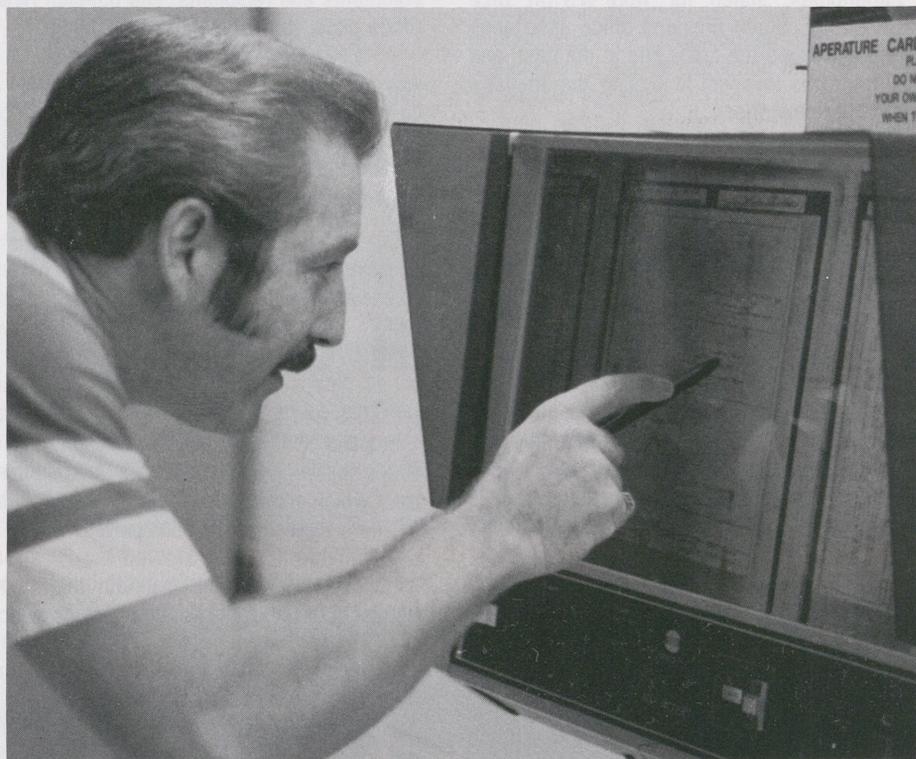


# Shellegram

Deer Park Manufacturing Complex

February, 1984

Vol. 49, No. 2



**GONE "FICHE"ING...Roy Joiner, an operator at CPS, reads information on the screen of a new microfiche reader/printer installed behind the control board in the CPS control room.**

## Employees use work benefits

A popular DPMC benefits program may be taxed, but the government user fee won't stop employees from participating in the Educational Reimbursement program.

"The tax wouldn't bother me," said Pam Washington of Financial. "The Reimbursement Program really helps." Washington is a sophomore at the University of Houston and has taken all of her hours under the Shell program.

Tommy Overstreet of Maintenance-South agrees. "I might look more closely at the need for a course if I will have to pay tax on it, but I would go anyway," he said. Overstreet is taking electrical courses at San Jacinto College in preparation for his Masters License examination.

Congress exempted educational reimbursement programs from taxable income in 1974. That exemption expired at the end of 1983 when Congress failed to renew it. However, political experts expect the governing body to extend the tax exemption during this election year.

"Currently, Shell is not planning to withhold tax from the money reimbursed," said Kali Giebel of Employee Relations. "However, we feel employees should be aware they might be liable for taxes on that money if Congress doesn't extend the exemption."

Giebel said courses directly related to an employee's performance in a present job will remain non-taxable. If the exemption is not extended, courses taken outside of the job area or for potential advancement could be taxed. Courses taken under the pre- and post-retirement education benefit will continue to be taxed, she said.

Nationwide educational reimbursement is a growing benefit to employees. The story is no different at DPMC. In 1981, 120 employees used the program. In 1983, DPMC reimbursed 145 employees benefits totaling \$26,600.

## Mini-satellite brings info closer to field users

The Central Power Station (CPS) control room is the first area at DPMC to house an information mini-satellite. Before visions of sophisticated hardware with microwaves bouncing from protruding antennae are conjured, it should be explained that an information satellite at DPMC is a records center.

These record centers, strategically located to serve various departments within geographic areas, gather and retain critical DPMC information so it can be retrieved easily by employees. Eleven information satellites are located throughout the complex to bring the information where it is used.

The CPS mini-satellite scatters information deeper into the field where it is needed.

"With the information satellite located in the Utilities Operations Building (UOB), CPS operators and technicians had to leave the unit and travel quite a ways to get information such as prints or equipment detail drawings and then return to the work area," said Shannon Medley, Process Control-Utilities.

"Often information is needed after hours, which forced a craftsman or operator to find a supervisor to unlock the UOB and the information satellite," said Medley, who headed a study team to find a more efficient way to use information. The need to study this area was identified during a goal setting meeting of the CPS field team.

(Continued on page 6)

(Continued on page 12)

# Names in the news . . .

**KATHERINE MOORE, ELIZABETH PATRICK and ELIZABETH JAMES**, all of Medical, recently completed a workshop to prepare them to lead smokers through behavioral sessions to "unlearn" the smoking habit. Passing the American Lung Association's Freedom From Smoking Clinic Leader Training Workshop certifies the trio to conduct a seven session Freedom From Smoking clinic which utilizes behavior modification techniques and offers guidelines on nutrition, coping with stress, exercise and self-confidence.

**LISA SMITH** of West Operations has been selected as 1983's outstanding volunteer at The Bridge Over Troubled Waters, a shelter for women in crisis. Smith will join some 50 other outstanding volunteers from the Houston area to be recognized at the United Way's annual "Cheers for Volunteers" ceremonies, slated for April 19 at Rice University. Smith provided office assistance and answered the crisis line in the past, and currently is involved in writing the shelter's monthly newsletter.

