

BFGoodrich

The BFGoodrich Company
Chemical Group

R. R. 1, Box 15
Henry, Illinois 61537
309-364-2311

June 11, 1991

Mr. Angelo J. Lendino
Dental Care of America
PO Box 765E
Wheeling, IL 60090

RE: Richard T. Bogner - SS# 336-34-1583 DCA Plan # 442

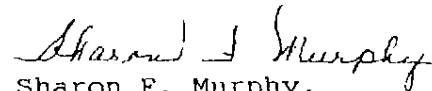
Dear Mr. Lendino:

Mr. Bogner has been placed on our Long Term Disability roles effective 4/27/91. He has indicated that he would like to remain in the DCA plan, but because he no longer has the option of payroll deduction, it will be necessary to bill Mr. Bogner at his home address which is:

Richard T. Bogner
R.R. #1
21 Melody Lane
Lacon, IL 61540

This billing should begin with the August, 1991 premium. If you have any questions, please let me know.

Sincerely,


Sharon F. Murphy,
HR Administrator

Benefits/BognerR2.doc

cc: E. Casey
R. Bogner
File

NGC 04413

***** EMPLOYEE PERFORMANCE REVIEW *****

EMPLOYEE NAME Dick Beggs

DEPARTMENT 51-28

REVIEW

PERIOD 12-1-58 THRU 12-31-58

ATTENTION REVIEWER: This report is to reflect the Employee's Performance only for the above period.

Cross out (x) number of factors which are not applicable.

Check (x) the box to the right of the rating factor which best describes the employee's performance.

Particular emphasis should be placed on employee strengths, weaknesses, and means of improvement on attached sheet.

PERFORMANCE RATING

RATING FACTORS

SELECT THE ONE WHICH BEST REFLECTS EMPLOYEE'S PERFORMANCE IN HIS PRESENT POSITION

1. <u>KNOWLEDGE</u> - Consider knowledge of work gained thru experience, general education, specialized training and utilization of sources of information.	Adequate to meet normal job requirements. Capable of handling present assignments.	Sufficient to usually produce satisfactory. Occasionally deficient.	Exceptionally thorough knowledge of work and related fields. Exceeds maximum requirements.	Additional knowledge needed to meet minimum requirements.	Comprehensive. Entirely adequate. Sometimes exceeds job requirements.
2. <u>QUALITY</u> - Consider ability to produce work free from error. Consider accuracy and neatness. Does he follow procedures.	Work consistently well done. Rarely makes an error. Very neat. Usually follows procedures.	Work always of highest quality. Neatness and accuracy unsurpassed. Always follows procedures.	Tends to be careless. Makes frequent errors. Rarely follows procedures.	Work barely meets quality standards. Seldom follows procedures.	Adequate to fulfill normal job requirements, occasional errors. Follows procedures occasionally.
3. <u>QUANTITY</u> - Consider volume of work produced under normal conditions within given period of time by employee and/or unit he supervises.	Exceedingly big producer. Consistently exceeds requirements.	Meets schedules regularly. Sometimes provides additional effort.	Fulfills job requirements. Regularly provide sufficient work.	Meets minimum requirements. Output usually adequate. Sometimes fails to provide adequate effort.	Falls behind in work often. Inefficient.
4. <u>DEPENDABILITY</u> - Consider reliability in the execution of assignments and amount of supervision required.	Marginally reliable. Usually requires detail supervision on new work.	Requires considerable prodding and follow-up even on routine work.	Outstanding ability to follow through on any assignment with no detail supervision.	Can be depended upon to perform standard assignments. Some supervision required when performing unusual assignments.	Reliable worker. Rarely needs follow-up or close supervision on variety of assignments.
5. <u>COOPERATION</u> - Consider attitudes toward work, company, and associates. Consider compliance, helpfulness, and courtesy.	Usually gets along well. Occasionally must be prodded to cooperate.	Meets normal expectations of attitude, compliance, helpfulness, and courtesy.	Gets along very well. Good attitude toward work and associates. Creates good feelings.	Always congenial and helpful. Goes out of his way to cooperate. Respected by all. An exceptional attitude.	Unsatisfactory attitude toward others. Resents suggestions. Arouses antagonism.

