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MONSANTO'S KRUMMRICH PLANT ANNOUNCES VOLUNTARY SEVERANCE PLAN FOR SALARIED EMPLOYEES

SAUGET, Il, October 17, 1988 -- Monsanto Company's W.G. Krummrich plant announced a voluntary severance program for up to 45 salaried employees today. Employees eligible for the program can voluntarily elect to take special separation pay based on years of service and annual salary. The program also includes outplacement counselling, job search and retraining assistance.

"The Krummrich plant lost several key products in the 1985 Monsanto corporate restructuring. At that time we reduced hourly headcount and many of the other costs directly tied to those impacted products. At the time of the 1985 restructuring, we did not make all of the salaried headcount reductions indicated due to our need to dismantle shutdown production units and to complete several major projects. As we began to plan to position our plant to be successful into the next decade, we recognized that we would have to reduce the number of salaried employees in certain areas," said Plant Manager Bill Boyle.

"These kinds of decisions are never easy. It is, however, an essential response to today's difficult business climate. By no means is this program a reflection on the performance or the caliber of salaried employees at the Krummrich plant," he added. "But after looking at all our options, we believe this voluntary severance program is the best solution for our employees and their families, and for our plant."

The program is limited to salaried employees in certain departments or job classifications where there are excess employees. Eligible employees have until December 16, 1988 to inform the company if they accept the offer. Their final day of employment, except in a few special cases, will be January 31, 1989.

Participating employees with 10 or more years of vested service will receive one year's pay, and those with less than 10 years vested service will receive one-half of their annual pay.

Boyle noted that while this plan isn't an early retirement program, employees who choose to participate in the program and are also eligible to retire will recieve the regular benefits from Monsanto's retirement program as well as the severance pay.

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