



## Saudi Training Program provides challenges, opportunities

"When you live with a different culture, you are going to learn something. There will be good things, and there will be bad things, but all the experiences will be good for you."

Mohammed Al-ahmady, 20, speaks quietly, occasionally nodding his head for emphasis. The former university student seems relaxed and confident even though his home is halfway around the world.

"I came here for a goal — to study and learn. This is the important thing."

Al-ahmady is just one of several hundred Saudi Arabians who will come to DPMC in the years ahead to be trained as operators and craftsmen for a new petrochemical complex in their homeland. The Saudi trainees, and their DPMC instructors, will both play significant roles in one of Shell's most ambitious projects ever — establishment of the Saudi Petrochemical Company. Its nickname is "Sadaf" — the Arabic word for sea shells.

As part of a joint venture a decade in the making, a Shell

Oil subsidiary and a Saudi Arabian government company will develop and build a petrochemical complex in Saudi Arabia. Shell will provide technical expertise and obtain long-term rights to purchase Saudi oil. Saudi Arabia, on the other hand, will create thousands of new jobs for its citizens as it converts raw resources into petrochemicals.

The task of training many of the Saudis selected to staff the new plant in the future has fallen to DPMC. The first group of operator and craftsman trainees arrived at the Complex in June to begin the arduous cycle of instruction.

### "Our biggest challenge"

"The Saudi Training Project," said DPMC Training coordinator Augie Augustine, "is the biggest challenge Training has ever had. We're working with people of a different culture who have a limited understanding of the English language. But we've trained 1,400 operators since 1975 so preparing folks for jobs in operations is nothing new.



**VISUAL AIDS** — Instructor Charlie Collard (second from left) examines a see-through vessel with several Saudi students, all of whom will be team leaders at the Jubail Complex. From left to right are: Ali Al-hussien, Collard, Duraid Bukhansan, Ishmail Ishmail and Rashid Iskandar.

"We had to take one step at a time," said Augustine, a pioneer in the field of industrial training. "We couldn't use much of our existing material because of cultural and language barriers, so we customized it. We also had to write our own testing procedures because we couldn't expect the Saudis to take an essay test in English. We're in uncharted waters," he admitted, "but we have a lot of experience."

To help meet the challenge, Augustine tabbed five instructors, all of them former training coordinators in their departments. They not only had to have a good operational background, but they needed the patience and desire to communicate effectively. The team includes: Pete Fletcher of East Operations; Bill Gregg of Resins; Charlie Collard of Distilling; R.C. Gentry of Olefins; and Monty Turner of VCM. Their job is to keep everyone learning at the same pace.

"We can't take this job lightly," Augustine said. "We're Shell's ambassadors for the project."

### Tour of duty

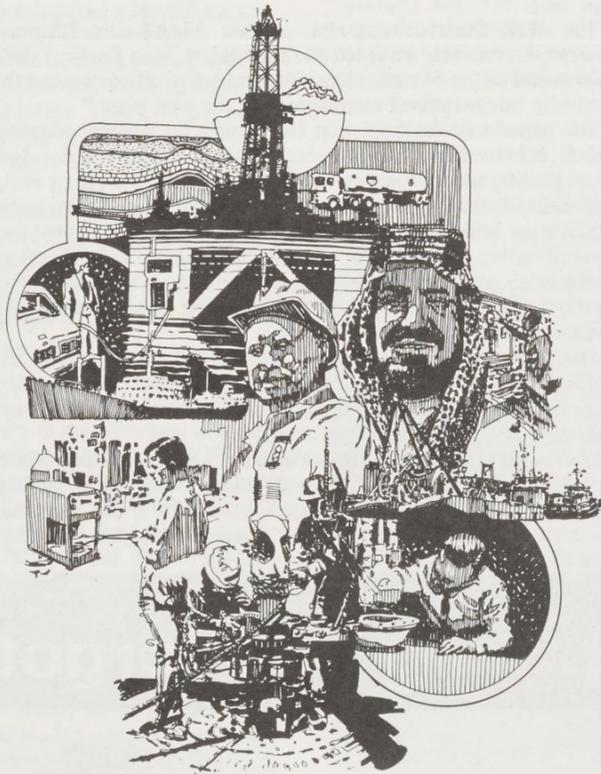
Each group of Saudi trainees will spend nearly one year at the Complex. They will arrive after spending nine months at San Jacinto Junior College, Central Texas College, and other schools in Iowa and Louisiana studying English

and technical science courses.

