PLAINTIFF'S EXHIBIT

MON-2008

PERSONNEL POLICY AND PROCEDURE BULLETIN

TEXAS CITY LOCATION

P-0303.14

I. SUBJECT

DEATH OF AN EMPLOYEE - EXPRESSION OF SYMPATHY

II. POLICY

On the occasion of the death of an employee, the company shall send a spray of flowers, or upon special request, a contribution to an appropriation fund (such as Heart Fund, Cancer Research Fund) as a token of the company's sympathy.

III. PROCEDURE

The employee's department head has responsibility for the initial contact with the employee's family to offer condolences on behalf of the company and to provide information as to company contacts to be made for death benefits payable under Monsanto's benefit plans.

The employee's department head or designee will inform the Records & Benefits Supervisor of the death of the employee and provide necessary information on funeral arrangements. The Records & Benefits Supervisor will arrange for flowers or a memorial contribution from the company.

This policy applies to retired employees as well as active employees.

Prepared by: R. W. Arnold

Approved by: J. S. Hagood by DSK
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SC 005747

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Prepared by: R. W. Arnold

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