

Harry Bridges to retire . . .

Bookout to be named new Shell president

John F. Bookout, who has served as executive vice president of E&P since 1974, will be nominated to succeed Harry Bridges as president of Shell Oil Company effective May 1.

Bridges, who will shortly be reaching the Company's normal executive retirement age, has announced his intention to retire as president and chief executive officer -- and as a member of the board of directors -- at the end of April. He has been president and chief executive officer since mid-1971.

Bookout began his Shell career as a geologist in Tulsa in 1950 and has served in various capacities of increasing responsibility during the past 25 years. In an interview for *Shell News* 1975:1, he expressed his management philosophy:

"Fundamentally, I have always believed very strongly that people respond best, and therefore the best results are

obtained, when their responsibilities are clearly defined and understood, and they have adequate freedom to do their jobs.

"This dictates a management approach whereby all levels participate in setting goals and establishing strategy . . . there must be a clear understanding and delegation to those who execute the agreed-on plans and programs -- and also a willingness to provide those units with the resources to carry out their jobs.

"Then everyone must understand that a system such as this, which provides freedom, requires an accountability for results. My experience with this approach has always been that people are highly motivated and that the company benefits by their contribution and the enhanced results."

A native of Louisiana, Bookout is a graduate of The University of Texas, Austin,

where he received a bachelor of science and master of arts degree in geology.

After serving in various locations in Shell's Tulsa E&P area, he was named district geologist in 1954, and a division exploration manager in 1959. He became exploration manager of the Denver E&P area in 1961, and in 1963 served with a Royal Dutch/Shell company in The Hague.

Bookout was appointed exploration manager of the New Orleans E&P area in 1964 and became manager of the economics department in Shell's head office E&P or-

ganization in 1965.

In 1966, Bookout was elected vice president in charge of the Denver area. He became vice president of the New Orleans area in 1967, and late in 1970, was elected president of Shell Canada, Ltd. He returned to Shell in 1974 as executive vice president for exploration and production.

In anticipation of these changes, Bookout will relinquish his primary concern for E&P, and, beginning in February, will be visiting various segments of the Company.



John F. Bookout

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IRS claims '75 may not be as taxing as you had thought

Now that the gala holiday season is over, it's time to return to earth. It's income tax time! Sound depressing? Well, the Internal Revenue Service (IRS) has sent out some information on tax changes that they say will mean less taxes for the majority of taxpayers. See if you qualify.

Standard deduction. Take the standard deduction . . . and you may want to. On last year's return, taxpayers were limited to 15 percent of adjusted gross income with a maximum of \$2,000. This year the percentage has been

increased to 16 percent with a maximum of \$2,300 for a single person or \$2,600 for a married couple filing jointly (\$1,300 for married persons filing separately).

Many taxpayers who have always itemized and filed the 1040 form may find it to their advantage to use the simpler Form 1040A this year and take the standard deduction. It's a good idea to work out the tax liability both by itemizing and by taking the standard deduction. While it may take a little longer to go through the process twice, it just may mean saving a con-

siderable amount.

For instance, Mr. and Mrs. Taxpayer have an adjusted gross income of \$18,000. They have itemized deductions for charitable contributions, medical expenses, interest payments, etc. totaling \$2,350. Sixteen percent of \$18,000 is \$2,880 so they qualify for the maximum standard deduction of \$2,600. But that's still \$250 more than their itemized deductions, so they are better off filing the short form with the standard deduction.

Low income. In addition to the increase in the standard deduction, another new change for 1975 is the low income allowance which has been raised from \$1,300 to \$1,900 for married couples filing jointly and to \$1,600 for unmarried persons. This increase is reflected in revised tax tables which may be used if your adjusted gross income is under \$15,000 and you claim the standard deduction. Last year only taxpayers who earned \$10,000 or less could use the tables.

Because of the change in the low income allowance, the filing requirements for individuals have also been revised. For example, last year a single taxpayer was required to file a return if earnings were \$2,050 or higher; now the filing requirement for a single individual is \$2,350. Whether a person is required to file or not, if taxes were withheld, a return should be filed to claim any refund which may be due.

Housing credit. This special credit applies to a particular group, but can be substantial if you qualify. Qualifying conditions are:

- A new home built before March 26, 1975.
- The house must be a principal residence.
- The residence must be ac-

quired and occupied as a principal residence after March 12, 1975, and before January 1, 1976.

- The taxpayer must enter into a binding purchase contract before January 1, 1976.
- Except in the case of self-construction, the taxpayers must attach to their return, certification by the seller that the purchase price is the lowest price at which the residence was offered for sale since February 28, 1975.

