

# SHELL e g r a m

D E E R P A R K

## OFF HOURS IN THE FAST LANE



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Count on Shell

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## SERVE volunteers assist Trash Bash at San Jacinto Monument

Almost 40 SERVE volunteers grilled hotdogs and distributed lunches to 1,000 "Trash Bash" workers on March 31. Sponsored by the Texas Natural Resource Conservation Commission, the morning cleanup project makes a big difference to the San Jacinto Monument, park and surrounding areas. For several years SERVE volunteers have assisted at Trash Bash. Thanks to Darryl Hurt, Alan King and Jonathon Rhodes for coordinating this year's participation.



Remember that we're always looking for stories to include in *Shellegram*. If you have a story idea, don't be shy. Contact information is listed below.

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*Gina*

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# Sustainable Development

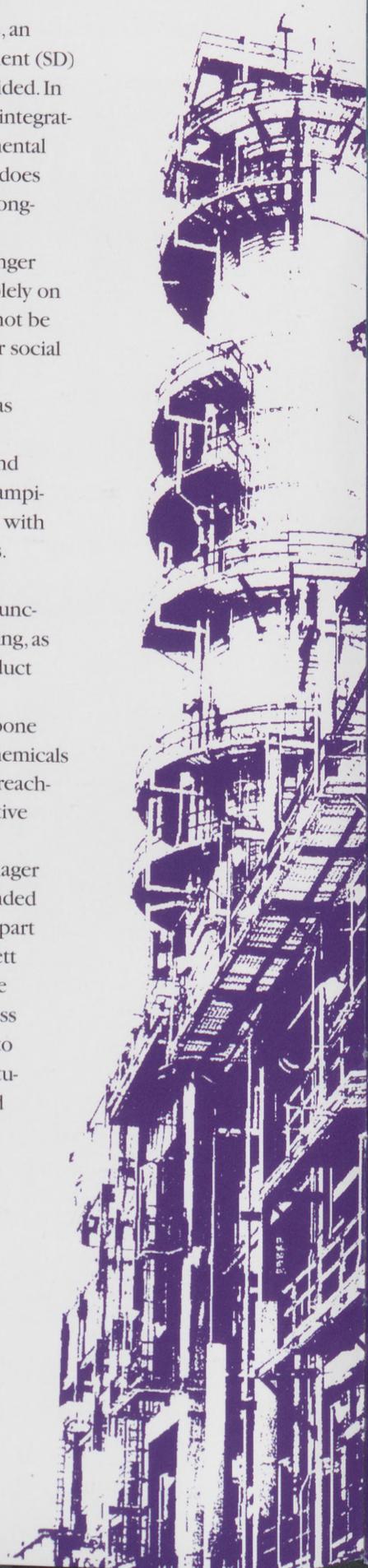
In the May 2000 issue of *Shellegram*, an overview of the Sustainable Development (SD) program for Shell Chemicals was provided. In very general terms, SD is a process for integrating the economic, social and environmental aspects of everything Shell Chemicals does and balancing short-term wants with long-term needs. This program is important because of Shell's belief that it is no longer acceptable to make decisions based solely on financial factors, yet decisions should not be driven exclusively by environmental or social consideration, either.

The Shell Chemicals SD Network was launched in November 2000 in the Netherlands. The network is a global and diverse community of about 50 SD champions across Shell Chemicals companies with representatives from all the major sites. Technology, Operational Excellence, Customer Fulfillment and other Shell functions were all represented at the meeting, as were each geographic region and Product Business Unit.

The network will become the backbone for SD implementation among Shell Chemicals companies and the key to success for reaching staff with the message and imperative of sustainable business.

Lynne Tackett, health and safety manager for the Deer Park Chemical Plant, attended the meeting in the Netherlands and is part of the network. Upon her return, Tackett stated, "An exercise was included in the workshop to identify SD-linked business opportunities and associated barriers to implementation. Some of these opportunities are being considered for this and other manufacturing facilities as a way to differentiate the Shell brand and allow us to better understand the needs of the communities affected by us."

