

PRIVILEGED AND CONFIDENTIAL

DRAFT

PHILIP MORRIS U.S.A. RECORDS RETENTION

ORGANIZATIONAL STRUCTURE OUTLINES

6/2/89

C89-08407

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PHILIP MORRIS U.S.A. - EMPLOYEE RELATIONS ORGANIZATIONAL STRUCTURE

Tab No.

Sr. Vice President, Employee Relations (F. J. Laux)

EMPLOYEE RELATIONS: Planning & Development Directorate, NY (D. B. Oettinger)

Organization & Management Development Director (W. L. Van Arnam)

Management Development Manager (C. M. Grissom)

Organization & Management Development Manager (C. L. Tucker)

Human Resource Forecasting & Analysis Supervisor
(James G. Gaskin)

Benefits Planning Manager (A. R. Linn)

Compensation Planning Manager (Susan G. Satterfield)

1 EMPLOYEE RELATIONS: Directorate, Richmond (Barry J. Case)

2 Labor Relations Director (Leslie A. Bowman)

3 Labor Relations Manager (Mark B. Maki)

4 Employee and Environmental Protection Manager (Stuart M. Pouliot)

Technical Training Manager (Curtis R. Payne)

Training Liaison Manager (Franklin A. Tyler)

Training Support Manager (Charles W. Owens)

Admin. BCTWIC Training & Development Program (B. W. Jones)

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Employee Relations Operations Director (Robert D. Ewan)

- 5 Employee Relations Operations Technical Support Manager
(Richard Farrow)
- 6 Employee Relations Operations Cigarette Manufacturing
Manager (Demitry Edwards)
- 7 Employee Relations Operations - Richmond Processing
Plants Manager (David W. Leary)
- 8 Employee Relations Operations Park 500 Manager (Charles
S. Martin)
- 9 Employee Relations Operations - York Engineering (Keith
O'Neal)
- 10 Employee Information Systems Manager (Kenneth W.
Vandenbroek)
- Employee Relations - Cabarrus - Director (J. H. Hughes)
- 11 Labor Relations Administrator (Thomas L. Johnson)
- 12 Employee Relations Operations (Edmond P.
Beauchemin)
- 13 Medical Department - Cabarrus (Jan H. Roman)
- 14 Employee Relations Administration Manager (Julie
C. Abbott)
- 15 Loss Prevention Supervisor (R. K. Andrews, Jr.)
- 16 Employee Relations - Louisville - Director (James F.
Payne)
- 17 Employment Development Manager - Louisville (Ron
Lewis)
- 18 Labor Relations Manager - Louisville (F. S.
Hines)
- 19 Medical Department - Louisville (Betsy
Livesay)
- 20 Loss Prevention - Louisville (Frank E. Gradisek)
- 21 Employment & Services Manager - Louisville
(William S. Ham)

- 22 Employee Relations Administration Director (W. Kenneth Pember)
- 23 Affirmative Action Manager (Diane M. Roberts)
- 24 Employee Benefits Manager (John P. Gavin)
- 25 Compensation Manager (M. L. Simon)
- 26 Employment and Internal Staffing Manager (James E. Hardin)
- 27 Employee Relations Services Director (B. J. Horan)
- 28 Communications Manager (Marilyn S. Greenberg)
- Food Services Manager (Walter G. Worontsoff)
- 29 Security Manager (John W. O'Connell)
- 30 Medical Director (Franklyn H. Ashby, Jr.)
- 31 Employee Assistance Manager (James L. Hodges)
- 32 Travel & Services Manager (Daniel P. Dumouchelle)
- Employee Relations Sales & New York Office Director (P. M. Underwood)
- Employee Relations Sales & New York Office Manager (B. M. Boze)
- Employee Relations Supervisor (T. Diamante)
- Region Personnel Manager, Region 1 (J. A. McNamara)
- Region Personnel Manager, Region 2 (G. L. Lehew)
- Region Personnel Manager, Region 3 (A. T. Herbert)
- Region Personnel Manager, Region 4 (A. R. Mallory)
- Region Personnel Manager, Region 5 (R. S. Milton)
- Region Personnel Manager, Region 6 (G. L. Widetich)
- Region Personnel Manager, Region 7 (E. A. Serrano)

PHILIP MORRIS U.S.A. - FINANCE ORGANIZATIONAL STRUCTURE

Tab No.

