

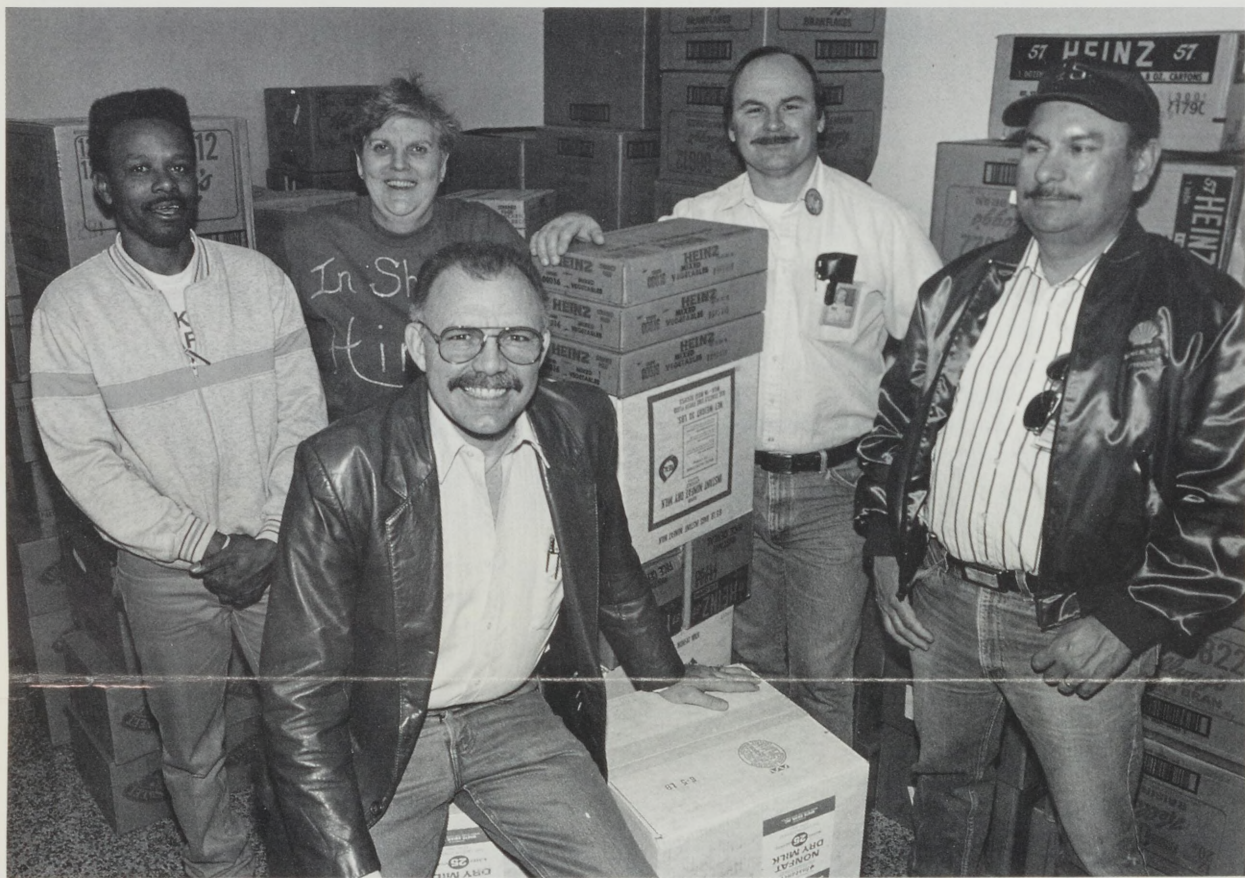
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DEER PARK MANUFACTURING COMPLEX

\$8,070 in provisions for needy

More DPMC groups contribute funds for food



MORE FOOD TO GO—Gathering boxes of food purchased from DPMC group donations of United Way lunch allocations are (front, sitting) Darrell Hurt, Control Systems; (back row, from left) Gene "Pee Wee" Timmer, Olefins BD/HT/IP; Jo Anderson, Light Olefins; John Fox, Central Maintenance; and Frank Rangel, Chemical Operations. Jack Oliphant, H&S (not shown) also assisted in loading the food trucks. Local agencies with food banks will distribute the provisions to the area's needy.

Complex contributes to D.A.R.E. program

Deer Park elementary school children learn how to say no to drugs

A different sort of graduation took place at Deer Park's Carpenter Elementary School last month. Fifth graders celebrated the completion of a course new to the curriculum. They learned how to say no to drugs.

Deer Park Policeman JESSE ZESIGER led the students through a carefully structured 18-week program called D.A.R.E. (Drug Abuse Resistance Education), a course taught nationwide to instruct children not just to refuse drugs but how to do so.

Shell Deer Park has helped fund the program locally. Recently the Complex donated \$1,084 to help fund D.A.R.E. at Carpenter Elementary. The school is named after the late W.A. Carpenter, who was a Shell Deer Park retiree.

