



News Release

FOR FURTHER INFORMATION
Contact: Jeff Stevenson
The Dow Chemical Company
Midland, MI 48667
Phone: (517) 636-5786

FOR RELEASE September 8, 1987

PLAINTIFF'S EXHIBIT

DOW-1280

DOW FEMALE EMPLOYEES HEALTH REPORTED ABOVE AVERAGE

Female employees at The Dow Chemical Company's Michigan Division and headquarters unit experience lower mortality rates from the major causes of death, including cancers, according to a major new health study released today.

According to Dow Epidemiologist Dr. Gregory Bond, this is one of the most comprehensive studies ever completed in the U.S. on disease patterns among female employees.

The research was conducted by Dow as part of its comprehensive employee health monitoring program. Nearly 11,000 women, employed by Dow at its Midland and Bay City sites between 1940 and 1982, were included in the study. While the majority of the group were clerical and office employees, about 20 percent of the women were engaged in manufacturing or research activities.

Following are key conclusions of the study:

- * In comparison to the female residents of the U.S., Michigan and a seven-county, east-central Michigan region, female Dow employees consistently demonstrated fewer than expected deaths due to each of the major causes, including all cancers.
- * Employees did not experience statistically significant higher rates than general population groups from any cause of death.
- * Separate analyses of production, research and clerical/office employees showed no differences between the subgroups in their rates of death from all major causes, including all cancers.
- * No statistically significant excesses were observed for any of the categories of death based on employee pay status, age of employee or length of employment.

-more-

ST0161193

Employees were tracked through 1982 to determine any deaths, and, if so, the particular causes. In addition to examining mortality in the total group of employees, analyses were done of various subgroups defined by pay status, duration of employment, age and year of death, and age at and year of first employment. These additional analyses were done to help distinguish findings which might indicate occupational influence on mortality.

"Our female study results should be reassuring news to current and former employees," said Bond. "Results from studies such as this help us measure the effectiveness of Dow's health and safety programs, as well as spot potential concerns in the workplace so that preventive action can be taken."

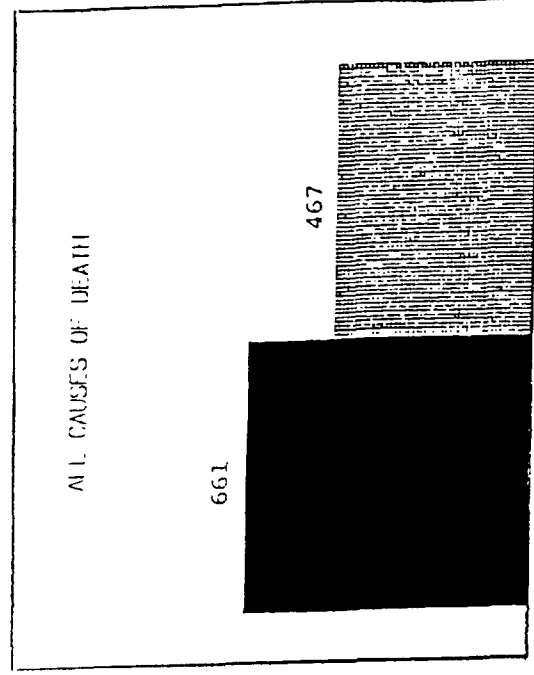
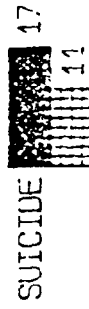
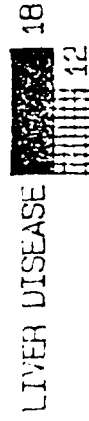
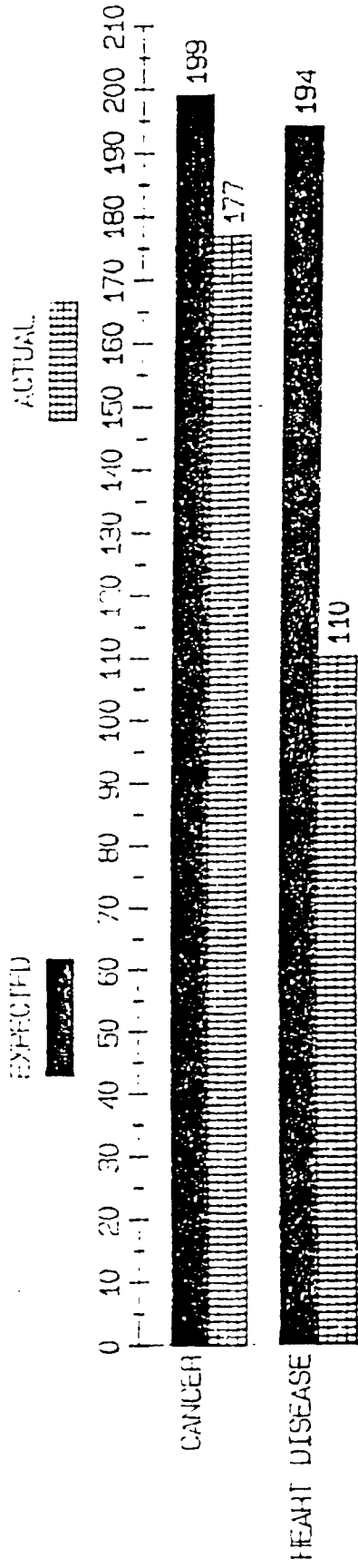
Lower mortality rates reported in the female study conclusions are consistent with those of other Dow employee studies. This above average health is generally attributed to the quality of the work environment, as well as the health awareness of employees.