Like anyone else new to DPMC, the Saudis begin their training with orientation and the week-long fire and safety course. The Saudis next spend

Continued on page 3

See related stories on the Saudi Training Program on page 3



## Calling ye olde lords and ladies! Join us at the Renaissance Fest

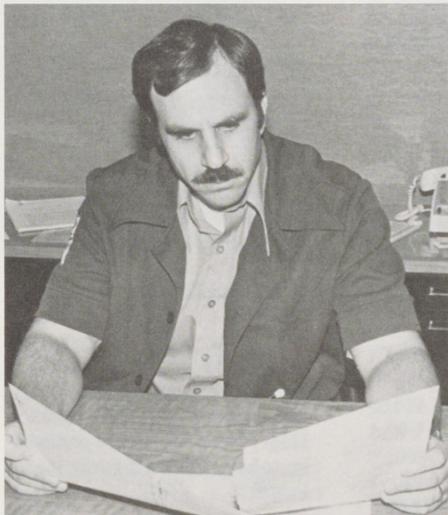
Ever wonder what you missed during the Middle Ages in Merry Olde England? Thrilling horse races, jousting knights, lusty wenches and town fools haven't been lost to history. In fact, they're only a bus ride away.

This year, SCORA members can motor back in time to the Texas Renaissance Festival, held each year in Magnolia, Texas. A chartered bus will pick you up at the South Cafeteria at 8 a.m. on Saturday, Oct. 9, and leave the festival at 5 p.m. The price for adults is \$16, \$12 for children from five to 12 and \$8 for children under five. The price includes bus fare and admission to the festival.

There will be only one bus — room for 46 people — so make reservations now. Call Pat Dunaway on extension 6745 to confirm a spot. You must have your reservations made and your money in by Wednesday, Sept. 29. Reservations will be taken on first come-first served basis.

The Renaissance Festival, which draws thousands from across Texas, features arts and crafts, impromptu plays, a gypsy camp, and the infamous mud-eater. For something more palatable, try fried ice cream, chocolate mousse, or sizzling turkey legs.

## New Medical director begins "family practice" at DPMC



Dr. Barry Kern

As corporate medical director of functions, Dr. Barry Kern found himself travelling to such exotic locales as Cameroon and Saudi Arabia. As DPMC's new medical director, the longest trip he'll make is from his home in southwest Houston to the Complex.

Kern, a former family practitioner and emergency room director, assumed Dr. Dave Miller's position when Miller transferred to Head Office. Ironically, Miller moved into Kern's slot downtown when Kern came to DPMC.

"It's the first time anyone from corporate and a manufacturing location have flipfopped," Kern said. Although he has visited DPMC briefly in the past, this will be his first lengthy stay at a manufacturing center. "I'm very excited about it," he admitted. "If you're going to be developing programs for Shell folks, this is the best place to see their

actual needs." As medical director of functions, Kern not only had responsibility for clinical medical problems at Head Office, but he also oversaw Shell medical programs at exploration and production centers around the world.

"Specific health plans, such as immunizations and examinations, would be developed for Shell people coming or going to foreign locations," he explained. "It was my job to find local physicians to provide medical services for our folks in the area, and what the specific needs of Shell people were in a given location."

Educated in California, Kern moved his family to Texas in 1970 when he opened a clinic in Tomball. "In some ways I miss family practice," Kern said wistfully. "It's very similar to occupational medicine, except the setting is much different. I enjoyed getting in-

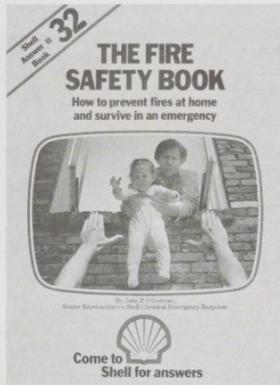
involved with the families, but the medical problems people experience here are generally the same as anywhere else."

Kern left his family practice to become emergency room director at Memorial Northwest Hospital in Houston in 1972. Three years later, he was named emergency room director at Poly Ryon Memorial Hospital in Richmond.

Although Kern has only been with Shell four years, he actually began working for the company in 1976 as a contract physician performing physicals at One Shell Plaza.

Kern made his mark quickly with the company. He was one of the developers of the National Shell Audiometric Program, and he was involved in the recent study of one of Shell's pesticides. He also developed a first responder program for Shell offshore platforms.