*You'll be able to read more about the innovations and progress of SD in upcoming issues of Shellegram.*



## **Maya II comes under budget, other projects on schedule. During the first quarter, Shell Deer Park made significant progress on major projects and turn-arounds that will play a big part in the success of the refinery, chemical plant and lubricants.**

Tie-ins to new plants and facilities required for the refinery Maya II project took several days longer than planned but were successfully completed in March. As a result, the refinery headed toward full design rates by month-end, according to Dan Burt, vice president of Major Projects.

The ambitious endeavor has turned in outstanding environmental and safety performances, Burt notes. "We worked 3.5 million field construction work hours on the project and had no lost-time injuries. We only had four OSHA recordable doctor cases over the past two and a half years of the entire project. In addition, there were no reportable environmental incidents associated with this major refinery expansion," he says.

Another significant accomplishment is that the Maya II project was more than \$40 million below budget. "All and all, the construction of Maya II is considered world-class performance by the project execution team. It couldn't have happened without the hard work and joint effort of MPO, the Production Organization, our contractors, suppliers and our partner, Pemex," concludes Burt.

Turnarounds in the refinery and chemical plant are progressing, as well. There is a great deal of activity in chemical major projects.

A notable safety highlight during the refinery Distilling turnaround was the high number of near-miss reports logged. Employees working on the Distilling unit turned in 45 near-miss reports and had no OSHA recordable incidents.

"The refinery encourages near-miss reporting as a prevention mechanism," says Randy Burow, refinery Health and Safety group leader. "We address and investigate situations in which someone could have been injured to prevent those incidents from happening again. Near-miss reporting is vital in maintaining safety."

## **Kidney donation epitomizes brotherly love**

When his older brother was diagnosed with diabetes and failing kidneys in March 1999, Larry "Smitty" Smith, environmental supervisor, felt that donating one of his kidneys was the only thing to do.

Although his brother Kenneth was on the national donor list and awaiting a kidney transplant, Larry knew that it was easier to match a sibling's kidney and a transplant patient fared much better with a kidney from a biological brother or sister.

One of six siblings and in excellent health, Larry was the best candidate in his family. That known, he set the wheels in motion, embarking upon a medical journey that would take a two-year preparation period, many hours of counseling, dozens of stringent laboratory tests and a painful two-month recovery.

"My wife, Theresa, and my family encouraged and supported me from the beginning. At first, my brother balked at the idea of my donating, because of the pain and extensiveness of the operation. The length of recovery is much longer for a donor than for the patient. We talked a long time about it and finally Kenneth accepted my decision," he says.

Beginning in 1999, both brothers underwent extensive counseling and medical tests. "There were many medical issues to resolve to ensure a successful transplant and surgery for us," Larry recalls. "My brother was in dialysis three times a week, and I had to lose 28 pounds before the operation."

Finally the date was set. Before nurses reeled them into surgery on February 21, Kenneth said, "I will still love you, even if you change your mind now." "No way!" Larry replied.

"The doctors inserted my kidney in with Kenneth's other two. Now, he feels like an 18-year-old," Larry notes. "Kenneth's blood sugar has decreased, and he may not need insulin injections in the future."

While Kenneth enjoys a speedy, nearly painless recovery, Larry's recuperation will last six to eight weeks. Right after the surgery, Larry had some extreme discomfort and pain for a few days. He's better now and walks a block after each meal. He hopes to return to work by the first of May.

Larry says the prayers and comfort of his family, church, co-workers and other well-wishers have sustained him. "My strength comes from their support and admiration," he acknowledges. "If the truth is to be known, I am the one that feels honored to have done this for my brother, and I thank everyone for their support."

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Continued From Cover

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On the weekends, Tommy Keeling, SDP refinery crane operator, handles the pit crew detail for the G/Man Racing motorcycle team, sponsored by Shell Deer Park. Fashioned with Shell pectins, the G/Man Racing motorcycle vies against other contenders in the Central Motorcycle Road Racing Association. The team has placed first in its category over the past three years and third against all other classes.

"Amateur motorcycle road racing is exciting," Keeling says. "I've volunteered for three years." As the sound of the start gun cracks the air, the G/Man motorcycle thunders down the strip at up to 150 mph. After an hour, the rider steers in for fuel. That's when Keeling's race begins. Within 15 seconds he fills the tank with gasoline, or if needed, he can change a flat tire in less than a minute.

