Bama Briefs

Volume 23 Monsanto-Anniston Plant April/June 1996

Anniston Plant to be Recertified as OSHA VPP STAR Worksite

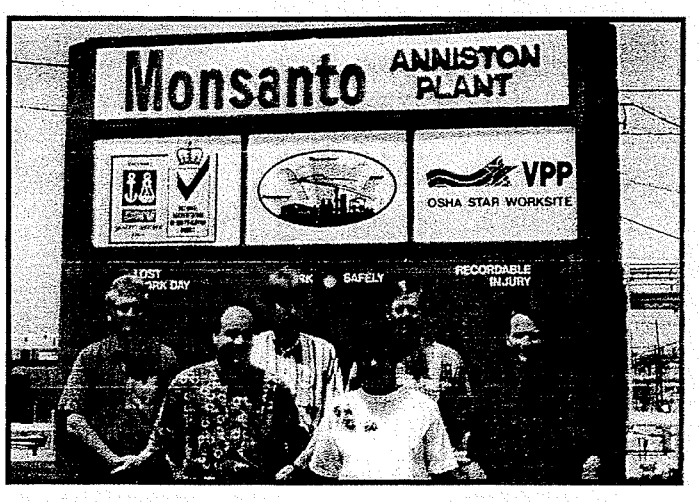
by Fran Byrd

The Anniston Plant has again been recommended for OSHA Star Certification. This will be the recommendation of the VPP evaluation team which conducted the on-site review in June. The OSHA Team was made up of Virginia Simmons, OSHA Compliance Officer from the office in Birmingham; Jim Mercurio, Special Government Employee, the Manager of Health and Safety with Mead Containerboard in Atlanta; and Jim Drake, OSHA Industrial Hygienist from OSHA Region IV office in Atlanta.

During the plant tour and inspections only two items were found needing correction and these were corrected immediately thanks to the maintenance personnel. There were three recommendations, referred to as "90 day items", that have to be completed before recommendation can be made. These items are to correct a typographical error on a form, reinstate the ergonomics program and update the Asbestos Abatement Policy. These recommendations are almost complete. Once the implementation of the items are complete, we will submit evidence to the regional VPP office who will forward our STAR recommendation to the National VPP Office in Washington, DC for final approval.

The inspection team was very complimentary of the people and programs at the plant. Some of their comments were: "...impressed with housekeeping, annual program evaluation, ...very impressed with involvement and employees understanding of VPP and feeling that it is their program, ...excellent work habits, employees believe in safety, ... safety tracking is one of the best," and in the closing meeting "...one of the best plants I've seen."

This STAR recertification is due to and will continue to be based on your efforts. Thanks to each of you for continuing the safety culture at Anniston.



Lamar Freeman, Jim Mercurio, Jim Drake, Virginia Simmons, Fran Byrd, and Jack Mayausky



Jack introduces VPP Inspection Team.

More pictures inside...

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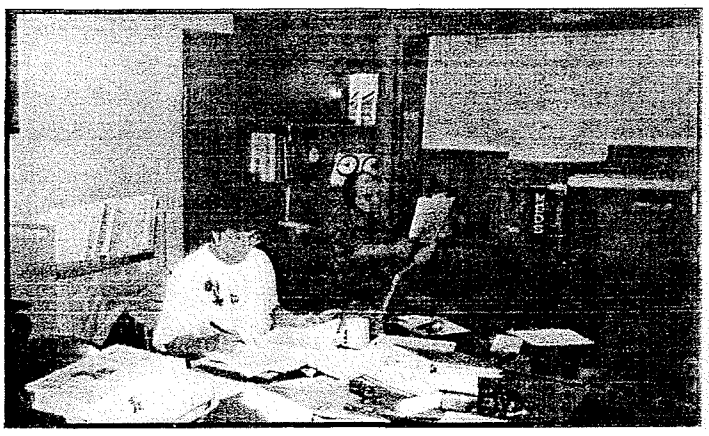
VPP Recertification (continued)