# New Answer Book has facts on fire safety



Last year, nearly 720,000 home fires in the U.S. claimed more than 5,500 lives. These numbers could have been considerably reduced if more people knew about and practiced fire safety in their homes.

To encourage people to become aware of what they can do to prevent fires at home, Shell has introduced its latest Answer Book, "The Fire Safety Book." Written by John O'Gorman, senior representative in Shell's Chemical Emergency Response Group, the 32nd booklet in the series is full of advice on how to follow the three P's of fire safety — plan, prevent, and protect. O'Gorman covers various areas

of safety, such as what to do if you live in a high-rise apartment, and how to teach children to follow an escape plan. A free home fire safety checklist, containing information on how to keep your home fire-safe and space to make a family escape floorplan, is available along with the booklet at participating Shell stations, or by writing to Shell Answer Books, P.O. Box 61609, Houston, TX, 77208.

If you'd like to pick up your copy of "The Fire Safety Book" before its national release, you can do so at the Shell display at this year's Deer Park Fall Festival. The Answer Book is featured as part of this year's theme, "Reaching for the Moon."

Answer Book No. 32,  
The Fire Safety Book

# Shell News



## Shell high bidder for offshore tracts

Shell Oil and Shell Offshore Inc. were high bidders on 24 of 27 tracts they bid on during the Department of Interior's reoffering sale conducted last month.

Shell Offshore placed high bids for 20 tracts offshore in the mid and south Atlantic, totaling more than \$5 million. Shell Oil placed high bids for four tracts offshore California, totaling \$974,000.

Industry bid on 40 of 554 tracts offered in other sales previously. Overall industry bids for the rights to conduct exploratory drilling on the tracts totaled \$12.3 million.

## Recovery predicted for oil, gas industries

The petroleum industry's potential for economic recovery is favorable in part because of current difficulties, a Shell executive said recently in Houston.

"The industry's cash flow as a whole remains healthy, although earnings are not as good relative to the recent past," said R.C. Thompson, vice-president of finance for Shell. He said the oil companies, including Shell, have taken steps to improve productivity, increase efficiency, and ensure that decisions are made which are sound both in terms of short-term performance and long-term future.

"Certainly, in an industry as highly competitive as oil and gas, there will be some casualties, as there are in the rest of the economy today," he said. "But as we come out of this recession — even though it may be a very sluggish recovery — we will probably find that the inevitable shakeout will make our entire industry stronger, healthier and better able to serve consumers' needs in the future."

"On a relative performance basis, I would expect the petroleum industry and its supplier companies to perform very well as compared to the industrial sector in its totality," he added. "What will survive out of the present difficulties is a leaner, wiser, and more capable industry better able to meet the challenges of the future."

## Bookout awarded Gold Medal

The Wall Street Transcript, a New York-based financial newspaper, recently awarded Shell President John Bookout their gold medal as the "outstanding chief executive officer among the domestic integrated oil companies for the past year."

The paper said Bookout won top honors for several reasons. "Shell achieved an above-average financial performance last year, posting record earnings of \$5.51 a share; as a result of its well-defined strategy of concentrating its resources on domestic exploration and production, building its reserves and avoiding diversification outside its oil and gas, coal and chemical operations; and he has impressed a number of Wall Street analysts by his knowledge of the industry and his ability to communicate with them."

The Transcript also reported, "The company continues as the best run of the major oils, and I think that under Bookout they have become a lot more adventuresome, in a very prudent way, than they had been for a long time."

Bookout was selected by the newspaper's editorial staff, which based its decision on interviews with industry executives, leading financial analysts, money managers, members of the academic community and other professional sources. Last year, Bookout won the silver medal.

