

SHELL *e* g r a m

D E E R P A R K



Recognition Roundup

More than 1,000 workers at Shell Deer Park Refining Company were treated to a special barbecue luncheon and other treats on April 29 and 30. This celebration was in honor of the contributions and accomplishments of all employees in the Big 5 Turnaround, approval of the Maya II project, and Phase I Implementation of the new SAP accounting program.

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Count on Shell





Coming up soon is the annual Shellegram graduation issue. If you have a family member who is moving on from high school or college, please let us know so we can include this information in our July issue. The deadline for submitting photos is June 29. In other upcoming issues you will see pictures of the calendar contest winners, so we know you will look forward to the issues that spotlights our youth.

In the meantime, it's amazing that with hectic work schedules, Shell Deer Park employees continue to volunteer for additional work and help out in the community. In this issue, you can read about the celebration at the Refinery for the recent accomplishments of employees, Chemical employees going to Norco to help with their Olefins turnaround as well as various activities with SERVE and SCORA.

Additionally, you can learn about the Caring for Texas program sponsored by the Texas Chemical Council and how the Chemical Plant was recognized for its commitment to safety and community awareness, among other things.

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Continued from the Cover



Recognition Roundup

left to right, Charla Baker, Cary Wilkins, Rita Harvey, and Jerry Wood

Seen walking and talking to employees were Stacy Methvin, president and CEO of SDPRC and Aamir Farid, vice president of Production, who oversaw the Big 5 Turnaround. "We could not have undertaken and successfully completed these three big events without the quality of people at SDPRC," commented Methvin. Farid agreed and stated, "Whether or not people were directly involved in these projects, the activities impacted everyone."

Caught while enjoying his plate of barbecue was Bill Maltzberger, manager of Systems Development, who was in charge of the SAP Phase I Implementation. He echoed the praises for SDPRC employees. Maltzberger noted that on May 17, the maintenance and procurement phase of the SAP project begins. "We are looking forward to a smooth execution," he said.



A big thanks goes to the "wranglers" who put together the activities under the "Recognition Ranch" tent. The team included Cary Wilkins and Rita Harvey, both in the Human Resources Department, as well as Jerry Wood in the Environmental Department and Charla Baker in the Business Services, Procurement Department. Providing music, giveaways and fun was 95.7 FM KIKK Young Country radio station.

Methvin also commented, "The beginning of 1999 has been full of formidable tasks, and every SDPRC employee has helped the company meet the challenges, while maintaining an outstanding safety performance!"

Congratulations to all SDPRC employees on jobs well done.

PGC upper casing (47,000 lbs) being lowered into place on turbine during Turnaround



SDPRC Staff Employees Move.....> To The Alliance

On July 1, 1999, staff employees of Shell Deer Park Refining Company (SDPRC) will be at work as usual, performing the same tasks and services for the Deer Park Refining Limited Partnership (DPRLP), Equilon's Deer Park lubricants plant, and the Deer Park shared facilities they work for today. Yet as of that day, most will become employees of the Alliance, the joint venture formed in 1998 by Shell Oil Company and Texaco's refining and marketing enterprises and their nationwide trading, transportation and lubricants businesses.

This move includes more than 350 SDPRC employees in various staff job groups and classifications, such as administrative personnel, business professionals, technical professionals, inspectors, engineering support, first and second line field supervisors, and managers. Most of the members of the Refinery Leadership Team (RLT) will remain employed by Shell to meet the requirements of the partnership and financial agreements that Shell be the operator of the DPRLP assets. SDPRC's hourly employees will also remain employed by SDPRC. At this time, the Union, SDPRC and Shell Chemical are discussing bargaining-unit issues in an effort to move the SDPRC hourly employees into the Alliance, but an agreement has not yet been reached.

According to Roger Steers, vice president of Human Resources, who is heading the team formed to manage the move, the SDPRC staff employees are going to the Alliance for several reasons. Steers states, "In a highly competitive, more global refining industry, it's

to our advantage to be a part of the large Alliance network of refining companies." Steers further explains that the move can:

- ensure SDPRC staff employees have access to more job and career development opportunities in refining;
- provide a more extensive source of qualified candidates for SDPRC staffing needs;
- offer more extensive best practices sharing and synergies; and
- provide access to more comprehensive refining related services.

