Bama Briefs

Volume 21 | Monsanto - Anniston Plant | May/June 1995

DIRECTOR OF MANUFACTURING RECOGNIZES ANNISTON SAFETY PERFORMANCE

by Dale Kline

Bob Jones, Director of Manufacturing for Monsanto Specialty Products visited the plant in May to recognize the plant for exceptional safety performance. Bob expressed a deep held belief that safety must be one of our Number One Values in order to be successful as a business. The Anniston Plant has worked since September of 1994 without an injury.

Bob was impressed by the number of new operators he met during his visit. He was pleased that the plant's performance has been achieved during a period of new hire training. Bob emphasized the need to invest quality time into training these new employees in proper skills and safety values while they are young, to ensure the appropriate safety culture for years to come.

Bob expressed his personal acknowledgement of employee's performance by visiting each control room on Thursday during the evening shift, then again during a plantwide Safety Break at the Central Shop on Friday. Bob stated his expectations for returning at the end of the year to recognize a full year with no injuries.



Jesse Abernathy is cool as usual in discussing business with Jack and Bob.



Bill Cambron (hidden from view) jokes with his friend from the "Olden Days", Bob Jones.

More Pictures on Page 4

DSW 133995

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Congratulations!



Amy Brown

Amy is the daughter of Mike and Vernita Brown. She graduated with honors from Ohatchee High School.

Amy's honors and achievements included School Spirit Award, Senior Class Beauty, Most Popular. Amy was also chosen as an All Star Cheerleader at Jacksonville State that included a trip to London. She was a member of SADD, The Christian Club and Spanish Club. Amy also played second base on the Girl's Softball Team.

She plans to attend Gadsden State this fall working toward a degree as a Physical Therapist.



Joseph Eric Gallahar

Joey graduated from Munford High School and Pritard Vocational School. He will receive the Outstanding Leadership Award.

Joey is the son of Mike and Virginia Gallahar.

He is already employed with Legacy Cabinet Shop.

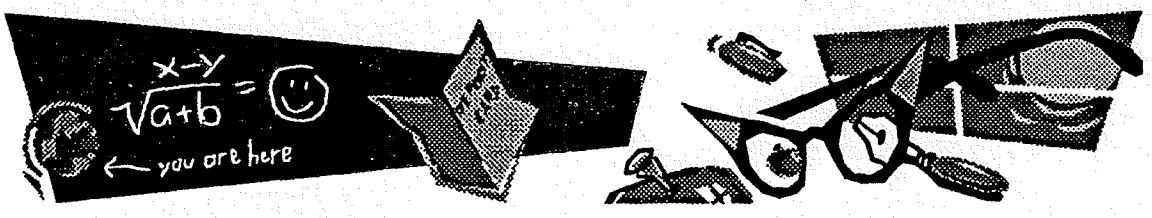


Steven William Hughes

Steven is the son of Bill and Sherron Hughes. He attended The Donoho School and will be studying Pre-Med at Birmingham Southern College.

Steven's honors, achievements and activities included: Editor of Penfeather, Vice President - National Honor Society, Who's Who Among American High School Students, Mu Alpha Theta, Knox Concert Service Committee, Teen Involvement, Spanish Club, Hi-Y, SGA, SADD, Spirit Club, Government Club and Basketball.

Steven received Presidential Honors Scholarship, George I. Alden Scholarship, and HL and ML Smith Aldridge Scholarship.



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Jeffrey Shawn McComb

Shawn attended Trinity with his major field of study being Accounting.

Proud parents and grandparents are Benny and Kaye McComb, Mr. & Mrs. Donald Clement, and Mr. & Mrs. Charles McComb.

Shawn plans to attend Gadsden State Jr. College and then transfer to Auburn to go to Veterinarian School.





Yolanda L. Whitfield

Yolanda graduated from Alabama A&M University - Magna Cum Laude. Her major field of study was Mathematics/ Computer Science.

Proud parents are Mr. & Mrs. Joe Whitfield.

Yolanda was on the Honor Roll and Dean's List. She was a member of Alpha Kappa Mu Honor Society, Honors Program, Lambda Sigma Pi Math Club, and Sigma Tau Epsilon Professional Fraternity, Inc.

Yolanda is currently a graduate assistant at Alabama A&M in the Mathematics Department, pursuing a masters in math.