NGC 04114

***** EMPLOYEE PERFORMANCE REVIEW *****

- 2 -

6. ADAPTABILITY - Consider ability to meet changing conditions and emergencies.	Has some difficulty when shifted to new, different work.	Able to learn variety of duties with average amount of guidance.	Has considerable difficulty in adjusting to any variety in assignments.	Highly flexible. Can be used effectively on many varied assignments.	Usually learns new duties with less than normal supervision.
7. INITIATIVE - Consider aggressiveness and confidence in tackling work.	Eager to go ahead. Proceeds on his own on most assignments. Makes suggestions.	Goes ahead on regular assignments. Hesitant in starting new work. Occasionally requires follow-up.	A self-starter. Aggressive, self-confident and resourceful on all assignments.	Lacks aggressiveness and self-confidence required. Must frequently be prodded.	Normal amount of interest and aggressiveness.
8. JUDGEMENT AND COMMON SENSE - Consider wisdom of decisions in absence of detail instruction, ability to solve problems, to think clearly and constructively.	Inclined to be illogical, requires very detailed instructions, confuses easily.	Shows average judgment, thinks clearly under normal conditions. Needs guidance in unusual circumstances.	Exercises better judgment than expected. Has logical solutions for most problems. Thinks clearly and positively under unusual conditions.	Exceptionally logical. Positive and constructive at all times in any situation.	Fair judgement under normal circumstances. Sometimes acts before he thinks. Requires some checking of his solutions.
9. PLANNING AND ORGANIZING - Consider work habits and ability to plan and organize work; to conserve time, materials and funds.	Objective planner and organizer - effective even under very difficult circumstances.	Requires some assistance in planning and organizing work, other than routine assignments.	Above average planner and organizer. Work plans are easily implemented.	Able to organize and plan work in expected fashion.	Does not plan and organize work as job requires. Needs unusual amount of guidance in planning and organizing assignments.
10. HOUSEKEEPING - Consider attitude toward housekeeping and degree of effort shown.	Seldom cleans up area.	Minimal effort - continual prodding.	Area is normally kept in satisfactory condition.	Initiates extra housekeeping effort within area of responsibility.	Housekeeping excellent - helps out in areas outside of his own.
11. LEADERSHIP - Consider ability to select, organize, inspire, and lead a group to obtain maximum efficiency.	Shows sufficient ability in present assignment, handles employees satisfactorily.	Displays superior leadership qualities. Stimulates exceptionally cooperative team work.	Very capable leader. Handles employees well with better than average results.	Leadership qualities are inadequate. Shows definite lack of ability.	Adequate under routine circumstances. Needs help to get results under other than routine conditions.
12. SAFETY - Consider degree of safety consciousness. Is knowledge applied?	Fairly safe worker. Requires some reminding.	Performs work with expected amount of caution.	Familiar with rules. Shows more than expected awareness of safety rules.	Gives little heed to regulations and good safety practices. Careless	Very safety conscious. Always follows rules and has constructive suggestions.

NGC 04415

13. <u>ATTENDANCE AND PUNCTUALITY</u>					
1. Absence	Too often ☐	Frequently ☐	Average ☒	Seldom ☐	Never ☐
2. Tardy or early stopping	Too often ☐	Frequently ☐	Average ☐	Seldom ☒	Never ☐
3. Long lunch periods or coffee breaks; person business, etc.	Too often ☐	Frequently ☐	Average ☐	Seldom ☒	Never ☐
14. <u>OVERTIME COVERAGE</u>					
1. Scheduled	Always accepts ☐	Never ☐	Seldom ☐	Average ☐	Frequently ☒
2. Call-ins	Always accepts ☐	Never ☐	Seldom ☐	Average ☐	Frequently ☒

OVERALL EVALUATION in comparison with other employees with the same length of service on this job:

Definitely Unsatisfactory Substandard, but making progress. Doing an average job. Definitely above average. Outstanding

COMMENTS

Major weak points are:

1. Lack of CI Acceptance
2. _____
3. _____

and these can be strengthened by doing the following: Goals

Employee's Career Goals _____

Major strong points are:

1. 100% Effort
2. Leadership
3. Knowledge of plant and equipment

and these can be used more effectively by doing the following: Goals

Date discussed with employee 2-22-90

R. Boomer
Employee's signature

W. B. Sheffield
Supervisor's signature

Employee's Comments _____

NGC 04416

196460 - R.F.G. PERSONNEL MONITOR
01/01/82 TO 12/31/82

336341583 ROGNER RT CHEMICAL M47 MALE

PLANT NAME... AREA TASK JOB SHIFT DATE.. E/T ..PPM PUMP POS BRK TH RESP
HENRY 713 000 053 B 030382 390 .09 OUT MASK NO 0
HENRY 713 000 053 D 092582 390 .01 OUT MASK NO 0

336341583 ROGNER RT CHEMICAL M47 MALE

PLANT NAME... AREA TASK JOB SHIFT DATE.. E/T ..PPM PUMP POS BRK TH RESP
HENRY 713 000 053 B 030382 390 .08 OUT MASK NO 0

336341583 ROGNER RT CHEMICAL M1 MALE

PLANT NAME... AREA TASK JOB SHIFT DATE.. E/T ..PPM PUMP POS BRK TH RESP
HENRY 713 000 053 B 012282 360 .03 OUT MASK NO 0

NGC 04417

2968460 - B.F.G. PERSONNEL MONITOR - PERSONAL DATA
01/01/84 TO 12/31/84 DATE 02/01/85 TIME 152103 PAGE 1

336341583	BQNER	RT	SOUND	N80	MALE	
PLANT NAME....	AREA	TASK	JOB	SHIFT	DATE..	E/T
HENRY	713	000	051	D	101784	360
						VALUE
						> 11508
						HEAR
						2

