



wgk
today
Monsanto Company

MONDAY, JANUARY 24, 1983

C02627

CONFIDENTIAL
SUBJECT TO PROTECTIVE ORDER.

DIAL STA. 2022

QUESTION: WITH THE PUBLICITY CONCERNING DIOXINS AT TIMES BEACH, DON'T YOU THINK THE PEOPLE OUT HERE NEED A LITTLE MORE INFORMATION ABOUT WHAT IS GOING ON AND WHAT THE EFFECTS ARE?

RESPONSE: YES, WE ARE AWARE OF THE INTEREST IN THE SUBJECT. WITH THE PERMISSION OF THE MONSANTO WORLD NEWS, WE ARE REPRINTING AN ARTICLE THAT APPEARED IN THE JANUARY, 1983 ISSUE TITLED "DIOXIN: ITS EFFECTS ON ANIMALS AND PEOPLE".

AS A MAJOR U.S. CHEMICAL COMPANY WITH WORLD-CLASS RESEARCH EXPERTISE, MONSANTO IS FREQUENTLY SOUGHT OUT BY GOVERNMENT OFFICIALS, THE NEWS MEDIA, THE GENERAL PUBLIC AND, INDEED, ITS OWN EMPLOYEES FOR OPINIONS AND INFORMATION ON A WIDE RANGE OF CHEMICAL ISSUES.

ON SUCH ISSUE, CURRENTLY THE OBJECT OF CONSIDERABLE PUBLIC CONCERN IN MISSOURI, CENTERS ON THE PRESENCE IN THE ENVIRONMENT OF MINUTE AMOUNTS OF A HIGHLY TOXIC, ALTOGETHER USELESS CHEMICAL WITH THE TONGUE-TWISTING NAME: 2,3,7,8 TETRACHLORODIBENZO-PARA-DIOXIN, OR TCDD. FREQUENTLY CALLED BY ITS GENERIC NAME, "DIOXIN," THIS SUBSTANCE BELONGS TO A CLASS OF CHEMICAL IMPURITIES WHICH CAN BE FORMED UNINTENTIONALLY AS CONTAMINANTS DURING THE MANUFACTURE OF CERTAIN PESTICIDES AND INDUSTRIAL CHEMICALS. RESEARCH RESULTS HAVE RECENTLY ESTABLISHED THAT MOST COMBUSTION PROCESSES LIKE POWER PLANTS, MUNICIPAL TRASH INCINERATORS, AUTOMOBILE ENGINES, AND EVEN WOOD BURNING

FIREPLACES, ALSO PRODUCE MEASURABLE AMOUNTS OF VARIOUS DIOXINS, INCLUDING TCDD. THE FORMATION OF 75 DIFFERENT DIOXIN COMPOUNDS IS CHEMICALLY POSSIBLE, BUT WE WILL FOCUS HERE ON ONLY ONE, TCDD, WHICH WE WILL REFER TO AS SIMPLY "DIOXIN."

IN 1971, WASTE OIL CONTAINING THIS DIOXIN, LATER TRACED TO A NOW DEFUNCT PHARMACEUTICAL PLANT IN SOUTHWEST MISSOURI, WAS SPRAYED ON THE GROUND TO CONTROL DUST ON MANY DIRT ROADS IN THE COMMUNITY OF TIMES BEACH AND IN SEVERAL HORSE ARENAS AS WELL. IT RECENTLY HAS COME TO LIGHT THAT DIOXIN-CONTAMINATED SOIL FROM THE HORSE ARENAS WAS SUBSEQUENTLY REMOVED AND USED AS FILL DIRT AT RESIDENTIAL SITES, THUS CREATING ADDITIONAL CONTAMINATION AND INCREASING THE POSSIBILITY OF HUMAN EXPOSURE.

