

SHELL *e* g r a m

D E E R P A R K

Shell HOUSTON OPEN raises money for charities

The annual Shell Houston Open Golf Tournament was held on April 24-30, 2000 at the TPC Woodlands course. Since 1992, Shell has hosted the popular tournament. The money raised each year is donated to charities. This year's tournament is expected to net \$4 million. (Final tabulations on the amount raised will not be available until October of this year.) This amount is up from \$3.4 million in 1999.

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Count on Shell





Springtime is here and many of us are enjoying the great outdoors. In this issue, you can read about Shell Deer Park employees having lots of fun outside, whether biking, walking or helping others.

This time of year is also when many of us look forward to our family members or friends graduating from school. The June graduation issue of *Shellegram* is always a popular newsletter, full of smiling faces. To include a picture of yourself, your child or other family member who is graduating during May or June, please complete the form enclosed in this issue and return along with your photo(s) as soon as possible.

Also in this issue, you'll find information about the employee networks at Shell. The purpose of these diverse groups is to make Shell more competitive and a better place to work. If you are interested in networking with any of these groups, please contact the leader. These are not just support groups. They're part of the diversity strategy and are open to all employees.

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Shell HOUSTON OPEN

One of the most popular tents at this year's tournament housed memorabilia from the Shell Deer Park Historic Museum. Usually the museum is set up in the employee tent, but due to the increased space needed to display golf articles, antiques and memorabilia from Shell, the Historic Museum artifacts were displayed in a separate space this year. Bud Kyzer, an operator in the Shell Deer Park Refinery, was responsible for transporting the articles, including two antique gas pumps, to the Shell Houston Open site. Kyzer, who is president of the Shell Deer Park Historic Society, stated that he has set up the displays for a number of years, "but this year we had to have our own tent because we are such a popular stop with attendees at the tournament."

Approximately 218,500 people attended this year's tournament, which was won by Australian Robert Allenby.

Deadline for submitting photo for graduates' issue is **July 20th**.
Send the following form with your graduate's photo. Please write
graduate name on label and apply to back of photo.

Name of Graduate _____

Graduate of (Name of School) _____

Employee Parent Name _____

Shell Job Location and Ext# _____

Home Address (City, State, Zip) _____

WORKERS MEMORIAL DAY OBSERVED

Employees and retirees from Shell Deer Park Chemical Plant were among the participants at the 5th annual Workers Memorial Day program held on April 28 at the Hobby Hilton. Sponsored by PACE 4-367 and OSHA, attendees honored deceased chemical workers and also had the opportunity to learn about important health and safety procedures and topics. Ten \$200 scholarships to San Jacinto Jr. College students in the Occupational Health and Safety Department were also awarded.



Among the topics at the all day seminar were proposed OSHA programs, ergonomics success stories, industrial hygiene examples, off-the-job safety procedures and voluntary protection programs. John Miles, OSHA Regional 6 Director, helped present the program, which was held as a partnership

between management and labor in an effort to improve safety in the workplace and community.

Also on hand during the seminar was Steve Smith, an instrument technician at Shell Deer Park Chemical Plant and president of PACE 4-367, who provided *Shellegram* with background information about the Workers Memorial Day. According to Smith, the first national observance was held on April 28, 1989. This particular month and day were selected because they mark the anniversary of the formation of OSHA. Since the first observance, the day has

served as the international day of mourning for the trade union. Smith commented, "Remembering deceased workers is important, as is educating people in the field and students about health and safety matters. That's why our annual observance always includes relevant information on these topics."



"Remembering deceased workers is important, as is educating people in the field and students about health and safety matters."

—Steve Smith
Instrument Technician

Repair Project Undertaken at Armand Bayou

Shell Deer Park employees were joined by retirees, Explorer Scouts and students from La Porte High School on April 28 and 29 to complete fix-up and repair work at the Armand Bayou Nature Center in La Porte. Approximately 27 "handy workers" participated during the two-day work session.

According to Russell Adams, event coordinator, work at Armand Bayou is a once-a-year project that is undertaken by SERVE and other volunteers. "We go out and do whatever is needed," Adams stated. This year's projects included construction of a renewed boardwalk and handrails, new steps on the porch at the farmhouse and painting of the porch. The volunteers also built life jacket and firehouse racks.

Adams, who has volunteered for the Armand Bayou project for several years, commented he believes this is a worthwhile project. "This is a nice place to visit and I'm happy to work with Shell to give back to our community," Adams stated.