She plans to attend an Ivy League Institution in the fall in order to receive her fellowship estimated to be worth over $180,000. She is currently employed at Marshall Space Flight Center (NASA) in Huntsville, in agreement with the terms of the National Physical Science Consortium Fellowship for a Master's and Doctorate in Mathematics.

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Bob Jones Visit Continued



Don Yates decides to take "a little of everything" at the Safety Break in the Central Shop.



Leroy Cowden looks like he's made a good impression on Bob in the Polyphenyl Control Room.



Dan Cooley, hanging out in the Therminol Control Room, welcomes Bob.

MONSANTO FUNDS INDUSTRIAL FIRE TRAINING

by Lamar Freeman

Four firemen from the Anniston Municipal Fire Department recently attended a five day industrial fire fighting and hazardous materials response course at Texas A&M University. The course is sponsored annually at the A&M Fire School for Monsanto Fire Brigades and municipal firemen in locations with smaller facilities which depend on outside response agencies for fire suppression and emergency response.

This years school, held in April, was attended by Gary Bean, Mike Kulp, Elbert Finley and Donald Gaither. This brings to eight the number of Anniston Firefighters Monsanto has sponsored to attend the school in the past four years. The cost to Monsanto for this years class from Anniston was in excess of $10,000.

The Anniston Community, both residential and industrial, as well as Monsanto, will benefit from the higher level of firefighting and emergency response skills achieved through this training.



Monsanto Plant Manager, Jack Mayausky (center) presents plane tickets to Anniston Fire Department Chief LeFoy. From left to right are: Lt. Gary Bean, Capt. Mike Kulp, Chief Harold LeFoy, Jack Mayausky, Capt. Elbert Finley, and Lt. Donald Gaither.

> He's put his foot in his mouth so many times, he uses Odor Eaters as a breath freshener.

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MONSANTO PARTICIPATES IN THE CHEAHA CHALLENGE "PARTY FOR THE PLANET - ENVIRONMENTAL EXPOSITION"

by Jerry Hopper

The Anniston Plant Environmental Group set up and managed an environmental exhibit at the city auditorium on May 6, 1995. The benzene NESHAPS air monitoring program was featured in the exhibit. Several hundred people viewed and visited the exhibit with many positive comments being received. Area youth were shown how to detect vapor concentration (invisible) leaks using organic vapor instrumentation and earned Monsanto Junior Scientist badges. Assorted Monsanto brochures and novelties were made available as handouts.



Pictured L to R: Michele Pugh - Environmental Engineer, Montris Jackson - Anniston Middle Schook, Jerry Hopper - Environmental Technician and Jack Mayausky - Plant Manager.



Jerry Hopper manning the booth at the Enviromental Exposition.

ENVIRONMENTAL HELPER

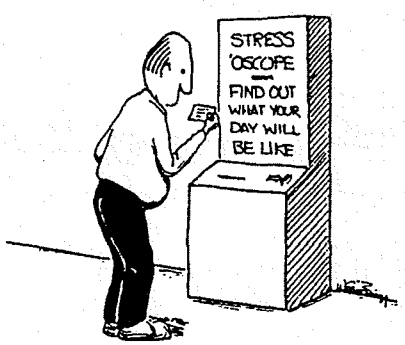
by Michele Pugh

In March, the Monsanto Environmental Department hosted 12 year old, Montris Jackson, a 6th grader from Anniston Middle School. Montris, who is interested in a career in the environmental field, received hands on experience in the area of groundwater. He helped purge and sample wells with Jerry Hopper. He also received an explanation of how tests are run in the environmental lab. Montris also got a tour of the Anniston Plant waste treatment system, which he thought was very interesting, especially the bugs! Finally, he received a quick lesson on AutoCad and made his own drawing to take home.

The Environmental Department enjoyed their day with Montris and was happy to show off the plant to an area student.



Congratulations to Dicky Walker who retired effective June 1, 1995!!