An individual who meets all the tests may claim a credit of 5 percent of the purchase price, up to a maximum of \$2,000.

Another tax break dealing with homeowners is the provision that the seller of an old principal residence now has 18 months rather than 12 months, as in the past, to purchase a new principal residence, thereby deferring recognition of a capital gain.

Tax credit. Another special provision of the tax law is the

tax credit. It is particularly inviting to the taxpayer because it is a direct reduction of the income taxes one pays for 1975. After calculating your tax liability, you reduce that amount by \$30 per personal exemption claimed (except for old age and blindness exemptions).

For instance, a family of five calculates that their tax liability (before offsetting what was withheld and other credits) to be \$2,200. This special credit allows that family to reduce this tax liability by \$150 (\$30 times 5), leaving them with a liability of \$2,050. The credit cannot be applied to reduce the tax below zero, but can affect the size of a refund, if due.

Rebate. Remember the rebate check you received from the federal government this last year? Or, the one-time special \$50 payment to Social Security recipients? Where

(continued on page 3)

Who am I?

"I am more powerful than the combined armies of the world.
"I have destroyed more men than all the wars of nations.

"I am more deadly than bullets, and I have wrecked more homes than the mightiest of siege guns.

"I steal, in the United States alone, over \$500,000,000 each year.

"I spare no one, and I find my victims among the rich and the poor alike, the young and the old, the strong and weak. Widows and orphans know me.

"I loom up to such proportions that I cast my shadow over every field of labor, from the turning of the grindstone to the moving of every railroad train.

"I massacre thousands of wage earners in a year.

"I lurk in unseen places, and do most of my work silently. You are warned against me, but you heed not.

"I am relentless.

"I am everywhere -- in the home, on the streets, in the factory, at railroad crossings, and on the sea.

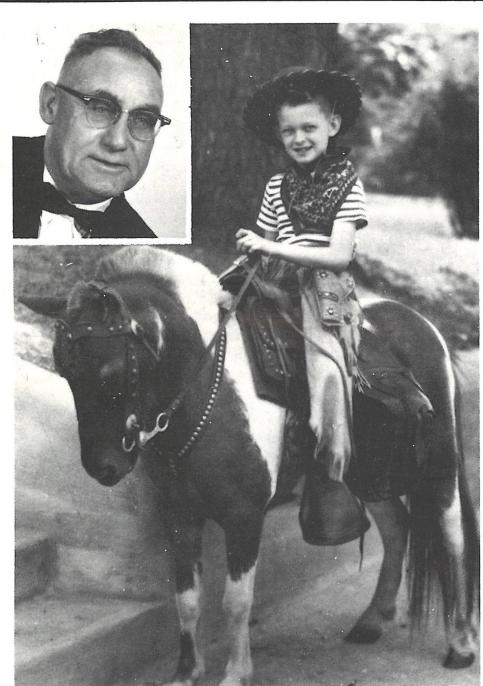
"I bring sickness, degradation and death, yet few seek to avoid me.

"I destroy, crush, or maim; I give nothing, but take all.

"I am your worst enemy.

"I am carelessness."

(originated by the Southern Pacific Co.)



These pictures were taken in 1947. The two people shown didn't know the other existed. But a few weeks ago they participated in a reunion of sorts. What's the story? See page three for details.

Mike Tyson talks baseball to SRA champions

'Twas a gathering of winners December 4 at the Edwardsville Legion as recognition was given to Shell Recreation Association (SRA) champions over the last year.

Winners in team and individual sports and club events ranging from football to photography, bowling to

bridge - and many others - were honored, introduced, and given their appropriate jackets or trophies.

The "Pipefitters", a varying group of athletes, but many repeaters, walked away with refinery championships in football, basketball, and softball. Another

group of primarily Pipefitters won the trapshoot title.

Remaining team and individual winners were spread among other refinery employees.

After a buffet meal the group heard St. Louis Cardinal infielder, Mike Tyson, re-

late experiences in big league baseball and offer some thoughts on the Cardinals' upcoming season.

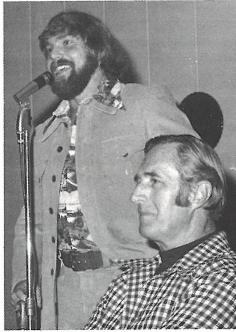
Mike fielded questions from the floor, several of which pertained to where in the infield he may be playing

next season. Ironically, Tyson expressed some fear he may be traded but didn't mention his cohort at third base, Ken Rietz.

Rietz was traded to the San Francisco Giants less than a week later . . .