Read All About It ...

'Safe City' receives health, safety and environmental recognitions

Shell Deer Park Chemical Company garnered the Safety Award for Excellence and the Environmental Award for Excellence for 1999. These awards recognize the efforts of individuals to protect the environment and to provide a safe workplace for themselves and their fellow workers. Presented by Shell Chemical Company, the safety programs are based on actual performance compared to pre-established "world-class" standards. Both awards encourage excellent performance in the health, safety and environmental areas in the chemical plant.

Additionally, the Texas Chemical Council (TCC) named Shell Deer Park Chemical Company as a TCC Occupational Safety Distinguished Service Award winner for 1999. Presented annually, this recognition is based upon rigorous criteria and recognizes the efforts of TCC member-company facilities statewide to develop and implement programs

designed to increase safety, health and environmental awareness. The Chemical Plant also received a Caring for Texas award for its commitment to community awareness, emergency response and pollution prevention for the 1999 calendar year.

The National Petrochemical & Refiners Association presented Shell Deer Park Chemical Company with a Distinguished Safety Award for 1999. This comprehensive safety awards program was developed to promote accident prevention in the petroleum refining and petrochemical manufacturing industries and to publicly recognize the excellent record of safety in operations.

Congratulations to all Shell Deer Park Chemical Company workers for their commitment to health, safety and the environment!



RIDERS PEDDLE THE TWO-WHEELED METAL IN ANNUAL MS 150

The team of approximately 170 employees and family members from Shell Deer Park, Shell Oil Company and the Alliance participated in this year's MS 150, a two-day bike tour that benefits the National Multiple Sclerosis Society. The Houston to Austin MS 150, the largest bike ride in the nation with some 7,500 riders raising more than \$3 million, was held on April 15 and 16.

For many people, such as Shell team captains Mike Cunningham and Dennis Barrilleaux, the MS 150 is an annual tradition. Cunningham stated 17 employees from the Chemical Plant, as well as 14 friends and family members participated. "A woman in a wheelchair with MS stopped my wife as we crossed the finish line to thank her for riding," Cunningham commented.



The Refinery team consisted of 19 employees and 10 family members. Team Captain Barrilleaux, who has ridden for six years, commented that this year's weather was the most pleasant in several years.

The ride started at Tully Stadium in the Memorial area around 7 a.m. Rest stops, located every 10 to 15 miles along the ride, provided beverages, snacks and fruit to riders. For example, cyclists drank 15,000 gallons of Sparklett's water and more than 12,000 gallons of Allsport during this year's ride. Additionally, 650 cases of oranges and bananas were consumed, as were 20,000 power bars. Riders had lunch in Bellville, about 50 miles from the start,



and settled down in LaGrange, about 90 miles from the start, to spend the night. Barrilleaux recognized the efforts of Debbie Breazeale of corporate affairs. "Debbie and her husband set up the Shell tent for our overnight stay and made sure we had plenty of food, water and whatever we needed," Barrilleaux stated. "She was our saving grace after a long day's ride!"

Riders set out at 7 a.m. the next day to continue the tour. First, however, more than 12,000 pancakes were served for breakfast. Cyclists stopped for lunch in Bastrop State Park before heading for the finish line in Austin. "I was very impressed with people in the small towns along the way clapping and cheering for us," Cunningham commented.

Both Cunningham and Barrilleaux encourage employees and their families to start preparing now for next year's tour, which will be held April 21-22, 2001.

Shell employees who made up the majority of the SDP MS-150

Dennis Barrilleaux	Mike Cunningham	Dan Jaeger	Doug McCoy	Steve Richerson
Bob Blough	Robert Demasi	Greg Jones	Angelo Melendez	Jose Romero
Jackie Bludworth	David Ferguson	Neil Lander	Tom Meyer	Teran Smith
Donny Brasher	Lois Guthrie	Barbara Layer	Steve Neigut	Tony Smith
Mike Brisco	Terence Harden	Todd Leonard	Paul Reed	Carrie Thompson
Louis Brzuzy	Hubert Harrell	Ralph Lillich	Chris Richards	Pete Zafereo



Connecting for the Future

New Employee Network Formations

To make Shell more competitive and a better place to work for all employees, the Strategic Team on Diversity recommended that the company support the development of employee networks. In planning for the best approach, Shell benchmarked the practices of other leading corporations and spoke with employees at all levels to understand and identify diversity issues that could be addressed through networks.