"GO BACK TO BED"

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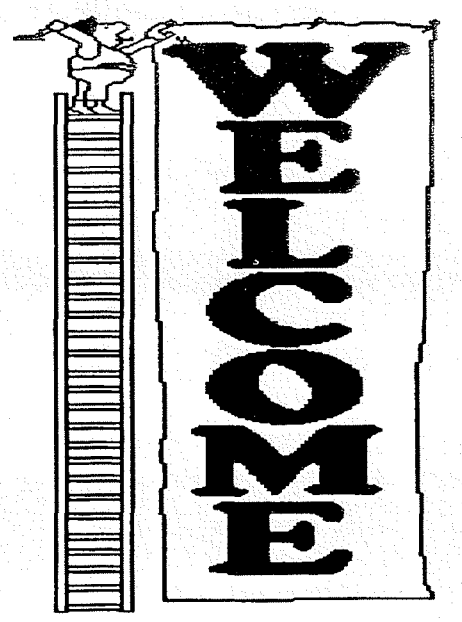


NEW FACES

by Susan Gardner

Welcome to Janet Mobley, Mike Mount, LeNora Weatherspoon, Anthony Pettis, Torrie Cranford, Alan Robertson, Matt Frechett, John Clark and Michell Moore to the Anniston Plant. These are our new operators who reported to work on January 9, 1995.

Janet came to us from Bostrom Seating in Piedmont where she was currently Production Supervisor. She lives in Jacksonville with her husband Rodney and 3 children - Rodney Chad, Tonya Michele and Robert Todd.

Mike worked at Multimetco (Precious Metal Refinery) in Anniston as a Maintenance Technician. He resides in Anniston with his wife, Lori and 2 sons - Tyler and Dalton.

Alan previously worked as a mason/labor for Coffee Masonry. Alan has a daughter - Karlie and resides in Eastaboga.

Torrie is from Albertville where he resides with his wife Lisa and their two children Mitchell Tanner and Caitlin Taylor. Torrie worked for BAMSI, Inc. as a forklift operator.

Most everyone remembers Anthony from his earlier days at Monsanto. Anthony resides in Lincoln with his wife, Carla and daughter Lesley. Before Anthony returned to Monsanto he worked as a Breeder Technician for Tyson Foods in Oxford.

LeNora comes to us from the City of Anniston Parks and Recreation Department where she worked as Center Director. She resides in Jacksonville with her husband, Michael and son, Miles.

Michele previously worked for Boozer Laminated Beam Company in Anniston as a Quality Control Supervisor. She lives in Anniston with her husband, Anthony and 2 children - Anthony, Jr. and Chelsea.

John comes to us from the U.S. Army Chemical School at Fort McClellan where he worked as a Chief Chemical Instructor/ Writer.John lives in Anniston with his wife, Susan and has 3 children - John, Jr., Robert Jason and Abbey Kaitlyn.

Matt previously was employed with American Ikarus, Inc. in Anniston as a Class A Painter. He resides in Eastaboga with his wife, Lori.

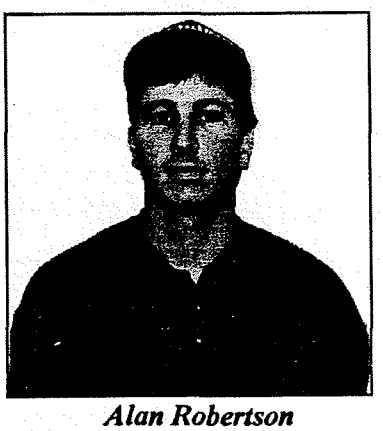
Please welcome Janet, Mike, Alan, Torrie, Anthony, LeNora, Michell, John and Matt to the Anniston Plant family.