D.A.R.E.'s curriculum covers such topics as personal safety, drug use and misuse, consequences of behavior, resisting peer pressure, building self-esteem, assertiveness training, managing stress without drugs, media images of drug use, role models, and support systems.

"I don't teach about drugs so much as I

teach skills; skills that will insulate kids from the pressures to use drugs," explains Zesiger, D.A.R.E. officer, who left the Juvenile Officer beat to devote his work exclusively to teaching the course and administering it to fifth grade students in the Deer Park school system. Zesiger has met once each week for the past 4-1/2 months with fifth grade classes at Carpenter Elementary and Deer Park Elementary and will do the same at Dabbs and San Jacinto Elementary Schools.

"We emphasize feeling good about ourselves, and we build self-esteem so they won't turn to drugs. Researchers and therapists have identified children not feeling good about themselves as the single most important reason they turn to drugs. Children with low self-esteem are very susceptible to peer pressure to try drugs. Parents and teachers must find ways to compliment children at every opportunity, show them affection, recognition and give them a sense of belonging to a support group—family, church, sports, etc," says Zesiger.

(See "Kids say no to drugs" on Page 3)

A total of \$8,070 in recognition lunch allocations from the last DPMC United Way Campaign has been donated by Complex groups for those in need. The donations, which have been rolling in since November as the campaign came to a close, are being used to purchase food for several area food banks.

The provisions have been ordered through DPMC's cafeteria, thanks to MARY FUNK, and are being sent to area food banks.

Contributing groups are: Chemical E&S, LPA Administrative Team, Catalytic Cracking/Gas, Fuels Operations Dispatching, Central Maintenance, Controller's Organization—Computer Services/Financial/Information Systems, Dispatching Docks, Utilities, Chemical Engineering Group, Control Systems Instrument Dept., LOIII Administrative Team, E Dept., Project Engineering/Engineering Support, North Lab, Financial Accounting Group, Control Systems, Distillation/Solvents/Treating, Engineering/Engineering Services, Fuels/Engineering, Technical Distribution/Chemical, PYIII Sch. 3, Process Engineering LPA, Chemical Operations Maintenance, Process Engineering Resins, Process Engineering Refining, Chemical Operations Administrative Team, P&AS, Economics & Scheduling, LOIII, Process Engineering Logistics, Engineering/Log./Env./Util., Fuels Operations Administrative Team, Process Engineering/Olefins, G Dept., Environmental Compliance, Controller Group/Financial/Product Analysis, BPA-4, and Environmental Operations.

Kids are railroad poster contest winners

Fifteen youngsters of DPMC employees and retirees are winners of the Railroad Crossing Awareness Poster Contest sponsored by the Complex Railroad.

The children, whose ages range from 4-12, received electric train sets for drawing posters that best showed how to prevent railroad crossing accidents.

Winners and their sponsors are: TOMMY ACUNA, 8, sponsored by BARBARA ACUNA, Chemical Operations; DANIEL ANDERSON, 12, and MICHAEL ANDERSON, 11, sponsored by JOHN ANDERSON, RR Operations; ASHLEY ARCHER, 8, sponsored by S.L. ST. ANDRY, Computer Services; AUSTON AYRES, 6, and AJA AYRES, 4, sponsored by DIANA AYRES, North Lab; CLINT FRANKS, 11, CLIFF FRANKS, 9, and CLAY FRANKS, 4, sponsored by EARL EBELT, retiree; BROOKE GLASER, 9, CHRISTOPHER GLASER, 6, and MARK GLASER, 5, sponsored by BRAD GLASER, Olefins Operations; ANNA KATE PERTL, 9, and GINA KAY PERTL, 6, sponsored by BRADLEY PERTL, Central Planning; and HALEY RAMIREZ, 5, sponsored by MAURINE BISHOP, P&AS.





Controllers group recognizes fourth quarter achievements

Members of the Controllers Organization met January 25 for their Quarterly Recognition Meeting to acknowledge Quality Recognition Award and Perfect Attendance winners and introduce a new quality awareness program.

Fourth quarter quality winners were PAUL SWETLAND, RON PETRI, MELISSA EVANS and KATHY GALLAGHER. Evans and Gallagher also won the competition's annual award for putting together a package of automated business performance graphics they instituted for Olefins.

Fourteen employees also achieved perfect attendance records last quarter. Records ranged from one to six years of no missed days. The six-year record went to VON DEEN CROUCH.

Highlighting the recognition meeting, which is made up of members of Financial/Auditing, Computer Services and Product Analysis departments, was the introduction of a traveling trophy program to stimulate quality awareness. CHUCK HINKLE, a representative of the Quality Awareness Committee, explained the program and the reason for the 70 trophies lined up in the meeting room, each bearing the name of a member of the organization.

Under the trophy program, each individual is to award his trophy to the fellow employee who performs a task which the trophy-giver feels best exemplifies the quality process. The trophy recipient will hold the trophy for one month, after which time it will be returned to the trophy-giver, who awards it to another deserving individual.