TO THE WINNERS. Four members of the refinery champion golf team (Maxfil's) admire their prizes. They won jackets for winning their league title, and trophies for defeating Hydroprocessing in a playoff for the refinery championship. From left: Larry Jones, pipefitter; Randy Fickert, operator in Aromatics; George Chafee, operator in Gas; and Art Kellar, operator in Gas.



MIKE TYSON, infielder for the St. Louis Cardinals, responds to a question from the audience. Charlie Gibson, SRA sports director, was master of ceremonies.

KMOX radio to interview Shell VP

Last month the *Review* carried a story about solar energy expert Julius D. Heldman, vice president of Shell Development Company. If you found reading his comments about the advent of solar energy systems for our homes interesting, don't

miss hearing him on KMOX radio (St. Louis). . . or your chance to ask him a question personally.

Mr. Heldman will be on KMOX's "At Your Service" call-in show from 8-9 p.m. on Wednesday, January 14. He will be discussing the latest

developments in this exotic form of energy and Shell's interests in it.

You can ask questions of Mr. Heldman - over the air - by dialing 436-7900 (if calling from St. Louis) or 397-8600 (if calling from the East Side).

From the mouths of babes . . .

The subject of oil is one often talked about, but seldom really understood. But that's to be expected because the whole thing is actually rather complicated.

It's not surprising to hear misconceptions expressed about virtually every aspect of the business. But when the observations come from kids; well, they have an added charm . . . and in the eyes of the beholder, a definite ring of truth.

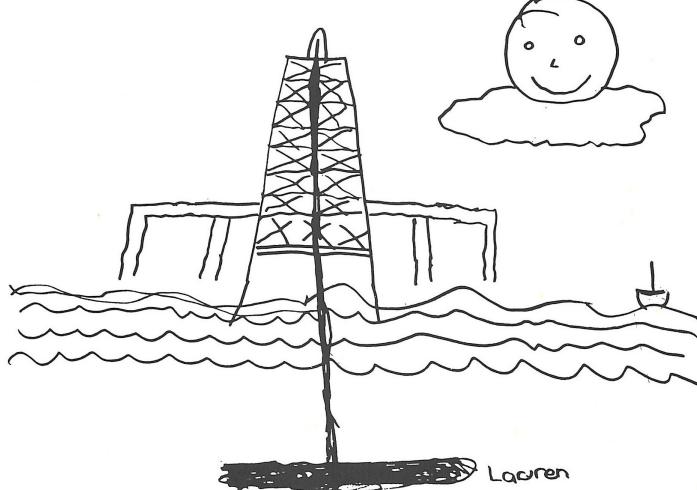
The following written and spoken statements were ac-

tually made by some Missouri grade-schoolers.

- "It takes high skill to find oil. The lower the hole, the higher the skill."
- "Actually, a bit is bigger than its name sounds."
- "Oil cannot be formed without a lot of pressure. We have all this pressure because of so much population stomping around up here."
- "One thing I don't know about drilling for oil is plenty."
- "Development wells and

exploratory wells are the same only just the opposite."

- "Before they actually start drilling, the land is cleared and graded. If it is graded A-plus, it has oil in it."
- "Rotary drilling is carried on around the clock, 12 days a week."
- "Oil floats on water. But sometimes it takes a little offshore drilling to remind it to come up."
- "Petrochemistry advanced the study of petroleum to the point where it is no longer understandable."



Sports and shorts

More Shell news photo winners

Sports and Shorts has already reported that Joel Harmon of the Refinery Lab and Pete Curran, retiree, are winners in the *Shell News* Bicentennial photo contest. But they weren't the only winners from Wood River. Larry Basden, senior engineer in Light Oil Processing, and Everett Nussman, machinist, nailed down honorable mention recognition. Congratulations to them all!

Best gem grinders

Each month the Rock Club chooses a "gem of the month". Members compete to see who (by vote of the membership) can design the best piece of jewelry using the subject gem. The shape and pattern is of their own choosing. Competitors amass points toward the title of Lapidary of the Year. Top three gem grinders this year are: Maurice Robinson, master mechanic; Frank Heintz, retired Lube foreman; and Worden Anderson, retired Dispatching supervisor.

Willing donor

Don Hancock, instrument foreman, recently received his 4-gallon pin from the Red Cross for donating that much blood to their local drives since September, 1958. Don says he gives four to five times a year and has actually donated more than four gallons counting other drives/requests.

World-wide bridge

In the local competition to determine winners of the Shell World-Wide Bridge Contest, design draftsman Ray Robinson and his wife, Juanita, came out with the top points. Results of the world-wide contest will be announced in the near future.

