ANNOUNCEMENT

Monsanto

MONSANTO AGRICULTURAL COMPANY

The MAC Engineering organization will be restructured to better serve customer needs, to advance and utilize emerging technology, and to improve human resource effectiveness and organizational efficiency.

The following organizational structure will be effective on November 1, 1986:

The Architectural/Civil/Mechanical (ACM) functions and the Process Control/Electrical (PCE) engineering functions will be consolidated under one manager. Gordon Begeman, currently Manager, Engineering, PCE will become Manager, Engineering ACM/PCE.

A new position will be created to drive development of new process technology for new and existing MAC products.

R. A. Brandon, currently Manager, Engineering, Process Design, Roundup(R), will become Manager, Engineering, Process Development.

The process design groups will assume domestic project management responsibility for their product groups in addition to process design.

Phillip H. Beard, currently Manager, Engineering, ACM, will become Manager, Engineering, Roundup.

John C. Hume, currently Manager, Engineering, Process Design, Acetanilides/Avadexes will become Manager, Engineering, Acetanilides/ Avadexes/New Products/Research Facilities support.

Dr. George H. Irwin, currently Manager, Engineering, Process Design, Animal Sciences, will become Manager, Engineering, Animal Sciences.

James L. Kilby, currently Manager, Engineering, Project Management, will become Manager, Engineering, International and Engineering Services. Mr. Kilby will assume total engineering responsibility for international projects with the exception of the BST project at Biochemie in Austria, which he will continue to share with Mr. Irwin and the USSR Acetanilide project and Butachlor, India Project, which Mr. Hume's organization will continue to follow. Mr. Kilby will also maintain worldwide responsibility for Engineering Purchasing, Cost & Scheduling, Construction, and outside Contractor Management.

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Messrs. Beard, Begeman, Brandon, Hume, Irwin and Kilby will continue to report to me.

Vernon Bozarth, Supervisor, Human Resources, and Larry Parrish, Manager, Accounting, will continue to provide support in their disciplines and report to me on a functional basis.

T. E. Ziemann
Director, Engineering
Monsanto Agricultural Company

St. Louis
October 8, 1986

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