"We are very pleased with the enthusiastic response to the trophy program," says PAT WELSH, Financial manager and chairman of the group's Quality Awareness Committee. "We feel that utilizing the peer recognition concept will heighten the awareness of the Quality Process in our departments and assist us in achieving our goal of institutionalizing the process in our daily work activities."

Keynote Speaker, NICK CARUSO, manager of Oil, Gas, Refined Products and Sales Processing, from Head Office, also spoke on the recent reorganization of business processing that has resulted in the merging of functions from the Exploration and Production and Products organizations.

AL JACOBS, Eastern Region R&M financial manager, was also present and commented to the group on staff planning committees and the recent Western Regional accounting re-alignment.



TRAVELING TROPHIES—Seventy trophies, each bearing the name of a member of the Controllers Organization, await distribution at the group's recent quarterly recognition meeting. Recipients of each award may display the trophy for one month, after which it will be returned to the owner to be awarded to another individual in recognition of their efforts to further the quality process.



AROMATICS ON TARGET—Eric Perry, Fuels FSO (front row, left) awards the Fuels "On Target" Award to Aromatics for holding down spending in 1989. Accepting honors are: (front row, from second left) Bill White, Dave Prett, (back row, from left) Don Foulk, Eddie Gibbs, Joe Spiller, and Ray Pozzie.

Aromatics STOPs on spending

Fuels BA's 1989 "On Target" award was presented January 29 to the Aromatics Department, which last year held spending to within three percent of its STOP (Short Term Operating Plan).

DAVE PRETT, Aromatics field team manager received the award presented by ERIC PERRY, Fuels FSO.

The STOP award is presented annually to the department whose direct fixed cost spending for the year comes closest to STOP.

Fuels' award was earned for two separate efforts: one, between April and June 1988 when the 1989 STOP target was prepared, and the other for all of 1989, as the department managed its spending to meet the forecast.

"Earning the award on paper sounds simple," says Perry, "Just project departmental spending and then spend accordingly. However it is often difficult to clearly understand departmental needs up to a year or more in advance, and meeting unexpected departmental needs throughout the year increases the challenge to the department."

"Receiving this award speaks to the quality of the STOP forecast and the hard work and effort of the entire department in meeting it," concludes Perry.

Prett offered a special thanks to PEGGY MONTANA, Hydroprocessing field team manager, who was the Aromatics field team manager at the time the STOP target was prepared.

Crognale is PAFEC December quality winner

The Chemical PAFEC Quality Team chose FRED CROGNALE, COPS Accounting, as the Quality Recognition Award winner for December, 1989. Crognale was recognized for his outstanding efforts in "Doing his job right the first time!" The award was presented to him by DEAN ZURKAMMER, manager of Economics and Scheduling, Chemical Operations, at the January 25 PAFEC meeting.

Letters to the Editor

Thank you Shell

On January 23, my son BRADLEY and I were dining at Luby's in Pasadena when he began to start choking and I noticed he was unable to get his breath. I immediately came to his rescue and performed the Heimlich Maneuver on him and dislodged the steak in his throat. If I had not had the CPR class given by Shell employees of our Safety Department, my son might not be alive today. So, thank you for the health and safety training I have received. I hope to continue receiving it.

BEVERLY & BRADLEY VAJDAK

Christmas donation generous

I would like to take this opportunity to thank Shell Oil Company and its employees for the donation of 237 cases of food and survival kits. Your generous contribution helped us to top last year's record of 14 tons of food collected during the holidays. With your donation, and others received, we were able to assist

862 individuals from 264 families with Christmas food baskets. Included in this total was 87 families that were senior citizens and disabled. Additionally, 119 individuals were helped with emergency food in the month of December. The survival kits are especially helpful when families are transient or have no means of cooking ...

SUE SKINNER
NEIGHBORHOOD CENTERS

Retired nurse says thanks

My thanks to all Shell folks for our party of hilarity in the Medical Department. I will put the VCR to use right away. I'm very proud of the plaque presented by Mike Dossey. The program of Roasts and Toasts was outstanding. Fifteen years at Deer Park passed like the "blink of an eye."

ELIZABETH JAMES





SHELL DARES TO HELP FIGHT DRUGS—Shell Community Relations Manager Peter Fischer (left) presents a check for \$1,084 to Carpenter Elementary Principal Bobby Garcia (fourth left) to help supplement the new drug resistance program D.A.R.E., as Deer Park Police Chief Donald Little (center) and fifth grade students Janine Holley (left) and Keesha Harrell (right) stand by. D.A.R.E. is a national program that teaches students not just why but how to refuse drugs. The program will be administered to fifth grade students in the city.

Engineering reviews quality process issues on Quality Awareness Day

Project Engineering/Engineering Support held a Quality Awareness Day January 16 to review several items, recognize employees and discuss the quality process as a whole.