NGC 04418

R96846D - B.F.G. PERSONNEL MONITOR - PERSONAL DATA
 01/07/81 TO 12/31/81 DATE 01/10/86 TIME 105352 PAGE 1

PLANT NAME	AREA	TASK	JOB	SHIFT	DATE	E/T	PPM	PUMP	POS	BRK	TH	RESP	HEA
336341583 BOGNER RT CHEMICAL H34 MALE													
HENRY	713	000	053	C	030681	390	.04	OUT	MASK	NO		0	
HENRY	713	000	053	D	060181	390	.64	OUT	MASK	NO		0	
HENRY	713	000	053	C	090381	390	.05	OUT	MASK	NO		0	
HENRY	713	000	053	A	120381	390	.12	OUT	MASK	NO		0	
336341583 BOGNER RT CHEMICAL H47 MALE													
HENRY	713	000	053	D	060181	390	.39	OUT	MASK	NO		0	
336341583 BOGNER RT CHEMICAL M1 MALE													
HENRY	713	000	053	D	040681	360	.04	OUT	MASK	>20%		0	

NGC 04419

CMS REPORT NO. 055
PROGRAM CMS0CH65

EMPLOYEE ENVIRONMENTAL EXPOSURE PROFILE

REPORT DATE 05/11/89
PAGE 36

PLANT: 1400 HENRY CHEM PLT 309-364-2311
EMPLOYEE: 336-34-1583 RT BOGNER

DEPARTMENT: 5528 ENGINEERING SHOPS

YEAR: 1988

JOB CODE	JOB NAME	EXP			STD							
EXPOSURE	CDE	NAME	LVL	RANGE	AVG	DEV	UNITS	SAMPLES	DATE	SHIFT	LENGTH	THA
												VALID PROTECTION

1400552801 MAINTENANCE MAN

A0152	CHROMATE IV - 5.08											
88	AVG EXPOSURE:	000-011			2.76	4.1	UG/M3	6				
A0433	COPPER FUME											
88	AVG EXPOSURE:	002-031			17.38	12.7	UG/M3	5				
B0001	NOISE, 80/90-5											
	AVG EXPOSURE:	000-000			0.00	0.0	PCNT	0				
00067	WELDING FUME						TOTAL					
88	AVG EXPOSURE:	000-000			0.26	0.0	MG/M3	1				
00124	LEAD - INORGANIC				1910.1025							
88	AVG EXPOSURE:	000-000			0.13	0.0	UG/M3	1				
00144	TOLUENE											
88	AVG EXPOSURE:	001-001			1.00	0.0	PPM	1				
00151	CADMIUM											
88	AVG EXPOSURE:	000-000			0.17	0.1	UG/M3	4				
00220	NICKEL											
88	AVG EXPOSURE:	000-000			0.00	0.0	MG/M3	5				

NGC 04420

PAGE.16

13093649405

SEP 29 1999 11:55

CMS REPORT NO. 055
PROGRAM CMS8CM65

EMPLOYEE ENVIRONMENTAL EXPOSURE PROFILE

REPORT DATE 02/20/90
PAGE 55

PLANT: 1400 HENRY CHEM FLT 309-344-2311
EMPLOYEE: 336-34-1583 RT BOGNER

DEPARTMENT: 5528 ENGINEERING SHOPS

YEAR: 1989

[illegible]

99931 RESPIRATOR FIT TESTING - QUALITATIVE

INDIVIDUAL MONITORING:

12/15/89

15

0.00

1/2 MASK - AIR PURIFYING

INDIVIDUAL MONITORING:

12/15/89

15

0.00

1/2 MASK - AIR SUPPLIED

NGC 04421

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13093649405

SEP 29 1999 11:55

CMS REPORT NO. 055
PROGRAM CMS8CH65

EMPLOYEE ENVIRONMENTAL EXPOSURE PROFILE

REPORT DATE 02/20/90
PAGE 54

PLANT: 1400 HENRY CHEM PLT 309-364-2311
EMPLOYEE: 336-34-1583 RT BOGNER

DEPARTMENT: 5528 ENGINEERING SHOPS

YEAR: 1989

JOB CODE	JOB NAME	EXP	STD										
EXPOSURE CDE	NAME	LVL	RANGE	AVG	DEV	UNITS	SAMPLES	DATE	SHIFT	LENGTH	TWA	VALID	PROTECTION

