

- 21-Q -

EMPLOYEE COMMUNICATION

We have been informed by the 3M Company about the preliminary results of a new animal study involving the fluorosurfactant, C-8, which is an essential material that has been used in excess of twenty years in fluoropolymer resins manufacture at Washington Works. 3M is our principal supplier for this chemical.

We were advised on March 20, 1981, that C-8, also known as FC-143 or ammonium perfluorooctanoate, caused birth defects in the unborn when fed by stomach tube to female rats in a laboratory experiment. This was a preliminary study designed to determine dosage limits prior to a full-scale study on C-8's potential to cause birth defects in rats.

At this time, we do not know the significance, if any, of the preliminary animal experiment as it may relate to employee exposure. Further studies are planned to define possible reproductive effects.

As a precaution based on the new study we have decided, that until further information is obtained, all female employees will be removed from areas where there is potential for exposure to C-8 and loaned immediately to other divisions. These female employees will consult with our Plant Medical Division, and those of non-childbearing capability will be given the option to return to the Fluoropolymers area. Women of childbearing capability will be allowed to bid for other plant jobs after a permanent plant posting has been made. Present pay rates will be maintained and vacation selections previously made will be honored for those females reassigned.

During the period that C-8 has been used at Washington Works, there has been no known evidence that our employees have been exposed to C-8 levels that pose adverse health effects. A preliminary acceptable exposure limit of 0.01 mg/m<sup>3</sup> (0.56 parts per billion) was established which we believe has adequately protected our employees. At exposure levels experienced by our employees, there is no evidence to suggest there is any impairment of the male reproductive function.

3M first notified us in 1978 that exposure to C-8 could result in elevated organic fluoride levels in the blood of its employees and that these elevated levels could persist for extended periods of time. At that time, we notified employees, embarked on an extensive program to reduce exposure levels, and began blood monitoring analyses. Employees have been kept advised on new developments and of blood test results.

We ask your cooperation with job reassignments and participation in a program for additional blood sampling.

We will inform you promptly as new information is obtained.

RJB/djp

\* DuPont's registered trademark for its fluorocarbon resin

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