Monsanto

WORLD NEWS

MONSANTO COMPANY ST. LOUIS, MO. MAY, 1983 VOL. 2 NO. 5

Monsanto Responds to Environmental Reports

"Monsanto Company is confident in the safety of its products and the thoroughness and scientific validity of our testing procedures. The public and our employees can be absolutely certain of this."

This is the way John W. Hanley, chairman and chief executive officer, responded this week to a series of events which helped to precipitate a drop in the price of Monsanto stock.

In the first of these events, unfounded and inaccurate rumors began circulating on Wall Street on Tuesday, May 10, about Monsanto's vulnerability in the Agent Orange case, in which Vietnam veterans are suing Monsanto and several other chemical companies for alleged health problems as a result of exposure to the chemical.

A second, but seemingly unrelated event, occurred on Friday, when *The Wall Street Journal* carried an unfounded attack on Monsanto's reputation.

Monsanto's Senior Vice President and Chief Financial Officer Francis A. Stroble put the week's events into perspective. "On Tuesday, one of the security analysts indicated that Monsanto's and Diamond Shamrock's Agent Orange products did not comply with governmental specifications. This sent Monsanto's stock price in a nose dive. The market tends to respond very quickly to bad news, even before the facts are known," Mr. Stroble said. Monsanto stock fell 4⅛ points.

"The analyst retracted his statement on Wednesday to the extent that Monsanto did comply with governments specifications for Agent Orange." Thursday, May 12, the judge in the case made what Vice Chairman Louis Fernandez called a "very favorable" ruling which postponed the trial indefinitely. Dr. Fernandez said the ruling will give the defendants time to collect more information.

Then on Friday, May 13, *The Wall Street Journal*, in an unrelated event, carried an article which quoted a five-year-old federal report. The report accused Monsanto of knowingly submitting flawed data to the Environmental Protection Agency and concealing vital information from the EPA on a herbicide toxicity test. The report also implied that Monsanto conspired with two other producers of swimming pool chemicals to submit flawed data to the EPA to support claims that the product is safe for use. Finally, the article alleged that a Monsanto official used undue influence to change the conclusions on tests regarding the carcinogenicity of a Monsanto product containing polychlorinated biphenyls (PCBs).

> **66** *The market tends to respond quickly to bad news, even before the facts are known.* **99**

"This article, following the concern about Agent Orange, sent the market down another four plus points," Stroble explained.

Monsanto responded immediately to *The Wall Street Journal* story. Reaction to the accusations in the article and to the Wall Street rumors were met head-on by Dr. Fernandez. Using uncharacteristically tough language, Dr. Fernandez called the allegations from the federal report "bald-faced lies."

By Friday afternoon, Monsanto's news releases clarifying erroneous statements both by the analyst and in *The Wall Street Journal* article had been digested by Wall Street and the market settled," Mr. Stroble said.

(continued on page 3)



Rishi Lin, a high school senior who won top honors in the Monsanto/St. Louis Post-Dispatch Science Fair, right, shares his interest in science — and a few moments in the lab — with his father, Rishi R. Lin, senior research group leader, Monsanto Industrial Chemicals Company. *(See story on page 6)*

Monsanto to Acquire GEC Assets In Fisher Controls International

Monsanto will increase its ownership of Fisher Controls International, Inc., to 100 percent from the present 66⅔ percent under an agreement in principle reached earlier this month with The General Electric Company, p.l.c. of the United Kingdom (GEC).

The acquisition is subject to a definitive agreement being signed by both Monsanto and GEC, and approval by both companies' boards of directors.

Chairman John W. Hanley called the acquisition "another significant step in Monsanto's aggressive renewal efforts to extend its leadership in growth businesses on a worldwide basis."

Fisher Controls International, a worldwide supplier of industrial process control systems, instrumentation, control valves and regulators, reported 1982 sales of $588 million. The company was formed at the start of 1979 through the combination of a former Monsanto subsidiary, Fisher Controls Company, Inc., and certain related units of GEC, including its Process Control and Control Valves divisions.

Monsanto Executive Vice President Earle H. Harbison Jr., who will continue as chairman of the board of Fisher, said, "We've had in mind acquiring the assets of GEC in that business for some time. We decided now, in light of the recession ending, the reestablishment of market growth and the technical developments we have coming out, that it was a propitious time to go ahead with this move."

Mr. Hanley said, "Fisher's strategy calls for building superior technology into a broad range of instrumentation and industrial process controls. A good example is the new Provox electronic instrumentation system. Because electronics is at the core of this strategy, we feel there is a good deal of synergism with other areas of Monsanto that contribute increasingly to Fisher's progress. Fisher will continue to be managed as a subsidiary company."

Fisher Controls, with headquarters in suburban St. Louis, has more than 9,000 employees at nearly 30 manufacturing and service centers in 13 countries. Sales offices staffed by engineers are situated in principal cities around the world.

Fisher's customer industries include chemical, petrochemical, pharmaceutical, food processing, power, paper, metal processing and oil and gas.

Monsanto originally acquired the former Fisher Governor Company of Marshalltown, Iowa, in mid-1980. Sales of Fisher Governor at the time totalled about $75 million. □

MONS 016940

Monsanto Experts Visit Moscow To Further Scientific Cooperation

MOSCOW — Just a short distance from the red brick walls of the Kremlin, Richard J. Mahoney, Monsanto president and chief operating officer, and K. M. Dyumaev, deputy chairman of the Soviet State Committee for Science and Technology (GKNT), signed an agreement extending scientific and technical cooperation between Monsanto and GKNT.

Mr. Mahoney and Martin J. Kallen, managing director, Monsanto Europe-Africa, in March headed a 10-person company delegation of commercial and technical agricultural experts to Moscow to participate in a joint Monsanto/Soviet symposium. The symposium was held to examine that country's food production program and the role Monsanto's products can play in increasing the productivity of Soviet agriculture.

Twenty-five deputy ministers and department heads of a variety of Soviet ministries associated with food production and distribution attended the two-day symposium at the invitation of GKNT. The meetings were conducted at GKNT headquarters in Moscow.

A 20-minute videotape presentation in Russian, produced specifically for the meeting, started the symposium. The tape described Monsanto's overall involvement with agriculture and some of the products available today as well as some of those on the drawing boards for the years ahead.

