

Mobil Oil Canada, Ltd.

Dr. H. A. Sinclair
Medical Director

PLAINTIFF'S EXHIBIT

MBL-304

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1974 MEDICAL DEPARTMENT OBJECTIVES - Mobil Oil Canada, Ltd., Mobil Paint Company, Mobil Chemical Plastics Canada Ltd., Mobil Estates Limited.

I. AUDIOMETRIC PROGRAM

A. Mobil Oil Canada

1. Conduct audiometric testing on all field employees.
2. Have all abnormal audiograms assessed by an audiologist and arrange for referrals as he recommends.
3. Correlate abnormal audiograms to occupational sound level exposures and try to ensure that exposure does not exceed the recommended level.

B. Mobil Paint, Mobil Chemical and Plastics, and Mobil Estates

1. Arrange for audiometric surveys for above companies.
2. Arrange for assessment and correlation of abnormal audiograms as for MOCAN.

C. Audiometric Records

1. Set up a filing system of audiometric records for current employees of all Companies.
2. Retrieve audiometric records on terminated employees and set up separate file so that information will be readily available if required by the Workmen's Compensation Board.
3. Code audiometric hearing losses of current employees on computer program and adapt the program for continuing follow-up.

II. IMPROVEMENT OF MEDICAL CARE STANDARDS:

Ensure that a high standard of medical care is being provided for all Companies.

A. More effective surveillance of medical reports to ensure that Company standards are being met by contract physicians.

1. Improved communication with contract doctors concerning Company requirements.
2. Control of medical budgets so that payment is contingent on meeting the above requirements.

III. IDENTIFICATION AND REFERRAL OF ALCOHOLIC PROBLEMS:

A. Facilitate management training programs for supervisors on dealing with alcoholic problems.

B. Encourage supervisors to identify and refer suspected alcoholics to Med. Department

C. Follow Corporate Medical Policy on alcoholism for all referrals.

IV. Start reporting medical statistics on the OPSCAN reporting system.

V. Develop a reporting system in Mobil Oil Canada for sick absenteeism over 5 days and report these on the OPSCAN system.

VI. Continue to promote sigmoidoscopy examinations for all male employees over 40 years of age to increase the acceptance rate of this procedure. Present acceptance rate is 50% of those eligible.

P. A. Shelton

P. A. Shelton, B.N.
for W. R. Griedale, M.D.

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CORPORATE MEDICAL DEPARTMENT

1974 OBJECTIVES

1. To Provide a continued high quality of preventive medicine within the approved manpower and dollar budgets, to all divisions of the Corporation in accordance with approved Corporate Medical Policies.

2. In accordance with Corporate Policy, provide and maintain a high quality and comprehensive program in industrial hygiene, toxicology and product safety for all divisions of the Corporation. Establish a Toxicology Department and centralize personnel. Produce guides on Health and Industrial Hygiene subjects as Federal regulations appear relating to OSHA and NIOSH.

3. Introduce 1974 medical visit sheet throughout USA and Canada. Explore its possible use in Great Britain.

Assoc's best Associate Medical Director for the International Division with the International Employee Relations Department and management, as well as the need for a Regional Medical Director and Industrial Hygienist for the Far East.

5. Continue medical research by:

a. perform asbestos study to determine if asbestosis is a common disease in refinery personnel or is confined to insulators. This study, is in progress in our refineries; a cooperative study with other companies is being further explored as soon as a contract proposal is received.

b. explore with OSHA the possible participation with OSHA in a field study on the effects of heat stress on the exposed worker.

c. continue the study of the results of regular exercise on the health of participants (i.e. fitness unit.)

d. continue study of cardiovascular disease amongst Mobil's domestic personnel.

e. publish results of studies suggested above.

6. In order to more effectively produce morbidity and mortality data (OSHA agreements), introduce OSHA morbidity and mortality forms and computer programs. Introduce their use in Canada and explore usage in Europe. Study a method of reporting morbidity in a field location (master control office) in collaboration with the local employee relations staff.

7. Increase the Medical Department's effectiveness in its psycho-social responsibilities by: Guide

a. obtain approval of Drug Abuse/and Training

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- Program. Establish Union participation in program.
- b. summarize and present to management data concerning a procedure for screening employees and their dependents for assignment overseas. (Complete the necessary interviews planned for 1973 if not already accomplished.) (\$10m.)
 - c. Executives approaching fifty suffer from a heightening of general fears of obsolescence. Complete a survey and report to management on this stress among Headquarters executives. Suggestions will then be made for use in management education and career development planning. (no cash outlay).
 - d. Help develop a program to prepare key executives for retirement. This would include a consideration of the health and behavioral strains experienced in anticipation of retirement, as well as preparation for the inevitable stress reaction that occurs following retirement. Background data will include 1. a summary of interviews with executives at Headquarters, 2. a survey of medical records and 3. interviews with annuitants to learn from their experience.
 - e. Rewrite Medical Department booklet explaining our services for employees and introducing chapters on job hazards and safe work practices. Work with M&D and Mobil Chemical on methods of distribution.
 - f. Consider the counseling function, especially for drug abusers. Should it be expanded by adding more psychiatric time and/or possibly hiring a full-time psychiatric social worker? (preferably in the Medical Department at Headquarters.)

8. Study, with the help of M&D and Mobil Chemical, Mobil's participation in E.O. programs as an organizer, a participant, as a purchaser of services, or a combination of these.

9. With the passage of National Health Law, be prepared to change the method of delivery of health care.

10. Establish a small infant department with part-time nurses and part-time physician at Mobil Chemical, Covington, Georgia (Plastics Plant). (Capital costs \$10m. Estimated annual budget expense \$5.5m.)

11. Improve storage of medical records through microfilming. (\$20m.)

12. Expand our present physical examination call-up system to the Chemical Company employees. Simultaneously, it would be wise to contemplate major changes in general call-up systems making provisions for call-up for special type examinations, particularly for those employees with jobs having hazardous exposures or exposures covered by regulations issued or to be issued. (12m.)

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13. explore the possibility of using a nurse practitioner or a physician assistant for examining the healthy at the time of periodic re-examinations. As a beginning, examinations of these patients under 30 or 35 should be explored.

14. continue to encourage professional staff participation in professional societies and require post-graduate education, and wherever possible, membership on hospital staffs for all doctors.

15. require emergency first refresher course for all F.T. M.D.'s and ambulance drivers. Upgrade and supply necessary equipment, i.e. defibrillator monitoring devices.

16. make reports on medical and industrial hygiene surveys more succinct and relevant for the clients for whom these services are performed.

17. consider giving dental prophylaxis in large, in-plant company medical clinics.

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