



E I DU PONT DE NEMOURS & COMPANY

256 VANDERPOOL STREET
NEWARK NEW JERSEY 07114

CHEMICALS AND PIGMENTS DEPARTMENT

Newark, New Jersey
May 19, 1981

PERSONAL AND CONFIDENTIAL

→ P A WRIEDE
C+P
JACKSON LAB

R+D ORGANIZATION STAFFING

Per our discussion on 5/14/81, I've summarized Newark R+D staffing
opposite two cases

CASE A - Same product mix and personnel

CASE B - 50% manpower reduction

CASE A - Same Product Mix and Personnel

Technical Assistance

Organization

Technical Superintendent

R E Peavy - Sr Supervisor

Chemists/Engineer - Technical Assistance

G R Aldridge
E A Stefancsik
R L Sweet
R D Nelson
T C Peitz

Analytical - F A Cappelleri

Development Engineers

M A Smith
A E Chiedu
T E Lee (ESD)
F V Ontaneda (ESD)

N37150

E W Koslosky - Assumed he will be transferred to Production

TECHNICAL MAN

RESPONSIBILITY/TASKS

G R Aldridge

Other Organic Tech Assistance and process improvement
QA Technical Assistance
New Product introduction
• Develop crude acceptance tests Quality
at wet stage
Documentation

R L Sweet

CPC Technical Assistance
• OO - Intermediate Specifications
• OO - Process Improvement
Documentation
Wash water conservation

E A Stefancsik

Raw material piloting
Presscake evaluation for finished product
OO - Process improvement and blending technology
Documentation

T C Peitz

Batch Molybdate Tech Assist
Cont Unit tech assist
Process Engineering
• Miscellaneous Inorganics Tech Assist
Back-up for area chemist
Documentation

R D Nelson

Computer color reading
Krolor® process improvements
PQM - product quality management
Inorganic raw material specs
Documentation

Tech assistance personnel also involved in identified productivity and cost reduction programs as well as other programs that develop

- Evaluate eliminating diazo clarifications
- Eliminate operating instruction - vagueness (pitfalls)
- Improve volumetric efficiency
- Characterize reduced dry cycles for high solids presscakes
- Evaluate new raw material sources

DEVELOPMENT ENGINEERS

ENGINEER

RESPONSIBILITY

M A Smith

Waste Treatment
Air Pallets
Various short term engineering assist
programs

A E CHIEDU

Inorganic and organic finishing tech
assistance

- Dust Control
- Alternate packaging for in-house
pigment movement/storage

T E LEE

Technical Assistance Making area

- 00 Krolor®, Batch Moly
Membrane press
- Delumping devices
CPC-AF facilities
Dry room dust prevention

F V ONTANEDA

Technical assistance for the Continuous Unit

- Flow control
- Dust control
- Dry train improvements
- Packing improvements

ANALYTICAL

F A CAPPELLERI

Routine analytical plant support
Analytical assistance and Color Testing
Laboratory
Screen raw materials
Convert wet analyses to instrumentation
Documentation
Analytical for regulatory sampling
requirements

CASE B - 50/ Manpower budget cut

Plant Management

Tech Super?

R E Peavy - Sr Supervisor
G R Aldridge
R D Nelson
T C Peitz
F A Cappelleri
Development Engineers (2)*

*Phase out ESD, use C+P engineers

TECHNICAL MAN

RESPONSIBILITY/TASKS

Chemists

G R Aldridge

Other Organic tech assist
Raw Material testing and paste
component evaluation
QA technical assistance
New technology introduction

R D Nelson

Krolor® tech assistance
- process improvement
PQM
Continuous Unit Tech Assist - back up
for T C Peitz and area chemist
Tech assist for computer
Color Reading

T C Peitz

Develop expedient Krolor® component
evaluation method
CPC technical assist
Batch molybdate tech assist
Misc Inorganics tech assist
Cont unit tech assist
Back up for R D Nelson

Engineers

2 Engineers
(ESD phased out)

Technical Assistance for operating buildings

Analytical

F A Cappelleri

Programs remain the same

Assumptions

EAS and RLS
Tech Assistance effort reduced

Retire 1982

Area chemists compliment
technical assistance effort
- Trouble shoot quality problems
- Insure operating instructions and
procedures are followed
Equipment modification/upgrading accomplished
to eliminate processing quality pitfalls
Major documentation effort completed
- Process documentation
- Operating instructions
Raw material specifications established

Continuous Unit

Reproducibility improvements made

Batch Molybdate

Equipment modification/upgrading accomplished
Reproducibility improved

Krolor®

Quality stabilized - on going RDN program
needed

Engineering Technical Assistance
(reduced manpower)

Mechanical Dept - compliments/supports effort
Use engineering department and contract
services on as need basis for overflow work

COLOR TESTING LABORATORY

Current Staffing

L W Pancoast
W R Zonin
E Montgomery
R O Mattoon
S J LaMotta
B W Lamberg (on loan to production return to R+D mid '81)

14 technicians

5 days/week 3 shifts/day

With weekend coverage when continuous unit runs - one technician

'unsupervised' (Cont unit supervisor - technician communicate)

PROPOSED - Immediate

L W Pancoast - Special Assignment until retirement mid '82

L W PANCOAST
PROGRAM

Fully implement computer color reading and develop machine release specifications
Purge/revise/update TF methods and documentation
Select and characterize new standards
Introduce ICI green testing/release specifications
Handle complaints
Train weak supervisors and technicians

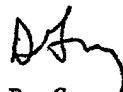
W R Zonin (3 → 3A or 4) runs laboratory
S J LaMotta
R O. Mattoon
E Montgomery
(B W Lamberg) retire/reassign?

15 technicians - add one to support the 1 + 3 forecast which is significantly up

Restructure Shift Coverage for Improved Productivity (see attached)

7 days/week 2 fully staffed shifts, 7-3 3-11
 12-3 one technician unsupervised
 - Color control for continuous unit
 - Paste product standardization
 - Evaluate mix formulations

When needed hold 3-11 supervisor over or have 7-3 supervisor report early


D Gray
R+D Division

DG/cjg