

# SHELL *e* g r a m

D E E R P A R K



## Time Out for SAFETY

### Dedication to excellence in health and safety for 2000

On Aug. 29, employees and contractors at the Shell Deer Park Chemical Plant took "Time Out for Safety." Coordinated by Shell Chemical Safety Council as part of its overall focus on injury and illness prevention in 2000, the two-hour event was intended to raise the level of awareness concerning the number of injuries associated with conditions in the work place. In particular, slip, trip and fall conditions were scrutinized.

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**Count on Shell**





Welcome to autumn!  
Please notice that we didn't say  
"welcome to fall."

We want to remind everyone that certain actions help prevent slips, trips and falls. These actions include:

- choosing an alternate route when a potentially unsafe condition exists;
- paying attention to proper foot placement;
- paying attention to working surfaces;
- taking care not to create additional slip or trip hazards; and
- using handrails when going up and down the stairs.

Thanks to the Health and Safety Department at Shell Deer Park Chemical Plant for providing *Sbellegram* with these tips and reminding us that safety is everybody's business.

Gina Manlove, Managing Editor

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## Health & Safety Partnership funds scholarships

During a ceremony held on Sept. 15, 2000, San Jacinto Community College received scholarship donations for students in the Occupational Health and Safety Technology program. Shell Deer Park Chemical Plant and Shell Deer Park Refining Company are both part of the Partnership that awarded the funds. Equilon Lubricants, two other local chemical companies and PACE 4-367 comprise the rest of the Partnership. Regional OSHA office is also an ad hoc member of the Partnership.

Ed Hawthorne, health and safety manager at Shell Deer Park Refining Company, and Steve Smith, president of local PACE 4-367, were on hand to present \$2,000 to San Jacinto Community College. According to Smith, funds for the 5th-annual scholarships were raised during a joint seminar held by the Partnership to improve health and safety performance through sharing best practices and focusing on improving education for incoming health and safety professionals.

In speaking about the group, Smith commented, "The Partnership is a unique concept of management and labor working together with the support of OSHA to promote health and safety in the workplace, thereby making both those work sites and the surrounding communities a safer place."

As a result of the Partnership's donation to San Jacinto College, 10 occupational health and safety students will receive \$200 scholarships to further their education.



Participating in the scholarship donation are, from left: Dr. Clay Kelly, Dean of Technical Education, San Jacinto Community College; Ed Hawthorne, health and safety manager, Shell Deer Park Refining Company; Jan Barton, Associate Dean, Health Services, San Jacinto Community College; Steve Smith, president, PACE 4-367; and Barbara Taplin, instructor, Occupational Health and Safety Technology.

# SIMPLER STRUCTURES

Since 1998, Shell chemicals companies worldwide have taken enormous strides to globalize activities. Partially due to what is called *Simpler Structures*, the chemicals companies are even more focused on delivering bulk petrochemicals to large industrial customers and providing the lowest total delivered cost.

What exactly is *Simpler Structures*? It's a way of working together so that it's easier, faster and more efficient to get things done well. Recently, 11 *Simpler Structures* teams, comprised of roughly 100 people from across the globe, looked at ways of achieving simpler processes. The two people from Shell Deer Park Chemical Plant who were part of the *Simpler Structures* teams were Francene Young and Joe McAdams.

Young was on the Human Resources team that, in her words, "Explored what changes to human resources systems are needed to support and enable *Simpler Structures* process throughout the company." The Human Resources design team met between January and May before reviewing its recommendations with Global Chemical Leadership. Key recommendations presented by the Human Resources design team include the use of a single-pay philosophy worldwide that includes salary grades and incentive pay programs.

Two additional proposals from the Human Resources design team were made regarding 1) utilizing a single performance management process for employee assessments and 2) using the same "360-feedback process" worldwide to allow employees a way of obtaining important information to develop personal goals and improve work performance.

McAdams stated that structural changes would form a tighter linkage between the global Shell Chemicals community. For example, changes will include a Global Operational Excellence Leadership Team (with site managers from around the globe) and an extensive array of "best-practice networks" for consistency and standardization of value-added site work processes. "Operational Excellence" will be providing leadership for four *Simpler Structures* projects, including:

- **Enhanced "Run the Assets" Focus;**
- **Global Manufacturing Assurance Standards;**
- **Global Projects Organization and Work Processes;**
- **"Real Time" Global Process Unit Information Sharing.**

More information about these projects will be forthcoming as implementation progresses.

McAdams also stated that it's very important to recognize that while *Simpler Structures* has brought some structural changes, it's much more about all of us demonstrating "enterprise-first" behaviors in the activities that we do each and every day. For example, sharing best practices with others, taking good ideas from other locations and implementing them at Deer Park are behaviors we expect to be commonplace through participation in networks.

