

# SHELL LETTERGRAM

DEER PARK MANUFACTURING COMPLEX

## Morgan Speaks

# OIL:

# State of the Business

**P**ositive and enthusiastic, Jim Morgan, president of Shell Oil Products Company, delivered his "Oil Products State of the Business" address March 29 to a Shell Deer Park assembly.

His presentation, an effort to improve communications within Oil Products, was followed by a question and answer session.

Morgan began by saying, "Many good things are happening in Oil Products," and that financial performance is improving, but we have "significant challenges ahead," and we need to "accelerate the pace of change."

Oil Products achieved the "best ever" safety performance in 1993. The Days Away Incident Rate was 0.04 versus 0.13 for the previous year. Other highlights were:

- Improved performance in net income—\$279 million over 1992, which also allowed Shell to move up a few places among its competitors;
- Shell manufacturing facilities improved their reliability again in 1993. The six major units were not available only 3.7 percent of the time, due to turnarounds or unplanned shutdowns.

While the units were up, Shell also utilized the capacity better;

- The Oil Products Accountability Reporting System was introduced last year, which allows managers to track their businesses' performance;
- In 1993, Oil Products took steps to improve customer focus through various projects that facilitate order fulfillments;
- Marketing acquired additional service stations in Florida. Morgan said, "We will continue to look for profitable expansion of our marketing network."

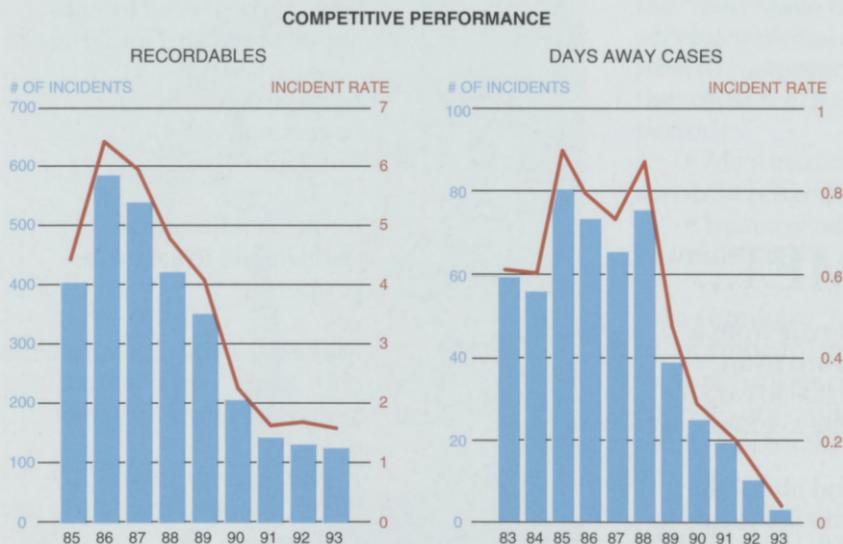
Key points in safety performance:

- Significant improvement in recordable rate from late 1980s but a leveling off since then. The recordable rate in 1993 was 1.6 versus 1.66 in 1992. Morgan said, "We need to concentrate our efforts to strive for continuous improvement";

- Oil Products recorded three LTIs (Lost Time Injuries) in 1993, versus 10 in 1992. Although all incidents were at Deer Park, Morgan pointed out that DPMC, if compared to the industry, is a leader. However, the exceptional performance by other Shell locations gives DPMC a target for improvement. "We believe this is the best performance among the majors in 1993. It is important that this becomes the norm."

(see "Morgan" on page 3)

**Editor's Note:** Jim Morgan's comments were assembled from speaker's notes and a slide presentation he delivered to a group at Shell Deer Park.



# REMARKABLE RECORDS

- ! Ten of 12 manufacturing locations completed 1993 without any "days away" incidents.
- ! The overall OSHA Recordable rate for contractors at manufacturing facilities (excluding major construction) of .21 for 1993 "days away" improved by 19 percent compared to 1992. The overall "recordable" rate of 1.53 for 1993 improved by 27 percent compared to 1992.
- ! Several Shell locations have significant performance achievements currently underway. Two of them are Norco Manufacturing Complex and Martinez Manufacturing Complex. Norco has over 13 million safe hours without a "days away" injury or illness, a safety record for Shell; Martinez, over 11 million safe hours worked.
- ! For the first time ever, employees of Products Distribution, Shell Pipe Line Corporation, Oil Products Marketing, Information Center, and Safety, Environmental and Technology completed the 1993 calendar year without a "days away" injury or illness. ■



...USE YOUR HEAD, WEAR A HELMET...

Warm weather is here and if you're enjoying it on your bicycle, remember your helmet. If you don't own one, read on.

It's silly not to wear a helmet when you bicycle; in fact, it's downright deadly. The most common cause of death and serious injury in bicycle accidents is injury to the brain. Traumatic brain injuries account for 85 percent of the 1200 cycling deaths annually.