The team managing the move also includes seven other leaders from different SDPRC departments: Charlie Gillard (VP Continuous Productivity Improvement & CIO), Greg Hullinger (VP Business Services & CFO), Andy Jones (Maintenance Manager - Production), Hank Kastner (Supervisor HR Administration), Dave Sauber (Manager HR/IR Support), Brian Smith (VP Business Management) and Cary Wilkins (Manager Organization & Employee Development).

The staff employees moving will initially be employed by Equiva Services LLC, one of the three Alliance companies: the other two are Equilon Enterprises LLC and Motiva Enterprises LLC. "This initial employment 'step' is needed to avoid 401(k) benefit plan issues that would likely require limitations on employee contributions," says Cary Wilkins. He continues, "On January 1, 2000, we'll become employees of Deer Park Refining Services (DPRS), a division of Equilon Enterprises LLC."

A series of benefits presentations was conducted in May to help the staff

employees learn more about the different benefit plans offered by the Alliance. Employees enrolled in the new plans last month for which their coverage starts July 1. "The enrollment process went smoothly for our people, with almost all enrolling by the designated deadlines," reports Dave Sauber.

Equilon Enterprises LLC is the company formed by the combination of Shell and Texaco's mid-western and western U.S. refining and marketing enterprises along with their nationwide trading, transportation, and lubricants businesses. The six refineries in Equilon are currently: Bakersfield, Martinez and Los Angeles (all in California); El Dorado, Kansas; Puget Sound, Washington; and Wood River, Illinois.

The Deer Park Refining Limited Partnership (DPRLP), a joint venture between Shell Oil Company and PMI Norteamerica (a subsidiary of Petroleos Mexicanos or "Pemex"), owns the fuels refinery and certain shared facilities at the Deer Park site. SDPRC, a division of Shell Oil Products Company (SOPC), operates the DPRLP's fuels refinery and shared facilities as well as Equilon Lubricants' plant at Deer Park.

Ownership of the DPRLP assets will not change - Shell Oil and PMI will continue to own the DPRLP and Shell Oil will continue as the operator of the DPRLP assets. Ownership of the Deer Park lubricants plant also will not change - it has been owned by Equilon Enterprises since early 1998.

Employees can find more information about the move to the Alliance and the Alliance benefits program on the SDPRC and Alliance web sites.

SDPCP Recognized by Texas Chemical Council

Shell Deer Park Chemical Plant was one of three finalists for the "Caring for Texas" award, which is sponsored annually by the Texas Chemical Council (TCC). Developed after the global chemical industry's Responsible Care program, "Caring for Texas" is designed to respond to public concerns about the chemical industry.

Chemical companies are nominated by public input based on their commitment, innovation and continuous improvement in the areas of: employee health and safety; process safety; community awareness and emergency response; pollution prevention; distribution; and product stewardship.

"Chemical industry employees are extremely proud of

the accomplishments they have made within recent years," comments Amy Collier of the TCC. Collier states that according to the National Safety Council, people working with the chemical industry are three times safer than the average employee in U.S. private-sector occupations. In fact, chemical facility employees are several times less likely to be injured at work than they are during their daily activities away from the plant.

SDPCP is one of 97 member companies of the TCC, a statewide trade association of chemical manufacturers with facilities in Texas. The combined economic activity of these member companies sustains about 450,000 jobs for Texas at more than 200 separate facilities across the state.

• Shell was one of the three finalist in the Best in Texas Safety Award •

Annual Ceremony

& Promotes Job Safety
& Remembers Workers

The Paper Allied Chemical Energy (PACE) Health and Safety Partnership held its 4th annual Workers Memorial Day ceremony on April 28, 1999. Shell Deer Park Chemical Plant and Refining Company joined representatives from local labor, industry, government and academia to focus on improving safety in the workplace while remembering co-workers and friends who were hurt or fatally injured on the job.