The purpose of the meeting was fourfold, according to Awareness Chairman GEORGE JOHNSON. Keynote speaker VIC FIGURELLI, Manager of Quality Improvement for Shell Chemical Company, reviewed the quality process and emphasized how the principles could be applied to daily tasks; reviewed the status of the Problem Elimination Forms and Corrective Action Teams (the department's goal is a 75 percent submission of PEFs by the end of 1990); recognized Quality Recognition Award recipients, along with those who submitted PEFs and those active on CATS; and obtained signatures for the Departmental Quality Policy.

Figurelli presented ideas on how to apply the Quality Process to daily activities and empha-

sized the need to differentiate between working on the process and using the process to solve day-to-day problems.

Employees recognized during the event were: KYLE SODERMAN, DON BUCHANAN, MARY GILMORE, and DENISE WALKER, for PEF submissions; BILL DAVIS, for his CAT work; LINDA DeRICK, JIMMY HASSELL and ED MULLERY, ELLA MAE YOUNG, MARY



IN FRONT WITH QUALITY—(From left) Ella Mae Young, Mary Phillips and Debrah Hill, all of Project Engineering/Engineering Support, show off the Quality Recognition Awards presented to them during the department's Quality Awareness Day January 16.

PHILLIPS and DEBRAH HILL received Quality Recognition Awards.

Department members also signed a Quality Policy Statement that will become a sign for display, and a Quality Wheel of Fortune game produced a grand prize winner, EARL WILSON, who received a large chocolate chip cookie inscribed with the quality logo. RON KINGSBURY, general manager; JIM NIERMAN, complex superintendent; GEORGE ANDERSON, technical superintendent, Engineering; and MIKE DOSSEY, Facilities Support superintendent also attended. ■



PROJECT BUSINESS—Eighth grade Junior Achievement students from Deer Park's Deepwater Junior High School get a bird's eye view of the environmental treaters. Tour guides showed students how wastewater is treated and the kind of technology used at BPA-4's Control Room. Those participating and assisting on the tour were: Rupert Dominguez, J.D. Johnson, James Mattox and Jeff Champlin of Chemical Operations; Mike Corron, Alan Brown (foreground), and John Schubert of Environmental Operations; and Jerry Murphy and Fil Saenz of BPA-4. A lesson in applied economics, last month's tour gave students an insight into business world, the types of products produced at Shell Deer Park and the kind of preparation required for a career here.

Kids say no to drugs

(Continued from Page 1)

"We also learn why drugs are bad for you, perform skits, write essays and talk about how students might be approached to take drugs and how they can realistically say no to it," says Zesiger, who has been exposed to many child drug problems during his 10 years as a juvenile police officer.

The first graduating classes have been a learning experience for Zesiger as well. "What I learned was that high school students established their reputations as drug users or non-drug users in junior high. If you let people

! We emphasize not only that you should be drug-free, but that you shouldn't even try drugs. !

know you don't use drugs in junior high, you'll have a reputation to that effect, and people won't even approach you in high school," explains Zesiger. "That's why we target fifth graders in the D.A.R.E. program. They're old enough and sophisticated enough to understand terms like 'self-esteem', and 'pressure' yet young enough that they are drug-free and receptive to ideas from authority figures."

"There's a lot of apprehension about going to junior high and being confronted with drugs," Zesiger admits. "We brought in high school students as role models and the kids had a lot of anxieties about being forced into drugs. The high school students kept re-emphasizing that the most pressure they'll get is peer pressure, but no physical force or threats."

Zesiger's classes focus on discussions of what he calls "gateway drugs"—alcohol, cigarettes, marijuana—the drugs with which kids first come in contact. "If we prevent them from using these drugs, we don't have to worry about cocaine and heroine and downers," he claims.

So far, Zesiger has made an impression. He has celebrity status among the children and they seem to enjoy the program. "The kids have been very responsive. I've had several teachers and parents tell me so," he says.

What's unique about D.A.R.E. is the presence of a uniformed police officer, that it is a full-length course on resistance skills, and the introduction of positive role models.

"We break down the hard, cold image of a police officer in uniform," says Zesiger. "They find out you're a person, they have more respect for police and authority figures in general. They learn that police officers are caring. Also, it's not a one shot deal where you go into an assembly. We spend lots of time going over specific details."

The reason D.A.R.E. exposes children only to drug-free individuals and brings in drug-free speakers is to reinforce prevention. Zesiger points out, "We emphasize not only that you should be drug-free, but that you shouldn't even try drugs."

D.A.R.E.'s recent graduation exercises included skits and essays delivered by the students to parents, school officials, and local dignitaries. The 150 graduates received awards, certificates and T-Shirts and stayed over for a party.

"The kids felt a sense of accomplishment having gone through the D.A.R.E. program," says Zesiger. "We celebrated the fact that they can have fun without drugs." ■



Units report banner year

Major Resins reviews 1989

In review of their performance for 1989, the folks in the Major Resins units can feel good about last year's accomplishments: record production levels, improved product quality, four new resin products, and safety and environmental performance among the best at DPMC.

