowd. A full house continued throughout most of the day.

There were two slide presentations—on plant operations and a new Ethyl multimedia presentation.

This is title of the new Ethyl slide presentation, which group in picture at left is waiting to see.



41 1937

STATE TIMES

Monday, September 12, 1977 - Page 17-1

Ethyl Corp. Notes Local Anniversary

The Ethyl Corp. Secretary observed in this anniversary with an open house at the local plant for employees and their families.

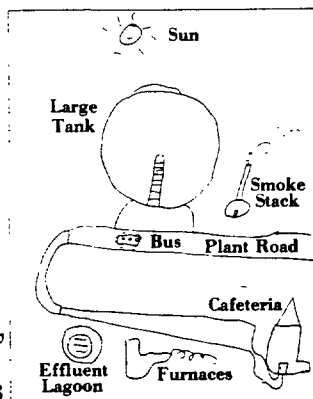
Ethyl officials celebrated some 4,000 working years at the plant since 1937.

The first Ethyl Corp. production unit was on stream Sept. 17, 1937, to produce low-sulfur gasoline for gasoline. This was only 10 months after Ethyl had begun construction of the plant in October, 1936, on a 30-acre tract on Route 100, Highway purchased from the late King Henry Ford.

A 100-year anniversary opened the day's anniversary observance, followed by two days and family visits to the research and development laboratory, the central shops and more building and a variety of other activities.

Harvey Guillot was chairman of the open house during the occasion, aided by one chairman, Bill Duvivier, and William Egan, David Sargis, and McCann, Lucille McDonald, E.D. Mitchell, Don Robertson, Wilbur Scott and Marie Smith and a number of other employees.

42



43

The "Artist" View

49 Balloons Everywhere!



51 Attendance Drawing



41 Before the Open House, Plant Daily Bulletin carried 40th Anniversary insignia and information items.

42 Plant Employee Family Open House report in local paper. About 3,000—not 4,000—attended.

43 Merry Henderson, 5, niece of Secretary June Dabadie, did this sketch after plant tour.

50 Frisbees Galore...



52 And the Winner



44 Former employee, Pat Lanier, and son, Mark, are shown at 25th anniversary Open House in September 1962.

45 Fifteen years later, Pat and Mark attend 40th Anniversary Open House.

46 Young visitors, Jennifer and six-week-old, Jamie, with parents, Tim and Connie Hullin. A four-week-old Bart Remington, came with dad, Ronald.

44 BEFORE



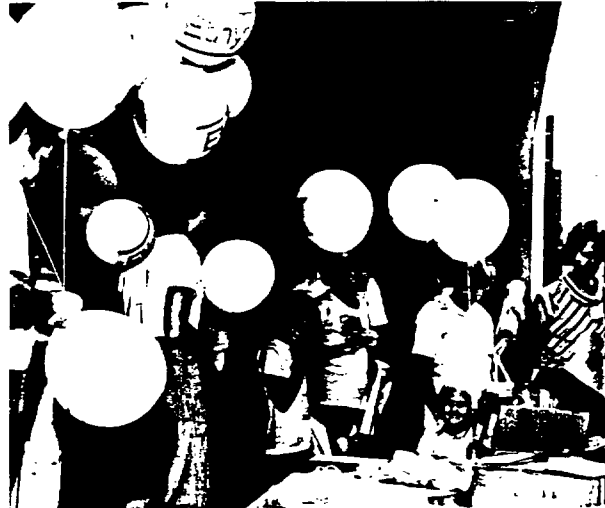
46 Future Ethyl Boosters



47 A Smile for Everyone



Checking Out



This is last stop of Open House—the exit gate. Key chains were distributed, along with balloons, frisbees and booklets. There were lots of smiles leaving the Plant, indicating "a good time by everyone!"

47 Hard-working Kathy Schittone has big smile and new "Ethyl Digest" for Photographer Roman Alford at exit.

48 Another busy worker is L. J. Welch, who also helps distribute "Ethyl Digests" and souvenirs.

49 Every youngster—and a lot of grownups—receives an Ethyl balloon as they leave the Plant.

and AFTER Fifteen Years



48 The New Digest



51 Sue Moreau is shown on September 19 drawing for attendance awards.



52 Chairman Guillot presents first award—aluminum utility building—to winner Alvin Hubbs, right. Ten other won two shares each of Ethyl stock.



50 Joyce Thibodeaux hands out another popular souvenir—Ethyl frisbees.

51 Sue Moreau is shown on September 19 drawing for attendance awards.

52 Chairman Guillot presents first award—aluminum utility building—to winner Alvin Hubbs, right. Ten other won two shares each of Ethyl stock.

Twenty-A

Patent recognition to 21 employees. 29 patents, both foreign and domestic.

Robert Fanning to Detroit on road in Process Eva patent on improvement—use of regulation, and share phase hydrogen with Joseph I. Eval.

James Kao, granted a U.S. patent on a phosphonitrilic polyphosphazene. He one on a recovered salts of a clinic acid from The latter was Britain.

Kao also shared patent with Ca Dev., on a phosphonitrilic polyphosphazene. He one on a recovered salts of a clinic acid from The latter was Britain.

Gene Robinson granted two U.S. patents on a diels alder reaction. The other was on hydrofuran sequence.

Charles Bergé granted a U.S. patent on a process for purifying phosphonitrilic chloride, a Belgian patent process. He also

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GOLF CLUBS—Line men's golf club including Elite woods, a pitching wedge, a bag. All in excellent condition. Phone 344-4749 after 5 p.m.

New Chlorine



A new chlorine alarm system for the signal and coded for plant fire horns. The alarm is sounded at the M. followed by one short one long blast and one long blast at H-C Area.

ETC 27591

Twenty-One Employees in R&D Are Accorded Patent Recognition

Patent recognition has recently come to 21 employees here through 29 patents, both domestic and foreign.

Robert Fanning, who has moved to Detroit on rotational assignment in Process Evaluation, received a patent on improved ester synthesis—use of regulated reactant addition, and shared another on gas phase hydrogen bromide synthesis with Joseph Bossier, III, Proc. Eval.

James Kao, Proc. Dev., was granted a U. S. patent on phosphonitrilite polymer with improved properties. He also was granted one on a recovery process for hydrated salts of carboxy alkoxy succinic acid from water solutions. The latter was granted in Great Britain.

Kao also shared another U. S. patent with Carroll Lanier, Proc. Dev., on a process for making phosphonitrilite polymers using controlled reaction conditions. Kao was also awarded a patent on making phosphazene compositions useful as fire retardants for cellulose.