**JOHN ABBOTT**, former editor of the Shellegram, now writing for Shell News, was honored by the United Way of the Texas Gulf Coast for writing the top United Way story for a corporate publication during the 1983 campaign. Abbott's story summarized assistance offered by the United Way, citing Shell volunteers and recipients, and outlined Head Office plans to raise United Way funds.

Anyone wishing to be recognized or have a co-worker recognized for election to an office or outstanding achievement in a group, club or association, call Shellegram editor Dennis Winkler, 6906.

## Over concrete bridge

# Crew lays new railbed in one shift

In a scene reminiscent of the early 1800's when railroad crews scurried to lay rails in the shadows of puffing steam locomotives, a construction crew recently reconstructed a DPMC rail line in less than eight hours.

Laying the railbed in a day's shift was only part of a complicated construction job delicately conducted to prevent disruption of rail traffic through the complex. Before the

new rails could be laid, a 10-foot diameter culvert was maneuvered in place and a concrete bridge constructed under an existing wooden bridge.

When this preparation work was complete, the crew took one day to rip down the wooden support, shovel sand, cement and rock atop the new concrete structure, building the support to ground level, and lay

crossties and rails.

Pushing Shell to complete the job within a single shift was a Port Terminal Railroad contract which allows interruption of the line for no more than an eight-hour period.

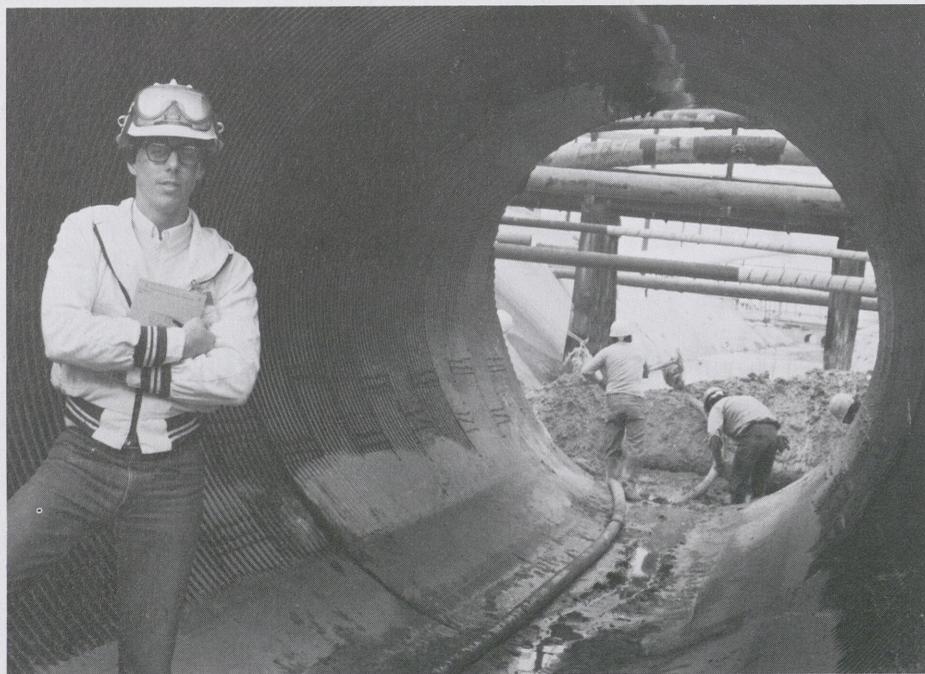
This same contract allowed the Port Terminal to demand Shell maintain the track. Requests to repair the section of track which crosses the Big Ditch had become frequent since the wooden bridge began to dip and rock as trains crossed.

"Because of the expense of the frequent repairs, we decided it would be more efficient to build a permanent concrete structure, which we could turn over to the Port Terminal," said Joe Gondolfo, project engineer.

However, a concrete structure would also act as a dam to water flow in the Big Ditch, a large drainage artery on the West property which carries water to impoundment ponds and a Ship Channel outfall west of the docks.

Engineering determined a 10-foot diameter culvert with two smaller overflow culverts could handle the water flow. Installing the huge culverts under the existing wooden bridge, which was tightly bordered by numerous pipelines crossing the ditch, was difficult, Gondolfo said.

"We had to cut the culvert in two sections to get under the bridge and clear the pipes," he said. "After we had the culvert in place it was a meticulous task making sure it was set properly. Construction crews dropped two to four inches of sand and cement mixture around the pipe and ran a vibrating packing machine over the fill, evenly and tightly packing the fill around the culvert."



**IN BIG DITCH...**Joe Gondolfo stands inside the recently installed 10-foot diameter culvert. The mammoth drainage pipe was cut in two sections to be slipped under an existing wooden bridge. Craftsmen then built a cement support around the culvert, finally tearing down the wooden bridge and laying a new railroad across the concrete bridge.

# SCORA news:

## Membership drive continues

### Membership drive

SCORA'S month-long 1984 membership drive kicked off with a sign-up rally Feb. 24 and will culminate at the popularly attended chili cookoff March 24.

The sign-up rally saw board members man membership registration tables at the gates during shift changes and in the cafeterias during lunch to reach as many employees as possible.

Looking to create more interest in SCORA, board members had flyers available at the kick off to publicize more than 25 tentative 1984 activities. New members were also solicited as to additional events the membership desired.

The 1984 membership drive features automatic membership renewal. Employees wishing to have their SCORA membership

automatically renewed each year can sign an authorization for membership fees to be handled as a payroll deduction this year and in succeeding years.

Also, as new members sign up, they can fill in ballots to elect the 1984 SCORA board.

The membership drive will continue to the day of the chili cookoff with a membership registration booth set up at the cookoff.

### Chili cookoff

ACTIVITY for the annual Shell Club Chili Cookoff continues to fall into place according to event coordinator Nikkie Saunders. She has already scheduled Harvey T of KIKK radio as a celebrity judge, arranged a goat "pill" thumb thumping contest as a featured new event and brought back many popular events, including mechanical rides for children.

