Shellegram

OCTOBER 1993 — DEER PARK MANUFACTURING COMPLEX

From confrontation to cooperation

Union & company unite on accident investigations

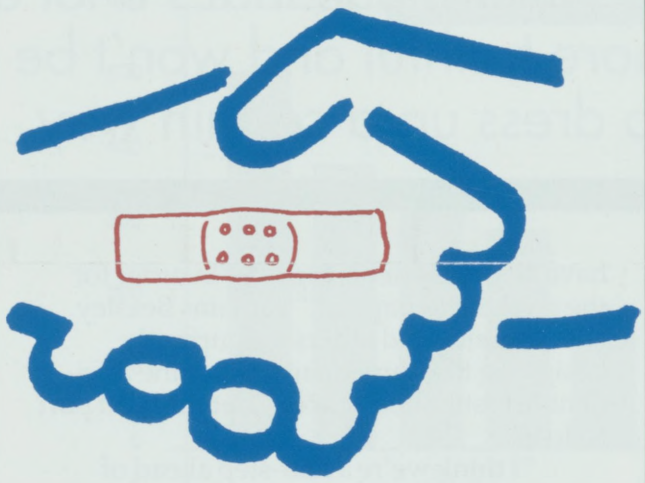
Those involved in planning it are calling the Accident Investigation Process a landmark effort, ever hopeful it will encourage a cultural change. When the process kicks into operation at the beginning of next year, at least it's sure to change the way everyone looks at accidents at DPMC.

Realizing the need to change the way accidents were examined, DPMC management and OCAW Local #4-367 formulated its first-ever joint philosophy statement on health and safety earlier this year. Springing from that came the organization of a working committee which spent the next six months developing a better way to conduct accident investigations.

"Our goal was to decide how to do better accident investigations in order to build trust and confidence so that more people would come forward with their injuries, allowing us to learn and maybe keep other people from getting hurt," explains BOBBY KENT, Olefins, a union member of the Working Committee on the Accident Investigation Process.

After numerous interviews with operators, crafts people, supervisors, technicians, managers and safety experts inside the Complex, plus a course in behavioral justification training behind them, what was glaringly obvious to the team was that accident investigations were not conducted consistently at DPMC. Instead, they varied from department to department and according to who assembled the accident details.

"The core of the process was devising a



method to actually reconstruct the accident," says CECIL EBANKS, Resins Maintenance, also a union member on the Working Committee. "Managers have been left to come up with their own way of doing it. That has its good points and its bad points if you want to get all your facts presented into some kind of consistent format."

Directing efforts to create an equitable, workable investigation process, the team talked to companies like Dupont and NASA. They came back with enough ideas to lay out a plan.

"We found there's a wealth of information out there concerning accident investigations," says Ebanks. "You don't have to reinvent the wheel and we don't feel like we did that. What we were trying to do was bring in a method that was accepted by safety professionals and incorporate it into a culture out here. We think we managed that. We just hope it works when it actually goes into the field."

"We spent a lot of time researching what we thought would be a good process. We reviewed our plan with safety experts and everybody was pleased and enthusiastic," adds Kent.

What employees may notice first about the new Accident Investigation Process is the use of volunteer accident investigation facilitators. Solicitations went out last month for volunteer investigators. The team will select up to 30 individuals who are acceptable to all members of the team.

"We feel this is going to be the most important part of this process—finding the right people, that don't come with a hidden agenda or want to toot their own horns or have a grudge to grind with anybody," offers Kent.

Communications become an important part of the process and getting information

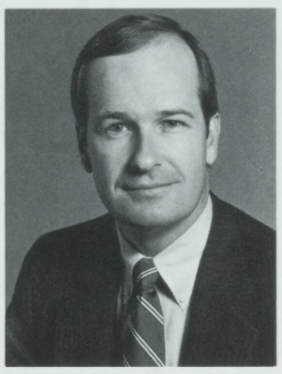
(continued on p. 2)

DPMC helping income through joint venture

Morgan delivers State of the Business Address

The Oil Products business has made improvements over the past year, however financial expectations were not achieved.

That central message came from JIM MORGAN, President, Oil Products Company, who delivered the Oil Products State of the Business presentation to a Shell Deer Park audience on Aug. 30.



Jim Morgan

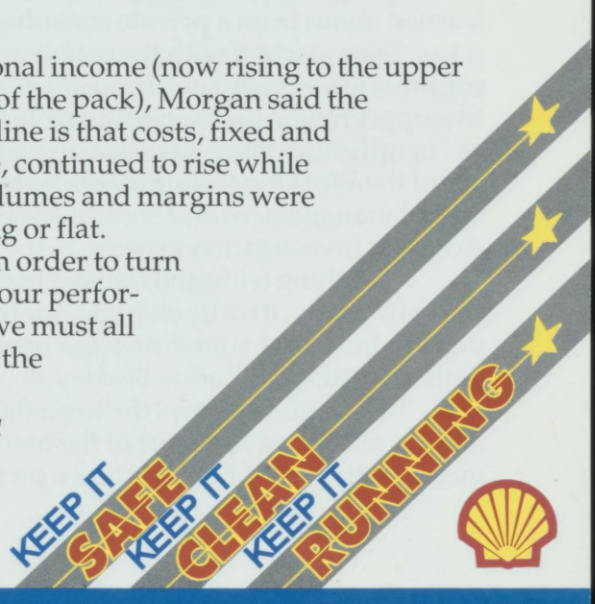
Morgan cited such plusses as Health, Safety and Environmental performance, the start-up of the Norco Cat Cracker, Deer Park's joint refining venture, and Shell's Marketing acquisition in Florida.