Janet Mobley

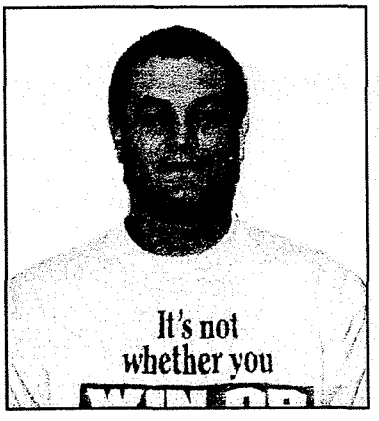


Mike Mount



Alan Robertson

Torrie Cranford





Anthony Pettis

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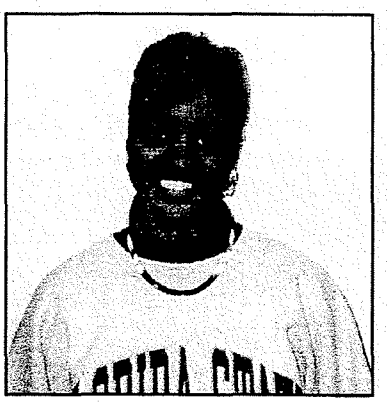
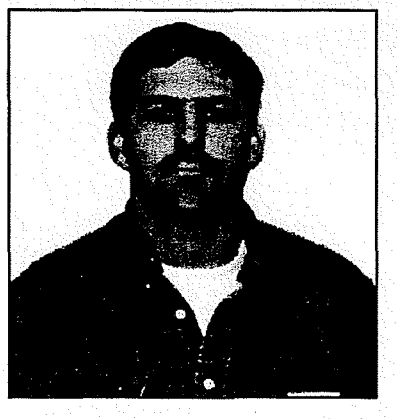
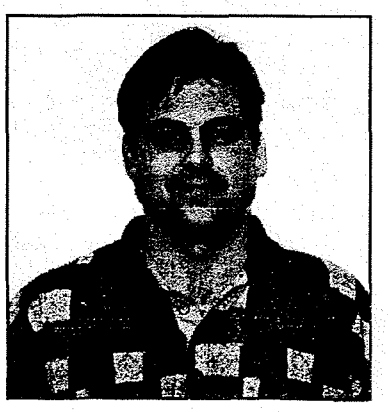
LeNora Weatherspoon



Michell Moore



John Clark



Matt Frechette



SERVICE AWARDS



05/03/95	Bruce Voiles	30 Years
05/10/95	Willie Byrd	30 Years
05/19/95	Charles Chatman	30 Years
05/25/95	Don Yates	35 Years
05/30/95	Jim Matson	35 Years
06/14/95	Dan Truitt	30 Years
06/21/95	Doug Rich	30 Years



TECH TIP



by Bill Cambron

It is helpful sometimes to know that someone has read your memo that you send in HPDESK. There is a way to know it has been delivered and read. You use the acknowledge feature of HPDESK.

Example: When you are mailing a memo in HPDESK, press the acknowledge button (F1) "before" you press the mail button.

You get this list of options:

0 - No acknowledgements required
1 - Acknowledge transmission
2 - Acknowledge receipt
3 - Acknowledge delivery
4 - Acknowledge read
5 - Acknowledge reply

I normally press #4 for Acknowledge Read. You then press the MAIL button. This mails your memo to the people you want to get it "PLUS" it puts a copy of the memo in your PENDING TRAY. It will stay in your PENDING TRAY until all of the people have read it and then it is deleted automatically. When it is delivered it has "delivered" by each name and as each person reads it, the delivered changes to "read". You can go into your PENDING TRAY and check periodically as to who has read the memo.

DSW 134001

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Jack's Corner

VISION

by Jack Mayausky

In a plantwide communication meeting earlier this year, the Vision Statement developed by the Site Leadership Team for Monsanto-Anniston was presented to the entire plant.

Why is a Vision Statement necessary for the plant? Well allow me to answer.

If you recall the vision of the Anniston Plant is to:

"Be positioned as a candidate for growth by having demonstrated world class systems and process which would make the Anniston site an obvious choice for new products and investment."

This statement reflects that fact that decisions about our future are not solely ours to make. What we control and we need to work diligently on is identification of systems and process improvements which are truly world class. Having done that, then the real work begins to implement these improvements as rapidly as possible.

This is no easy task. It can only be accomplished if we are aligned and working in a common direction. That is the reason why we have the statement. It gives us a common direction and common purpose. It gives us control over our fate and when we are successful it makes us an obvious choice for the ultimate decision makers.

I appreciate your efforts and I welcome your comments and suggestions as we work towards this vision.

"A pat on the back is only a few vertebrae away from a kick in the pants, but it's miles ahead in terms of results."

FALCONS, OWLS AND EAGLES - WOW!

by Jack Mayausky

Monsanto brought some birds of prey to Anniston on April 24 and 25, 1995. The display featured falcons, owls and eagles from the World Bird Sanctuary in St. Louis, Missouri.

Monsanto is a major contributor to the sanctuary which currently houses over 1,000 birds of prey from all over the world.

Demonstrations were held at local schools (Sacred Heart School, Faith Christian School, Constantine Elementary School, Donoho Elementary, Oxford Middle School and Wellborn Elementary) and the public was invited to a free showing at the Anniston City Auditorium.