## Anniversaries



M.J. Curtis  
Int. & Solvents  
35 years



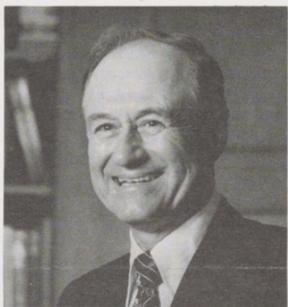
S. Salone  
Auto. Equipment  
35 years



W.P. Stricklin  
Proc. Control Elec.  
35 years



Pete Lanchak  
West Operations  
30 years



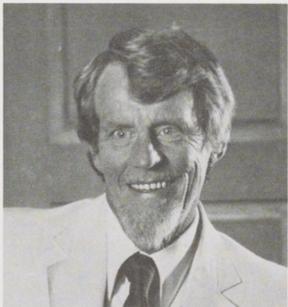
R.G. McCord  
Maint. North  
30 years



H.G. Wilson  
Utilities  
30 years



Cathy Harvey  
Econ. & Scheduling  
25 years



George King  
Econ. & Scheduling  
25 years



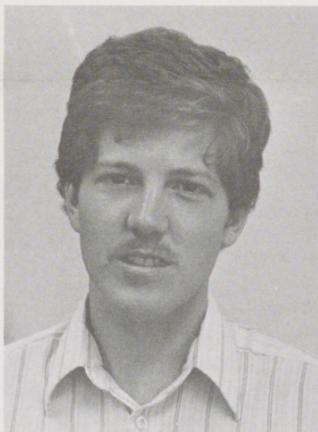
Josh Sorotzkin  
Proc. Engineering  
25 years

# SOUND OFF: what's the worst thing you forgot?



JACKIE HOLT  
Medical

One of my girlfriends was flying into town for a visit, and I got my days mixed up and forgot to pick her up. She called me from the airport when she arrived and I finally drove out and got her.



WAYNE HOLLEY  
Mech. Equipment

Once I deposited my payroll check in the wrong account; it wound up in my savings account, not in my checking account. I couldn't figure out where all that money came from until I realized what happened.



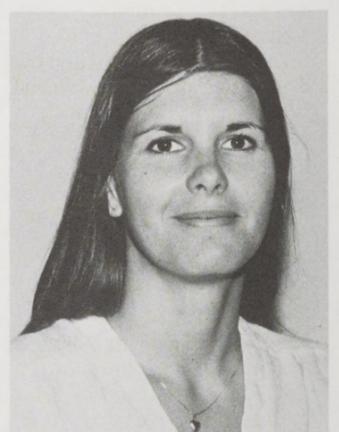
KAY SPAUNHORST  
Process Engineering

When I was in college, I forgot which parking lot I left my car in one day. I almost was in a panic when I couldn't find it. It took me 30 minutes before I realized where it was.



GEORGE WILLIAMS  
Purchasing

When I worked at Head Office I set up a meeting for 10 people, including my manager. At the last minute it hit me that I had forgot to make the meeting room reservation. Luckily, I was able to get the room anyway.



BETTY SWARTZ  
Utilities

One year I forgot my mother-in-law's birthday; my husband did, too. We both felt so bad. Every year we try to make it up to her, but she's never let us forget it.

# Saudi training team translates experience into action

Continued from page 1

a month learning fundamentals of operations. They study 21 subjects — from tanks to instrumentation — and take numerous field trips. "We want to associate the subject in the classroom with the hardware in the field," Augustine explained. "We tour every major department in the Complex, averaging about two trips each day."

Augustine pointed out it is important to stress an atmosphere of discipline in the classes. "We have two major rules," he said. "One is safety, and the other is job responsibility. We need to instill these concerns in the students so they can run their own plant safely and efficiently."

Next, the trainees move to OTU-1 — Operator Training Unit 1, where they get hands-on training and a chance to apply the lessons they learned in the classroom. Before they graduate, they must start up the unit by themselves and make specification product. "This gives them enough confidence to know how to handle various situations that could arise," Augustine pointed out.

At this point, the ranks divide. Those destined to be craftsmen will take classes at Lee College in the Shell Craft Development Program before returning to DPMC for training under the direction of a Shell craftsman. Operators will begin advanced operator training at the newly-recommissioned SBA unit, which enjoyed a facelift for the Saudi Training Project.

"The trainees will work shift work like any other operator," Augustine said. "The real learning process begins when you start up and shut down a unit." Shell foremen and operators will man the unit, which will operate on a recycle

basis, making no product. Operations begin at the SBA unit in October.

## New horizons

The initial trainees — most of them in their 20s — were hired by the Saudi government, although Sadaf participated in the recruitment. "These young men will take over operations in Jubail when they acquire the skill," said Sid Grant, the Saudi Project coordinator and former process manager at OP-II.

Grant said Sadaf will commission and operate the new plant during its early operations. But, since it is important the Saudis themselves contribute to the venture's success, Sadaf provides for the student's training in the U.S. in the meantime. Shell is reimbursed for all its expenses in the project, including the time of the trainers and the recommissioning of operator training units.

Jake Jacobson, Olefins Superintendent, said, "We're trying to ensure that each Saudi will be a successful operator or craftsman in his homeland and will contribute to the venture's success. As the thrust of activities moves into Saudi Arabia, they will assume the burden of their own training. Until then," he said, "we expect DPMC's commitment to continue."