On the minus side was Shell's cash generation capability and competitive earning level.

Explaining some of the reasons why Shell has been near "the bottom of the pile" in operational income (now rising to the upper middle of the pack), Morgan said the bottom line is that costs, fixed and variable, continued to rise while sales volumes and margins were declining or flat.

"In order to turn around our performance we must all work in the

(continued on p. 3)



Accident Investigation process

(continued from Front Page)

disseminated through the Complex as soon as the accident occurs is a priority. Within 48 hours at least an interim report must be communicated.

An accident coordinator will assign a facilitator. That facilitator will issue a preliminary report on PROFS, which will assign the accident a number. No names will be used. Every 14 days thereafter, some update on that accident will be communicated to employees, including the progress made—until the incident has been closed. Built into the system is a requirement that corrective opportunities be addressed and a plan developed to prevent future injuries.

Discipline is to be kept separate from the investigation.

"When we are using the process we won't talk about discipline. We don't want to hear about it. Discipline will be a separate investigation conducted through normal Human Resources channels."

The heart of the investigation is the gathering of information and reconstruction of the accident. An investigation team uses a model to accomplish this.

"There's two main parts in an accident investigation," adds Ebanks. "One, it involves the injured employee from the very beginning to the end. There's a lot of value to be gained from involving the employee throughout the entire process. The other part is that the process forces you to ask questions in a certain way."

Using a model devised by the team, the investigating team fills in details into a tree-like diagram which outlines everything that happened and everything that contributed to the accident.

The diagram is based on the concept of behavior justification, a problem-solving technique JIM BEASLEY, Health & Safety, learned about from a private consultant.

"You start off with the problem and continue asking why until you get a "corrective opportunity," a "noncorrectable factor" or "insufficient data," says Beasley, a member of the Working Committee who represented management and coordinator of the Accident Investigation Process.

"The thing we found is that when we ask why in this way, it really eliminates some of the personalities that sometimes flavor the accident investigation," adds Beasley.

The diagram allows the investigation team to analyze which part of the management system failed by "painting a picture of the control systems in place at that precise moment in time that the accident occurred," as Beasley puts it.

"Corrective opportunities" are then assigned values based on the percentage that a particular factor contributed to the accident so that the most cost effective one or ones can be corrected.

Eliminating all of the corrective opportunities may not be necessary, according to Beasley.

"This process shows us that if you take one of these corrective opportunities out, this accident cannot happen, because you have to have all the elements together in order for the accident to happen," explains Beasley.

Beasley and others are currently designing the implementation of the Accident Investigation Process, but the hard part is done.

"I think we're a half-step ahead of some of the rest of the industry in starting to look at high employee participation in worker safety programs," says Beasley. "I believe this will bring some consistency to the accident investigation area, and that it will help develop some trust and corrective opportunities that will provide a good basis for stopping repeat accidents."

"It was a challenge to develop accident investigation procedures that would be more objective than what we've had in the past—something everyone can buy into," says Ebanks. "Serving on this team was the hardest thing I've ever done out here and it was the most rewarding, too."

"I'm excited about it [the process]," says Kent. "We think we've come up with a lot fairer system, one that's a lot easier, a lot more truthful and won't be easy to dress up a certain way."

> "We think we've come up with a lot fairer system, one that's a lot easier, a lot more truthful and won't be easy to dress up a certain way.

Working Committee members are: JIM BEASLEY, H&S; CHARLIE BRYANT, Central Maintenance; CECIL EBANKS, Resins Maintenance; BOBBY KENT, Pyrolysis; MIKE KOLB, Central Maintenance; and ROBYN SUTTON, Head Office Human Resources.

Steering Committee members are: ALAN BARNES, Dispatching, and secretary-treasurer Local 4367; J.D. JOHNSON, Chemical Superintendent; JIM NICHOLS, Superintendent Refining; MIKE RUDNICKI, HS&E; STEVE SMITH, Resins Maintenance and chairman of the Health & Safety Committee, JAMES WEBBER, Utilities Production and operations chairman of Workers Committee; and TERRY McMILLAN, maintenance chairman of the Workers Committee. ■

Can lid can cut when not contained

by Robert Anzick, Process Engineering

In the process of remodeling my kitchen, I ended up taking an unfortunate trip to the hospital emergency room.

While I was in the process of cleaning up after a long day, I incurred a deep cut on my left middle finger knuckle. The cut occurred as I was putting out the trash.

