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PLAINTIFF'S EXHIBIT

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INDUSTRY HEALTH STUDIES RESPONDING TO CHANGING WORKFORCE

Women have become an increasingly important segment of the workforce, and according to The University of Michigan's Dr. Victor M. Hawthorne, their growing numbers are now enabling industry to establish benchmark health studies never before possible on women.

As part of an ongoing program to help ensure the long-term health of employees, The Dow Chemical Company has just completed a study of the health experience of nearly 11,000 of its Michigan female employees -- the most comprehensive study of this type completed by industry to date.

"There is a great deal we can learn in the area of female epidemiology, and we have many questions on the health effects related to gender," said Professor Hawthorne, U of M's former chairman of Epidemiology, and a current faculty member. "We are only now reaching the point where enough women have been in the workplace over a sufficient period of time for long-term studies."

The number of women in manufacturing is rapidly increasing, yet many of the jobs have traditionally been male-dominated. As a result, there has been a limited amount of long-term health and mortality data compiled specifically on working women.

"Earlier prevention programs in the U.S. were almost exclusively directed towards men, because of their predominance in the workplace," Hawthorne said. "The consequence has been a lack of epidemiological research and preventive programs for women -- Dow's study is blazing the trail in this area."

Over the years, health surveillance, the practice of monitoring the frequency and types of illnesses occurring in employees, has

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achieved considerable prominence in corporate America. Information gained through health surveillance helps employers assure the effectiveness of programs designed to prevent illness and injury. Most importantly, the data can often serve as an early warning system to avoid potential problems.

According to Dow Epidemiologist Dr. Gregory Bond, "Health data such as these, regardless of whether they pertain to men or women, are like a report card on the health and safety programs of the company. "People are our most valuable asset. Our epidemiological studies conducted over the past 25 years, in combination with progressive toxicology, industrial hygiene and medical programs, help to assure employees, management and the community of the safety and healthfulness of our manufacturing operations."

The recent study of female health, conducted by a team from Dow's Epidemiology and Medical Departments, is a strategic addition to the company's already substantial list of studies focusing on the health of its employees. In just the last three years, Dow U.S.A. has completed five major general health studies involving more than 70,000 current and former employees.

The generally positive results of these studies are attributed to the quality of the working environment, as well as to the health consciousness of the employees themselves. In instances where the data have indicated an area for improvement, the company has been able to quickly identify the cause and address the situation -- even outside of the workplace in some cases.

For example, in Dow's Texas Operations, a health study led to the conclusion that employee lung cancer rates were higher than average -- the cause was smoking. In response, the company made employees aware of the study, then launched an ambitious smoking cessation campaign to help employees and their spouses quit the habit.

While Dow's recent female health study represents a major step in epidemiological research, even more importantly, it highlights industry's response to society's changing workforce.

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DOW FEMALE EMPLOYEES HEALTH REPORTED ABOVE AVERAGE

Female employees at The Dow Chemical Company's Michigan Division and headquarters unit experience lower mortality rates from the major causes of death, including cancers, according to a major new health study released today.

According to Dow Epidemiologist Dr. Gregory Bond, this is one of the most comprehensive studies ever completed in the U.S. on disease patterns among female employees.

The research was conducted by Dow as part of its comprehensive employee health monitoring program. Nearly 11,000 women, employed by Dow at its Midland and Bay City sites between 1940 and 1982, were included in the study. While the majority of the group were clerical and office employees, about 20 percent of the women were engaged in manufacturing or research activities. Following are key conclusions of the study:

- * In comparison to the female residents of the U.S., Michigan and a seven-county, east-central Michigan region, female Dow employees consistently demonstrated fewer than expected deaths due to each of the major causes, including all cancers.
- * Employees did not experience statistically significant higher rates than general population groups from any cause of death.
- * Separate analyses of production, research and clerical/office employees showed no differences between the subgroups in their rates of death from all major causes, including all cancers.
- * No statistically significant excesses were observed for any of the categories of death based on employee pay status, age of employee or length of employment.

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Employees were tracked through 1982 to determine any deaths, and, if so, the particular causes. In addition to examining mortality in the total group of employees, analyses were done of various subgroups defined by pay status, duration of employment, age and year of death, and age at and year of first employment. These additional analyses were done to help distinguish findings which might indicate occupational influence on mortality.

