Monsanto

FROM (NAME & LOCATION): John N. Ehlers - St. Louis

DATE: October 20, 1969 CC:

SUBJECT: MONSANTO MANAGEMENT GUIDE

REFERENCE:

TO: Holders of the Management Guide

Attached are updated revisions for your copy of the Monsanto Management Guide. A summary follows:

C-III-26 Plastic Products & Resins Division Organization Chart	Revised
C-IV-8 Accounting Department Organization Chart	Revised
C-IV-41 Management Information & Systems Department Organization Chart	Revised
C-IV-61 & 62 Director of Purchasing Department - Position Description	Subparagraph 6 under DUTIES is revised.
C-IV-64 Purchasing Department Organization Chart	Revised
D-II-25 & 26 Administration Policy Statement - Travel	Policy change as to number of key people who may travel in the same vehicle.

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John N. Ehlers

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IN-10 REV. 11-65

PLAINTIFF'S EXHIBIT NO. Kaley-31 DR 11-17-11

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Monsanto
COMPANY

IN RELATIONS WITH SHAREOWNERS, WE WILL

...provide them with an optimum continuing return on their investment.

...strive, on a long-term basis, to improve the investment advantage of Monsanto shares and to attract purchasers of these shares.

IN RELATIONS WITH PLANT COMMUNITIES, WE WILL

...be a good neighbor in all the term implies.

...make our plants safe and attractive places in which to work.

...cooperate with all properly constituted authorities to reduce air and stream pollution.

IN RELATIONS WITH OUR PERSONNEL, WE WILL

...stand preeminent in the eyes of all people of all nations as a desirable company for which to work and enhance our stature in the business community through the efficient conduct of our operations and our public relations.

...continue our belief that the determining factors in hiring and placing employes are the requirements of the specific job and the qualifications of the individual. Monsanto's policy is to treat applicants equally without regard to race, color, sex, creed, national origin, religion, or political preference.

...utilize and encourage the creativity of the individual by providing special job opportunities.

...define functions and relationships clearly but not so literally as to hamper initiative, action and growth.

...recognize and develop personnel resources within the company and maintain programs which will ensure the successful future management of the company.

...promote from within, but recruit as necessary to assure growth or to acquire new skills.

...maintain an antinepotism policy in employment practices.

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CORPORATE DEVELOPMENT COMMITTEE

Committee Members:

Edward J. Bock, Chairman
H. Harold Bible
John L. Gillis
John R. Eck
Edwin J. Putzell, Jr.
Charles H. Sommer
Monte C. Throdahl

Secretary:

John N. Ehlers

Reports to:

President

FUNCTIONS

1. The Corporate Development Committee and its members assist and advise the chief executive officer in the discharge of his responsibilities connected with this office. It serves as the focal point in an advisory capacity for corporate development and growth efforts. Assists the president in the implementation of responsibilities for short- and long-range development planning.

2. Recommends to the president basic growth objectives and growth policies to guide industrial development actions.

3. Develops and reviews broad company-wide corporate development procedures including guidelines for project selection by divisions and central departments, type of information to be presented in business plans, and criteria for project endorsement by the Corporate Development Committee.

4. Analyzes regularly the corporate position in the existing world economy and defines key issues crucial to the company's long-term profit growth.

5. Prepares, and renews annually, a ten-year plan with alternates for the corporation to channel company resources toward achievement of established growth objectives.

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6. Reviews the growth plans prepared by the divisions and central departments, subsidiaries, associated and other companies; where necessary recommends to the president modification to ensure agreement with established corporate growth objectives.

7. Reviews in detail and recommends action to the president on the entire program, operating budget, and profit objectives of the New Enterprise Division.

8. Advises the president on corporate organization structure needed in light of established growth objectives and related growth plans.

9. Ensures provision of opportunities within the company for encouraging and developing entrepreneurially oriented management personnel.

10. Analyzes for the president the total research, development and related technical budgets of the corporation.

11. Studies and considers as requested or assigned new ventures including acquisitions; reviews and endorses project programs and budgets prepared by New Enterprise Division for each new undertaking.

12. Recommends to the president termination of unsatisfactory venture programs and businesses.

13. Requests from concerned operating divisions and the controller reports of actual financial results experienced compared to estimates used in the economic justification of capital projects in commercial operation of one year or more. Reports results of such performance success to the president.

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