



E I DU PONT DE NEMOURS & COMPANY

WILMINGTON DELAWARE 19898

CHEMICALS AND PIGMENTS DEPARTMENT
JACKSON LABORATORY

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DU PONT CONFIDENTIAL
SPECIAL CONTROL

S W Severance
C & P Department
Brandywine 6237

COLORED PIGMENTS
ALTERNATE STRATEGIES R&D MANPOWER

Attached are my recommendations for exempt technical manpower required to support the businesses outlined in Case IV (current product line) and Case IA (QA only) Manpower numbers for the base cases are the same as the ones used in the financial studies My recommendations for the modified cases (additional cuts) are different from those put together by Virg Romito I took a more conservative approach and staffed the two modified cases with people now in the organization Romito's staffing might work if we had access to experienced, high performing people I recommend the technical organizations at all three sites stay within R&D in Case IV The two Senior Supervisors at the plant sites could report through the Research Supervisor at Jackson Laboratory For Case IA, it might be best to put the small technical organization into Production, but that detail can be negotiated at a later date

PA Wriede

→ A Wriede

PAW gmd

At

1.920 2 24 m

N37140

BASE CASE IV - Current Product Line (Resell ICI Green)

- Manpower numbers for Base Case IV provided by R&D/Production in March '81
- Current operations reflect organization as of 5/1/81
- Expense based on 1981 costs/man - inflated to 1984

	Base Case IV 1984	Current Operations 1981	Δ
<u>IEB</u>	<u>Ex</u>	<u>Ex</u>	<u>Ex</u>
MP	7	19	(12)
\$ (MM)	2 0	3 8	(1 8)
<u>Newark</u>	<u>Ex</u>		
MP-MTE	12	11	1
MP-ESD	2	2	-
MP-CTL	6	6	-
\$ (MM)	4 5	3 3	1 2
<u>Newport</u>			
MP-MTE	10	11	(1)
MP-ESD	-	1	(1)
MP-PE	3	3	-
MP-CTL	2	2	-
\$ (MM)	3 9	3 4	0 5

N37140.01

BASE CASE IA - QA at Newport

- Manpower numbers for Base Case IA provided by R&D/Production in March '81
- Current operations reflect organization as of 5/1/81
- Expense based on 1981 costs/man - inflated to 1984

	<u>Base Case IA</u> <u>1984</u>	<u>Current Operations</u> <u>1981</u>	<u>Δ</u>
<u>IEB</u>			
MP	6 ^{new} / ₅ ^{cl} / ₁	19 ^{new} / ₁₆ ^{cl} / ₁₅	(12)
\$ (MM)	1 7	3 8	(2 1)
<u>Newport</u>			
MP-MTE	4	11	(7)
MP-ESD	-	1	(1)
MP-PE	3	3	-
MP-CTL	2	2	-
\$ (MM)	2 3	3 4	(1 1)

MODIFIED CASES - Additional Manpower Cuts

1984 Manpower/Expense

- R&D recommendations based on support of business with people now in the organization
This is minimum acceptable support at plant sites
- Romito study based on Production takeover of technical support to plant

CASE IV - *current product line*

	<i>current cost</i>	<i>R+D Base Lines</i>	<i>Rom to Base Lines</i>
	<u>Base Case</u>	<u>R&D Recommendations</u>	<u>Romito Study</u>
<u>IEB</u>			
MP	7	7	N A
\$ (MM)	2 0	2 0	
<u>Newark</u>			
MP-MTE	12	7	8
MP-ESD	2	-	-
MP-CTL	6	4	4
\$ (MM)	4 5	2 5	-
<u>Newport</u>			
MP-MTE	10	7	5
MP-ESD	-	-	-
MP-PE	3	2	2
MP-CTL	2	1	1
\$ (MM)	3 9	2 6	-

MODIFIED CASES - Additional Manpower Cuts

1984 Manpower/Expense

CASE IA

- Q1 only

Current Cost
Base Case

R&D Base Case
R&D Recommendation

Romito Base Case
*Romito Study

IEB

MP	6	6	N A
\$ (MM)	1 7	1 7	

Newport

MP-MTE	4	5	4
MP-ESD	-	-	-
MP-PE	3	1	1
MP-CTL	2	1	1
\$ (MM)	2 3	1 8	-

ORGANIZATION CHARTS - Modified Case IV, Case IA

CASE IV

IEB

	W J Lawrence	
	P H Fitzgerald	/
	D L Bauman	/
	S A Bruno	- 00
	J F Maurer	/
	J H Braun	- C
	E E Jaffe	/

Tasks Support QA business

 - Product, process development

 Support CPC business

 - New product development

 No support for inorganics, other organics

 New product work - scouting by CR&DD

18 -

CASE IV - MODIFIED

NEWARK

R E Peavy			
G R Aldridge	)		
R D Nelson	)	Process Assistance	
Organic Chemist	)		
F A Cappelleri	-	Analytical Support	
M A Smith	)		
A E Chiedu	)	Engineering Support	
W R Zonin	)		
3 FLS	)	Control Lab	

NEWPORT

W M Williams			
R A Johnson	)		
P H Griswold	)	Process Assistance	
L Kilmurry	)		
W E Miller	)		
K M Kolb	)	Engineering Support	
W H Severns	)		
D A Johnson	-	Control Lab	
H G Law	)	Project Engineering	
J S Kelly	)	(in Production organization)	

MODIFIED CASE IA

IEB

W	J	Lawrence
P	H	Fitzgerald
D	L	Bauman
S	A	Bruno
J	F	Maurer
E	E	Jaffe

NEWPORT

W	M	Williams
R	A	Johnson
L		Kilmurry
W	H	Severns
W	E	Miller
D	A	Johnson
H.	G.	Law

- in Production
organization