Gene Robinson, Chem. Res., was granted two U. S. patents. One was on a diels alder type process and the other was on substituted tetrahydrofuran sequestrants.

Charles Bergeron, Proc. Eval., was granted a U. S. patent on a process for purifying crude phosphonitrilic chloride polymers, and a Belgian patent on the same process. He also was granted a pa-

tent on phosphonitrilite polymer synthesis.

Robert Sanders, Pion. Res., was awarded two U. S. patents involving high strength aluminum composite containing zircon.

Receiving foreign patents were Wayne Davis, Proc. Dev., who was awarded one on high temperature displacement reaction of aluminum alkyls (Holland) and Warren Becker, Econ. Eval., a Japanese patent on a process for producing pure aluminum from alkyl aluminum hydrides. Davis also received a U.S. patent on amine synthesis from mixed olefin feed.

Sharing a Japanese patent on impact resistant three-component resin blend were Allen Eisenbraun and Dale Hornbaker, both of Polymer Research.

Richard Gorsich, William DeWitt and Melvin Tuve, all of Applications and Customer Service, shared a patent on gel resistant liquid detergent composition—which was granted in France and Great Britain. Gorsich and DeWitt also shared a patent on olefin sulfonate composition with superior rheological properties.

Gunner Nelson, Chem. Res., was granted three U. S. patents on synthesis of metal hydrides and a Belgian patent on an improved process for making sodium aluminum dialkyl dihydride compounds. He received another patent on improved reduction reaction.

Larry Shepherd, Jr., Chem. Res., has been awarded a patent on polycyclic compounds and shared another on chlorobutynitrile synthesis with Eric Breidenbach, Proc. Des., and Edward Woods, who has transferred to Houston Engineering Services.

Three other U. S. patents have been received — by Thomas Lee, Non-Div. Res. Group, on aluminum alkyl disposal process, by Kishan Seth, Proc. Dev., on iodine recovery from brines, and Karl Wiegand, Pion. Res., on mixed sulfonic and carboxylic acid anhydride preparation.



Becker



Bergeron



Bossier



Breidenbach



Davis



DeWitt



Eisenbraun



Gorsich



Hornbaker



Kao



Lanier



Lee



Nelson



Robinson



Sanders



Seth



Shepherd



Tuve



Wiegand

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New Chlorine Alarm Signals Now in Use



A new chlorine alarm signal has been added to the Plant Emergency Communications System for the protection of employees. As with the 20-blast emergency signal and coded fire alarm signals, the chlorine alarm will be sounded on the plant fire horns. Lionel Delaune, Security, demonstrates how the chlorine alarm is sounded at the Main Gate. The chlorine signals are as follows: one long blast, followed by one short blast, to indicate the chlorine source as the west or north; one long blast and three short ones indicating the source as the Sodium Plant, and one long blast followed by five short ones which identifies the source as the H-C Area.

Two Employee's Sons Achieve Recent Honors



Two sons of employees have recently distinguished themselves—one in sports and one in craft training. At left is Bonn, son of Lyle Dixon, PVC Mfg., and grandson of Annulant L. C. Dixon. He has an athletic grant-in-aid scholarship at the University of New Orleans and was picked in the summer baseball draft by the Kansas City Royals. He is a pitcher, but is also an excellent hitter, averaging .506 during his senior season at Glen Oaks High and .444 in American Legion play last summer. At right is Kurt, son of Clay Bourq, Security, who was recently awarded the Golden Hammer Award in recognition of his selection as the outstanding carpenter apprentice in the Baton Rouge carpenter's joint apprenticeship and training program. He participated in the statewide contest in the summer and placed third in the state (only four points separated the first and fifth place winners). He is a graduate of Redemptorist High School.

Service Anniversaries

Plant's First Technical Employee, Jim Huguet, Completes 40 Years



James Huguet, industrial conservation coordinator, Process Design, and the first technical employee hired at the Baton Rouge Plant, leads all employees in service with 40 years which he completed on September 21. A graduate of LSU, Huguet began work in the old original Quality Control Laboratory, which was located in the old Administration Building.

Huguet heads a group of 62 employees, including Resident Manager W. C. Strader, who observed anniversaries of from five years of service to 35 years. There were 11 who completed 35 years of service in September and October, four with 30 years, four with 25 years, six with 20 years, one with 10 and 35 with five years of service.

30 Years



Jimmie Dahadie
E&MS



Modis Harrell
Finance



William Strader
Mfg. Staff



Sier Street
Oper. Staff

25 Years



William Jordan
R&D Adm.



Noland Navarre
Eng.



Richard Zietz, Jr.
Appl. &
Cust. Serv.

35 Years



Ervin Andre
TEL Op.



Murray Bond
TEL Op.



Bentz Borne
TEL-Sod. M&C



John Fowler
TEL Op.



Clyde Geddes, Jr.
Proc. Eval.



Richard Gorsich
R&D Serv.



Warren Kirsch
Chem. Res.



Lenpold Lee
TEL-Sod. M&C



Vencil Griffin
H-C M&C



Vincent Guercio
TEL-Sod. M&C



Hernan Huggins
H-C Aux.



August Seguin
Laundry



Glynn Riffel
TEL-Sod. M&C



Carroll Warren
Maint.



Samuel Smith
H-C M&C



Jesse Tate
TEL-Sod. M&C

Pictures Not Available

Pictures of two employees who observed service anniversaries in September and October were not available. They are: 35 Years—Joseph Duplessis, Sod. Op. 25 Years—Joseph Parque, Jr., TEL-Sod. M&C.

"We need to continue to emphasize cost reduction in all areas." — Resident Manager W. C. Strader

Service to Veterans Brings New VFW Award



The top award of the Louisiana Veterans of Foreign Wars—for "Distinguished Service to Veterans in Providing Job Opportunities in 1976-77"—is added to other VFW awards received by the Company by Leo Martin, Emp. Rel. The award, which was presented to Martin at the VFW State Convention at Lake Charles in mid-June, is the third state VFW award the Company has received. In addition, earlier this year Ethyl was presented the National VFW Award in recognition of its policy of hiring veterans whenever possible.

20 Years

Other Awards

10 Years

Joseph Self, Eng.