"The Saudi venture will mean vast opportunities for Saudi citizens; that's part of their incentive for joining the joint venture," Jacobson pointed out. "It also means new opportunities for our own people and some new jobs during this period of economic slowdown."

"But most of all," he continued, "the Saudi venture provides access to a long-term supply of additional crude oil and this helps provide job



**TRAINING TEAM** — This team of instructors is responsible for the Saudi's basic operations training. They are, from left to right: Pete Fletcher, East Operations; Augie Augustine, training supervisor; Charlie Collard, Distilling; Monty Turner, VCM; Bill Gregg, Resins; and R.C. Gentry, Olefins.

security for our people."

Jacobson can speak from experience; prior to coming to the Complex last year, he was Manager of Manufacturing for the Saudi project. "Nearly 50 people from all over the Complex will be involved in the

Saudi Training Program before it's all over," he said. "Quite a few DPMC folks will be a part of the construction, commissioning and start-up of the new facility. A number of supervisors are already working on the Saudi venture," he added.

It is clear the significance of the Saudi venture goes beyond the potential for profits. By creating one of the world's most enterprising petrochemical projects, Shell is expanding its own horizons as well as those of its employees.

## Sadaf: of progress and sea shells

Ten years ago, Shell began discussions with the Saudi Arabian government and expressed a desire to expand its foreign interests. Shell's competitors enjoyed access to Saudi oil through Aramco, and it was clear Shell needed to develop its own access. After a decade of delicate negotiations, the Saudi Petrochemical Company was formed, a joint venture between Shell subsidiary Pecten Arabian Limited and the national Saudi Arabian Oil Company. Its nickname is "Sadaf" — Arabic for sea shell.

Construction of the new industrial city of Jubail on the Arabian Gulf is underway. The old fishing village will be turned into a 460-acre industrial complex with a population of more than 300,000 by the century's end. Fabrication of the plant modules is progressing in Japan; the

first pieces of the giant equipment are scheduled to arrive by October.

The utilities plant will be installed by 1983, while the first process units will be finished the following two years. Once completed, the complex will produce ethylene, chlorine, caustic soda, ethanol, styrene and ethylene dichloride. Ultimately, the Sadaf petrochemical complex will employ about 1,400 people, 800 to 900 of whom will be in operations and maintenance.

Opportunities for both participants are attractive. Shell will lend its manufacturing and marketing expertise, and in return will benefit from access to vital Saudi oil. Thousands of jobs will be created for Saudi citizens. And for the Shell employees participating in Sadaf, the project presents exciting new opportunities.

## SBA unit gets a facelift for Saudi Training Program

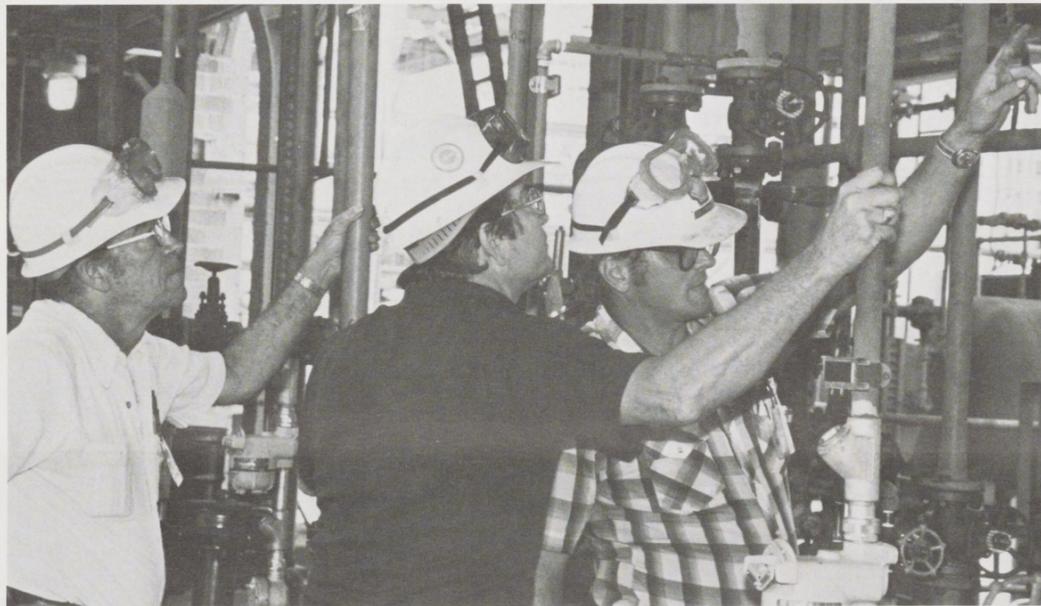
While the initial contingent of Saudi trainees completes its field training at OTU-1, a small army of maintenance men and craftsmen are turning the old SBA unit into a sleek new setting for advanced operator training for the Saudi students.