What did it? During my remodeling effort, I had taken down my electric can opener. One night I decided to fix dinner (soup) and used an old hand-held opener. For whatever reason, be it tired, concentrating on other things, I left the lid on the can. This ended up in the trash. You can guess the rest.

The thing I learned from this is the same lesson we tell everyone here at work—always be alert for accidents. If I had thrown the lid inside the can (as I have always done with the electric can opener) I would not have had to make the trip to the hospital and would not have had to receive three stitches on my knuckle.

Editor's Note: This story was selected from the Family S.A.F.E. Team Safety Storybook files listed on RMDS. Consult RMDS to read or input your own story. ■

State of the business

(continued from Front Page)

same direction," he said.

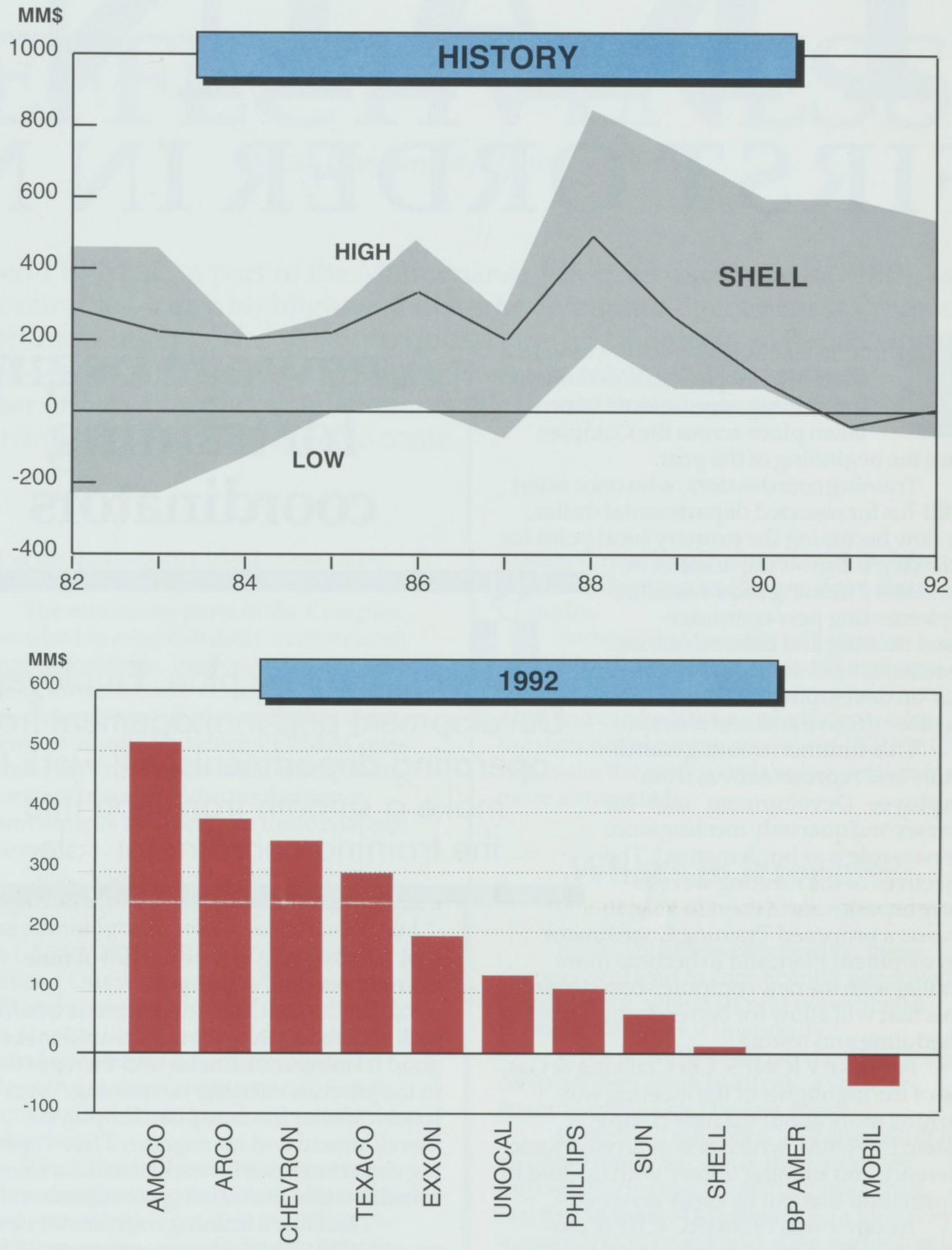
Morgan outlined the numerous changes in the Oil Products organization, including the authority and accountability process. He also said a goal is to improve communications, which includes location visits and a quarterly video series which is now being made available to more areas within the organization through wider distribution.

In terms of strategy, Morgan said Shell should be making the best use of existing assets and look for opportunities to generate more revenue and net income. An example of this is the Shell Deer Park-Pemex joint venture.

He challenged his Shell Deer Park audience to ask themselves if they are achieving everything that they can reasonably be expected to achieve from Shell's existing asset base, and if they are putting the proper assets into place to meet anticipated future conditions. ■

Oil Products Competitive Results

Operating Net Income



Responsible Care®
A Public Commitment

The DPMC supports the Chemical Manufacturers Association's Responsible Care® initiative, a continuing effort to improve the industry's responsible management of chemicals.