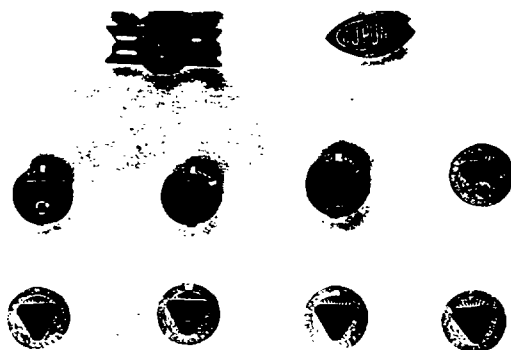
5 Years

Aymond Arceneaux, Jr., Sod. Op.
Matthew Armwood, TEL Op.
Leonard Bell, TEL Gen. Serv.
Joseph Bossier, III, Proc. Des.
Francis David, TEL-Sod. M&C
Michael David, TEL Gen. Serv.
John DeLee, Security
Robert Demouy, Power
Stephen Duhon, TEL Gen. Serv.
Benj. Felder, TEL Op.
Michael Gaudet, TEL Op.
Joseph Gilbert, Jr., TEL Op.
Henry Goudeau, Sod. Op.
Joseph Graffia, TEL Op.
Jerry Goza, TEL-Sod. M&C
John Hebert, Security
John Hendrix, TEL Op.
Nathaniel Hickman, TEL Gen. Serv.
Nolan Holden, TEL Op.
Nathaniel Jenkins, Jr., TEL Gen. Serv.
Michael King, Sod. Op.
Joseph Lefaux, Sod. Op.
Richard McClarty, TEL Gen. Serv.
Reginald Montgomery, TEL-Sod. M&C
Ben Norwood, Jr., TEL Op.
Lon Ostergren, TEL-Sod. M&C
Vincent Paola, Jr., TEL-Sod. M&C
Vernon Thigpen, Sr., TEL Gen. Serv.
Robert Voiselle, TEL-Sod. M&C
Kenneth Wicker, Sod. Op.

Two 40-Year Men Reminisce on Service



Two of the Plant's 40-year men—Levi "Dick" Shaffett, TEL Op., and James Huguet, Proc. Des.—got together recently to reminisce and to compare their collections of service pins, which both are holding in their hands. Typical of the two collections, which both prize highly, is that of Shaffett which was photographed sometime ago. His starts with the "E" pin for his contribution to the World War II effort, and includes his Dupont pin for service with that company when it operated a portion of the Plant under contract from 1937 until 1945, and his Ethyl pins, from five to 40 years. Huguet's collection is very similar, except that all of his service has been with Ethyl. Shaffett completed 40 years in June and Huguet rounded out 40 years in September.



'Politics, What Is It?'

We don't know who, but the person who wrote the description of politics reproduced below hit the "nail on the head." Titled "Politics, What Is It?," but with no credit line, it was received recently from the Louisiana Association of Business and Industry.

In America, it is the distillation of the good and bad in all people into the hands of a few to perform certain tasks through a joint effort called government.

It gets rotten only when good people shirk their political duty. It gets good only when they don't.

Why? Because there are more good people than bad. So good politics naturally results when all people participate equally.

Too often they don't and the reasons are often just excuses. But those who get hooked on politics in the American system—where people are not limited in what they may aspire to—are hooked for life. For politics in America offers every individual the best way to find fulfillment in carrying out life's mission—of serving his Maker by serving his fellow men.

If you haven't tried it, you've missed a lot of life . . . and you may have let down a lot of people.



symbols of the amerIcAN spirit

Promotions and Reassignments Announced for Seven Employees

The promotions of three plant employees and the promotion and transfer of three others were effective recently. In addition, Andrew Welper, plant employee who has been on rotational assignment at Detroit, has been transferred from Process Evaluation to Economic Evaluation and will continue to be located at Detroit.

Effective in August Melvin Acosta was promoted from mechanical foreman in TEL-Sod. M&C to field representative, Labor Relations, in Employee Relations. In Manufacturing, Charles Gardner was promoted to supervisor of General Services and H-C Auxiliary.

Also in Manufacturing, Ronald Gardner was promoted from Operations supervisor in H-C Operations to planning supervisor in Manufacturing Planning & Coordination at the Tower.

In R&D Warren Becker was advanced to economic evaluation associate in Economic Evaluation, effective September 1. Earlier, in August, George Bones, senior process design engineer in Process Design here, was promoted to supervisor of Technical Services at the Houston Plant.

Welper, a process evaluation engineer in Process Evaluation, who has been on rotational assignment at the Detroit Labs, transferred to Economic Evaluation. He completed a training period here before being assigned to Detroit in his new position.

Effective October 1, Thomas Dominick transferred from Process Development on the Plant to the Engineering Services Group at Orangeburg.



Acosta



Becker



Bones



Dominick



C. Gardner



R. Gardner



Welper

Company Honors Foremen—

(Continued from Page 2)



Two H-C Maintenance foremen attending the dinner were Woodrow Snyder and Harold Kendrick. They are shown above. At left are Woodrow and Mrs. Snyder and at right are Mrs. Kendrick and Harold.



Ed Easterly, TEL Maint., and Mrs. Easterly are shown chatting with Elon Smiley, TEL Op., and his wife. Approximately 55 foremen completed the foremen course in Interaction Management.

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Changing to Serve Changing World

The Antiknock

September-October 1977

Open House Spotlights Plant's 40th Anniversary

Pride and Teamwork in the Spotlight As Plant Observes 40th Anniversary

Another major milestone for the Baton Rouge Plant has passed, but not without bringing to the forefront evidence of a lot of pride as well as a lot of teamwork on the part of many employees. On September 17 an Open House commemorated the 40th Anniversary of the start of production on September 17, 1937, when the first Ethyl antiknock compound was turned out in "A" TEL Building.

While the 40th Anniversary Open House was not as elaborate as the observance of the Plant's 25th anniversary in September, 1962, it will take its rightful place with past and future plant milestones. Included in this issue is a special 40th Anniversary souvenir section of *The Antiknock* which is intended to be a "mirror" of some of the 40th anniversary activities.

One needed only to accompany some of the groups on the Open House bus and walking tours to hear employees explaining to their families where they work, and the importance of their jobs, to realize the pride of these employees in being on the team that operates the Plant. And it was not just the "old heads" that were talking. There were a lot of the younger and newer employees who rightfully take pride in the part that they are playing in the plant operation and upkeep.

Teamwork was most noticeable in the planning for and conduct of the Open House.

While a Steering Committee had the responsibility of planning and staging the Open House, it had more volunteer helpers than it could use. Every employee who was approached, and many that were not asked, stepped forward to help make the Open House an outstanding event! This outstanding teamwork was also very evident throughout the day of the Open House, and from every report, employees and family members alike enjoyed the day and learned much about Ethyl and the Plant from it.