During the symposium, Monsanto agricultural experts from Brussels and Vienna conducted a day-long workshop for technical specialists from the Ministry of Agriculture and other scientists. Bernard Ausenfanu, director, Monsanto Agricultural Products Company, Europe-Africa, chaired the meeting, in which participants closely examined specific requirements of Soviet agriculture and ability of Monsanto products to meet those needs.

Participants discussed the potential benefits certain herbicide products offer under Soviet conditions and reviewed the results of field trials conducted on state farms in various locations within the Soviet Union using Monsanto herbicides.

During his stay in Moscow, Mr. Mahoney also held a number of one-on-one discussions with leading Soviet ministers including L. A. Kostondov, first deputy chairman of the U.S.S.R. Council of Ministers; V. K. Menyats, minister of agriculture; and G. I. Marchuk, deputy chairman of the U.S.S.R. Council of Ministers and president of the Soviet State Committee for Science and Technology.

Other members of the Monsanto delgation to Moscow were Graham Hulse, director, Eastern Europe, from Brussels; Peter Eknoe, Monsanto Agricultural Products area director, Eastern Europe, Middle East, Northern and Central Africa, of Vienna; John F. Hebbleth-waite, Monsanto Agricultural Products Company product development director, Europe-Africa, of Brussels; and Monica Lange, *Lasse Ramrod* product manager also of Brussels.

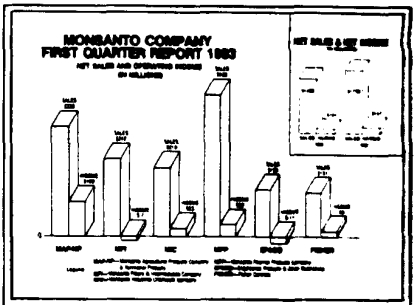
Supporting these executives were a number of agronomic experts from Monsanto's Vienna office; along with Gary F. Barton, manager, public relations, Brussels; and Stephen Maaurek, manager of Monsanto's Moscow office.

Monsanto has been active in the U.S.S.R. for 25 years with rubber chemicals being the primary area of business contact. More recently, a significant emphasis has been placed on the sales of herbicides for weed control.

Each company accredited to do business in the Soviet Union must be sponsored by a Soviet organization. In Monsanto's case, the sponsor is the GKNT. Monsanto received its accreditation in 1979 and the company opened its Moscow office in 1980. □



St. Basil's Cathedral in Red Square, Moscow, forms a backdrop as [illegible] from left, Stephane Maurek, Monsanto Moscow office manager; Martin J. Kallen, managing director, Europe-Africa; and Richard J. Mahoney, president and chief operating officer, Monsanto Company.



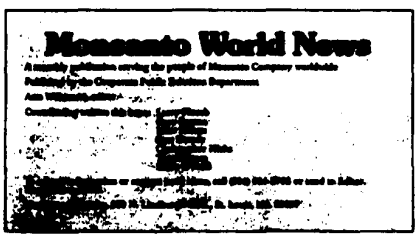
First Quarter Results Reflect Reduced U.S. Agricultural Sales

Monsanto Company reported net income of $101 million on consolidated net sales of $1.49 billion for the first quarter of 1985. The results reflected a decrease of 31 percent in net income and 14 percent in net sales from the same period in 1982.

Monsanto Chairman and Chief Executive Officer John W. Hanley said the first quarter performance was due primarily to reduced U.S. sales and earnings in the agricultural business as a result of the federal government's 1985 acreage reduction program.

However, he said Monsanto's traditional core businesses showed improved performance levels compared to most of 1982.

In our Fibers and Intermediates Company and our Polymer Products Company, U.S. volume demand and shipments were better than in the same period last year. We continue to anticipate a general improvement in the world economic environment in 1985 progresses, with a corresponding impact on Monsanto's markets.



Response

(continued from page 1)

According to Dr. Fernandez, Monsanto and many other companies and several government agencies, particularly the National Cancer Institute, depended heavily upon IBT and other independent testing laboratories to conduct toxicity tests on products and chemicals. At the time, IBT was the largest private toxicology testing lab in the country and was thought to be among the very best of them. IBT performed some 670 studies on 57 Monsanto products or chemical components. It performed thousands of other tests for other companies and government agencies.

In 1977, Monsanto became aware of the possibility of deficiencies in some animal toxicity studies done by IBT and by the end of the year had begun a rigorous program of its own to review and audit all raw data from studies done by IBT.

Early in 1978, Mease G. Throdahl, senior vice president, Environmental Policy Staff, and a member of the board, was named chairman of a task force formed to undertake the validation of toxicological data from all current laboratories, particularly IBT. This major manpower commitment reflected Monsanto's desire to rapidly and conscientiously complete its audit of IBT studies.

Monsanto's validation efforts [illegible] IBT-specific IBT studies required by government agencies to support continued safe use of our products. All have been validated. Where replacement tests were needed, all but 10 have been redone and submitted to the EPA. The remainder are in progress. These efforts have resulted in direct costs to Monsanto in excess of $12 million.

> ***"Today, we insist that our own and other labs with which we do business comply with 'good laboratory practices.' These federal guidelines require very specific procedures in the administration of animal toxicity testing."***

"We did not attempt to validate or duplicate other IBT studies either because we and the government agreed that they were not essential for determining the safety of our products or because substitute studies by other labs were planned or being done," Mr. Throdahl said.

"If Monsanto is to be faulted in its dealings with IBT, it is because we trusted what we — and everyone else — believed to be a highly reliable firm. With 20/20 hindsight, we should have monitored their tests more closely and scrutinized their findings more thoroughly prior to passing them on the government agencies."

A June 1981 Associated Press story quoted an EPA spokesman as saying, "Thousands of faulty tests performed by IBT during the 1970's . . . have subsequently been declared worthless by the government."

Monsanto was only one of many firms whose tests have been challenged by the government. In fact, so many companies and government agencies were affected by IBT incompetence that for several years they severely taxed the country's toxicology testing capability in repeating IBT studies.

"We have learned our lesson on better management of studies done for us the hard way and at great expense," said Mr. Throdahl.