ALARMED—One of three new horns installed in the Olefins area as part of the new Complex alarm system.

Radio-controlled alarm system to replace existing air horns

Coming soon to replace the non-standardized air horns scattered throughout the Complex is a system of omnidirectional radio-controlled horn units with diagnostic monitoring capability.

The system will be capable of being activated from two separate locations—the Chemical Main Gate and as a back-up, the Refinery Main Gate, according to KARA KENNEDY, Health & Safety. It also will be able to make public address announcements from the Main Gate over the outside horns as necessary.

The horns will be battery-powered, with solar charge, which frees the horn units from relying on utility systems for their power, according to Kennedy. Each unit will have on-board diagnostic checking.

Direct communication with all safe shelters and control rooms is also possible, which, according to Kennedy, "eliminates the UCC from the emergency communication loop."

"Our existing system is outdated and is not standardized across the Complex," says Kennedy. "In addition, the sound of the existing system is often confused with a train, tanker and work hours. The new system will have a distinct tone to eliminate this confusion."

Kennedy says the system should be in place by the end of the year. ■

TRAINING
FIRST ORDER IN NEW ROLE

Significant efforts in moving toward a newly developed "role document" for training coordinators have taken place across the Complex since the beginning of the year.

Training coordinators, who once acted as fill-ins for assorted departmental duties, are now becoming the primary focal point for satisfying the growing number of mandatory training requirements, implementing new computer-based training and documentation systems, as well as assisting "clients" in developing training plans that are effective and cost efficient.

This summer, training coordinators and representatives from Employee Development met for their second quarterly meeting since the new role was implemented. The objectives of the meeting were to share experiences in the new role; to discuss a proposed Training Coordinator Development Plan; and to become more familiar with the new computer-based training tools that will allow for better documentation, scheduling and testing.

For JERRY JONES, Cat Cracking & Gas, one of the highlights of the meeting was learning more about the new computer system INFORM, which acts as an electronic reference and training library with up-to-date information that can be easily accessed.

Another was PERMAC-CBT (Computer-Based Training), a self- paced training tool "that's going to save us a lot of time training people," says Jones.

"In the past, each department would pick somebody they thought would make a good training coordinator and then put them in the job with virtually no training," says Jones. "Under the new plan, Employee Development and management from operating departments will work to make a smooth transition into the training coordinator role."

"I feel like a training coordinator now," says EDDIE GIBBS, Hydroprocessing. "I feel like I'm doing what I wanted and expected to do when I first accepted the job."

Gibbs says the challenge now is showing that he and others are equal to the task assigned to them.

"The biggest portion of my job is getting the information we need, completing the testing and providing the procedures to the operators in the field where they belong," says Gibbs. "I think it will help the Complex. Operators will be more informed and there will be better materials for them so they can just reach and review."

Says RITA ETHEREDGE, Dispatching, "We're moving into a time when the mandatory requirements set forth by OSHA and other government regulations are very important, and they're getting more focused as far as our documentation. We're really exercising the need to keep everybody trained."

Etheredge and JOHN SCHUBERT are developing INFORM for their department, and tracking training history through STARS (Shell Training and Records System).

"I feel really good," adds Etheredge. "I've been in this job since January and John and I have done more formal training with the folks in this department than in the total two years before. We now have an increased awareness of training activity."

"When I first heard about this training coordinator role, I thought it was just 'pie in the sky,' admits JAMES MATTOX, Resins. "After working with the document, I believe it to be an excellent tool for accomplishing training objectives. I believe two of our biggest challenges are to be proficient in using this tool and maintaining 'across the board' support for its use on a long-term basis." ■

A new age begins for training coordinators

> "Under the new plan, Employee Development and management from operating departments will work to make a smooth transition into the training coordinator role."

TALKING THINGS OVER—Training Coordinators discuss their new role and learn new systems for training and documentation.

On the verge of total MAINTENANCE EFFECTIVENESS

by Dan Daley, formerly Maintenance Support

Earlier this year the *Shellegram* explained PERMAC, a part of the Maintenance Effectiveness Process (MEP), as a new tool for managing routine maintenance activities. It also highlighted that the Maintenance Effectiveness Process is an activity that provides a focus on the work process used to perform maintenance. The article emphasized the importance of all maintenance and operations personnel—especially foremen and supervisors—in managing that process.

Since that time, there have been a number of significant accomplishments. It's timely that we review what has been done, what kinds of activities are occurring now, and what is yet to come.

The Past—designing the work process

The main focus of attention up until last spring was an effort by members of three MEP task groups to design the work process that would be used as a basis for conducting maintenance work in operating areas.

Additionally, a great deal of emphasis was placed on creating all the local systems needed to support implementation of PERMAC, the new computer-based maintenance planning tool. Along with that work, attention was being given to developing and scheduling training programs.