If you're lucky enough not to die from a head injury, you can look forward to an average lifetime cost of \$4,500,000 to care for your injury. Compare that to the average cost of \$30 to \$40 for a helmet.

Have you changed your mind about the importance of helmets? Here are some tips to help you shop for the best one for you and the other members of your family:



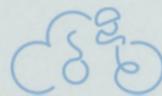
## Two wrongs don't make a right

by Vera Wilson, Human Resources

This is a story where "two wrongs don't make a right" only increases your chance of getting hurt.

Early on a sunny Saturday morning, my son and I jumped in the car to run errands. As I backed out of the garage, I noticed my dog had gotten out of the yard. I stopped the car, put the gear in park, and got out. I left the driver's door open and the car running.

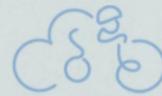
As soon as I put the dog in the house, I turned in time to see the car slowly moving forward into the garage with my son sitting in the car with a terror-stricken look on his face. I then mistakenly thought I could run in front of the moving car, around the open driver's car door, jump in and stop the car before it hit the back garage wall. I barely cleared the front of the car before it hit the wall. Luckily, neither my son nor I was injured. All of this could have been avoided if I had taken the time to turn the ignition off. ■



Visit a bicycle shop that will assist you in finding a helmet with the best fit;



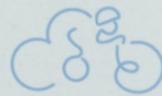
Look for a helmet that contains an ANSI or Snell Memorial Foundation sticker;



The helmet should have a hard outer shell to disperse impact and prevent penetration, and an inner liner of shock absorbent material;



Make sure the helmet covers half of your forehead;



Look for adjustable pads inside to assure a proper fit;



Make sure you can adjust the chin strap. You'll want to keep it fastened always;



It should be lightweight, have reflective trim and good ventilation. ■

## Morgan

(continued from page 1)

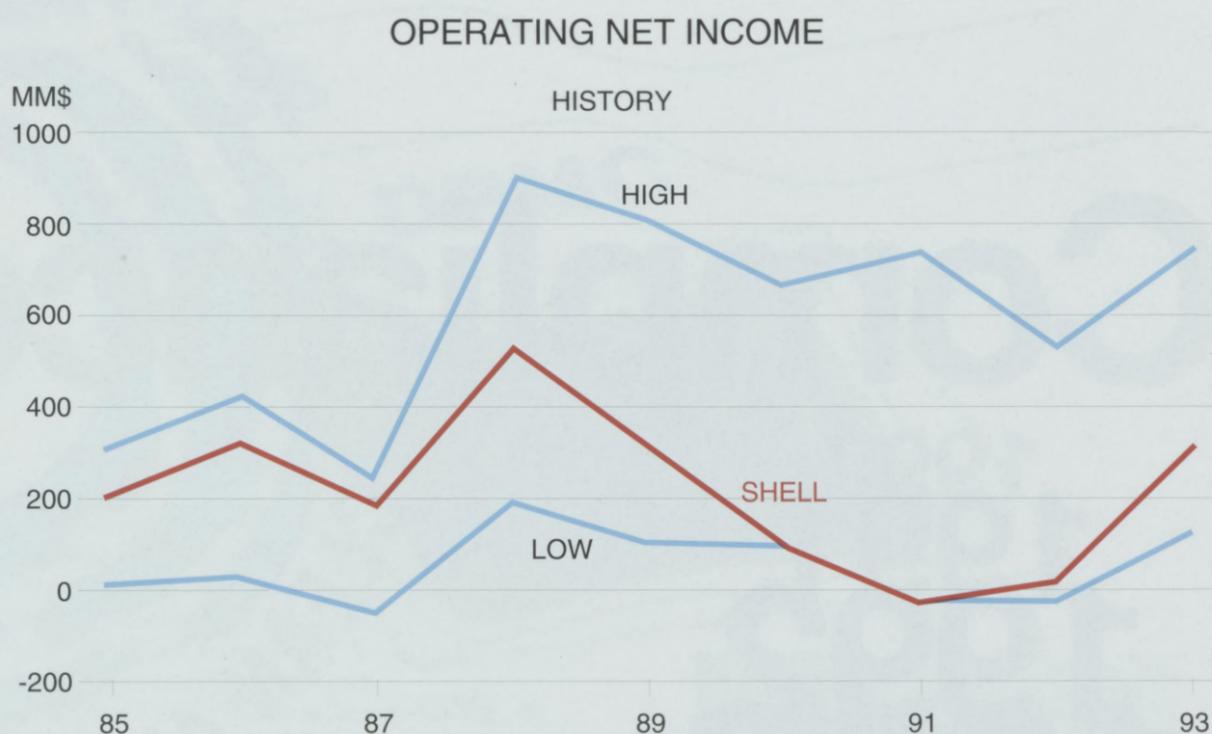
### Key points in net Income:

- Oil Products income exceeded the 1993 plan by \$100 million;
- Refining suffered from poor margins in the 4th quarter, resulting in a poorer performance at all locations but Anacortes and Odessa. Morgan said he is "looking for the numbers to be 'in the black' for 1994";
- Commercial Products were slightly below target due to lower lubricants earnings;
- Transportation was a "bright spot" with good performance from Shell Pipe Line Corporation;
- Marketing experienced strong performance.