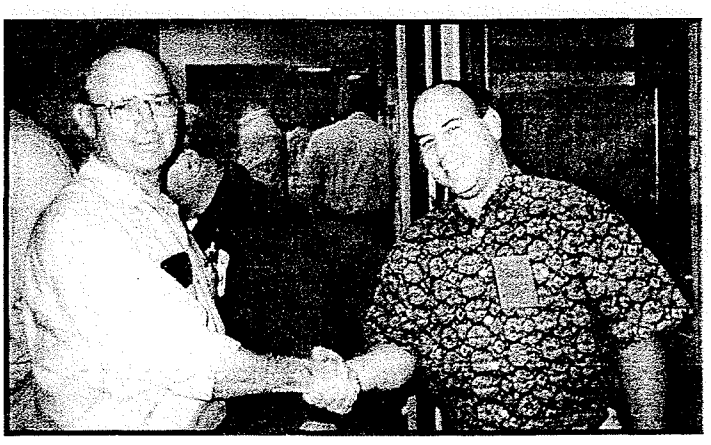
Jim Mercurio and Virginia Simmons checking records.



Jim Mercurio briefs plant personnel on findings.



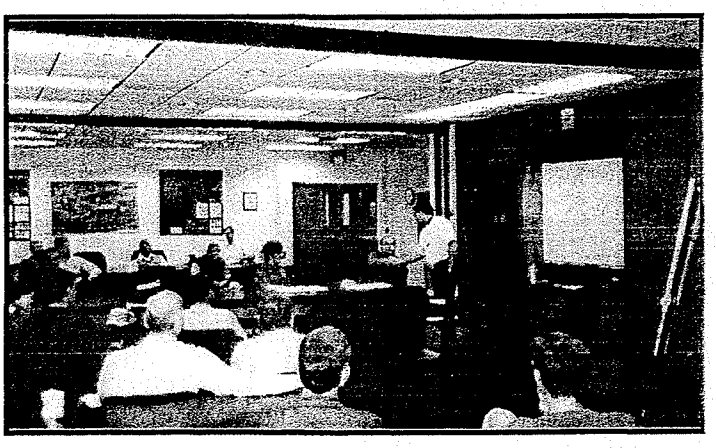
Virginia Simmons and Larry Willingham



Jim Mercurio and Bryan Thrasher



Virginia and Jim talk to employees after wrap-up session.



Jack thanks VPP Inspection Team and breathes sigh of relief.

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Jack's Corner

MARKETPLACE OLYMPICS

by Jack Mayausky

Last year we developed a long term vision for the Anniston Plant. This vision is intended to drive our pattern of decisions to achieve the objective. To refresh your memory our vision is:

> Be positioned as a candidate for growth by having demonstrated world class systems and processes which make the Anniston site an obvious choice for new products and investments.

We are designing, implementing and demonstrating these world class systems. Some examples of efforts on-going are VPP, ISO 9000, Maintenance Redesign, Asset Effectiveness Management, Capital Project Management, Key Performance Indicators, Gainsharing, Team Based Management and many others. Examples of systems soon to be initiated include Pinch Technology, ISO 14000, Economic Value Added, Employee Stock Options, and World Wide Operations and Finance. These systems driven by our outstanding people are what makes us world class.

We are just days away from the 1996 Summer Olympic Games in Atlanta. The Olympics are intended for the nations of the world to compete through their world class athletes in the global athletic arena. We too compete in the global marketplace arena. What takes place in Atlanta is for pride and metals, what we do here at our plant is for success in the Global Marketplace Olympics.

I appreciate your efforts and welcome your comments and suggestions.

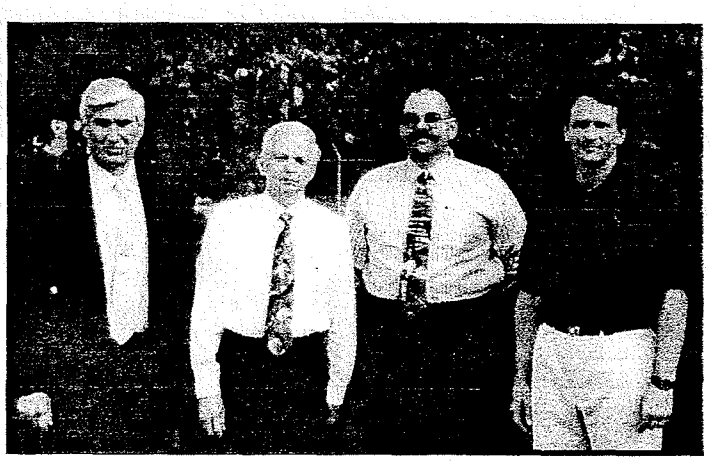
BUSINESS TIP

Smile before you pick up the receiver to answer a phone call. That simple act automatically lifts the tone of your voice and conveys a feeling of friendliness to the caller.