Both units far exceeded their previous production levels. ERU-5 Unit (liquid) had a production increase of 17 percent over its previous best year (1988). ERU-6 Unit (solid) production was up 7 percent, also beating the previous 1988 record.

These records were during a year of major turnaround, when the units were down for 1-1/2 months, explains JERRY WALKER, who was manager of Major Resins in 1989 and is now the technical manager for BPA and Major Resins. "This meant that the units had to operate at all-time high rates during the first part of the year to build inventory."

As with much of the Complex, manpower was very tight in early 1989 from retirements and other turnover. Responding to such a sudden growth in business required movements of new people into the department.

"Our new operators proved their value by quickly learning the units and taking over jobs within just a few weeks," continues Walker. "It was long hours until they arrived and were trained, but they really learned fast. Many times extra shifts or weekends had to be worked in distribution or the solids unit to keep up with demand."

The Resins Quality Assurance laboratory trained new lab technicians for major projects

As competitive as it is today, you've got to have a good product and make sure you get it out in front of the customer quick.

support and increasing sample load. "Everybody in the QA lab did a great job in keeping up with the additional product testing associated with higher demand for resins products. The resins lab also supported critical test runs that led to improved capacity and consistent product quality," says DALE TAGGART, process chemist.

JOE FISCHER, ERU-5 TSO, comments, "Everybody's cooperation really improved with the challenge to make more and push the units harder. We spent more time in the field just listening to the operators and foremen. We tried different things to identify how to fine-tune rates and decrease the variability of the end product."

If Shell Resins are going to be the leaders among the competition and convince customers of their dependability, they've got to do more than produce at higher levels. "It's critical to continue producing better and different resins," contends SANDI HOGUE, former TSO, and now Field Team Manager.

The continued focus on improving the products meant working harder at solving plant problems and learning to control the units tighter for consistent product performance. Variability of key property targets has decreased by over 50 percent the past two years,

according to Hogue.

"During the September turnaround, over \$1.5 million of project improvements were installed, increasing capacity by about 5 percent," says Hogue. "These also gave better cost control with lower impurities in our final product."

The result — customer satisfaction has gone up, as measured by a 37 percent decrease in nonconformance reports, a formal reporting system available to all Resins customers. The reporting system highlights complaints ranging from the way the truck driver acts during deliveries to being out of the product when a customer calls. "We answer all customers with the intent of understanding them and meeting their needs," says BOB BUTLER, ERU-5 operating supervisor.

"As competitive as it is today, you've got to have a good product and make sure you get it out in front of the customer quick," says LEROY PICKENS, reaction operator, ERU-6. "It doesn't help to say you have the best and then not be able to deliver later on. Overstatements will turn off sales real fast."

The units were also asked to become more active in the research of new high value resins. "This can be through totally new products or special quality requirements (SQR) which were requested by the Business Center for DPMC manufacture in order to have new customer markets. This took a lot of effort including additional sampling by operators and testing by lab technicians, complicated test runs at the plant, numerous upgrades or changes in procedures and equip-



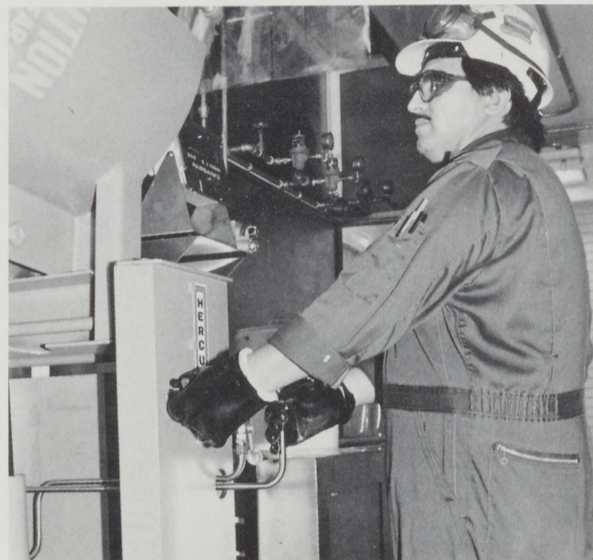
DISPLAYING PRIDE—Major Resins operators prepare to hang up one of the two winning entries in their banner contests. They are (top photo, from left) J.W. Morris, D.A. Turpin, A. Jones, J. Prigmore, A. Soliz, D. Lampton, D.A. Wilkerson, C. Dobbs, G. Duckworth and R. Rosales. This banner's designer is F.E. Jendrusch (not shown).

ment on short notice, and even the creation of our own special order center—the small packaging room," says DON MERDIAN, "Dean of Resins Technology".

"A customer can really get upset when he's expecting even a quart of sample for a programmed test and it doesn't arrive right," says JOE MARTINEZ, small packaging operator. "The phones really start ringing when it's an important customer and I'm scrambling to meet a four-hour deadline."

