

*Nichols conducts talk*

## Management talks safety face-to-face

**W**hen JIM NICHOLS, refining superintendent, arrived at Shell Deer Park, nobody knew his position on safety. Entering a Complex that emphasized safe practices to a great extent, Nichols felt a heart-to-heart talk was in order.

In six separate "safety talks" that included all members of the Refining organization, Nichols took the opportunity to set the record straight: safety continues to be the number one priority at Shell Deer Park.

"I have some personal, strong views about safety. I thought it was important that

everybody heard that from me personally because I was afraid that if I gave out that message through normal channels, the words might somehow become garbled. I thought it was important that everybody heard the same thing," says Nichols, who assumed his position here in July.

Nichols praised the groups for Shell Deer Park's recent safety performance improvement, which he termed "dramatic," and encouraged efforts to "leverage on that to get even better in safety."

Nichols presented these key views on safety:

- All accidents can be prevented;
- Everybody is responsible for their own safety performance and the performance of their co-workers, and a key emphasis is to make sure that management keeps the focus on safety;

- Everybody at Shell Deer Park has to keep safety as a top priority.



*Jim Nichols*

## SMART to the rescue

CHRISTIE BURNES, Distilling, is at the end of her rope and hangs around while co-workers pull her to safety. It was all part of basic rescue training exercises she and other SMART members practice to learn how to get themselves and others working at DPMC free from tight spots in an emergency.

Medical rescue, fast evolving into a specialized field, uses various techniques, including those learned in mountain climbing, to extricate patients from situations that are unique to the Complex, according to MARIE WILSON, Medical, coordinator of the two-week session. "Continuous training is so important because of the changes."

Employees benefited by learning on the same kinds of structures they'll be working on in their jobs: pipe racks, columns, confined spaces inside tanks and other vessels, and scaffolding. Their two-week training took place in October at the inactive HCIN-1 unit.

In one session, participants learned hauling systems using ropes that offer a main line and a backup safety line. A victim need not worry about a rope snapping. Instructors confirmed their break strength at a minimum of 9,000 pounds.

Training sessions planned for next year will include rescue refresher courses, medical aspects of incident command and emergency response patient care skills practice.



*LEARNING THE ROPES—At the end of her rope and in a tight spot, Christie Burnes, Distilling, hangs around while co-workers pull her to safety. Burnes was participating in a rescue training exercise for SMART members.*



## Rescue Team earns superior rating

DPMC's Rescue Team is truly superior. The team proved it by earning a "superior" rating during this year's Rescue Team Performance Evaluation held in Beaumont Sept. 10-12.

The annual event gives rescue teams an opportunity to perform under realistic conditions while being judged on factors such as safety, efficiency, teamwork, communications, professionalism, and mastery of a variety of rescue techniques.

Shell's rescue team, which has been active since December 1990, scored over 90 percent, the requirement for a "superior" rating on team evaluations.

ANGIE SVOBODA, Health & Safety, credits the rating to many hours of practice and excellent training by The Roco Corporation, a Louisiana-based professional rescue training organization.

A total of 13 teams from California to Florida participated in the event, including Exxon (BOP), Exxon Refinery (Baton Rouge),

Texaco (Port Arthur), Phillips 66 (Sweeney), Conoco (Westlake and Louisiana), and Beaumont Fire Department.

DPMC Rescue Team members who attended were: ANGIE SVOBODA (team

leader); PETE ZAFEREO (team captain), SLICK WORTHAM, STEVE ROUSE, MARY MUJICA, BILLY KELLY, PHILLIP BOHANNON, AND ROBIN ADAIR. ■

### HSIP PHASE II BOX SCORES

#### MONTH OF SEPTEMBER

Audits .....	504
Near Miss / APRs .....	690
Drills .....	217
% Participation .....	80

#### MONTH OF OCTOBER

Audits .....	508
Near Miss / APRs .....	633
Drills .....	245
% Participation .....	77.6

### OSHA RECORDABLES YEAR THROUGH NOV. 4

#### TOTAL COMPLEX

Frequency .....	2
Recordable .....	89
Lost Time .....	6

#### DPMC PERSONNEL

Frequency .....	2
Recordables .....	42
Lost Time .....	1

### TOP TEN SAFETY PARTICIPATION AUGUST - OCTOBER, 1991

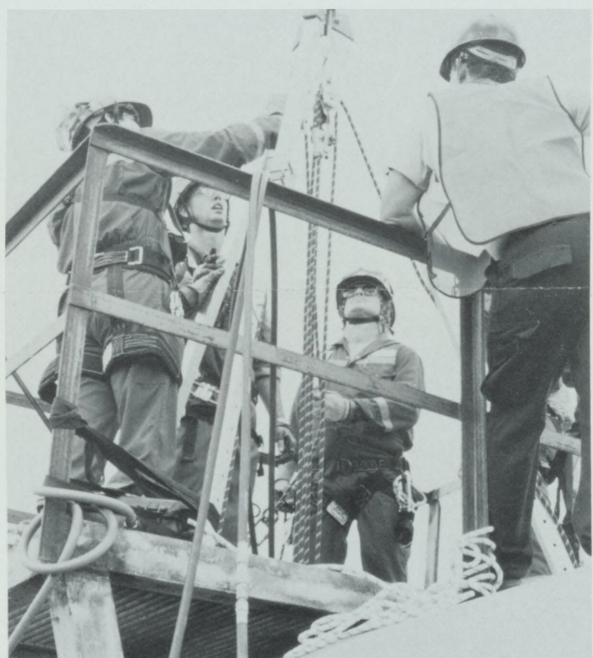
#### Category 1

Security  
Computer Services  
E&S/Product Analysis  
Fuels Administration  
Dist./Customer Service  
Environmental/Shift 2  
TAP  
Distribution 79  
CPSSWG  
Process Engrg./Env.  
Process Engrg./Util.  
Logistics Admin.