1400552801 MAINTENANCE MAN

A0152 CHROMATE IV - 5.08

AVG EXPOSURE: 000-000 0.00 0.0 UG/M3 0

A0433 COPPER FUME

AVG EXPOSURE: 000-000 0.00 0.0 UG/M3 0

B0001 NOISE, 80/90-5

89 AVG EXPOSURE: 027-027 27.48 0.0 PCNT 1

00067 WELDING FUME TOTAL

89 AVG EXPOSURE: 000-001 0.70 0.5 MG/M3 3

00124 LEAD - INORGANIC 1910.1025

AVG EXPOSURE: 000-000 0.00 0.0 UG/M3 0

00144 TOLUENE

AVG EXPOSURE: 000-000 0.00 0.0 PPM 0

00151 CADMIUM

AVG EXPOSURE: 000-000 0.00 0.0 UG/M3 0

00220 NICKEL

AVG EXPOSURE: 000-000 0.00 0.0 MG/M3 0

00448 NITROGEN DIOXIDE

89 AVG EXPOSURE: 000-000 0.05 0.0 PPM 3

99917 TRAINING - OSHA HAZARD COMMUNICATION

INDIVIDUAL MONITORING: 04/11/89 60 0.00 0 NONE WORN

99930 TRAINING - RESPIRATOR USE

INDIVIDUAL MONITORING: 10/10/89 40 0.00 0 NONE WORN

9-29-99 11:42AM 1B P. 000000100

NGC 04422

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SEP 29 1999 11:55

Richard Thomas Bogner

PRINT HOME ADDRESS

5536

6007

336-34-1583

EMPLOYEE'S WITHHOLDING EXEMPTION CERTIFICATE
(Collection Of Income Tax At Source On Wages)

Lacon, Illinois

FILE THIS FORM WITH YOUR EMPLOYER. Otherwise, he must withhold U. S. income tax from your wages without exemption.

HOW TO CLAIM YOUR WITHHOLDING EXEMPTIONS

1. If SINGLE, and you claim an exemption, write the figure "1"
2. If MARRIED, one exemption each for husband and wife if not claimed on another certificate.
 - (a) If you claim both of these exemptions, write the figure "2"
 - (b) If you claim one of these exemptions, write the figure "1"
 - (c) If you claim neither of these exemptions, write "0"
3. Exemptions for age and blindness (applicable only to you and your wife but not to dependents):
 - (a) If you or your wife will be 65 years of age or older at the end of the year, and you claim this exemption, write the figure "1"; if both will be 65 or older, and you claim both of these exemptions, write the figure "2"
 - (b) If you or your wife are blind, and you claim this exemption, write the figure "1"; if both are blind, and you claim both these exemptions, write the figure "2"
4. If you claim exemptions for one or more dependents, write the number of such exemptions. (Do not claim exemption for a dependent unless you are qualified under instruction 3 on other side.)
5. Add the number of exemptions which you have claimed above and write the total 7

I certify that the number of withholding exemptions claimed on this certificate does not exceed the number to which I am entitled.

Form W-4 PRINTED IN U.S.A.
(Revised Aug. 1954)
U.S. Treasury Department
Internal Revenue Service

Dated 11-15-65, 19

(Signature) Richard T. Bogner

Savings Bonds & Savings Notes Application

I hereby authorize my employer to save \$ 19.50

from my pay each payday, beginning 1965, for U. S. Savings Bonds in the denomination

or for the ☒ U.S. Savings Bond and U.S. Savings Note (Freedom Share) combination in the denominations
\$30.00, \$37.50 for the Bond and \$60.00, \$40.00 for the Note. This cancels any previous allotment.

register both securities as follows:

Social Security Number

Owner Mr., Mrs., Miss Richard Thomas Bogner 336-34-1583

Address 613-13th Street Lacon Ill 61540

☒ Co-owner or ☐ Beneficiary (check one)

Mrs. * Mrs. Joyce Elaine Bogner

Married woman's first name must be shown, not that of her husband.

his authorization will continue in effect until cancelled by me in writing or termination of my employment or termination of the offering of either or both of these securities.

11-1-68

(Date)

Richard T. Bogner

(Signature of Employee-Purchaser)

(See other side for details about registration)

58D 802 REV. 7

NGC 04423

POLY RESCUE DRILL

Name Dick Bergman

This employee has satisfactorily participated in a poly rescue drill and has re-read this poly rescue procedure.

Date	Foreman	Date	Foreman	Date	Foreman
2-27-73	Al Skunt				
6-3-73	Al Skunt				
10-18-73	Al Skunt				
4-3-74	Al Skunt				
1-14-75	Al Skunt				
5-22-75	Al Skunt				
1-13-76	Red Rodgers				

PROCEDURE REVIEW

Name Dick Bergman Job Classification Recovery Op

This employee has satisfactorily demonstrated his compliance with each of the operating procedures pertaining to his job listed below on the noted date.