MONSANTO'S KNOWLEDGE OF THE MISSOURI DIOXIN SITUATION IS LIMITED TO WHAT HAS BEEN REPORTED IN THE NEWS MEDIA. HOWEVER, A NUMBER OF COMPANY SCIENTISTS ARE KNOWLEDGEABLE IN THE CHEMISTRY AND THE ENVIRONMENTAL, TOXICOLOGICAL AND HUMAN HEALTH EFFECTS OF DIOXIN. WE ARE FURTHER FAMILIAR WITH A SUBSTANTIAL AMOUNT OF SCIENTIFIC INFORMATION THAT HAS BEEN GENERATED AND REPORTED BY INDEPENDENT RESEARCHERS ON THIS SUBJECT.

THE FOLLOWING BRIEF SUMMARY OF THE ANIMAL DATA, HUMAN HEALTH INFORMATION AND ENVIRONMENTAL CHARACTERISTICS OF THIS SUBSTANCE, AS EXCERPTED FROM THE SCIENTIFIC LITERATURE.

THE "ACUTE ANIMAL TOXICITY" OF DIOXIN-- THAT IS THE AMOUNT THAT WILL CAUSE IMMEDIATE POISONING--DIFFERS

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CONSIDERABLY FROM ONE ANIMAL SPECIE TO ANOTHER. IN THE GUINEA PIG, THE LABORATORY ANIMAL FOUND TO BE THE MOST SENSITIVE, A SINGLE ORAL DOSE OF AN EXTREMELY MINUTE AMOUNT (IN THE BILLIONTHS OF AN OUNCE RANGE) MAY PROVE FATAL. HOWEVER, OTHER TEST ANIMALS, SUCH AS RABBITS, DOGS AND HAMSTERS, CAN TOLERATE DOSES RANGING FROM 100 TO MORE THAN SEVEN THOUSAND TIMES THAT WHICH CAN KILL A GUINEA PIG.

LABORATORY STUDIES ALSO HAVE SHOWN THAT SOME TEST ANIMALS, FED DAILY DOSES OF DIOXIN IN THEIR DIETS FOR A PROLONGED PERIOD OF TIME, HAVE EXPERIENCED OTHER SERIOUS HEALTH PROBLEMS INCLUDING CANCER AND BIRTH DEFECTS.

FROM THE HUMAN EXPERIENCE, IT'S CLEAR THAT MAN IS MUCH MORE TOLERANT OF DIOXIN THAN MOST ANIMAL SPECIES. SINCE NO HUMAN IS KNOWN TO HAVE DIED FROM DIOXIN POISONING, THE AMOUNT REQUIRED TO KILL A HUMAN IS UNKNOWN. HOWEVER, MUCH IS KNOWN ABOUT OTHER HUMAN HEALTH EFFECTS.

TO CITE THE MOST RECENT ARTICLE, THE JOURNAL OF THE AMERICAN MEDICAL ASSOCIATION REPORTED ON OCT. 15, 1982, THAT THERE IS NO SCIENTIFIC EVIDENCE THAT DIOXIN HAS CAUSED CANCER OR BIRTH DEFECTS IN HUMANS.

THIS STATEMENT IS BASED IN PART ON FINDINGS FROM MANY HEALTH STUDIES, SOME DONE RECENTLY, ON SIZEABLE GROUPS OF PEOPLE KNOWN TO HAVE BEEN EXPOSED TO RELATIVELY HIGH LEVELS OF DIOXIN, GOING AS FAR BACK AS 30 YEARS. THESE STUDIES FOUND NO INCREASED CANCER RATES OR OTHER LONG-TERM HEALTH PROBLEMS EXCEPT A PERSISTENT ACNE-LIKE SKIN CONDITION ATTRIBUTED TO EXPOSURE TO DIOXIN.

THIS SKIN CONDITION, KNOWN AS CHLOR-ACNE, IS THE HALLMARK (OR VISIBLE INDICATION) OF BOTH ACUTE AND CHRONIC TOXIC EXPOSURE TO DIOXIN IN HUMANS. CHLORACNE MANIFESTS ITSELF SHORTLY AFTER EXPOSURE (USUALLY WITHIN TWO TO THREE MONTHS) AND, IN ITS Milder FORMS, IS CHARACTERIZED BY CLUSTERS OF BLACKHEADS OVER THE CHEEBONES, AROUND THE EARLOBES, ON THE FACE, CHEST AND BACK. IN SEVERE CASES,

PUS POCKETS, LARGE CYSTS AND SCARRING HAVE OCCURRED. IN SOME INDUSTRIAL WORKERS, CHLORACNE HAS PERSISTED FOR UP TO 30 YEARS, BUT MILD CASES USUALLY CLEAR UP SHORTLY AFTER EXPOSURE CEA S.