VISITORS



Four visitors from the District 1060 Rotary Club in England toured the Anniston Plant in April as part of the International Rotary Club's Group Study Exchange Program. Plant Manager, Jack Mayausky, hosted the visit to Monsanto while Lindie Brown from the Anniston Museum of Natural History was the tour guide for the visitors while in the Anniston area. Pictured left to right are Malcolm Overend, Paul Salter, Yvette Whitehouse, Jacqueline Bannister, Jack Mayausky and Lindie Brown. The fifth member of the group was Paul Hopkins who is legally blind and chose to tour the Alabama Institute for the Deaf and Blind in Talladega.



Three key employees from the city of Anniston visited the plant in May to discuss issues and learn more about Monsanto. The visitors are left to right: John Seymour - Anniston City Manager, Tom Wright - Finance Director, and Charlie Johnson - Engineer. Jack Mayausky, Anniston Plant Manager, hosted the visit which included a tour of the plant.

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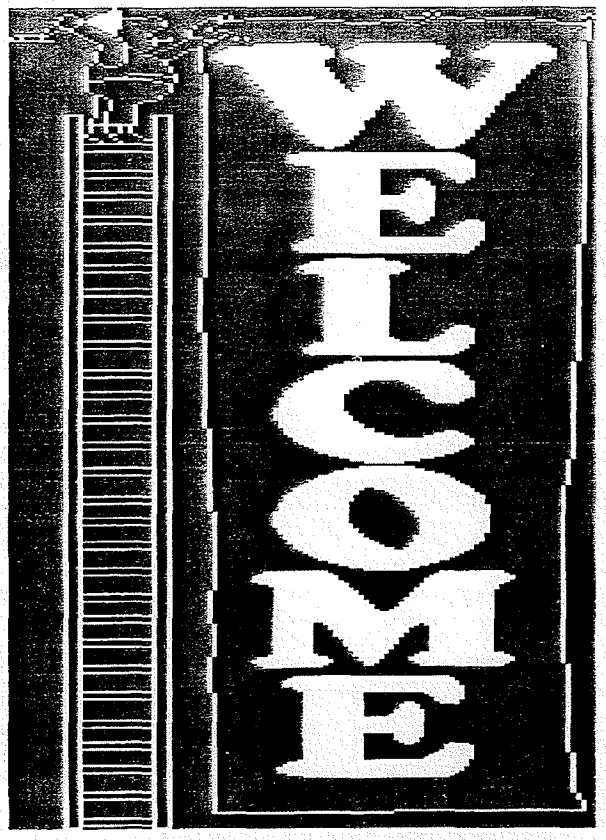

RUBES ® By Leigh Rubin



Maury describes the one and only benefit of owning a lemon.

New Students Join Plant Engineering

by Conrad Gamble

Andrea Hicks, a native of Anniston, is currently attending Auburn University with a major in Chemical Engineering. She has already completed most of her early/mid design courses, and is serving as summer intern at the plant. She is a member of the student chapter of the American Institute of Chemical Engineers, is a Tigerette (hostess for Auburn's athletic complex and football team), and is president of the National Society of Black Engineers (NSBE). Andrea hobbies include tennis, reading and enjoys working with others. Andrea is the oldest of three children in her family, with one sister, 16, and one brother, 14. Andrea is a graduate of Anniston High School.

Shannon Eddings, from Alabaster, is majoring in Electrical Engineering at Auburn, and is planning to graduate in Spring of 1999. Shannon has two brothers, 12 and 21 years old. In her spare time she enjoys hiking, canoeing, camping, reading and watching old movies. She is also a licensed radio operator willing to talk to just about anyone who will listen! She is staying at Jacksonville State University and attending classes at Gadsden State at night through this summer. Shannon will be returning in alternating terms in the co-op program with Auburn.