"Today, we insist that our own and other labs with which we do business comply with 'good laboratory practices.' These federal guidelines require very specific procedures in the administration of animal toxicity testing. These requirements did not exist when IBT was doing so many thousands of tests for industry and the government."

The IBT story is old news. The alleged sloppy practices and inept scientific performance of IBT have been reported in numerous publications over the last few years. In some of these articles, Monsanto and the other companies that contracted with IBT have been labeled guilty by association. Unfortunately, this has impugned the character and scientific integrity of Monsanto, other respected companies and, indeed, government agencies that relied upon the lab.

The suggestion that Monsanto acted unethically or illegally in its dealings with IBT or in submitting IBT work to the government is totally false. The federal report on which the allegations in *The Wall Street Journal* were based is five years old and has been part of the judicial record on IBT for that entire period.

It was among the thousands of IBT documents explored by a Chicago grand jury in session for three years. In June, 1981, this grand jury handed down indictments against four former IBT officials. Their trial is now underway in federal district court in Chicago. However, the grand jury did not find justification for charging Monsanto with any wrongdoing concerning IBT. Some news accounts concerning IBT ignore this essential piece of information.

Frankly, company officials wonder how many times they must redefend themselves on this issue. The recent public rehashing of the inaccurate 1978 report has caused serious, unfair harm to Monsanto. Let us reiterate: our record concerning IBT has been and remains one of ethical, responsible corporate behavior. □

Story of IBT Laboratories Rehashed; "Old News," Monsanto Says

Questions, allegations and legal actions involving Industrial Bio-Test Laboratories, Inc., have loomed over the U.S. chemical industry since 1977. That's when concerns about the quality of product testing there first emerged.

Over the years, news reports have probed, resurrected and rehashed every conceivable detail of the scandal. During the week of May 8 this year, news reports on two separate "angles" to the IBT story once again put a fresh face on the old news. In fact, one of the latest reports was written by a journalist who wrote a strikingly similar story in 1979.

Monsanto has acted ethically and responsibly in all its dealings with IBT and the government both before and after the disclosures. Nevertheless, the latest stories featured Monsanto and some of its products.

One group of articles dealt with a pending report from the U.S. Environmental Protection Agency on the status of health and safety tests on pesticides that were originally done at IBT. These articles restated the well-known fact that many tests conducted at IBT were ruled invalid by the EPA. The only new information in the stories was that EPA has gathered together a list of all the tests done at IBT and will make the list public, probably in June.

Monsanto herbicides *Roundup*, *Lasso*, and *Machete* were mentioned. Since these products are vital to the company, the implication in the stories is that there is new information available about the link between the herbicides and IBT sent shocks through the financial community.

"There is no basis for concern about the future of these products," said Don Swan, vice president and managing director of Monsanto Agricultural Products Company. "There are adequate data bases available for these herbicides to support their safe manufacture and use."

Key health and safety tests needed to support registrations for Monsanto's major herbicides either are completed, underway or awaiting a ruling from the EPA on their validity. For example, the registration for *Lasso* herbicide is based on tests which are not linked to IBT. All necessary tests which were done on *Lasso* at IBT have been repeated, evaluated and accepted by EPA. For *Roundup* herbicide, only one test ruled invalid after the initial audit of IBT is still outstanding and it will be submitted in June.

These repeated tests on both *Lasso* and *Roundup* include acute, chronic, mutagenic, oncogenic, fish and avian studies. These are the pivotal tests needed to evaluate the health and safety characteristics and the results support registration.

> ***"There is no basis for concern about the future of these products. There are adequate data bases available for these herbicides to support their safe manufacture and use."***

The second group of articles was based on a 1978 report done by the EPA and the U.S. Food and Drug Administration which implies that Monsanto and other companies knowingly submitted false data from IBT to the EPA. The company has stated forcefully that the allegation is totally false.

"Monsanto not only acted responsibly in its dealings with IBT, but also was the leader in studying tests done there and establishing priorities for redoing tests when necessary," said Will Carpenter, now director, environmental management, who in 1978 was directly involved as director of environmental operations for Monsanto Agricultural Products Company. "We had the first product, *Roundup* herbicide, which was returned to registration following the IBT mess.

"We have an open, ethical and factual dialogue with EPA and other regulatory agencies on all health and safety issues," Dr. Carpenter said.

With a court case involving IBT underway now, more news stories can be expected which will repeat shopworn facts and allegations about the laboratory and its customers. Monsanto will continue to refute inaccurate articles until the IBT case is put to rest. □

People in the News

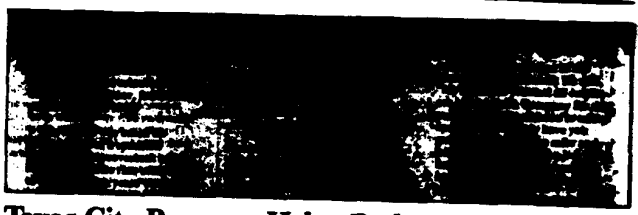


Roger L. Sandstedt

Roger L. Sandstedt, engineering director, process control, electrical and energy systems, in the Corporate Engineering Department, received the Award of Honor from the Institute of Electrical and Electronics Engineers, Inc. (IEEE). The Award of Honor, the highest award bestowed by the organization, was presented to Mr. Sandstedt at a special recognition dinner on April 22.

Mr. Sandstedt was recognized for his significant contributions to the field of electrical engineering in the areas of development of innovative design practices and the establishment of practical and economical national codes.

Mr. Sandstedt has worked at Monsanto for more than 30 years and has been active in IEEE and a number of other professional organizations. He is a registered engineer in the states of Missouri and Illinois.



Texas City Program Helps Reduce Unsafe Acts

by Mark A. Riddle

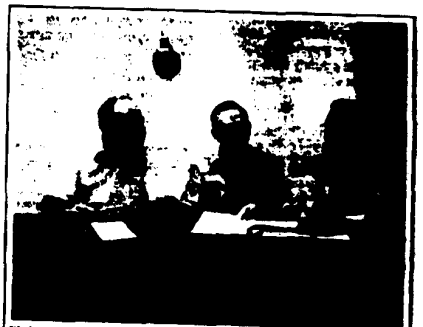
"S-T-O-P is a good investment," says Texas City Plant Manager Gene Tromblee.