Dr. Paul Hill, chairman and chief executive officer of the U.S. Chemical Safety and Hazard Investigation Board, was the keynote speaker. Established in January 1998 by the U.S. Congress and President, the board's mission is to serve as a resource for prevention of fires, explosions and toxic releases in commercial and industrial settings. The agency provides industries that manufacture, handle or use chemicals with information to enable identification and mitigation of operational conditions that compromise safety.

During his presentation, Hill shared how his group uses "lessons learned" from chemical-related incidents to make safety recommendations for the industry. He also discussed the CSB's future plans to provide a central data center, which could be used as a learning tool to prevent future chemical industry incidents and accidents.

"We are committed to providing our employees with a health and safe work environment," said Ed Hawthorne, SDPRC Health & Safety manager. "Through the PACE Health and Safety Partnership, we have industry and labor working side-by-side with government and academia to improve safety in the workplace."



Duty Calls: *SERVE* Answers

During the past several months, SERVE volunteers have been extremely busy, yet having a good time helping out in the community. Look at this calendar of events.

• March 27

30 SERVE volunteers, including nine Explorers and a good retiree turnout, served food to 2,200 cleanup workers at the Trash Bash. To the delight of everyone, 28 tons of trash was collected and removed.

• April 10

The Shell Deer Park group included a team of about 30 current and former employees who walked, jogged and passed on the baton during the 12-hour "Relay for Life." Shell collected the most donations of all the teams, over \$3,200, for the American Cancer Society.

• April 17

Nearly 70 volunteers, including retirees, turned out to perform general carpentry work inside and outside at the Boys' and Girls' Harbor. This event was rewarding and successful because of its benefits to children. Next year's project list could include painting the gym exterior to prevent rust and decay, so get your paint brushes ready!



• May 8

Seven adults and seven children served refreshments at the Bayou Boil for the Armand Bayou Nature Center. Armand Bayou is a non-profit nature preserve and the annual crawfish boil and auction is one of its major fund raisers.

You can get involved in upcoming SERVE projects.

Summer events:

- June 16 is the date for a scheduled Meals on Wheels event.
- In June or July, the group will do indoor painting at the LaPorte Neighborhood Center. Paint and brushes will be supplied, so come and help.
- On July 17 or 18, SERVE will be the sole-source provider of umpires for beepball at San Jacinto Elementary in Deer Park.
- Tentatively, a food drive will be held in June to collect and provide food to the Food Bank.

Fall events:

- Build a track at Gardens Elementary in Pasadena
- Fix-up project at Armand Bayou Nature Center

There's always something going on, so contact Dee Lowery to get involved with SERVE.

Responsible Care® Makes Good Business Sense

Shell Deer Park has significantly improved its overall health, safety and environmental performance over the past several years. In creating our own set of standards for all Shell manufacturing locations, we have incorporated the requirements of the American Petroleum Institute Recommended Practice 750: Management of Process Hazards, the Codes of Management Practices of the Chemical Manufacturers Association Responsible Care® program and OSHA 1910.119. Referred to as Standards for Manufacturing Excellence (SFME), our standards aim to ensure the safety and health of the employees and other workers, protect the environment, provide a reliable and efficient operation of the facility, minimize the risk of product or property losses, maintain a positive relationship with the communities adjacent to our manufacturing location and meet the requirements of our internal and external customers.

SFME Best Practices in key health and safety areas:

Employee Participation in Health & Safety

- SDPCP and PACE have developed an outstanding, productive relationship in working with a variety of H&S issues, both in the plant and with neighboring industries. The PACE Local H&S 4-367 Partnership relationship has improved communications among neighboring plants and has sponsored useful training such as a Process Safety Management (PSM) seminar which included OSHA participation.
- The SUMIT process for fact-based investigation and causal analysis of injury incidents and selected near-misses by trained personnel is outstanding in both concept and implementation, providing meaningful employee participation and leadership.

Emergency Response and Control Planning

- Trained emergency response personnel use world-class skills and equipment.