IN SUMMARY, THE PREPONDERANCE OF MEDICAL EVIDENCE PUBLISHED IN THE SCIENTIFIC LITERATURE INDICATES THAT CHLORACNE WILL MANIFEST ITSELF AS THE FIRST CLINICAL SYMPTOM IN HUMANS EXPOSED TO TOXIC LEVELS OF DIOXIN. IN THE ABSENCE OF CHLORACNE, OTHER ADVERSE EFFECTS ARE IMPROBABLE.

IN THE ENVIRONMENT, DIOXIN TENDS TO BIND ITSELF TO SOIL PARTICLES MAKING IT A FAIRLY IMMOBILE SUBSTANCE. IT IS NOT MOBILE OR SOLUBLE IN WATER EITHER. RATHER, IT SETTLES TO THE BOTTOM OF RIVERS AND STREAMS, BINDING ITSELF TO THE SILT OR SEDIMENT. THIS CHARACTERISTIC PREVENTS IT FROM CONTAMINATING DRINKING WATER SUPPLIES. HOWEVER, FISH THAT FEED ON THE SEDIMENT CAN BECOME CONTAMINATED. IN RECOGNITION OF THIS, THE U.S. FOOD & DRUG ADMINISTRATION HAS ESTABLISHED 25 PARTS-PER-TRILLION AS THE MAXIMUM AMOUNT OF DIOXIN PERMITTED IN FISH FOR HUMAN CONSUMPTION. U.S. ENVIRONMENTAL PROTECTION AGENCY REGULATIONS CURRENTLY PERMIT THE SALE AND USE OF HERBICIDES CONTAINING UP TO 100 PARTS PER BILLION OF THIS CONTAMINANT. USING UP-TO-THE MINUTE TECHNOLOGY, THE CHEMICAL INDUSTRY NOW PRODUCES HERBICIDES TYPICALLY CONTAINING ONLY ONE-TENTH THIS AMOUNT.

DIOXIN IS A SOLID MATERIAL WITH A HIGH MELTING POINT, (ABOUT 500 DEGREES FAHRENHEIT), THUS IT DOES NOT GENERATE FUMES. THIS MEANS EXPOSURE THROUGH INHALING THE SUBSTANCE IS NOT A CONCERN. THE MOST LIKELY ROUTE OF HUMAN EXPOSURE IS BY ABSORPTION THROUGH THE SKIN FROM DIRECT SKIN CONTACT WITH CONTAMINATED SOIL. INGESTION IS ALSO POSSIBLE, ESPECIALLY BY CHILDREN WHO TEND TO PUT THEIR FINGERS IN THEIR MOUTHS.

SUNLIGHT DESTROYS DIOXIN'S TOXIC PROPERTIES RAPIDLY ON PLANT AND SOIL SURFACES. THE LENGTH OF TIME REQUIRED TO BREAK IT DOWN INTO HARMLESS COMPONENTS BELOW THE SURFACE RANGES FROM SEVERAL MONTHS TO MANY YEARS, DEPENDING ON A NUMBER OF VARIABLES.

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Dioxin: Its Effects on Animals and People

As a major U.S. chemical company with world-class research expertise, Monsanto is frequently sought out by government officials, the news media, the general public and, indeed, its own employees for opinions and information on a wide range of chemical issues.