The S-T-O-P program, which was designed by DuPont, focuses on the fact that unsafe acts of people are the main cause of most injuries.

"The time invested in training supervisors to observe and stop unsafe acts has paid off in the immediate reduction of unsafe acts that could have resulted in injuries. It has also highlighted the positive things we're doing to protect ourselves and others around us."

"We had heard about the S-T-O-P program and how it had been successful in reducing injuries at other plants both in and outside Monsanto," said Mr. Tromblee. "Consulting with the safety experts at Queeny, Krummrich, and Port Plastics convinced us that we should try this program."

The immediate good return on the initial investment led to the extension of the S-T-O-P training to include chief operators and lead craftsmen. The S-T-O-P course was enhanced with the aid of a chief operator, a leadman, and an operations foreman, to meet the needs of the Texas City plant. Later this year the program will be extended to include all hourly people in the continuing effort to eliminate unsafe acts.



Working through one of their many planning sessions, from left, are L. P. Marsh, Department 81 chief operator; Vernon Fields, Department 40 manufacturing foreman; and Billie Berger, plant engineering carpenter leadman, who assisted with the development of the S-T-O-P program for chiefs/leadmen.

Greg Daues, S-T-O-P administrator, says, "We've received reports on all types of unsafe acts as well as safe practices. When you look over the reports received, it's hard not to conclude that many potential injuries have been prevented. That's why we feel it's been a good investment!"

Mark A. Riddle is safety engineer, Loss Prevention and Safety Department, Texas City.

Judge Delays Agent Orange Case; Monsanto Calls Ruling "Favorable"

Vice Chairman Louis Fernandez said Monsanto considers last Thursday's decision by U.S. District Judge George Pratt Jr. to postpone indefinitely the trial of the Agent Orange case to be very favorable.

Monsanto is one of several chemical companies being sued by Vietnam veterans who claim health problems as a result of exposure to the defoliant Agent Orange. Monsanto, along with the other companies involved in the case, produced the product under contract with the U.S. Government, to government specifications.

In a statement released to the news media, Dr. Fernandez said, "The indefinite postponement of the trial gives the defendants the opportunity to continue to develop facts relating to the government contract defense issue, and is consistent with our earlier petition to the court to delay the trial so that further information can be obtained."

According to Dr. Fernandez, "It has been a slow and burdensome process to obtain key information from the government in view of the national security roadblocks that the defendants have frequently encountered.

"However, in the past few weeks, we have managed to discover significant new information and have obtained revealing depositions from former government officials who were actively involved in the Agent Orange program," he said.

> ***"Monsanto is confident that the final proceedings will find that the quality of our product complied with the government specifications."***

The judge's decision will allow the case to be heard on the entirety of its merit, which means the court will decide three things.

It will address the question of whether the government knew at least as much about the characteristics of Agent Orange as did the manufacturers and whether the product supplied to the government met the product specifications established by the government. This is the so-called "government contract defense" issue. It must further decide whether or not the individuals were harmed by the product, and finally whether the companies who produced the defoliant can be held liable for alleged ill effects.

"Monsanto is confident that the trial proceedings will find that the quality of our product complied in every respect with the specifications for Agent Orange set by the government. Furthermore, there is no scientific or medical evidence whatsoever linking Agent Orange with the health effects claimed by the Vietnam veterans," Dr. Fernandez said.

Monsanto
Headquarters Highlights
MAY 1983

Paramedics Visit Research Center to Train Emergency Squad

The Creve Coeur Fire Department's paramedics recently conducted an advanced first aid and cardiopulmonary resuscitation course at Monsanto's research center to better equip the center's emergency squad to minimize or prevent personal injury and property damage in the event of an emergency.

The emergency squad, which is comprised of research employees from the operating companies, is equipped to respond to fire, explosion, injury and illness, toxic or explosive gas release, tornadoes, and other emergencies should they arise. The emergency squad implements measures needed to control and eliminate hazardous situations or provide first aid [illegible] emergencies.

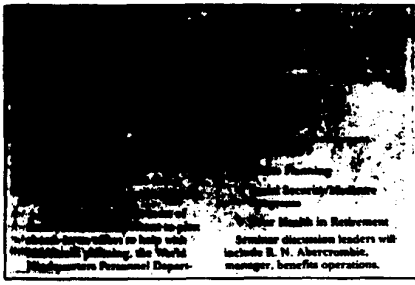
The program, which was initiated by Dick Isley of the research center, [illegible] hours of monthly training sessions coordinated by the Research Center Safety Staff.

According to Christopher Hicks, safety engineer, the mutual effort between the Creve Coeur Fire Department and the Monsanto Research Center Emergency Squad provides excellent coordination in handling emergencies.

Mr. Hicks says the research employees who participate on the emergency squad are to be commended for their efforts. "Conscientious employees will continue to make Monsanto a safe and healthful place in which to work. Their compliance with safety regulations and procedures assist in curtailing and eliminating problems that have the potential to develop into an emergency."



The Research Center's emergency squad gets a few tips on how to handle an injured person during a recent course taught by the Creve Coeur Fire Department's paramedics.



[illegible]ers Discuss Ways to Plan Ahead

[illegible] Planning
[illegible] Social Security/Medicare
[illegible] Programs
[illegible] Health in Retirement

Seminar discussion leaders will include B. N. Abercrombie, manager, benefits operations.

[illegible] B. L. Cr[illegible] director, [illegible] and other [illegible] Medical Department; [illegible] Vuchinich, [illegible] Consulting Services, Inc.; Edward Armstrong, trust officer, Boatmen's National Bank of St. Louis; and Sharon Wu, claims representative, Social Security Administration.

This year's seminars will be held June 2, August 30 and November 29.

Because the subject matter is so important to your planning and [illegible] enrollment, World Headquarters Personnel encourages employees to begin planning now for their future. If you are [illegible] your spouse or spouse-to-be, a member of one of the scheduled seminars. Lunch will be included in the day-long program.

The seminar focuses on the employee population planning retirement within the next one to five years, and enrollment is on a first-come, first-served basis. If you are interested in attending, you can obtain more information and an enrollment form from your personnel department.

MONS 016944

People on the Move



Monsanto Agricultural Products Co.

Linda S. Epps Jr. to Manager, Process, MAP International.

Donna L. Hill to Telephone Data Collection Specialist, Market Research.