#### Category 2

P&AS  
Medical H&S  
Proj. Engrg./Engrg. Supr  
Olefins Maint.  
Lube Logistics  
ATC  
Distilling  
Control Systems  
BDHTI  
West Fuels

\* Category 1: groups w/30 or fewer members ; category 2: groups w/31 or more members. \* Twelve groups tied with 100 percent participation



(L-R) Pete Zafereo, Slick Wortham, Steve Rouse, and judge Allan Spigelmir perform "4 to 1" rigging, a lowering system to extricate a victim from a horizontal vessel.

## Phenol initiates study of terminal loading ergonomics

A recent safety analysis of loading operations at the Phenol loading facility should help prevent accidents and injuries of operators there. A Corrective Action Team (CAT) has been evaluating hazards of the physically demanding facility and has created a list of recommendations addressing the ergonomics of a safe workplace. (Ergonomics is the study of adapting the environment to suit the individual.)

The Phenol Loading Facility Body Placement CAT was given a charter to examine hazards based on the possible severity of an accident as well as the likelihood of one. By assigning a value based on these variables, the team was able to prioritize items in order to address more important issues first.

"The CAT membership was made up of a cross section of employees," says MIKE LEAVERTON, field team manager. "The intent was to bring together operators who do the job day-to-day, a mechanical engineer to under-

stand the hardware side, and a person with an ergonomic/safety background."

"Loading railroad cars involves a significant amount of physical labor," says JEFF KLUMP, ETSO and Phenol CAT leader.

"When you eliminate hazards you make jobs easier. A lot of injuries come about from overexertion."

Klump says the team's first action item was to go through every task performed, overlooking nothing, even if a task was only performed once every six months. They asked themselves questions to determine if a hazard existed. Was a hazard created from bending over and exerting force or from reaching too high? Or could something slip, causing an elbow injury, back strain or burn?

Next they ranked the issues from one to ten on the basis of what Klump calls "severity of injury versus probability of occurrence." The final step was to find practical, hazard-eliminating solutions.

Actions have already been taken on safety hazards with easy remedies. "A good example was the ramps we walk over to the tank car," says JEFF TIPPITT, operator. "We reach out, brace ourselves and pull up. It's real heavy and hard to pull up. It turns out it's real simple to fix. The ramps have little adjustments on them. No one ever knew until DARRIN MARTIN, Health & Safety, pointed out that one to us. Darrin was very helpful in pointing out some of the things we didn't see."

"I got some phenol on my finger by opening and closing chain valves," says JIM WISDOM, operator. "We came up with doing away with these chain valves so we're not constantly opening and closing them. It was a minor injury, but still important."

The study resulted in a detailed 10-page report and a "quick list" of 13 issues for easy reference. After final approval, the team will work their way down the list, starting with the higher-risk issues first. ■





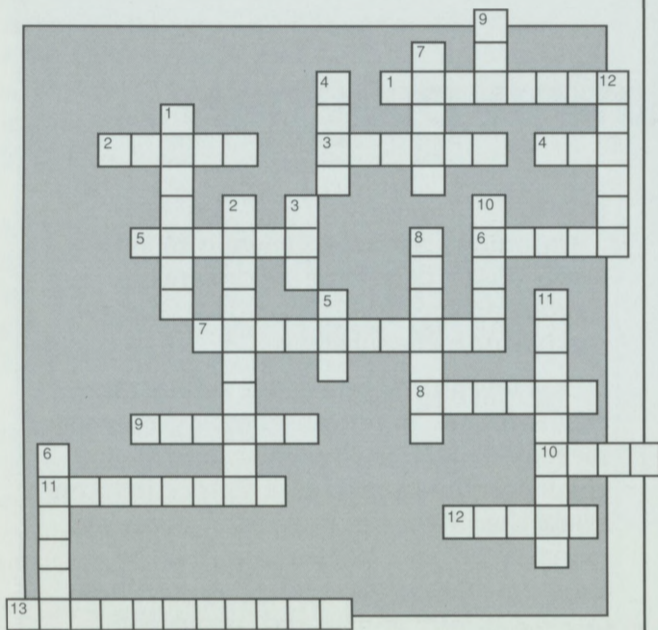
# Hunt safely and avoid serious dangers

by W.M. Wendes, for the Training S.A.F.E. Team

## Guns & hunting

We've all heard the expression "accidents happen." But hunting firearm accidents aren't really accidents at all. See if you know some of the answers to safe hunting this and every season in this puzzle brought to you by the Training S.A.F.E. Team.

### Hunting Safety Crossword Puzzle



#### QUESTIONS ACROSS

- Avoid \_\_\_\_\_, never shoot at a flat, hard surface or at the surface of the water.
- Never \_\_\_\_\_ a fence or a tree or jump a ditch with a loaded gun.
- Never use a gun unless you know how to properly use the \_\_\_\_\_.
- Always wear eye and \_\_\_\_\_ protection when shooting.
- Carry your gun with the \_\_\_\_\_ on so that you can control the muzzle's direction while you walk, climb or even if you trip.
- Shooting your \_\_\_\_\_ of game is important if you're going to be a good hunter.
- You should always ask \_\_\_\_\_ before you hunt on someone else's land.
- Treat every gun as though it was \_\_\_\_\_ and ready to shoot.
- Always know what's \_\_\_\_\_ your target before you shoot.
- Never climb a fence or \_\_\_\_\_ with a loaded gun.
- Before crossing a fence, make sure your gun is \_\_\_\_\_ and open the action.
- Never point a gun at anything you do not want to \_\_\_\_\_.
- It all starts by becoming a safe and \_\_\_\_\_ hunter.

