



Shellegram

Deer Park Manufacturing Complex

87:5

Training dept. sees progress, growth

Improving to help Shell stay competitive

"Training ain't what it used to be."

This sign hangs above Training Representative **BILL GREGG's** desk in the Process Simulator training room. It's message says a lot about the progress and growth DPMC's Training Department has seen in recent years and will see in coming ones.

"Training has taken on more importance as people realize that to compete in the business environment, you have to constantly improve the way you do things," says **KEN POWELL**, Training manager. "Training is a resource to help make it a smooth transition from the old way to the new."

There are four major areas in which the Training Department and its training representatives focus their efforts. These

areas are Craft and Operator training, Process Simulator training and Developmental training.

TRAINING REPRESENTATIVE AUGIE AUGUSTINE handles all aspects of Operator training.

"I'm responsible for the Operator Development Program and some aspects of the Foreman Development Program," he says. "I'm also involved with Operator Maintenance Training and Operator skills upgrading."

The first part of the Operator Maintenance program, which involved classroom instruction, was completed in 1986. Augie says the second part, field training and evaluation, will be ongoing.

Like other DPMC departments, Training is looking into ways to make their operations more efficient. Augie serves on several committees set up to do just this.

"We are currently evaluating a computer-based video system which can be used to test individuals' knowledge of the Complex Health and Safety Orders," Augie says. "Also, we are studying ways to standardize training and simplify record-keeping systems."

For the future, Training will be changing its approach in meeting customers needs. "We will be more active in identifying areas requiring specific training efforts," Augie points out. "For example, I am involved with a committee whose charter is to identify Craft Training needs and then develop a program to address those needs."

To satisfy the training needs of all DPMC work groups, Business, Engineering and Maintenance superintendents, along with line organization managers, work directly with Training to routinely review and prioritize identified training areas. These areas are identified by operators and craftsmen interacting with the various Complex Training coordinators.

ANOTHER MAJOR AREA in the Training

Department is Process Simulator training and **Bill Gregg** is responsible for this training. Over the years he has earned corporate-wide recognition for his expertise in this area.

"We started the Process Simulator training in 1983," Bill says. "Since then, we've had about 870 individuals come through the course. This includes DPMC operators, the Saudi operator training group, operators from other Shell locations, and the Coal Gasification operators located at the Complex."

In the near future, Bill will be holding classes for operators of the new Lube Control Room, which is scheduled to begin construction next year, and for Dispatching operators.

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Augie Augustine handles all Operator training and is involved in identifying Craft Training needs for the program.



Developmental training coordination is one of the functions handled by **Bobby Garrett**.

Video production used as training tool

CONTINUED FROM PAGE 1

COORDINATING PERSONAL DEVELOPMENT training for the Complex is the job of Training Representative **BOBBY GARRETT**. "I am responsible for developing training plans for clerical, secretarial and staff employees," he says. "This includes scheduling workshops such as those designed to improve communications and presentations skills, and providing counseling when needed."

Bobby has direct responsibility for Foreman Testing activities as well as some aspects of the Foreman Development programs. He also coordinates Quality training for the Complex.

An example of Training's changing role is its involvement in video production. **TIM GALBAN** handles this area.

"We have the capabilities to produce professional-looking videos right here at the Complex," Tim explains. "We can film, edit and reproduce video tapes to meet the needs of our clients."

Recently, Training upgraded their video equipment and editing studio. "Using video for training purposes is becoming more common," Tim explains. "It's

another way to get the message out to the audience. We've already produced several video tapes for different departments."

To handle the growing use of video for training, a video library is being set up. Training Assistant **OIDA REEVES** is responsible for the library's upkeep. She also is responsible for maintaining training records and scheduling individuals as well as facilities.

RECENTLY, THE TRAINING DEPARTMENT increased its classroom space with the renovation of the former East Operations building located directly adjacent to the Training Building.

"With the start-up of Quality training throughout the Complex, there was a great demand for training facilities," Ken points out. "Now we can provide those facilities."