Targeted for dismantlement in 1980, the SBA unit was literally rescued from the graveyard. Shell officials had scouted the plant for a likely setting for the Saudi Training Program; the SBA unit, shut down for several years, seemed the best candidate.

The S distillation unit and the S reactor produced second butyl alcohol in the past, a compound used in the production of solvents. It will continue to produce SBA, but it will operate on a recyclable basis, making no saleable product.

The amount of work required to put the SBA unit back on its feet was staggering. What's more amazing, however, is that since the maintenance crews hit the field in May, more than 40,000 manhours have been worked with only 6 first-aid cases. Some 90 workers, including Shell and contract personnel, have been assigned to the SBA unit.

"We've made a lot of improvements to the unit," said Don Netek, the SBA operations supervisor. Netek, a 12-year Shell veteran, formerly worked at OP-II.



**FIELD INSPECTION** — The old SBA unit, once targeted for the heavy metal graveyard, was thoroughly refurbished before the first Saudi trainees arrived for advanced operator training. Inspecting the unit during the recent turnaround were, from left to right; B.H. McAdams, machinist foreman; Buddy Smith, operations foreman; and L.L. McMillen, area maintenance foreman.

"Recommissioning the SBA unit was a new process to me and my foremen," Netek said. "We were plowing new ground by building an organization from scratch to complete the project. A lot of people have contributed a lot of hard work to the project."

Some of the biggest improvements at the unit included replacing its instrumentation and panel board. "We also pulled out all the pumps and motors and did

a full internal inspection," Netek added.

"Most of the work we did was cleaning, but we did repair some columns and valves that were ruined by rust and corrosion," he said. "We had to replace nearly a thousand valves because they froze up."

There were a number of additions made to the plant as well. A new exchanger was added, and much of the piping was revised. Several of the process units also were

changed.

Besides adding luster to the unit's tarnish, Netek and his foremen also had to write the operations manual, complete with guidelines and procedures, for the refurbished unit. Shell operators from throughout the Chemical plant have been selected to staff the unit along with the Saudi trainees. "We'll all attend a five-day school on SBA operations," Netek pointed out.

When the first group of Saudis arrive at the SBA unit in mid-October, they'll find a recommissioned, refurbished unit ready and waiting for them.

Working at the SBA unit will be an essential phase in the training regimen for the Saudis, who will use the experience when they return to Saudi Arabia to run their own plant in Jubail, a new petrochemical complex developed by a Shell subsidiary and the Saudi Arabian government.

Netek hastened to add that surrounding himself with "key players" made his job much easier. SBA operations foremen include Buddy Smith, Larry Wilson, James White and Albert Rodriguez. Maintenance supervisors include L.L. McMillen, B.H. McAdams, Jimmy Burke, Ed Leroy, Carl Rogers, Ken Bond, Jack Casham, Jimmy Hassell and A.M. Graham.

SBA inspectors are Wayne Morris and Willie Johnson. Steve Hayes is the project engineer and Paul Spicer is the process engineer. Chris Morsette is the ETSO and Aida Harvison the TSO. Netek also lavished praise on Herman Hagen, the Capital Projects group foreman, and the support from Don Wood's Intermediates and Solvents group.

# Classifieds

## FOR SALE

1978 Honda GL1000 Goldwing. Full dress, AM-FM, very clean, 13,000 miles. \$2,800. Call 479-7985.

1978 half-ton Chevrolet Pickup longbed. Eight-cylinder, 350 horse engine, automatic, new exhaust. \$2,500. Call 538-3314 after 3 p.m.

1973 Gran Torino SW. Power steering and brakes, air conditioning. \$900. Call 481-3087.

1973 Buick Century Luxus. Two-door 350 V-8 with power steering and brakes. \$895. Call 466-1557.

1973 Volkswagen. Air conditioning, new tires, clean. \$1,275. Call 645-7062 or 643-9027 after 5 p.m.

1978 Starcraft pop-up camper trailer. Extras. \$1,795. Call 487-2366.

1979 Hustler six wheeler and trailer. Perfect shape. \$2,800. Call 422-2394 after 6 p.m.

Four P225X15 steel radials. \$75. Call 472-5988.