Martinez, who makes up special packages for use in customers' research programs, has a daily rendezvous with overnight express companies, and gives each of his 20 to 75 packages a day careful attention.

Not to be overlooked in 1989 are safety and environmental performance. The continued focus on departmental programs such as HSIP and an Environmental Awareness Kick-off helped the department meet Complex goals. Major Resins had no Lost Time Acci-



PREPARING PACKAGES—Joe Martinez packages a specialized liquid resin product into a small container to fill a customer's order. The packaging room is a new special order center where Major Resins can fill orders for samples needed by customers conducting research projects.

dents and one OSHA recordable, which was within the goal of 2.0 with no exceedances. The unit had only three environmental incidents for the year, continuing their 1988 standard of excellence. During the decontamination of the units for turnaround, all effluent was contained or met requirements to drain to the treaters.

Resins business growth is an identified strategic imperative for Shell, meaning that Shell investment is focused at growing the business to capture more sales. Resins is currently the largest supplier of Epoxy resins

for the continental U.S.


One activity just begun is to replace the 1978 vintage instrumentation at ERU-5 with TDC technology and to consolidate into the new BPA-4 control room. According to Walker, several changes are expected in the next few years, including capital projects and new processes for supplying future customer needs.

"For example, JOHN HEARN, operating supervisor; AMOS FRANCIS, reaction operator; and WALT SEIWARD and GERALD THEILER, finishing operators for the solid unit, visited DEXTER HYSOL in Olean, N.Y. to discuss how we could better meet their needs," explains Walker.

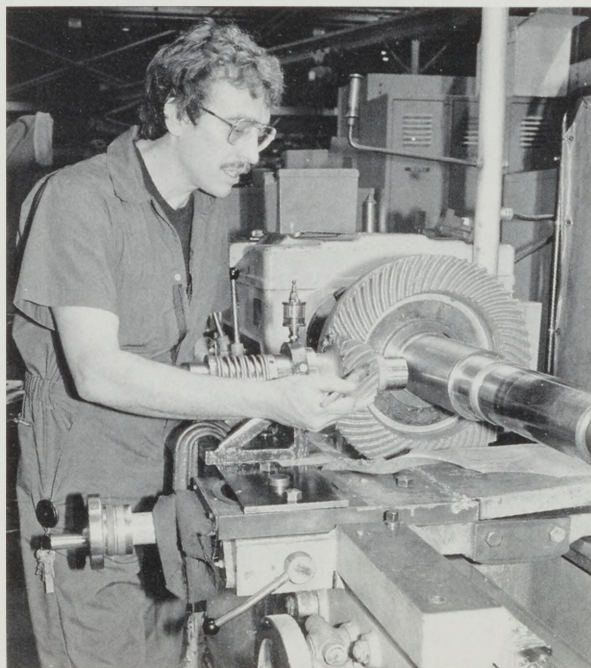
"That trip was very helpful to our valued customer and we brought back many good ideas along with a better appreciation for what the customer really needs. Quality partnerships like these will take on more importance. Partnerships bring with them opportunities for growth," Walker adds. ■



Gears in motion at Central Maintenance Machine Shop

 ver at the Machine Shop, craftsmen come up with some ingenious ways of keeping equipment in good running condition. RAND SCOTKA is one such individual.

With a little brush, some lapping compound, and a modified lathe, Scotka is able to restore the worn-down teeth of gearbox gears which otherwise may be discarded. Scotka's work is critical and the gears expensive. Without a proper tooth pattern, the gears can be noisy, tear up and fail prematurely. "It'll shut down whatever it's driving," says CLIFFORD



IN HIGH GEAR—Rand Scotka, Central Maintenance, restores a set of gearbox gears by applying a lapping compound to the gear teeth which he has mounted in a modified lathe. It's a process Scotka has pioneered and has perfected in the Machine Shop over the last couple years. This gear set drives a vertical cooling water pump in Distilling.

MEEKS, supervisor, Central Maintenance.

Centered and aligned in Scotka's lapping lathe, worn gears are lapped to restore the proper tooth pattern. After a rigorous workout the gear is tested in the shop. Scotka installs plexiglas windows on the doors of the gearbox to make sure it works properly before he sends it back into service.

"What Rand has done is develop gearbox repair into a specialty area which is very competitive. We can turn out a quality piece of equipment and know that when it hits the field, the equipment will perform better than if we had sent it out to a repair shop," says Meeks.

Besides turning out a quality piece of equipment, Scotka is able to save the Complex from \$6,000 to \$9,000 for each set of gears he salvages.

"Typically we used to send the gears off and have them reconditioned if they were sal-

vageable. Or we would discard them and purchase a new set," says Meeks.

"We're specialized to where we can do work better and more superior to any gearbox manufacturer because we know the type of environment our equipment is in and how to make adjustments for that," says Scotka. "Someone outside the shop doesn't really know our environment and what kind of stress is put on our equipment."