In May 1997, the first Employee Network Guidelines were shared with the organization. The purpose of the guidelines was to provide information on how Networks would be formed and supported. Primarily, the purpose of Networks is to help the organization as a whole understand its commitment to a diverse workforce. At their most basic, they serve as a resource and provide a support system and positive forum for development, information sharing and education. To date, seven Employee Networks have been sanctioned and are operating within Shell.

A look at demographic trends and predictions shows such diverse groups will become an ever-increasing part of the available employee pool in years to come. This fact, combined with the increasingly global nature of business, converges with Shell's transformation plans and builds a strong business case for Diversity strategy, including the Employee Networks.

During upcoming months, *Shellegram* will periodically update you about Employee Network activities. In the meantime, if you are interested in joining one of these Networks, contact the leader. More information on these Networks can also be found on the Shell Intranet by visiting <http://socdiversity>, then clicking on [Contacts/Links and Employee Networks](#).

Employee Networks: Mission Statements and Contact Information

People interested in finding out more about or participating in Employee Networks are encouraged to visit Shell's Diversity Web site at <http://socdiversity>. Contained in the Web site is information on the company's Diversity Strategy and initiatives. It also provides direct links to each of the Employee Network's web pages, which contain information about each Network, including plans, upcoming events and contacts.

Shell Asian Pacific Employee Network (SAPENG)

Leader: Sunny Tang (281-544-8007)

To promote and support a diverse working environment in which all Shell Asian employees will have the opportunities to develop their professional and personal skills to the maximum potential, to achieve their professional goals at work and to effectively serve the communities where they work and live.

Shell Black Networking Group (SBNG)

Leader: Carmen Wright (281-544-6845)

An organization established to eliminate the barriers that impede the full contribution of Blacks in Shell. Our mission is also to influence change in support of Shell's Diversity Initiatives.

Shell Hispanic Employee Network (SHEN)

Leader: Norma Williams (713-241-4880)

To promote and support a diverse environment in Shell where Hispanic employees can grow personally and professionally and fully contribute to the success of our company, our customers and our community.

Support, Equality and Awareness at Shell (SEA Shell)

Leader: John Murphy (713-241-6265)

The mission of SEA Shell is to provide support for members and co-workers, promote equality for employees regardless of sexual orientation and create awareness in management of issues and concerns affecting people in a diverse workplace inclusive of sexual orientation.

Women Adding Value Everywhere (WAVE)

Leaders: Joan Dantzer (713-245-1958) or Sherri Santoro (713-241-3937)

To enable the full contribution of women in Shell by influencing systemic change and creating an environment that fosters personal and professional development and business contribution.

SHELL DEER PARK PRESENTS SAFETY AWARDS TO SHIPPERS

Shell Deer Park Refining Company presented Environmental Excellence Awards on April 19, 2000 to barge carriers for transferring materials in an environmentally responsible manner during 1999. Presented during a luncheon at Brady's Landing, the awards recognized carrier companies that consistently loaded and delivered crude and petroleum products to the Shell Deer Park marine dock facilities without a pollution incident.

To qualify for the award, barge carriers must have had a meaningful number of cargo transfers at the Deer Park facility with no spills to the water and no releases to the atmosphere during 1999. According to Brett Woltjen, logistics operations manager at the Refinery, "We value the preservation of our environment and are proud to recognize barge carriers that share our goal of having no harmful incidents at our docks."

Helping Woltjen with the first annual event were Nick Wolfe, Daniel Lozano, and Mario Hernandez.

Approximately 40 companies were considered before the field was narrowed. The 1999 Environmental Excellence Award recipients were Blessey Marine Services, Buffalo Marine Service, Canal Barge Co., Cenac Towing Co., Coastal Towing, Equilon Lubricants, Florida Marine

Transporters, Higman Marine Services and Waxler Towing Co.

Equiva Trading Company Marine was also involved in establishing the qualifying criteria.

"This annual recognition is part of our ongoing effort to emphasize the importance we place on the safe handling of materials and to create goal alignment with all our carriers,"

commented Capt. Deborah Richards of Equiva Trading Company Marine. Others participating from Equiva were Roger Van Duzer, marine operations manager; Bruce Kennedy, domestic shipping manager; and Capt. Leen Van de Ende.