Also, the new Training classrooms will allow more workshops to be held at the Complex. "Some workshops require the use of several small rooms called breakout rooms. Our new facility has these rooms."

While much growth has taken place already, Ken stresses that the Training

Department will continue to evolve as training needs evolve.

"We provide a service to our clients at the Complex," he says. "Providing the best service possible is a constant goal for us."



Video training is growing in use at DPMC and Ouida Reeves is responsible for maintaining the video library for the group.

Deadline set for gift applications

June 15 is the deadline for applications to the Shell Matching Gifts program, established by the Shell Companies Foundation, Inc. "to encourage employees of Shell Oil Company and other participating companies to join the Foundation in voluntary support of colleges and universities."

This program matches two-for-one any eligible gift made by an eligible individual to an approved institution subject to guidelines.

Only gifts that support the primary educational objectives of approved institutions will be matched. Gifts must be personal contributions from the individual's own assets and may not be made from funds an individual receives from another party for the purpose of making the gift.

For information or a copy of the Shell Matching Gifts Form, contact **CHARLA HALE** in Employee Relations.



Bill Gregg handles process simulator training for the Complex and is widely recognized throughout Shell and the industry for his expertise in this area.

At Lenox Ranch April 25

Hundreds attend SCORA Annual Picnic

Hundreds of people turned out for SCORA's Annual Picnic and were treated to

all the food and fun they could handle. The picnic took place on April 25 and

was held at the 40-acre Lenox Ranch northeast of Houston. And there was something for everyone.

"For the small children there were five carnival rides to keep them busy," says **BILLIE DANIEL**, SCORA's vice president. "For the older children there were volleyball, softball and swimming. And for the rest of us, horseshoes and bingo were about all we could manage.

"Of course," she adds, "there was plenty of good food and cold beverages for everyone. I think SCORA President Junior Guillot, who prepared the barbecue, outdid himself this year."

Music was provided during the day by Joel Reyes, SCORA's "official disc jockey."

Billie says a large number of DPMC retirees attended the picnic. "They took the opportunity to visit with each other and seemed to really enjoy themselves.

"Everyone seemed to have a good time and we couldn't have asked for better weather," Billie says. "It was a perfect day for a picnic."



Children at SCORA's Annual Picnic were treated to carnival rides and costumed characters. Plenty of other activities were available for all family members.

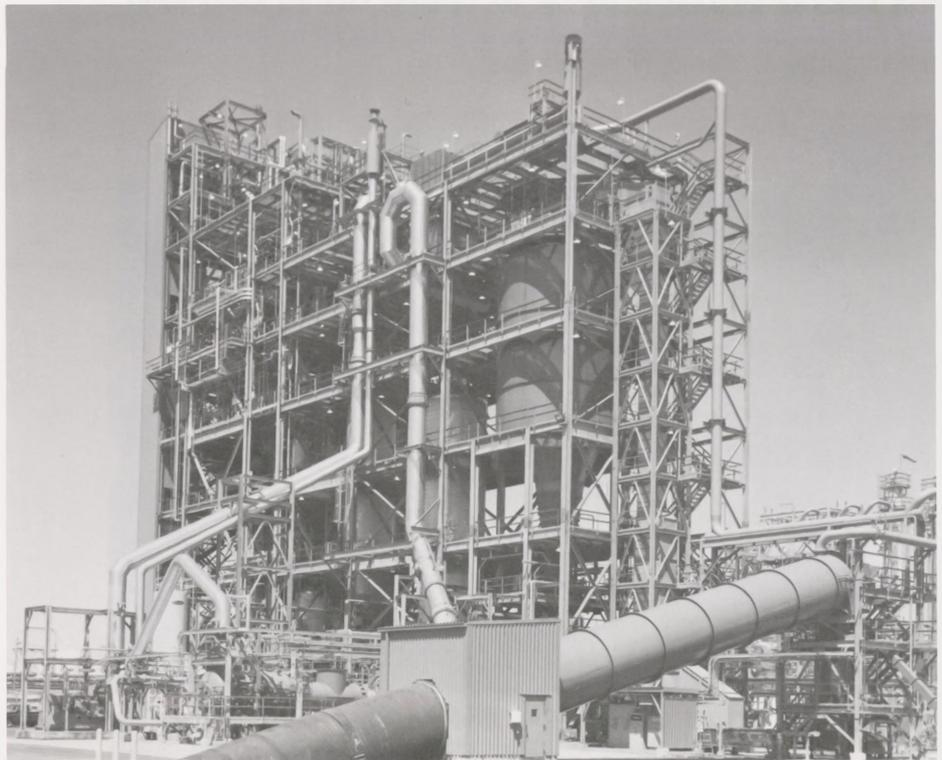
Coal gasification plant completion celebrated