- 1 Controller (Horace P. Jones)
- 2 Director Administrative Services (Thomas A. Williams)
Assistant Controller Accounting & Administration (Linda Markham)
- 3 Manager Accounting & Reporting (Leroy D. Williams)
- 4 Manager General Accounting (Park A. Dodd, III)
- 5 Manager Plant, Property and Equipment Accounting (Walter R. Glover)
- 6 Manager Marketing Accounting (Henry B. Rupertus, Jr.)
- 7 Manager Cash Disbursements (Wilmer L. Odom)
- 8 Manager Payroll (James C. Reynolds)
- 9 Manager Benefits Reporting (Clifford K. Seckman)
- 10 Manager Information Systems Controls (Dale A. Morris)
Manager Systems Development (Michael J. McLaughlin)
Assistant Controller Profit Planning & Operations Analysis (Sam R. Hassen)
Manager Operations Analysis & PCIS (Jamison R. Gugino)
- 11 Manager Budgets & Financial Planning (Daniel W. Riegel)

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Assistant Controller Cost & Inventory Accounting
(William W. Goodman)

- 12 Manager Cost & Inventory Accounting (Michael A. Farriss)
 Manager Leaf Control (Joseph A. Condon, III)
- 13 Manager Other Inventory Accounts (James G. Hunt, Jr.)
- 14 Manager Finance Leaf (Marlene C. Mizell)
- 15 Plant Controller - Cabarrus (Vacant)
- 16 Manager Cost Accounting - Cabarrus (Richard C. Wilson)
- 17 Supervisor General Accounting - Cabarrus (Jody L. Edwards)
- 18 Plant Controller - Louisville (James D. Frazier)
 Manager Cost Accounting - Louisville (Deborah G. Smith)
- 19 Manager Cost Plant Operations (Thomas A. Meade)
 Manager Finance Manufacturing Center (Charles W. Brammer, III)
- 20 Manager Finance Stockton Street (Earl J. Johnson)
 Manager Finance Richmond Processing Plants (Harrison Bonner, III)
 Manager Finance Central Staff Cost Accounting (Warren K. Coleman)
 Projects Administrator Cost Accounting & Budgets (Richard F. Jenkins)
- 21 Manager Credit (Alvin B. Pitts)

PHILIP MORRIS U.S.A. - MANUFACTURING ORGANIZATIONAL STRUCTURE

Tab No.

PLANT OPERATIONS - Sr. Vice President, Manufacturing (John W. Campbell) & Assistant to the Sr. Vice President (Mark F. Suter)

Manufacturing - Cabarrus General Manager (Newton O Fowler, Jr.)

- 1 Employee Involvement Manager (Cynthia C. McFaddin)
- 2 Plant Manager (Thomas N. Gatz)
- 3 Primary Processing Manager (Monty J. Mathews)
- 4 Cigarette Manufacturing Manager (Gary J. Fogel)
- 5 Materials Manager (James F. Mullen)
- 6 Plant Engineering Manager (Charles F. Blount, Jr.)
- 7 Quality Assurance Manager (Nelson S. Hawkins)
- 8 Operations Support Manager (Joe S. Kirk)

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PHILIP MORRIS U.S.A. - MANUFACTURING SERVICES
ORGANIZATIONAL STRUCTURE

Tab No.

- Manufacturing Services Director (Charles E. Horner)
- 1 Manufacturing Planning Director (Audrey A. Dixon)
 - 2 Quality Assurance Director (Edgar F. Pierce)
 - 3 Technical Services Director (James S. Crichton)
 - 4 Operations Services Manager (William A. McCarty)
 - 5 Flavor Operations Research & Development Manager (Elmore O. Cook)
 - 6 Tobacco Product Standards Section Leader (William E. Garrison)
 - 7 Operations Support Director (Alex J. Kay)
 - 8 Minority Business Development Director (Bernard J. Kosakowski)
 - 9 Maintenance & Repair Orders Purchasing Director (David H. Driver)
 - Distribution Director (George O. Sledge)
 - 10 Transportation Manager (Joseph D. Schafer)
 - 11 Customer Service & Inventory Distribution Manager (William F. Pearce)
 - 12 Shipping Manager (Carroll J. McKenney)
 - 13 Receiving & Distribution Manager (William F. Gerrity)
 - 14 Materials Purchasing Director (Robert D. Latshaw)

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PHILIP MORRIS U.S.A.- PLANT OPERATIONS ORGANIZATIONAL STRUCTURE

Tab No.

- Plant Operations Director (William R. Moore)
- 1 Manufacturing - Louisville General Manager (Daniel A. Lynch)
 - 2 Maple Street Plant Manager (Raymond E. Taylor)
 - 3 Manufacturing Manager Primary (Charles K. Detenber)
 - 4 Manufacturing Manager Maintenance (Ronald T. Bakan)
 - 5 Employee Involvement Training Manager (Carl E. Koetter)
 - 6 Manufacturing Manager Fabrication (William D. Hayes)
 - 7 Louisville Stem - Processing Plants Manager (Rosalee Bowling)
 - 8 Operations Support Manager (Robert A. Zeller, Jr.)
 - 9 Materials Conversion Plant Manager (Arthur J. Thorpe)
 - 10 Industrial Engineering Manager (William M. Martz)
 - 11 Quality Assurance Manufacturing Manager (William A. Speicher, Jr.)
 - Processing Plants - Richmond General Manager (David L. Milby)
 - 12 Plant Manager Bermuda Hundred Processing Plant (John R. Higgs)
 - 13 Manufacturing Manager Flavor Center (William J. Harris)
 - 14 Applied Technology Manager (Bernard A. Semp)
 - Processing Planning Administration Manager (Harry G. Daniel)
 - 15 Leaf Processing Manager (Francis P. Lipski)