#### QUESTIONS DOWN

- Gun accidents are almost always caused by a hunter's \_\_\_\_\_.
- Wear \_\_\_\_\_ clothing, especially if you're hunting in a forest or public hunting lease.
- Always wear ear and \_\_\_\_\_ protection when shooting.
- Always point the muzzle \_\_\_\_\_ from you when cleaning a gun.
- \_\_\_\_\_ gun shooting is now an Olympic sport.
- Never look into the \_\_\_\_\_ of your gun.
- Don't \_\_\_\_\_ alcohol consumption around guns, eliminate it.
- Make certain that your target is completely \_\_\_\_\_ before you pull the trigger.
- Break down your gun \_\_\_\_\_ times a year for a thorough cleaning.
- Always be sure your barrel is \_\_\_\_\_ and not plugged.
- Carry your air gun so that you can always control the \_\_\_\_\_ of the muzzle.
- Be sure of your \_\_\_\_\_ before you shoot.

(answers on p. 5)

**A**s autumn weather turns our thoughts to outdoor activities, many of us look forward to one of the most popular of pastimes: hunting. An enjoyable way to spend time with mother nature, hunting also involves some significant risks.

Most hunters are aware of the dangers associated with firearms, but even with a high level of awareness, we continue to have accidents. Last year in Texas alone, 53 hunting accidents were reported. Of the 53, eight were fatal.

These few common-sense tips from the Winchester Corporation are excellent reminders for minimizing your risk as a victim of a hunting accident:

- Treat every gun as if it were loaded.
- Don't load before you are ready.
- Police your target practice. Control your line of fire and make sure your back-drop will protect unseen bystanders. Avoid targeting hard, flat surfaces or bodies of water.
- Know and control the direction of your muzzle at all times.
- Never make awkward movements while carrying a loaded gun. This includes jumping ditches or climbing.
- Store your weapon unloaded and inspect the gun and ammunition prior to use when you don't intend to shoot.
- Firearms and alcohol or other mood altering drugs do not mix.

Besides safe practices directly related to firearms themselves, here are additional tips to keep in mind during your hunting trip:

- Back safety. Carrying that trophy out of the woods is a prime opportunity to exercise good lifting habits;
- Snakes and insects. Most hunters are aware of precautions to avoid close encounters of the reptilian kind, but the influx of killer bees has increased the need to beware of insects. Entering blinds requires a quick check to be sure there are no wasps or bees.
- Campers. LPG (liquefied petroleum gas) systems should be thoroughly checked out prior to use. Campsites are also a good place to look for unwelcome insects. Charcoal stoves should not be used inside the camper. Wheels, bearings and tires should be inspected before they are allowed

to cruise at highway speeds.

- Knives are important tools and should be kept sharp to avoid slips while cutting. Proper knife handling is also critical—cut away from your body.

- Weather can change dramatically. Precautions should be made to avoid hypothermia, should the weather turn cold. In the other extreme, avoid heat stroke if a warm spell rolls through. Driving conditions can change drastically with fog, freezing rain or snow. Stay current with forecasts.

- Alcohol and hunting don't mix. Guns should be put away before drinks are served. Alcohol should be long gone before beginning the trip home.

Hunting can be one of the most enjoyable hobbies. If you keep these and other risks in mind, you can be sure it isn't one of the most hazardous. ■

## Good Work

Dean Eshelman

DEAN Eshelman, Logistics, was among the members of the SU2000E Gasoline Team, one of the teams that has won the first annual President's Award for Team Excellence.

Eshelman and others helped identify customer requirements, maximize production capability and addressed other issues for the debut of the environmentally clean premium gasoline that is now enjoying a 4.6 percent sales increase at terminals.

The team comprised representatives from Manufacturing, Distribution, Supply & Transportation, Retail, Legal, Research & Development, Refining and Marketing, Business Centers and Public Affairs. ■



**FRIEND OF TEAM**—Rod Walsh, Olefins, accepts an award from Marie Wilson, Medical, and Myron Matula, Olefins, for his exemplary support of SMART members' participation in Emergency Medical Support efforts. The award, which also went to four others, was presented at a SMART appreciation dinner. Other award recipients were: J.D. Johnson, Chemical Admin; Mike Dossey, Facilities Support; Clifford Meeks, Facilities Support; and Brad Kruelskie, Refining West/Lubes.

## Shell Moments in History

by Maurine Bishop, retiree

These items were making news in the November/December 1951 issue of the Shellegram, the employee newsletter of the Houston Refinery:

- J.O. OOSTERMEYER, president of Shell Chemical Corp., presented the Houston Plant with an honorable mention certificate for the plant's perfect safety record.

- "Most Successful United Fund Drive in History" the headline read. Individual contributions totaled \$20,594. ■





**FIRE PROTECTION**— Kids and their parents learn all about fire safety and have fun in the process. The Emergency Response S.A.F.E. Team's Family Fire Prevention Day was held Oct. 5 and 12.

## Healthspots

# All about DPMC's physical examination program...

**EDITOR'S NOTE:** This article was prepared by members of the Health S.A.F.E. Team. The team is dedicated to providing information on healthy lifestyles to DPMC employees and their families.

### Did you know ...

**T**hat the DPMC Medical Department has an extensive physical examination program? Several types of examinations are conducted for different reasons:

- Pre-placement Examinations. Comprehensive examinations required of all applicants, after being offered employment.
- Voluntary Periodic Examinations (VPE). Comprehensive examinations available to employees on a voluntary basis after five years of full-time, continuous employment with Shell.
- Shell Medical Surveillance Program (SMSP) Examinations. Annual surveillance examinations required for those employees who meet OSHA and/or Shell-mandated entry criteria.