Photograph was taken from the Birds of Prey Show conducted at Constantine Elementary School. Shown in the photo is Larrisa Bainbridge, Roger Holloway of the World Bird Sanctuary and Jack Mayausky, Monsanto Plant Manager, with Constantine Elementary School children.

A HELPING HAND

Monsanto Plant Manager, Jack Mayausky (left) and Charles Chatman, a Monsanto Chemical Operator (right), present a check to Jim Nims (center), President of the United Way of Calhoun County. The $15,000 will be applied to the United Way Building Fund for a new facility at 1505 Wilmer Avenue. This donation is in addition to the employee giving of $21,729 and corporate gift of $16,000 by Monsanto in 1995 to the United Way of Calhoun County.



DSW 134002

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FISH FRY

by Robert Jones

On March 15, 1995, a fish fry was held to celebrate a 53% reduction in reportable releases in 1994. This was a fantastic accomplishment and more than doubled the release reduction goals that had been established for the plant. This large of a reduction was due to a heightened awareness of the potential problem areas in the production units and the implementation of a Preventive Maintenance Program in the plant.

A special thanks goes out to Ed Mason, Jerry Hopper, Michele Pugh, Terry Mixon, Lewis Marshall, Curtis Bradford and Jack Mayausky for their assistance in all phases of the dinner. The food and the company was both great.

One small problem with the fish fry was that they let me decide on how much food to fix. For some reason we bought too much. To make sure that the excess did not go to waste, all leftovers were donated to the Anniston Soup Kitchen.

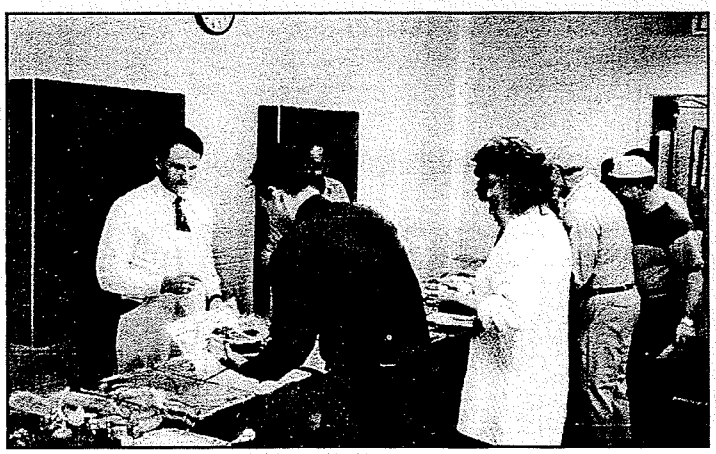
At the rate that we are going in 1995, we will exceed the reduction record that we achieved in 1994. Everybody keep up the good work and we will be frying again next year.



Mike and Joe caught with their mouths full!!



Hats Off To The Cooks!!!

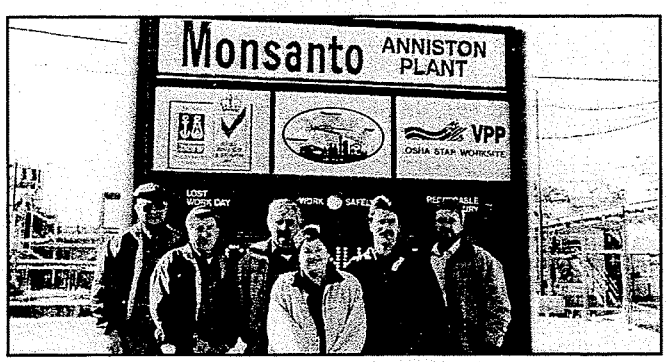


Never late for a meal....

WEYERHAEUSER VISITORS

by Alan Rutherford

Six employees from the Weyerhaeuser facility in Columbus, Mississippi, visited the Anniston Plant to evaluate the Loveland System that is used for E/I calibration of process control management.



Pictured (L to R): Jacky Richardson, Jimmy Wilkinson, Bill Loyed, Barbara Rogers, Alan Crane and Marvin Fuller.

DSW 134003

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INDUSTRY/EDUCATION PARTNERSHIP

by Alan Rutherford and Jack Mayausky

Four educators from the Oxford School System visited the Anniston Plant in an effort to improve the Tech Prep program and curriculum. The visit originated through Monsanto's participation on the Industry/Education Partnership Task Force sponsored by the Calhoun County Chamber of Commerce. One agenda item was a plant tour conducted by Jerry Brown.