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ST0161195

ACTUAL VS. EXPECTED DEATHS AMONG FEMALE EMPLOYEES
MICHIGAN DIVISION, THE DOW CHEMICAL COMPANY, 1987



Blanchard reappoints Dow's Olson

Richard D. Olson of Midland has been re-appointed to the Occupational Health Standards Commission recently by Gov. James J. Blanchard for a term expiring Aug. 5, 1990. SEP 23 1987

Olson is manager of regulatory and legislative issues for the Health and Environmental Sciences division of Dow Chemical Co. He is a member of the American Industrial Hygiene Association, the American Academy of Industrial Hygiene and the Michigan Industrial Hygiene Society.

Dow's female workers' death rate below average

By KATHY GRAY
Daily News staff writer

Female employees at Dow Chemical Co. have a significantly lower death rate than what is expected of the U.S. population in general. SEP 08 1987

A study released today by Dow showed 467 death among almost 11,000 women employed by Dow for at least three days from 1940 to 1982. The expected death rate among women in the U.S. population is 661.

The Dow deaths from each of the major disease categories were compared with expected values based on the age, race and era-specific mortality rates for women in the U.S., Michigan and local 7-county East Central Michigan area.

Dow epidemiologist Dr. Gregory Bond attributed the findings, in part, to the "healthy worker effect," which claims that employed people are healthier than the general population, which includes infirm and disabled people.

Employed people also have access to better health care and have more of an ability to provide a healthier diet.

Dow women, employed in the Midland or Bay City manufacturing facilities or corporate headquarters, showed lower mortality rates in all causes of death, including cancer and heart disease — the two leading causes of death in the United States.

In discussing the different types of cancer, Bond said, "I'm sure there were" some types of cancer that were higher among Dow women than the expected incidence of that particular cancer in the general population.

But none were elevated beyond a point of "statistical significance," he said. A study on a rare cancer — soft tissue sarcoma — currently is being done by the state Department of Public Health. The incidence of that cancer experienced a dramatic increase in Midland women over a period of 20 years. SEP 08 1987

The Dow study showed two employees died of that cancer during the 43-year study period, while Bond said one to two such deaths are expected in the general population.

Of the 10,839 women studied, 8,727 were clerical workers, 1,091 worked in production and 1,021 were research employees.