"The basic training package has been modified, where possible, to reflect DPMC's needs," says WAYNE WESTBROOK, Engineering & Maintenance. "Our goal was to give users enough training to get started and then have field trainers available for one-on-one training. It takes a great deal of cooperation to pull together a training schedule that affects this many people and to date the training effort has gone very smoothly."

Both of those activities were completed on time, allowing for field implementation steps to proceed as planned.

The Present—preparing to begin

With the foundation laid by a great deal of good work by a number of people, a wide range of field implementation activities began.

Formal roll-out of PERMAC has already occurred in Olefins, Fuels East and Chemical Solvents. Along with PERMAC roll-out, formal implementation of the MEP area work process began. As many as four full-time PERMAC and MEP coaches were assigned to each area during the most difficult periods of implementation.

"Starting up PERMAC in an area has its ups and downs," says TOMMY WEATHERLY, Olefins Maintenance, "but we now have a better tool. The biggest issue was giving up that security blanket we called MUTS and changing over."

The remaining parts of the Complex were asked to establish daily maintenance planning meetings, implement a new priority system, move to more extensive planning of work requests and implement other work process protocols for which PERMAC was not needed. These areas were able to take advantage of some of the performance improvements as quickly as these changes were made.

"We, as members of the task groups, recognized the need to make step change as far as planning and priorities are concerned," says LARRY PORTERFIELD, Logistics & Utilities. "Our work group MEUL went to work and set up a process of daily meetings. This, along with the new priority system, has allowed us to better communicate and understand our real requirements for job completion, which in turn has increased our productivity."

When the area maintenance work process design was completed, a fourth task group was set up to oversee initial implementation, make corrections where necessary, and to see that a manual—including all updates—was published. That work is nearing completion and a manual will soon be published.

"I enjoyed working with task group #4 during the implementation phase," says PARIS REESCANO, Hydroprocessing. "As part of the design team, I was totally committed to MEP. The group was the sounding board for everyone involved. They know who to contact to voice their issues and concerns. A team like this should continue to exist to make sure the Maintenance Effectiveness Process stays on track."

The Future—formal Complex-wide implementation

By the end of the first quarter of 1994, the roll-out of the PERMAC work request system will be completed. With that, we will initiate formal implementation of the Maintenance Effectiveness Process throughout the Complex.

Some added benefits will then be available. Central functions such as shops, workforce planning and heavy equipment planning can become more efficient. Also, the material planning module of PERMAC will make the material planning portion far more automated.

What's in it for me?

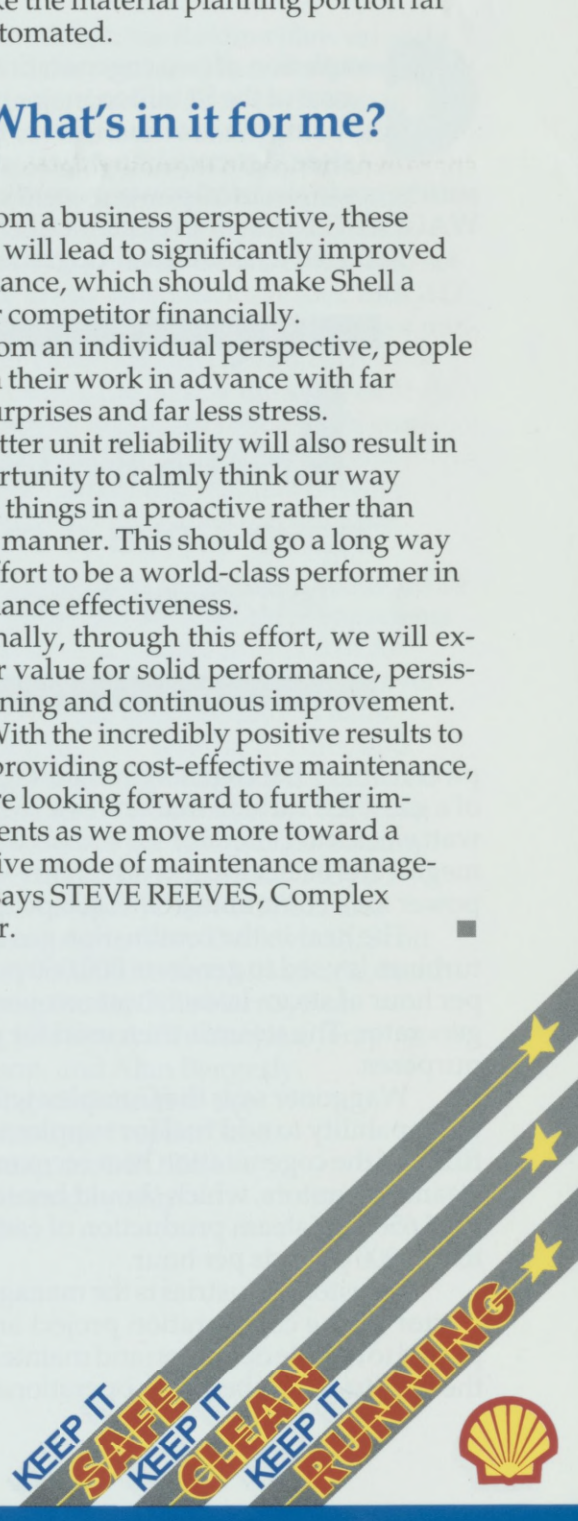
From a business perspective, these changes will lead to significantly improved performance, which should make Shell a stronger competitor financially.