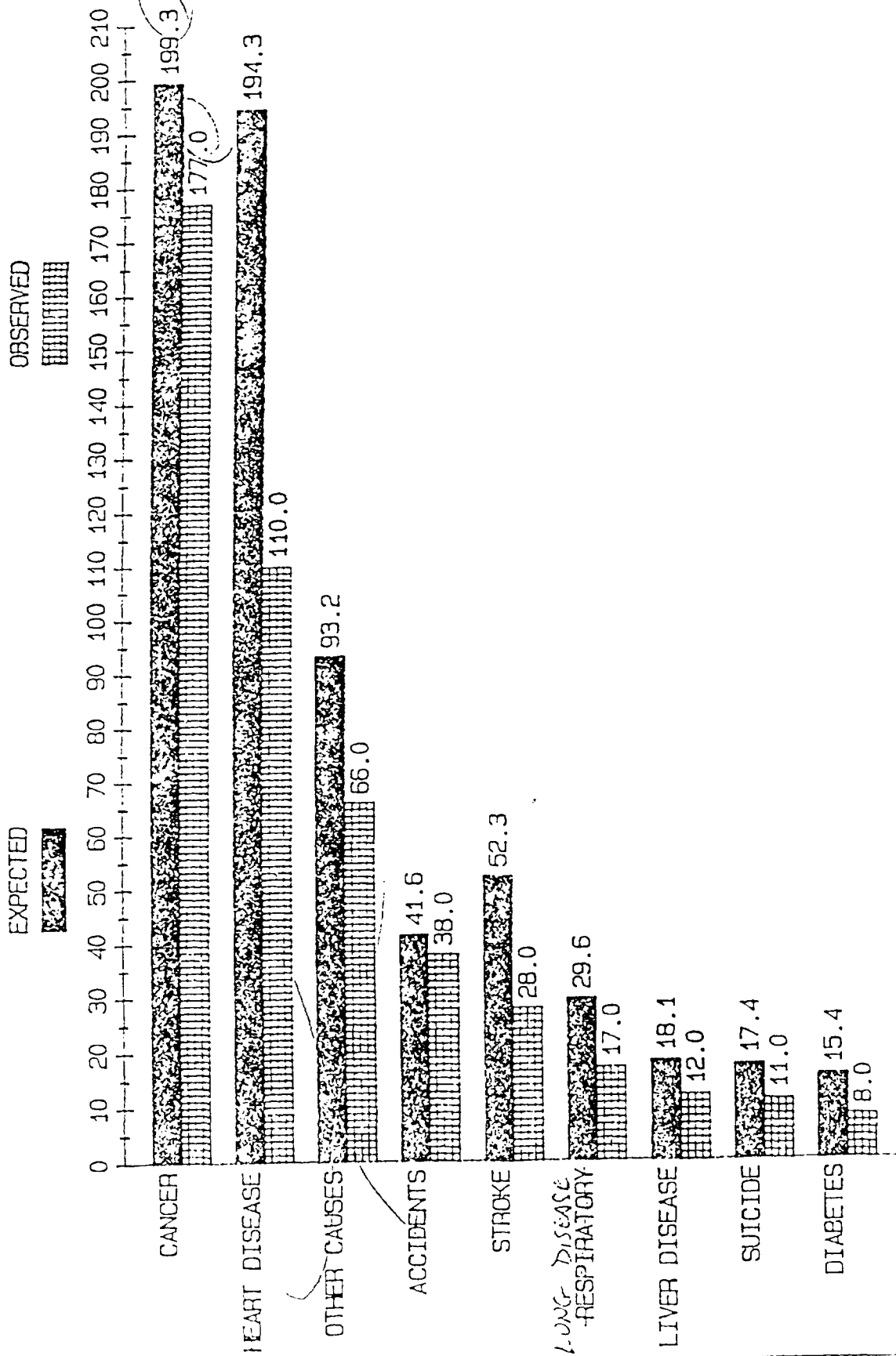
"Our female study results should be reassuring news to current and former employees," said Bond. "Results from studies such as this help us measure the effectiveness of Dow's health and safety programs, as well as spot potential concerns in the workplace so that preventive action can be taken."