We look forward to the benefits we always gain from working with college students like Andrea and Shannon. Let's all help to make their's a positive experience also!



Andrea Hicks and Shannon Eddings

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Computer Tips



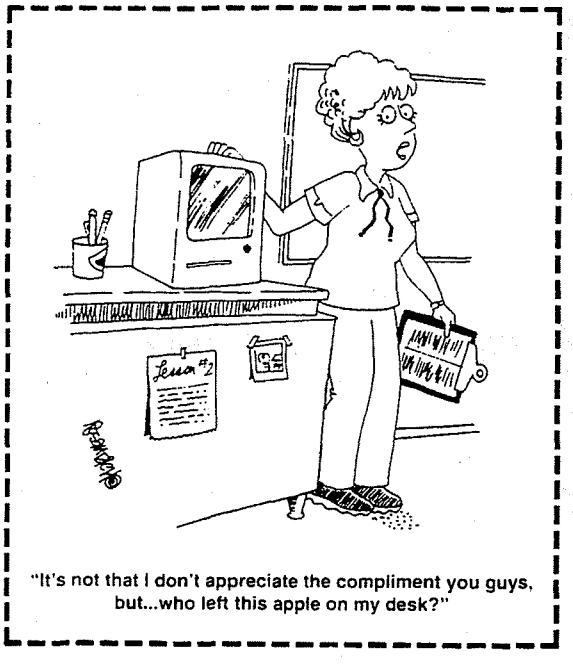
The e-mail memo

Now that so many offices use computer networking systems, there are more opportunities for communication than ever before. One great way to communicate to everyone in the office is to send a "blast" memo to all the addresses in your company or department. The best way to do this is to create a separate e-mail. name in the cache or address book. List all the names and addresses, then call this new address "Staff" or "Department members". Then when you have some news to report to all these vital people, you can simply click on this new address after creating your message and it will be sent to everyone. This is also a great way to get feedback from others on various ideas you may have. With e-mail, co-workers need only click on "reply" to send you back their thoughts, or they can also directly comment on your message by using this method:

>This is what you've written.

The other person's reply is listed without the (>) mark and down one line so that the text may be easily differentiated.

Keep in mind that this method of communication can also be used when dealing with freelancers or off-site workers.



"It's not that I don't appreciate the compliment you guys, but...who left this apple on my desk?"



SERVICE AWARDS

April - June



05/02/96	Charlie Owen	30 Years
05/08/96	Jesse Abernathy	35 Years
05/11/96	Cathy Scott	15 Years
06/01/96	Ellen Phillips	20 Years
06/15/96	Joe Ransaw	15 Years
06/18/96	Drew Childers	20 Years
06/20/96	Charles Curry	30 Years



Monsanto Family Picnic

August 17

Camp Lee

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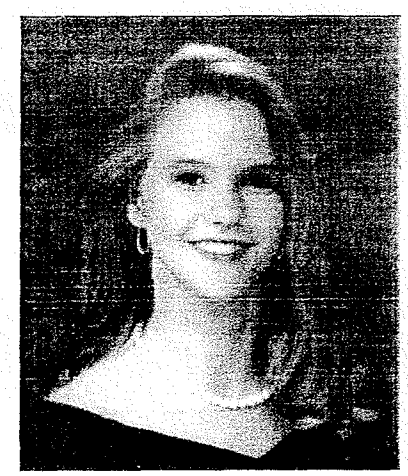
Congratulations!



Julie Brown

Julie Celeste Brown is the daughter of Jerry and Wilma Brown. Julie attended Cleburne County High School and will be attending Auburn University this fall majoring in Human Resources Management. Julie's school activities and awards included Head Majorette, Concert Band, Bethany Thompson Leadership Award, Concert Choir, Show Choir, Outstanding Show Choir Member Award, Beta Club, Prayer and Bible, FCA&M, 4-H Saddle Club, Drama Club, Science Club, SADD, Peer Counselor, Senior Who's Who Most Dependable, Student of Classic Steps Dance and Twirl Studio by Venice Holloway Allen, and Baton Teacher. She is a member of Pine Grove Baptist Church and actively involved in Youth Group, Youth Choir, Adult Choir, Acteens Activator and Youth Committee.