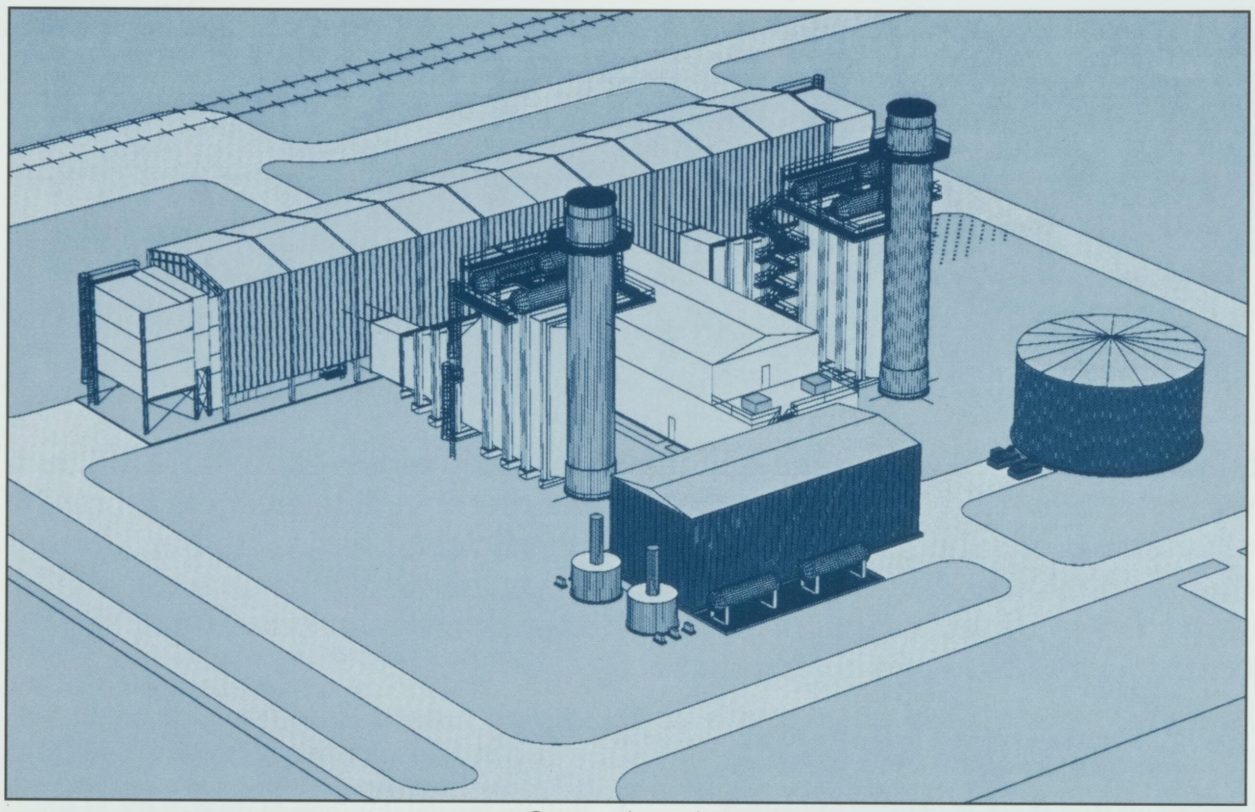
From an individual perspective, people can plan their work in advance with far fewer surprises and far less stress.

Better unit reliability will also result in an opportunity to calmly think our way through things in a proactive rather than reactive manner. This should go a long way in our effort to be a world-class performer in maintenance effectiveness.

Finally, through this effort, we will exhibit our value for solid performance, persistent learning and continuous improvement.

"With the incredibly positive results to date in providing cost-effective maintenance, we all are looking forward to further improvements as we move more toward a preventive mode of maintenance management," says STEVE REEVES, Complex manager. ■





Cogeneration project

Cogeneration units mean more power, steam, self-sufficiency

Completion of two cogeneration units, part of the $1 billion major upgrade taking place at Shell Deer Park, should mean almost total self-sufficiency in electrical power, according to B.T. WAGGONER, Major Projects, staff engineer.

Referred to as Utilities' upgrade centerpiece, each of the cogeneration units consists of a gas-fired turbine that drives a 75 megawatt electrical generator for a total of 150 megawatts of electrical production—enough power for a community of 75,000 people.

The heat in the combustion gas from the turbines is used to generate 300,000 pounds per hour of steam in each heat recovery steam generator. The steam is then used for process purposes.

Waggoner says the Complex will have the capability to add fuel for supplemental firing of the cogeneration heat recovery steam generators, which should boost the total 650 psig steam production of each unit to 500,000 pounds per hour.

Houston Industries is the managing contractor on the cogeneration project and is expected to handle operation and maintenance of the facility once it becomes operational.