Of the clerical workers studied, 298 died from all causes of death and 128 of those were cancer-related. In the general population, 433 were expected to die, 136 of which were from cancer. The production workers had a death rate of 150, 40 of which were cancer-related. In the general population, 194 were expected to die with 53 coming from cancer. In research, 19 women died from all causes, nine of which were from cancer. In the general population, 34 were expected

to die and 11 of those from cancer. The women in research showed a much lower death rate, Bond said, because the influx of women into that field didn't hit a peak until about 10 years ago.

The number of female production employees reached two peaks, he said, the first during World War II and the second during the 1960s. SEP 08 1987

Dow claimed that the study was one of the most comprehensive ever done on a working female population. Industry and health agencies haven't been able to do such studies until recently because women haven't been a major factor in the workforce long enough to provide long-term studies.

"Our female study results should be reassuring news to current and former employees," Bond said. "Results from studies such as this help us measure the effectiveness of Dow's health and safety programs, as well as spot potential concerns in the workplace so that preventive action can be taken."

Previous studies on male Dow employees have picked up on some areas of concern which the company will continue to track and attempt to determine a cause. While there was no area of particular concern for the women employees, Bond said the company will continue to track the mortality rates of those workers

ST0161196

Draft PR Release
January 29, 1987

FOR MORE INFORMATION
CONTACT:
DOW CHEMICAL, USA

Dow Female Employees Health Reported Above Average

Female employees at the Dow Chemical U.S.A. Michigan Division and headquarters unit experience lower mortality rates from the major causes of death, including cancers, according to a health study released by Dow today. The research was conducted by Dow as part of its Medical/Epidemiology program to evaluate the health experience of employees. This particular study represents one of the few of its kind nationally to have examined disease patterns among female employees. In view of the increasing presence of women in the workplace this study is of particular importance.

Included for study were nearly 11,000 women who were employed by the Company at the Midland or Bay City sites at some time between 1940 and 1982. Although predominantly comprised of clerical and office employees, the group also included substantial numbers of women who were engaged in production or research activities. Comparison of employee mortality was made against that of female residents of the U.S., Michigan and a seven-county east-central Michigan region. Following were the key conclusions of the study:

- * In comparison to the other three groups, Dow employees consistently demonstrated fewer than expected deaths due to each of the major causes, including total cancers.
- * For no cause of death did employees experience a statistically significant higher rate than the general population groups.
- * Separate analyses of production, research and clerical/office employees did not indicate differences between the subgroups in their rates of death from all causes or all cancer.
- * It is anticipated that the experience of these employees will be updated at some future date; however, this research has not identified any areas of concern that would warrant more in-depth studies of employee mortality at this time.

ST0161197

January 29, 1987

DRAFT

Executive Summary of Mortality Among Female
Chemical Company Employees

Gregory G. Bond, PhD, MPH

Elsie A. McLaren, RN

Janice B. Cartmill, RN

Karen T. Wymer, BS

Thomas E. Lipps, MD

Ralph R. Cook, MD, MPH

The Dow Chemical Company

16 January, 1987

STO161198

There have been few health studies conducted on working women despite their increasing presence in the work environment. This investigation compared the mortality experience of 10,839 present and former female employees of The Dow Chemical Company with comparable national, state, and local groups. Employees were observed to have consistently experienced lower mortality from all causes of death combined, and the numbers of deaths from cancer were at or below expected levels. It is apparent that, as is the case with working men, working women enjoy an increased life-expectancy relative to general population groups.

Included for study were women with three or more days of service between 1940 and 1982 at the Midland or Bay City locations. The group consisted of substantial numbers of production and research personnel, but was predominantly comprised of clerical and office workers (80.5%). Employees were tracked through 1982 to determine whether they were alive or dead, and if dead, the particular cause. The observed numbers of deaths from each of 57 disease categories were compared with expected values based on age-, race-, and era- specific mortality rates for female residents of the U.S., State of Michigan, and local seven county East-Central Michigan area. In addition to examining mortality in the total group of employees, analyses were done of various subgroups defined by pay status (hourly, salaried exempt, and non-exempt), duration of employment, latency (interval since first employment), age and year of death, and age at and year of first employment. These additional analyses were done to help distinguish findings which might be indicative of an occupational influence on mortality from those due to random variation.