One such issue, currently the object of considerable public concern in Missouri, centers on the presence in the environment of minute amounts of a highly toxic, altogether useless chemical with the tongue-twisting name: 2,3,7,8, tetrachlorodibenzo-para-dioxin, or TCDD. Frequently called by its generic name, "dioxin," this substance belongs to a class of chemical impurities which can be formed unintentionally as contaminants during the manufacture of certain pesticides and industrial chemicals. Research results have recently established that most combustion processes like power plants, municipal trash incinerators, automobile engines, and even wood burning fireplaces, also produce measurable amounts of various dioxins, including TCDD. The formation of 75

different dioxin compounds is chemically possible, but we will focus here on only one, TCDD, which we will refer to as simply "dioxin."

In 1971, waste oil containing this dioxin, later traced to a now defunct pharmaceutical plant in southwest Missouri, was sprayed on the ground to control dust on many dirt roads in the community of Times Beach and in several horse arenas as well. It recently has come to light that dioxin-contaminated soil from the horse arenas was subsequently removed and used as fill dirt at residential sites, thus creating additional contamination and increasing the possibility of human exposure.

Monsanto's knowledge of the Missouri dioxin situation is limited to what has been reported in the news media. However, a number of company scientists are knowledgeable in the chemistry and the environmental, toxicological and human health effects of dioxin. We are further familiar with a substantial amount of scientific information that has been generated and reported by independent researchers on this subject.

Following is a brief summary of animal data, human health information and environmental characteristics of this substance, as excerpted from the scientific literature.

Animal Data

The "acute animal toxicity" of dioxin — that is the amount that will cause immediate poisoning — differs considerably from one animal species to another. In the guinea pig, the laboratory animal found to be the most sensitive, a single oral dose of an extremely minute amount (in the billionths of an ounce range) may prove fatal. However, other test animals, such as rabbits, dogs and hamsters, can tolerate doses ranging from 100 to more than seven thousand times that which can kill a guinea pig.

Laboratory studies also have shown that some test animals, fed daily doses of dioxin in their diets for prolonged periods of time, have experienced other serious health problems including cancer and birth defects.

Human Health Information

From the human experience, it's

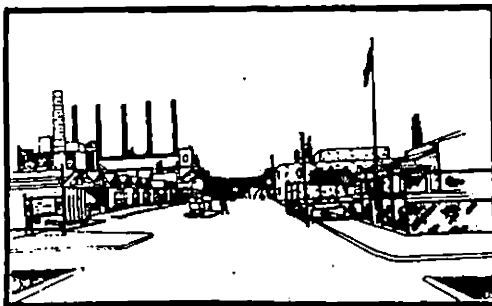
clear that man is much more tolerant of dioxin than most animal species. Since no human is known to have died from dioxin poisoning, the amount required to kill a human is unknown. However, much is known about other human health effects.

To cite the most recent article, the *Journal of the American Medical Association* reported on Oct. 15, 1982, that there is no scientific evidence that dioxin has caused cancer or birth defects in humans.

This statement is based in part on findings from many health studies, some done recently, on sizeable groups of people known to have been exposed to relatively high levels of dioxin, going as far back as 30 years. These studies found no increased cancer rates or other long-term health problems except a persistent acne-like skin condition attributed to exposure to dioxin.

This skin condition, known as chloracne, is the hallmark (or visible indication) of both acute and chronic toxic exposure to dioxin in humans. Chloracne manifests itself shortly

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WGK TODAY

...a publication of the Wm. G. Krummrich Plant
...Monsanto Industrial Chemicals Co.

MONDAY, NOVEMBER 14, 1983

Message From The Plant Manager. . .

THROUGHOUT OUR PLANT'S LONG OPERATIONAL HISTORY, COUNTLESS CHEMICALS HAVE BEEN USED OR MANUFACTURED IN OUR PROCESSES.

GIVEN THE COVERAGE OF THE NEWS MEDIA ON CHEMICAL EXPOSURES AND THEIR POSSIBLE HEALTH EFFECTS, WE DECIDED TO UNDERTAKE A SOIL SAMPLING PROGRAM AT THE KRUMMRICH PLANT TO ASSURE OUR EMPLOYEES THAT NO EXPOSURE PROBLEM, OR THE POTENTIAL FOR ONE, EXISTS.