### Key points, competitive results (1993 net income):

- Shell Oil Products was fourth on a reported net income basis in 1993, improving from ninth position in 1992;
- Our operating net income position was sixth among its competition, up from ninth. The reported income included adjustments in tax rates and the cancellation of our tanker leases, which lower our income;

## COMPETITIVE PERFORMANCE



# "I challenge you..."

• Morgan said there is a need to improve as fast as possible. "We need to be aggressive so as to pass the next tier of competitors."

In stating basic objectives, Morgan said, "We were the best oil products company in 1993 in the area of safety. We want to keep up this performance and strive to lower our recordable incident rate."

### Other Oil Products objectives are:

- Continuously improve our environmental performance;



• Achieve preferred status with customers so we remain their suppliers;

• Foster an environment that challenges all employees to contribute their best;

• Meet shareholders' expectations by achieving our return on investment targets and supplying the promised level of cash for the corporation.

### Key points of change were:

• Focus on people, acknowledging that Shell employees are our greatest asset. Reflecting this focus, we have made changes to the assessment process, compensation process, and work time flexibility;

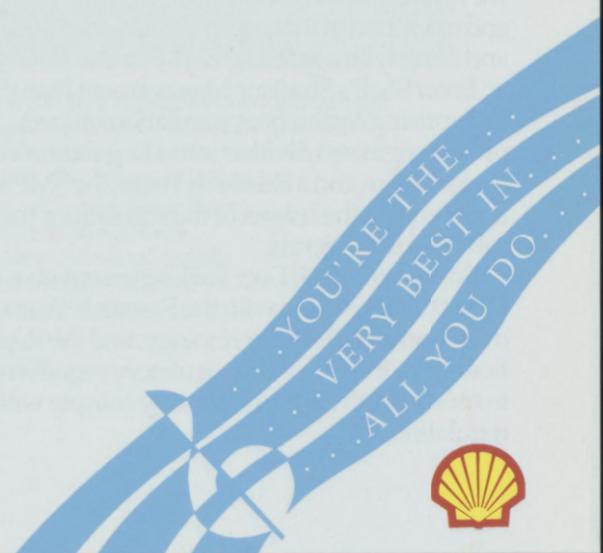
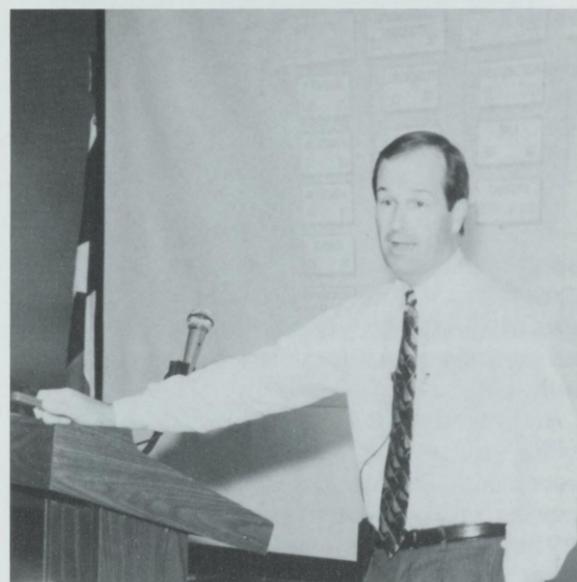
• Focus on customers by replacing STADAC order system with projects such as Beacon, Falcon and Orion, and reemphasizing the "You Make the Difference" program at service stations. Also improving responsiveness to customers' concerns and complaints so that most replies are within a seven-day period;

• Maximization of assets with improvements in reliability;

• Increase advertising and exposure of FormulaShell™ and the Shell MasterCard.

In summary, Morgan emphasized the need to continue to improve our results which will require further change. "Some of the hardest changes are cultural changes," he said. "These must happen for us to be a survivor in this business."

"With these four major focus areas, I challenge YOU to find better ways to do our business," Morgan concluded. ■



# Compliance:

1990  
1991  
1992  
1993



As compliance deadlines to the 1990 Clean Air Act regulations come due, the Complex prepares to make the changes necessary in the most efficient manner.

**W**hy should oil and chemical industries like DPMC be concerned about the Clean Air Act of 1990 in the year 1994?

As regulators dot their final I's and cross their T's on the documents being signed into law, industries are faced with meeting deadlines to comply with new environmental laws and regulations whose impact are far reaching, costly and sometimes confusing.

And, because Houston's ozone air quality is one of EPA's major areas requiring substantial improvement, according to RICH BOURNS, senior engineer, Environmental Engineering & Regulatory Support, we're going to be seeing "a lot of action."