The special souvenir section in this issue cannot adequately capture that pride nor that teamwork. Neither can it completely portray the apparent enjoyment of employee families that was observed throughout the day during the Open House. What the souvenir section is intended to do is to record, for now and the future, another important milestone of Ethyl's Baton Rouge Plant and the involvement of many people at the Plant. It is hoped that this section is worth keeping as a record of observance of the Plant's 40th Anniversary.



Anniversary Souvenir Section Inside



Vol. 39, No. 6

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The Antiknock

Vol. 39, No. 6

November-December, 1977

Employees Set New Record in Support Of Capital Area United Way Campaign

Contributions of \$114,186 by employees on the Plant in the Capital Area United Way Campaign set an historic high for plant employees and led the way for Ethyl support to exceed \$200,000 in 1977!

Final tabulations of results show that the \$114,186 given by plant employees exceeded last year's total of \$101,985 by 11 percent. The average per-giver gift was at a new high of \$63, up from \$55 last year. Supporting the new record were 693 employees who gave Fair Share gifts, an increase over the 633 Fair Share gifts last year.

Highlighting the record set by plant employees were a 32 percent increase in contributions by United Steelworkers-represented employees, a nine percent increase by AOWU-represented employees and a four percent increase by management employees.

In addition to this new high by plant employees, downtown employees and those at the Ethyl Technical Center contributed about \$44,623, up from \$38,511 contributed last year. This brought Ethyl employee support of the Capital Area United Way to more than \$150,000.

Backing up this record employee support was a corporate contribution of \$46,000 by the Company. This corporate gift, up from \$42,

The Cover

The Antiknock staff again expresses appreciation to Ray Lughart, Bernard & Burk, Inc., who is assigned to Engineering on the Plant, for his assistance in the preparation of our Christmas cover with its emphasis on Santa Claus. Also, we are including in this issue several popular Christmas features used in previous issues. The first of these is the century-old "Prayer of St. Francis" which appears below.

000 last year, helped push the total Ethyl support past the \$200,000 mark.

Chairman of the Plant Steering Committee which coordinated the United Way Drive on the Plant was Bill Lentz, Qual. Cont., and co-chairman was John Overmeyer, Power. A former plant employee, Claude Catania, Mfg.-Tower, was chairman of the downtown drive.

Sophisticated Analyzers Maintain Environmental Controls on Plant

The big investment in environmental control at the Baton Rouge Plant continues to climb. The most recently compiled costs show that the Company has invested upwards of \$25 million in pollution abatement facilities and manpower at the Baton Rouge Plant since 1970.

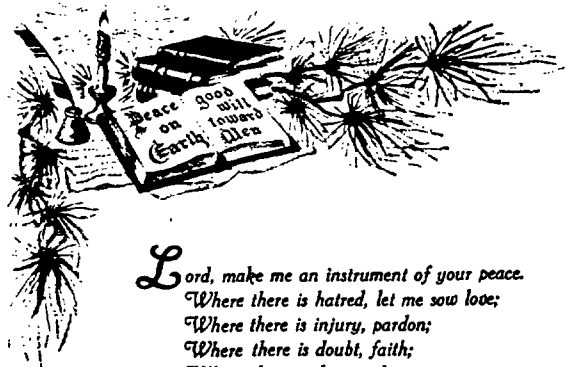
Part of this heavy expense of environmental control is brought about by some very sophisticated and expensive equipment, which is now being used in the maintenance of good environmental controls.

Below are some of the analyzers in use on the Plant. The installation and use of this equipment was made possible by the teamwork of Engineering, R&D and Manufacturing personnel.

We are indebted to Ray Summers, Engineering, who was formerly stationed on the Plant, and to Donald Park, Tech Services, for their assistance in arranging for these pictures and in developing this article.

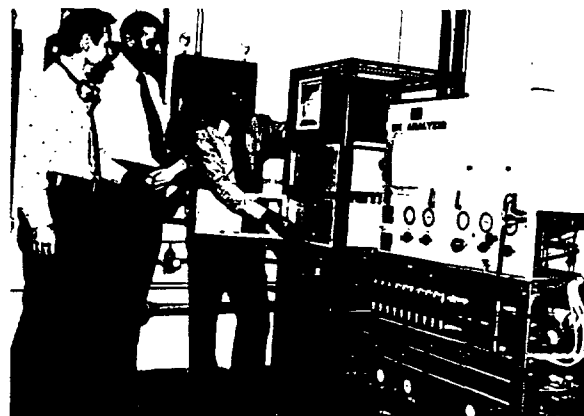


Isaac Smith, R&D Serv.; Ray Summers, Eng.-I-Am. Pl., and Wayne Gordon, Eng., are shown with some of the technical—and very expensive—equipment now being used on the Plant to insure good environmental control. In the picture at left, Gordon and Summers look on as Smith adjusts the atomic absorption analyzer used in the lead-in-air analyzer system. Nineteen sample points throughout "C" Building are analyzed continuously, using the new analyzer system. At right the three are shown from another angle at the atomic absorption analyzer. In the background is a portion of the sampling system that permits analyzing the specific locations throughout the building. Air samples are continually drawn from various locations in the building and analyzed for lead levels. This system was developed as a joint venture of the R&D Analytical Group and the Engineering Instrument Development Group. It is capable of analyzing all sample points every six minutes and has been in operation since mid-1976.



*Lord, make me an instrument of your peace.
Where there is hatred, let me sow love;
Where there is injury, pardon;
Where there is doubt, faith;
Where there is despair, hope;
Where there is darkness, light;
Where there is sadness, joy.*

*O divine master, grant that
I may not so much seek to
Be consoled as to console;
To be understood as to understand;
To be loved as to love;
For it is in giving that we receive;
It is in pardoning that we are pardoned;
And it is in dying that we are born to eternal life.*



Here three employees check a recording chart on one of the VCI-in-air analyzers. Eugene Broemmelsiek, left, Ray Summers and R. V. Boyd observe the chart as Boyd makes an adjustment to the analyzer. The analyzer unit, shown at right, is one of four units in the PVC and Vinyl Chloride Plants. Each analyzer is capable of analyzing 10 sample locations in approximately 10 minutes. The analyzer, a part of the heavy investment in pollution abatement on the Plant, can detect VCI concentrations as low as under one part per million and provide alarms in the operating areas if the concentration exceeds a specified level. This analyzer system has been in operation on the Plant since last fall. The system consists of four 10-stream gas chromatographs, area alarm systems, field printers and a small computer for analyses and summary logs of the analyses for record purposes. Broemmelsiek is in Tech Services, Summers is assigned to Engineering at One American Place and Boyd is in Engineering on the Plant.

