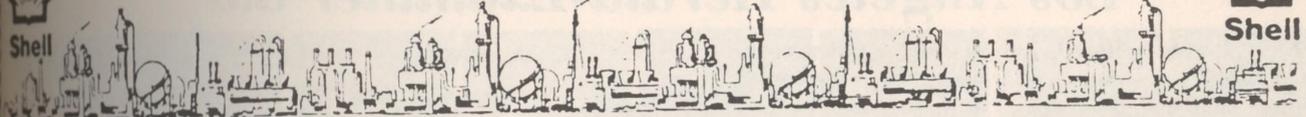




THE INSIDE STORY



Number 26

Friday, February 29, 1980

Counselor explains benefits

What kind of financial benefits can DPMC employees expect when they retire? How many different ways can they receive those benefits?

Those are questions Larry Simmelink, Senior Employee Relations Representative, Oil Products, expects to hear a lot in the days ahead.

Working out of Head Office, Simmelink took over retirement counseling duties for the DPMC earlier this month from E.E. Fitzjarrell Jr., who was recently named Employee Relations Associate at Head Office. Simmelink also counsels prospective retirees in western Texas, eastern Oklahoma, eastern New Mexico, North Dakota, South Dakota and Montana.

Looking forward to counseling Complex workers, he describes himself as the "new kid on the block." But he is no stranger to retirement counseling, having talked to an estimated 500 potential retirees in the last decade.

Simmelink explains it is up to the employee to decide whether or not retirement counseling is needed. "A number of people have retired without even talking to a counselor. That is their privilege. But we want people to know the service is available.

"The purpose of the session is not to speed up the actual sign-up, but to make sure they've considered all aspects of retirement—that they have given due consideration to providing for their loved ones."

Simmelink explained he usually calls DPMC employees to set up counseling sessions after they have contacted Frank Thompson, Supervisor, Employee Relations, Benefits, in personnel.

In that case, an appointment for a counseling session is made after Employee Relations has prepared an estimate of retirement benefits for which the employee is eligible.

But Simmelink pointed out employees also can contact him directly by calling 241-2914 at One Shell Plaza



Do you have questions about what retirement benefits await you in the "Golden Years"? If you do, Larry Simmelink, Senior Employee Relations Representative, Oil Products, can not only provide answers for a lot of those questions but other advice as well in a retirement counseling session.

for an appointment.

He emphasized counseling sessions, which are normally conducted at the employee's home, do not have to fit within a typical eight-hour working day because the sessions are designed to be convenient for both the employees and their spouses.

Asked what benefits potential retirees seem most interested in, Simmelink said, "I think the primary concern is whether to have a survivor's option (for pension funds)—whether they should leave half to Mary (after death)..."

Other major concerns include the handling of taxes in connection with their benefits and what happens to investments in the Provident Fund.

Although Simmelink emphasized retirees should consult an accountant, he offers advice in connection with tax-related questions and others. He explained many potential retirees are not aware of the many different options

they have concerning benefits.

For example, he explained, "Most of them do not realize they can have their pension check mailed directly to the bank if they're going to be traveling or out of town. If somebody's going to do a lot of traveling, we recommend checks be sent directly to the bank.

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Meeting set

The annual membership meeting of the Shell Federal Credit Union will be at 7:30 p.m., March 14, at the Gaines Y. Mason Auditorium in the Deer Park High School on Ivy Street.

Credit Union members, who are encouraged to attend the meeting with their families, are eligible to win cash door prizes totaling \$2,000.

Other meeting business will include the election of four directors and three Credit Committee members.

We didn't say...

Los Angeles Herald-Examiner did

The following editorial, reprinted in its entirety, appeared in the Jan. 22 edition of the Los Angeles Herald-Examiner.

"We saw another of those bumper stickers the other day, the ones that say: Nationalize the Oil Companies.

Since we're not big fans of government regulation, to say nothing of the Department of Energy, we spent a chill moment or two considering what a nightmare a nationalized oil industry would be.

Then it occurred to us that the oil industry had already been nationalized.

And it occurred to us that the imminent passage of the misnamed 'windfall profits' tax, Carter's savage and imbecilic attack on domestic oil production, is but the final act in the federal government's takeover of the industry.

Why do we say the oil industry has been nationalized?

Let's consider the management functions of an independent business

enterprise ensconced in the private sector.

Management first decides what to produce. Then it decides at what prices its products will be sold. Then it decides who to sell the products to, and finally it decides who will get the profits generated by sales.

These days, however, the federal government makes most of those critical management decisions.

The feds decide, for instance, what is produced at the wellhead, simply by controlling crude oil prices. By the time that crude oil reaches the refinery, government control of production is even more comprehensive. The feds have the authority to tell refiners what mix of products to manufacture, right down to company-specific production targets for various distillates. And if a refiner decides to ignore federal production targets, the government can take that refiner's crude away and give it to another refiner who is 'complying' with federal 'guidelines.'