"On the electrical side, the cogeneration units will add a degree of reliability to the Complex," says TONY MAGGIORE, manager, Utilities, "because we'll have electrical production from the existing CPS turbo generators, the new cogeneration facility and Houston Lighting and Power. Thus, our electrical supply will be generated from three different sources."

On the steam production side, Maggiore says steam production will come from more modern technology. He adds, "It'll be the least expensive steam we have since it makes use of heat energy left over from generating electricity."

> "It'll be the least expensive steam we have since it makes use of heat energy left over from generating electricity."

The new cogeneration facility will also allow the retirement of Boiler 2-2, the least efficient boiler.

Related major upgrade Utilities activities include:

- Construction of an air compressor station to provide utility air for the Maya project;
- New softened water pumps at Power Plant 1 supplying boiler feedwater for the coker, gas oil hydrotreater and SR 6 & 7;
- Modifications to the surface water clarifier to meet the new demand for water. ■

Logistics charters crude ships team

A new team chartered to evaluate the process used to discharge crude ships should lower demurrage costs at the Complex.

"One additional hour spent at the Deer Park dock beyond the contracted 24 hours costs us $1,000 per hour. Today, a ship typically spends about 31 hours at our dock," says RICK IMIG, Logistics.

The Logistics Process Team designed an "as is" chart including all personnel and actions involved in discharging a crude ship. The team concentrated on the period from the ship's arrival in Galveston Bay to the completion of the discharge. They also identified several potential problem areas and identified what the process should be to resolve the problems.

Their recommendations included:

- Creation of a proactive "ship discharge action team" which would try to lower demurrage costs by reducing the time ships spend at the dock
- Training for gaugers and cargo inspectors on current API measurement procedures
- Maintaining crude tanks, motor-operated valves and lines

Team members included; BRIAN CURTIS, Economics & Scheduling; ROSIE ELDER, Dispatching; RITA ETHEREDGE, Dispatching; ANDREA HODGE, Marine Services; DEBORAH KELLEY, Dispatching; and DELORES MACKEY, Marine Services. ■

Deer Park "jails & bails" for cancer

Shell Deer Park employees "went to jail" and raised money for the American Cancer Society during a recent fund-raising drive.

SUSIE CURBELLO, Engineering & Maintenance; LORI THOMAS, Administration; and MELTON WOLTERS, Business Services, were cuffed and hauled away to the slammer last month. After mug shots and sentencing, they were put behind bars to serve their time and enjoy a hot dog lunch. Curbello raised $50, Thomas $85, and Wolters $283 in bail pledges. Shell Deer Park contributed $100 to support the volunteers.

American Cancer Society Chairperson RANDY FOUTS, an employee of First Interstate Bank in Deer Park, arranged a makeshift jail and made accommodations for the jailbirds at the bank. A total of $15,400 was raised in Deer Park.

Shell Deer Park is among the local industries which serve on the American Cancer Jail and Bail Committee.

If you would like to volunteer to raise money for your bail at next year's Jail and Bail, contact DEE LOWERY, Community Relations, PROFS JDL29 or call X6-6247. But be prepared. Surprise "arrests" are known to happen. ■

Discover a cultural bargain at Museum of Fine Arts

See the extraordinary paintings by Georgia O'Keefe, masterpieces from the world-famous Cone Collection of Baltimore, striking celebrity photographs for Rolling Stone and Vanity Fair by Anne Leibovitz, and breath-taking landscapes by the master Impressionist Edgar Dagas.

The Museum of Fine Arts is conducting its 1994 membership drive and there's never been a better time to sample fine art, especially if you're a Shell employee. Your special Shell membership gets you a discount on MFA membership: individuals $35, family $45.

The season's diverse exhibitions and activities will also appeal to your children. As a member you can take advantage of free priority admission to general exhibits and these family activities:

- Free holiday and parties for children
- Discounts on enrollment in the Glassell School
- Free admission on your first visit to Bayou Bend—the Ima Hogg home tour (does not include the Azalea Trail)
- Preview selected events without crowds or standing in line
- Priority ticketing to all special events
- 10 percent discount on purchases in museum stores
- Discounts on film tickets
- Subscription to MFA Today, the museum's bimonthly magazine

Visit on Thursdays. As a corporate sponsor, Shell gets you in to the MFA free all day on Thursdays until 9 p.m. as part of the Shell Free Thursdays program.

Then consider sharing the arts with others by giving a membership as a holiday gift for a whole year's worth of art and cultural enjoyment—on you.

"Your membership makes possible the acquisition of art for permanent collections, and helps bring programs and special events to one of Houston's premiere cultural organizations," says EYDIE PENGELLY, Shell's membership drive representative.

Pengelly would be happy to answer any questions and forward an MFA application to you. PROFS her at EAP33 or call X1-6667. ■

SCORANOTES

1993 RAIDERS—(Front row, l-r) Scott Dufour, Ed Hinojosa, Jeff Kyne, (second row) Doug Stone, Keith Jasek, Sam Orgeron, John Lopez, Gary Duckworth, (back row) Jerry Williamson, Ted Holt, Mike Kidd, and Jay Bright. Not pictured were: Wendell Hartley, Obie Harris and Alan Baggerly.