Four L60-15 tires on 15x8 chrome spoke wheels. Ford 5 lug. \$150. Call 471-4476.

Three-horse and four-horse lawn mowers. \$30 each or \$50 for both. Call 479-7985.

Ajay work bench with pulley and pedal exerciser, leg and back rack. Includes 125-pound weight set; used five days. \$60. Men's three-speed bike. \$30. Set of four wheels for Chevy Luv pickup truck. \$60. Call 495-1811.

35mm Olympus OM-1 camera with Olympus T-20 flash and 50mm 1.8 lens. Includes case. \$275 for all items. Call Dustin at 680-0395.

Italian marble-top cocktail

table. Solid white marble with pecan wood base. \$160. Oil painting in 29"x25" frame — ship in ocean. \$20. Outboard motor oil for all two-cycle engines. 47 quarts for \$20; will sell separately. Fluorescent light ballasts for two 40-watt fixtures; will sell separately. \$6. Walworth pipewrench 24" long with 4" bite. \$15. Sentry fire extinguisher. 20-pound chemical for class A, B, and C fires. \$30. Call 531-4949.

Fender F-65 Guitar with Mother-of-pearl inlay. \$250. Call 643-1939.

Bundy trombone used one year. \$150 or best offer. Wurlitzer two-keyboard organ with electronic sounds. Sacrifice at \$950. Kroler sofa and love seat Early American. \$275 or best offer. Call 444-5437.

AKC Toy Silver Poodles. Sassafras bloodline. \$200; deposit will hold. Call 473-5694 or 695-0246.

Girl's bedroom suite. Two beds with frames, mattresses and headboards, chest of drawers. \$200. Call 738-4546.

14-inch metal rims for Chevrolet. \$3 each. Can pick up at plant. Call 531-4949 or extension 6294.

## WANTED

Eight-track player and recorder deck. Pay up to \$50. Call 495-1811.

## PERSONAL

My family and I would like to express our sincerest thanks to all my friends at Shell for the beautiful flowers and cards and for your kindness and support during the recent death of my dad.

Randy Walker

# Safety means dressing for the occasion

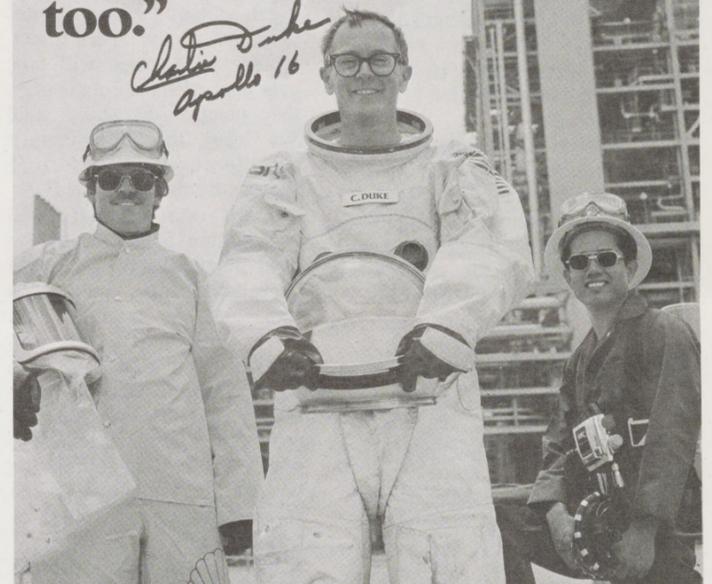
Charlie Duke isn't exaggerating when he says he's been out of this world. In fact, he's seen our world from a unique perspective — the moon.

Duke, along with John Young (pilot of the first Columbia flight) and Thomas Mattingly, comprised the crew of Apollo 16. The mission was the fifth manned exploration of the moon and gave Duke the chance to leave his footsteps on the lunar surface.

As an astronaut, he had to rely on his safety equipment; without his spacesuit, he could not have walked on the moon. The temperature and pressure extremes, not to mention the lack of oxygen, required special gear. Duke's spacesuit, weighing about 30 pounds, cost thousands of dollars and was literally stitched with safety in mind.