Date	Procedures Reviewed	Foreman	Date	Procedures Reviewed	Foreman
4-10-73	Recovery	Al Skunt			
4-9-73	Gas Alarm	Al Skunt			
4-9-73	Fire Alarm	Al Skunt			
4-9-73	Poly rescue	Al Skunt			
7-29-73	Same as above	Al Skunt			
7-29-73	NO procedure	Al Skunt			
9-19-73	Same as above	Al Skunt			
12-17-74	Recovery	Red Rodgers			
3-15-75	Recovery	Red Rodgers			
7-3-75	Recovery	Red Rodgers			
12-14-75	Recovery	Red Rodgers			

PERSONNEL INDEX CARD ⁵⁵⁸

Name BOGNER, RICHARD THOMAS Dept 5536 P. R. No. 6007

Dependents		Salary	Hourly	X
Name	B. D.	Social Sec. No.	B. D.	
Brian Paul	6/9/67	336-34-1583	5/25/40	
Brady Thomas	10-31-69	M ☒ S ☐ Dep	Relation next of kin wife	
		Next of kin	Joyce Elaine Bogner	
		Address	Lacon, Illinois 61540	
		Residence	610 13th St. 213 SE	
			RR #1- 21 Melody Lane	
			Tel. No. 246-8263	
		Signature	Richard T. Bogner	

Dept.	Operation	Rate	Date	G.N.F.
5536/6007	Prod. Oper. Helper	2.45	11/15/65	
	Prod. Oper. Helper	2.56	1/10/66	N
	Prod. Oper. Helper	2.64	2/14/66	G
	Prod. Oper. Helper	2.77	3/7/66	N
	Prod. Oper. 2nd Class	2.85	5/2/66	P
	Prod. Oper. 2nd class	2.91	6/27/66	N
	Prod. Oper. 2nd class	3.09	10/17/66	G
	Prod. Oper. 1st class	3.29	5/1/67	P
	Prod. Oper. 1st class	3.44	10/16/67	C
	Prod. Oper. 1st class	3.64	10/14/68	G
	Prod. Oper. 1st class	3.87	10/13/69	G
	Prod. Oper. 1st class	4.18	10/19/70	G
	Prod. Oper. 1st class	4.41	11/15/71	G
	Prod. Oper. 1st class	4.57	10/18/71	G
	Prod. Oper. 1st class	4.82	10/16/72	G
5537/6007	Prod. Oper. 1st class	4.82	5/28/73	

Dept.	Operation	Rate	Date	G.N.F.
5537/6007	Prod. Oper. 1st class	5.15	10/15/73	G
	Prod. Oper. 1st class	5.46	7/1/74	G
	Prod. Oper. 1st class	5.89	12/16/74	G
	Prod. Oper. 1st class	6.47	1/5/76	G
5528/2004	Maintenance helper	5.76	3/2/76	T
	" "	6.24	11/15/76	G
	Maint. Man 2nd class	6.42	12/20/76	P
	" " " "	6.60	2/14/77	A
	" " " "	6.77	4/11/77	A
	" " " "	6.87	5/2/77	G
	Main. Man 2nd class	6.99	8/1/77	G
	" " " "	7.08	10/31/77	C
	" " " "	7.37	10/31/77	GI
	Main. Man 2nd class	7.44	1/30/78	C

NGC 04426

PERSONNEL INDEX CARD

Name Bogner, Richard T. Dept. 5528 P. R. No. 2004

Dependents		Salary _____	Hourly _____
Name	B. D.	Social Sec. No. <u>336/34/1583</u>	B. D. <u>5/25/40</u>
_____	_____	M. _____ S. _____ Dep. _____	Relation next of kin _____
_____	_____	Next of Kin _____	
_____	_____	Address <u>R.R.1 - 21 Melody Ln.</u>	
_____	_____	Residence <u>Lacon, Ill.</u> <u>61540</u>	
_____	_____	_____	
_____	_____	_____	
_____	_____	Tel. No. <u>246-8263</u>	
_____	_____	Signature _____	

M & D Printing Co.

NGC 04427

319 31 0419 5528 2004 11-21-90
DRP DIV. MBDC DEPT PR NO REPORT DATE

BFGOODRICH EMPLOYEE PROFILE
BFG RESTRICTED

SECURITY CLEARANCE

DEPT/TIRE CENTER/MGR - 1
RT BOGNER

PART I: EMPLOYEE IDENTIFICATION

EFFECTIVE DATE MO OA YR 04 27 91	SOC SEC/INS NUMBER 336-34-1583	003 INIT RT	FIRST NAME AND INITIAL RICHARD T	LAST NAME BOGNER	024 BIRTH DATE 05/25/40	031 COMPANY SERV 11/15/65
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PART II: CURRENT COMPANY INFORMATION