And there will be many contests to keep the day competitive and festive, Saunders said. Jalapeno eating, beer guzzling, egg throwing, arm wrestling for men and women, face making, talent and lemon roll contests will be held. Trophies will be awarded to winners by age groups.

Saunders and the chili cookoff committee are scheduling vendors to set up booths at the cookoff to round out the festival.

As festive as the activity surrounding the cookoff, the chili cookoff itself is serious. Trophies will be awarded to the top six chili teams and to the top teams in six showmanship categories. The chili cooking and judging will be according to Chili Appreciation Society International (CASI) rules.

Teams of Shell Club members can register until March 20 by calling Saunders at 476-7113. Vendors can also register with Saunders until March 20. Volunteers to help stage the cookoff are encouraged to call Saunders early to help in planning.

### Fun run

IN A RELATED EVENT, the Channel Industries Sports Association (CISA) is hosting its first annual fun run in conjunction with the chili cookoff. The run will be a four kilometer (approximately two and a half miles) race with individual and team competition. DPMC is hoping to sponsor a couple of teams according to event coordinator Larry Keepers. Runners can contact Keepers, extension 7965, or Steve Wilson, extension 6818, for more details, or can pick up entry forms from SCORA ticket sellers.

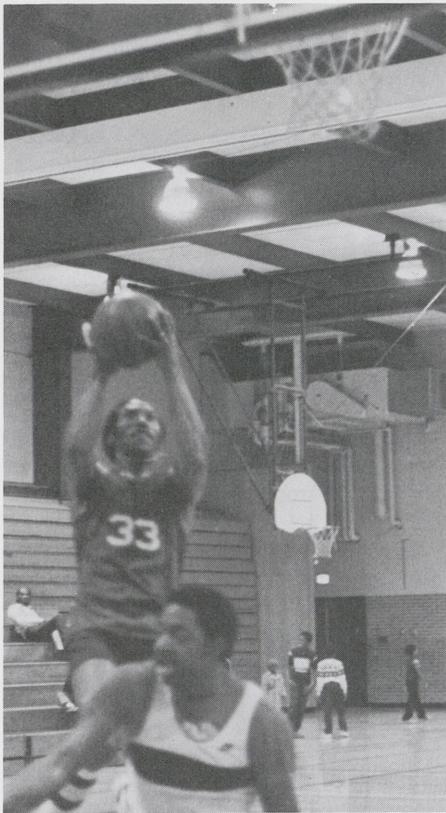
### Horse races

HORSE RACING returns by popular demand March 10 and 11. SCORA is planning a weekend bus trip to Delta Downs in Vinton, Louisiana. The two-day trip includes an overnight stay in Vinton, tickets to the race track Saturday and Sunday, reserved club house tables and programs, as well as bus transportation.

Pam Olivo, extension 7194, can be contacted concerning the trip, which costs \$45 for members, \$50 for non-members.



RETURN TO RACES...Jim Repp and wife Marie were two of a busload of DPMC employees traveling to Delta Downs in November. Return trips are planned as 1984 SCORA activities.



**FAST BREAK...Lloyd Kirk completes a fast break with this driving layup. Kirk's Jayhawks grabbed SCORA's league and championship tournament honors.**

# Season champs!

## Jayhawks sweep season, tournament SCORA titles

It took three tries, but the Jayhawks finally swept both regular season and championship tournament titles in the SCORA basketball league.

Sporting a 36-3 record over three years, the Hawks have taken the best record into tournament play each of the last three seasons only to finish as runners-up until this year.

Balanced team scoring paced the Jayhawks to a 9-1 season record. In the tourney the top-seeded Hawks ran past Best Shot, 58-37, in a semifinal game and handled Heavy Ends, the 1981 champions, 54-38, in the championship game. Heavy Ends had earlier derailed the defending champion Roadrunners.

The Hawks offensive assault was led by Lloyd Kirk, Wil Cunningham, Nat Nelson and Wilton Enard.

Kirk, who co-directed the league with Hammit Henderson, said seven teams had a

chance to qualify for the championship series until the final week of play.

"We had overall strong competition and even games," Kirk said. "In fact, Heavy Ends and Best Shot had to finish an incomplete game to decide which of three teams would make the playoffs."

League standings:

Jayhawks . . . . .	9-1
Roadrunners. . . . .	9-1
Heavy Ends . . . . .	7-3
Best Shot . . . . .	7-3
AWB . . . . .	6-4
Shooters . . . . .	4-6
On-spec . . . . .	4-6
Lost Stars . . . . .	0-10

Final standings:

Jayhawks . . . . .	11-1
Heavy Ends . . . . .	8-4
Best Shot . . . . .	8-4
Roadrunners . . . . .	9-3

## SWEPI discovers oil at Seal Island

Shell Western Exploration and Production, Inc. discovered oil at Seal Island in the Beaufort Sea north of Alaska.

Although testing is incomplete, in mid-January SWEPI confirmed the presence of oil at three intervals in this first well drilled from Seal Island. Oil flowed through half-inch to one-inch choke openings at rates of 600 to 5,000 barrels per day from depths below 12,750 feet.

Additional testing and drilling will be necessary to determine if this discovery contains commercial quantities of oil. The additional tests should be completed by the end of February.

Seal Island is a man-made gravel island located 12 miles northwest of Prudhoe Bay Field, a 1968 find thought to hold nine billion barrels of oil.

The announcement of the Seal Island find came less than one week after Sohio officially declared its Mukluk well, a billion dollar investment, a failure. Mukluk is 50 miles west of Seal Island.



**FREE THROW...Wilton Enard of the Jayhawks shoots a free throw during a semifinal game against Best Shot. Enard, with teammates Lloyd Kirk (33) and Wil Cunningham (10) paced a balanced Hawks scoring attack to lead the team to the SCORA basketball championship title.**



**JUMPSHOT...Heavy Ends' Rick Imig puts up a jumpshot as teammate Jim Overman fights for rebounding position with Ernie Wilson (34) and Fred McInnis (31) of the Roadrunners.**

## Shell credit cards among most popular in circulation

Shell Oil Company has more credit cards in circulation than any other oil company and Shell plastic cards are the sixth most popular of all U.S. credit cards, according to L.A. Herald Examiner writer Neal Koch.