Apollo 16 spent more than 291 hours in space, blasting off on April 16, 1972, and returning to earth 12 days later. During the mission, the crew spent 73 hours on the moon, testing a lunar roving vehicle and a ground communications color television system. Without the proper equipment and the right attitude, the mission would have failed.

**"Dress right for the job and you'll breathe a whole lot easier, too."**



Although pipefitters Joe Valadez and Stewart Zoch keep their feet on solid ground, they have to pay the same attention to safety that Duke and his crew did. Whether it's a gas mask or a chemical slicker suit, or simply a hard hat and safety glasses, their job depends on safety

awareness as much as Duke's did.

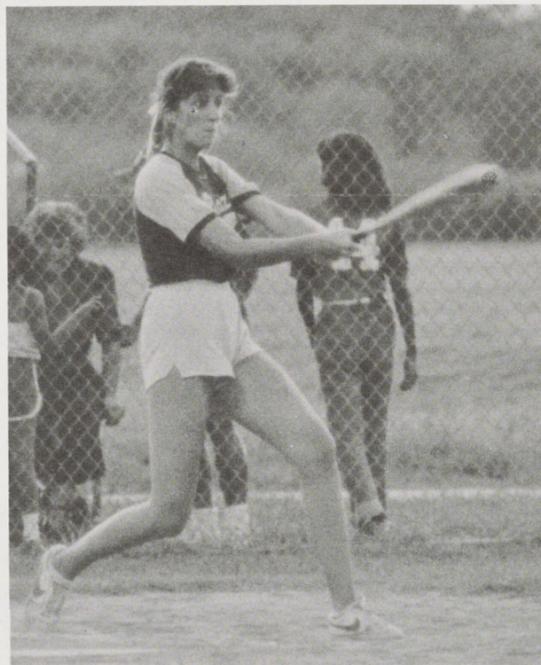
You'll be seeing more of Charlie Duke in the weeks to come. As a living legend, he plays it safe, and that's smart. By dressing right for the job, whether you're in Deer Park or beyond, you'll breathe a whole lot easier.

## SCORA Women's Softball League

TEAM	WON	LOST
Angels	6	1
Jets	5	2
Blazers	4	2
Pacers	3	3
Lone Stars	2	5
Leo's Ladies	0	7

Games through Sept. 15.

**FULL CUT** — Martha Van Woerkem, an accountant in Financial, swings away during a recent women's softball game. The exciting action takes place every Wednesday evening through Oct. 20 at Leonard Field in Deer Park. Photo by Bernie Otten



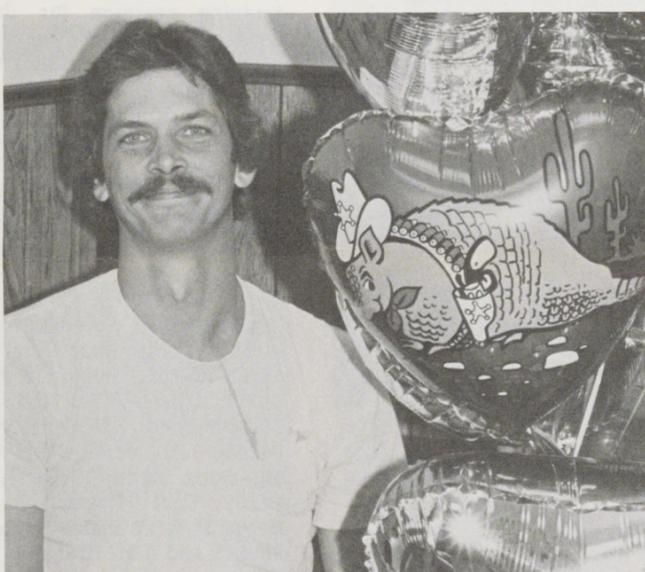
## Provident Fund

The Provident Fund valuation is as follows:

Equities Fund  
August 15 - \$3.549  
Shell Stock Fund  
August 1-15 - \$30.187

The Shell Employee Stock Ownership Fund valuation is:

August 1-15 - \$30.021



### Bruce Bird

The Shellegram is published each week for the purpose of informing and recognizing pensioners and employees like Bruce Bird, Dispatching. Bruce, who has worked at DPMC five years, recently celebrated his birthday, which explains the balloon bouquet.

John P. Abbott  
Editor  
Extension 6301  
N. Cafeteria

Shell Oil Company  
P.O. Box 100  
Deer Park, Texas  
77536