Ryan Freeman

Ryan Craig Freeman graduated from Pleasant Valley School receiving an Advanced Diploma with Honors. Proud parents are Lamar and Diane Freeman. Ryan's school activities and honors/awards included Junior and Senior Beta Club, Senior Choral, Alabama Choral Explosion, President - Fellowship of Christian Athletes, Student Council Association, Alabama Youth Choral - New York Performance, Varsity Athletic Letterman in football, basketball and baseball, 4 Year Starter Football and All County and All State - Second Team. Ryan is a member of First Baptist Church Williams and actively involved in Adult Choir, Youth Group, Summer Missions to New Orleans, Indianapolis, Houston and Baltimore and Youth Choir Tours. Ryan received an Athletic Football Scholarship to Jacksonville State University and is considering studies to pursue Youth Ministries and Music.



Jennifer Bowles

Jennifer is the daughter of Ed and Julia Bowles. She attended The Donoho School and will be attending Auburn University majoring in Business. Jennifer's school activities included Spanish and Science Clubs, SADD, Chorus, Ensemble, Donoho Players, Dance and Cheerleader. Jennifer is also active in many church activities such as Youth Group, Youth Choir, Ensemble, Handbell Choir and Discipleship Leader. She received awards and honors in Literary Seminar, Alabama State Ensemble, Lions' Club Youth Leadership Conference and Who's Who Among American High School Students. Jennifer is also actively involved in community services which include Christmas Clearing House, Teen Involvement, and Knox Concert Service Committee.

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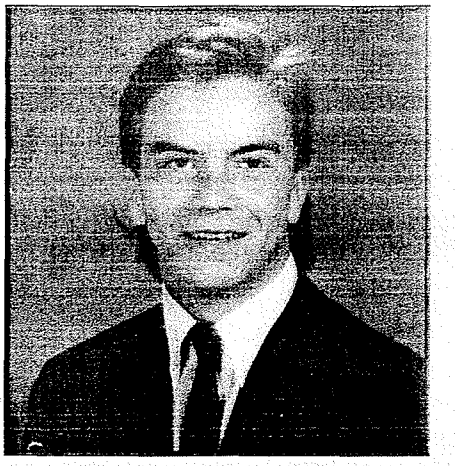

Barry Cambron

Barry Wayne Cambron, son of Bill and Shirley Cambron, graduated from the University of Alabama in Birmingham in June with a Master's Degree in Business Administration. He will receive a Master of Science in Hospital Administration after serving his internship with Eastern Health Systems at Medical Center East in Birmingham. He graduated from the University of Alabama in Tuscaloosa in 1994 with a B.S. in Commerce and Business Administration with a major in Health Care Management.

UV Index: what the numbers really mean

Ever tune into your local news weather-report during the summer and wonder what the talk about the UV Index is all about? The UV Index was developed by the National Weather Service to help people understand how much sun exposure they're likely to encounter on any given day. The scale ranges from 0 to 15, and here is how the numbers relate to sun exposure:

0-2 Minimal UV: When UV conditions are minimal, it might take up to 30 minutes for an unprotected individual to develop a sunburn.

3-4 Low UV: At a low UV rating, sunburn may occur in between 15 and 20 minutes of unprotected sun exposure.

5-6 Moderate UV: During times of a moderate UV rating, there is a good risk of sunburn occurring within 10 to 12 minute of unprotected sun exposure. The chances of skin damage are greater at this rating.

7-9 High UV: It may take as little as eight minutes of unprotected sun exposure for sunburn to develop.

10+ Very High UV: This is the most dangerous time for an unprotected individual to be exposed to the sun. Burning and skin damage may occur in less than six minutes of exposure.

Congratulations to all our graduates - We wish you the best!!



Safety Performance As of June 30, 1996

382 Days Since Last Recordable

Date of Last Recordable - 06/13/95

0.0 Total Injury Rate (TIR)

1 Contractor Recordable Injuries

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BON VOYAGE

After four years of service, Michael Plunkett resigned from Monsanto on April 19. Several employees joined Michael in a farewell party on the last day of this employment. As a departing gift, he received cash donated by the employees and a signed photograph of the plant. Michael joined Monsanto in February, 1992 as a Process Engineer and was later promoted to FLS of Polyphenyl and Therminol departments on April 1, 1995. As a graduate from Auburn University, Michael will take a wealth of knowledge to his new job in Houston, Texas. His contributions as a process engineer will long benefit the site and the experience of managing the operations will be missed.



