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GENERAL

BULLETIN

Monsanto

SUBJECT: S. A. Heininger and F. A. Stroble Elected Vice Presidents; Formation of: Corporate Environmental Policy Staff, Corporate Research & Development Staff, Environmental Policy Committee

DATE: July 22, 1977

NO. 482

The Board of Directors today elected S. Allen Heininger a Vice President and Francis A. Stroble, Vice President-Controller. Dr. Heininger is currently Director of Corporate Research & Development, Technical Staff. Mr. Stroble, currently Controller, Administrative Staff, will continue to report to Executive Vice President James J. Kerley.

Supplementing these decisions, the following organizational moves are effective immediately:

1. The establishment of a Corporate Environmental Policy Staff, to be headed by Group Vice President Monte C. Throdahl, currently head of Technical Staff.

2. The establishment of a Corporate Research & Development Staff, to be headed by Dr. Heininger, Vice President-Research & Development.

3. The organization of a new senior committee to be known as the Environmental Policy Committee, with Mr. Throdahl as Chairman.

These organizational changes are designed to deal with one of Monsanto's increasingly burdensome problems: providing technological leadership in health and environmental matters while simultaneously researching and developing new products and processes.

The corporation's dedication to a posture of responsibility to the public, its employes and its shareowners in the growing complexities of operations within disparate worldwide environments has led to the formatior of the Corporate Environmental Policy Staff. This group, headed by Mr. Throdahl, will become a central resource for developing corporate policies and translating regulations, laws and various pressures from public groups into corporatewide action, hence it will provide corporate initiative in managing Monsanto's impact on the total environment. The Corporate Environmental Policy Staff will also be responsible for coordinating other corporate and operating company groups handling such matters as law, communications, employe relations, safety and governmental liaison in order to develop a unified corporate approach to environmental matters.

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The newly formed Corporate Research & Development Staff will have important product/process responsibility for moving Monsanto into the future in an aggressive, planned and orderly manner, in line with our Long Range Corporate Objectives.

Mr. Throdahl and Dr. Heininger will report to Executive Vice President Louis Fernandez.

The Environmental Policy Committee will provide leadership, establish public positions, assess impact, set consistent guidelines and evaluate results for the corporation in respect to environmental matters. Under Mr. Throdahl's chairmanship, the committee will have the following membership: F. E. Reese, Group Vice President-Facilities & Planning Staff; T. K. Smith Jr., Group Vice President-Operations Staff; F. J. Fitzgerald, Group Vice President, Managing Director, Monsanto Industrial Chemicals Company; N. L. Reding, Vice President, Managing Director, Monsanto Agricultural Products Company; J. T. Nolan, Vice President-Public Affairs; R. W. Duesenberg, Vice President and General Counsel, and S. A. Heininger, Vice President-Research & Development.

Reporting to Mr. Throdahl in the Corporate Environmental Policy Staff are the following:

1. George Roush Jr., M.D., who will continue as Director, Department of Medicine & Environmental Health.

2. J. Richard Sayers, currently Director, Corporate Distribution Department, who will become Director, Environmental Practices. Mr. Sayers will coordinate through functional reporting lines a number of corporate and operating company activities dealing with environmental health.

3. W. R. Corey, currently Director, Administration, Monsanto Industrial Chemicals Company, who will become Director, TOSCA Administration. Mr. Corey will guide the company in its efforts to comply with the Toxic Substances Control Act.

The Corporate Environmental Policy Staff will use a network of appropriate resources within and outside the corporation to provide initiative for managing Monsanto's impact on the environment. For example, an Environmental Analytical Sciences Center will be established at Monsanto Research Corporation's Dayton Laboratory. The purpose of this center will be to train personnel, develop analytical methods and perform analytical work for the operating companies. D. J. Dahm, who has been on assignment as special assistant to Mr. Throdahl, will become Manager of this newly designated facility.

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The remaining units of the present Technical Staff will be reformed into the Corporate Research & Development Staff as follows:

Corporate Research Laboratories
BioMed Program
Separations Program
New Ventures Development Group
Monsanto Research Corporation
Corporate Patent Department

Since the principal responsibility of the Corporate Research & Development Staff is to create opportunities for growth in areas unrelated to our present businesses, the operating companies will have expanded responsibility for developing new long-term growth programs in their respective fields. To support this effort, a number of technical personnel now in the New Enterprise Division and Corporate Research Department will be reassigned to the centers of excellence now being created within the operating companies. Accordingly, NED and CRD will be dissolved.

The newly established Corporate Research Laboratories will be composed of a Process Sciences Group, the Physical Science Center and the landlord function and supporting services for all corporately administered research sites. The Process Sciences Group will include current research sections from CRD and NED involved in Catalysis and Electrochemistry. C. W. Roos, currently General Manager, New Enterprise Division, will become Director, Corporate Research Laboratories.

The Corporate Research & Development Staff will be charged with building successful new businesses for Monsanto. Two such major programs exist in NED's BioMed Program and CRD's Separations Program. Dr. Heininger will serve temporarily as Director of the BioMed Program, and Dale J. Orrick, currently Manager, Engineering Process Design, Corporate Engineering Department, will become Director of the Separations Program.

The New Ventures Development Group will search for and define future new program areas for Corporate Administrative Committee approval. M. Leon Askren, currently Director, Brazil, International Division, will become Director of New Ventures Development.

Monsanto Research Corporation will remain as a wholly owned subsidiary to manage Mound Laboratory for the Energy Research and Development Administration (ERDA) and operate MRC/Dayton for Monsanto. R. K. Flitcraft will continue as President of MRC. Dr. Dahm will report administratively to him.

The Corporate Patent Department will remain as at present with John B. Clark as Director.

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Accounting, personnel and results management functions currently serving the Technical Staff will be shared by the Corporate Environmental Policy Staff and the Corporate Research & Development Staff.

Bruce W. Roman, Controller-Finance; John E. Maurer, Director, Results Management; and Frederick C. Ernest, Director, Personnel, will report to Dr. Heininger, as will Messrs. Orrick, Askren, Flitcraft, Roos and Clark.

Subsequent announcements detailing further changes will be issued as appropriate.

John W. Hanley
Chairman and President

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