Koch, who cited the Nilson Report, said Shell has 14 million cards in circulation, more than Texaco, Amoco, Exxon and Mobil. The only cards more popular than Shell are Visa, Sears, Mastercard, J.C. Penney and Montgomery Ward.

At the end of 1982, when other oil companies were eliminating credit and charging a higher price for gas purchased on credit, Shell conducted an intensive campaign for new credit card customers. Shell's theme was "same low price, cash or credit."

Advertisements encouraged Shell card holders and holders of other oil company credit cards to use their credit cards at Shell stations. The new customer was then sent a Shell card. The campaign pulled in more than two million new credit card customers.

Koch said Federal Reserve Board figures show the use of credit cards in 1983 has taken its biggest jump in four years. In the first nine months of 1983, the outstanding balance on American credit card accounts, (bank, department store and gasoline cards), increased 9.8 percent to \$68.2 billion.

## E&P organizations form two new operating subsidiaries

The formation of two new operating exploration and production (E&P) subsidiaries completes a restructuring of Shell's E&P operating organizations into an investment holding company with focused operating subsidiaries.

Shell Western E&P Inc. and Shell Mining Company started operations January 1, joining Shell Offshore Inc., Pecten International Company and Shell California Production Inc. as subsidiaries of Shell Energy Resources Inc.

Shell Western E&P's primary focus will be domestic U.S. onshore oil and gas activities (excluding California) and offshore Alaska. It will retain the divisions and most support staff of the former Western E&P operations group, as well as take in the Onshore Division and the Gulf Coast-West Texas Exploration from the Eastern E&P operations group.

Shell Mining Company will contain the present mining organization and also be a holding company for R&F Coal, Turris Coal and Triton Coal.

J. L. Mahaffey, formerly vice president, Mining, is the president of Shell Mining Company. T. F. Hart, formerly senior vice president, Western E&P operations, is president of Shell Western E&P Inc.

Some service organizations formerly a part

of the divisions will report to other Shell Oil Company organizations and provide service to the new companies under a service agreement. There will be no general physical relocation of staff in connection with the changes.

## "Hot Dots" save children's lives; available through police, hospital

There's a new life preserver available for Houston-area children. It doesn't go around the waist . . . and it doesn't have a hole in the center. It's only three-fourths of an inch in diameter . . . but it's proven to save lives.

A "HOT DOT" is a reflective sticker that can be seen up to 600 feet away by a driver when his headlights are shined on it. The DOTs adhere to a child's bike or school bookbag and can be sewn on a jacket. They were created to give a child a fighting chance to be seen before it's too late.

The value of "HOT DOTs" was proven in

New Hampshire. Eight years after the program began, the child pedestrian rate was reduced 54 percent.

"HOT DOTs" aren't just for children. It's also a good idea for adults who like to jog in early morning or evening hours.

Twelve Oaks Hospital and the police departments of Houston, Bellaire, and West University are distributing the reflective stickers. To receive or help distribute "HOT DOTs", call Michelle Gilstrap Lopez at Twelve Oaks Hospital, 623-2500, ext. 165.

# Mini-satellite has been "a great time saver

(Continued from page 1)

Medley's study team corrected the non-productive inconveniences by duplicating pertinent information for storage in a 24-hours accessible mini-satellite in the CPS control room. Information at hand helps craftsmen or operators perform jobs better and easier, and eliminates wasted time traveling back and forth between the work area to the UOB, Medley said.

"We looked at different ways to duplicate the information, from photocopying originals to putting information on computers," Medley said. "We discovered the most economical and efficient method was microfilm, which blended with the existing

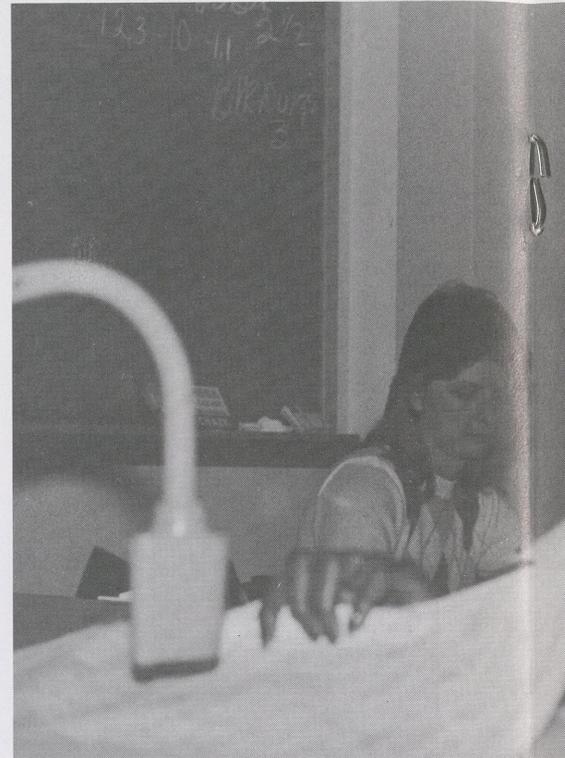
system -- equipment and people -- of both Information Services and Engineering Support. We only needed to purchase an additional microfiche reader/printer and make an extra copy of engineering drawings and equipment files, neither a significant expense."

Though not a significant expense, the task of duplicating some 5,500 cards and 700 CPS equipment files was an arduous one. Medley enlisted the help of Don Stewart, Debrah Hill and Mary Robertson, Engineering Support, to work out the reproduction details. Engineering Support maintains hard copy and microfilm master files for all engineering drawings at DPMC and has facilities to convert oversized prints to microfilm. After two months of filming,



**LOOKING AT LOOP...**Paul Shynett, left, and Kim Legler look over an instrument loop drawing before working in one of many complicated instrument cabinets at CPS. Shynett and Legler contend the loop drawings, now readily available at the CPS information mini-satellite, have made their work easier.

