

December 2, 1953

COMPANY MEDICAL DIRECTOR

PLAINTIFF'S
EXHIBIT
WV-11076

After careful consideration the Company has decided to establish a new position of Medical Director. This decision has been reached because the Company is convinced that its lack of a qualified person in this field, with technical and professional knowledge, is resulting in unsatisfactory administration and unjustifiable costs in matters such as workmen's compensation, administration of pension and insurance programs, selection and liaison with doctors in communities where the Company operates, selection and supervision of Company nurses, establishment and administration of physical examination programs, etc. The Company does not deem it necessary and it does not contemplate the establishment of a medical department. The Medical Director will act in a consultative and supervisory capacity and he will have associated with him only a secretary. It is understood that the Medical Director will spend the bulk of his time in the field working directly with local doctors and members of plant management. This will take a relatively young and vigorous individual with the necessary personality and enthusiasm for such an undertaking. He will not be easy to find and the selection of such a man will not be made hurriedly but only after a very careful search for the appropriate individual.

The following is a job description for the position of Medical

Director:

MEDICAL DIRECTOR

Under direction of the Director of Industrial Relations, supervises the medical program for the Company at all locations: SJ 01463

1. Consults with and advises Divisional and local management on medical and health matters for operations under their jurisdiction. For this purpose, regularly and frequently visits Company locations.

✓2. Collaborate with legal, safety, labor relations, insurance, pension and other personnel on problems of a medical nature.

✓3. Advise plant management on selection of doctors to obtain the best of medical personnel for optimum benefit to the Company and employees at minimum cost.

4. Keep in liaison with plant doctors on medical matters in order to coordinate and uniform sound practices on items such as Workmen's Compensation cases, determinations of disability under pension agreements, and the administration of life insurance, etc. This will require direct personal discussions and negotiations with local doctors.

5. Develop and recommend standard practices and procedures relating to medical and health policies at all Company locations.

6. Recommend requirements for plant medical facilities and equipment in order to provide the optimum service at minimum cost.

7. Recommend content and policies pertaining to physical examinations for employment, return to work after absence for any reason, and special qualifications for particular types of work.

8. Administers a program for Company nurses, including selection, training and rules for the administration of plant dispensaries.

9. Establishes policies and procedures for local handling of special cases such as epileptics, emotionally disturbed employees, etc.

10. Works closely with the Corporate and plant Safety Directors on matters pertaining to working conditions and makes recommendations for correction or elimination of hazardous conditions.

11. Supervises Industrial Hygiene Programs pertaining to such matters as noxious gases, silicosis, etc., using as required consultants and/or national organizations to obtain knowledge in specific areas.

12. Supervises and/or participates in other related matters such as vaccine, physical fitness, and executive physical examination programs; consults with the Welfare Board and Company executives on medical matters.

13. Represents the Company in appropriate national industrial medical organizations such as American Medical Association - Industrial Physicians' Activities, Chlorine Institute Medical Committee, Industrial Hygiene Foundation - Medical Committee and Manufacturing Chemists' Medical Committee.

14. Maintains knowledge of new developments in industrial medical programs and techniques.