

INTEROFFICE MEMORANDUM

Date: 01-Dec-1997 11:22am
From: JAMES W. PRUETT
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TO: WOODROW W. CARR

(CARRWW)

Subject: I ADDED DATES AND UPGRADES

WOODY-BERNIE WILL LET ME KNOW TOMORROW 12/2.

CONFIDENTIAL:

RECOMMENDATION TO PROMOTE BERNIE SCOTT

BIRTHDATE: 12/8/39 ASD: 5/6/59 JOB TITLE: T.A.. TECH 5 COT UNIT

IN THE LATE 80'S WE ASSIGNED BERNIE SCOTT, AN AREA MECHANIC IN LYCRA TO ASSIST THE SAFETY OFFICE WITH ASBESTOS MANAGEMENT. THIS WORK HAD PREVIOUSLY BEEN ASSIGNED TO AN EXEMPT EMPLOYEE WHO RETIRED. THE ASSIGNMENT WAS BARGAINED WITH THE UNION WITH THE PROVISIO THAT HE WOULD REMAIN IN THE LYCRA MAINTENANCE OVERTIME CANVAS AND A PERSONAL AGREEMENT WITH BERNIE THAT HE COULD WORK EQUIVALENT OVERTIME TO THE LYCRA MAINTENANCE OVERTIME RATE.

BERNIE'S WORK EXPANDED WITH THE ADVENT OF LEAD REGULATION IN 1993 AND HE BECAME THE "RESIDENT EXPERT" FOR SITE FOR ASBESTOS AND LEAD. THIS INCLUDES THE WRITING OF PROCEDURES, CONSULTATION RE. CONTRACT PROVISIONS, AND TRAINING.

BECAUSE CONTRACT WORK INVOLVES MANAGING ASBESTOS AND LEAD, BERNIE'S EVOLUTION INTO CONTRACT ADMINISTRATION WAS NATURAL. HE BECAME AN INTEGRAL PART OF THE CONTRACT ADMINISTRATION GROUP AND ASSUMED RESPONSIBILITY FOR FOLLOW-UP OF CERTAIN CONTRACTED PROJECTS. BERNIE FOLLOWED THE ORLON DISMANTLEMENT PROJECT, PERMASEP EXPANSION, AND IS NOW FOLLOWING THE ORPHANED FACILITIES PROJECT. HE ALSO PLAYED A KEY ROLE IN THE PLANT ASBESTOS ASSESSMENT.

FOR 8 YEARS, BERNIE HAS BEEN A MEMBER OF THE NATIONAL ASBESTOS COUNCIL (NAC) AND SERVES AS CHAIRMAN OF THE INDUSTRIAL ISSUES COMMITTEE. HE HAS MADE PRESENTATIONS AT THE NAC'S NATIONAL CONVENTION AND HAS BEEN PART OF THE GROUP'S SUCCESS IN INFLUENCING REGULATION. HE WRITES PERMIT REQUESTS TO FEDERAL EPA AND VIRGINIA OSHA AND ACCOMPANIES THEM DURING THEIR PERIODIC PLANT AUDITS.

BERNIE IS FREQUENTLY REQUESTED TO PROVIDE EXPERTISE TO OTHER PLANTS. LAST YEAR HE HELPED CAMDEN WITH THEIR ORLON D&R PROJECT AND HE IS ADVISING MARTINSVILLE WITH THE WORK REQUIRED FOR NYLON PLANT SHUTDOWN.

DURING THE ORLON DISMANTLEMENT AND ORPHANED FACILITY PROJECTS, BERNIE SUPERVISE(D) LIMITED SERVICE EMPLOYEES HIRED AS LIAISON WITH THE CONTRACTOR. CREW SIZE IS AS LARGE AS 5 CONTROL EQUIPMENT TECHNICIANS AND 2 MECHANICS. IN THIS CAPACITY HE SECURED THEIR SERVICES, SCHEDULED THEIR

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WORK AND PROVIDED DIRECTION.

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IN 1993 BERNIE WAS REASSIGNED AS A TECHNICAL ASSISTANT ON THE NONEXEMPT C.O.T. ROLL. THIS POSITION/TITLE BETTER REFLECTED WHAT HE WAS DOING PLUS

IT AFFORDED HIM SOME PROTECTION FROM "BUMPING".

BERNIE HAS GROWN PERSONALLY AND PROFESSIONALLY WITH THE OPPORTUNITIES WE HAVE PROVIDED. HE IS A GREAT EXAMPLE OF WHAT EMPLOYEES WILL DO WHEN GIVEN THE OPPORTUNITY AND PROVIDED DEVELOPMENT FOR GROWTH. I BELIEVE HE HAS GROWN HIS POSITION AND CONTRIBUTION BEYOND WHAT WE EXPECT OF NONEXEMPT EMPLOYEES. I RECOMMEND THAT BERNIE BE PROMOTED TO ENGINEERING SPECIALIST EFFECTIVE DECEMBER 15, 1997.