

ANNISTON PLANT

Long-Term Objectives & 1965 Goals and Actions

I. Anniston Plant Long-Term Objectives

- A. Safe manufacture of quality chemicals at optimum rate and minimum long range cost.
- B. Enhancement of customer satisfaction by on-time shipment of complaint-free, quality products with superior service.
- C. Establish and maintain favorable employee, community and government relations.
- D. Employ and train manpower to provide for growth of plant and to effect manufacturing cost improvement.
- E. Preserve and improve physical assets, control the risk of production outage, and plan for plant growth.

II. 1965 Goals & Actions

- A. Safe manufacture of quality chemicals at optimum rate and minimum long range cost.
 - 1. Attain a disabling injury index of 0.00 and serious injury index of 12.0.
 - 2. Achieve RFT Index of 98.0, an average plant quality score of 95.0, and a justified quality complaint index of 2.0 per 100 M pounds produced.
 - 3. Achieve plant on-stream time of 92.0% with repair downtime of 3.5%, process downtime of 1.0%, and all other downtime of 3.5%.
 - 4. Achieve labor utilization improvement of 5%.
 - 5. Achieve maintenance manpower utilization of 42% or greater.

6. Cost improvement as measured by the 1965 Cost Improvement Program will be:

Category I.	\$217,700
Category III.	404,000
Category IV.	<u>47,500</u>

Total Cost Improvement	\$669,200
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7. Develop means for measuring and reporting "work to assist" costs on a quarterly basis.
- B. Enhance customer satisfaction by on-time shipments of quality products with superior service.
1. Achieve 97% on-time shipments.
 2. Achieve justified service complaint index of 1.0 per 100 M pounds.
 3. Achieve minimum of 4 customer and/or sales commendations for superior service.
- C. Maintain favorable employe, community, and government relations.
1. A long-term contract obtained in October with no work stoppage.
 2. Every employe has at least two opportunities to receive information on the economics of our business.
 3. Training in "Basic Economics" offered to salaried employes.
 4. Favorable community relations maintained as evidenced by plant visits of community groups, press releases, and no action taken against the plant.

D. Employ and train manpower to provide for growth of plant and to effect manufacturing cost improvement.

1. Technical manpower requirements achieved.
2. F.L.I.T. training completed for 90% of operating personnel.
3. Process Function Outlines prepared for at least 3 major departments and operator training on Process Function Outlines completed.
4. Production control accounting established for each cost area.
5. Job specifications established for each salaried job.
6. All operating instructions and standard manufacturing processes to be current.

E. Preserve and improve physical assets, control the risk of production outage, and plan for plant growth.

1. Plant Improvement Program revised and approval obtained from Director of Manufacturing.
2. No assets considered maintained below acceptable level.
3. PNP, Aroclor, and HCl expansions reach design capacity within 60 days of start-up with start-up expense no greater than 5% of capital.
4. PNP, Aroclor, and HCl start-up plans reviewed and approved 30 days prior to start-up.
5. Project approval obtained for new plant office and construction completed in 1965.
6. Needs defined and project obtained for improved maintenance shop facilities.
7. Needs defined and project approved for Aroclor packaging and warehouse facilities.

DSW 551706

L. C. Fuhrmeister
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1965 PERSONNEL AND SAFETY

OBJECTIVES

- A. Supervisory Safety Seminar - June
- B. Disaster Dry Run - September
- C. Gas Tester Training Course - September
- D. Safety Equipment Source Catalog issued to all supervision - June
- E. Refresher Course for Fire Brigade - July
- F. Negotiate a Long Term Contract, with minimum of restrictions, without a work stoppage - October
- G. Issue Comprehensive Contract Interpretation Manual to all supervision - November 15.

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