Page 6



**CONVERTING TO FILM...**Debrah Hill, foreground, places a print to be converted to microfilm. In the background, another person is working on a computer terminal.

duplicating and typing, Engineering Support turned over two sets of CPS microfilm files to Marie Hargis, the information services assistant who oversees the Utilities information satellite and CPS mini-satellite.

In the meantime, Utilities secretaries Debbie Ellis and Marsha Horton took on the task of duplicating detail books which couldn't efficiently be microfilmed.

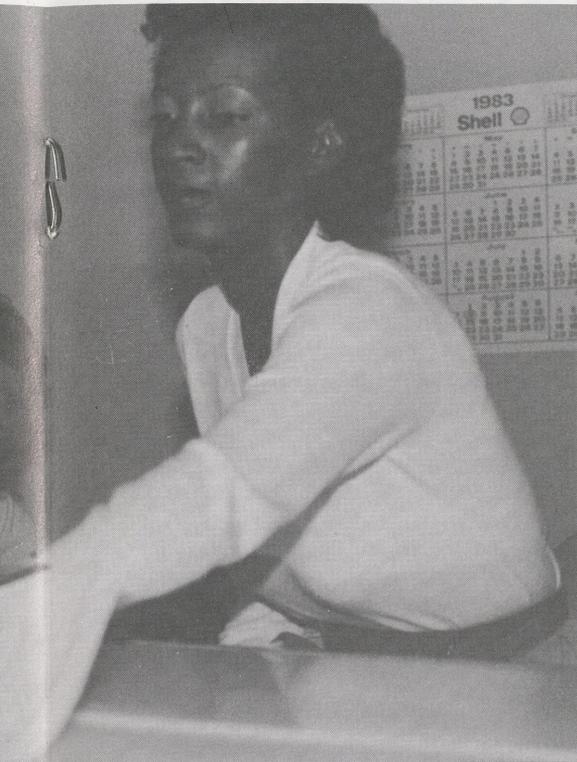
After all the duplication effort, Stewart purchased the additional card reader/printer for the CPS mini-

"Since it is inside the control room, operators can go to it and read manuals without leaving the control room."

satellite, which was just about ready for business. The final step was to train operators and craftsmen how to use the system.

Hargis organized presentations about the system for everyone at CPS that might be interested. Operators, instrument and electrical technicians, and supervisors received instructions for operating the new microfiche reader/printer. They were trained as to what information was available, where and how to

# ...er and big convenience," say employees



...places a blue print on a photo table in a preliminary step to background, Mary Robertson prepares other prints for the pro-

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retrieve the information. Hargis said the training sessions went quite well and continues to offer the sessions to new employees in that area.

A sampling of craftsmen and operators indicates they are extensively using and enjoying the new system. Positive comments range from having the information at hand helps in training new personnel to having the information handy saves time and is cost effective.

"The (instrument) loops are so inter-

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mingled that it is good to look at a loop file drawing so that an electrician knows exactly what is involved in the loop on which he is working," said Harold Bostick, supervisor, Instrumentation. "A mistake can cause CPS to shut down."

"If CPS goes down unexpectedly, there is a potential of other units being forced down since CPS is the main cog in DPMC's utilities system," said Rusty Harrison, CPS operations foreman.

"It has been a great time saver," said Paul Shynett, Instrumentation. "In the past we would have to get a truck, go to UOB, make a print and come back."

Kim Legler of Instrumentation agrees that the CPS mini-satellite has saved time and recommends that other units get the same set up. "Having the information near would be especially helpful to someone who is new in the area, for instance someone working overtime outside the normal work area," said Legler.

"And if you have a trainee," adds Shynett, "you don't have to draw the loop to explain it. You simply go to the CPS control room and print a copy of the loop file which shows the exact pieces of equipment contained in that instrument loop."

The CPS mini-satellite has helped operators as well, said Harrison. "We work shifts and are here only six days per month on daylight," he explained. "It is inconvenient and costs time to go to the UOB to get documents we need."

As proof of how it has helped him, Harrison

pointed to a one-line electrical drawing in a switchgear building he recently updated without leaving CPS. "It was a Brown and Root print, so I used the Foreign Company Book (one of the detail books hard copied for inclusion in the mini-satellite files) to get the Shell number," he said. "Then I pulled the right card and printed an updated drawing. Now, if there is an electrical problem, an operator can trace and find who it affects. This helps up know what units need to be switched to other power supplies," Harrison added.

The CPS information mini-satellite has other benefits, Harrison said. "Since it is inside the control room, an operator can go to it and read manuals and train in new areas without leaving the control board unattended.

"Alarm books are also in the information mini-satellite," he said. "So when nuisance alarms keep sounding, we can check the book. We might find the alarm set point indicator needs to be changed and pass that along to Instrumentation."



**SURVEYING DATA...Marie Hargis checks a print before removing the microfiche card from the RP407 microfiche reader/printer in the Utilities information satellite.**

# Hatches win chairs in youth symphony

On a recent February night, three Deer Park youngsters nervously sat in the string instruments section of the Houston Youth Symphony, methodically stretching their fingers from chord to chord, string to string, simultaneously guiding bows across strings which, stretched over the bellowed bodies of their instruments, screeched sounds, one higher than the next. A precise turn of a peg to tighten or loosen a string is followed by repeat turnings until the sounds from the cello, viola and violin voiced perfectly.

In the audience of the black-tie cultural event, one single set of parents were equally busy. Leaning one way or another, stretching their necks to get a glimpse first of the violinist, next of the violist, and then the cellist, Doug and Julia Hatch watched nervously as their three daughters prepared for the first public performance of the 1984 all-star symphony orchestra.

Earlier, the Hatch girls had pulled a hat trick when the three sisters successfully auditioned for the 60-member orchestra featuring junior high and high school students. With only a week's notice of the audition, you might have thought the odds slim the trio would earn three of the 60 places among Houston area's best musicians, but then you might not have known the talent the youngsters possess.

