Employees:

- As you know, we've had many excellent redesign activities underway producing tangible results, however we continue to be under great cost pressures both here + at the W&K/VFO plant
- To further increase our efficiency, reduce costs, improve responsiveness + preserve the viability of this plant in the future, we will be consolidating the management of this + support structure plant and the W&K/VFO plant across the river into one team.
- A design team (consisting of PEOPLE) is drafting a structure + then an implementation team will determine how best to staff that structure. We can't say how many people will be affected at this point but we'll keep you informed as we know more throughout Sept. + Oct. These changes should all be in place by the end of this year.
- As always, we will do our best to treat people fairly throughout this process.

DSW 135153

STLCOPCB4035113

Customers:

- Wanted to let you know about some changes that will be taking place at WSK/VFO

- As you may know we've had many redesign activities underway for some time in order to stay responsive to our customer & as competitive as possible, we will be ~~merging~~ consolidating mgmt teams at the 2 sites into one team.

- Changes will in no way affect the service & quality you expect & deserve from us. Goal is to make this process invisible to you

- ~~Goal is~~ should have changes in place by year end. As soon as know more, will keep them informed

DSW 135154

STLCOPCB4035114

Community leaders:

- Wanted to let you know about some changes that will be taking place at Krummrich & JFQ
- Will be combining mgmt teams with the Queeny/Ac plant across the river
  - efficiencies
  - cost reduction
  - more responsive
  - preserve flexibility
  - LT term viability of both plants

- Commitment to communities a high Monsanto priority. These mgmt changes won't diminish that commitment

- can't say who the leadership team. will be part of Design & implementation teams looking at structure & competencies of people to fill that structure. Some packaged. Don't know numbers. People will be treated.
- will keep you informed as process moves along. All changes expected by end of year.

STLCOPCB4035115

Tues AM:

9:00 AM Jackett / Henderson meet with staffs
staff members meet with their people
announcement up by noon

10 AM - Miller announces change at his staff meeting
Jackett meets with guest ops, union leaders WGK
Henderson " " " " " JFO
Miller to inform Dep. Mtls, NKC, Reding,
HR (Lonah?) to inform Donna Kindl
Jackett to call ? in community
Henderson to call Phyllis Young
standby with media statement if needed

Wed: - Customers notified (letter?) - no change in service; make these changes amenable to them
- Letter to Krummrich CAP members

DSW 135156

Main messages:

- The management of the JFQ + WGK plants will be consolidated into one management ~~te~~ team to reduce costs + ~~de~~ enhance flexibility + responsiveness at both sites

- These moves will help to protect the long term viability of both sites. They will complement other redesign activities underway at both sites

- Too early to know how many people this will affect. People will be treated fairly

STLCOPCB4035117

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