Overall, the aim of *Simpler Structures* is to align business processes and systems globally, streamline the interfaces between different parts of the business and develop a mind-set where everyone is working towards enterprise goals.

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Continued From Cover

Time Out for  
**SAFETY**

“Good housekeeping, quality of walking surfaces, selection of proper footwear, foot placement and appropriate pace of walking are critical for preventing slips and trips,” SUMIT reminds us.



Between 8:00 and 10:00 a.m., everyone in the Chemical Plant who was not engaged in emergency activities inspected operating units, maintenance shops, office buildings and grounds to correct any hazards, if possible. Hazards requiring follow-up were also identified and reported.

Among the people participating, Madonna Porter from the Environmental Department picked up trash and corrected potential hazards in her building. She stated, “A simple way we can all work together to prevent tripping is to close desk drawers.” Another potential hazard Porter says she is continually on the lookout for is exposed and dangling cords that may trip people.

Robert Pickering in the Health & Safety Department also showed his commitment to the housekeeping efforts by patrolling for unsafe conditions. Pickering advises that people should be aware of their everyday surroundings, such as a shaky step or broken pavement, and report potentially hazardous conditions as soon as possible. Other unsafe conditions Pickering says should be reported and/or fixed as soon as possible are algae buildup, walkway obstructions and wet surfaces.



## 2000 SHELL SCHOLARSHIP WINNERS ANNOUNCED

This is the 32nd year that Shell Oil Company Foundation has awarded college scholarships to children of employees, pensioners and deceased employees of Shell companies. Five students whose parents work at Shell Deer Park were among the 55 scholarship winners this year. Each will receive a four-year scholarship ranging from \$1,000 to \$5,000.

### Scholarship winners who have a parent working for the Chemical Plant are:

- April B. Campbell, daughter of C.A. Campbell, control system technician, Phenol Maintenance. April graduated from Kingwood High School and is attending Louisiana State University where she is majoring in petroleum engineering.
- Michael D. Cofer, son of D.L. Cofer, operator No. 1, Solvent Distribution. Mike graduated from Lutheran South Academy in Houston and is now attending Concordia University in Austin. Although he is initially majoring in music, Mike's long-term plans are to become a Lutheran minister.
- Nathan D. Meier, son of J.W. Meier, senior lab technician, Quality Assurance. Nathan graduated from South Houston High School in Pasadena. He is attending Texas A&M University and majoring in computer science.

### Scholarship winners who have a parent working in the Refinery are:

- Joel A. Grace, son of D.E. Grace, maintenance foreman, Production Maintenance. Joel graduated from Deer Park High School South Campus. He is pursuing a teaching degree at Baylor University.
- Sarah J. Legler, daughter of K.A. Legler, senior inspector, Control Systems. Sarah also graduated from Deer Park High School. She is attending New York University and hasn't declared a major, although she is considering journalism or prelaw.

Winners were selected by the National Merit Scholarship Corporation from 338 Shell candidates on the basis of test performance and on evidence of leadership and citizenship. Congratulations to all the fine students and proud parents!

## Men Who Cook

chicken enchiladas

grilled quail

cheesecake

In support of the largest fund-raising event for the Deer Park Chamber of Commerce, Charles Harger and Don Netek entered their delicious dishes in the annual "Men Who Cook" contest. After spending the day preparing for the June 9 event, Harger and Netek stood with 38 other chefs and nearly 350 people awaiting the contest results.

Harger, a computer analyst who has worked for Shell Deer Park for 23 years, says his mother taught him to cook. He once entered another cooking contest and won first place for chicken enchiladas, but this year he entered a cheesecake in the Deer Park event. This is his fourth year to enter and Harger vows to continue trying to win a prize at this fun-filled event.

Netek, who has worked for Shell Deer Park for 31 years and is currently a team leader in the



Refinery West Operations, entered the contest for the first time. Having published two wild game cookbooks, Netek prepared grilled quail wrapped in bacon and venison egg rolls. For his culinary efforts, Netek won first prize in the wild game division and exclaimed, "This was the highlight of my life."

Held at the East Harris County Activity Center on Kyle Chapman Blvd. in Pasadena, the "Men Who Cook" event also included the "Ladies Basket Extravaganza" that featured decorative baskets donated by local industries and small businesses. Shell Deer Park sponsored a contest for the baskets, which were voted "Most Creative," "Most Unusual" and "Most Elegant." Gas cards and framed certificates were awarded to the winners. Additionally, attendees who voted received a potholder that was inscribed with "Count On Shell/Men Who Cook."

Netek won first prize in the wild game division and exclaimed, "This was the highlight of my life."