WE DESIGNED THE SAMPLING PROGRAM TO LOOK FOR THREE CHEMICALS THAT HAVE RECEIVED MUCH MEDIA ATTENTION...DIOXIN (SPECIFICALLY, 2,3,7,8-TCDD), PCBs AND MERCURY. TO DATE, WE HAVE ANALYZED THE TOP TWO INCHES OF 45 SOIL SAMPLES WITH THE BEST TECHNOLOGICAL AND ANALYTICAL CAPABILITIES AVAILABLE TO US. THOUGH WE PLAN TO TAKE ABOUT 20 ADDITIONAL SAMPLES, I WOULD LIKE TO SHARE WITH YOU THE RESULTS WE HAVE SO FAR.

- THREE SAMPLES FOUND DETECTABLE LEVELS OF 2,3,7,8-TCDD. TWO OF THE SAMPLES WERE LESS THAN ONE PART PER BILLION (PPB). THE THIRD SAMPLE, WHICH WAS OVER ONE PPB, WAS TAKEN NEAR THE PLANT'S FENCE LINE WHERE THERE IS A LOW POTENTIAL FOR HUMAN EXPOSURE. WHEN WE EXTEND OUR EMPLOYEE PARKING LOT IN THE NEAR FUTURE, THIS AREA WILL BE FAVED OVER WITH ASPHALT. THE REST OF THE SAMPLES FOUND NO DETECTABLE LEVELS OF THE CHEMICAL CONTAMINANT 2,3,7,8-TCDD.

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- THE RESULTS OF THE MERCURY SAMPLES INDICATED NO EXPOSURE PROBLEMS.
- THE PCB SAMPLES TAKEN WITHIN THE PLANT SHOWED NO CONCENTRATIONS OF ANY SIGNIFICANCE EXCEPT FOR ONE SAMPLE TAKEN FROM THE OLD AROCLOR DOCK. APPROPRIATE ACTION WILL BE TAKEN TO ELIMINATE ANY EXPOSURE POTENTIAL.

WE CAN ALL BE PROUD OF KRUMMRICH'S MEDICAL, ENVIRONMENTAL AND INDUSTRIAL HYGIENE RECORDS. IT IS GRATIFYING FOR ME TO SEE THAT THE RESULTS OF THE SOIL SAMPLING PROGRAM CONFIRM THAT OUR PLANT CONTINUES TO BE A SAFE WORKPLACE FOR YOU AND ME.

Jack W. Malloy
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COMMENT

● WOULD LIKE TO MAKE A COMMENT ON ARA. TODAY IS THURSDAY, NOV. 10. WE REPORTED ON MONDAY, NOV. 7, THAT THE MILK MACHINE IN FRONT OF THE POWERHOUSE WAS TAKING PEOPLE'S MONEY AND NOT WORKING. TUESDAY, WE LOST MONEY AND AGAIN REPORTED IT. YESTERDAY (WEDNESDAY), WE REPORTED IT AGAIN. TODAY, WE GO OUT TO GET MILK OUT OF THE MACHINE AND IT TAKES OUR MONEY AGAIN. I WOULD LIKE TO KNOW WHY, AFTER FOUR DAYS, THAT THEY CAN'T COVER THE MACHINE UP IF THEY CAN'T FIX IT OR GET IT FIXED.

ANSWER

YOU HAVE PROBABLY BEEN REPORTING THE PROBLEM TO THE WRONG PEOPLE. IF AN ARA MACHINE IS NOT WORKING PROPERLY, THE PROBLEM SHOULD BE REPORTED TO DON WELLS, STA. 2307. ARA WAS CALLED TODAY, NOV. 10, AS SOON AS YOUR COMMENT WAS RECEIVED.

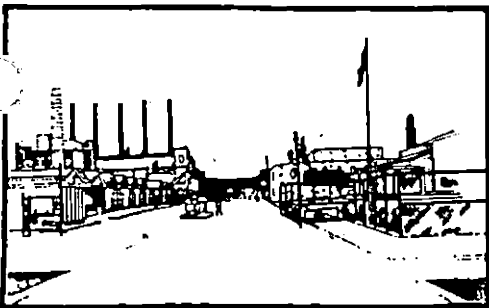
PAINT CLAIM APPRAISAL

THE INSURANCE APPRAISER WILL BE AT THE PLANT ON WEDNESDAY, NOV. 16, AT 8:00 A.M., TO INSPECT VEHICLES WHOSE OWNERS HAVE FILED A PAINT DAMAGE CLAIM AS THE RESULT OF A PAINT SPRAY INCIDENT IN MID-AUGUST.

