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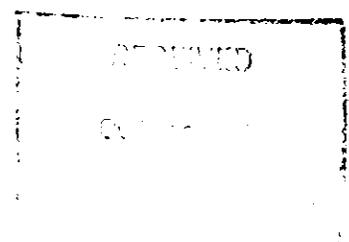
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October 24, 1979

PERSONAL AND CONFIDENTIAL



Messrs. Thomas F. Ahrensfield
Max H. Crohn, Jr.
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This is a status report on Dr. Domingo Aviado. Dr. Aviado is planning to leave Allied Chemical. There are a number of reasons for this, several of which I discussed with you at our last meeting.

It is believed that Dr. Aviado will keep at least some of his connections with government agencies such as the EPA, Consumer Product Safety Commission, FDA, NIOSH and National Institute of Drug Abuse. He also has the opportunity of serving certain pharmaceutical companies as a consultant and is presently interviewing with Monsanto.

Dr. Aviado is also discussing with EPA and certain automobile industry representatives the possibility of setting up a large (several million dollar) inhalation program. Dr. Aviado is convinced that airborne components need to be tested by inhalation rather than by skin testing, feeding, etc.

Dr. Aviado is presently connected with the New Jersey Medical and Dental School but plans to seek an additional appointment, probably with a New York institution.

Dr. Aviado is currently earning \$75,000 in salary. He also receives an annual bonus, fringe benefits and a travel account that bring his total compensation to over \$100,000.

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I seek authority to make a grant or set up some other arrangement with Dr. Aviado for an estimated total cost of \$100,000. There will be certain necessary expenses (e.g. travel) but I hope to include these, at least for the first year, within the \$100,000 figure. I recommend that the intent of any arrangement should be to continue it for at least three years although the understanding (and compensation) could be evaluated each year.

Dr. Aviado has been most helpful in evaluating research proposals, suggesting various projects and conducting a continuing literature search in several important areas such as carbon monoxide and "dependency".

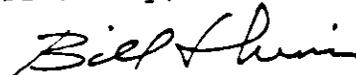
I would expect Dr. Aviado to continue his associations with the government, to the extent possible, and also to feel free to undertake certain minor consulting jobs which would not unreasonably impinge on the time he might spend on industry problems.

Dr. Aviado has been interested in tobacco research for over 20 years and wants to spend more time on tobacco related matters. He had 30 years of research experience at the University of Pennsylvania Medical School and has now had three years of administrative experience at Allied. A copy of his curriculum vitae is enclosed.

I am to hear further from Dr. Aviado with regard to the Monsanto interview and, also, with regard to his plan for an additional medical school connection.

Please advise me of your views on this matter.

Sincerely,



William W. Shinn

WWS/rf

Enclosure

cc: Alexander Holtzman
Janet Brown
Edwin J. Jacob