

INTERNATIONALLY SPEAKING, EMPLOYEES REPRESENT MANY COUNTRIES

SHELLEGRAPH



HOUSTON
REFINERY



No. 24

Friday, July 2, 1971



Karl Neber



Peggy Shelburne

A company like Shell is made up of people from many walks of life, people with different customs, people from many different countries and people who speak many languages.

Although Shell is a domestic company, it employs people from different countries and gets the benefit of their talents. Here at



Joe Casas

the Refinery, employees represent Mexico, India, China, Holland, England, Cuba, Hungary, and other countries. These employees have come to Houston for various reasons; some for a better way of life, some for training, and some because their families moved here.

Karl Neber escaped to the United States from Budapest in late November 1956 after the Hungarian revolt against the communist regime was crushed by the Red army. "When we saw that the uprisings were failing, we decided to try to get out. It was easier for us than for other Hungarians because my mother and sister lived near the Austrian border, and we had papers that said we were moving in with them," he said. Karl, his wife and two children crossed the border unharmed before the Russian soldiers could occupy the crossings.

"We moved around from camp to camp (there were 200,000 Hungarian refugees in Austria) and eventually reached Salzburg. When President Eisenhower let 30,000 Hungarians immigrate to the U.S., we were included. By December 14 we were at Camp Kilmer in New Jersey," he said.

None of the Nebers could speak English very well. Karl had been able to read English technical journals before, but he couldn't converse in the language. "I finally wrote a letter in German to Shell Head Office in New York explaining my situation. I

(Continued on Page 2.)

REFINERY'S INTERNATIONAL FLAVOR--

(Continued from Page 1.)

still considered myself a Shell employee since I had never quit Shell. I had continued working at Shell's Budapest Refinery after the communists had nationalized the oil industry," he said. Finally after Christmas, a Shell representative interviewed him and suggested that the family move to the Houston Refinery.

"The first year was hard for us because of the language barrier. But Shell was very generous and everyone helped us from the start. I worked in the Refinery Lab with L. J. Duke, who could speak German, and he helped me and my family get settled. He even rented an apartment for us," he said.

"The children picked up the language easily. Within a year's time, both John and Katrina were correcting our pronunciation. Our first investment was a TV set, which we still have, and it helped us learn English faster."

The Nebers returned to Hungary last year for the first time. Karl's mother and mother-in-law had both visited them for six months each in the early '60's.

Karl, who speaks three languages, holds a B.S. degree in chemical engineering. He is a senior engineer, Tech.

Peggy Shelburne, Secretary, Administrative, was born in Gibraltar and lived all over India and England before migrating to the United States. She came to Virginia in 1949 to marry an American, Carl Shelburne, whom she met during the war.

Peggy met Carl in London during the war, "but it took me five years to catch him," she said. They moved to Houston in 1951 and Peggy went to work for Shell in 1955. The Shelburnes have a daughter, Linda, and a son, Butch. Carl teaches at Milby High School.

Peggy's father was a Warrant Officer in the British army educational corps so that's why she attended several schools in India and six British schools.

"Yes, it is different here, there's too much sun here and not enough over there. We go home to Warwick about every other year, and I feel equally at home in both the U.S. and England. But there are customs at home that I still miss, especially teatime," she said.

Joe Casas, born in Saltillo, Mexico, came to Bryan, Texas, in 1913 when he was three years old, but he has not forgotten his heritage. "We have always tried to speak Spanish at home so that our two daughters and son would not be embarrassed about their heritage. I felt that since our children have Spanish surnames, they might be called upon to speak or translate Spanish sometime, and I don't want them to be embarrassed by not being able to converse in the language," he said.

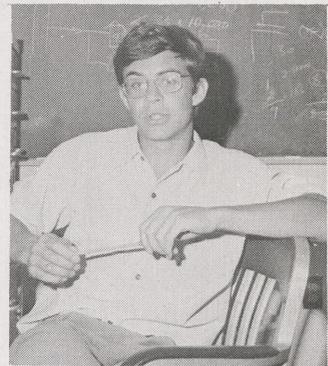
Joe and his family returned to Saltillo for the first time five years ago to see a cousin. "She recognized me right away and said that I looked and sounded just like my father," Joe said. After visiting for a while, Joe said he was ready to come home. He feels there is a lot more opportunity here.

Joe is a Truck Driver in Automotive. He has worked at the Refinery for 36 years.

Twenty-three-year-old Hubert L.C.M. Stapper is an exchange student from Delft Technical University in The Netherlands, who has been here for a month. The mechanical engineering program at Delft requires that a student work in the field for several months of each year. When Hubert learned that there were jobs available in the U.S., he applied and was assigned to the Process Control section of the Research Lab.

What are his first impressions of this country and its people? "I have met a lot of fine people, especially in the South.

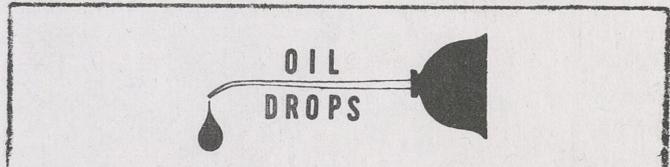
Although he has been here only a month, he has definite ideas about the country and says that his opinions might change later. "People in the U.S. try to use their intelligence to gain material things. A cultural background or a good education is not always important to the people here, but what they can get with their education, he said.