A construction completion event for the Shell Coal Gasification Plant, located adjacent to DPMC, was held at the plant side April 29.

Participants in the event included senior Shell officials in addition to non-Shell participants of the project. The project was announced publicly on April 30 at the World Petroleum Congress in Houston.

The demonstration plant, operated by Shell Development Company, will go on stream about midyear, after completion of preoperational testing. When fully operational, the demonstration plant will consume 250 to 400 tons of different types of coal and produce about 12 million cubic feet a day of medium BTU gas and 35,000 pounds per hour of steam. DPMC will use the gas and steam.

The Shell coal gasification process is the result of extensive research and development programs carried out during the past 15 years. Participants in the demonstration plant program, in addition to Shell Development Company, include Shell Oil, Shell Internationale Research, the Electric Power Research Institute and Combustion Engineering.



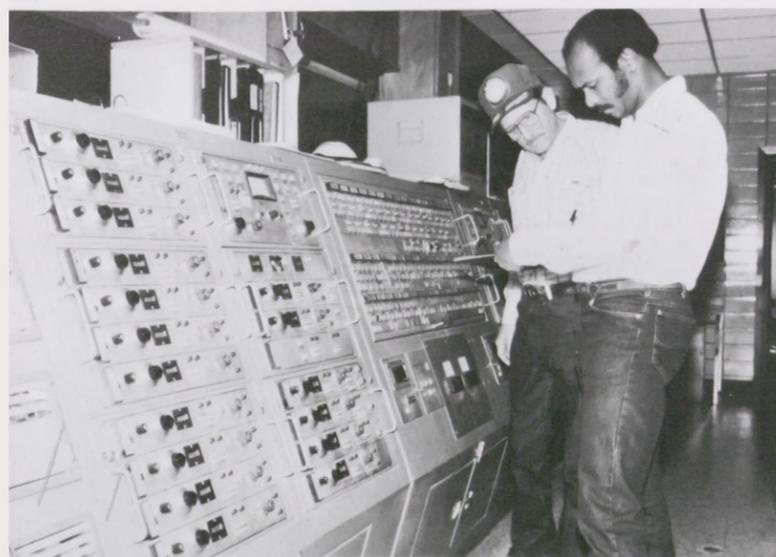
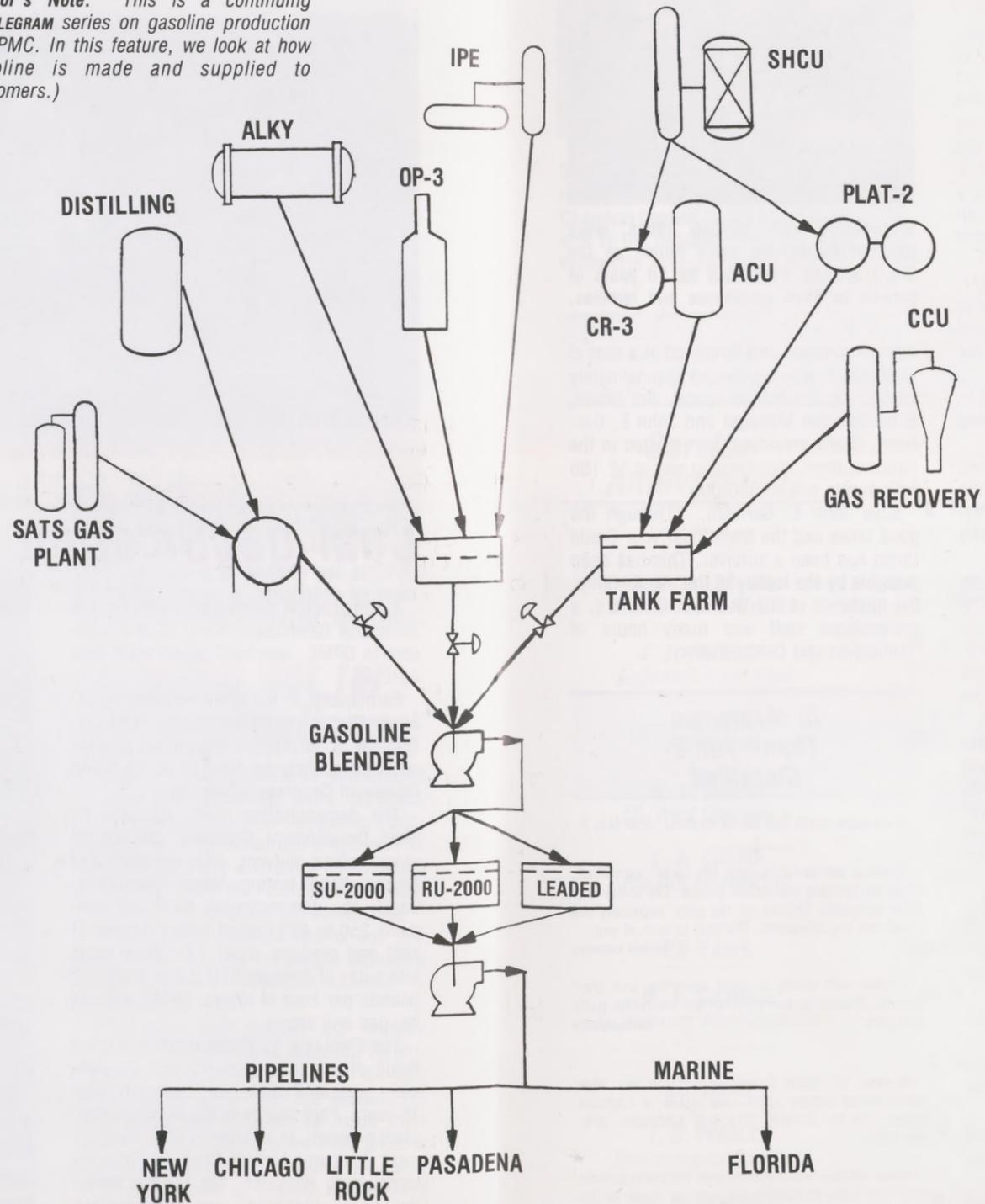
Shell Oil's new coal gasification demonstration plant at the Complex recently completed its construction phase. It is scheduled to come on stream at midyear.

Many areas contribute to gasoline products



(Editor's Note: This is a continuing SHELEGRAM series on gasoline production at DPMC. In this feature, we look at how gasoline is made and supplied to customers.)