Neither child has been playing her respective instrument for a great length of time. The girls took up music only when they entered the sixth grade and music became part of the school's curriculum. Robin, a freshman and the oldest girl, started the trend three years ago. Alicia followed the next year, and Caroline the year after that.

"Mr. Lee, the orchestra director at Deer Park Jr. High, started this," said Julia. "Before Robin was to enter sixth grade, he called and asked her to try orchestra since her music aptitude scores were high. He asked her to try for just six weeks. Then if she didn't like it, she could switch to another elective. She stuck with it." Her younger sisters followed suit.

"I have a player piano that when I used to play it the girls would scream and close their doors," Julia said. "Now they appreciate its music."

But according to their father, Doug, Maintenance-South, the girls don't take their music too seriously and don't practice excessively. "They are very involved in other interests as well," he said, pointing out that they only practiced about four hours before the audition.

In fact, the girls only had a short time to

prepare for the auditions. Paul Kirby, music director and conductor of the Houston Youth Symphony, talked to the Deer Park High School orchestra a week before the auditions were scheduled. Robin, a member of that orchestra, carried home the information. That the trio was successful at the audition is history.

Doug credits his daughters' success to the excellent music program in the Deer Park schools. "It is as good as any in the State," he said. That background helped Robin win first chair, second violin at the audition. She has since slipped to sixth chair, but because others practice more, especially when there is a competition. The Houston Youth Symphony has been practicing every Saturday and holding competitions regularly since the fall auditions.

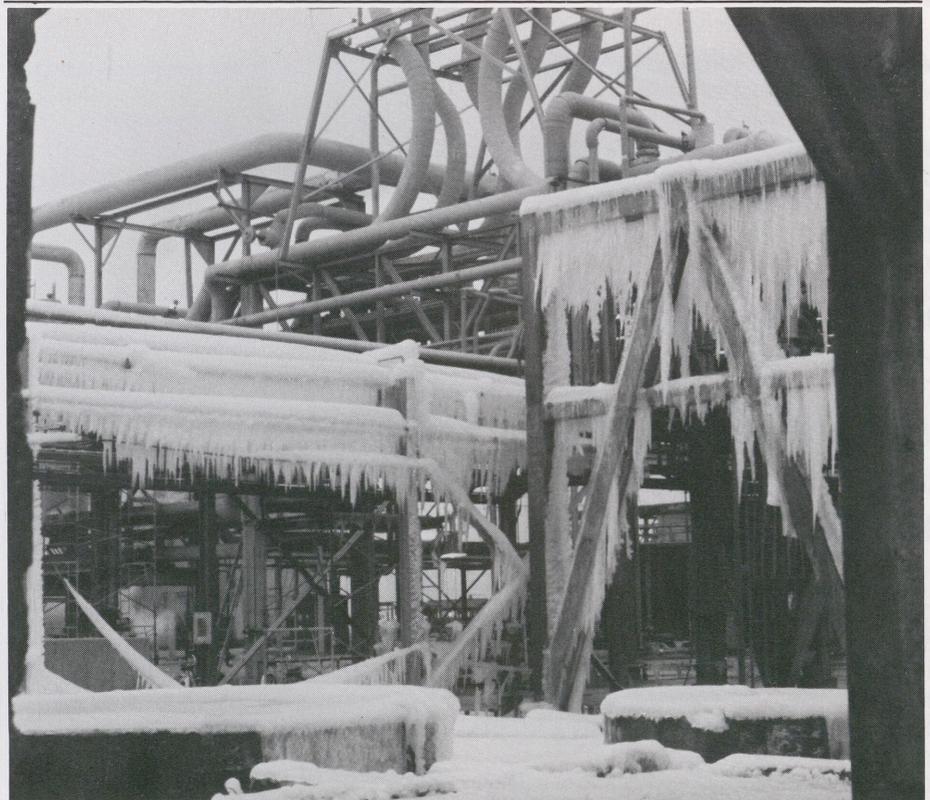
But that Robin isn't practicing as much as others doesn't concern Doug. "Besides her music, Robin is on the swim team, breeds hamsters, and is in the academically accelerated program at school."

This story is virtually the same for each of the girls. Caroline is in the seventh grade academically accelerated program and recently took a college placement test that ranked her in the top three percent of the na-

tion's seventh graders. The Hatches are awaiting results of a special test to qualify Caroline to attend Duke University for a three week session this summer. The youngest daughter also recently won first and second place ribbons in a photography contest sponsored by a model horse collecting association to which she and Robin belong.

Alicia, an eighth grader, is not in the accelerated program, but only because the pilot curriculum isn't available to eighth graders. According to a number of her teachers, Alicia is a sure bet to enter the advanced freshman program next year. Julia says Alicia is also her most artistic child, recently capturing a second place ribbon in an art competition sponsored by the Houston Livestock Show and Rodeo for its current extravaganza.

While each child is bright and excels in school and music, each has individual talents and interests according to their parents. "We try not to force them to do certain things," said Doug. "We encourage them, we help them to see wisdom in doing certain things, then let them make their choices." Directing their three children to pursue music made two parents awfully proud one recent February night.



ICE SCULPTURE...Ice hanging from pipes and pipe racks was a common sight during the Christmas freeze.

## At employees' request

# Financial revitalizes speaker's program

Financial employees at Deer Park are being exposed to company-wide operations through a revitalized speakers program.

The speakers program, which began in the late 1970's to familiarize employees with Shell and oil industry issues, lost momentum and limped sporadically along. Then, a year ago, the department reemphasized the speaker sessions as added career development.

"Through departmental teams, our employees began pushing for speakers who could tell us about operations with which we don't have contact," said Hal Parnell, manager of Auditing, who took on the task of scheduling bimonthly meetings. "We found the key to keeping the meetings interesting was exposing our employees to other Shell operations."