Edward Linde to Supervisor, Product Development, International.

Eugene W. Lagarde to Research Specialist in the Synthesis section of the Product Research Department, Research Division.

Thomas A. Rousseau to Research Specialist in the Process section of the Product Research Department, Research Division.

Carol M. Sellon to Research Chemist II in the Data Management section of the Worldwide Operations Department, Research Division.

Alexander J. Sgard Jr. to Financial Analyst.

Monsanto Industrial Chemicals Co.

George F. Bosse to Systems Analyst for the MIS Department.

Ronald R. Rhenard to Lead Systems Analyst in the Systems Development group.

Shih K. Lin to Senior Research Group Leader, Research and Development.

L. B. Rhymes to Lab Technician.

Linda Rushes to Lab Technician.

Monsanto Polymer Products Co.

Evelyn Redmon to Marketing Services Clerk, Field Sales.

Administration

Joseph B. Clements to Security Officer — Guard, Security Department.

John T. Ryans to Chauffeur, Chauffeur Services Department.

Terry L. Spreckelmeyer to Security Officer — Guard, Security Department.

Corporate Research and Development Staff

Ronald F. Beaty to Senior Research Biologist, CRL.

Ronald R. Grotjan to Senior Research Chemist, EASC.

Thomas J. Hoogheem to Research Specialist, EASC.

Charles S. Logar to Research Support Technician, Facilities and Services.

Ronald L. Rousseau to Manager, Financial Accounting, Controller's Office.

Barbara A. Wolff to Secretary, Patent Department.

Engineered Products Division

Bobbie J. Klein to Accounting Clerk Gamed IV, Enviro-Chem Systems, Inc.

Joseph M. Lundergan to Supervisor, Performance Standards and Packaging for the Fabricated Products Division.

Facilities and Material Staff

Michele L. Blomeyer to Vendor Performance Analyst II, Purchasing Department, CED.

Harold R. Brenner to Director, Raw Materials Supply in the Corporate Purchasing Department, EAMM.

Rodney B. Goldstein to Engineer II, Environmental, in the Environmental Control section, CED.

Belinda R. Gotto to Accounting Clerk III, Distribution, EAMM.

Dallas L. Gross to Engineering Specialist, Chemical Engineering in the Process and Systems Technology section, CED.

Thomas W. Lawrence to Manager, Personnel Safety in the Safety and Property Protection Department, CED.

Stephen J. Lenhart to Senior Engineer, Environmental in the Environmental Control section, CED.

Finance Staff

Janet A. Brandt to Principal Systems Analyst, MISD.

Jeanette C. Ellerdy to Postmaster, Accountant, Controller's Office.

Steven E. Potts to Command Center Operator, MISD.

James J. Rittenhouse to Director, Telecommunications and Administration, MISD.

Nutrition Chemicals Division

Yung C. Min to Senior Research Specialist in the NAA Advanced Technology Process Research Group.

Marjorie Sobieszek to Accounting Clerk II, Accounting Department.

Claude Taylor to Accounting Clerk, General Ledger/Close, Accounting Department.

Letters to the Editor

I HAVE ENJOYED your publication(s) since unitary) was(were) introduced some time ago. As you can see, its dual nature causes some confusion. Don't you think all Monsanto employees would be interested in the items in the World Headquarters section? Has any thought been given to making one publication to reduce some confusion?

I believe you have a good balance among the items of interest and concern to us who work for Monsanto, namely

- company/employee concerns
- Monsanto products, the people who develop them, their application and the need they meet in industry
- "extra" office hour activities of employees
- awards and recognition employees receive

G. D. Nelson

The Headquarters Highlights section of World News is designed to provide items for and about headquarters employees, including stories that may be rather inappropriate for or not of interest to employees elsewhere. Many of our facilities have their own newsletters to cover news such as local job changes and community involvement.

Editor

THE ARTICLE on "Monsanto Offers Investment Plans" (March edition) made an important point that tax considerations need to be considered to select one of these plans. However, in the table this article refers to, the subject of income tax is completely ignored.

Besides the usual arguments that one may expect to be in a lower income tax bracket at the time one retires, there is also the fact that certain plans are eligible for a 10-year forward income averaging method at a substantially reduced rate, since it is taxed mainly at the lowest income bracket, regardless of other income.

Nothing in this article or table refers to this very important consideration. Could you inform your readers accordingly?

Leo Geoghegan

The major purpose of the prior article was to point out the differences among the various investment funds of the Savings and Investment Plan (SIP) and the Monsanto Industrial Retirement Account Plan (MIRA), rather than the tax implications of these and other plans. But your point is valid. Making informed tax decisions can mean dollars and cents to people considering retirement.

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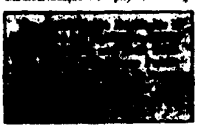




The three site employees who came closest to matching the judges' selections in the Communications Performance Awards competition were Sue Shockley, left, Jean Sumner and Joan Prahowitz. Each received a $100 U.S. Savings Bond.

MONS 016945



Philip Earl Hogan, center, son of Monsanto employee Ronald Hogan, was the winner of the sixth grade division in the 1983 Monsanto/St. Louis Post-Dispatch Science Fair last month. Pictured with him are Kevin Scharp, winner of the fourth grade division, and Jill Christine Cunningham, third grade division winner. Each of the winners received a $50 savings bond.

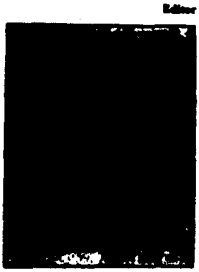
Sports Shortened...

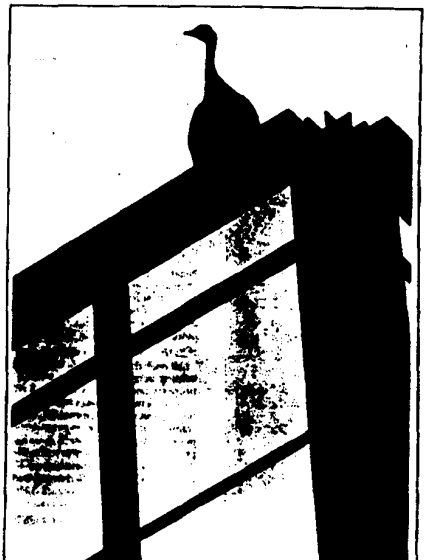
ATTENTION SPORTS FANS! We know you're out there. And we know you're active. You play softball, tennis, golf and volleyball. You run and you bowl. In fact, there aren't many sports you won't try.