379 JOB SERVICE 03/12/79	363 DEPT. SERVICE 03/02/76	004 DRP 319	016 T/R R	DIV 31	DEPT. 5528	PAY NO. 2004	BUDGET GRP 903104	GEON ENGINEERING SHOPS					
REGULAR FULLTIME ACTIVE								UNIT NAME	PLANT	LOC. HENRY			
ZONE/DIST/AREA													
012 PIC USE R0164-Y1685	RSN P	JOB NAME MAINTENANCE MAN #1			015 SHIFT	HAY TOTAL	002 FLSA 02	WSN N	186 SPLIT CHARGE	DEPT %	DEPT %	DEPT %	
017 PIC USE 1400	WORK LOCATION STREET RR#1 BOX 15		CITY HENRY		STATE/ZIP/PROV IL-61537		COUNTY 123	005 PAY LOC-GRP 3610	029 UNION AFFIL 035 BEN. MODIF.	041 TERR. SLS. NO.	033 EXPAT	032 CHG BK	LABOR MARKET

PART III: COMPENSATION INFORMATION

045 EFFECTIVE DATE MONTH DAY YEAR	TP	AMOUNT OF ADJUSTMENT	CURRENT RATE	RATE PER	BUDGET CHARGED	AMOUNT CHARGED	LUMP SUM	044 SCHED. HOURS	460 PAYMSTR PICKUP DATE	CHECK PAY FREQ. WEEKLY SEMI-MONTHLY BI-WEEKLY				
			2872.130	MO	903104			40.0						
ADJUSTMENT DATE	TYPE	AMOUNT	% ADJ	% MID PT	SALARY EQUIVALENCIES		SALARY RANGE		038 POS. LVL. RNG. TYPE	090 INCT PLAN	014 GROUP STATS	LUMP SUM EXPIRES	047 MANAGERS REMINDER	
MOST RECENT	10/29/90	G	131.730	5		WEEKLY	662.800	MINIMUM				FIRST		
SECOND PRIOR	11/06/89	G	123.070	5		MONTHLY	2872.130	MID PT.	00/U		4	SECOND		
THIRD PRIOR	10/31/88	G	95.330	4		ANNUAL	34,466	MAXIMUM				INCENTIVE EARNINGS LAST YEAR		
												MONTHS YEAR COVERED	AMOUNT	QUOTA
377 NEW MIN.						NEW MID.								
						NEW MAX.								

COMPENSATION CHANGES

PERMISSIBLE TYPES OF ADJUSTMENTS

P - PROMOTION T - TANDEM PROGRESSION E - EQUITY X - MISCELLANEOUS INCREASE Z - OTHER DECREASE
M - MERIT A - AUTOMATIC PROGRESSION D - DECREASE OR DEMOTION Y - MISCELLANEOUS DECREASE C - COST OF LIVING
U - UNION PROGRESSION G - GENERAL INCREASE S - SPECIAL O - OTHER INCREASE

REASON FOR PROPOSED ACTION (IF NEEDED USE REVERSE)

EMPLOYEE REPLACES _____ IS THE JOB THAT OF THE PERSON BEING REPLACED? YES _____ NO _____
IS THE EMPLOYEE TO BE REPLACED? YES _____ NO _____ NAME _____

PART IV: APPROVAL SIGNATURES

CURRENT ORGANIZATION	RECEIVING ORGANIZATION	DRP
_____	_____	<i>Mike Bogner</i>
DATE _____	DATE _____	DATE _____
DATE _____	DATE _____	DATE _____

NGC 04429

PART V: ORGANIZATION JOB HISTORY

WORK LOCATION HISTORY

SALARY HISTORY

EFFECTIVE	TYPE OF CHANGE	RSN	DIV.	UNIT LOCATION	DEPARTMENT	CODE	CITY	ST	TYPE	EQUIVALENT	PER	SCHED. HOURS	PL/R
10/29/90 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	G	2872.130	MO	40.0	00/U
11/06/89 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	G	2740.400	MO	40.0	00/U
10/31/88 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	G	2617.330	MO	40.0	00/U
04/21/88 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	N	2522.000	MO	40.0	00/U
08/03/87 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	C	2522.000	HR	40.0	00/U
05/01/87 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	C	2496.000	HR	40.0	00/U
02/01/87 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	G	2475.200	HR	40.0	00/U
11/03/86 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	G	2464.800	HR	40.0	00/U
11/03/86 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	C	2431.860	HR	40.0	00/U
04/28/86 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	C	2428.400	HR	40.0	00/U
02/03/86 03/12/79	S	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	C	2424.930	HR	40.0	00/U
01/01/86 03/12/79	D	R	GEON HENRY MAINTENANCE MAN #1	ENGINEERING SHOPS		1400	HENRY	IL	G	2409.330	HR	40.0	00/U