A pioneer of gearbox repair, Scotka has worked on equipment in the shop and in the field. He has learned by trial and error, has become more efficient, and is able to take on more and more complex projects—higher speed gearboxes with more horsepower.

Today, with more floor space assigned to gearbox repair and other machinists in training, the machine shop will be able to carry on the important work that's taken Scotka years to perfect. ■

Newly retired nurse recalls DPMC changes

ELIZABETH JAMES, DPMC nurse, retired last month and took with her recollections of a Complex in the midst of many changes.

"I came when Shell Deer Park was about to embark on a great expansion program," says Elizabeth, 66, who completed her 15-year service in the Medical Department after a career as a



Elizabeth James

housewife and mother.

"Major projects were going up at the Complex. There was construction everywhere," she recalls.

After DPMC hired its first on-site Medical Director in 1974, Elizabeth was brought on as the fifth on-site nurse. Together they ushered in a modern physical exam program which has expanded over the years.

Medical records outgrew the few file cabinets in which they were stored, and staff outgrew the building they shared with other departments, as the work force grew steadily. In 1978 Medical moved to its own new building outside the Chemical Gate, the building they still occupy.

Medical staff eventually grew to include another full-time doctor, nine staff nurses, an x-ray technician and a part-time physical therapist. "Two years later we had to build an addition to house physical therapy," says Elizabeth.

Elizabeth admits some exciting things have happened, good and bad, during her 15 years. "When a ship blew up at the docks, I was the nurse that was on duty. Another thing was SMART (Shell Medical Alert Response Team) in 1986, which is a big part of our life now. We couldn't function without those fellows and gals."

Elizabeth saw the coming and going of trainees from Saudi Arabia who left their homeland temporarily to learn the chemical business at Shell. "They were young and it was their first time on their own, away from home," Elizabeth recalls. "It was much different from their own culture over here, I think, and they seemed to enjoy it."

"I came to Shell late in life," says the 50-year resident of Pasadena, who responded to the call for part-time nurses in the early 1960s. After six years of part-time work for a local hospital, she was hired on at DPMC, working shifts. She was assigned to administrative duties years later, which she performed up to her January 31 retirement.

"There are a lot of really fine people I've known that have come and gone," confides Elizabeth about the Shell Deer Park community. "When you get down to it, leaving here is a little bit sad." ■

Guest commentary ...

Something I learned in Boy Scouts

by TA Wandstrat, Economics & Scheduling

Years ago, for a brief period, I was a Boy Scout. My older brothers were Scouts, and somewhere along the line I was taught to "always light the fire with the first match". Whenever we had a family barbecue or lit a fire in the fireplace someone would challenge the fire starter to see if he could start the fire with the first match.

In the last few years I have been involved with Scouts. At an adult training meeting for religious emblems, JOE DELANTY, one of the leaders of the Catholic Committee for Scouting, told a story from the works of Jack London. It seems a prospector was making his way along the trail in the Yukon territory when it began to snow—a hard wind-driven snow.

The prospector kept going until the snow got too deep for him to make it back to his cabin. So he stopped to make a shelter and light a fire. He dug through the snow to get some leaves and sticks for a fire.

The prospector couldn't strike the match with his gloves on so he put his right hand under his left arm and pulled his hand loose from the glove. He got down close to the twigs to protect them from the wind. He struck the match. The twigs began to smoke, but they were too wet to burn and the fire went out.

He realized he needed drier materials so he dug deeper and found some very dry twigs and dry leaves. He took one of the larger sticks and fuzzed up the sides. After carefully con-

structing a mound of the dry material around his fuzzy stick with enough air spaces to allow good combustion, he was ready to light the fire.

His hand, without the glove, was now frozen stiff. So he put his left hand under his right arm to pull off the glove. He went to strike the match after forcing the match box into his frozen right hand.

The snow and wind were very cold, and the weather took its toll. Ten days later a search party found the prospector frozen and half buried with snow. When they uncovered him, he stood like a statue with a match in one hand poised to strike against the match box that was held in the other hand, his gloves still under his arms.

This would not have happened to a Boy Scout. A Boy Scout would have lit the fire with the first match!

I believe this story tells what "safety under the quality banner" is all about. "Do it right the first time" is the same as "always light the fire with the first match". The safe way is the quality way because if we do it right we won't need to explain what went wrong or say we are sorry. When things go wrong, someone can get hurt. In the case of the prospector, it was a simple thing that went wrong and he knew better. It was a life or death situation.

Sometimes we don't realize that we face life and death situations everyday, at work, or on the highway and at home. ■



MILESTONES

Service Anniversaries

35 YEARS

R.M. KINGSBURY
Administration
W.C. UBERNOSKY
BPA Manufac.
B.W. WEEKS
Chemical Oprns.
W.R. WOMACK
Instruments

30 YEARS

C.M. CLEGHORN
Env./Util./Env. Oprns.