Monsanto has so many winning teams, so many outstanding athletes, that *Headquarters Highlights* has been deluged with pictures and stories of your feats — so much so that I'm afraid most of them would be very dot of date by the time we could publish all of them.

So, in order to prevent any chance of preferential treatment (I'll admit to being a little partial to tennis), and to keep from offending our friends in some of the other Monsanto groups, like our philatelists (stamp collectors, that is), we regret that we no longer will be able to run stories or photographs of Monsanto teams and clubs.

Editor





"And what are you staring at?" this feathered friend seems to be asking Monsanto photographer Chuck Dreaner, who captured the goose—on film. Monsanto "G" building roof apparently looked like a good rest stop on a warm April day.

People in the News

Ann R. Dusey, a registered nurse and a certified occupational health nurse in the Department of Medicine and Environmental Health, last month was elected to the board of directors from one of five regions of the American Association of Occupational Health Nurses, Inc. The association has more than 12,000 members and 170 constituent organizations nationwide. It offers educational, legislative, research and membership services, and serves as a partner and advocate of the occupational health nurse in promoting and maintaining the health of American workers.



Ann Dusey

Letters to the Editor

(continued from page 2)

The 10-Year Forwarding Averaging method permits you to pay your federal income tax on the taxable portion of SIP and the Tax Reduction Act Employee Stock Ownership Plan (TRAESOP) lump-sum distributions as if you were a single individual with no other income and as if the income were distributed to you in 10 annual installments. You still pay the tax in one year — just at a lower rate. Another provision states that if the taxable portion of the distributions is less than $70,000, you can exclude some of it for tax purposes. Qualifying distributions include those where you receive the entire value of your SIP or TRAESOP account because of retirement, termination or death (or a 5/10 SIP Payout after age of 59½). You cannot apply 10-Year Forward Averaging to MIRA distributions, nor to withdrawals from any of the plans. Also, you must use this method for all qualifying distributions you receive during a year; you can't roll over any of the taxable portion to an IRA that year and still get the favorable tax treatment. Finally, you can use 10-Year Forward Averaging as often as applicable before 59½, but only once after 59½. So if you're planning retirement, you may want to plan to receive both distributions (SIP and TRAESOP) in one year. For additional information, see pp. 37-38 of your "BENEFITS . . . for Monsanto people" brochure.

As you've probably figured by now, the rules are very specific, particularly if you're over age 59½. So we'd suggest before you act, sit down with a qualified tax adviser. Making informed decisions truly can mean dollars and cents in your pocket.

Editor

MONS 016946

Volunteers Share Experiences During National Volunteer Week

Monsanto VOLUNTEER clearinghouse



From left, Sue Kirk, Glyandee Edwards and Alice Lee, all active participants in the Monsanto Volunteer Clearinghouse, talked fellow employees outside "A" cafeteria about their volunteer efforts. The clearinghouse exhibit was set up and attended during National Volunteer Week, April 18-22.

Monsanto employees got a first-hand look at some of the activities of their fellow employees and retirees who are active volunteers during National Volunteer Week, April 18-22.

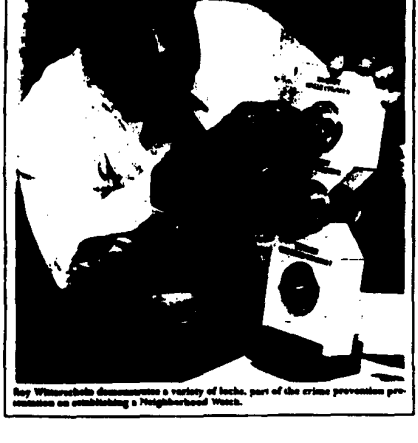
Special exhibits were set up in "A" and "K" cafeterias, offering information on the Monsanto Volunteer Clearinghouse program and specific volunteer opportunities.

Employees, retirees and spouses took turns manning the exhibits, sharing what they have experienced as volunteers. Arthur Madsen, who retired from Monsanto after 38 years of service, talked about his work with the "Meals On Wheels" program, while Myrna Hershman, wife of Monsanto's Arnold Hershman, and Ruth Nesser, wife of Phil Kluger, who recently retired, shared their experiences working with the Opera Theatre and Connect-St. Louis.

Other employees who participated in the week-long program were Glyandee Edwards, Jane Ratz, Alice Lee, John Ruprecht, Terry Carter, Frank Roubidoux, Roxann White, Loresta Boykin, Florence Nower, Jane Kerlagon, Victoria Shoemaker, George Beetsman, Gerry Jolly, Marsha Hooper, Harrison Howe, Arlene Nickels, John Kluge, Dee Walsh and Melba Simpson. Sue Kirk was the overall chairman of the entire effort.

The week's program ended with a special presentation of a one-act opera, "The Face On The Bar Room Floor". The opera, presented by the Opera Theater of St. Louis, was offered as a thank you to supporters of volunteerism.

If you are interested in being a part of the Monsanto Volunteer Clearinghouse, call Lynn Barth at 4-2760.



Roy Witterschein demonstrates a variety of locks, part of the crime prevention presentation on establishing a Neighborhood Watch.

People Helping People

Retiree Works With Older Adults

"If we can get people to help their neighbors and have that reciprocated, then we can have a remainder of a time when life was more bearable," says Roy Witterschein a Monsanto International retiree with 38 years of service to the company. He volunteers his time with the Neighborhood Watch program, sponsored locally by the County Older Residents Program (C.O.R.P.), a non-profit organization dedicated to improving the quality of life for older adults that live in St. Louis county.