Short endurance races run up to four hours; longer ones go up to eight hours. Rain or shine, Keeling assists at each pit stop. "It rained for five of the six-hour race on March 3," he says, "and we still competed in the bad weather."

What keeps this team going? "We ask ourselves that sometimes," he replies, chuckling. "It's just plain fun. Most of our races are in Texas, but we also travel to Oklahoma and Kansas. I enjoy being around good people doing fun things," he admits. Keeling also helps a dragster pit crew when G/Man Racing is on break.



## DPCP Diversity Council mounts new initiatives

In March, the Deer Park Chemical Plant Diversity Council developed and submitted its 2001 goals to its sponsors (Chemical Managers and PACE Workers Committee). Council members used their co-workers' feedback to focus their 2001 efforts.

Last year, many Chemical employees related their thoughts, opinions and feelings about Deer Park Chemical Plant's progress. They also submitted ideas to apply different business processes and approaches to create an inclusive work environment characterized by fairness, respect and dignity. Feedback came from conversations with co-workers, Diversity Reconnect Sessions and learning events.

While the goals and on-going activities are being reviewed, the Council held a diversity learning event on March 28 for the PACE Workers Committee, Chemical Managers and the Diversity Council. The session also featured a video, "Wealth, Innovation and Diversity: Putting our differences to work in the 21st century," which explains how diversity is the key to creating wealth for all. Nature lessons - culled from history and science, along with innovations from nations and organizations - reveal that an organization can experience long-term success by collaborating with enterprises and individuals different from it.

### New members

Joining the DPCP Diversity Council on March 1 were John Broussard and Frank Rangel (Solvents) and Jose Romero (Olefins). Mike Redding, learning and development representative, and Kenneth Carter, member of the PACE Workers Committee and Diversity Council, state, "The Council is looking forward to working with our new members to help build on the momentum we've created so far. We also wish to extend a special thank you to Randy Carvajal, Sam Darden and Ralph Sifuentes for working diligently during their tenures."

### New publication devoted to diversity

The Council has launched a newsletter, *DPCP Diversity Dialog*, which shares upcoming diversity activities, Employee Network events and expressions from diversity sponsors. Look for the next issue in April.

### Expanded intranet site

Council members recently enhanced the intranet site to provide more information and better serve their co-workers. Now called the Diversity and Work/Life Resource Center, the site features existing DPCP-specific information, Web links and these new topics:

- **Global diversity 2001 calendar of events, with international dates, food and public holidays by country and cultures**
- **Demographic facts and trends, with U.S. population projections**
- **Diversity and work/life toolkit**
- **Employment of people with disabilities: etiquette and legislation**
- **Tools for conflict resolution**
- **Recruiting tips**
- **Training exercises and activities**
- **Resources and references**
- **Cultural awareness self-study**

"In addition to the educational information now available, the new areas can potentially help us all - either on or off the job. We'll continue to customize the Resource Center to better meet DPCP needs," notes Redding, the Council's facilitator. You can access the site at <file:///R:/Diversity/DPCPDIVERSITY/index.html> or via Employee Services from the DPCP home page.



## Connecting for the Future

### **SBNG build upon its shared vision at annual meeting**

The Shell Black Network Group (SBNG) held its annual meeting Jan. 13 with many Shell Deer Park members in attendance. The meeting was a time for networking, observing Dr. Martin Luther King Jr.'s birthday and gaining insight from the presentation of keynote speaker and noted author, Dr. Price Cobbs. Approximately 150 people on hand included guests, business and community leaders, and SBNG members.

Along with an award presentation, SBNG members took time to reflect on last year's efforts, citing the many accomplishments of its mentoring, community, human resources, diversity, participation, events and communications committees. Leaders shared the group's 2001 mission and goal, which is to positively impact Shell's competitive edge globally by fostering a corporate culture that respects differences and values the contributions of all employees.

Cobbs, author of "Cracking the Corporate Code," led a dynamic discussion and offered constructive advice on achieving success in corporate America. Afterwards, a panel of business leaders shared views on diversity in their organizations.