### Voluntary Periodic Examination (VPE)

VPE is a benefit offered to DPMC employees by Shell. Here are some important facts you should know about VPE:

- Eligibility. After five years of full-time continuous employment.
- Frequency. Every five years until age 40. Every two to two-and-one-half years after age 40.
- Purpose. To identify medical conditions in an early state before they become chronic. When identified early, treatment may lead to a positive outcome.
- Scope. Designed to target specific diseases representing important causes of illness and disability, such as cardiovascular disease, cancer, arthritis, and other musculoskeletal diseases.

VPE consists of a computerized Health Risk Approval (HRA), appropriate laboratory tests, X-ray, vision and glaucoma screen-

ing, height and weight measurements, a physical examination, and referrals as needed.

The Shell Medical staff discuss the findings with you, provide a copy of the laboratory and X-ray reports, and will refer you to your personal physician for further evaluation and/or follow-up care. VPE is not designed to replace visits to your personal physician for regular routine health care needs.

How do I get started in the VPE program? Call Medical at X6-6932 to schedule your initial VPE. After your first examination, Medical will place your name in their computerized call-up system, and you will automatically be notified when your next physical is due.

If you already belong to an annual Shell Medical Surveillance Program (i.e., Benzene, Asbestos, ECH, etc.), you do not need to sign up for the VPE. Any additional testing from the VPE is automatically added to your annual Surveillance Examination at the same intervals of every 2 or 5 years based upon your age.

### Shell Medical Surveillance Program (SMSP)

SMSP, or Surveillance exam, is designed for those employees who work in positions for which predetermined entrance criteria have been established. These criteria are further identified in OSHA standards and/or corporate guidelines for substances such as benzene, asbestos, and ECH. Some key points you should know about surveillance examinations:

- Eligibility. Determined by Industrial Hygiene and department manager, from OSHA standards and/or internal Shell guidelines, plus job exposure profile monitoring data.
- Frequency. Annually.
- Purpose. Focuses on early identification of health effects of possible exposure, based on the known toxicology of the particular substance.
- Scope. The examination is oriented to the particular body organs most likely to be affected by the substance. The annual examination consists of height and weight measurements, vision and blood pressure screening, appropriate laboratory tests, pulmonary function (spirometry), chest X-rays, and physical examinations. If any abnormalities

are found, a referral is generally made to a specialist to determine the presence of problems specifically related to possible exposure to the substance.

How do you get into the surveillance exam program? Only those employees who meet the OSHA/Shell entry criteria are eligible for this examination. Entry criteria are established at the corporate level. Local management and the Health and Safety Department have identified those jobs, based on job exposure profiles and/or medical monitoring data, for which employees meet the criteria. Once an employee qualifies for a surveillance examination, it is offered annually for the duration of employment at Shell. If you have questions, talk to your manager or Health and Safety representative.

### Benefits

All components of both the VPE and surveillance exams are conducted at the DPMC Medical facility, by medical doctors and registered nurses during normal working hours. It is unlikely that one could obtain all these tests at one time, in one place, in the private sector. Also, it is conservatively estimated that the out-of-pocket cost for such an exam from your personal health provider could begin at \$500 or more. In addition, you receive a copy of the exam, laboratory results and an x-ray, following each exam. Employees are encouraged to share this information with their personal physician.

### Remember, Healthspots says:

There's nothing very mystical,  
About having a physical.  
The benefits of the SMSP or VPE  
To folks like you and me,  
Includes convenience,  
Saving money and time,  
And an emphasis on health,  
Yours and mine.  
So take advantage of this program.  
Be healthy and wise. Have an exam!



Start-up update

# Constant challenges test determined BPA-4 organization

**W**ell into the final phase of start-up, BPA-4 proves to be a unit offering constant challenges to its members and an organization patiently determined to find solutions to the many challenges hurled its way.

"When you are starting up a new plant with a lot of prototype applications, you can expect many challenges," says TOMMY WEATHERLY, supervisor of operations and maintenance. "We just did not expect the number of challenges that were presented, though. Much of the credit for getting the plant going lies with the operators and craftsmen who worked hard throughout the start-up to overcome operating and hardware problems while the technical organization designed and implemented permanent fixes. We still have long-term fixes to design and implement."

Getting the plant started up has required a considerable amount of overtime from everyone. "Cartoons of serious situations have been one of the mechanisms used by operators to relieve the tension and stress," says RANDY DAVIS, training coordinator.

The organization has found and implemented solutions to mechanical challenges with vacuum pumps and other specially engineered rotating equipment, process challenges in the finishing section, and design challenges in the reaction section. Several challenges still remain to be solved and implemented.

*The analogy to me is a little bit like the performer that has plates spinning on sticks.*

Yet, in July, August and September, BPA-4 made a purer product than has ever been produced at Shell Deer Park. Test product has been supplied to DPMC's major customer, Mobay, having met the client's stringent product specifications. Mobay uses BPA to produce polycarbonates, the strong plastic that's used in a wide range of products—from compact disks to airplane windshields.

"In some areas we've done better than we had thought we would; in other areas, not as well as we had thought we would," says CHRIS UZELMEIER, technical team leader. "The unit did start up and its on-stream factor is relatively high compared to other start-ups. It's just that we haven't been able to run at as high a rate as we like at times."

"We would start up a section of the plant and work out all the bugs, get that section up and running fairly steady, and then move on to the next section," says DAVE PALMER, operating support team leader. "The analogy to me is a little bit like the performer that has plates spinning on sticks. You've got to start with one plate, then move on to the next plate, and then go on to the next, and then go back and give that first plate another shake."



HAY, Y' ALL—Members of the BPA-4 organization enjoy hay rides and other outdoor fun during a November picnic held just for them.

