P.S. GIVE ME A LISTING OF YOUR PEOPLE WHO REQUIRE THIS ATTIRE.

LTW

PLAINTIFF'S EXHIBIT KRC-83

INTER-COMPANY MEMO

KOCH INDUSTRIES INC

DATE OCTOBER 19, 1992

TO SAM CELUM, LEIGHTON WORKS, ED PETRU, Guy HUTCHISON, MARTY ARABACH

FROM Jim Cline

SUBJECT NOMEX WINTER WEAR

OUR PRESENT POLICY ALLOWS A PERSON WHO IS IN CATEGORY A TO SELECT TWO ARTICLES OF WINTER WEAR. MANY PEOPLE HAVE EXPRESSED THE OPINION THAT A THIRD ITEM (A LIGHT WEIGHT JACKET) IS NECESSARY FOR MANY DAYS DURING THE YEAR.

PLEASE POLL YOUR FOREMEN AND ADVISE ME WHO REQUIRES THIS LIGHT JACKET TO PERFORM THEIR JOB. SOME PEOPLE'S JOBS CERTAINLY REQUIRE THIS, BUT WE NEED TO EVALUATE IF EVERYONE NEEDS IT.

MY APPROACH TO MANAGEMENT WILL BE TO GET IT APPROVED FOR THOSE WHO NEED IT, BUT IF THIS IS NOT SUCCESSFUL, I WILL PROPOSE SOME SORT OF SHARED COST BASIS FOR THE THIRD ITEM. PS-448