Football champs

The Pipefitters have been what you might call a "power" in touch football. They again won the refinery title this year, but were given a real run for their money by the Compounding team. Both teams ended the season with identical 7 and 2 records, but since the Pipefitters had beaten Compounding two of the three times they met head-to-head, they were declared champions . . . shades of NFL statistical matchups.

Members of the championship team were pipefitters Bill Ackman, Gary Klucker, Dave Manning, and Mitch Scroggins. Nonpipefitter members of the team were Steve Augustine, truck driver; Ron Dahlen and Joe Groboski, machinists; Steve Eatmon, laborer; Larry Ferrari, crane-man; and Ken Simon, electrician.

Gone fishin'

The fishing contest has one of the longer "seasons" of any SRA competitions, running from early in the year through mid-October. Winners of quarterly competition are listed below. Grand champion winners for the year were: Bass - Gary Arth, boilermaker (6 pounds, 6 ounces); Blue Gill - Tom Madden, Eng. Field (1 pound, 2 ounces); and Crappie - Ed Miller, electrician (1 pound, 6 ounces).

First Quarter

Bass	1st	Gary Arth, boilermaker
	2nd	Clay Romani, Dispatching foreman
Blue Gill	1st	Joe DiDonato, pipefitter
	2nd	Tom Allen, laborer
Crappie	1st	Ed Miller, electrician
	2nd	Ray Dickinson, pipefitter

Second Quarter

Bass	1st	Hal Kessinger, Safety
	2nd	Ed Miller, electrician
Blue Gill	1st	Tom Madden, Eng. Field
	2nd	Tom Allen, laborer
Crappie	1st	Willie Jones, Dispatching
	2nd	Andy Corsere, tinner

Third Quarter

Bass	1st	Oscar Bardelmeier, retired, Compounding
	2nd	Bonnie Emshausen, insulator
Blue Gill	1st	Joe Howard, retired, Safety
	2nd	Bob Leckrone, design draftsman
Crappie	1st	Andy Corsere, tinner
		(no second place awarded)

Ten-and-over sorority's annual celebration



THE HEAD TABLE is for special guests. Flanking refinery manager, Art Williams are the two newest members of this elite sorority: Jane Treter, duplicating operator (left), and Phyllis Griffin, office secretary in Engineering Services.

On November 21st, the Lewis and Clark Restaurant in East Alton was graced with 41 lovely ladies from Shell . . . all celebrating their membership in a select sorority. Each has accumulated ten years or more of Shell service.

Invited guests of the ladies were members of refinery management. Shown here are some of those attending the special affair.



"IT'S HEAVEN," exclaims refinery controller Wayne Strickland, "being surrounded by beautiful ladies." Two of the many pretty ladies attending the luncheon are Marella Zaganelli, senior steno (left), and Karen Ruder, office secretary in Engineering Office.



CONVERSATIONS were the order of the day. From left: Mary Henley, office secretary in Safety; Doris Jilek, office assistant in Engineering Office; and Judy Schrewe, secretary in Employee Relations.



TURN BLUE. Ruth Holliday, secretary in Engineering Services, and Jerry Terry, administrative superintendent, watch as Thelma O'Donnell, accounting assistant in General Accounting, demonstrates her mood ring.



HAVE YOU HEARD . . . ? Muriel Frazier, senior office assistant in Tech, exchanges quips with an attentive Virgil Seltz, Lewis and Clark's popular mixologist.

Shell anniversary pin finds its way back home after 28 years

Back in 1947 a young lad named Jon Hayes had his picture taken while astride a pony. About that same time John Shaw, a supervisor at Shell's Wood River Refinery, sported a bow tie for his 25th service anniversary picture. (Those 28-year-old photos are shown on page one.)

When those pictures were taken, neither Jon Hayes nor John Shaw knew the other existed. In fact, that was the case until just a few weeks ago.

What's the connection? Well, round about 1952 John Shaw lost his 25-year anniversary tie clasp and Jon Hayes found it. It took quite a few years, but just before Thanksgiving of this year the tie clasp found its way back

to its rightful owner.

In the meantime, John Shaw retired as lube zone supervisor, and Jon Hayes hired on at Shell as a research photographer. Hayes is now at the Westhollow Research Complex in Houston in that capacity.

Said Hayes, "Near as I can recall, I found the pin near Clara Barton School on Main Street in Alton. I was going to school there at the time. Seems to me we were going to call Shell and see if anybody lost a pin, but I don't remember if we ever did."

"Anyway, I guess I misplaced it around the house and forgot about it until recently when my wife and I were packing household things for the Houston move

and came across it. On the back of the pin were the initials JFS and the date.