Parnell is quick to point out that finding the key wasn't a stroke of genius on his or management's part. The employees revealed the key. "Through the team concept we get

**"The E&P speakers explained the seismic process involved before we bid, talked about the bidding process and discussed the results of tracts of land on which we bid. It was an educational look at part of the company we rarely see."**

suggestions and most suggestions are for people from Operations," Parnell said.

Parnell points to one of the most sought after presentations as an example of how well the system works. "Because we have very little contact with E&P (Exploration and Production) we got many requests to have speakers from that Operations area," he said. "That session, along with one about pipeline activity, got rave reviews. Our people knew less about those groups and wanted an opportunity to learn about the organization."

"With that in mind, we now approach the speakers program as additional career development and training," said Al Jacobs, manager of Accounting. Jacobs drew a

parallel between the speakers program and outside workshops. "Both are a learning process," he said.

And the employees agree.

"We read Head Office wires about the big bucks spent on offshore bids, but all we see is the crude when it gets to Deer Park," said Garey Nelson of Accounting. "The E&P speakers explained the seismic process involved before we bid, talked about the bidding process and discussed the results of tracts of land on which we bid. It was an educational look at part of the company we rarely see."

"The speakers from E&P and Pipe Line brought in more than organizational charts," said Dodie Clemens of Invoice Processing. "Stuck here in Deer Park, we don't know

what goes on in other areas. These people explained what's involved in doing their jobs, the results and how it affects Shell. Their presentations were interesting."

When asked about a transaction during a recent offshore lease sale during which Shell, with Amoco, bid \$31.8 million for a tract and the next highest bid was \$18.6 million, both Nelson and Clemens quickly offered that Shell must have known something other companies didn't.

"We found out Shell goes into great detail when preparing a bid and the company is a recognized leader in that area. In fact, many companies follow Shell's lead," Clemens said, confidently endorsing the actions of the E&P organization with which she is now familiar.



**EXPLAINING EXPLORATION...Diana Bulot, left, of Exploration and Production - Financial, and Mike Boranovic, manager of Eastern E&P's Western district, field questions during a recent talk to the Financial department at DPMC. The speakers discussed processes involved in preparing to bid on a tract of land in a lease sale, from gathering seismic data to cutting the check to buy the lease. Bulot and Boranovic were the most recent guest speakers to be part of Financial's bimonthly speakers program. Pictured in the audience are Financial department employees, from left, Garey Nelson, Lee Kunkel and Ray Brooks.**