Besides representatives from the recipient companies, also in attendance at the presentation were officials from the United States Coast Guard Marine Safety Office of Houston/Galveston, including Captain Wayne Gusman, Captain of the Port, and Commander Kevin Cook, Executive Officer. Representing the Texas General Land Office, Air Quality Division, was natural resource specialists Ronald Signey. Shell Deer Park Refining Company would like to thank these organizations for their support of the Environmental Excellence Award.



*Award Recipient:
Buffalo Marine Services*

"We value the preservation of our environment and are proud to recognize barge carriers that share our goal of having no harmful incidents at our docks."

*—Brett Woltjen
Logistics Operations
Manager*

Shell Chemicals and its operations consider three elements critical to decision making

In 1998-1999, a Sustainable Development Management Framework was developed by Shell Chemicals at the group level. The purpose of this program is to ensure that economic, environmental and societal considerations are integrated into decision-making activities. 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.

Integration of the three elements of Sustainable Development is relevant to all business decisions so the company can:

- Achieve leading-edge financial performance. Shell must generate profits and have a strong financial foundation to fulfill its responsibilities to its shareholders, customers, employees, stakeholders and society at large. The company must have the necessary corporate resources to develop future energy supplies to meet consumer needs.
- Serve as a leading corporate citizen. Shell has always felt a strong responsibility to serve the communities in which it operates and enjoys a long-standing reputation for seeking opportunities to enhance the well being and quality of life for its customers and stakeholders.
- Lead in environmental performance. Shell is creating new ways to satisfy consumer needs for energy without adversely impacting natural systems. In fact, the company is working to develop the technologies, products and services that meet the needs of the current generation without compromising the ability of future generations to meet their requirements.

During the past year, Shell Chemicals has been working on defining a comprehensive set of criteria that

individual decision makers can select from to ensure decisions are balanced, consistent and in keeping with the company's commitment to Sustainable Development. Engagement, which provides decision makers with a better understanding of the broader context in which decisions are being made, is also considered a key component of resolution making.

The program's emphasis in 2000 will be to build on learnings and early experiences that translate aspirations into practical, tangible actions across Shell Chemicals and all its operations and activities worldwide. A more robust go-forward strategy will be presented to the Chemical's Executive Committee in June. The proposed actions are proactive, pervasive and will eventually involve everyone in Shell Chemicals in varying degrees.

For now, much is being done at Shell Chemicals to extend the boundaries of Sustainable Development knowledge and ownership throughout the organization to get the program in the hearts and minds of people. As more information becomes available, you can read about it in *Shellegram*.



*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

Chemical Entrances

For April

Leslie Alexander

Sr Inspector
Tech-Engrg Support-
Pressure Equip-
Phenol

Walter Argueta

Lab Technician
Technical-Qual Assur-
Phenol

Kamaluddin Azad

Lab Technician
Technical-Qual Assur-
Phenol

John Clasby

Operator-Start Rate
Olefins-Operator 1

Ernest Evans

Operator-Start Rate
Heavy
Olefins/Aromatics-
Heavy Olefins #1

Ronald Kamp

Operator-Start Rate
Phenol Acetone
Operator #1

Rohan Lowtan

Operator-Start Rate
Phenol Acetone
Operator #1

Monica Morris

Operator-1st Rate
Olefins-OP II-
Operator #1

Tina Mueller

Process Engine
Solvents

Roy Smith

Operator-Start Rate
Olefins-Operator 1

Steven Taylor

Human Reso Mgr
Major Resins

William Teague

Operator-Start Rate
Heavy
Olefins/Aromatics-
Heavy Olefins #1

Richard Wilpers

Operator-Start Rate
Heavy
Olefins/Aromatics-
Heavy Olefins #1

Chemical Exits

For April

Jearl Lowery

Sr Admin Assoc
Community Relations
*Retired 4-30-2000

Refinery Entrances

For April

Chris Bustamante

Business Management-
New Business Development

Vicki L. Guice

Major Projects-
Admin.Assistant

Roya M. Horne

Business Management-New
Business Development

Refinery Exits

For April

Gary Baldauf

Tech Assurance-
Pressure Equipment
*Retired 4-30-2000

Jeremy Bertsch

Tech Assurance-
Electrical Equipment
*Retired 4-30-2000

G Bustamante

Central Maintenance-
Control Systems
Technician
*Retired 4-30-2000

Hans Nieuwold

Tech Assurance-
Control Systems
*Retired 4-30-2000

**Retirees*



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