Stapper

He made a comparison between The Netherlands and the U.S. and said that Dutch people feel differently about their government and their country. "Of course, Holland is small with a population of 12 million while the U.S. has 200 million. Americans aren't very involved in their government or in what goes on around them," he said. "People here feel that their small voice, vote, or contribution won't make much difference," he said.

Hubert has been hosted for his first month here by C. W. Lawson, Hydroprocesses, Research, and his family, who are participating in the international exchange program.



Yes, Leon Swarts, there was a Gold Shell tanker sailing the high seas during World War I that belonged to Shell of California and its subsidiary company the Gold Shell Steamship Company. In answer to the antique collector's query after finding a March 1, 1917 newspaper, a Shellegraph reader cited Enterprise in Oil as a good source for information on the Gold Shell.

Built in 1914 along with sister ships the Silver Shell and Pearl Shell, the ship was first intended to carry products from the Martinez Refinery to the ocean terminals at Portland, Seattle and Vancouver. "Surplus carrying capacity, if any, could be put into trans-Pacific or trans-Atlantic service."

During World War I, "the Gold Shell was taken over by the Navy on a bare-boat basis."

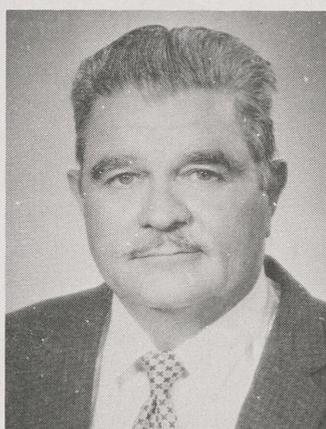
SERVICE ANNIVERSARIES



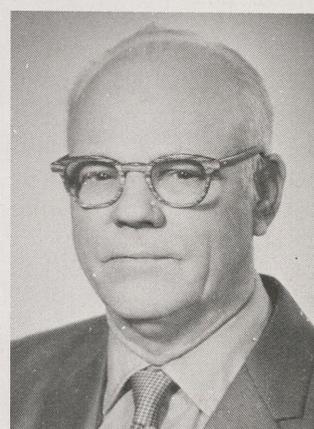
35 Years
W.A. Phillips
Distilling



25 Years
M. A. Alcala
Eng. Field



25 Years
T. W. Cubley
Utilities



25 Years
R. L. Post
Eng. Field

NEW SHELL PRESIDENT, HARRY BRIDGES, BELIEVES IN DELEGATING AUTHORITY

"My task is picking the right people and putting them in an environment that lets them get on with the job," stated Harry

Bridges, newly elected President of Shell.

Savings Bond Drive Begins

SERIES E, OLDER BONDS EARN MORE WHEN HELD TO MATURITY, BUY NOW

All new Series E Savings Bonds now earn a bonus of 1/2% when held to maturity of 5 years, 10 months. This raises the interest rate of Savings Bonds to 5 1/2%. The first year interest rate remains 4%.

Older bonds also receive an increase of 1/2%, retroactive to June 1 of last year. This additional interest is paid as a bonus at maturity or when the bond is redeemed.

The U.S. Treasury Department reports that investors receive "hidden" advantages from Savings Bonds. Federal taxes on interest can be deferred until redemption. If Bonds are held beyond their maturity date, they continue earning at the rate of 5 1/2% interest. It's also pointed out that Bonds are guaranteed against any loss--they are replaced if lost, stolen, or destroyed.

Savings Bonds are available through the Shell Payroll Savings Plan for U.S. Savings Bonds for as little as \$6.25 a month. Under this payroll deduction plan, a \$25.00 Savings Bond is purchased every three months. Bonds can also be obtained in denominations of \$50 (\$35.50), \$75 (\$56.25), \$100 (\$75.00), \$200 (\$150), \$600 (\$375), or \$1000 (\$750).

If you are interested in joining the Payroll Savings Plan for Savings Bonds, you may obtain a payroll deduction authorization form from the Employee Relations Department.

PASADENA SCOUTS HOLD HORSE SHOW JUNE 3, PROCEEDS FOR CIVIC NEEDS

Chuck Wright, Operator #1, Hydroprocessing, and about 150 Boy, Girl and Cub Scouts will be staging their first Pasadena Scouts Open Horse Show, June 3, at the Pasadena Rodeo Arena.

The all-day affair will have contests for halter and performance classes for all ages. Proceeds from entry fees will be used to build park benches, playground equipment and equipment for the scout troops.

A firm believer in delegation of responsibility, Bridges does not think top management should be involved in day-to-day operations or stifled by paper work.

"If a senior executive is reading all the time, it means that he isn't thinking. I want our top men to be thinking."

Bridges becomes President and Chief Executive Officer of Shell this month. He had been President of Shell Canada and left there last year to become Chief Operating Officer and Executive Vice President of Shell Oil.



