PLAINTIFF'S EXHIBIT

CAP-471

101A

WOODWARD COMPANY

A DIVISION OF THE MEAD CORPORATION
WOODWARD, ALA.

FROM: Fred McDuff June 30, 1972

TO: S. D. Weaver

SUBJECT: Proposed Language for Physical Examination Repayment

COPY TO: Lloyd McNeill

Here is the suggested language for our form to be signed by all new employees:

"TO CEMENT ASBESTOS PRODUCTS COMPANY:

You are hereby authorized to deduct from my pay the costs of my pre-employment physical examination in the event that I do not remain in the employ of the Company for a period of 60 working days."

Fred

Fred McDuff

FMcD/rb

July 5, 1972

Mr. Ken Zahn
CAPCO, Van Buren

Ken:

We should make a special form with CAPCO, Van Buren, at the top and use the wording as shown. (NOTE: Employment should be pre-employment) The form should have a place for the date and employees signature.

We cannot deduct below the minimum hourly rate of $1.60 per hour. This may be raised shortly to $2.00 per hour. We must be careful of this deduction. For instance a man has 40 hours @ $2.20 per hour due; we can deduct according to the law .60 x 40 = $24.00, this can apply over all unpaid earnings.

S. D. Weaver