"The Clean Air Act is going to have a significant impact on the facility in terms of the equipment we're going to have to install to comply, the cost and operation of that equipment, record keeping, and filing with agencies," says Bourns.

Enter Shell's Strategic Management Plan (SMP). Comprising researchers, regulations experts, and project engineers divided into a Regulation Team, a Project Team and a Research Team, the SMP is approaching the subject of the regulations methodically and intelligently.

Bourns, the Shell Deer Park representative for the Project Team, works with the Research Team on the development of new technology, and the Regulation Team to learn about regulatory requirements to most effectively and efficiently comply with regulations.

Bourns' counterpart at DPMC is STEVE HENDRICKSEN, staff engineer, Environmental Affairs, who works on the Regulation Team. This team helps federal and state agencies by providing information on what the impact of regulations would be on plants, assessing compliance costs, and offering better ways to accomplish the goals of the act and industry compliance.



*The Clean Air Act is going to have a significant impact on the facility in terms of the equipment we're going to have to install to comply, the cost and operation of that equipment, record keeping, and filing with agencies.*

*Industry aside, it appears the trend in Clean Air Act regulations is moving toward compliance on a personal level.*



First up: a major regulation on nitrogen oxide, according to Bourns, with a compliance date of May 31, 1995. The Project team is in the process of engineering a project to comply. Several other regulations quickly follow, with a compliance date at the end of 1996.

Bourns believes that since regulators, in many cases, are not familiar with the operations of plants such as DPMC, their original proposed regulations would have resulted in industry spending a lot of money while not controlling much air pollution.

"We've been able to save millions of dollars in the cost of compliance while still controlling the same amount of air pollution. This was accomplished by providing the regulators with information on better ways to accomplish the same goal," he says.

#### SOCMI-HON

Hendricksen's Regulation Team is also developing a standardized set of requirements for all Shell

locations that will be used to calculate the emissions for each source, including storage tanks, tank cars and fugitive emissions.

"We're in the process of reviewing a major regulation, Synthetic Organic Chemical Manufacturing Industries—Hazardous Organic NESHAP (SOCMI-HON)," says Hendricksen. "It will affect a number of our processes at our locations and will

require additional controls for fugitive emissions, process vents, wastewater emissions, storage tanks, and loading operations."

A continuing effort for the three teams is keeping abreast of not only federal, but state regulations which, according to Hendricksen, are in some cases required earlier than the federal regulations. That's where Hendricksen says the team has been particularly successful, spending a lot of time actually helping to write those regulations. The team did that recently on NOx-RACT (Nitrogen Oxides—Reasonable Available Control Technology).

"The rule provides the same amount of emission reductions that regulators were wanting, but in a more cost effective way, allowing us to use the most effective economic methods to achieve compliance, at substantial cost savings to Shell Deer Park," says Hendricksen. "We're also doing that for volatile organic compound regulations

*(continued on page 7)*

# WHAT IS THE DPMC

## FILE CENTER?

**T**he DPMC File Center is the 1994 new and improved version of the group which has been providing file services for so many years.

The new part is that they're centralized in one location in the Administrative Services Information Management building.

The improved part is that they've set up a service desk so that customers can call one number (X6-6408) at one location and will no longer have to know the "specialist" to get service for their area.

The idea behind the redesign was for file personnel to become cross-functional, with many people performing many services from a centralized location, with one telephone and FAX number, and one PROFS nickname (CFILE) for customers, according to VI COOPER. Need support or consultation for MSDS records? Your resource person used to be one person: PATSY HERNANDEZ. Now the group can help you. How about file services for engineering equipment? ROSIE MENDOZA or others in the group can now do the job. Have you ever needed a copy of a Complex Order? Instead of calling RHONDA PEREZ, you can request a copy through RMDS "COMPORDS" and it will go to the DPMC File Center for handling.

If you're unsure about the kinds of services A.S. Information Management can offer, you can request a copy of Complex Order SV-8, Records Management Services and Policy, an 11-page document that details the scope of their services, if you or your manager haven't seen it already.

One big responsibility of A.S. Information Management is maintaining the DPMC File Center which provides retrieval requests for information and records, whether they are kept in their building, in your department, or in the off-site storage facility. File services include providing access to add/change/delete forms and documents on RMDS as well as consultation with customers on preparing forms and documents on RMDS.

"We print documents received electronically for filing," says Cooper. "If you have a document in electronic form, just type cc:DPMC File Center at the bottom of your document and send your file to PROFS nickname CFILE. Be sure the document specifies a file code; if you do not know the correct code, call the DPMC File Center at X6-6408 for assistance."