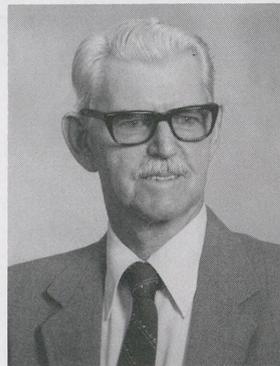
## DPMC Retirements and Anniversaries



**O. BOPP**  
Retiree



**F. T. CARLSON**  
Retiree



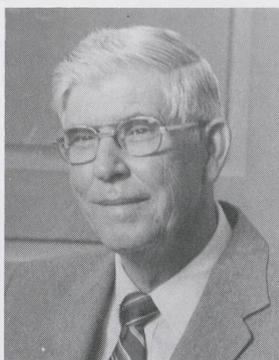
**S. Q. GENTRY**  
Retiree



**J. M. PERRY**  
Retiree



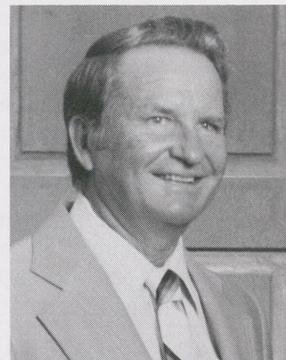
**S. M. SCHULTZ**  
Retiree



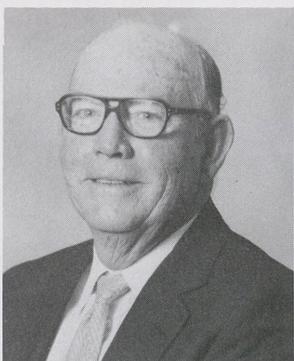
**T. R. BRADLEY**  
40 Years



**W. M. ANDERSON**  
35 Years



**G. H. CARTER**  
35 Years



**H. V. GETTYS**  
35 Years



**H. J. LEWIS**  
35 Years



**A. R. PUSTEJOVSKY**  
35 Years



**J. M. SMITH, JR.**  
35 Years



**B. C. ALLEN**  
30 Years



**B. A. BENSON**  
30 Years



**W. F. BERGERON**  
30 Years



**M. C. BERRYHILL**  
30 Years

# DPMC Retirements and Anniversaries



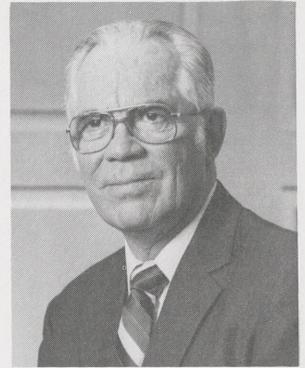
**G. H. CHURCH**  
30 Years



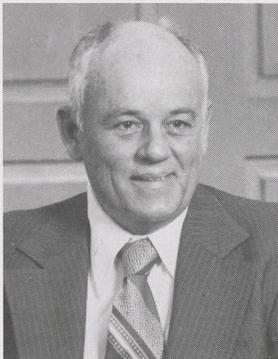
**F. T. FULGHAM**  
30 Years



**R. K. GRAVES**  
30 Years



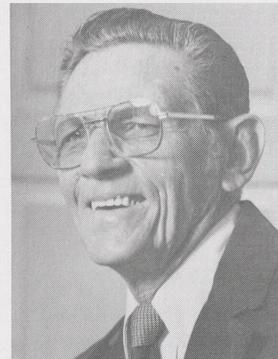
**J. F. HOESEL**  
30 Years



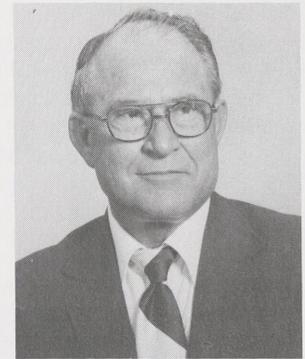
**H. H. MASSEY**  
30 Years



**B. R. PAYNE**  
30 Years



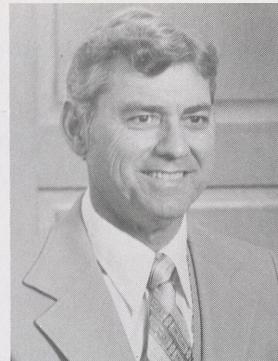
**E. C. ROGERS**  
30 Years



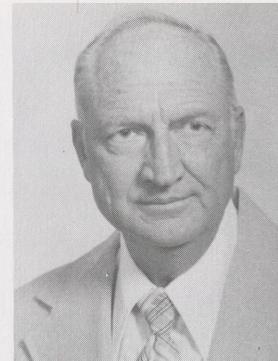
**E. E. ROGERS, JR.**  
30 Years



**C. S. SALVAGE, JR.**  
30 Years



**A. SORTINO**  
30 Years



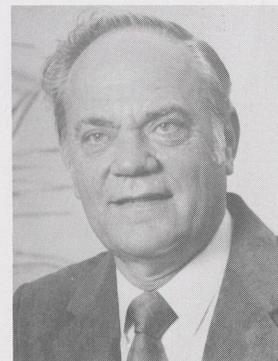
**R. E. WEBB**  
30 Years



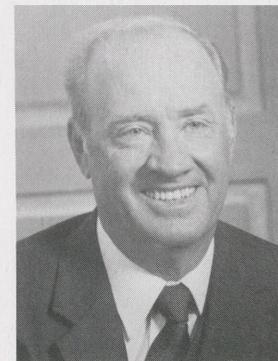
**R. E. WHITE**  
30 Years



**O. E. WOMACK**  
30 Years



**E. R. MICHALEK**  
25 Years



**C. F. THOMPSON**  
25 Years

CLAUDE BURGESS and P. E. CARTER of Dispatching send along thanks to their DPMC friends for the retirement party and gifts, but especially for the support and help throughout the years. JOHNNY GARRISON, Aromatics East, and wife Mary send along their thanks for the gifts and retirement party recognizing a great part of their life. R. L. GIBSON of Maintenance expresses sincerest gratitude and appreciation to his many DPMC friends.

# Education benefits both employee, Shell

(Continued from page 1)

"I would go to school anyway," said Tommy Overstreet. "But getting reimbursed by Shell is an added benefit I get from the Company. Since we get reimbursed when we complete a course with a passing grade, it serves as an incentive to see the course through."

Pam Washington got involved with Shell through another of the Shell educational programs. Washington started working part-time at DPMC under the Vocational Office Education (VOE) program and was hired full-time after graduating from high school. She is now working toward a business degree using the reimbursement program to her benefit.

And the program also benefits Shell. While fulfilling curriculum requirements in English and History, Washington has focused on business courses which directly help her work in Disbursements. She has applied typing, shorthand, secretarial classes, and

business machines courses directly to her job.

Washington has also spread the news about this benefit. Her friend, Michael Rochon, an operator at the Cat. Cracker, learned Shell was reimbursing Washington. He then took advantage of the program himself, studying electronics at San Jacinto College and brushing up on basic courses as well.

The program pays 100 percent of most expenses (books and parking fees are the most common expenses not covered) for courses taken outside normal working hours.

"It is really easy for an employee to take advantage of the reimbursement program," said Giebel. Full-time employees taking courses which benefit them and the Company (excluding those for hobbies, sports, or fitness), at schools of recognized good standing qualify. The only other thing needed is

the employee's manager's approval before enrolling in the course.

When the course is completed with a passing grade, the employee submits the grades and receipts for expenses, which are reimbursed by Shell.

Another part of the reimbursement program is the pre- and post-retirement benefit. Employees 55 years of age or older who qualify for retirement within five years can be reimbursed up to \$300 for courses that might make retirement more fulfilling. Examples of these courses are use of leisure time, hobbies, or second career courses, such as real estate, insurance, and the like.

Shell also has other programs which support education. Annually the Shell Companies Foundation offers scholarships to children of employees and pensioners and matches employee donations to colleges and universities.



PAM WASHINGTON

## Classified

**79 FORD F-150 PICKUP**, A/C, P/S, P/B, \$3200. 476-0377

**81 DATSUN, 310 GX**, 5 spd, AC, AM/FM cassette stereo, sunroof, rust protection, \$4995. 280-9295

**82 FORD STEPSIDE**, 4 spd, \$8800. **82 BUICK REGAL**, \$7800. 476-1538

**82 MIDAS MOTORHOME**, 23', all options, 20K miles, exc. cond., factory oversized bunk beds, \$22,500. 360-5973

**MOBILE HOMES**, 3 - 12'x70', 1970 models, good cond., \$5,000 each, 328-5496, 324-4402

**PIANO**, a Story Clark, 5 yrs old, \$1,000. 487-8039 after 5 p.m.

**80 WILDERNESS TRAVEL TRAILER**, 22 ft, AM/FM 8 trk stereo, power tounge jack, monitor panel, dual batteries, remote TV ant/booster, carpeted, new tires, like new, \$5995. 481-4767

**15' KINGFISHER BASS BOAT** with '76 25 H.P. Johnson outboard motor, lowrange depth finder, trolling motor, \$1200. 476-0377

**MARTIN D-1220 ACOUSTIC GUITAR** w/hard-shell case, \$700. 991-5062

**PANASONIC STEREO**, record player, 4 speaker thrust. 473-3438

**ASTROLOGICAL CHARTS CALCULATED** by computer, \$3.00, send date, time, place of birth and cash/money order to P.O. Box 804, Seabrook, TX 77586

## Shellegram

Deer Park Manufacturing Complex

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**Dennis Winkler**  
Editor