Forty-Four New Employees Bring 1977 Plant Total Hiring Past 200-Mark

Forty-nine new employees reported for work in late October and November to bring total employment to 227 at the Plant in 1977.

Included in the new arrivals were an assistant supervisor in Finance, a new research chemist, a new key-punch operator in Finance and new waggeroll employees in H-C Operations, PVC Operations, Sodium Operations and TEL Operations, as well as in H-C Auxiliary, H-C M&C and PVC Maintenance.

Steven Wagner who holds a BS degree in chemistry from the University of Colorado, and an MS from the University of Nebraska, has joined Applications & Customer Services in Industrial Chemicals as a research chemist. He is from Lincoln, Nebraska.

Marcel Duchamp, Jr., has been appointed assistant supervisor, Cost & Budget, in Finance. He is a graduate of LSU and is a native of St. Martinville.

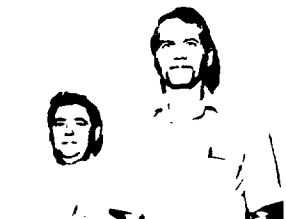
Connie Crockett has joined Finance as a keypunch operator. Other new employees are photographed and listed below.



Duchamp



Wagner



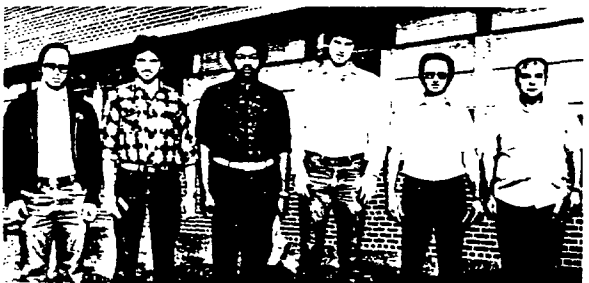
Joining the Company in late November were William Sloan and Don Darbonne, both in PVC M&C.



Charlie Van Ness, who started work in PVC Maintenance, is shown above.



New employees joining the Company in late October were Connie Crockett, left, in Finance, and Robert Wilson, H-C M&C.



Joining the Company in mid-November in various areas of the Plant were Harold Bourgoin, Kerry Vallet, Murph White, Mark Hampton, Donald LaPorte and Cade Ballard, Jr.



New employees joining the Company recently in H-C Auxiliary and H-C Operations were Joseph Vidrine, Rocky Nicholas, Michael Todd, William Watson, Wlanie Ortego, Raymond Taylor, Gloria Huggins and Charles Harris.



These new employees who came to work recently are Ronald Durnigan, Daniel Andrews, Randall Fontenot, Johnny Lucas, Rodney Venable, Thomas Kelly and Keith Langlois.



Among many new employees reporting for work recently are John Macus, Walter Thomas, Marc Scheynayer, Harold Meadors, Frank Thomas, Mark Clement and Thad Foreman.



Beginning their careers with Ethyl are these new employees—Raymond Degg, James Hall, Frank Van Norman, Michael Lorio, Roger Mestepey, Eric Butler and Robert Spurlock.



Among many new employees reporting for work recently are Timothy Brooks, Thomas Nugent, Melva Cavanaugh, Robert Kelso, Brenda Hatch, David Roshto and Samuel Creer.

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Electric

"For Want of a Nail"

Cost Control Efforts by Employees Should Begin with Small Items

The illustration at left is old—and you might call it long out of date—but the problem it spotlights is as new and as urgent as a walk any day through the Plant would prove. One doesn't need to look very hard to see evidence throughout the Plant of waste that we all can help avoid.

The items that are discarded, or carelessly left scattered about after a job is completed, is a lesson for all of us. That lesson is that we must be more thrifty in the use of tools and materials and get all the useful life out of them before discarding.

The items "wasted" on the Plant indicates we have become too careless with such small items as nuts, bolts, gloves and other things. All of these combined are increasing the cost of operating the Baton Rouge Plant. As the illustration points out, it all starts with "for want of a nail."

There are many ways that we can practice cost control on the Plant. One way is doing everything possible to conserve energy and to combat the rising cost of energy. We must avoid waste in raw materials, in tools and in equipment.

However, the best start in cost reduction on the Plant is for each of us to begin saving the "little things," some of which are pictured on this page.

(The variety of useable materials shown below were noted on the Plant or in the salvage yard during a routine tour of the Plant.)

For want of a  the **U** was lost; for want of a **U** the  was lost; for want of a  the  was lost; for want of a  the  was lost; for want of a  the  was lost ... and all for the want of a .



"Tail Gates"



Slip Blanks



Gloves



Gloves and Valves



Hose



Chain Sling



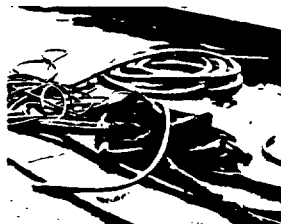
Bolts



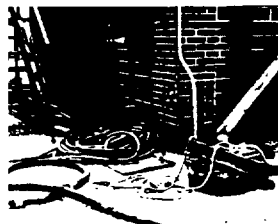
Pipe Fittings



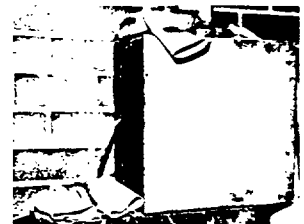
Electrical Cable



Hose and Tubing



More Hose



More Gloves

- In Memoriam -



Braud



Ross



Smith

Death has claimed four annuitants in recent weeks. They were Ayno Braud, a former operator in TEL Operations, and Johnny Ross, who succumbed from injuries sustained in a traffic accident at the intersection of Evangeline Street and Foster Drive; George W. "Red" Smith, who formerly worked in TEL Operations and Philip Stewart, formerly of H-C M&C.

Ayno Braud

Annuitant Braud, 67, died Nov. 28 at East Ascension General Hospital. Funeral services were held Nov. 30 at Rabenhorst Funeral Home, with burial in Azalea Rest Cemetery in Zachary. He is survived by his wife, two daughters, one stepson, three sisters and three brothers, one of whom is Octave Braud in TEL-Sod, M&C. He was hired in March 1937 in Construction and was an operator in TEL Operations when he retired early in June 1974.

Johnny Ross

Annuitant Ross, 69, died in the afternoon of October 27, some four hours after he was involved in an automobile accident in which his pickup truck was struck by a cement truck at the intersection of Foster Drive and Evangeline Street. Funeral services were held on October 29 at Rabenhorst Funeral Home, with burial in Greenoaks Memorial Park. He is sur-

vived by his wife and two sons. His service on the Plant began in 1944 and he was an operator in Sodium Operations when he began regular retirement in January 1973.