From operators and craftsmen, to supervisors, engineers and managers, everyone in the BPA-4 organization has felt the pressure to "rev up the BPA-4 engine" to increase capacity. It's an accepted fact that Shell Deer Park can sell every pound of the high-grade bisphenol-acetone it can make; add that to DPMC's near-exclusive supply of BPA to Mobay, plus additional business opportunities that have come Shell's way, and the demands pushing capacity are obvious—a busy schedule for a Complex that produces the only BPA for Shell in the United States.

BPA-4 will also allow Shell to upgrade the quality and consistency of DPMC's Major Resins products, according to Uzelmeier. Major Resins will be able to feed the higher quality BPA from BPA-3, instead of BPA-2. This improvement in Major Resins Quality is being merchandised to Shell customers as "Improved Quality (IQ) Resins."

How have BPA-4 folks handled the ups and downs? Very well, according to Palmer. "It's been a strength to have gotten up. There's a slogan we had for a while on a sign, 'Success is getting up one more time than you've fallen down.' We've solved many problems, gotten the plant going again and moved on."

Also characteristic of this start-up is the emphasis on safety and quality. "We have devoted a lot of attention to doing things right, trying not to take shortcuts just to get through the start-up," adds Palmer. "We want to leave the start-up not just with a plant that's operating, but with an organization that's in place."

The start-up has been an intensive abilities test to all those connected with it, if not an intense learning experience. RICKY RYGAARD, control operator, and MATT METCALF, field operator, both of whom have had limited operating experience, feel fortunate to have had an opportunity to put their skills to the test.

"I feel sure I've learned more about operating a unit and operations in general in this start-up than I've learned since I've been here at Shell," says Rygaard, who has been with

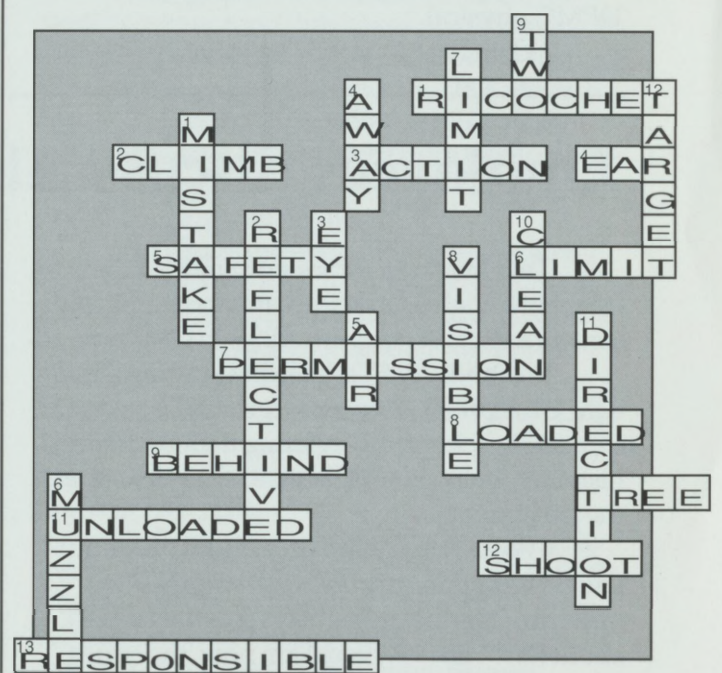
Shell for only two years and held the position of operator for only a short while before coming to the start-up.

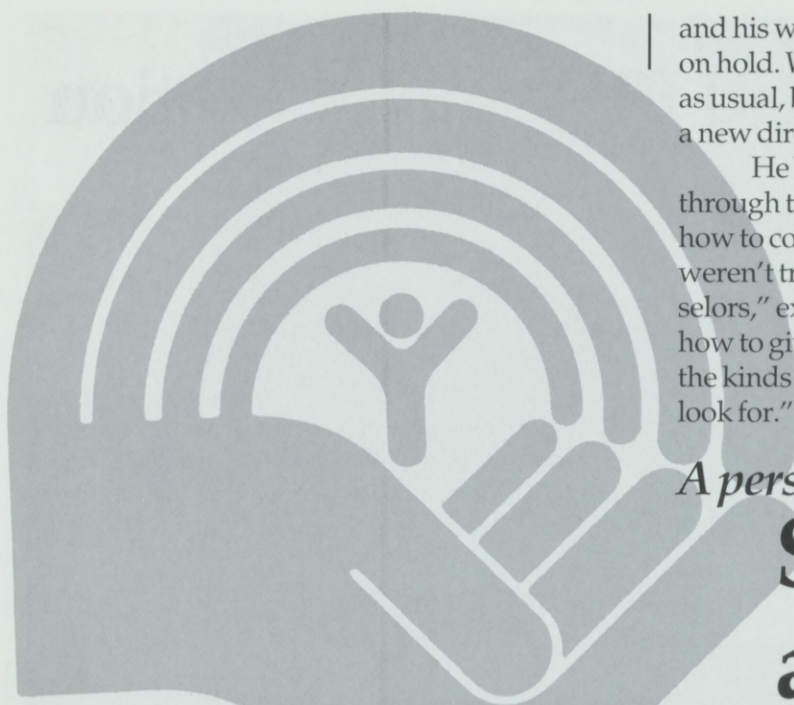
"I've done things out here that I didn't think I was capable of doing without close guidance," says Metcalf.

"Of all the plants I've been associated with, this one probably tested us all more than any other I've ever seen on a start-up," says TOMMY WEATHERLY, who never the less was optimistic that after more revisions, rates would soon reach 100 percent.

Having completed a recent shutdown, the focus now of the BPA-4 organization is to reach capacity. "I'm real optimistic that we're consistently knocking off the problems that have kept us from reaching the capacity of the unit," says JAMES STEWART, mechanical team leader, "and we're going to be there early next year. I think we can see the top of the hill and will soon be on the downhill side of BPA-4's major problems."

