

PLAINTIFF'S
EXHIBIT
DUP-2084

Workers' Compensation

Corporate Guidelines And Procedures



DUP 0948782

DU 039455

WORKERS' COMPENSATION GUIDELINES

OCCUPATIONAL ILLNESSES

IF AN ILLNESS OR IMPAIRMENT RESULTS FROM EXPOSURE AT DU PONT, THE COMPANY WILL ACCEPT RESPONSIBILITY FOR APPROPRIATE RELATED MEDICAL COSTS, MAKE A WORKERS' COMPENSATION SETTLEMENT OFFER, WHERE APPROPRIATE, AND ASSIST THE PERSON OR HIS FAMILY IN OBTAINING OTHER BENEFITS TO WHICH THEY MAY BE ENTITLED.

FOR PURPOSES OF WORKERS' COMPENSATION, FORMER EMPLOYEES ARE CONSIDERED THE SAME AS EMPLOYEES. HOWEVER, STATES USING A WAGE LOSS SYSTEM DO NOT PROVIDE COMPENSATION FOR FUNCTIONAL IMPAIRMENT, ONLY FOR TIME LOST FROM WORK. IN THESE STATES, FORMER EMPLOYEES, AS WELL AS EMPLOYEES NOT LOSING TIME, PROBABLY WILL NOT QUALIFY FOR WORKERS' COMPENSATION PAYMENTS, EXCEPT FOR PAYMENT OF MEDICAL EXPENSES.

DUP 0948783

DU 039456

SITE/DEPT	MEDICAL PERSONNEL	WORKERS' COMPENSATION PERSONNEL	KEMPER OFFICE
BELLE/AG	BOB LEADBETTER	BARBARA BROWN	ROANOKE VA
CHAMBERS WKS/C&P	BILL VOGLER	CAROL CONEENY/OLIVE LOPER	SUMMIT NJ
EDGE MOOR/C&P	NANCY CULVER	NICK LIBERMAN/JAN WHEELER	PHILA PA
EMIGSVILLE/ED	JOE SAVASTIO	CHRIS BARTOW	PHILA PA
FLINT/FPD	MARY ELLEN PRATT	JACK MC VEIGH	SFIELD MI
JOHNSONVILLE/C&P	JOE MC CLURE	DON FUQUA	NASHV TN
KINSTON/FIB	JACK KOONTZ	GEORGE MUSSAT/GERI NORRIS	RALEIGH NC
LOUISVILLE/PPD	DEBORAH HALL	JIM MOORE/JIM GUIDICE	NASHV TN
MEMPHIS/C&P	HENRY WURZBURG	LEE ANN RICE	MEMPHIS TN
NIAGARA/C&P	OGUZ SARAC	MARIE KANDT	BUFFALO NY
PONTCHARTRAIN/PPD	GEORGE HERRMANN	CHARLIE BOTTOLEFS	N'ORLNS LA
SEAFORD/FIBERS	CHRIS JENSEN	REDS GRIFFITH	PHILA PA
SPRUANCE/FIBERS	D. O. INSLEE	ROGER COLLIER/TERI BRYANT	RICHMND VA
WASH WKS/PPD	Y. L. POWER	WARREN PERRINE/BOB HUFFMAN	ROANOKE VA
WAYNESBORO/FIBERS	J. A. STADULIS	DAVE MC DANIEL	ROANOKE VA
WILM/ALL	W. W. MOORE	ELLEN RODRIGUES	PHILA PA

DUP 0948784

DU 039457

REVIEW MEDICAL EVIDENCE-----} MEDICAL PERSONNEL DETERMINE IF POSITIVE FINDING

REVIEW EMPLOYMENT HISTORY-----} WC PERSONNEL DETERMINE IF EXPOSURE IS @ DU PONT

REVIEW STATE WC BENEFITS-----} KEMPER PERSONNEL DETERMINE IF, WHAT, TO WHOM

DUP 0948785

DU 039458

RANGE OF TAX-FREE WORKERS' COMPENSATION BENEFITS

BENEFITS FOR MEDICAL EXPENSE-----} UNLIMITED COVERAGE

BENEFITS FOR FUNCTIONAL IMPAIRMENT -----} \$175 - \$700/WEEK (BASED ON STATE-
OR-----} WIDE AVERAGE WEEKLY WAGE) FOR
LOSS OF EARNINGS-----} 1 - UNLIMITED NUMBER OF WEEKS

BENEFITS FOR OCCUPATIONAL DEATH-----} FUNERAL EXPENSES
DEPENDENCY - WIDOW/CHILDREN
\$175 - \$700/WEEK FOR
LIFE/REMARRIAGE/AGE 18-25

DUP 0948786

DU 039459

OUTLINE OF REMARKS
ASBESTOS MEDICAL SURVEILLANCE MEETING

I. State of Litigation.

A. New Jersey.

1. Millison, what happened.
2. What cases remain.
 - a. Land owner cases.
 - b. Bradley.
 - c. General pollution cases.

B. Texas.

1. Allen.
2. Nature of liability.

C. Delaware

1. Medical and legal issues.

II. Nature of Asbestos Litigation.

A. Negligence theory.

- a. Workmen's compensation defense.
 1. New Jersey variation.
- b. Contractor employees.
 1. Failure to provide a safe place to work.
- c. Ambient exposure cases.