VEHICLE OWNERS WHO HAVE SUCH A CLAIM SHOULD PARK THEIR VEHICLES IN THE FRONT ROWS, SOUTHEAST CORNER OF THE EAST PARKING LOT ON THAT MORNING, AND LEAVE A NOTE ON THEIR DASHBOARD INDICATING THAT THE VEHICLE IS TO BE INSPECTED.

● **LOST:** WEDDING RING SET. WHITE GOLD. DEBBIE BAKER, SERVICES, BASEMENT BK.

● **SINCERE THANKS TO EVERYONE WHO PARTICIPATED IN MY RETIREMENT PARTY AND CONTRIBUTED TO MY GIFTS. I WILL MISS ALL OF YOU. --CLYDE MORRIS**



WGK TODAY

...a publication of the Wm. G. Krummrich Plant
...Monsanto Industrial Chemicals Co.

TUESDAY, JANUARY 22,
1985

MONSANTO TO RELEASE INFORMATION ON POTENTIAL HAZARDS

RICHARD J. MAHONEY, MONSANTO'S PRESIDENT AND CHIEF EXECUTIVE OFFICER, HAS DIRECTED ALL OF HIS MANAGERS TO MAKE AVAILABLE TO COMMUNITY OFFICIALS AND RESIDENTS THE SAME INFORMATION ON POTENTIAL HAZARDS AND SAFETY PRECAUTIONS FOR TOXIC AND HAZARDOUS SUBSTANCES THAT THE COMPANY ROUTINELY SHARES WITH ITS EMPLOYEES.

MAHONEY SAID THAT, "WHILE MONSANTO DOES SHARE WITH LOCAL FIRE, SAFETY AND LAW ENFORCEMENT OFFICIALS SAFETY INFORMATION ON THE HAZARDOUS SUBSTANCES WE MAKE OR USE, INCREASED PUBLIC CONCERN PROMPTED BY THE RECENT CHEMICAL ACCIDENT IN BHOPAL, INDIA DICTATES THAT WE GO STILL FURTHER IN THIS DIRECTION.

HE INSTRUCTED TOP EXECUTIVES AND LOCATION MANAGERS TO MAKE THIS INFORMATION AVAILABLE TO LOCAL GOVERNMENT ENTITIES, INTERESTED CITIZEN GROUPS AND THE NEWS MEDIA. HE SAID MUCH OF THIS INFORMATION WILL BE PROVIDED THROUGH A SYSTEM OF "MATERIAL SAFETY DATA SHEETS" (MSDSS). MSDSS ARE TECHNICAL DOCUMENTS CONTAINING INFORMATION ON INDIVIDUAL CHEMICALS INCLUDING SUCH THINGS AS THE SPECIFIC OR GENERIC IDENTITY, PHYSICAL PROPERTIES, HEALTH EFFECTS, EXPOSURE LIMITS, SAFETY PRECAUTIONS AND EMERGENCY PROCEDURES.

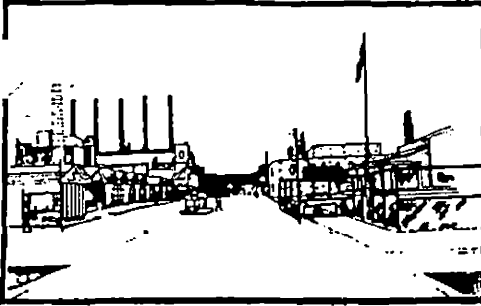
MINDFUL THAT THIS INFORMATION MAY PROMPT FURTHER QUESTIONS REQUIRING ELABORATION, INTERPRETATION AND EXPLANATION, MR. MAHONEY ALSO TOLD HIS MANAGERS TO BE PREPARED TO RESPOND TO QUESTIONS FREELY, EXPLAINING SAFETY PROCEDURES, TRAINING PROGRAMS AND EMERGENCY RESPONSE CAPABILITIES.