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- Tobacco Processing Standards Manager (Adrian M. C. Luxmoor)
- 16 Park 500 Plant Manager (William E. Poorbaugh)
Power House & Environmental Engineering
Manager (Gary Narron)
- 17 Maintenance and Engineering Manager (William
F. Jenkins, Jr.)
- 18 Manufacturing Coordination Manager (Bradford
C. Reynolds)
- 19 Production Manager (James E. Narron)
Process Control & Quality Assurance Manager
(John T. White)
- 20 Blended Leaf Plant - Plant Manager (Benjamin C.
Perkinson, Jr.)
- 21 20th Street Facility Manager (Frederick O.
Caravetta)
- 22 Leaf Processing Facility Plant Manager (O. Miller
Buchanan)
- Manufacturing - Richmond General Manager (Anthony
French)
- 23 Quality Audit Stockton Street Manager (Louis
Watts)
- 24 Plant Manager Stockton Street (Gilbert W. Holmes)
- 25 Manager, Employee Involvement - Stockton
Street (Deborah J. Wolenberg)
- 26 Operations Administration Manager (John
R. Kirksey)
- 27 Manufacturing Manager, Fabrication
(Kenneth B. Parris, Jr.)
- 28 Manufacturing Manager, Primary (Susan F.
Tansey)
- 29 Manufacturing Manager, Plant Maintenance
Engineering (Clifford P. Ellett)

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- 30 Plant Manager Manufacturing Center (Robert M. Hassell)
- 31 Manufacturing Manager Plant Engineering
Manufacturing Center (C. Wayne Gray)
- 32 Superintendent Operations Support
(William M. Dufilho)
- 33 Superintendent Inventory Planning,
Control & Operations (Roy C. Stroud)
- 34 Superintendent Maintenance Primary
Process Finished Goods (H. Dwight
Johnson)
- 35 Manufacturing Manager Primary Processing
Manufacturing Center (William H. Fitzpatrick)
- 36 Manufacturing Manager Fabrication
Manufacturing Center (Robert L. Davidson)
- 37 Manager Production Support (Peter F.
Nolan)
- 38 Superintendent Maintenance (Philip
Newland)
- 39 Area Managers (James L. Martin, W.
Donald Munn & Joe M. Glenn, Jr.)
- 40 Superintendent Technical (Michael
Hubbard)
- 41 Manufacturing Manager Fabrication
Manufacturing Center (Terry Babbit)
- 42 Manager Training - Manufacturing Center
(Patrick L. Crabtree)
- 43 Building Management Manager (Jeanne C.
Gilliam)
- 44 Quality Audit Manufacturing Center Manager
(Priscilla D. Jamison)
- 45 Production Planning and Control Director (Eli C.
Nicola)

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- 46 Colonial Heights Packaging Plant Manager (Marshall P. Willard)
- 47 Personnel Manager (Donna Wray)
- 48 Manufacturing Manager (Ralph Short)
- 49 Plant Accounting Manager (Gordon Denmark)
- 50 Project Manager (W. Robert)
- 51 Technical Manager (Kenneth Lamborn)
- 52 Manufacturing Services Manager (Phyllis Russell)
- 53 Community Relations Director (Robert J. Moore)
 - Community Relations - Richmond Manager (C. R. Kohler-Hughes)
- 54 Community Relations - Louisville Manager (Daniel R. Ison)
- 55 Community Relations - Cabarrus Manager (Judith G. Jones)
- 56 Special Affairs for Plant Communities Manager (William R. Johnson, Jr.)

PHILIP MORRIS U.S.A. - RESEARCH & DEVELOPMENT
ORGANIZATIONAL STRUCTURE

Tab No.

Research & Development Administration (K. S. Houghton, Vice President)

Research Director (J. L. Charles)

Analytical Research Manager (R. Fenner)

Biochemical Research Manager (C. Ellis)

Chemical Research Manager (~~J. Whidby~~) (*R. Ferguson*)

Physical Research Division (*J. Whidby*)

Process Development Director (D. B. Knudson)

Development Engineering Manager (K. Burns)

Tobacco Fundamentals Manager (E. Craze)

Tobacco Materials Manager (H. Alonso)

Tobacco Processing & Fabrication Manager (C. Rowe)

Product Development Director (J. L. Myracle)

Product Evaluation Manager (E. Gee)

Cigarette Technology Manager (P. Gauvin)

Flavor Development Manager (H. Spielberg)

Cigarette Development Manager (R. Heretick)

Research & Development Support Director (W. F. Kuhn)

Administrative Services Manager (S. Hutcheson)

Cigarette Testing Manager (E. Wickham)

Computer Applications Manager (M. Waugh)

Technical Information Section Leader (M. Rosenberg)

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