25 YEARS

B.J. DEJEAN JR
Process Engrg.

20 YEARS

F.M. CORDIER
Log./Env./Util.
R.J. EHRLICH
Logistics
D.K. LITTLETAYLOR
Fin./Stock/Acctg.
R.E. PICKERING
Chemical Oprns./E
J.J. SEDTAL JR
Instruments
L.D. SMITH
Chem. Oprns./Maint.

15 YEARS

A.P. DE LOS SANTOS JR
Log./Env./Util.
D.W. DOMINY
Control Systems
R.J. SELLERS
Railroad
C.R. SLATEN
Carpenter
M.L. STRICKLER
Log./Env./Util.
W.E. SVOBODA
Boilermaker
J.W. WALLS
Chemical Oprns.
J.L. WILLIAMSON
Health & Safety

10 YEARS

J.M. ARCHIBALD
North Lab
L.M. BENNETT
Welder
R. W. BRYANT
Control Systems
R.C. DAVIS
Chem. Oprns.
G.H. DUNHAM
North Lab
A.J. FARRANT
Hydrocracking
C.L. GRAYS
Phenol Acetone
W.R. HARTLEY
Olefins/BD/HT/IP
H.E. MEAD JR.
Engrg. Svcs.
J.C. NORVELL
Engrg./Sys. Spt.
G. PENA JR
Olefins/BD/HT/IP
B.M. SWARTZ
Lube Manufac.
J.D. WALKER
Cat. Crack./Gas
W.A. WIATREK
P&AS
B.L. WILLIAMS
Fuels Oprns./Hydrop.
P.A. WOLFE
Fin. Oprns

DPMC WELCOMES

R.D. CROOKS JR
Financial
S.H. CHADBOURNE
Dist./Cust. Svc.
S.L. HARTLEY
P&AS
B.A. LUNDBERG
Engrg./Cont. Sys.
R.M. STOUT
Engrg./Cont. Sys.
L.L. WHITACRE
Dist./Cust. Svc.
R.M. TUCKER
Empl. Rel.
C.G. WHATLEY
Empl. Rel.

RETIREMENTS



G.D. ASHLOCK
Utilities Systems
(above, October, 1989)



R.J. L. MAES
E Dept.
(above, November, 1989)



D.S. PATTERSON
P&AS
(above, November, 1989)

B.P. STATON
Maint. Shtdn. Plng.
(January)

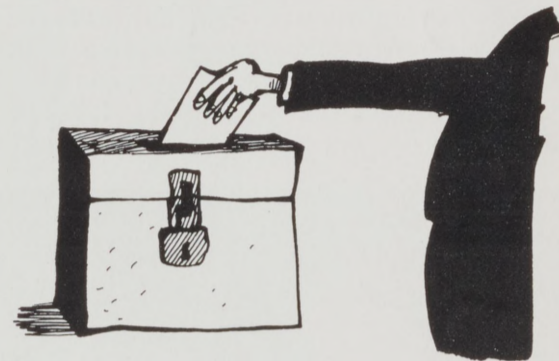
MEMORIAM

Homer Warren, retiree, died January 27 in Pasadena, TX.

SCORANOTES

Camping at Brazos

Haul out the camping gear for a weekend at Brazos Bend State Park March 10-11. SCORA cooks Saturday night, and campers should bring a side dish. Fee: \$9 per night and \$9 deposit required.



Cast your vote, reapply

SCORA members should be receiving their ballots for Board of Director's positions and renewal SCORA membership applications. The organization's new year begins March 31. Membership is \$15 for the year. What do you get for it? Entrance to all SCORA activities at member rates or free, discount tickets to Water World, Astro World, Texas Renaissance Festival, movie theaters, and much, much more.

Time for softball

SCORA softball season officially begins March 14 at the Deer Park Softball Complex on Pasadena Blvd. Contact SMOKEY MATHER, at 246-6764 for more information.

CLASSIFIEDS

FOR SALE: Lots 9 and one-half lot 8, Block 16, Section 1, Pt. Lookout Estates, Lake Livingston. Swimming pool, fishing pier, and boat ramp. Paved streets. Contact Mayme Tanner at 512/847-2701.

FOR SALE: Home. Pasadena area off Fairmont. Parkview Estates - 3-2-2. Decked and ready for HOT TUB. Ceiling fans, solar screens. Lots of closets and cabinets. \$78,500. Neg./assumable. Contact John Patterson at 930-0979.

FOR SALE: Honda ATC 3-wheeler, 1985 200X, Good condition, low miles, also boots and helmet. \$800. Contact Paul Swetland at 246-6409 (DPMC work #) or 583-7344.



Shellegram

Deer Park Manufacturing
Complex

Published monthly by Shell's Deer Park Manufacturing Complex for its employees and pensioners. All inquiries should be addressed to SHELLEGRAM, Shell Oil Company, P.O. Box 100, Deer Park, Texas 77536.

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Alayne Merenstein

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