## Connecting for the Future

### Network News

#### WAVE Sets Activities in Motion

Lois Guthrie, who is a member of Shell's WAVE network, stated, "Last year we had over 200 participants on the Shell team and this year we want to top the number of people involved." In fact, WAVE members encourage all Shell Deer Park employees to participate in the race. Guthrie states, "You don't need to be an Olympian athlete to enter, you just need to care."

The external community committee for the Women Adding Value Everywhere (WAVE) employee network met on July 13 at Shell Deer Park to discuss plans for Shell and the Alliance's participation on Oct. 7 in the 10th-annual Komen Houston Foundation Race for the Cure®. Shell is once again a corporate sponsor of the 5K run/walk that promotes awareness, education and early detection of breast cancer. Lois Guthrie, who is a member of Shell's WAVE network, stated, "Last year we had over 200 participants on the Shell team and this year we want to top the number of people involved." In fact, WAVE members encourage all Shell Deer Park employees to participate in the race. Guthrie states, "You don't need to be an Olympian athlete to enter, you just need to care." Race for the Cure® is counted as a leading catalyst in the fight against breast cancer through cognizance, research funding and treatment.

#### Shell Black Networking Group commemorates Juneteenth

On behalf of the Shell Black Networking Group (SBNG) and in honor of the Juneteenth celebration, the SBNG Deer Park location donated \$500 to Kid-Care Inc. Founded in 1984, the Kid-Care program is dedicated to ending the cycle of poverty in the Houston metroplex through the meals-on-wheels process and by empowering other communities to duplicate the program. Charity Wilcox, SBNG location coordinator at Shell Deer Park, stated, "Kid-Care is recognized as the first meals-on-wheels group in the nation specifically for children, and we are very proud to support the efforts of this worthwhile program."

## On the road to **health** and **safety excellence** The journey continues

The Shell Chemical Safety Council's 2000 Health & Safety Process encourages employees to reach toward excellence by focusing on injury and illness prevention activities. Employees who participated in key activities during June, July and August became eligible to win prizes.

Each month, slightly more than 100 entry cards were submitted from participating Central support groups, including Business Integration, Business Services, Community Relations, Human Resources and Technical departments (except for the QA lab). "People were thrilled when I called to inform them that they were one of the

winners," commented Kathleen Devlin.

Monthly drawings included \$25 gas cards, restaurant gift certificates and other items.

**Congratulations to all the winners and a BIG "thank you" to everyone who participated for their efforts to make Shell Deer Park Chemical Plant a safer place to work!**

#### June Winners

Chris Briza  
Mariam Abraham  
Vona Palmer  
Tommy Weatherly  
Arliana Humphrey  
David McNeil  
Rich Alfred  
John Carlson  
Charity Wilcox  
Chuck Martin

#### July Winners

Denise Bach  
Buddy Brown  
Michael Campbell  
Linda De Rick  
Janet Fox  
Clay Gorham  
David Gutierrez  
Howard Lede  
Steve Norlin  
Penny West

#### August Winners

Arlon Boozer  
Chris Briza  
Deborah Hill  
Dan Kozlowsky  
Demetria Lewis  
K. Locke  
Vona Palmer  
E. Stanfield  
Penny West  
Larry Zook