## Answers to the Hunting Safety Crosswork Puzzle page 3





and his work as a United Way co-chairperson on hold. When he returned, he resumed work as usual, but his United Way involvement took a new direction.

He began attending training classes through the American Cancer Society to learn how to counsel people with cancer. "We weren't training to become professional counselors," explains Paar, "we just wanted to learn how to give people some sound advice about the kinds of medical help available and signs to look for."

### A personal testimony

## Spreading the word about United Way

**W**hen the mole on JIM PAAR's back was diagnosed as cancerous, he was "devastated." Malignant melanoma was untreatable and terminal, his doctor told him. The year was 1985.

Paar, Logistics, couldn't bear to think there was no hope for him—three more months to live was the estimate.

His first impulse was to call the United Way Information and Referral Service. He knew all about United Way and their telephone assistance program which links up people with hundreds of community agencies that are part of the United Way "umbrella."

While his doctor administered the necessary medical care, Paar needed help dealing with the emotionally traumatizing effects of living with a serious disease. United Way referred him to an organization called Cancer Counseling, an American Cancer Society affiliated program. They sent him lots of information about malignant melanoma and the research being done with the disease, and he began attending their group therapy sessions. Five months and two surgeries later, Paar was done well. He returned to work. No more cancer could be detected. It hasn't been to this day.

"I really believe that if it hadn't been for the counseling through United Way, I might still not be able to cope with my illness. That was the biggest hurdle I had to get over—the mental anguish of dealing with cancer," says Paar, who was 38, a husband and father, when the disease was diagnosed during a routine DPMC physical.

When Paar took sick leave, he put his job

He and another DPMC employee then began talking to employees at safety meetings. They asked these groups to take better care of themselves and told them about the American Cancer Society's program for cancer prevention and education. They were pioneers of sorts, promoting cancer programs back then. It was a far cry from today, according to Paar. He's happy to see these programs are so well publicized through the Medical Department and most communities.

"I always try to tell people not to give up hope," says Paar, who today occasionally counsels people seeking his help. "I found that one of the main ways to fight cancer is to try to maintain a positive attitude in the face of a lot of adversity. I believe that had a lot to do with my battle. If I would have believed my doctor I probably would have laid down and died. But I just refused to believe I was dying that young."

Paar's episode with cancer wasn't his first encounter with a United Way agency. Several years before the doctor found the malignant mole, Paar was able to locate a United Way organization that could provide specialized speech therapy for his four-year-old son. "United Way sponsored a program through the University of Texas Speech and Hearing Institute. The service wasn't available anywhere else in town—speech therapy for children with cleft palate."

The cancer behind him and his publicity mission fulfilled, today Paar's discussions about United Way usually center around the United Way campaign that's conducted yearly at the Complex. He trains DPMC volunteers to talk to others about the value of United Way contributions.



Jim Paar

"I tell them to explain to employees that they're not dealing with an individual effort by one organization, but with an organization that can benefit a lot of people a lot of different ways," says Paar. "Because I knew about United Way when I had cancer, I knew right who to go to. One phone call and they had all the answers."

*I really believe that if it hadn't been for the counseling through United Way, I might still not be able to cope with my illness.*

Paar says one advantage of having an organization like United Way is that help isn't limited to the disadvantaged. "Most people think that because they earn a living that United Way isn't there to help them. They think they need to be out of a job or homeless to be helped. That's not the case. Sometimes you have to pay a little for services. It's worth it, especially if the services aren't available anywhere else. When I sought cancer counseling, United Way was the only organization in town that offered the kinds of services I was looking for.

"I've accomplished a lot out here," Paar adds. "Now I'll try my hand with the American Red Cross. They tell me they need volunteers for disaster relief..."

## Employees discuss ABCs of career planning

Two Shell Deer Park employees talked to Deer Park High School students about their own careers and career opportunities in October.

WAYNE AUSTIN, Health & Safety, and KIM GLAUNER, Process Engineering, spoke to some 600 sophomores, relating their own career histories, job responsibilities, and advice about the job market.

"We saw this as an opportunity to stimulate their thinking and get them exposed to opportunities that exist," says Austin. I talked about how I got to where I am now, the educa-

tional requirements and opportunities, and what an employer is looking for."

Austin said the experience made him realize how much he would have appreciated hearing from individuals in careers when he was their age.

"I think we got the message across to at least start thinking about careers," says Glauner, "whether you have a definite career plan or are still undecided. Even a little planning keeps doors open in the future."



OCTOBER SERVE—Fall had SERVE volunteers busy dishing out barbecue at the Wheelhouse Golf Tournament and Auction. Pictured are: Tommy Swearingen, Cent. Maint./Elec.; Betty Fones, North Lab.; Beverly Spiller, Chemical; and Scarlett Rebstock, North Lab.





**TEN & OVER GANG**—Employees and retirees talked over old times and new at the annual DPMC "Ten & Over Party" reunion. Pictured are (l-r): (Top left) John Charles Harrison, Doc Joyce; (Top middle) Lary Glass; (Top right) Russ Rhodes, Ann Harris, Mark Berens; (middle left) Mary Lumpkin, Sylvia St. Andry; (middle right) R.L. Gibson, Jack Miller, Lori Thomas, Marie Hargis, J.D. Johnson, W.R. Davis, Ella Mae Young, Melba Hall, and Clark Callihan; (bottom left) Billie Parker, Charlie Stebbins, George Consentini; (bottom middle) Peggy Turner, Vi Cooper; and (bottom right) Alton Smith, Madonna Porter, Melba Hall, Mary Gillmore.



## SCORANOTES

### Mixed volleyball league

Look for final standings in the next issue of the Shellegram. The league is organizing a winter mixed volleyball league (no spike). The league currently has 12 teams and can expand to 18 only if six new teams are formed, because of gym rental fees for the extra time.