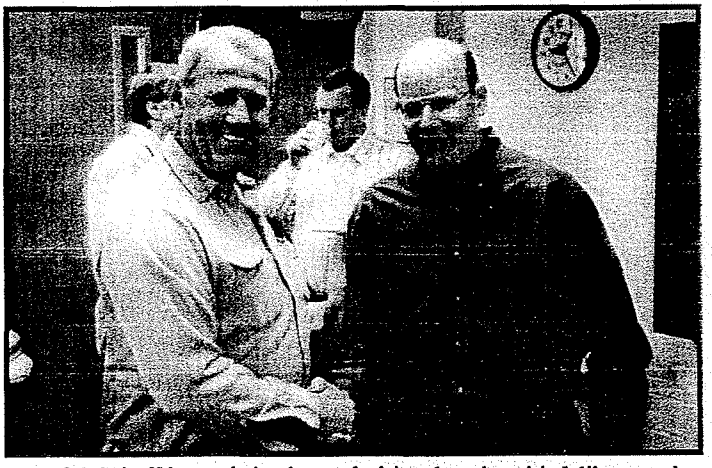
Happy Trails, Mike

Employees assembled in April for one last time to say farewell to Mike Bork who left Anniston to get closer to St. Louis. Mike's new position is Human Resources Superintendent at the Carondolet Plant. Mike came to Anniston in January 1991 from the Indian Orchard Plant and capably served the Anniston Plant for 5 years as Administrative Superintendent. Mike may be best remembered for his beaming red blushes which radiated right out the top of his head. He will be missed by many at Anniston. We wish him the best in his new assignment.



Another photofrom Mike Bork's farewall party. Guess which one is on his knees? Hint...he is not drinking a Diet Coke.





Melvin Womack is show shaking hands with Mike one last time.

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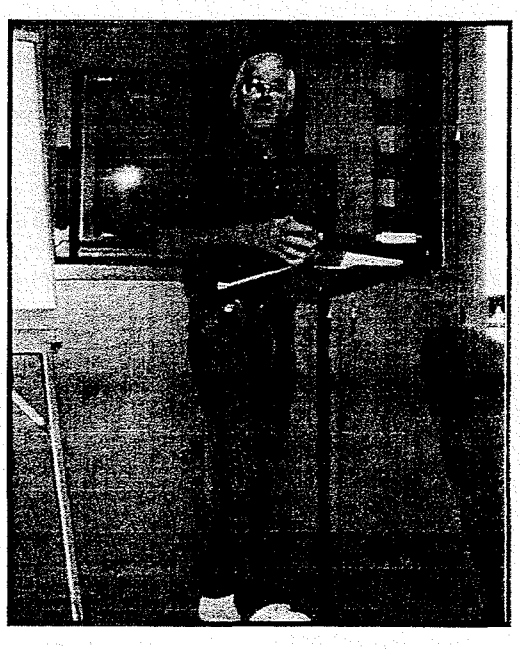
So Long, Terry and Jerry!

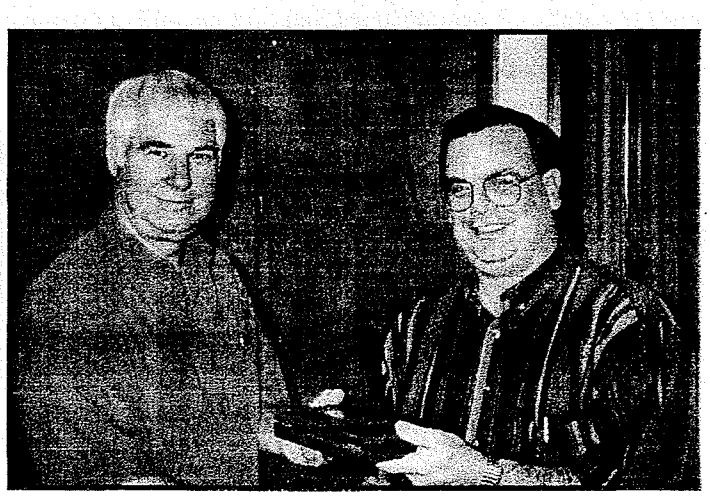
On June 5, the plant celebrated the retirement of Jerry Sanford and Terry Mixon with a combined experienced of over 65 years. Both had officially retired at the end of April, but due to the high demand of production and the timing of replacements, they served as contractors to help the plant through some rough times. Dicky Walker was master of ceremonies and a slide show of their childhood through their Monsanto career was shown. Both Terry and Jerry made numerous contributions while at Anniston and will be missed by the plant. They set the standard on which the future to build.