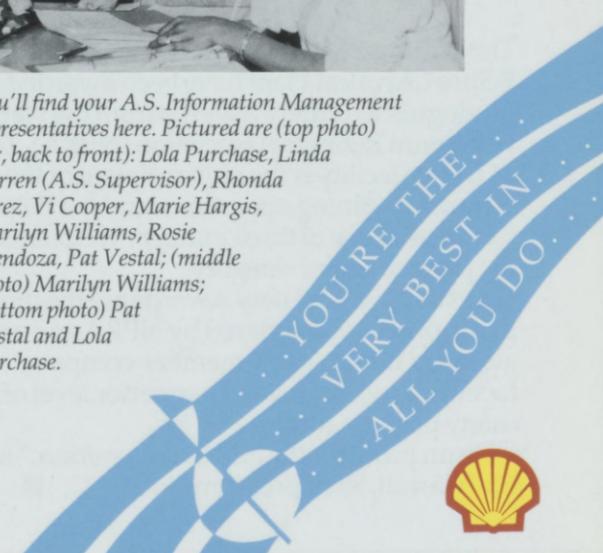
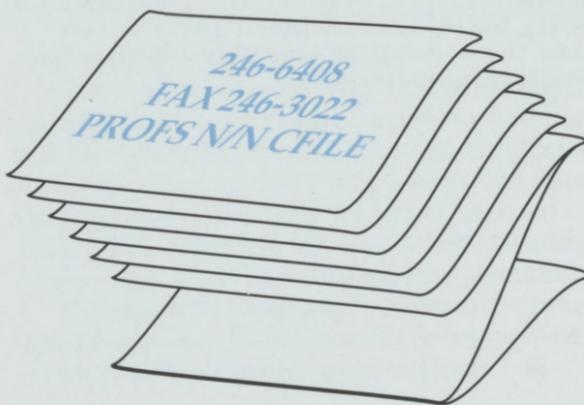
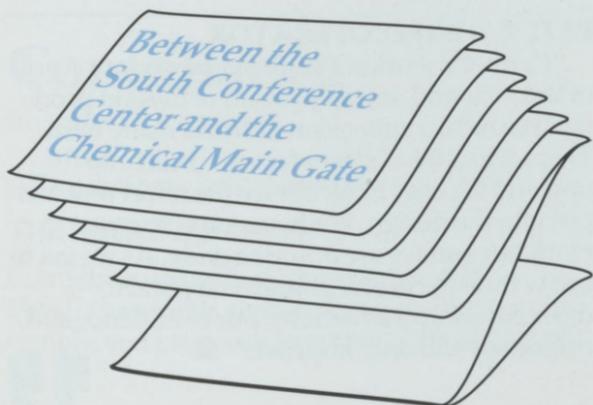
A.S. Information Management is the master copy holder for DPMC's Material Safety Data Sheets (MSDS); provides other records management services such as retention schedules for compliance with legal, regulatory and business records requirements; prints HAZCOM labels; assigns mechanical equipment numbers; assists departments who have questions about maintaining records in their department areas; maintains and transfers vital records; and provides other functions associated with record keeping.

Did you know that A.S. Information Management has regularly scheduled pickups for most department operations records? They also provide filing/refiling services in 17 self-service microfilm locations with 24-hour access by field personnel. Their focus for 1994 will be to market their services to departments who need help organizing records to meet ISO 9000 and regulatory compliance requirements.

Cooper urges everyone to consult Complex Order SV-8. You'll learn what a record actually is, who owns it, what the customer's responsibility for that record is, the difference between a record copy and an information copy, the difference between a department working file and a personal working file, and more. The goal of A.S. Information Management is to provide customers with easy access, use and distribution of information wherever they are. ■



You'll find your A.S. Information Management representatives here. Pictured are (top photo) (l-r, back to front): Lola Purchase, Linda Garren (A.S. Supervisor), Rhonda Perez, Vi Cooper, Marie Hargis, Marilyn Williams, Rosie Mendoza, Pat Vestal; (middle photo) Marilyn Williams; (bottom photo) Pat Vestal and Lola Purchase.



## NEWS AROUND SHELL...HAZARDOUS MATERIALS...OIL FILTERS...



CONFERENCE—Charles Bland, Environmental Compliance (middle) addresses members of the media during a press conference to announce state plans to reduce hazardous materials. With him are TNRCC Chairman Pam Reed and TNRCC Chairman John Hall.

### ENGINEER ADDRESSES MEDIA ON HAZARDOUS WASTE

CHARLES BLAND, staff engineer, Environmental Compliance, addressed members of the media at a press conference held earlier this year by the Texas Natural Resource Conversation Commission (TNRCC). The press conference was held to announce plans for the reduction of hazardous waste and releases.

The TNRCC also introduced new members of Clean Industries 2000. Clean Industries 2000 is a joint effort with the TNRCC and Governor ANN RICHARDS to reduce hazardous waste and toxic releases at least 50 percent by the year 2000. It also works to establish environmental compliance among participating industries.

Shell is a charter member of Clean Industries 2000.

Bland is also cochairman of the Waste Reduction Advisory Committee and has worked with the TNRCC to establish the criteria by which industry will ensure compliance with state and federal environmental laws.