That's how the government decides what the oil industry will produce.

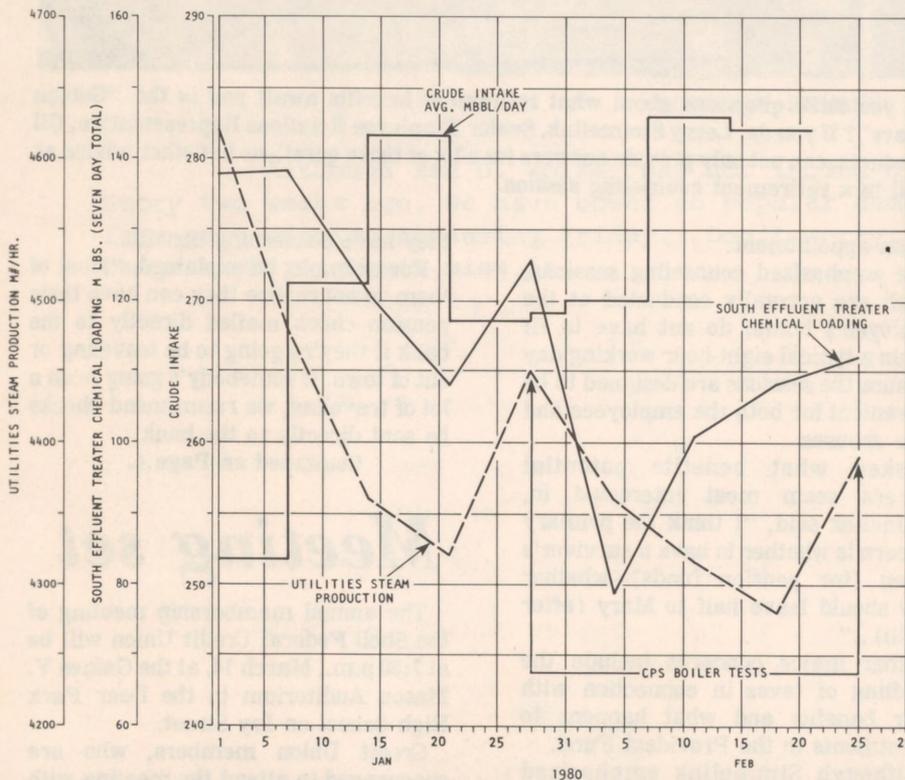
The government also decides how much the industry will charge for its products, via a host of price controls that are applicable not only to crude oil but to refined products as well.

The government then decides who the products will be sold to, through a marvelously inefficient allocation

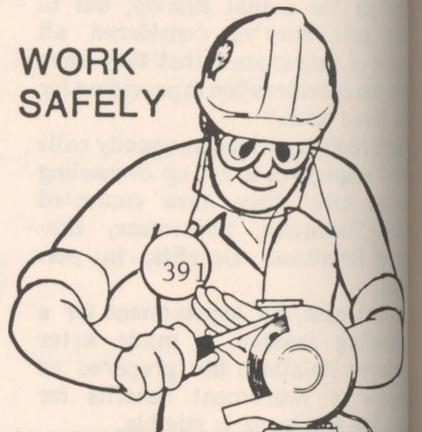
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Two of the earliest winners of Red D. Worker jackets, Annetta Cintron of General Services and Jerry Ransdell of Safety and Industrial Hygiene are smiling as they show off their prizes. Today's lucky number—as shown below by Red D. Worker—is 391. If you have this number, you can register for your prize at either the chemical or main refinery guard house.



As reflected in this graph, the DPMC's environmental performance—as determined by the discharge of effluents—has improved dramatically in the last month although a greater average amount of crude oil is being processed here. While these effluent figures were obtained from the Chemical Plant, the figures from the Refinery are about the same as before the strike. The graph also shows a slight decrease in steam usage as the result of improved efficiency methods.



WORK SAFELY
WEAR YOUR SAFETY GOGGLES AND/OR GLASSES

Welcome to the Deer Park Manufacturing Complex



Doreen Armstrong
Office Secretary
Operations West

Penny Bardwell
Junior Clerk
Services

Bob Fortman
Auditor
Auditing

Dick Icenhower
Staff Engineer
Proc. Ctrl.-Elec.

Carol Mitchell
Accounting Asst.
Product Acctg.-Oil

Jan Simmons
Clerk
Maint. North

J. T. Vance
Clerk
Product Acctg.

Karen Wilkerson
Clerk
Distribution

DPMC employees seek retirement

Byrd Baggett Jr., 55, an engineering foreman at Maintenance North with 30 years of company service, was one of several DPMC employees to join the ranks of the retired in February. He and his wife, Billye, live at 3804 Washington, Pasadena.

Alvin A. Brown, 61, retired as a machinist at Maintenance North after more than 31 years of service. He and his wife, Azalee, live at 1112 Woodlock, Pasadena.