"Knowing more about the workings of Shell by now, I went to Employee Relations to see if they could tell me who with those initials celebrated 25 years in that month of that year. That's how we tracked down John Shaw. Sure enough John said he had long ago lost that tie clasp."

John Shaw said, "I re-

member losing the pin, but never did know exactly where or when. It must have been close to home, though, because at that time we were living just two houses from Clara Barton School.

"I put an ad in the Alton paper but never got any response. Guess the Hayes' never noticed. I'd long ago given up finding that pin. That's why I was so surprised when Jon called."

From page one . . .

Everyone shares this taxing burden

do they fit on this year's federal return?

"Nowhere" as far as the federal government is concerned. The federal IRS does not consider these as income, so they are not taxable.

The same goes for 49 of the 50 states. However, unless the governor and legislators can be persuaded to change the current situation, Mis-

souri residents will be required to pay state income tax on their 1975 federal returns.

Taxpayers should be receiving their federal tax package, complete with forms and instructions, in early January. Shell will be mailing W-2 forms during January.

The IRS has a reminder --

John Shaw went on to accumulate several more Shell anniversary pins before retiring in 1965 after 43 Shell years . . . but not until recently did he get the whole collection back together again. He and his wife, Ethel, live in a house John built himself in Nutwood, Illinois.

Jon Hayes is still working on his first anniversary pin . . . one with his own initials on the back.

especially for those expecting a refund. Those who file their returns earlier get their refunds earlier. For instance, a return filed in January can expect to produce a refund (if one's due) in four to five weeks. But one filed close to the April 15 deadline probably won't see that refund return for eight weeks.

Classified ads

1975 Ford LTD Brougham. 4-door. Fully equipped. 351 engine. 17,000 miles. Wib Grove. 618-462-5297.

Complete auto and incomplete auto. 1973 Pontiac Firebird. Formula 400 engine. 4-speed. US mag wheels. AM/FM with 8-track stereo. 37,000 miles. \$3,200. Also, 1968 Dodge engine, automatic transmission, 2 doors, trunk lid.

instrument panel and heater. (Designed to compete with the new "stripped down" models.) \$50 for all. Don Smith. 618-656-0045.

Two snow tires. 7.75x14 whitewalls. Goodyear. Used one winter. \$35 for the pair. Charlie Hall. 618-288-9865.

1974 Yamaha 100MX. Very fast . . . 38 trophies. \$475 or best offer.

(Trophies not included.) Don Belliss. 618-259-1176.

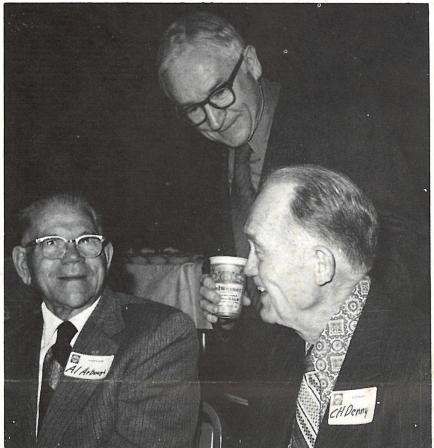
Enlightening offer. 1400-watt generator and air compressor. Dean Fleming. 618-635-2827.

Home or roam. Heavy-duty Kenmore gas dryer. Used only three times. Also, fiberglass truck shell. Charlie Booten. 618-585-3474.



TWENTY-EIGHT YEARS after the two photos on page one were taken, Jon Hayes, research photographer, and John Shaw, retiree, met . . . and John Shaw was reunited with his 25-year anniversary pin.

Pensioners



WELL, HI THERE! The annual dinner affords many "long time no see" comments from those attending. From left: Al Arbough (leadburner, '63), Don McLean (senior analyst-Employee Relations, '71), and Coyl Denny (refinery nurse, '71).



COFFEE and food and good friends were in abundance. K.O. Klump (cracking foreman, '60).



Joe Kennedy (janitor, '51) and "Pop" Harvick (zone supervisor, '51) were recognized as the most senior attendees. Joe is 84 and Pop 85. Tubby Kempher (design draftsman, '66) came the furthest - Boulder, Colorado. Carl Fry (truck driver '74) was declared the youngest at age 54.



THE MUSIC MAN was Al Rezabek (truck driver, '74).



THE LADIES didn't seem to be as many in number this year as last, but two of the distaff representatives were Marian Teachout (head mail and file clerk, '71), and Dot McNally (head stenographer, '61).



A SHOCKING CONVERSATION is what you'd expect when you get three electricians together. From left: Bill Redd (elec. craft supervisor, '63), Carl Steiner (elec. craft supervisor, '60), and Abbey Abernathy (elec. foreman, '73).

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