Lower mortality rates of the
The female study conclusions are consistent with those of other Dow employee studies, ~~including Midland and Bay City~~. The above average health is generally attributed to the quality of the work environment, as well as the health awareness of employees.

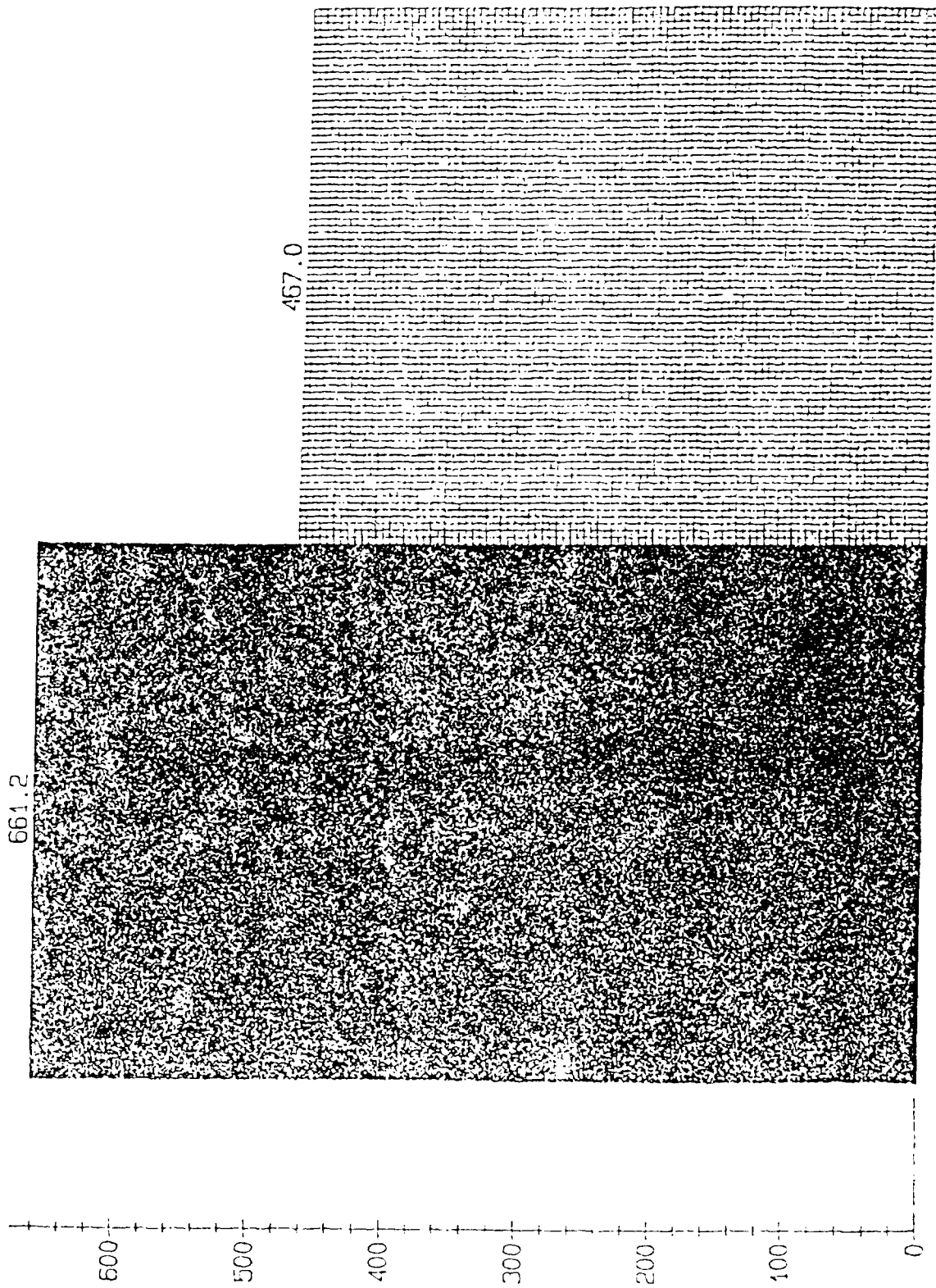
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OBSERVED VS. EXPECTED MORTALITY AMONG FEMALE EMPLOYEES MICHIGAN DIVISION, THE DOW CHEMICAL COMPANY, 1987



ALL CAUSES OF DEATH



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