

Dec. 12, 1997

Dear Anniston Employees:

Congratulations on becoming the first Solutia site to reach one year without a recordable injury. This is a significant accomplishment that clearly requires involvement by everyone in the plant. I know you have worked hard all year to stay focused on safety in order to reach this milestone.

When I visited Anniston in July to help you celebrate six months without a recordable injury and to recognize you for being the first Solutia plant to receive your second VPP Star, I experienced personally why your safety performance is outstanding. Your commitment and energy around safety was clear.

As you've probably heard me say many times, the safety and health of Solutia's people remains a top priority for our company. It is an integral part of how we conduct our business and manage our performance. We have a long history of great performance in this area. I expect Solutia to continue to lead our industry in providing a safe and healthful place in which to work.

In 1998 your site will begin implementing a behavior based safety program. This proactive program has a proven track record of driving positive behaviors, which ultimately prevent injuries and illnesses. I'm confident it will help you maintain your focus on safety and your outstanding track record.

Again, I congratulate you on your accomplishment. And I challenge you to become the first Solutia site to reach two years without a recordable injury.

Sincerely,

John Hunter
President and COO

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