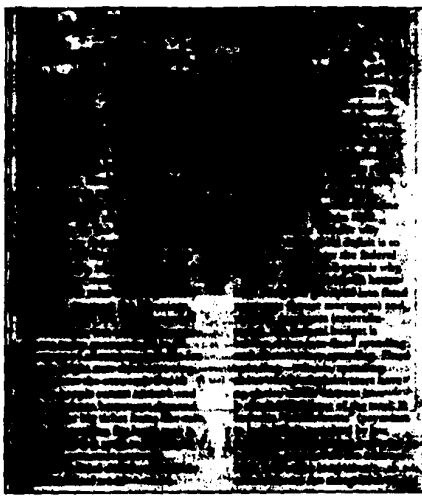
All over the country, neighbors are helping neighbors protect their property and themselves. This is done by a block captain who instructs people in maintaining a trained watch, identifying their personal property through marking, photography and inventory procedures, and securing their homes from unlawful entry. Roy organized his own neighborhood, one of 50 programs in the Kirkwood area.

In order to get the message out about Neighborhood Watch, volunteers must make presentations. It is Roy Witterschein's job to sell clubs and religious groups on the idea of having these presentations made. He also contacts banks in order to get them to display Neighborhood Watch information. Roy told us that his work has been made easier because of the excellent guidance he has received, especially from Lafe Wilber, who oversees the crime prevention programs for C.O.R.P. After receiving a thorough overview of C.O.R.P., plus information on issues of importance to older adults, Roy was integrated into the monthly staff meetings Mrs. Wilber conducts. "People contact is the key to the whole thing", as far as Roy is concerned. He gets it from the people he calls, plus the people he works with twice a week.

Roy's work for C.O.R.P led to his participation in the St. Louis Gateway Anti-Crime Prevention Council, an organization which meets monthly to exchange information concerning the reduction of crime. This work, and his contribution to Neighborhood Watch, plus his attendance at a weekly Bible study class keeps Roy fairly busy.

The Neighborhood Watch program is one of many that C.O.R.P offers the communities. It is an ideal placement for volunteers of all types — employees, retirees, and spouses. Because of the wide range of services C.O.R.P provides, there are endless opportunities for a variety of interests.

Public Issues



[illegible] The discretionary part of the budget is about 10 percent of the total. It facilitates [illegible] that a president [illegible] Congressional [illegible] Federal [illegible] the federal payroll, and the costs of operating Congress, the Courts, and the Federal bureaucracy.

U.S. federal deficits also affect international trade — which affects Monsanto since one-third of our business is international and 16 percent of our U.S. production is sold overseas.

The "easy" items to [illegible] the discretionary [illegible] And in fact, most of the budget [illegible]

squeezed hard already. Recent cuts in federal revenue sharing, for example, [illegible] grant programs [illegible] budgets. [illegible] to [illegible] of changing the [illegible] which the [illegible] federal budget.

Many [illegible] cut more [illegible] operational [illegible] further and finally cutting the size of the [illegible] would decrease the deficits by much. Total spending for government operations and payroll increases for less than 14 percent of the federal budget, while the deficits is 25 percents of the budget.

The Congressional Budget Office [illegible] all federal [illegible] next four years [illegible] by [illegible] will [illegible] of the [illegible] reduce [illegible] and [illegible] by [illegible] budget [illegible] deficits [illegible] numbered recovery [illegible] the [illegible] corporate [illegible] □

22 Honored for Results-Oriented Communications Programs

On Friday, May 6, 22 communications professionals were honored with Communications Performance Awards.

This new award is given in recognition of the results-oriented communications programs by individuals in the advertising, public relations/publicity and promotion/merchandising departments at Monsanto worldwide. This new award replaces the Archie Award (Advertising Results Committee Honors) awarded for the previous eight years.

The competition was expanded this year to include more communications functions and to recognize outstanding results for 1982 program efforts.

This year's judging committee took a very critical look at documented results in terms of incremental sales, repeat customers, product recognition, and other measured factors. The judging panel consisted of Bill Claggett, division vice president and director of advertising and marketing services - Ralston Purina; jim Cunello, director, corporate marketing research; and John Graham, president - Fleishman-Hillard.

A total of 57 programs were entered in this year's competition. All of the programs appeared in 1982.

From these the judges selected three winners each from advertising, promotion/merchandising and public relations/publicity. From these winners, a "Best of Show" was selected in each category.

Emerging with top honors for Best of Show-Advertising was R. F. Tripodi, Monsanto Agricultural Products Company, for his *Lasso* herbicide campaign.

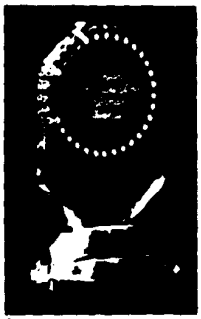
The winners for Best of Show-Promotion/Merchandising were C. S. Crivello, K. J. Cobb, O. P. Eno and J. L. Brooks for their *Bronco* herbicide Pallet Pack Promotion.

The winners for Best of Show-Public Relations/Publicity were K. C. Boone, C. B. Bechamon, T. W. Ray and G. P. Samsota-Sandoval for their silicon wafers quality program.

The remaining awards went to the following individuals/units and programs.

Advertising

J. A. Cetti, Monsanto Agricultural Products Company, for *Roundup* herbicide - Argentina; J. R. (Pat) Davis, Monsanto Fibers and Intermediates, for *Acrilan* Wear-Dated Fibre-Canada.



Communications Performance Award

Promotion/Merchandising

T. J. Newcomb, Monsanto Polymer Products Company, for AstroTurf-8 stadium surfaces; L. A. Berrington, Monsanto Agricultural Products Company, for *Avadex* herbicide-Belgium.

Public Relations/Publicity

(for) R. L. Neuneister, Monsanto Agricultural Products Company, for *Lasso* program for agricultural leaders. R. R. Rogers, Corporate Public Relations, for Science Communications. G. F. Barton, manager, public relations, Brussels, for Research Labs at Louvain-la-Neuve, and (for) R. L. Neuneister, Monsanto Agricultural Products Company, for *Lasso* herbicide-SunLace Blend Expos. K. C. Boone, C. B. Bechamon, T. W. Ray and G. P. Samsota-Sandoval for silicon wafers.

The "Best Creative" award went to M. Vanecht, Monsanto Agricultural Products Company, for *Roundup* Advertising-France.

The "People's Choice" award went to C. S. Crivello, O. P. Eno, J. G. Rebbe and J. A. Kelley, Monsanto Agricultural Products Company, for the *Lasso* Win-A-Bus program.