CODING LEGEND

ORG. CHANGES, T(TRANSFER), R(REORGANIZATION), N(NEW HIRE, REHIRE, REINSTATEMENT), B(BUMP), E(EMPLOYEE REQUESTED), S(STAFF REALIGNMENT), M(MEDICAL);
 JOB CHANGES, N(NEW HIRE, REHIRE, REINSTATEMENT), L(LATERAL TRANSFER), D(DOWNWARD CHANGE IN POS. LVL.), P(PROMOTION), R(RECLASSIFICATION);
 C(CAREER DEVELOPMENT), S(STAFF REALIGNMENT), I(EMPLOYEE REQUESTED), M(MEDICAL), H(HISTORY LINE CHANGES, PREM(PRE-EMPLOYMENT), HIRE(NEW HIRE),
 REHR(REHIRE), R(REINSTATEMENT), L(LEAVE OF ABSENCE), LAY(LAYOFF), RLOA(RETURN-LOA), RLA(RETURN-LAY), TERM(TERMINATED),
 CAT(CATEGORY), CHANGE, D(ORGANIZATION), M(SCHED HOURS), S(SALARY), W(WORK LOCATION), J(JOB TITLE), M(MESSAGE), P(POSITION LEVEL), F(FLSA),
 W/S(WAGE TO SALARY/SALARY TO WAGE), ALL(ALL ITEMS CHANGED), CONV(STATUS AT CONVERSION TO PMIS), C/N(TRANSFER TO NON-PMIS STATUS),
 N/C(TRANSFER FROM NON-PMIS STATUS), PDVS(PRETERMINATION DEFERRED VACATION STATUS).

PART VI: ORGANIZATION JOB HISTORY

FROM ACTIVE TO: 001 CODE

☐ -RETIREMENT OR LTD 4019
☐ -TERMINATION
☐ -LEAVE OF ABSENCE
☐ -LAYOFFS WITH RECALL
☐ -PRERETIRE-DEFER-VAC

FROM INACTIVE TO: 001 CODE

☐ -RETURN FROM LEAVE OF ABSENCE
☐ -RETURN FROM LAYOFF

☐ 0-REGULAR FULL TIME
☐ 1-REGULAR PART TIME ELIG FOR BENEFITS
☐ 2-REGULAR PART TIME INELIG FOR BENEFITS
☐ 3-TEMPORARY
☐ 4-CO OP

ENTER EXPIRATION DATE OF LEAVE OF ABSENCE

OR LAYOFF:

ENTER LEAVE OF ABSENCE OR TERMINATION REASON

K	O	N	G	T	E	R	M												
D	I	S	A	B	I	L	I	T	Y										

FINAL PAY INFORMATION

LAST DAY WORKED

192 10/26/90

LAST DAY ON INACTIVE STATUS

(IF TERMINATED WHILE ON LEAVE) 461

IF ON PAID EXTENDED ILLNESS

ABSENCE PRIOR TO TERM.

PAY APPROVED THROUGH

462

PAYMENTS BETWEEN LAST DAY WORKED AND TERMINATION-RETIREMENT DATE

CURRENT YEAR VACATION -FROM TO HOLIDAY DATE(S) 1 RANDOM HOLIDAYOTHER 471

PAYMENTS BEYOND TERMINATION DATE OR LAYOFF/LOA EFFECTIVE DATE

RETIREE PRO-RATED VACATION 463 03 12THS OF 06 MKSCURRENT YEAR VACATION 464 DAYS 06 MKSDEFERRED VACATION 465 (MKS) SEPARATION PAY(USA FIELD EMPLOYEES- MORE THAN 3 MONTHS AND LESS THAN 5 YEARS) 466 PAYMENT IN LIEU OF NOTICE 470 DAYS MKSOTHER 472

IF ON DEFERRED VACATION PRIOR TO RETIREMENT -

-DEFERRED VACATION START DATE (100)DEFERRED VACATION END DATE TERMINATION DATE 4-27-91ELIGIBLE FOR REEMPLOYMENT(Y/N) 048

DEDUCTIONS FROM FINAL PAY:

TRAVEL ADVANCE 467 OTHER AMT. 468

[SPECIFY TYPE OF DEDUCTION]

INDICATE Y, N OR N/A:

CONTRIBUTORY PENSION PLAN MEMBER (ATTACH WITHDRAWAL APPL. FORM) IS HOME ADDRESS ACCURATE? TOOLS AND EQUIPMENT RETURNED DOCUMENTS/RECORDS IN ORDER ADVANCES/RECEIVABLES COLLECTED DISCOUNT PRIVILEGE/ID CARD RTN AIR TRAVEL/CAR CARD RTN PRESCRIPTION CARD RTN RENTAL AUTO RETURNED TELEPHONE CARD RETURNED STOCK PURCHASE WITHDRAWAL SECURITY CLEARANCE TERMINATION STMT. OTHER BFG PROPRIETARY DOCUMENTATION MASTER CHARGE CARD RETURNED

NGC 04430



On 2-27-75 Dick Bogner discovered that ~~a~~ a F-76 charge had been pumped into a F-5 Blend Tank late on the previous shift. His alertness prevented further contamination and possibly a customer complaint.