The Waste Reduction Advisory Committee advises the TNRCC on matters regarding waste minimization and reduction. ■

### LOCATIONS HONORED FOR SAFETY

The Martinez Manufacturing Complex and the Belpre Chemical Plant have been awarded 1993 Distinguished Safety Awards from the National Petroleum Refiners Association (NPRA). The Martinez facility is the only recipient of the award for refining operations, and the Belpre facility was one of three industry recipients in the petrochemical category.

Distinguished Safety Awards are the most prestigious award offered by NPRA and are awarded only to a few member-company facilities having attained a superior level of safety performance.

"I am proud of the NPRA recognition," said Phil Carroll, Shell president and CEO. ■

### NO TRASHING OIL FILTERS

Did you know that it's now illegal to toss your oil filters in the trash? A new state law prohibits dumping them in Texas landfills, requiring instead that oil filters be recycled.

Oil must be taken to a collection facility or to automotive shows and other businesses that will accept them for recycling.

Area residents disposed of oil filters, used motor oil, car batteries, liquid drain cleaners, insecticides and other hazardous materials last month during the seventh annual Household Hazardous Materials Collection Day, held at four sites around Eastern Harris County. Shell Deer Park and other industry, municipal and citizens groups sponsored the event, now in its seventh year. ■



BOOKS—The Shell Oil Co. Foundation, on behalf of Shell Deer Park, donated \$1,000 toward the purchase of books for the Deer Park Library. This is the seventh donation to the library made by the foundation. The books, which cover the subjects of technology and careers, are for the children's section of the library. Pictured are: (l-r) Charles Suessmuth, library director; Martha Fousek; Darla Kelly; Lois Bradshaw, Friends of Deer Park Library; Dennis Winkler, Community Relations, Shell Deer Park; and Jo Elaine Key, vice president, Deer Park Library.

EDUCATION—A \$5,000 check was donated to the Deer Park Education Foundation on behalf of Shell Deer Park. The foundation receives and distributes private funds for use in Deer Park schools. Complex Manager Steve Reeves hands check to Bob Brinkley, foundation chairman. Others shown are: (l-r) Ken Phelps, Theresa Hartley, Tom Sewell, Mary Ellen Wilson, Dr. David Hicks and Jim Stevenson.

### What people are saying after start-up

Alky/MTBE's successful start-up now behind them, members of the two units settle into normal operating functions. Here are their thoughts about their department, the work that has passed, and the work that lies ahead.

#### DAVID GONZALES, OPERATOR

"I'm very impressed with the TDC-3000 control system and how much information it allows operators to access. Operating from the schematic diagrams in the system is a fantastic tool for controlling unit functions. This is my first experience with it. I'm also impressed with how operators have made the transition from the hustle and bustle of the start-up mode to the learning, problem solving mode during normal operation of the unit. Everyone seems to be really making an effort to make this a 'world class' unit."

#### BILL LONG, AREA MAINTENANCE FOREMAN

"We're running and the machinery is performing to the best of its mechanical ability. It's more than we all expected. I'm really impressed with it. We had a few minor repairs which we expected. Overall, I'm really excited about the new unit and I think the repair work will be minimal. The operations people did a fantastic job of getting everything moving along."

#### DON NETEK, OPERATIONS SUPERVISOR

"I believe we have a well built unit. Now it's time for the unit to make money. We'll accomplish this by doing our business in a safe, efficient and deliberate manner. Our operators and foremen are learning more every day about how to operate it. Confidence levels are building with all our personnel. With the transition back into West Operations, we have a lot of work ahead of us over the next two months. Everyone in this organization is ready and up for the challenge."

#### DANNY STEIN, OPERATIONS FOREMAN

"I think I was lucky to be part of the MPO organization from the start of construction to start-up. I think that Alky/MTBE and the operators that run it will be a great asset to the DPMC facility."

#### PETE ZAFEREO, OPERATOR

"I've been working on this project since April of last year and am very proud of the end product. We have a very clean unit and a safe unit. There was a lot of safety features built into the unit and it's easy to recognize the effort that was put into the design. We have some bugs yet to work out and we are doing so daily. As we get to know how the unit is going to respond to different control situations, our confidence and responses will only improve." ■

# AVOID THE LINES



## USE DIRECT DEPOSIT

**W**e live in an "I need it now" electronic era. For years now, people at work, home and play have enjoyed the convenience of communicating instantly by voice mail, sending information by fax machine, and sharing files via computerized bulletin boards.

Shell Deer Park employees confirm the trend to "plug in." Over half of them are taking advantage of electronic transfer to deposit paychecks into their bank accounts, through a Shell program called Direct Deposit.

With Direct Deposit, Shell initiates the transfer of your funds through a Federal Reserve System clearinghouse which, in turn, transfers the pay to your designated bank or

savings and loan institution. As of payday, your funds are in your account, ready to use.

Just to verify that your pay is being transmitted, you receive notice in the form of a "Pay Advise" one or two days prior to the deposit, which is payday.

The big advantage of Direct Deposit is avoiding the long lines at the bank on payday. For RHONDA JOHNSON, Human Resources assistant, that's the biggest advantage of Direct Deposit.