**Chemical Entrances***For July***Wesley Carter**

Sr Inspector  
Technical-Engrg Support-  
Instrumentation

**David McKinney**

Community Relations Manager  
Community Relations

**Refinery Entrances***For July***Stephen Crawford**

Staff Engineer  
CPI-Project Engineering

**Angelica Espinoza**

Admin Assoc  
Health and Safety

**Dennis Gallagher**

Operator 1st Rate  
Hydroprocessing

**Douglas Rule**

Manager  
Bus Mgmt-New Bus Dev

**Elbridge Thrash**

Sr Engineer  
Tech Assur- Mech/Elec

**Welcome to the 2000-2001 OE Students****Debra Clopton**

Assistant  
Tech Assure-Mech/Elec

**Kyla Smock**

Assistant  
Human Resources

**Chemical Exits***For July***HT Benson**

Operator 1st Rate  
Resins-Liquid Resins-Distri-  
Operator #1

**JL McDaniel**

Electrician-1st Rate  
Olefins-Maint

**Susan Miller**

Engineer Sr  
Tech-Environ Engineering

**JW Holden**

Mgr Envir Cmpl  
Tech Environmental Comp  
& Reg

**Chemical Entrances***For August***Kathleen Devlin**

Health and Safety

**DT Eshelman**

Chemical Administration

**John Janicek**

Make change

**Casey Wills**

Technical-Qual Assur-I&S

**Refinery Exits***For July***R. Elder**

Operator 1st Rate  
Logistics-Dispatching  
\*Retired 7-31-00

**Matthew Garcia**

Operator 1st Rate  
Utilities-Utilities systems  
\*Retired 7-31-00

**Thomas Stus**

Staff Engineer  
Major Projects-Opers  
\*Retired 7-31-00

**Chemical Exits***For August***Robert Danley**

Solvents-BA-Operator#1  
\*Retired 8-31-00

**Refinery Entrances***For August***David Bell**

Operator B  
West Ops-Coker

**Lana Blair**

Operator C  
Lubes Manufacturing

**Thomas Dill**

Operator A  
CC&G

**Edmund Freeman**

Operator C  
West Ops-Coker

**Jeremy Fregia**

Operator B  
Hydroprocessing

**Rosita Johnson**

Operator C  
Logistics-Net

**Matthew Jones**

Operator C  
West Ops-Alky

**Mark McLish**

Operator C  
West Ops-Distilling

**Mark Main**

Sr Stf Eng-Gen  
Tech Assure-Press  
Eqpt

**David Pfeffer**

Operator C  
West Ops-Alky

**Mark Phelps**

Operator A  
West Ops-Distilling

**Richard Philbrick**

Operator A  
Lubes Logistics.

**Kyron Pitre**

Operator C  
West Ops-Distilling

**Joseph Stom**

Operator A  
West Ops-Coker

**Tim Wendeburg**

Operator C  
Logistics-Dock

**Kelley Wilson**

Operator C  
Utilities

**Gill Villarreal**

Operator C  
Lubes Logistics

**Jesse Villarreal**

Operator A  
Logistics-Dispatching

**Refinery Exits***For August***CE Esau**

Lineman 1st Rate  
Eng/Mnt-Central Maintenance  
\*Retired 8-31-00

**Joseph Forbus**

Pipefitter 1st Rate  
Eng/Mnt-West  
\*Retired 8-31-00

**CF Gillard**

VP & CIO  
Cont Prod Improvement  
\*Retired 8-31-00

**Lamar Stokes**

Environmental Rep  
Tech Assur/Enviro Co

**Adam Yao**

Financial Analyst  
Bus Serv-Financial Analysis

**Results from food drive**

Thanks to the generous donations of employees and contractors, approximately 420 pounds of nonperishable food and staples were donated to the Interfaith Helping Hands in Deer Park. The annual June food drive in the Chemical Plant and Refinery was conducted by SERVE. Dan Kozlowsky, process engineer in the Chemical Plant and coordinator for the food drive, stated, "The six barrels of items we donated greatly helped less fortunate people during the hot summer months."



*Strategies for Today's  
Environmental Partnership*

Editor's Note: Shell Deer Park supports these initiatives: Responsible Care, through the Chemical Manufacturer's Association, is a continuing effort to improve the industry's responsible management of chemicals; STEP, through the American Petroleum Institute, addresses public concerns by improving our industry's environmental health and safety performance.



**Responsible Care**  
**A Public Commitment**

W E L C O M E B A C K ,  
**DEAN!**

The new site manager at the Chemical Plant isn't a new face to some people at Shell Deer Park. In fact, Dean Eshelman, who replaced the retiring J.D. Johnson, was the Logistics Superintendent at the Deer Park Manufacturing Complex in 1989. However, Eshelman's career with Shell began before that!

Eshelman joined Shell after graduating in 1970 from Texas A&M University with a bachelor's degree in chemical engineering and earning a master's degree in business administration from the University of Texas in 1972.

A native Houstonian, Eshelman started his career with Shell in the Technical Computing Center as a systems analyst for computer applications development. During his career with Shell, which has included positions supporting the startup and operation of the Olefins Plants 5 at Norco, planning cycle development, managing business analysis and most recently, serving as manager of operations/technical for Chemical Manufacturing, Eshelman has noted significant differences in the organizational philosophy and the challenges for people. "While Shell was once a complexed oil and chemical operation, today we represent entities with their own business models. We've all had to become flexible and adaptable in dealing with a rapidly changing environment."

Regarding his new role as site manager, Eshelman says he is committed to a team-based organizational approach in achieving Deer Park's vision to be the world's best petrochemical plant. Assimilation into the new simpler structure alignments of global processes is one way he believes Deer Park will build the necessary systems for world-class performance. While achieving this performance vision, Eshelman says the priorities at the Deer Park site remain unchanged. "Deer Park employees continue to be our most important resource, and the health and safety of all those who work here can never be overlooked or overvalued."

Eshelman's family includes his wife and three "young adults," a 23 year-old son and two daughters, ages 19 and 17. When he is not working, you might find Eshelman playing golf, fishing or hunting.



**Count on Shell**

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