Raiders remain softball champions

by Ted Holt, Utilities Systems

The Raiders ran their post-season winning streak to eight games to clinch their second straight SCORA softball championship. They compiled an identical overall season record last year, of 17-3. The team defeated the Gunslingers 7-4, the Fireballs 13-5, and then swept the .45s by scores of 11-10 and 18-5.

In the finals, the Raiders blew an early 10-1 lead to the veteran .45s and allowed them to tie the score at 10-10 in the top of the 7th. The Raiders then won it in the bottom of the 7th, as pitcher JERRY WILLIAMSON tripled to deep center field to lead off the inning. After intentional walks to GARY DUCKWORTH and SCOTT DUFOUR to set up a force at any base situation, JAY BRIGHT singled to center to win it. The two teams met again later as the Raiders scored early and often in routing the .45s by the score or 18-5. Bright, Dufour and SAM ORGERON combined to go 9-for-12, driving in 8 runs between them. Bright and outfielder MIKE KIDD drove in 9 runs apiece during the playoffs.

For the season, the Raiders averaged 14 runs per game and allowed their opponents to score in double figures in only 3 of 20 games. Bright led the team with a .681 average, with 17 extra base hits and 34 RBIs. Duckworth hit .615, scoring 29 runs, and collecting a team high 40 hits. Kidd hit .558 with 11 doubles, 8 home runs and 28 RBIs.

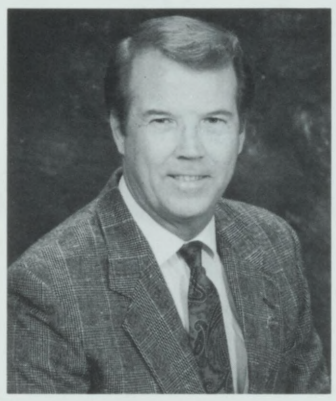
Members of the 1993 SCORA champions were: Player-Manager TED HOLT, Assistant Manager JOHN LOPEZ, and players Jay Bright, Gary Duckworth, Scott Dufour, Wendell Hartley, Mike Kidd, Keith Jasek, Doug Stone, Obie Harris, Sam Orgeron, Jeff Kyne, Ed Hinojosa, Jerry Williamson, and Alan Baggerly.

Congratulations to the Raiders for their "repeat" and for retaining the SCORA softball championship trophy. ■

MILESTONES

Service Anniversaries

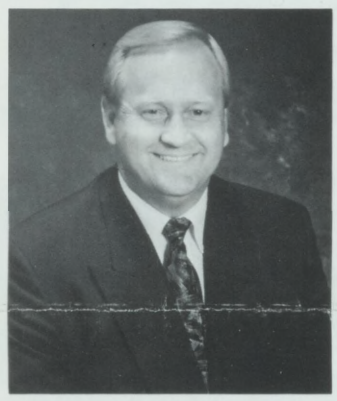
30 YEARS



GILBERT JACOBSON
PE/CS/QA
(above, Sept.)

25 YEARS

T.E. EDGE
Control Systems



L.D. JACKSON
Engrg. Maint.
(above, Aug.)

20 YEARS

J.W. CAMPBELL
Maint. Plng.

R.F. INGEBRETSON
Resins Maint.

W.L. MARTIN, JR.
Alky. Therm. Crkg.

C.A. MITCHELL
Business Svcs.

R. NARANJO
West Lubes

R.A. PYLANT
Control Systems

15 YEARS

W.R. ALFORD
BPA4

R.C. ALSTON
Log./Util./Env.

R.C. DE LA ROSA
Solv./Distrib.

C.A. DUES
Aromatics

F.J. DUMONT
Central Maint.

E.E. ELLISON
Log./Util./Env.

K.B. HIGHT
Hydroprocessing

M.J. KAZMIROSKI, JR.
Dispatch. Docks

J.B. MONCRIEF III
Solvents/Distrib.

A.P. MOTT, JR.
Cat Crack./Gas

L.G. OLIVER
Hydroprocessing

J.J. ROSS
Major Resins

A.B. SMELLEY
Resins Maint.

D.A. TURPIN
Solv./Distrib.

J.D. VALADEZ
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(Sept.)

Shell awarded for community service

Shell Oil Company received an award for excellence in corporate community service, one of five companies selected nationwide by the Points of Light Foundation.

Shell was recognized for volunteer efforts such as Shell Employees and Retirees Volunteerism Effort (SERVE), support of school/business partnering, and by providing support to community agencies such as the Volunteer Center of the Texas Gulf Coast, the Shareable Wearables School Clothes Drive, Junior Achievement and others.

The Points of Light Foundation honors businesses in three categories. Shell received the award for the large company category. Other recipients include Tampa Electric Company, Adams and Reese, The Security Benefit Group of Companies and Farmers Bank & Trust Co.

The Points of Light Foundation is a nationwide nonpartisan, non-profit organization which motivates leaders to mobilize people for service directed at solving serious social problems. ■

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Deer Park Manufacturing Complex

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