"Those waiting lines can get pretty long since pay schedules are about the same from company to company," she says.

Direct Deposit isn't new. Shell Deer Park has offered the service since 1984 and, accord-

8-10002 (REV. 4/91) 000000 \* Make appropriate selection

**DIRECT DEPOSIT PAYROLL APPLICATION/CANCELLATION**

NAME: \_\_\_\_\_ EMPLOYEE NUMBER: \_\_\_\_\_ COO: \_\_\_\_\_ PAY DATE: \_\_\_\_\_ SOCIAL SECURITY NUMBER: \_\_\_\_\_

**APPLICATION**

I hereby authorize SHELL,  OIL  CHEMICAL  DEVELOPMENT  PIPE LINE  OTHER - (specify) \_\_\_\_\_ hereinafter called COMPANY, to credit my checking account at the BANK with my net ("take home") pay each pay period effective the date indicated below and to make any adjustments necessary to correct any errors which may occur as a result of this direct deposit authorization.

NOTE: Attach a voided check or deposit slip. You will receive a written notice advising the date of the earliest check that can be direct deposited which, in some cases, may be later than the requested effective date.

This authority will remain in effect until COMPANY has received written notice from me of termination. I understand that COMPANY and BANK will have a reasonable time after written notice of termination is given in which to act upon it.

**CANCELLATION**

I hereby authorize cancellation of my Direct Deposit.

NOTE: This cancellation notice must be received by Payroll seven (7) workdays prior to the effective payday.

RETURN TO: SHELL OIL COMPANY, ATTN: PAYROLL  
P. O. BOX 4282, HOUSTON, TX 77210

EMPLOYEE SIGNATURE: \_\_\_\_\_ DATE EFFECTIVE: \_\_\_\_\_

ing to Johnson, there have been no problems ever... "except when someone forgets to notify us they've changed banks," she adds.

When you're closing out a bank account, you fill out an application form and check "cancellation." Then fill out a new one. It takes approximately 10 working days for the records from your old account to be processed so they can be deposited in your new bank account.

Applying for Direct Deposit is easy. Ask your HR assistant for an application. It's a short form that takes a minute to complete. ■

## Turnaround makes use of artist's *touch*

**A** few years of drafting school, including a course in mechanical drawing, gave BILL DONNELLAN just the background he needed to put to paper detailed sketches of A/G department vessels. It's been a talent he has honed, with enjoyment.



Donnellan, an operator in A Reactor, took on the task of creating freehand isometric drawings of vessels that would be worked on during his department's turnaround, which took place earlier

this year. The 3-D sketches showed every valve, and included numbering so operators working on the vessels could more easily isolate various points.

The sketches were good, so good that Donnellan was given a special recognition award by his department.

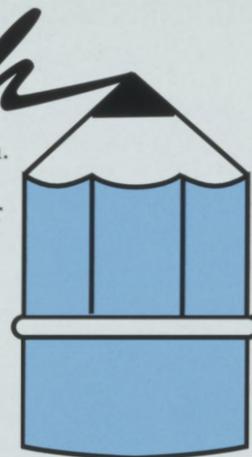
"Some drawings I had to rough sketch and then come back and put it on paper," says Donnellan, a 17-year veteran of the department. "On some columns I had to go out three or four times, climb the column and use binoculars."

Donnellan proudly claims the sketches contained just about every piece of information any member of a maintenance crew would need to service these particular vessels. He spent hours making sure of that, taking several months to complete the project.

"Sooner or later, the work I've done will be done on CAD," adds Donnellan, a skill he says he has begun to acquire through course work

and would like to polish. "We'll be able to create everything on computer instantly and without reams of paper drawings."

You'll find more of Donnellan's artistry on other A/G Department projects. He's designed safety decals for hard hats and flyers for safety meetings. A couple years ago he created artwork for United Way flyers that were distributed throughout the Complex during DPMC's fund-raising campaign. ■



## Compliance

(continued from page 4)

(VOC) that have been passed and are in effect."

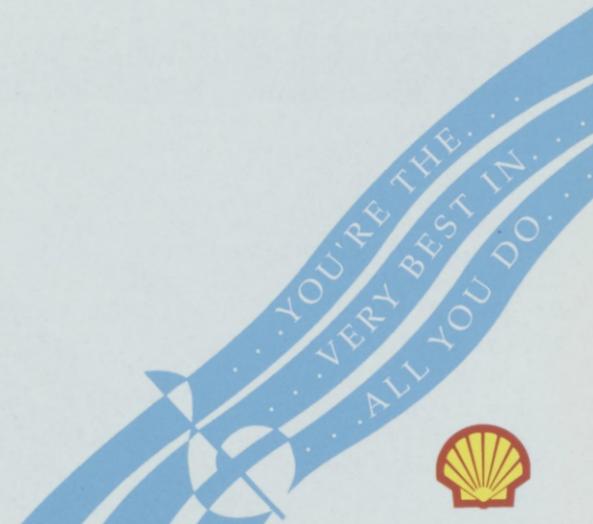
### THE PERSONAL LEVEL

Compliance issues require a foresight that Hendricksen finds almost overwhelming, "a complicated issue with long timetables on regula-

tions looking out to the year 2007."