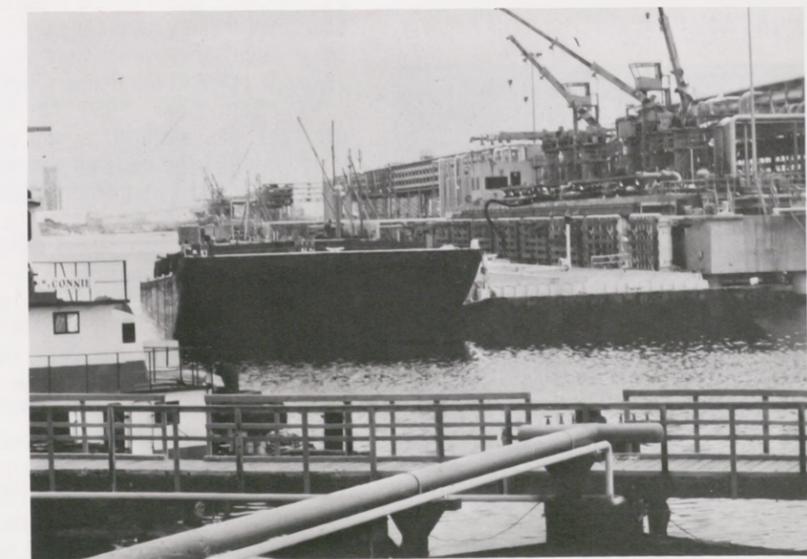
IT STARTS WITH THE OPERATORS IN THE CONTROL ROOM. They receive the crude oil and separate it into its many parts, or fractions. These fractions are alike — they are all hydrocarbons made of hydrogen and carbon. Yet, they are different in many ways, especially in that each has its own boiling point. The thick heavy fractions such as fuel oil have high boiling points. The thin, light fractions such as gasoline and kerosene have low boiling points. There are various processes used to extract as many gasoline components out of these fractions as is economically possible.



THE NEXT STEP INVOLVES OPERATORS IN THE TANK FARM. They receive the various components of gasoline from units in the Complex and store them in tanks until they can be used later to make various gasoline grades.



THE GASOLINE IS PREPARED BY OPERATORS AT THE BLENDER. Once a formula has been determined for a specific grade of gasoline, the different components are transferred from the storage tanks to the gasoline blending unit. The components are mixed together and the gasoline product is complete.



THE GASOLINE IS SENT OUT FROM DPMC BY PIPELINE AND SHIPS. From here it is distributed to various terminals around the country and eventually makes its way into service stations and consumers automobile tanks.

Credit union notes 50 years of service

In 1937, 40 Shell employees from the Houston Refinery got together in Clock Alley and decided to start a credit union. They named it the Shell Refinery Employees Federal Credit Union.

Half a century later, the name has shortened to the Shell Federal Credit Union and membership has grown to 11,000 with assets of \$46 million.

To celebrate these past 50 years of growth and service to its members, the SFCU held a week-long open house in May. The celebration was capped with the 50th Annual Membership Meeting held at the Pasadena Convention Center.

"The SFCU board of directors and staff want to thank everyone for their support over the years," says **JOHN E. GARRISON**, vice president of the board.

In recognition of these five decades of growth, SFCU's 1986 Annual Report is dedicated to its original 40 members. Inside the annual report is a historic look at the Credit Union. Here are excerpts from that report:

"The groundwork for chartering the Shell Employees Credit Union occurred January 25, 1937 at 8:00 pm in the Shell Oil Refinery Clock House. This organizational meeting was attended by 40 employees of the Shell Houston Refinery.



DPMC employee John Kindla, an SFCU director, and Jesse Campbell, SFCU's treasurer-manager, were on hand to welcome members to the open house. Page 6

In attendance was Shell Refinery Manager Mr. Mullemeister. A fee of 25 cents was set for each person present who wished to become a member. All forty present joined.

"The first official meeting of the Shell employees credit union was held on February 4, 1937. The group accepted their responsibilities and assignments on each committee with 'Determination and Dedication' to become an organization of 'people helping people.' The Shell Refinery Employees Bus Club on Eastwood in Houston later was selected as a permanent meeting place.

"The Credit Union was organized by Mr. Joseph A. Collarain who was the same distinguished gentleman that organized and managed the first Credit Union in the State of Texas in 1915.

"By 1941 the Credit Union had grown to 453 active members. Assets totaled \$23,763.

"The Annual Meeting of 1943 was held at the Harris County Court House. At this meeting, it was decided to waive the interest on all loans made to members who were in the military service.

"By the end of 1947, the Credit Union had assets of \$255,354 and 1,228 members. This clearly indicated the need for the Credit Union at the Shell Oil location. Shell refinery loaned the Credit Union two wooden desks, which were put into the 12' x 20' office at the Refinery Cafeteria.

