

J-M Manufacturing Co., Inc.

Internal Correspondence

To : E. J. Derichsweiler, Pueblo Date: April 22, 1986
From : E. E. Wang, Stockton HQ
Copies : Toni Schwartz, Pueblo; C. J. Chen; Rex Sides
Subject : COMPANY POLICY ON EMPLOYEE PHYSICAL EXAMS
(IN RESPONSE TO YOUR MEMO DATED 4-16-86)



Based on my understanding, there has been no formal written policy regarding employee's physical exams ever issued by J-M. However, the Company will certainly provide those physical exams that are legally required to our plant "exposed" employees.

The answers to your specific questions are given below:

(1) Q: Is there a requirement for physicals to be given to our employees?

A: Yes, there is a requirement for physicals to be given ^{to} our employees, but only to those "exposed" plant employees. To determine who are those "exposed" employees, please see my memo of 5-9-85 (copy attached).

(2) Q: What does the physical consist of?

A: Please see Table II (copy attached).

(3) Q: How often is it to be given?

A: The frequency of physical exams is also given in Table II.

I believe both Table II and my memo of 5-9-85 will give you a general guideline in conducting your plant employee's physical exams. If you have any further questions, please let me know.

APR. 23 1986

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