ST0161199

Nearly 90 % of female employees were successfully tracked and determined to be alive or dead. Although this follow-up rate is somewhat lower than the figure which approaches 100 % in studies of male employees, it compares very favorably to the follow-up achieved in the few studies of female employees reported by others. Historically, many women married and adopted their husband's name after leaving work, thus making the tracking of women more difficult.

Death certificates were obtained to ascertain the cause of death for 94 % of the 467 decedents. By comparison with U.S. females (Table), employees experienced 29 % fewer than expected deaths from all causes combined (467 observed vs 661.2 expected), and 11 % fewer cancer deaths (177 observed vs 199.3 expected). For no cause of death did employees experience a statistically significant higher rate than the general population. These findings held true regardless of which of the three region-specific population groups was used for comparison.

Analyses of various subgroups of employees did not identify any with a different or unusual mortality experience. Hourly female employees did not differ materially from their salaried counterparts with respect to their death rate from all causes, or specific causes including cancer. It is anticipated that the experience of these employees will be updated at some future date; however, this research has not identified any areas of concern that would warrant more in-depth studies at this time.

Observed and Expected Deaths Among Female Chemical Company Employees;
Midland/Bay City Michigan 1940-1982

Cause of Death	Observed	Expected [*]
All Causes	467	661.2
Cancer	177	199.3
Heart Disease	110	194.3
Accidents	38	41.6
Stroke	28	52.3
Respiratory Diseases	17	29.6
Cirrhosis of the Liver	12	18.1
Suicide	11	17.4
Diabetes	8	15.4
Other	66	93.2

* Expected numbers of deaths based on the experience of U.S. white females adjusted for age, and era.

ST0161201



DOW CHEMICAL U.S.A.

May 20, 1987

MICHIGAN DIVISION
MIDLAND, MICHIGAN 48667

Dr. Victor M. Hawthorne, M.D.
3081 SPH1
The University of Michigan
109 Observatory Drive
Ann Arbor, MI 48109

FEMALE HEALTH SURVEILLANCE PRESS RELEASE REVISION

Dear Dr. Hawthorne:

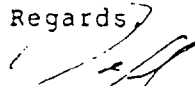
In response to our conversation yesterday, I've incorporated your comments into the attached press release.

As I mentioned earlier, upon your approval we plan to present this release and the information on our female health study to the public. Beginning with our own employees, we will release the information to a number of audiences, including the local medical community, the Department of Public Health and various media.

Regarding Kaiser Permanente in San Francisco, I passed your suggestion on to Greg Bond. He in turn contacted Dr. Gary Friedman, director for epidemiology and biostatistics at the Kaiser HMO. They have done multiple epidemiology studies, not of employees, but rather, of their patients. Also, unlike our studies, the subjects have not been limited to specific gender, nor to employed individuals. According to Greg, our female study is quite unique from those at Kaiser. Greg would be able to elaborate if you're interested in more detail.

After you've had a chance to review the attached stories, please feel free to call me with your comments.

Regards,


R. Jeffrey Stevenson
Public Affairs
(517) 636-5786

Enclosures

Dr. Greg Bond, Epidemiology
Dr. Tom Lipps, Medical
Jerry Ring, Public Affairs

AN OPERATING UNIT OF THE DOW CHEMICAL COMPANY

**Quality
Performance**
Means More At Dow

ST0161202

DRAFT

19-May-1987 17:22

Press Release

EQUAL RIGHTS AT WORK TAKES A NEW TURN

Much attention has been focused on equity in pay and promotions for women in the workplace, but according to The University of Michigan's Dr. Victor M. Hawthorne, it's time that they also receive equal consideration in health monitoring programs.

"It is not a surprise that women are becoming more vocal," said Professor Hawthorne, U of M's former chairman of Epidemiology and a current member of the staff. "Earlier prevention programs were almost exclusively directed towards men. The consequence has been a lack of epidemiological research and preventative programs for women."