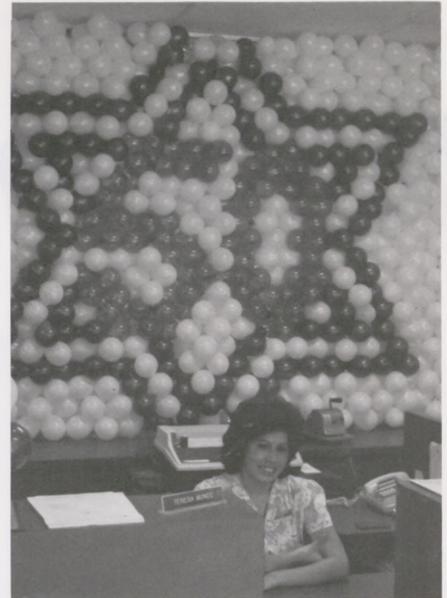
"In September 1950, a full-time employee was assigned at the chemical plant. In 1952 the decision was made by the Board of Directors that the Credit Union operations be moved from the Shell Cafeteria location to a rented building on Lawndale Street in Houston.

"By 1956, total assets were at \$2.5 million with a membership of 4,746. Due to the large amount of money being transferred to the bank, the Credit Union started using armored car service.

"On August 8, 1959 with deposits approaching \$3 million and a membership of 5,000, the Credit Union moved into their new building on 8th Street in Deer Park. Cost of the new facility was \$125,000.

"On July 8, 1976, the by-laws were amended to change the name to Shell Federal Credit Union.

"In July 1980, the Credit Union moved into its present building on 13th Street. It



Decorations and smiling faces were plentiful during the open house as the SFCU proudly celebrated its 50 years of service to Shell employees and families.

was constructed and furnished at a cost of \$1,250,000 which provided approximately 13,000 square feet of space. Jim Braus, Shell Complex Manager and John E. Garrison, Board president, participated in the ribbon cutting. Membership was at 12,186 with assets of \$26,900,000."

Says John E. Garrison, "Through the good times and the bad times, your Credit Union has been a survivor. This has been possible by the loyalty of the membership, the guidance of the Board of Directors, a professional staff and many hours of 'Dedication and Determination'."

In Memoriam Thank You's Classified

CHUCK KEITH, North Lab senior chemist, died May 8.

It was a wonderful journey, my career with Shell, made so by many memorable people. The coffee was most enjoyable. Thanks for the gifts, especially the scroll and the fellowship. The best to each of you.

WILBUR KNOWLES

I leave with plenty of good memories and good friends. Thanks to everyone for the wonderful party and gifts.

ERVIN DAWSON

FOR SALE: '77 Dodge Classic Conversion van. Blue multi-colored custom paint, bed, table, 4 captains chairs, am-fm, 8-track, 318 V-8 automatic, a/c. 998-0994.

FOUND: Johnny, when you were on the plane coming back from Tulsa on May 10, you left your watch on the seat. Please call Ed Davis (passenger seated next to you) at 792-6744.



DPMC RETIREE CHUCK RIVERS (right) recently was honored by the Texas Chemical Council for his many years of service to the industry. TCC President Harry Whitworth presents Chuck with a plaque.

Employee's daughter wins cash prizes at livestock show

AMY DALE, 17-year-old daughter of Maintenance Lineman DUDLEY DALE, recently showed the Grand Champion hog at the La Porte Livestock Show. She was awarded a cash prize of \$1,200 for the 235-pound hog. She also showed the Reserve Champion Broiler, for which she received \$400.

This was her second consecutive year to show a Grand Champion hog at the La Porte Livestock Show. Judging is based on the quality of the meat on the animal.

Participating in the livestock show were 61 production agriculture students from the La Porte High School.



Amy Dale proudly displays her Grand Champion hog trophy and the ribbon.