Teams consist of a minimum of four men and two women. Most have an eight-member roster. Team fees are \$90 (\$11 per person).

If you have a team and are interested in participating, submit the fee by Dec. 17. If the 18-team league isn't organized, fees will be returned. Some openings also exist on returning teams. Contact MARY HALEY at X6-6290 (246-6290) or via PROFS MDH29 to register as a team or individual.

### Mixed softball league

If you have a team or are an individual interested in mixed softball, contact MARY HALEY at X6-6290 or PROFS MDH29; or CHARLA BAKER at X6-6551 or PROFS CSB29. In order to organize, the league requires a four-team commitment.

### Salt Water Fishing Tourney

"At last the gods smiled upon participating anglers," says BILLIE ANN DANIEL, SCORA secretary. "We had excellent weather and good catches, which is quite a change compared to past tournaments."

Cash prizes for total weight of redfish, flounder and speckled trout. Weigh-in results are: 1st Place: MIKE GAULT & CHARLIE GERMAN 24 lbs.; 2nd Place: REX & LINDA LAWSON 20 lbs.; 3rd Place: LEE COLE & PAUL PRIDDGEN 18 lbs. 12 oz.; 4th Place: ALEX JOHNSON & BOBBY LEE 14 lbs. 1 oz.; 5th Place: CHET SERVANCE & MICKEY WALTON 12 lbs. 8 oz.; 6th Place: DANNY SAVAGE & BILLIE ANN DANIEL 8 lbs. 4 oz.; 7th Place: HENDERSON HAMMITT & LV McQUEEN 7

lbs. 9 oz.; 8th Place: RONNIE FOSTER & ALAN McLEAN 6 lbs. 12 oz.; 9th Place: WILLIE & JD HICKS 4 lbs. 15 oz.; 10th Place: BOBBY LAIRD & DAVID SPRAYBERRY 4 lbs. 14 oz.

Each of these anglers won \$48 for the largest category fish: BILLIE ANN DANIEL: 7 lb. 4 oz. redfish; BOBBY LEE: 4 lb. 15 oz. flounder; HENDERSON HAMMITT: 2 lb. 7 oz. speckled trout.

A \$50 cash prize was given to CHET SERVANCE for the largest trash fish, a 2 lb. 7 oz. sheepshead.

SCORA's next Salt Water Fishing Tournament will be held in May 1992.

### Upcoming events

Christmas Party: Dec. 14 from 2-4 p.m. in the North Cafeteria. Santa and refreshments will be there.

Christmas Dance: Dec. 20 from 9 p.m.-1 a.m. at Sylvan Beach Pavilion. L.C. Roots will play. Snacks. Members \$10, non-members \$12. All tickets \$12 at the door. Watch for flyers for more details.

## ANNOUNCEMENTS

The next stop-smoking clinic starts Jan. 7 for eight consecutive Tuesdays. Place: Medical Dept., 4-5 PM. Significant others welcome.

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Holiday Special loan rates: \$1200 at 11 percent for 12 months at Shell Federal Credit Union. Call 479-2886.

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DPMC employees bowled them over and collected pledges totaling over \$1500 from Shell Deer Park and other sponsors for Junior Achievement during an annual Bowl-A-Thon.

## Shell Toastmasters win 2 out of 3

Shell Toastmasters Club is alive and well at DPMC and in the local community. Current President LINDA SPILLER, Fuels Operations, won the Area 15 Table Topics Contest in extemporaneous speaking; and HERB MUNKS, Control Systems Engineering, won the Humorous Speech Contest at the San Jacinto Monument Library Sept. 28.

Spiller went on to place second in Table Topics, and Munks third in Humorous Speaking at the Gulf Coast Division Contest held at the Victorian Hotel in Galveston Oct. 19. Munks was also named as outstanding Gulf Coast Division Area Governor for the July 1, 1990-June 30, 1991 term.

During Spiller's term as president, the Shell Toastmasters Club has earned distinguished club status by growing from 17 to more than 20 members. Spiller claims, "It is rewarding to see new Toastmasters overcome their fear of speaking as they learn from evaluations and the support received from the more experienced Toastmasters in the group."

Shell Toastmasters Club also provides opportunities to grow in the leadership arena, according to Munks, who has served as Master Host, Educational Vice President, and President of Shell Toastmasters. Munks has also completed all requirements for Toastmasters International's highest certification, the Distinguished Toastmaster (DTM) award, in three and one-half years.

Shell Toastmasters meets every Tuesday from 11:30 to 12:15 in the South Cafeteria North Conference Room. "So why not go through the serving line next Tuesday and visit as a guest to experience the ambience?" offers Munks.

Address questions to Spiller at X6-6752.

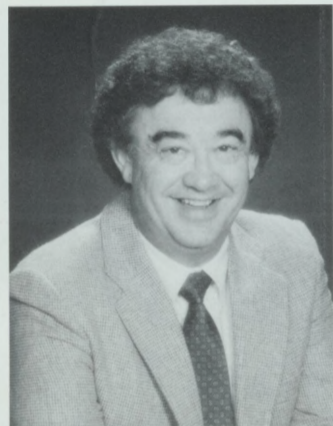


## MILESTONES

### Service Anniversaries

#### 25 YEARS

R.E. BENNETT  
Central Maint.  
O.S. QUINTANA  
Phenol Acetone



K.D. SMITH  
Engrg. Svcs./Elec.  
(above)

