File- Krummrich 1-/32/XX

Monsanto has plan to reduce staff number

Monsanto Co.'s W.G. Krummrich plant has announced a voluntary severance program for up to 45 salaried employees in an effort to reduce the number on its staff.

The plant employs 850 people.

Public Relations Supervisor Andrea Smith said if 45 employees do not volunteer for the program by Dec. 16, employees would be sent to other plants or layoffs would be necessary.

"Layoffs will be our last resort," she said.

Smith said Monday that few employees had volunteered for the program.

"I think people are still in the process of thinking about it. It is still too early for many to decide," she said.

Employees eligible for the program can voluntarily elect to take special separation pay based on years of service and annual salary. The program also includes placement counselling, job search and retraining assistance.

"The Krummrich plant lost several key products in the 1985 Monsanto corporate restructuring. At that time we reduced hourly head count and many of the other costs directly tied to those impacted products," according to Bill Boyle, plant manager.

At the time of the restructuring, the company did not make all staff cuts intended in order to shut down units and to complete projects.

"As we began to plan to position our plant to be successful into the next decade, we recognized that we would have to reduce the number of salaried employees in certain areas," Boyle said.

"These kinds of decisions are never easy. It is, however, an essential response to today's difficult business climate. By no means is this program a reflection on the performance or the caliber of salaried employees at

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•Monsanto

Monsanto offers plan to reduce staff

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the Krummrich plant," Boyle said.

"But after looking at all our options, we believe this voluntary severance program is the best solution for our employees and their families, and for our plant."

The program is limited to salaried employees in certain departments or job classifications where there are excess employees. Eligible employees have until Dec. 16 to inform the company if they accept the offer. Their final day of employment, except in a few special cases, will be Jan. 31.

Participating employees with 10 or more years of vested service will receive one year's pay, and those with less than 10 years vested service will receive one-half of their annual pay.

Boyle noted that while this plan isn't an early retirement program, employees who choose to participate in the program and are also eligible to retire will receive the regular benefits from Monsanto's retirement program as well as the severance pay.

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