George Smith

Annuitant Smith, 65, died October 30 at Baton Rouge General Hospital. Funeral services were held November 2 at Brownsfield Baptist Church. Survivors include his wife, three sons and three sisters. Smith started work on the Plant in August 1937 and was an operator in TEL Operations when he began early retirement in February 1975.

Philip Stewart

Stewart, 42, who was granted permanent and total disability benefits in November 1973, died October 26 at Doctors Memorial Hospital. Funeral services were conducted on October 28 at St. Anthony Church, with interment in Krotz Springs. He is survived by a daughter, two sons, his parents — Annuitant Joseph Stewart and Mrs. Stewart—and a brother, Harry, M&C Plan. He was hired in 1965 in H-C Auxiliary and was a pipefitter in H-C M&C when he began P&T retirement.

We regret that a picture of Annuitant Philip Stewart was not available for this issue.

Plant Employees Are Moderators in High School — Business Symposium

In mid-October the Company again took an active part in the 1977 High School-Business Symposium at the Chateau Capitol Hotel. Those participating as table moderators were William Axtell, Proc. Eval.; David Humphries, Inf. & Lib. Serv.; Harold Place, Proc. Eval.; Donald Park, Tech. Serv., and Earl Rachal, Fin.

The Symposium is sponsored each year by the Education Committee of the Baton Rouge Area Chamber of Commerce to provide high school students with a basic knowledge of business and the free enterprise system.

Pictures of four of the moderators are shown below. We regret that a picture of Axtell was not available.



Moderator Dave Humphries



Moderator Donald Park



Moderator Harold Place



Moderator Earl Rachal

Three Veterans Retire



Fontenot

Three veterans with most em- with many years of service: November 1 and Evena For hundreds of em- December 1.

Also leaving superintendent of others at the death in family. Joseph S. changes take place on November, worked 17 of

Cafe C



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Keep Your Christmas Safe from Fire

No one really knows for sure, but those knowledgeable people who write encyclopedias think it was Martin Luther who first had the bright idea of decorating Christmas trees with candles. That, without a doubt, is when we began having trouble with Christmas tree fires, reports the National Safety Council, which offers the suggestions below to help reduce the possibility of a Christmas tree fire in your home.

- Do not bring the tree into the house until ready for use. Keep the trunk in water to help prevent excessive drying out.
- Saw off the trunk at an angle at least one inch above the



original cut and keep the trunk standing in water while the tree is in the house.

- Locate the tree away from sources of heat and drying and away from exits to the home. Remove the tree as soon as possible after the holiday.
- Do not use candles on or near the tree.
- Use only lighting sets that bear the Underwriters' Laboratories, Inc. (UL) label on all parts—not just the cords—and use them only for their intended purpose.
- Check the sets before stringing on the tree.
- Unplug the lights when not in the house or when going to bed.
- Don't overload electric circuits.
- Do not decorate metallic trees with lights. Instead, use off-the-tree spot or flood lighting.

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Three Well Known Employees Begin Retirement in November and December



Fontenot



Hubbs



Sicard

Three veteran employees, including two who have had "dealings" with most employees on the Plant during their long careers and one with many years of absence-free work, began their retirement on November 1 and December 1.

Evena Fontenot, a nurse in Plant Medical, who has helped many hundreds of employees during a 34-year career at Plant Medical, retired December 1.

Also leaving on December 1 was Alvin Hubbs, Personnel Relations superintendent in Employee Relations, who has aided many hundreds of others at the time of their employment, during times of illness, death in family, at retirement and at other times.

Joseph Sicard, an operator in H-C Operations who saw many changes take place in his 35 years on the Plant, began his retirement on November 1. Sicard is proud of the fact that of his 35 years, he worked 17 of them with no absences of any kind!

Cafe Coronary - A Repeat for Life

"CAFE CORONARY"



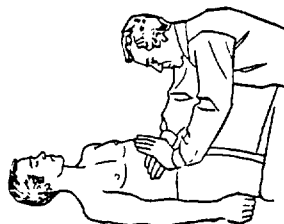
STAND BEHIND THE VICTIM AND PUT BOTH OF YOUR ARMS AROUND HIM LET HIS HEAD, ARMS AND UPPER TORSO HANG FORWARD GRAB YOUR FIST WITH YOUR OTHER HAND AND PLACE IT AGAINST HIS ABDOMEN SLIGHTLY ABOVE THE NAVEL AND BELOW THE RIB CAGE. PRESS UP RAPIDLY AGAINST HIS ABDOMEN THIS FORCES THE DIAPHRAGM UP AND COMPRESSES THE LUNGS. HOPEFULLY THE FOOD WILL POP OUT LIKE A CORK FROM A CHAMPAGNE BOTTLE

IF THE VICTIM IS TOO HEAVY FOR YOU TO HOLD, LAY HIM ON HIS BACK AND SIT ON HIS HIPS WITH THE HEEL OF YOUR LEFT HAND PRESSING AGAINST THE BACK OF YOUR RIGHT HAND, PUSH FORWARD INTO HIS ABDOMEN JUST ABOVE THE BELT.

A SECOND PERSON SHOULD BE PREPARED TO REMOVE THE EJECTED FOOD FROM THE VICTIM'S MOUTH - PARTICULARLY IF HE'S ON HIS BACK - WITH A SPOON OR FINGERS

IF YOU CHOKED ON SOMETHING WHILE YOU ARE ALONE, USE THE TECHNIQUE ON YOURSELF BY PRESSING YOUR FIST RAPIDLY UP AGAINST YOUR ABDOMEN.

APPLY ARTIFICIAL RESPIRATION IF THE VICTIM STILL HAS TROUBLE BREATHING AFTER THE FOOD IS REMOVED BEGIN ADMINISTRATION OF OXYGEN IF AVAILABLE.



STEWART OXYGEN SERVICE

More than two years ago—in August 1975—this sketch and an accompanying article on "Cafe Coronary" appeared in The Antiknock. It illustrated and described the "Heimlich Maneuver," a first aid measure for choking victims. The method is named after Dr. Henry Heimlich, Jewish Hospital, Cincinnati. Since the article appeared there have been several reports from employees of the successful use of this method in saving the lives of children and adults from possible choking deaths. Teach the method at your home. You never know when it may be needed for a member of your family. That's the reason it is being reprinted in this issue.

Promotions and Reassignments Announced for Seven Employees

Promotions and reassignments for seven employees have become effective recently.

In mid-October, Robert Johnson was promoted from assistant director of R&D Services to the position of associate director.