#### 20 YEARS

A. CAVAZOS  
Olefins  
J. FREEMAN  
Central Maint.  
A. MARTINEZ  
Docks  
E.L. WILLIAMS  
Pipefitter

#### 15 YEARS

B.J. BAKER  
Olefins  
D.L. BALLARD  
Log./Env./Util.  
P.L. BARNETT  
Pressure Equip.  
T.C. BELL  
North Lab.  
C.A. BOAZE  
Major Resins  
K.T. CHENEVERT  
Boilermaker  
K.F. COCHRAN  
Dispatch. Op.  
R.G. DODSON  
C.S./Sys. Suppt.  
W.F. DONNELLAN  
ECH/IPA/Deriv.  
R.E. FLETCHER  
Phenol Acetone

H.H. KASTNER  
Lube Manufac.  
D.M. KAYDA  
Cat. Crack./Gas  
A.L. KELLEY  
North Lab.  
L.E. LEYSATH  
Cont. Sys./Elec.  
D.E. LOPEZ  
Log./Env./Util.  
J.R. MCCAIN  
Log./Env./Util.  
A.R. MCCONNAUGHEY  
Aromatics  
R.E. McCURDY  
Lube Manufac.  
J.M. PAAR  
Log./Env./Util.  
M.V. PORTER  
Comm. Svcs./Mail  
M.W. SMITH  
Aromatics  
R.K. THOMPSON  
ECH/IPA/Deriv.  
M.R. WILLIS  
Log./Env. Oprns.  
R.E. WILSON  
BPA

#### 10 YEARS

T.A. MILLS  
Log./Env./Util.

#### DPMC WELCOMES

D.R. DEISTER  
PE Ref./W. Lubes  
J.W. HOLDEN  
Env. Compliance  
S.D. MATZA  
Process Chemistry  
A.K. MORRIS  
Fin./Oprns. Supp.  
T.H. NGUYEN  
Engrg./Maint./Ref.  
J.F. SEQUEIRA  
ER/Training  
V. SLOFTSLF  
Mech. Equip./Olef.

#### RETIREMENTS

G.C. ANDERSON  
Engineering  
R.L. CHRISTENSEN  
Dispatching Docks  
L.D. ELLISON  
Procurement

C.L. HEKREN  
Projects  
E.L. PATTERSON  
Analytical Lab.  
K.D. POWELL  
ER/Training  
V.M. ROMERO  
Pressure Equip.



C.W. WEAVER  
Lube Logistics  
(above, July)

## MEMORIAM

HARRY LILIE, retiree, died  
Aug. 12 in Houston.

BENNIE N. LAUTER, retiree,  
died Sept. 2 in Brenham, TX.

LEE A. NICKOLS, retiree, died  
Sept. 16 in Houston.

ERNEST T. CORDER, retiree,  
died Oct. 21 in Houston.

CLARENCE A. PARKER,  
retiree, died Oct. 21 in  
Pasadena.

P.C. HOLMES, retiree, died  
Oct. 24 in La Porte.

H.L. HORACE BUTLER,  
retiree, died Oct. 26 in  
Tyler, TX.

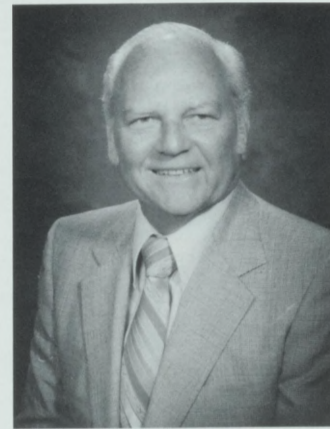
L.W. COPE, retiree, died Nov. 5  
in Pasadena.

FORREST R. WILLIS, retiree,  
died Nov. 10 in Pasadena.

C. L. (CLAUDELL) HOLT,  
retiree, died Nov. 13 in  
Pasadena.

## H.J. Bettencourt, Jr. dies

H.J. BETTENCOURT, JR., who retired in 1989 as manager of DPMC, died Sept. 22.



Bettencourt joined Shell at the Houston Plant in 1949 as an engineer after receiving a BS degree in Mechanical Engineering from Texas A&M University. He received a Master's degree in Engineering from the University of Houston in 1954. In 1959 he was named Manager Maintenance, at the Houston Plant, and in 1960 was assigned to Head Office, Engineering Construction, as a Project Engineer for the Woodbury Plant. He became Operations Manager at Woodbury in 1962, and in 1964 returned to Head Office where he held various positions prior to being named Plant Superintendent, Houston Plant, in 1969. He was placed on special assignment in 1973 in Plans & Analysis, Manufacturing & Distribution, and in 1974 was named Plant Superintendent, Chemical, Deer Park Manufacturing Complex. In 1979 he became Manager, Norco Manufacturing Complex, and was named Manager, Deer Park Manufacturing Complex in 1985. ■

## CLASSIFIEDS

FOR SALE: 4 spaces in Grand View Memorial Park in Lot 183 (devotional section). \$500 each or \$1,800 for all. Write Rt. 6 Box 6530 Brenham, TX 77833 or call NEVI LEE LAUTER at 409-836-7413.

FOR SALE: 2 lots together at Hilltop Lakes Resort City. Asking \$5,500 for both, negotiable. Three sets custom-made golf clubs, two sets, 2-sw, gold plus true temper shafts, better quality than Ping at half cost of Pings. Contact A. L. McGEE at 409-385-4848.

FOR SALE: 1986 Aerostar Ford hub caps. \$50 each. Will sell separately or together. Call SHAD MIAN at X6-7273 (246-7273).

FOR SALE: Yamaha Clavinova electronic piano. Model #CLP-350, full-size. Mint condition. \$2,000. Contact TERRY PROCTOR at 476-4042.

FOUND: Two pairs of dark prescription sunglasses. One pair found at Texas A&M; the other at the Old South Shops Bldg. Contact JACK OLIPHANT, X7766, Rm 120, H&S. ■



*Shellegram*

### Deer Park Manufacturing Complex

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