Pictured (L to R) - Vickie Dick, John Toland, Jerry Brown, Roy Bennett and Jane Batey.

The Industry/Education Partnership is a committee established by the Calhoun County Chamber of Commerce to find means for industry and education to better prepare students for industrial careers. As a start to this process, tours were conducted of local industries by educators. The group pictured here toured our facility on April 12.



Pictured (L to R): Lynne Smith, Imogene Phillips, Pat Irwin, Jane Batey, Stan Bennett, Louis Higgins, and Rick Whaley.

CCEMA VISITS PLANT

by Lamar Freeman

In January, four employees of the Calhoun County Emergency Management office visited the Anniston Plant. The visit included a historical overview of the plant and its products given by Jack Mayausky and Lamar Freeman gave a review of current plant hazards and emergency plans. The visit concluded with a walking tour of the Anniston facility.



Pictured L to R: Wendy Williams - EMA Accountant, Leslie Cocran - EMA Systems Data Entry, Merium Thorton - EMA Office Manager, Denny Benefield - EMA Planner, and Lamar Freeman.

CHECK PASSING

Wellborn Principal Katrina Akers appears gals to be the middle woman as Jack Mayausky, Monsanto Plant Manager, passes a $1,000 check to Wellborn High School science teacher Rob Atkinson. Monsanto, Wellborn's Adopt-A-School sponsor, has donated lab equipment, computers and cash since becoming the school's adopter three years ago.



DSW 134004

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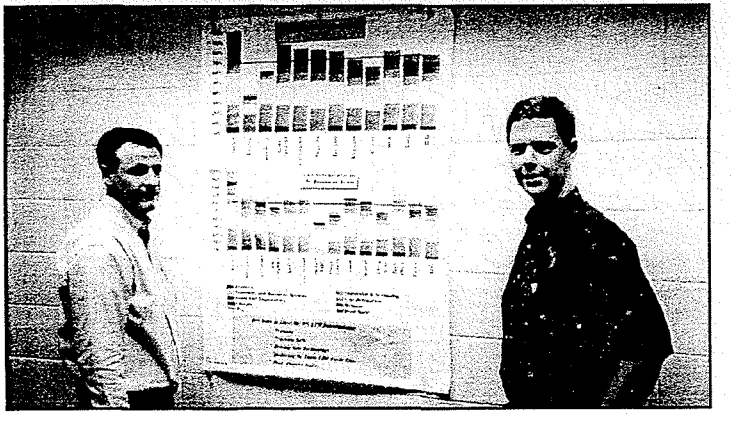
CPM RE-ASSESSMENT SHOWS GAPS/IMPROVEMENT

by Conrad Gamble

Bob Newton, representing the Capital Project Management Implementation Team, visited with the Site Leadership Team on February 23, 1995. The purpose of the visit was to conduct a re-assessment of the Anniston Plant's implementation of the CPM process. A standard checklist approach is being used for each Monsanto site.

The first audit conducted in November of 1994 used a self-assessment method in answering checklist questions, and our plant rated 67% (about average for all sites). The re-assessment required us to produce documented evidence to support our responses to the checklist. The new score ... 81%! This shows signs of significant process, but we have identified several gaps which will require attention over the coming months in order for us to better match the best practice model for Capital Project Management process. Our gaps are primarily in conducting project post audits and improving documentation.

The audit process is a great way to challenge ourselves to reach the next level of performance. Our thanks go out to Bob in helping us to get there!

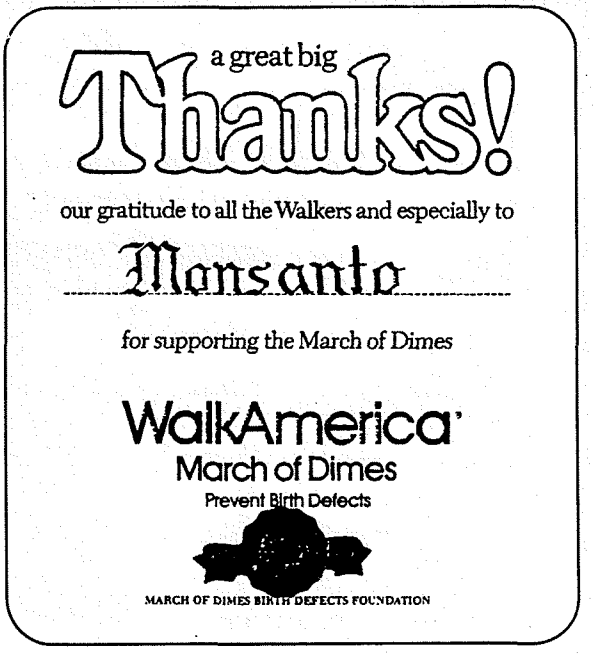


Pictured L to R: Bob Newton and Conrad Gamble.