Over the years, health surveillance, the practice of monitoring the frequency and types of illnesses occurring in employees, has achieved considerable prominence in corporate America. Information gained through health surveillance helps employers assure the effectiveness of programs designed to prevent illness and injury. Most importantly, the data can often serve as an early warning system to avoid potential problems.

While the number of women in manufacturing is rapidly increasing, many of the jobs traditionally have been male-dominated. As a result, there has been a limited amount of health data compiled on working women.

"There is a great deal we can learn in the area of female epidemiology, and we have many questions on the health effects related to gender," Hawthorne said. "We simply haven't reached

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the point where enough women have been in the workplace over a sufficient period of time for long-term studies. Dow is blazing the trail in this area."

As part of an ongoing program to help ensure the long-term health of female employees, The Dow Chemical Company, Midland, MI, has just completed a study of the health experience of nearly 11,000 women working anytime between 1940 and 1982.

According to Dow Epidemiologist Dr. Gregory Bond, "Health data such as these, regardless whether they pertain to men or women, are like a report card on the health and safety programs of the company."

"People are our most valuable asset. Our epidemiological studies conducted over the past 25 years, in combination with progressive toxicology, industrial hygiene and medical programs, help to assure employees, management and the community of the safety and healthfulness of our manufacturing operations."

The recent study of female health, conducted by a team from Dow's Epidemiology and Medical Departments, is a strategic addition to the company's already substantial list of studies focusing on the health of its employees. In just the last three years, Dow U.S.A. has completed five major general health studies involving more than 70,000 current and former employees. This is in addition to nearly a dozen studies of subgroups of employees who have worked in the processing of specific chemicals or who have certain common illnesses.

The generally positive results of these studies are attributed to the quality of the working environment, as well as to the health consciousness of the employees themselves. In instances where the data have indicated an area for improvement, the

ST0161204

company has been able to quickly identify the cause and address the situation -- even outside of the workplace in some cases.

For example, in Dow's Texas Operations, a health study led to the conclusion that employee lung cancer rates were higher than average -- the cause was smoking. In response, the company made employees aware of the study, then launched an ambitious smoking cessation campaign to help employees and their spouses quit the habit.

The recent female health study represents a major, new step in protecting employees. While such research may be novel today, the time seems to have arrived for industry to provide working women the same health surveillance as working men.

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510161205

DRAFT
11-May-1987 09:01

FOR FURTHER INFORMATION
Contact: Jeff Stevenson
The Dow Chemical Company
Midland, MI 48667
Phone: (517) 636-5786

FOR RELEASE

June __, 1987

DOW FEMALE EMPLOYEES HEALTH REPORTED ABOVE AVERAGE

Female employees at The Dow Chemical Company's Michigan Division and headquarters unit experience lower mortality rates from the major causes of death, including cancers, according to a health study released today.

The research was conducted by Dow as part of its comprehensive employee health monitoring program. The study, one of the few of its kind to have examined disease patterns among female employees, represents a relatively untapped area of health monitoring for industry as a whole. The growing number of women in the workplace, particularly in areas traditionally reserved for men, make the company's study especially significant.

Nearly 11,000 women, employed by Dow at its Midland and Bay City sites between 1940 and 1982, were included in the study. While the majority of the group was comprised of clerical and office employees, about 20 percent of the women were engaged in manufacturing or research activities. Following are key conclusions of the study:

- * In comparison to the female residents of the U.S., Michigan and a seven-county, east-central Michigan region, Dow employees consistently demonstrated fewer than expected deaths due to each of the major causes, including all cancers.
- * Employees did not experience statistically significant higher rates than general population groups from any cause of death.
- * Separate analyses of production, research and clerical/office employees showed no differences between the subgroups in their rates of death from all major causes, including all cancers.
- * No statistically significant excesses were observed for any of the categories of death based on employee pay status, age of employee or length of employment.

