PLAINTIFF'S EXHIBIT
CAP-144

CAPCO JOB DESCRIPTION FORM

NAME: J. R. Carpenter — INTERVIEW DATE: _____

LOCATION: CAPCO - Ragland — APPROVAL DATES:
Worker: _____

SECTION: Plant — Dir. Supervisor: _____
Department Head: _____

PRES. TITLE: Plant Manager — DESCRIPTION WRITTEN: 6-75

DIR. SUPERVISOR: _____

DEPARTMENT HEAD: A. E. Alpine, Vice President — JOB ANALYST: _____

SENTENCE DESCRIPTION: Responsible for the overall operation of the plant and its personnel.

DETAILED DESCRIPTION OF JOB:

I. Product and Cost:
   1. Manage all phases of the operation to get the best quality, most quantity and make available to the customer at the lowest cost possible.
   2. See that progressive steps are continuously being taken to get lower cost.
   3. Plan monthly and years ahead as to what we will do and make cost projections.

II. Working Force:
   1. Provide overall direction and supervision for four departments: Engineering and Maintenance, Production, Finishing and Shipping and Plant Accounting which includes nineteen salary and one hundred twelve day rate employees.
   2. Handle hiring, transferring and promotion of the entire working force.
   3. Represant the Company in negotiations, grievances and arbitrations with local union.
   4. Responsible for the administration of programs designed to improve the health and welfare of our personnel such as: Hearing Conservation, annual physicals, OSHA-Safety, EEO plans and actions, Workmens Compensation and sickness and accident coverage.
   5. Plan and schedule the working days, vacations and holidays as are necessary according to our needs.

III. Pollution:

1. Handle application for permit and furnish data and make adjustments that are necessary for compliance with EPA and Alabama Air Control Commission as to air quality turned loose into the environment.
2. Making of application to EPA and US Corp of Engineers for permission to discharge plant process water. Working toward getting into compliance as to the quality of water discharged.
3. Set up and control solid waste removal procedures as well as for hazardous materials, oils and fuels.

IV. Other:

1. Seek and develope new ways and methods or procedures that will increase production or make a better product.
2. Keep aware of and help control inventories and shipments of our finished product. Control the overall raw material inventory level.
3. Make monthly analysis and progress reports.
4. Analyse various reports, downtime, cements, hours worked, overtime, salaries, payrolls, etc.
5. Approve all purchases and all invoices to be paid from this operation.
6. Check weekly payroll checks for internal control purposes.