Milestones

Service Anniversaries

35 Years

R. E. MILES, JR.
Environmental/Utilities

J. J. WISNOSKI
Engineering Services

30 Years

W. F. MABRY
ER/West Operations

C. A. CHAMP
Process Engineering

25 Years

M. A. GILMORE
Engineering Administration

20 Years

J. C. PEEBLES
Environmental/Utilities

W. R. SPEIGHTS
Engineering Services

15 Years

B. E. McELROY
Utilities

10 Years

R. R. DOMINGUEZ
Chemical Operations

T. J. McNATT
P&AS - Procurement

C. VAZQUEZ
P&AS - Material Management

P. R. LITTLES
Utilities North

J. W. HOLT
Dispatching Tank Farm

G. B. FOREMAN
Docks

C. O. HARMON
Docks

A. E. SMITH
Pipefitter

W. S. DORSEY
Pipefitter

R. H. FOSTER
Aromatics

D. L. FARNELL
Hydrocracking

H. L. MILLER
Hydrocracking

G. W. SANDERS
BD/HT

D. L. BUTCHER
G Department

DPMC Welcomes

T. L. EIDSON
Industrial Relations Manager

O. G. ROMERO
Staff Chemist

C. F. GILLARD
Superintendent
Information Management

S. M. KRISTYNIK
Terminal Operator
Computer Services

P. H. FISCHER
Community Relations Manager

Retirements

D. C. AUTERY, JR.
38 Years Service

H. J. FARMER
34 Years Service

T. W. MARSALIS
33 Years Service

A. L. PAYNE
38 Years Service

J. H. RANEY
32 Years Service

E. M. RATLEY
35 Years Service

C. D. RUSSELL
30 Years Service

D. B. WILLIAMS
37 Years Service

H. D. WILLIAMS
39 Years Service

J. T. HICKMAN
33 Years Service

W. H. REEVES
38 Years Service

Deer Park honor students recognized at banquet

Ten children of DPMC employees recently were recognized along with other Deer Park High School honor students at the 30th Industrial Honor Awards Banquet. The banquet is sponsored by the Complex and other local industries.

Students eligible to attend the awards banquet must have an overall grade point average of 4.5 and be enrolled in five solid courses.

The ten students are:

BRITT LAFIELD (9th grade), son of **BILL LAFIELD**, a past DPMC Community Relations manager.

JENNIFER NOLEN (9th grade), daughter of **KENNETH NOLEN**, boilermaker.

BRADLEY POWELL (9th grade), son of **JOE POWELL**, auditor.

SHARON COLLARD (10th grade), daughter of **C. L. COLLARD**, operations foreman. This is her second year to attend the banquet.

CAROLINE HATCH (10th grade), daughter of **DOUGLAS HATCH**, electrician.

LONNIE BAILEY (11th grade), daughter of **ROBERT BAILEY**, operator.

SERENA MORRIS (11th grade), daughter of **DEE MORRIS**, senior clerk. This is her third year to attend the banquet.

STEVEN SULLIVAN (11th grade), son of **JERRY SULLIVAN**. This is his third year

to attend the banquet

KIMBERLY SWENY (12th grade), daughter of **SUSAN SWENY**, administrative secretary. This is her third year to attend the banquet.

KRISTINE SWENY, (12th grade), daughter of **SUSAN SWENY**, administrative secretary. This is her third year to attend the banquet.

Representing DPMC at the awards banquet were Retiree **JIMMY HALLMARK** and **PETER FISCHER**, Community Relations manager.

Grad deadline nears

For all DPMC employees and retirees who want their children and grandchildren included in the upcoming **SHELLEGRAM** Graduate issue, remember that **JUNE 5** is the deadline for submitting photos and information forms. They can be sent by company mail or hand delivered to the North Administration Building, Room 238B, or mailed to **SHELLEGRAM**, P.O. Box 100, Deer Park, TX 77536.

To get copies of the form, contact the **SHELLEGRAM** editor at 476-6906.



Four of the attendees at the Industrial Honors Award Banquet gathered for a picture. They are (left to right) Jennifer Nolen, Bradley Powell, Serena Morris and Sharon Collard.

Shellegram

Deer Park Manufacturing Complex

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Dillon Scott
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