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"The study results should be reassuring news to current and former employees," said Dow Epidemiologist Dr. Gregory Bond. "Results from studies such as these help us measure the effectiveness of Dow's health and safety programs, as well as spot potential concerns in the workplace so that preventative action can be taken."

The female study conclusions are consistent with those of other Dow employee studies, including Midland and Bay City. The above average health is generally attributed to the workplace environment, as well as the health awareness of employees.

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ST0161207



DOW CHEMICAL U.S.A.

May 8, 1987

MICHIGAN DIVISION
MIDLAND, MICHIGAN 48667

Dr. Victor M. Hawthorne, M.D.
3081 SPH1
The University of Michigan
109 Observatory Drive
Ann Arbor, MI 48109

FEMALE HEALTH SURVEILLANCE PRESS RELEASE

Dear Dr. Hawthorne:

Since we talked last month, I've put together a press release focusing on the status of female health monitoring, and the need for such data in response to the changing role of women in the workplace.

The approach in the attached story is certainly timely with the issues of the day, and should be of interest to the media. With this in mind, I used your comments on female health surveillance in general, rather than on Dow's female mortality study in particular. As you'll note from the enclosures, two press releases have been prepared -- one talking about the issue of female monitoring in general and another specifically discussing the results of the Dow study.

Please read through the enclosed information to ensure your comments are in proper context. Upon your approval, we plan to present these two releases to several media sources as the basis for feature stories on the topic. While my primary focus is on Michigan, outside media, such as a womens' magazine, may be interested in the story as well. As an authority in the field of epidemiology, you very likely may be called upon as these reporters develop their stories.

After you've had a chance to review the attached stories, I would appreciate any revisions or suggestions you might have. Thanks again for your participation, and I'll look forward to hearing from you soon.

Regards,

R. Jeffrey Stevenson
Public Affairs
(517) 636-5786

Enclosures

Dr. Greg Bond, Epidemiology
Dr. Tom Lipps, Medical
Jerry Ring, Public Affairs

AN OPERATING UNIT OF THE DOW CHEMICAL COMPANY

Quality
Performance
Means More At Dow

ST0161208

DRAFT
27-Apr-1987 09:51

FOR FURTHER INFORMATION
Contact: Jeff Stevenson
The Dow Chemical Company
Midland, MI 48667
Phone: (517) 636-5786

FOR IMMEDIATE RELEASE

May __, 1987

ST0161209

EQUAL RIGHTS AT WORK TAKES A NEW TURN

Much attention has been focused on equity in pay and promotions for women in the workplace, but according to The University of Michigan's Dr. Victor M. Hawthorne, it's time that they also receive equal consideration in health monitoring programs.

"I think it's a shame that epidemiological research has been confined to men," said Professor Hawthorne, U of M's former chairman of Epidemiology. "It surprises me that womens' groups have not been more vocal in demanding health surveillance equal to their male co-workers."

Over the years, health surveillance, the practice of monitoring the frequency and types of illnesses occurring in employees, has achieved considerable prominence in corporate America. Information gained through health surveillance helps employers assure the effectiveness of programs designed to prevent illness and injury. Most importantly, the data can often serve as an early warning system to avoid potential problems.

While the number of women in manufacturing is rapidly increasing, many of the jobs traditionally have been male-dominated. As a result, there has been a limited amount of health data compiled on working women.

"There is a great deal that can be done in the area of female epidemiology, and we have many questions," Hawthorne said. "We haven't reached the point in time where large numbers of women have been in the workplace over a lifetime. The result is that potential changes in female health haven't occurred over enough time to be accurately studied."

As part of an ongoing program to help ensure the long-term health of female employees, The Dow Chemical Company, Midland, MI, has just completed a study of the health experience of nearly 11,000 women working anytime between 1940 and 1982.

"I don't know of any other studies that have included as much female health data as Dow's study -- they are blazing the trail in this area," Hawthorne commented.

According to Dow Epidemiologist Dr. Gregory Bond, "Health data such as these, regardless whether they pertain to men or women, are like a report card on the health and safety programs of the company."