MARCH OF DIMES

by Mike Bork

We were approached this year by Barbara Hamke, who is the area director for the March of Dimes, to participate in their major fundraising activity - the WalkAmerica. Since it was pretty late in the game, we had to hustle to get our primary money raiser -T-Shirts - made in time (thanks Susan Gardner). By selling the T-Shirts we were able to raise almost $700 for this good cause. Overall, over $210,000 was raised in the Anniston, Gadsden, Talladega areas. Unfortunately, severe weather forced the cancellation of the WalkAmerica in Anniston so we didn't have any pictures to share. Our T-Shirt design did win an award for our division and we still have some shirts left which we will gladly sell for a $10 donation to the March of Dimes.



NATIONAL SCIENCE TEACHERS CONVENTION

by Jack Mayausky

Monsanto, Anniston continued its annual funding for local Science teachers to attend the National Science Teachers Association (NSTA) Convention. This year we had sufficient funds to send three local teachers to the convention in Philadelphia, Pennsylvania.



NSTA Convention - Mr. & Mrs. Rob Atkinson - Wellborn High School; Julia Peppers - Anniston High School and Ann Forsythe - Constantine Elementary

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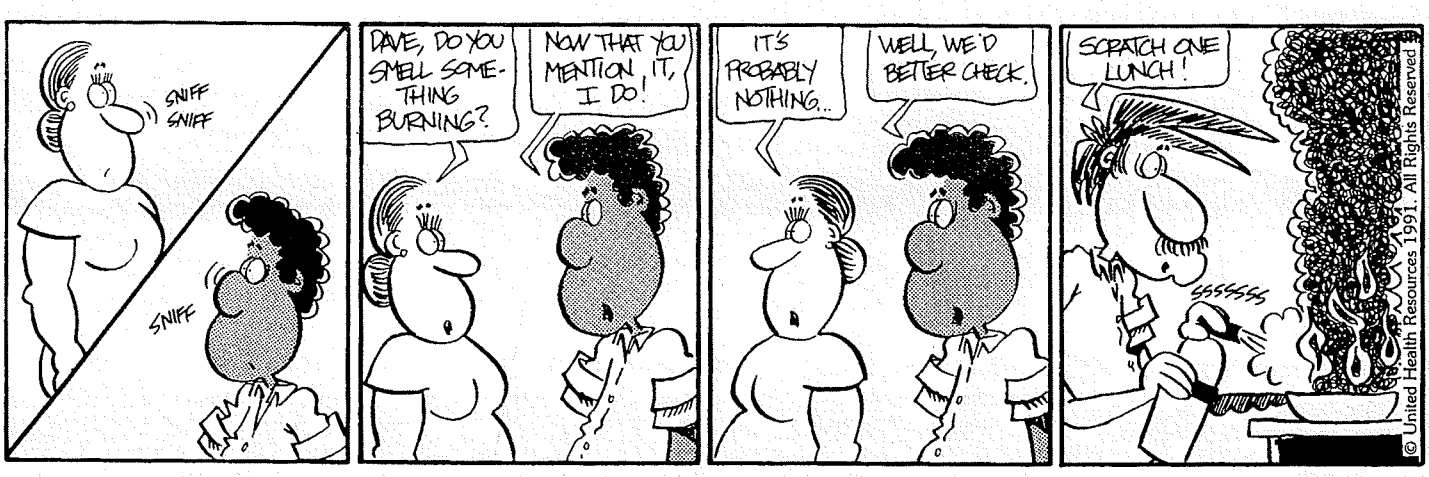
Bill Bamboozler™



HEALTH & SAFETY THOUGHT

Everyone in an organization must take personal responsibility for safety. If you detect any potential problem, either report it or investigate it. Ignoring it could mean disaster.

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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