An Englishman by birth, Bridges joined the Royal Dutch/Shell Group of companies in 1937 and has served in Asia, Africa, Europe and North and South America.

He did not start out to be an international oil executive, though.

"After I graduated from school with a degree in science, I decided I wanted to become an aeronautical engineer," he said.

"I didn't have the money to finance the additional schooling, so I decided to take a job that would exile me in a spot where it would be impossible to spend my wages."

He found the opportunity in Shell as a Field Geophysicist working out of Papua, New Guinea. He then worked in India, Borneo, Java and North Sumatra.

"I had certainly obtained my first objective of being exiled, but I can't say I had saved any money," he said.

His wife, whom Bridges met and married in Australia, is the hobby enthusiast in the family.

"Shirley is an excellent skier and mountain climber," he said.

"I enjoy skiing but I don't believe in roughing it any longer," the Shell President said. "After spending the first ten years of my life with Shell sleeping in a tent, I much prefer a comfortable bed to a campsite."

CLASSIFIEDS

FOR SALE

Climatic air conditioner with Chevrolet 6-cylinder mounts, inclusive, Excellent condition, \$65.
Telephone: 472-2265

Approximately 10 acres hay meadow of red top cane, good quality.
Telephone: 471-1431

1968 VW bug, clean, new rubber, \$1025.
Telephone: 479-7775

17 ft. Golden Falcon travel trailer, butane stove, ice box, air cond., sleeps 6, level loaders, anti sway bar, extra nice, for sale after July 5th. \$1350.
Telephone: 424-7698

4-14" ET mags and custom steering wheel for Mustang, \$50
Telephone: 472-7663

1970 Red Mach III excellent, low mileage, includes helmet and cover, also two Bell helmets, \$15 each.
Telephone: 472-7663

'66 Volkswagen--only 39,000 miles, new tires, radio, air con., excellent condition, car like new.
Telephone: 481-3381 or 923-8709

10 acres at Cove, Texas, \$1500 per acre.
Telephone: 573-1179 or 477-1009

1968 Ford Ranger pick up, camper, air, stick, shift, clean, LWB, \$1795.
Telephone: GR 2-5646

Remington Sportsman Model 11, 12 gauge, auto, shotgun, full choke.
Telephone: 455-3737

4 ET mags for 14" GM product, complete, reasonable, \$75.
Telephone: 477-4555

House--3-2-1 in Pasadena, Deer Park School District, near school, 2 wheel trailer frame.
Telephone: 473-1004

1962 VW chassis with transaxle, good for dune buggy or parts, \$60. With clear title.
Telephone: 921-0943 or 923-7595

Hoover portable washer, like new, half price--\$80.
Telephone: 643-1816

72 waterfront & waterview lots, Lazy Acres subdivision, Sam Rayburn Lake, 21 mi. east of Lufkin. From \$1295 to \$3500. Hard surface roads, all utilities, 5 year fin.
Telephone: 424-7698 or MI 9-6797

4 Reversible braided rugs--12x15 shades of rust, \$65. 9x12 shades of rust, \$30. 12x15

shades of green, \$25, 9x12 shades of green, \$15.

Telephone: 649-7647

East of Hawaii surfboard, good condition, \$45.

Telephone: 643-9027

FOR RENT

South Houston 3-2-2, cent. air & heat, built-ins, drapes, all brick, panelled den, \$200 a month.

Telephone: PA 9-9691

Policy Change**CREDIT CARD INSURANCE BENEFITS UP, HOTEL/MOTEL ARRANGEMENTS OUT**

Benefits offered to Shell credit card holders through the Allstate Group Accident Protection plan have been increased as much as 25 percent at no additional cost to the policyholder.

The new benefit schedule increases additional death payment to the head of the household from \$100,000 to \$125,000 if fatally injured while riding on a common carrier such as a commercial airline.

Benefits from death in either a private automobile or as a pedestrian have been increased from \$25,000 to \$30,000. The benefits from other accidental deaths have increased from \$10,000 to \$12,000.

Family protection benefits have also been increased in all categories. For example, benefits paid for a spouse fatally injured while riding a common carrier have increased from \$40,000 to \$50,000 and for any children fatally hurt on a common carrier from \$5,000 to \$6,000.

The benefit increase affects all policyholders except those living in Texas and New York. State insurance officials in those two states are expected to approve the increases in the near future.

Cost of the insurance package is \$2.50 per month for head of household and an additional \$1 for the rest of the family.

Hotel/Motel Credit Arrangements Suspended
Shell's hotel/motel credit card agreements with Sheraton, Master Hosts, Travelodge and Rodeway Inns have been suspended, effective August 31. Shell credit card holders are being notified of the change in the August billing cycle.

Even with the suspension, Shell credit cards continue to offer numerous advantages for motorists traveling in the United States, Canada and Puerto Rico.

For example, credit card holders can charge gasoline, tires, batteries, small accessories, maintenance services and minor repairs made by Shell dealers. The Shell credit card can also be used to charge Shell marine and aviation products as well as accidental death and dismemberment insurance in most states under Shell's Group Accident Policy, which is issued by Allstate Insurance Company.