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STO161210

subgroups of employees who have worked in the processing of specific chemicals or who have certain common illnesses.

The generally positive results of these studies are attributed to the quality of the working environment, as well as to the health consciousness of the employees themselves. In instances where the data have indicated an area for improvement, the company has been able to quickly identify the cause and address the situation -- even outside of the workplace in some cases.

For example, in Dow's Texas Operations, a health study led to the conclusion that employee lung cancer rates were higher than average -- the cause was smoking. In response, the company made employees aware of the study, then launched an ambitious smoking cessation campaign to help employees and their spouses quit the habit.

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###

ST0161211

DRAFT
11-May-1987 09:01

FOR FURTHER INFORMATION
Contact: Jeff Stevenson
The Dow Chemical Company
Midland, MI 48667
Phone: (517) 636-5786

FOR RELEASE

June __, 1987

DOW FEMALE EMPLOYEES HEALTH REPORTED ABOVE AVERAGE

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- * No statistically significant excesses were observed for any of the categories of death based on employee pay status, age of employee or length of employment.

ST0161212

"The study results should be reassuring news to current and former employees," said Dow Epidemiologist Dr. Gregory Bond. "Results from studies such as these help us measure the effectiveness of Dow's health and safety programs, as well as spot potential concerns in the workplace so that preventative action can be taken."

The female study conclusions are consistent with those of other Dow employee studies, including Midland and Bay City. The above average health is generally attributed to the workplace environment, as well as the health awareness of employees.

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ST0161213



THE DOW CHEMICAL COMPANY

MIDLAND MICHIGAN 48674

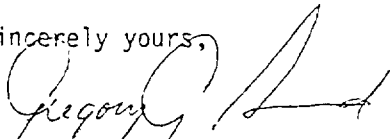
September 8, 1987

Terence E. Carroll
President
Public Health Information Services, Inc.
1265 Book Building
Detroit, Michigan 48226-1843

Dear Mr. Carroll:

My colleagues and I recently read a copy of your organization's publication "Public Health Comments" and thought you might be interested in printing the abstract of a study we recently completed of mortality among nearly 11,000 Dow employees. The study report has been accepted for publication and I have enclosed a copy of the galley proofs for your use.

Sincerely yours,



Gregory G. Bond, Ph.D., M.P.H.
Project Leader
Epidemiology, H&ES
1803 Building
Midland, Michigan 48674

Enclosure

aag

bcc: R. R. Cook, M.D.
R. J. Stevenson (47 Bldg)

ST0161214



DOW CHEMICAL U.S.A.

August 17, 1987

MIDLAND, MICHIGAN 48667

Dick Armstrong, 47 Bldg.
Greg Bond, 1803 Bldg.
Ralph Cook, 1803 Bldg.
Sue Dupree, 47 Bldg.
Jerry Howell, 47 Bldg.
Joe LeBeau, 1803 Bldg.
Pete Lehman, 47 Bldg.
Tom Lipps, 607 Bldg.

cc: Jerry Ring, 47 Bldg.
Vicki Suazo, Washington, D.C.
Vince Smart, 2020 Bldg.
T.K. Smith, 2020 Bldg.

MICHIGAN DIVISION FEMALE MORTALITY STUDY

The following outline is a tentative schedule for the internal and external release of the "recently" completed female mortality study.

Appropriate local community and medical contacts will be notified first, followed by employees. The release will then be sent externally to Michigan media on September 8. Greg Bond and I will be available that day for media inquiries. We will then proceed to Lansing and Detroit (September 9 - 10), where Greg will serve as a Visible Scientist discussing the significance of such a study, the role of epidemiology in society and Dow's long time commitment to employee health and safety.

While the dates for release to the public are set, if you see any other changes that need to be incorporated into this schedule, please let me know as soon as possible.

Also, enclosed is a copy of the press release Ketchum Public Relations is using for promotion of Greg's Visible Scientist visit.