"OBVIOUSLY WHATEVER INFORMATION WE RELEASE MUST BE CONSISTENT WITH ENSURING THE SECURITY OF OUR OPERATIONS AND, IN RARE CASES, THE PROTECTION OF LEGITIMATE TRADE SECRETS," HE CONTINUED. "BUT THE EMPHASIS OF OUR EFFORTS SHOULD BE UPON PROMOTING PUBLIC DISCLOSURE, NOT UPON FINDING REASONS FOR WITHHOLDING INFORMATION."

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HE SAID THAT EACH PLANT MANAGER WILL DECIDE HOW BEST TO MAKE THE HAZARD AND SAFETY PRECAUTIONS INFORMATION AVAILABLE IN HIS COMMUNITY.

A MONTH AGO, IN RESPONSE TO THE BHOPAL TRAGEDY, MAHONEY APPOINTED A TASK FORCE OF SENIOR MONSANTO MANAGERS TO REVIEW THE ADEQUACY OF THE COMPANY'S SAFETY PROGRAMS WORLDWIDE. THE TASK FORCE EXPECTS TO COMPLETE THE BULK OF ITS WORK IN THREE TO FOUR MONTHS.

HE EMPHASIZED THAT MONSANTO HAS MAJOR HEALTH, SAFETY AND ENVIRONMENTAL PROTECTION PROGRAMS IN PLACE AT ITS PLANTS AND LABORATORIES WORLDWIDE. FOR EXAMPLE, SOME 1,300 MONSANTO EMPLOYEES WORK FULL TIME TO ENSURE THAT OPERATIONS ARE SAFE AND ENVIRONMENTALLY RESPONSIBLE. MONSANTO'S ANNUAL EXPENDITURE TO SUPPORT THESE EFFORTS HAS BEEN ABOUT 240 MILLION DOLLARS FOR THE PAST SEVERAL YEARS. IN LATE 1983, THE COMPANY MOUNTED A VOLUNTARY WASTE-SITE CLEANUP INITIATIVE THAT IS EXPECTED TO COST AN ADDITIONAL 100 MILLION DOLLARS OVER THE NEXT FEW YEARS.

A COPY OF THE RELEASE, IN FULL, AND A SAMPLE MSPSS WILL BE POSTED ON BULLETIN BOARDS IN THE LOCKER ROOM, BUILDING BK AND THE CAFETERIA.

GREEN SHEETS BEARING DEPARTMENT HAZARDOUS CHEMICAL INFORMATION ARE POSTED ON BULLETIN BOARDS IN ALL PLANT DEPARTMENTS AND BOOKS CONTAINING MONSANTO MATERIAL SAFETY DATA SHEETS (MSDSS) ON MONSANTO PRODUCTS HAVE BEEN PROVIDED FOR ALL DEPARTMENTS.

ANY EMPLOYEE WHO IS INTERESTED IN ACQUIRING MSDSS FOR HIS/HER OWN INFORMATION SHOULD SEND A WRITTEN REQUEST TO KEN STORMS, WGK INDUSTRIAL HYGIENIST.

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A&S BENEFITS TAXABLE INCOME

ANY HOURLY EMPLOYEE WHO HAS RECEIVED SICK-PAY BENEFITS DURING 1984, WILL RECEIVE A SEPARATE W-2 FORM REFLECTING THE BENEFITS RECEIVED. A&S BENEFITS ARE TAXABLE INCOME AND SHOULD BE SHOWN AS SUCH WHEN FILING INCOME TAX RETURNS.

SHOEMOBILE SERVICES

SHOEMOBILE SERVICES WILL BE AVAILABLE AT THE PLANT ON JANUARY 28, NOON TO 4:30 P.M.

YOUR SYMPATHY IS APPRECIATED -- FAMILY OF DELORES LEHAN.