Irvin Borne, Jr., advanced to salaried mechanical foreman in PVC Maintenance. Borne's promotion was effective on October 1.

Kishan Seth was promoted to process development associate in Process Development in November.

With the retirement of Alvin Hubbs, Personnel Relations superintendent, after almost 36 years of service, reassignments in Employee Relations became effective December 1. Arthur Choppin, Jr., Employee Relations superintendent, will be responsible for labor relations with respect to wage-roll employees. Rodney Guillot, Employee Relations coordinator, will be responsible for Employee Benefits and Personnel, and will also handle labor relations matters with respect to clerical and hospital bargaining unit employees.

Both Choppin and Guillot and John Furr, Training and Testing supervisor, will report to Robert C. Schmidt, Employee Relations manager.

Also in October, Grady Ferry, who is on rotational assignment in Process Evaluation at Detroit, was promoted to process evaluation engineer.



Borne



Choppin



Ferry



Furr



Guillot



Johnson



Seth

"... One Solitary Life"

HERE is a man who was born in an obscure village, the child of a woman who, to her peasant neighbors, was just one of them and one with them. He grew up in another village. He worked in a carpenter shop until he was thirty, and then, for three years, He was an itinerant preacher. He never wrote a book. He never held an office. He never owned a home. He never had a family. He never traveled two hundred miles from the place where He was born. He never did any of the things that usually accompany greatness. He had no credentials but himself.

WHILE still a young man the tide of private opinion turned against him. His friends ran away. One of them denied him. He was turned over to his enemies. He went through the mockery of a trial. He was nailed to a cross between two thieves. As He was dying, His executioners gambled for the only piece of property He had on earth, and that was His coat. When He was dead, He was taken down and laid in a borrowed grave through the pity of a friend.

NINETEEN wide centuries have come and gone and today He is the centerpiece of the human race and the leader of the column of progress.

I AM far within the mark when I say that all the armies that ever marched, and all the navies that were ever built, and all the parliaments that ever sat, and all the kings that ever reigned, put together have not affected the life of man on this earth as has that One Solitary Life!—Source Unknown.

The above was used first in The Antiknock in 1963 and conveys the thought that has real meaning at Christmas time. The author is unknown.

Service Anniversaries

35 Years



Allen Christ
Power



Juanita
Montegudo
M&C Adm.



Orland
Brown, Jr.
Tech. Serv.



Warren Hotard
Tech. Serv.



Woodrow Wall
TEL-Sod. M&C



Ulysse Rome, Jr.
M&C Adm.



Percy Templet
Finance

25 Years



William Axtell
Proc. Eval.



James Walker
M&C Adm.

20 Years



Harnie Kendrick
Sod. Op.

Pictures Not Available

Pictures of several employees who observed service anniversaries in November and December were not available. They are: 35 Years — Harold Patin, H-C M&C. 30 Years — Boyd Blount, TEL-Sod. M&C. 25 Years — John Bourke, TEL-Sod. M&C.

Other Awards

10 Years

Bernie Bayham, PVC Op.
James Bozeman, Proc. Des.
James Graves, Proc. Des.

5 Years

James Andre, TEL-Sod. M&C
Kenneth Aucola, TEL-Sod. M&C
Thomas Callender, Tech. Serv.
Jesse Chase, III, TEL-Sod. M&C
Jerry David, TEL Gen. Serv.
Harry Dixon, Jr., TEL Op.
James Fallon, TEL Op.
Cecil Forbes, TEL-Sod. M&C
Patrick Glaser, TEL-Sod. M&C
Joseph Gouedy, TEL-Sod. M&C
Gordon Hebert, TEL Gen. Serv.
Dwight Hinton, Security
Roland Jefferson, TEL Gen. Serv.
Lawrence Joseph, Sod. Op.
Howard Kidder, Jr., TEL-Sod. M&C
John Landry, TEL-Sod. M&C
Charles McCoy, TEL-Sod. M&C
H. F. Martin, Cafeteria
Bobbie Woreau, TEL-Sod. M&C
Robert Morrison, TEL Gen. Serv.
Leon Pierson, Security
Darrow Price, TEL Gen. Serv.
Calvin Reed, TEL Op.
Donald Roberts, TEL Op.
Mehi Smith, TEL Gen. Serv.
Frederick Spurgeon, TEL-Sod. M&C
Bondnett Thomas, Sod. Op.
Terry Thomas, TEL Op.

Each Person Is Key

Recently the National Association of Accountant's "Leader" carried some unique advice to its members nationwide. Since that advice could apply to our Plant jobs, and to other organizations, we are reprinting it below.

"The following piece of advice has been floating around the chapters for some time now, so we thought we would share it with you. The author is unknown.

"Xvxn though my typxwritxr is an old modxl, it works quixx wxll xxxcpt for onx of thx kxys. I havx wishxd many timxs that it wxrxd pxxfxctly. It is trux that thxrx arx 46 kxys that function wxll knough, but just onx kxy not working makxs all thx diffxxnxx.

"Somxtimxs it sxmxs to mx that many of us arx lixx my typxwritxr; not all of us arx working pxxpxly. You may say to yourxslf, 'Wxll, I am only onx pxxson. I won't makx or brxak thx chaptxr.' But it doxs makx a diffxxnxx bxxauxx a chaptxr nxxdx thx actixv participation of xvxy mxm-bxr.

"So thx nxxt timx that you think you arx only onx pxxson and that your xfxorts arx not nxxdxd, rx-mxm-bxr my typxwritxr and say to yourxslf, 'I am a kxy pxxson . . . and I am nxxdxd.'

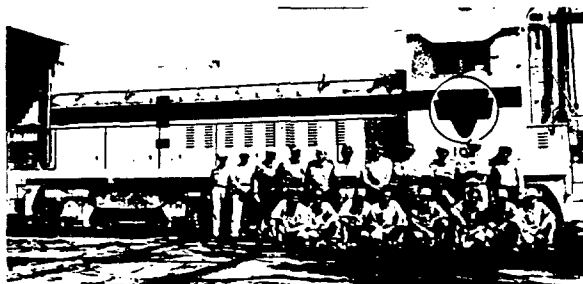
National Authority Stresses That Major Energy Shortage is Coming

Those who do not take heed to the warnings of energy problems ahead—one recent survey showed only 33 percent of a group contacted believed there was an energy problem—need only to listen to Dr. John McKetta, ex-chairman of both the Interior Department's Advisory Committee on Energy and the National Academy of Science Committee on National Air Quality Management, who is now the E. P. Shoch professor of chemical engineering at the University of Texas. Below is what he said recently.