Regards,

R. Jeffrey Stevenson
Public Affairs
6-5786

Enclosure

AN OPERATING UNIT OF THE DOW CHEMICAL COMPANY
RESTRICTED FOR USE WITHIN THE DOW CHEMICAL COMPANY

**Quality
Performance**
Meets More Goals

ST0161215

17-Aug-1987 15:37

AGENDA OF EVENTS (tentative)

LEGEND: js-Jeff Stevenson da-Dick Armstrong sd-Sue DuPree
gb-Greg Bond jh-Jerry Howell tl-Tom Lipps
vs-Vicky Suazo

<u>TIMING</u>	<u>EVENT</u>	<u>RESPONSIBILITY</u>
Thursday, 9/3	PRESENT TO MEDICAL STAFF	gb,tl
	PRESENT TO PUBLIC HEALTH	
Thursday, 9/3	Local	gb,tl
Thursday, 9/3	State	jh
	PRESENT TO EMPLOYEES	
Tuesday, 9/8 am	Onstream	js
Tuesday, 9/8 am	Dow Today	js
Tuesday, 9/8 am	Centerline	js
Friday, 9/11	Weekly Report	da
Tuesday, 9/8	Dateline	js
Tuesday, 9/8	Bulletin Board	js
Tuesday, 9/8	Special feature	js,da
Saturday, 8/29	PRESENT TO COMMUNITY	sd,gb
	PRESENT TO MEDIA	
Tuesday, 9/8	Tri-city media	js,gb
Tuesday, 9/8	State wires	js
Tuesday, 9/8	PR Newswire	js
Wednesday, 9/9	Lansing media	js,gb
Thursday, 9/10	Detroit media	js,gb
Fall 1987	Wash, D.C./N.Y. media	vs,gb

ST0161216

Ketchum Public Relations.

Jo: JEFF
Stevenson

From: Lee

FOR MORE INFORMATION:
Margaret Lee Hall/Jerry Olszewski
(202) 785-1471

Hall

FOR RELEASE: Thursday, September 10, 1987

DOW RELEASES MAJOR STUDY ON SAFETY OF WOMEN IN THE WORKPLACE

DETROIT, MI, September 10, — A major new study on understanding the disease patterns of female employees has been released by The Dow Chemical Company, says Dow Epidemiologist, Dr. Gregory Bond.

According to Bond, this is one of the most comprehensive studies ever completed in the U.S. on disease patterns among female employees. *"The growing number of women in the workplace, particularly in areas traditionally reserved for men, makes this study especially significant,"* Bond says.

The Dow study, which was conducted as part of an ongoing project to help ensure the long-term health of all employees, looked at nearly 11,000 women employed by Dow at its Midland and Bay City sites between 1940 and 1982. The study group consisted of production and research personnel; and clerical and office workers. The following are key conclusions:

- In comparison to the female residents of the U.S., Michigan and a seven-county, east-central Michigan region, Dow employees consistently demonstrated fewer than expected deaths due to each of the major causes, including all cancers.
- Employees did not experience statistically significant higher rates than general population groups from any cause of death.

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- Separate analyses of production, research, and clerical and office employees showed no differences between the subgroups in their rates of death from all major causes, including all cancers.
- No statistically significant excesses were observed for any of the categories of death based on employee pay status, age of employee or length of employment.

Employees were tracked through 1982 to determine any deaths, and, if so, the particular causes. In addition to examining mortality in the total group of employees, analyses were done of various subgroups defined by pay status, duration of employment, age and year of death, and age at and year of first employment. These additional analyses were done to help distinguish findings which might be indicative of an occupational influence on mortality.

Health surveillance, the practice of monitoring the frequency and types of illnesses occurring in employees, has received increased attention in the chemical industry. Information gathered through health surveillance helps employers ensure the effectiveness of programs designed to prevent illness and injury.

"It's been more than 50 years since we hired our first safety professional and began testing the safety of chemicals," Bond observes. "Nevertheless, improving employee health and safety remains a fundamental commitment. Employees in any industry deserve a work environment that never requires choosing between a good job and good health."

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