A special award was presented to J. E. Kinney, manager, advertising and sales promotion, Engineered Products Division, for developing a new program for Monsanto Textiles Company. Mr. Kinney provided the Textiles program on special assignment, while managing several programs in Monsanto Plastics & Resins Company.

MONS 016948

Son of Monsanto Researcher Takes Top Science Fair Honors

Does genius run in families? Do intelligence and interests follow the "like father, like son" pattern? Well, for one family at Monsanto, these old adages seem to be true.

Eighteen-year-old Eric T. Liu, a senior at Parkway Central Senior High School in west St. Louis County, seems to have inherited a mind for scientific research. His father, Shih K. Liu, is a senior research group leader in Monsanto Industrial Chemicals Company.

Eric recently won the coveted first place "blue award" at the 1985 Gessner St. Louis Science Fair for his work in an experiment entitled "The Development of Monoclonal Antibodies to Clostridium Botulinum." The two-year project focused on developing a way to combat botulism, a contaminant usually found in canned goods, which causes fatal muscular paralysis.

Eric says he's had an interest in science from his early years, when he was an annual participant in grade school science fairs at the Weber Elementary School.

In addition to his first prize award, Eric received a $2,000 Monsanto Company college scholarship. Eric plans to pursue a career in medicine in the University of Missouri-Kansas City's six-year medical program. He also won awards from the U.S. Army and the U.S. Navy, and received the Norman R. D. Jones trophy, an award which entitled him to be one of two area participants in the International Science and Engineering Fair in Albuquerque, New Mexico.

Eric's experiments focused on the production of antitoxins which attack the bacteria that are responsible for botulism.

Despite his accomplishments, Eric is humble about his success. Like his father, he knows the value of fortitude in scientific experiments.

"I enjoy helping people," Eric said. "I like seeing something I can do for them, and see results immediately."

Dr. Liu echoes his son's sentiments. "He's successful — he likes it," he said. "It's only natural that I'd like to encourage him in science. But I mean encourage, not push."

Dr. Liu said his son "is elated about success, but he's disappointed when things don't work right. I told him he'll get satisfaction by proving he's added new knowledge. A breakthrough comes with luck. To finish the project takes commitment."

Eric put his motto simply. "If you're not dedicated, you won't do as good a job," he said. □



Monsanto last month awarded five college scholarships to winners of the 1985 Monsanto/St. Louis Post-Dispatch Science Fair. Lois B. Johnson, of the Monsanto Fund, third from left, presented the awards to winners, from left, Eric Liu, Deborah Brown, Bruce Bahn, Paul Weiss and Cathy Wetter. Hal Harris, University of Missouri-St. Louis, right, was co-chairman of Monsanto's scholarship judging committee. Nearly 2000 students from about 250 schools in Missouri and Illinois participated in the fair. Monsanto, which has cosponsored the fair for the past five years, presented scholarships totalling $10,000.

Monsanto Awards Scholarships to 11 National Merit Scholars

Eleven children of Monsanto employees are being awarded four-year college scholarships in this year's selections announced by the National Merit Scholarship Corporation.

The scholarships, which range in value from $1,000 to $8,000, are sponsored through a grant to NMSC by the Monsanto Fund. The 11 winners were chosen on the basis of performance on tests, along with endorsements and recommendations from their high school principals. All children of regular, full-time employees and retirees are eligible to compete for the awards.

Monsanto Merit Scholars include:

Elisabeth S. Biegelsen, who plans to attend Case Western Reserve University, is the daughter of Paul and Elaine Biegelsen, Cincinnati, Ohio. Her father is an engineering specialist at the Port Plastics Plant.

Derrick A. Chen, who plans to attend Harvard University, is the son of James and Vivian Chen, Somers, Connecticut. His father is a technology specialist at the Indian Orchard Plant.

Joseph C. Crivello, who plans to attend Rice University, is the son of Charles and Marlene Crivello, Ballwin, Missouri. His father is manager, merchandising and sales promotion, for Monsanto Agricultural Products Company, St. Louis.

Juliana M. Kubala, who plans to attend Rice University, is the daughter of Daniel and Martha Kubala, Chesterfield, Missouri. Her father is manager, network administration, for Central Information Services, St. Louis.

Lisa J. Masters, who plans to attend the University of Missouri, is the daughter of Lawrence and Joan Masters, Chesterfield, Missouri. Her father is an engineering supervisor with Monsanto Enviro-Chem Systems, St. Louis.

Peter A. Steinmeyer, who plans to attend the University of Virginia, is the son of Daniel and Violet Steinmeyer, Chesterfield, Missouri. His father is manager, international engineering, St. Louis.

Mary K. Vollmer, who plans to attend St. Louis University, is the daughter of Paul and Barbara McDonald, Florissant, Missouri. Her father is a senior research microbiologist, for the Nutrition Chemicals Division, St. Louis.

Curt M. Watkins, who plans to attend the University of Miami, is the son of Reed and Cornelia Watkins, Spring Valley, Ohio. His father is an engineering specialist with Monsanto Research Corporation's Mound Facility at Miamisburg, Ohio.

Kathleen L. McAchran, who plans to attend Indiana University, is the daughter of Gerald and Helen McAchran, St. Louis. Her father is manager of technical planning for Corporate Research and Development, St. Louis.

Charles A. Pavlech, who plans to attend Northwestern University, is the son of Ray and Patricia Pavlech, Chesterfield, Missouri. His father is manager, international tax compliance, St. Louis.

Joseph A. Sanford, who plans to attend the University of Alabama, is the son of Charles and Mary Sanford, Danville, Alabama. His father recently retired as personnel manager at the Decatur Technical Center.

Electronic Materials Company Formed to Give Electronics Business Autonomy



...marketing Monsanto serves.

"Its formation also recognizes the importance to Monsanto of this high-technology, high-growth business and reflects the corporate management and financial commitment to the industry's long-term growth."

Reporting to Dr. Bahnsen in the new organization are John C. Dahlstrom, vice president, sales; controller, Roger D. McDaniel, vice president, planning and development; John P. Reich, vice president, manufacturing; Richard L. Rockefeller, director, personnel; Ted A. Thomas, vice president, technology; and Herbert T. Wakely, vice president, marketing. John Ledin, currently technical director, will report to Mr. Wakely as vice president, sales. □