### **Energized event celebrates "Women's HerStory Month"**

In honor of women's history month, also dubbed "Women's HerStory Month," WAVE (Women Adding Value Everywhere) held its 2001 celebration and networking program on March 1 at the West Chase Hilton.

WAVE staged the energized event to highlight its vision and accomplishments. Organizers also took the opportunity to promote employee participation on WAVE committees and support for mentoring, career advancement and community programs.

The program's headliner was guest speaker Akasha Gloria Hull, Ph.D. A writer, teacher, lecturer and consultant, Hull has published many groundbreaking books and articles about African-American women. Her speech focused on the value of bringing one's whole self to work, the power of combining one's political, spiritual and creative selves.

Hosted by WAVE members, the program was enjoyed by nearly 200 celebrants, who rounded out the afternoon with refreshments, door prizes and socializing. "The WAVE

steering team and planning committee sincerely appreciate everyone who helped to make our event a great success. The diverse audience created the energy and brought perspectives that engaged all of us," says Sherri Santoro, Customer Center manager.

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**Chemical Entrances***For January***Erika Martinez**Business Integration-  
Information Services**Chemical Entrances***For February***Stephen Moon**

PE/CS/QA-Technical Support

**Carol Sempira**

PE/CS/QA-Qual Assur-Envir

**Chemical Exits***For January***Adolph Dowdy**Heavy Olefins/Aromatics-  
Maintenance

\*Retired 1/31/01

**Chemical Exits***For February***Ronnie Foster**Heavy  
Olefins/Aromatics-  
Aromatics  
\*Retired 2/28/01**E F Palms**Heavy  
Olefins/Aromatics/  
Maintenance  
\*Retired 2/28/01**Refinery Entrances***For January***Laurie Jaetzold**Analyst  
BUSS-Acctg**Judy Tyler**Analyst  
BUSS-Acctg**Dan Porras**Mgr-Int'l Trading  
BMGT-Prod Mgmt**James Whitman**Operator 1st Rate  
Logistics-  
Dispatching**Refinery Exits***For January***Joe Craft**HR Associate  
Human Resources  
\*Retired 1/31/01**Brad Glaser**Matl Controller #1  
BUSS-Warehouse  
\*Retired 1/01/01**Delores Kennedy**Admin Associate  
Logistics-QA Lab  
\*Retired 1/31/01**Refinery Entrances***For February***Maritza Garcia**Intern  
Health & Safety**James McFarland**Operator 1st  
Rate  
Hydroprocessing**Mike Ledet**Process  
Specialist-I  
Utilities**John Provine**Process Engineer  
BMGT-Heavy  
Prods**Refinery Exits***For February***Robert Yeager**Analyst/Programmer- IT  
TAPIS-Info Sys**SG West**Pipefitter 1st Rate  
East Maintenance  
\*Retired 2/01/01

\*Retirees



*Strategies for Today's  
Environmental Partnership*

Editor's Note: Shell Deer Park supports these initiatives: Responsible Care, through the Chemical Manufacturer's Association, is a continuing effort to improve the industry's responsible management of chemicals; STEP, through the American Petroleum Institute, addresses public concerns by improving our industry's environmental health and safety performance.



**Responsible Care**  
A Public Commitment



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## SDP takes on the fight against cancer

Twenty-five Shell Deer Park employees, along with their family and friends, participated in "Relay for Life," a fundraiser benefiting the Houston unit of the American Cancer Society. The annual event encourages organizations, corporations and churches to obtain sponsors, raise money and join an all-night relay race.

From 6 p.m. March 30 until 11 a.m. March 31, Shell employees walked and ran the course at the San Jacinto College Central Campus Stadium. Nearly 450 other trekkers joined in. "It was great to see the community unite and participate in a 17-hour event to fight cancer," says Rhonda Chapmon, refinery health and safety training coordinator, who served as event chairperson and Shell Deer Park team captain. "Proceeds from Relay for Life will fund cancer research, education, patient services and treatment in the Houston area."

A celebration honoring cancer survivors and in memory of those who lost their fight to cancer, "Relay for Life" promotes awareness and early detection. With food, games and team camaraderie, it's also a camp-out that's chock-full of fun. SDP employees have participated for five years. Last year they raised more than \$3,000 for the American Cancer Society.



RELAY FOR LIFE

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