James Y. Cherry, 56, operator No. 1 at Solvents and Treating, retired after more than 26 years of service. He and his wife, Rose, reside at 134 E. Twickenrail, Houston.

James E. Collins, 63, a craft foreman at Maintenance South, retired after more than 32 years of service. He and his wife, Eunice, make their home at 401 Silver Hill road, Kerrville.

H. A. Gigstad, 62, boilermaker No. 1 at Maintenance North, retired after completing more than 31 years of service. He and his wife, Jewel, reside at 11323 N. P, La Porte.

Roy Linn Gorman, 65, stepped down as a machinist at Maintenance South after more than 30 years of service. He and his wife, Murlene, reside at 8214 Barkley, Houston.

Marion W. Hambrick, 61, retired as a machinist No. 1 at Maintenance North following 36 years of service. He and his wife, Cecyle, live at 1407 Curtis, Houston.

G. A. Havens, 63, ended 31 years of service, retiring as an operator No. 1. He and his wife, Lois, make their home at 610 Elsa, Pasadena.

Robert E. Monday, 60, retired as a boilermaker No. 1 at Maintenance North after 29 years of service. He and

his wife, Frances, live at 1402 Meadow Lark, Deer Park.

Leroy Edward Panzer, 60, retired as a truck driver at Maintenance South after 30 years of service. He and his wife, Margaret, reside at 2202 Merle, Pasadena.

J.T. Parker Jr., 56, stepped down as operator No. 1 at Environmental Conservation after 31 years of service. He resides at Rt. 2, Box 445-E, Seguin.

John H. Ware, 63, retired as a welder No. 1 at Maintenance South after more than 31 years of service. He and his wife, Mildred, live at 8057 Juliabora, Houston.

Raymond E. White, 64, retired as an operator No. 1 at Solvents and Treating after 27 years of service. He and his wife, Ophelia, live at 3605 Washington, Pasadena.



Brown



Collins



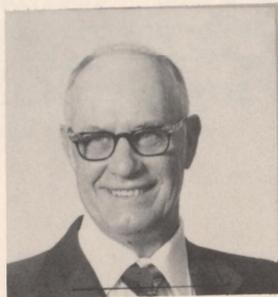
Gigstad



Gorman



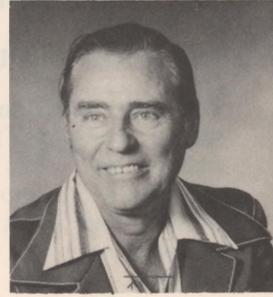
Hambrick



Havens



Panzer



Parker

Counselor explains benefits...

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"One other thing they don't realize is they can have income tax withheld from their pension checks so they don't have to file quarterly returns (which may be necessary if taxes are not withheld because pension proceeds are subject to income tax)."

He added, "Another thing we talk about is continuation of their life insurance. Basic group life insurance is free after they retire."

However, he explained the insurance

We didn't say it...

Continued from Page 2.
program.

And finally, the government decides who shall have the lion's share of the profits reaped from the sale of petroleum products.

Even before there was such a thing as the "windfall profits" tax, for instance, the federal Treasury took more than 50 percent of industry profits. With the passage of the 'windfall profits' swindle, the Treasury will reap at least 70 percent of the industry's profits.

Thus the federal government tells the oil industry what to produce, how much to charge, whom to sell to, and then dictates the distribution of the majority of the profits.

So next time you're mad about "obscene" oil industry profits, next time you're infuriated by long lines at the gas station, next time you're enraged because when you get to the pump there's no unleaded gas — don't blame Big Oil.

Blame your congressman, instead. He's the one calling the shots these days.

remains at its face value only until a retiree reaches 65. After that time, the worth of the insurance is discounted by 20 percent a year to a low of 20 percent at 68. He pointed out the worth of the insurance remains unchanged after that time.

Financial matters dominate most of the session since it precedes a retiree's signing up for benefits at the DPMC after Simmelink leaves. "They don't sign anything while we're having our counseling session," he explained.

But other matters are also discussed—such as whether the employee has a will and what the state of his health is. "I talk with them about their physical well-being—about when they had their last company physical. If

they haven't had one within two years, encourage them to have one before retiring."

He indicated such individualized counseling is important because retirement affects people differently.

"I think it depends a lot on the individual—whether they have just come up on retirement and find out it's here or whether they have been thinking about it a long time.

"Retirement is a significant point in a person's life. I think it should be something looked forward to.

"The unknown always seems to cause fear. What we try to do with our counseling is remove the unknowns and the fears."



These four DPMC employees joined others last Friday in putting on Western duds for "Go Texan Day." They are Ray Hornsby of General Services, left; Garey Nelson of Product Accounting; Sandra Hall of General Accounting and Don McGinty of Employee Relations.



The Inside Story

Deer Park Manufacturing Complex

This is the second in a series of special four-page newsletters, which will be published periodically to provide news, features and items of special interest.

Les Cole — Editor