Hendricksen is also working with state agencies on a plan that would require compliance by other industries as well as the general public. They include such possibilities as vehicle maintenance and inspection programs, prohibiting burning of firewood (now outlawed in Denver). Dry cleaners, bakeries, restaurants... all may have to be looked at seriously.

"It's going to be on the personal level in the future," says Hendricksen. "The Clean Air Act may turn its attention to the individual more and more." ■



## MILESTONES

### SERVICE ANNIVERSARIES

#### 30 YEARS

A.M. PYER  
Economics & Scheduling

#### 25 YEARS



B.G. ROY  
Maintenance Planning  
(above, March)

E.F. PALMS  
Control Systems  
(April)

#### 20 YEARS

C.H. BANKS  
Central Maintenance

G.C. BOYER  
Log./N. Env. Treat.

J.R. BURNAMAN  
Log./N. Env. Treat.

E.L. CARPENTER  
Resins Maintenance

W.E. CLEMISHAW  
Turnaround Planning

R.C. COGSWELL  
Control Systems

L.W. DAVIS  
Quality Assurance

E.M. HAWTHORNE, III  
HS&E

R.F. HERNANDEZ  
Solvents/Distribution

A.R. LIVANEC  
Quality Assurance

H.E. NORRIS  
Control Systems

L.E. PRITCHARD, JR.  
Bus. Svcs-Financial

J.M. THOMPSON  
East Maintenance

B.T. TUCKER  
Central Maintenance

#### 15 YEARS

D.E. BACH  
Medical

T.M. GRASHA  
Dispatching Oprns.

E.G. NICOLAS  
Central Maintenance

J.D. YOUNG  
Olefins Maintenance

#### 10 YEARS

R.M. ARMSTRONG  
Dispatching

S.M. BENTHIN  
Alky/MTBE

E.C. BOEHM  
Distilling

D.D. DeVOSS  
Aromatics

J.J. ENGBROCK, JR.  
Cat Cracking/Gas

J.F. FAUST  
Project Engineering

P.S. KIRBY  
Turnaround Planning

J.A. McCRORY, JR.  
Phenol Acetone

T.C. SCHROEDER  
Lube Manufacturing

### MEMORIAM

ED HARRIS  
retiree,  
died April 5  
in Pasadena, Texas

J.D. (BULL) MORRISON  
retiree  
died April 18  
in Pasadena, Texas

HAVARD BLACKMON  
retiree  
died April 20  
in Houston, Texas

STEVE LEACH  
retiree  
died April 30  
in Paris, Texas

**CORRECTION:** The service anniversary of E.F. Palms, Control Systems, was incorrectly listed in the April issue of Milestones as 20 years. His correct service record is 25 years. The editor apologizes for this error.

## SCORANOTES

Notice: A price reduction on the Shrimp & Crawfish Boil scheduled for Saturday, June 11 at Rotary Pavilion, 14350 Wallisville Rd. in Channelview. Presale tickets for members are \$4, guests \$6. Tickets at the door for members are \$6, guests \$8.

The band is "Paul Richard and the Zydeco Rockers" playing Cajun blues zydeco for listening and dancing. The Zydeco Rockers were the featured band at the Cajun Festival held at Astro Hall. Bingo and other activities will take place before the band plays.

Please disregard prices listed on the flyer that was sent out in your SCORA package. For details call the SCORA hotline at x6-6975 (246-6975).



**CHAMPIONS**—SCORA basketball tournament champions for 1994 are the "Netters with Attitudes," who beat the "Bombers." Pictured are (front row, l-r) Donnie Bell, Coach Ace Rhodes, Benji Rhodes, (back row) Eddie Gibbs, Jim Smith, Apple Smith, and Curtis Gandy. (Not pictured: Brian Roy and Kevin Corbitt)

## CLASSIFIEDS

FOR SALE: 500 # cap. 2 wheel trailer, steel wheels, 205/75R15 tires, semi-eleptical springs, 48" wide x 96' long by 11' deep 3/4' plywood box, hinged gates each end, fenders, lights, 1-7/8" ball hitch. \$350 or an offer. Contact RALPH HILBERT at 645-2504 evenings.

Save money and hassles on your next new car. Employees and SCORA members wishing to purchase a new auto at fleet prices and realize significant savings can now see updated display located at SCORA ticket office, N/ADM 1587. For more information call X6-6975 (246-6975).



*Editors Note: DPMC supports these initiatives: Responsible Care, through the Chemical Manufacturers 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.*

## SHELL DEER PARK MANUFACTURING COMPLEX . . . DEER PARK INDUSTRY OF THE YEAR

# SHELLEGRAM

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