"Unless we move immediately, there will be an energy shortage in the U. S. that we simply cannot imagine at this time. . . . We have no choice but to concentrate our efforts on hydrocarbons, especially oil and gas, until other sources of energy are able to share the load—probably around the year 2000. Among the actions needed now is to declare a moratorium on automotive catalytic converters and exhaust gas recirculation devices, except in the few cities with environmental problems, and put lead back into gasoline so that we could return to more efficient engines for automobiles."

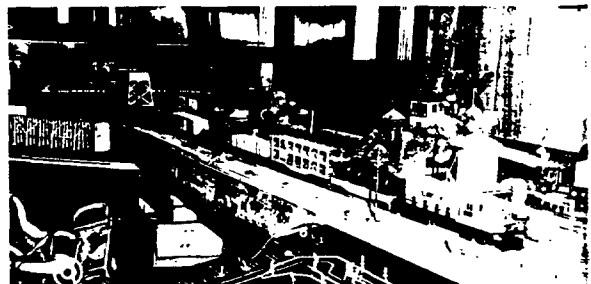
(Editor's Note: An editorial by Dr. McKetta on the energy problems facing the nation appeared in The Antiknock early last year.)

Locomotive 105 Gets 'Changing' Paint Job



Recently our Plant Locomotive Unit No. 105 was given a general maintenance overhaul, including new wheels and a paint job. The foremen and waggeroll employees of TEL Maintenance responsible for the various phases of maintenance work on the locomotive are shown above. Left to right on the front row, are Ed Easterly, Junior Lanier, Conrad Guillot, Boyd Blount, Leroy Dupuy, Robert Moniotte, Bill Davis and Ronald Blanchard. Back row are Bob Wendt, Fred Routt, Jerome Dupuy, Edwidge Simoneaux, Patrick Glaser, Robert Burns, James Stott, Ronald Barlow, Donald Arbour, Robert Major and Harold Prejean.

Employee's Train Set Gets New Quarters



The proud owner of the miniature trains and railroad yard above is Charles Devall, an electrician in TEL-Sod. M&C. He has recently built a separate 20 x 20 foot building in his backyard to house his long-time hobby of miniature trains and equipment. Included in his collection are 48 engines and over 200 freight and passenger cars. He has also built over 450 feet of track which can accommodate four complete trains at one time. It takes 700 watts of electrical power to operate the trains. He estimates a value of about \$6,000 for his miniature trains and equipment.

Plant Becomes Begun

An all-volunteer life-saving way. The training Cross Multimed will be followed by pulmonary-resuscitation course by Plant.

Following the 300 volunteer life-saving training. When this training interested plant first aid training held for early 1 year with an ad-ter Life Support in January.

Shown below the first step of First Aid Course.



Edwidge Simoneaux, improvised litter to of a victim (Josep).



Simoneaux, Eaves to remove an injured person is unconscious in his removal.



Richard Browning, Eaves, removing an injured person is unconscious in his removal.

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Plant Basic Life Support Program Begins With Instructor Training

An all-volunteer Basic Life Support Program that is designed to offer life-saving training to all employees on the Plant is now under way. The training was launched in November with the eight-hour Red Cross Multimedia First Aid Course for 28 volunteer instructors. This will be followed by an American Heart Association CPR (Cardio-pulmonary-resuscitation) Course and later by a plant related chemicals course by Plant Medical.

Following the training of the instructors they will begin training 300 volunteer Life Support team members in every area of the Plant. When this training has been completed, it is planned to offer it to all interested plant employees. The instructors completed the Red Cross first aid training in November. A basic 4-6 hour CPR Course was scheduled for early December for the instructors, to be followed early next year with an additional eight hour CPR course. Training of the volunteer Life Support members by these instructors is expected to begin in January.

Shown below are some of the instructors as they participated in the first step of the Life Support Program—the Red Cross Multimedia First Aid Course.



Edwidge Simoneaux, TEL-Sod. M&C, and Jesse Eaves, Const., demonstrate an improvised litter that can be made with two sticks and a blanket for quick removal of a victim (Joseph Drago, PVC Maint.).



Simoneaux, Eaves and Drago show how to remove an injured man when the latter is unconscious and unable to assist in his removal.



Drago, Simoneaux and Eaves demonstrate the "two-man carry" of an injured person when he is conscious and provides some assistance in his removal.



Richard Browning, TEL-Sod. M&C; Clarence Levy, Jr., PVC Op., and William Eller, R&D Serv., demonstrate use of a blanket to immobilize an injured person's ankle.



Conrad Guillot, TEL-Sod. M&C and Browning demonstrate how to splint a fracture of the lower leg, assuming that bleeding has been stopped and a loose tourniquet has been applied.

Ethyl-Sponsored JA Companies Are Teaching Business Training to Youth

Employees who volunteered their services as advisers and financial support by the Company continue to make Ethyl "partners in progress" with the youth of the Baton Rouge Area through Junior Achievement. The 1977-78 JA year during which Ethyl is sponsoring two companies marks the 22nd consecutive year of Ethyl's support of this business training program for high school students.

One of the company sponsored JA companies is ECHO. Their

products are utility envelopes and glass mugs. The company advisers are Gary Ragan, Tech. Serv.; Kathy Schittone, Stores & Serv.; Wilbert Scott, Maint. and Michael Wilhelm, Tech. Serv. The other JA Company is JAMCO and their products are bud vases, which is a wood holder with a glass insert and they also are producing utility envelopes. The advisers for JAMCO are Scott Heller, Eng.-I-Am. Pl.; Lucy McQueen, Mfg. Adm., and David Smith, TEL Op.



At recent "Executive Night" ceremonies held by the Ethyl-sponsored JA companies, charters were presented to the company presidents. At left, John Klock, manager of Administration, Mfg., presents the charter to Darlene Williams, president of JAMCO. At right, Thomas Leeper, director of Economic Evaluation, R&D, congratulates Billy Bass, president of ECHO, after presenting the charter to him. This is the 22nd JA year that Ethyl has provided support to the program in Baton Rouge.



Members of ECHO and their advisers are shown at the work table as they work on assembling bud vases, one of the products the company sells. The other product is envelopes for paying utility bills. Advisers (standing) are, from left, Wilbert Scott, Maint.; Kathy Schittone, Stores & Serv., and Michael Wilhelm, Tech. Serv.



Shown with Darlene Williams, president of JAMCO, are two of the three advisers who are working with the company during this school year. At left is Lucy McQueen, Mfg. Adm., and at right is David Smith, TEL Op. The other adviser who was not present for the picture is Scott Heller, Eng.-I-Am. Pl.

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