Jerry accepting his gift from Bob Borders - check out those smiles!



Master of Ceremonies - Dicky Walker doing what he does best!!



Terry accepting his retirement gift from Bob Borders - please guys - no more tears!



Do you think Rhonda and Judy will be able to tolerate these two all day long??





Terry and Jerry giving everyone those final words of wisdom and how they made the "Big M" what it is today.....

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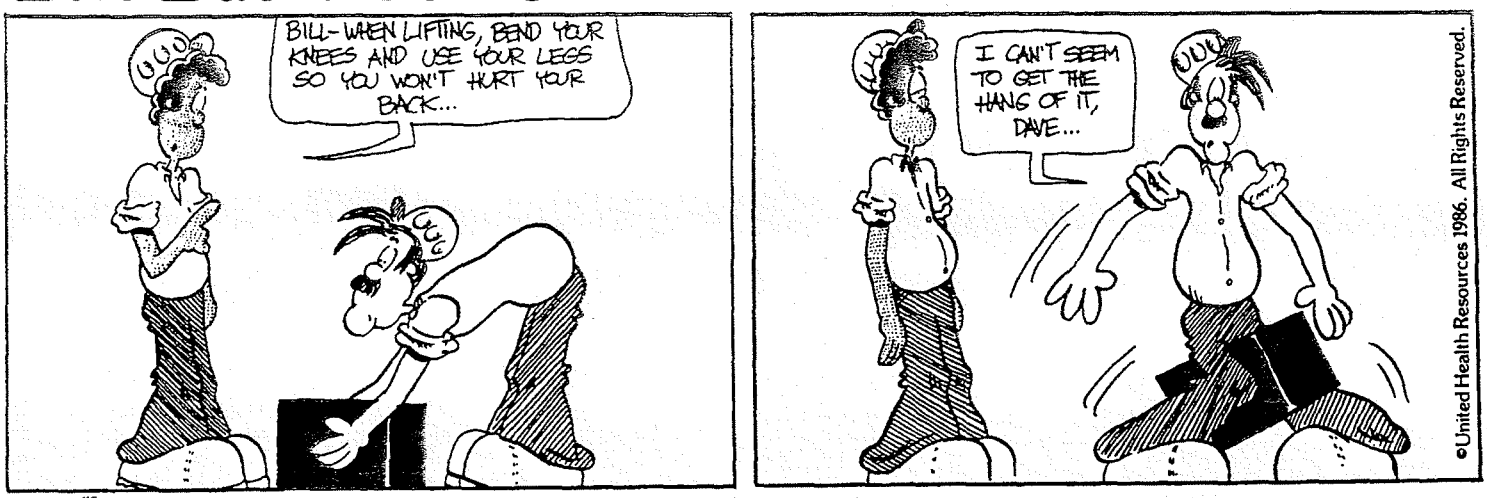
Bill Bamboozler™



HEALTH & SAFETY THOUGHT FOR THE MONTH

Obviously, Bill is a bit confused, but now is a good time for you to review the proper techniques of lifting. It only takes one moment of carelessness and you could be plagued with painful back problems for the rest of your life. So be safe, lift correctly, and don't lift more than you can handle at once.

BAMA BRIEFS NEWS

The Bama Briefs is a Periodic Publication for Employees, Retirees and Families of the Anniston Plant to Present News, Information and Features about Monsanto People, Plants, Products and Policies in a Manner that will Promote a Feeling of Goodwill, Pride and Understanding.

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