III. Medical Department Concerns.

A. Diagnosis.

DUP 0948787

DU 039460

B. Essential records.

C. Trial Testimony.

D. Depsoition testimony.

DUP 0948788

DU 039461

Asbestos Exposure Procedure

DU 039462

Medical Surveillance/Asbestos Workers

- Identify workers with current or past asbestos exposure
- Educate those workers regarding risks of smoking/ asbestos exposure
- Make radiologist aware that worker is in an asbestos surveillance program

Positive X-ray:

- Inform employee immediately
- Detailed occupational history should be obtained
- If smoker, reinforce education regarding risks of smoking/ Asbestos Exposure

OTHER EMPLOYEES
Change detected during routine physical exam

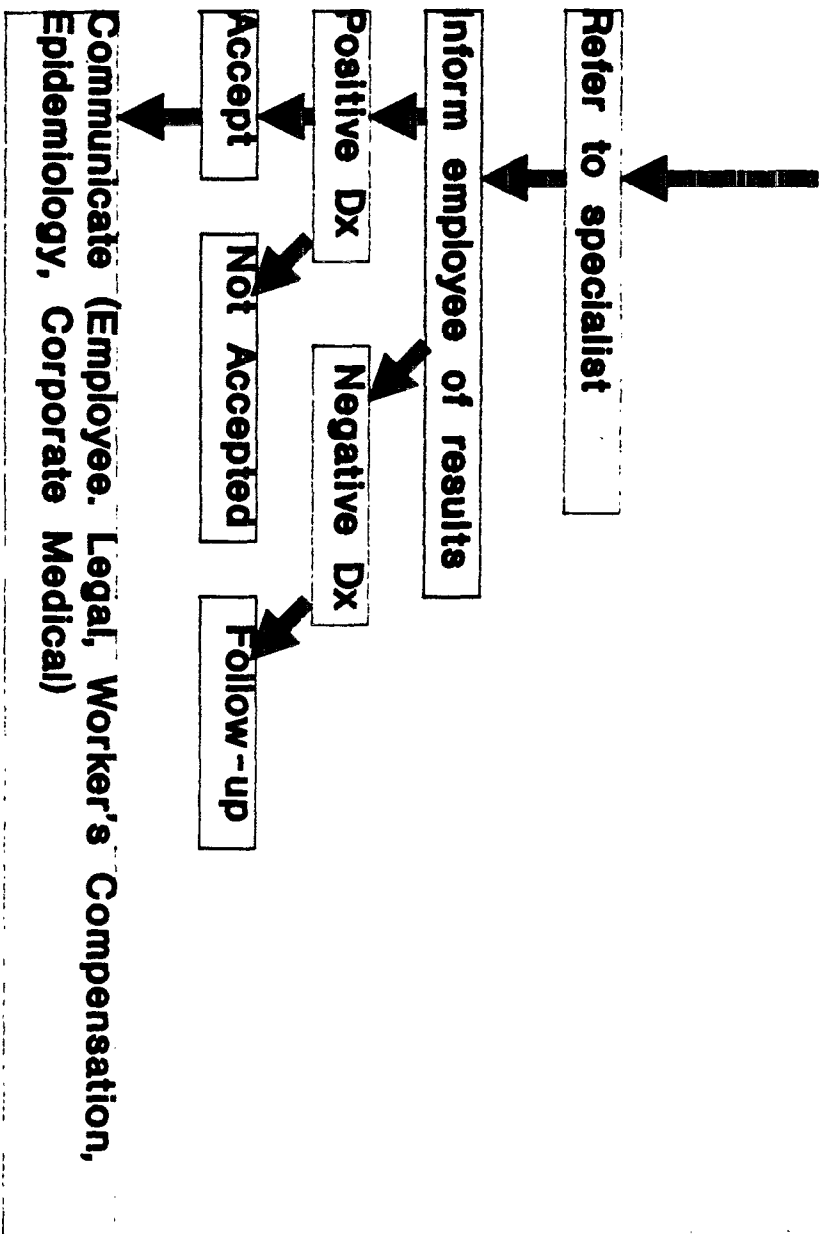
Positive History

Negative History

Refer to family doctor

DU 039463

DUP 0948790



Asbestos

DUP 0948793

EXPOSURE

OSHA LIMIT 0.2 fibers/cc

OSHA ACTION LIMIT 0.1 fibers/cc

EPA CLEARANCE LIMIT 0.01 fibers/cc

MAC 2 fibers/cc

Urban air (NYC) 25-60 ng/m³

Rural area (Pa.) 10-30 ng/m³

DU 039464

Asbestos Exposure Procedure

Medical Surveillance/Asbestos Workers

- Identify workers with current or past asbestos exposure AS DEFINED IN DU PONT MEDICAL GUIDELINES
- Educate those workers regarding risks of smoking/asbestos exposure
- Make radiologist aware that worker is in an asbestos surveillance program

CONFIRMED Positive X-ray/MEDICAL FINDINGS

- Inform employee immediately AND DOCUMENT
- Detailed occupational history should be obtained by MEDICAL AND SITE
- If smoker, reinforce education regarding risks of smoking/ Asbestos Exposure

OTHER EMPLOYEES

Changes detected during routine physical exam

Positive History

Negative History

Refer to family doctor

DRAFT

Refer to specialist with BEST AVAILABLE DATA

Positive Dx

Negative Dx

Accept

Not Accepted
REFER TO OWN
DOCTOR

Follow-up

Communicate (Employee, ~~Local~~ Worker's Compensation, Epidemiology, Corporate Medical, SAFETY)

Positive Dx

DETERMINE CAUSALITY

ACCEPT

NOT ACCEPT

DUP 0948794