Taking our health and safety practices to the community

- We played a lead role in developing "Wally Wiseguy," a friendly turtle figure. Wally represents Shell's and neighboring companies' and the Deer Park Local Emergency Planning Committee's commitment to promote the community's awareness of emergency response notification plans. Wally has carried the "Shelter in Place" message to schools, festivals and other public forums.
- We sponsor annual Household Hazardous Waste collection days where Shell employees and families volunteer their time. It's a way for people in the community to become more familiar with safe and environmentally sound storage and disposal of various household products.
- We strive for a close working relationship between local municipal fire departments and plant safety personnel. We are a member of Channel Industries Mutual Aid (CIMA). There are frequent joint training and drills as both plant and community emergency responders recognize the importance of coordinated planning and activation.
- Members of the Response Action Team, or RAT, are ready to travel anywhere in the country at a moment's notice. Shell RATs respond to transportation incidents which involve Shell products when their expertise can help to mitigate the consequences of the incident.

Community Relations

- Shell conducts an exceptionally strong program of community outreach and leadership in the community. This includes the local emergency planning committees and the Deer Park Community Advisory Panel. The Community Advisory panel is a forum for community and industry to discuss issues of mutual concern and interest. Shell is a recognized leader in the community and among industrial peers.

SFME has many objectives, including maintaining a climate in which everyone has a strong sense of responsibility for the safety and security of fellow workers, as well as a concern for environmental protection.



Celebrating 10 years of Responsible Care®

Fathers & Sons at Shell Deer Park

This year, Americans across the country will observe Father's Day on June 19, which is exactly 89 years since the first Father's Day celebration. We located several fathers and sons who work or have worked at Shell Deer Park, and want to share their stories with you.

The Brewers

John Cecil Brewer worked at Shell for 19 years. When he left in 1962, he had spent most of his time in the lab or on the docks.

In 1977, Alan Brewer came to work for Shell. "I was looking for a job and my dad told me Shell was hiring trainees," Alan remembers. The younger Brewer started as a pipe fitter trainee at SDPCP, but moved to SDPRC around 1990, and now works in turnaround planning. Alan, who also works as a fireman in Deer Park, has a 17-year-old son and an 11-year-old stepson. When asked if either of the boys will be looking for jobs at Shell Deer Park, Brewer commented that Shell Deer Park had been a good employer for his dad and himself, yet he would let his boys make up their own minds about their careers.

The Pogues

Donald Pogue, Sr. started working in the Chemical Plant in 1968 and worked for Shell until his death in 1989. At that time, he was working in the Refinery, where he transferred in 1981. "Dad stayed in maintenance during his entire career with Shell," comments Pogue, Jr.

Donald Pogue, Jr. never worked alongside his father, although he began working on the refinery dock in 1977.

Pogue, Jr. states that he started in operations and is now an operations foreman. He says, "The only time my dad and I were ever together at Shell was at a 10 year and over party." Pogue's older daughter currently works downtown for Exxon while his younger daughter is graduating from high school this year and plans to attend San Jacinto College.

The Taylors

Robert Taylor was hired at the Shell refinery in 1966. His first assignment was in the tank farm, but Taylor worked in many different areas during his 28 years at Shell. "I had fun learning the new jobs," stated Taylor. When he retired in 1994, Taylor was a safety supervisor. Since retirement, Taylor and his wife have kept active lending a helping hand to the elderly and Habitat for Humanity.

Dan Taylor started working in the Refinery in 1989 in operations at the Solvent Hydrotreater. In the fall of 1991, he transferred to the refinery where he continues to work in turnaround planning. When asked why he followed in his dad's footsteps and went to work for Shell, the younger Taylor stated, "Shell was the largest employer in Deer Park and I saw security. Besides, if Shell was good enough for Dad, it was good enough for me!"

On a final note, it was not until 1972 that Father's Day was permanently established as a national holiday. Today, Father's Day is the fifth-largest card-sending occasion, with about 85 million greeting cards exchanged.

Maya II Receives

Green Light

Another recent **accomplishment** of Shell Deer Park Refining Company is signing the project agreement to proceed with the **Maya II Project**. The project, which will expand the crude and coking processing facilities at SPDRC, received funding and the **go ahead** during the first week of May.

