# J-M Manufacturing Co., Inc. Internal Correspondence

To : Bonnie Nissen, Wilton Date: May 29, 1986

From : E.E. Wang

Copies : Rex Sides, T.E. Lohman, R.D. Freeman




Subject : COMPANY POLICY ON EMPLOYEE PHYSICAL EXAMS
(In response to your memo dated 5-23-86)

I. Age Requirement:

It is generally agreed by many physicians that when a person reaches 45 years of age, the physical condition of the organs of his/her body starts to gradually deteriorate. Consequently, his/her health needs to be closely monitored. This is particularly true when he/she is considered to be an "exposed" employee. Thus, setting the age requirement at 45 years old appears to be appropriate.

It should be noted, however, that a medical surveillance program shall be instituted for all employees (regardless of their ages) exposed, without regard to the use of respirators, to vinyl chloride in excess of the action level of 0.5 ppm averaged over an eight hour work day.

II. Modification of Health Insurance Benefits:
I am not sure whether the insurance company would like to modify our current health insurance benefits to provide coverage of "routine physical exams". Even if they do, the premium we need to pay could be high, which may result in no savings for J-M. (HMO's may offer us at lower rates)

Since Mr. Rex Sides is responsible for our employee's health insurance benefits, I would rather leave this subject to him for his study and reply.

Table II is the recommended medical program for plant PVC pipe workers (copy attached). You can use it as a guideline for your plant employee physical exams.

If you have any further questions, please feel free to call me.

E.E. Wang

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