Red Rodgers

NGC 04431

BFGoodrich

The BFGoodrich Company
Chemical Group

R R. 1, Box 15
Henry, Illinois 61537
309-364-2311

R. J. Grahek
Facilities Manager

November 14, 1985

Mr. Richard T. Bogner
R.R. #1
21 Melody Lane
Lacon, IL 61540

Dear Dick,

Congratulations on your 20-Year Anniversary with BFGoodrich! From your first 10 years in production on through these last 10 years in maintenance, I imagine you have some pretty interesting memories; memories of unique experiences and of the different folks you have worked with. I certainly hope these are memories you can look back on with a sense of pride and enjoyment.

Since 1965, there have been a lot of changes to the Henry Plant. We have been blessed with many expansions, many improvements. Being a plant electrician whose work takes him to every corner of the plant, you probably realize this as much as anyone. These changes, including the new boiler and Cure-rite 18, have come here to Henry because our upper management in Akron and Cleveland have confidence in this plant, confidence in the people, such as yourself. Over the years, the plant has developed an excellent reputation, a reputation for teamwork, adaptability, and accomplishing the difficult goals. You have played a key role in this success. For this work you have done in the past and continue to do today, I offer my sincere thanks and appreciation.

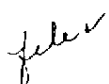
Dick, once again, congratulations on your anniversary and best of luck in the future. While things look up for the plant, we still have a lot of work to do. I look forward to further establishing our reputation and, by working together, securing the future of the Henry Plant.

Sincerely,



Robert J. Grahek

RJG:sfm



NGC 04432

MECHANICAL COURSE - HELPER

		ISSUE	COMPL	
AA 551	Safety Principles	3/24/75	10/24/76	OK
AA 553	Planning for Safety	3/24/75	10/24/76	OK
AA 561	Protective Equipment	3/75	10/76	OK
AA 565	Static Grounding	3/75	10/76	OK
AA 567	Tank Entry	3/75	10/76	OK
AA 569	Hand Safety	3/75	10/76	OK
AA 573	Tool Hazards	3/75	10/76	OK
AA 575	Housekeeping	3/75	10/76	OK
AA 590	Safety Test			OK
AA 29	Mathematics, Plant - Part I - Whole Numbers	3/75	10/76	93
AA 30	Mathematics, Plant - Part II - Fractions	3/75	10/76	96
AA 60	Mathematics, Plant - Part III - Decimals & Per Cent	9/76	11/76	83
AA 82	Mathematics, Plant - Part IV - Positive & Negative Numbers	10/76	11/76	88
AA 83	Mathematics, Plant - Part V - Simple Algebra	10/76	12/76	59
AA 84	Mathematics, Plant - Part VI - Ratio and Proportion	10/76	12/76	88
AA 73	Mathematics, Plant - Area & Volume of Common Figures	11/76	12/76	97
AA 99	Mathematics, Plant - Using Tables of Squares and Square Roots	11/76	12/76	92
AA 114	Mathematics, Plant - Rt. Angle Trigonometry	11/76	12/76	63
AA 97	Scaffolds	10/76	10/76	100
AA 80	Materials Handling - Chain Hoists	10/76	10/76	98
AA 22	Materials Handling - Crane & Hoists Signals	10/76	10/76	100
AA 89	Materials Handling - Knots	10/76	10/76	96
AA 23	Materials Handling - Wire Rope Identification	10/76	10/76	100
AA 24	Materials Handling - Wire Rope Fittings			
AA 81	Materials Handling - Wire Rope Slings	10/76	10/76	96
AA 109	Drawings - Reading Engineering Drawings	10/76	11/76	86
AA 16	Drills - Part I - Selection, Checking & Inspection	11/76	11/76	84
AA 17	Drills - Part II - Regrinding & Modification	11/76	11/76	94
AA 03	Measurements for Installation and Construction Skills	11/76	11/76	88
AA 04	Measuring Tools - Calipers	11/76	11/76	100
AA 05	Measuring Tools - Verniers	11/76	11/76	82
AA 88	Steam Traps - Part I - How to Test	11/76	11/76	86
AA 91	Steam Traps - Part II - Installation	11/76	11/76	96
AA 102	Steam Traps - Part III - Trouble Shooting	11/76	11/76	80
AA 27	Sketching - Field Practices	11/76	1/77	83

Number of Courses - 35
33

All of the above courses must be completed prior to advancement to second class.

NAME: DICK BOGNER

finished Requirements ~~Re~~ 1/77

89% AVERAGE

NGC 04433