ANNISTON PLANT

Objectives, Goals and Actions - 1966

I. Long Term Objectives

A. Competitive quality chemicals will be safely produced at optimum rates and minimum long range cost.

B. Customer requirements will be satisfied by on-time shipments of uniform competitive products with superior service at optimum physical distribution cost.

C. Favorable employee, community and governmental relationships will be maintained.

D. Personnel will be employed, trained, assigned and utilized to provide for growth of the plant and to effect manufacturing cost improvements.

E. The physical assets of the plant will be preserved and improved to control production losses, effect manufacturing cost improvements and provide for plant growth.

II. Goals and Actions - 1966

A. Safe, Competitive Quality, Minimum Cost Production

1. Safety

   a. Experience no disabling injuries

   b. Attain a serious injury index not to exceed 12.0

   c. Maintain all-injury frequency not to exceed 2.5

2. Quality

   a. Achieve a Right-First-Time Index of at least 98.0

   b. Achieve a plant Quality Score of 95.0 or better.

3. Costs

a. Cost improvement as measured by the 1966 cost improvement program will be:

Category I	$259,950
Category III	495,125
Total Improvement	$755,075

b. Reduce "work to assist" expense to reflect 5% improvement over 1965.

c. Achieve "process" downtime of 2.5% or less.

d. Achieve "other" downtime of 2.5% or less.

e. Complete first year of the maintenance five-year plan.

f. Develop long range plan for utilities cost improvement.

g. Complete process improvement plans for all products.

h. Develop stores inventory control plans based upon inventory analyses by April 1.

i. Maintain minimum stocks of off-specification finished goods. Goals by Feb. 1. Status report to Director of Manufacturing on June 1 and December 1.

j. Operate all service departments within budgets.

k. Operate all production departments with a gain in total product cost variance.

l. Operate all production departments with a gain in performance volume variance.

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B. Customer Satisfaction

1. Quality

a. Quality complaints shall not exceed 0.25% of shipments.

2. Service

a. Achieve 98% on-time shipments.

b. Service complaints shall not exceed 0.25% of shipments.

C. Relationships

1. Employee

a. Every employee will have at least two opportunities to attend general information meetings conducted by the Plant Manager.

2. Community-Governmental

a. Receive no complaints due to atmospheric pollution.

b. Receive no complaints due to water pollution.

D. Personnel

1. Employment and Training

a. Hire personnel to meet plant requirements as provided by approved manning charts.

b. Complete F.L.I.T. training for all operating personnel by June 1.

c. Continue development of Process Function Outlines. All PFO's and operator training to be completed by end of year.

d. All operating instructions and Standard Manufacturing Processes to be current by Oct. 1.

2. Organization and Utilization

a. "Area Accounting" system to be fully operational by October 1.

b. Achieve labor utilization improvement of 10% per year.

c. Achieve work rate of 44.0% in the maintenance department as measured by work sampling.

d. Overtime shall not exceed 7% of total time worked.

E. Physical Assets

1. Preservation

a. Achieve repair downtime of 3.2%.

b. Each plant group will develop its program to achieve major improvements in housekeeping. Programs to be developed and reviewed with Plant Manager by April 1.

2. Improvement

a. Develop Plant Improvement Program and obtain approval from Director of Manufacturing.

b. All new facilities will reach design capacity within 60 days of start-up.

c. New facilities are started up with commissioning costs not to exceed 10% of capital.

d. Obtain project approval for new material handling facilities for Aroclor-Biphenyl-HB-40.

e. Obtain project approval for additional warehousing facilities.

f. Complete all projects under $50,000 within one year of approval.