"The **SDPRC** business development group, including Mike Dossey, Mike Sohmer and many others, have spent over a year putting this deal together with **Petroleos Mexicanos** (PEMEX) and Shell Oil Company," says Dan Burt, vice president of Major Projects. He continues, "This project **marks** a new stage in the relationship between the companies in their refining joint venture at **Deer Park**." The project agreement signing was celebrated during a small ceremony in downtown Houston hosted by Jack Little, president of Shell Oil Co., and Adrian Lajous, director of PEMEX.

The new project will enable the refinery to process **340,000** barrels per day of crude oil, including 220,000 barrels per day of Maya crude. This project **complements** PEMEX's overall strategy for the development of high conversion capacity both within Mexico and abroad, and Shell's **strategy** of developing competitive sources of crude and outlets for refined products.

Burt says that the **next step** is mobilizing construction in June, with actual foundation work beginning in September. Completion of the **Maya II** project includes the expansion of the existing delayed coker, a new sulfur plant, a new vacuum flasher and upgrading of the crude distillation, distillates hydrotreating and hydrocracking units. **Startup** is scheduled for the spring of **2001**.

"We should view this as a major shot in the arm for **SDPRC**," explains Burt, "because it's an expression of **confidence** in the people of Deer Park to take on such a project of this size." As Burt describes the project, almost every operating department in the refinery will be **impacted**.

Mark Your Calendar!

Announcing the 60th Annual Ten and Over Service Club Reunion Party

to be held
September 18, 1999 11 AM - 7 PM
at the Pasadena Convention Center
7902 Fairmont Parkway

Active employees of the Shell Deer Park Chemical Plant and Shell Deer Park Refining Company who have/will have ten or more years accredited service by December 31, 1999 and pensioners who have retired from these locations are invited to attend.

Chemical Employees Assist with Norco Olefins Turnaround

Some people can't get enough, so when the call came for volunteers to help Norco with their Olefins 5 turnaround, three SDPCP employees stepped up to the plate. "The call came to us for help because our OP3 and Norco's OP5 are identical, and because this is the largest effort that the mechanical people at Norco have undertaken," commented Richard Sherman of engineering support.

Barry Brupbacher, Mechanical Discipline Team Leader, mechanical specialist Ron Davenport and engineer Greg Marino, spent 22 days outside of New Orleans working on the turnaround. But there was no time to enjoy the sights, explains Davenport. "We went over on April 5 and worked 12-hour shifts, seven days a week until April 23," Davenport says. While Davenport and Marino worked on the day shift, Brupbacher was the overall lead for the night work, and stayed at Norco until April 30, at which time all remaining compressor work was completed and the plant started back up.

The turnaround involved an overhaul and/or mechanical work on three turbines: the Process Gas Compressor (PGC); the Propylene Refrigeration Compressor (PRC); and the Ethylene Refrigeration Compressor. Major work, according to Davenport, was performed on the PGC. "We had to open the four pieces at one time, take it apart and put it back together in 15 to 17 days. It was impressive!" he says.

The group returns to Norco on May 18 for a critiquing of the turnaround. "We do some things better and they do some things better, so this was a good learning experience for everyone," Brupbacher states.

M I L E S T O N E S



*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**

*Retirees

Refinery Entrances

Bruce Bird

Operations Foreman
Major Projects start-up support-
MAYA

Gregory Jones

Operations Foreman
Major Projects start-up support-
MAYA

J.J. Malone

Operations Foreman
Major Projects start-up support-
MAYA

W.D. Marriott

Operations Supervisor
Major Projects start-up support-
MAYA

Larry Russell

Foreman Operator
Major Projects start-up support-
MAYA

Carol Tribble

Administrative Associate
Major Projects-Operations

Byron Williams

Maintenance Foreman
Hydroprocessing

S.D. Willis

Operations Foreman
Major Projects start-up support-
MAYA

Refinery Exits

Alfonso Zamora

Operator 1st Rate
Lubricants-Lube Logistics
Retired* 4/23/99

Chemical Exits

James Cuff

Senior Inspector
Olefins-Olefins III
Retired*

M.E. Hood

Operations Foreman
BPA Manufacturing
Retired*



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